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NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE

INSPECTOR GENERAL

REPORT OF INVESTIGATION

13 January 2016

IV-15-0008

Alleged Timecard Fraud

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(U) OFFICE OF THE INSPECTOR GENERAL

(U) Chartered by the NSA Director and by statute, the Office of the Inspector General conducts audits, investigations, inspections, and special studies. Its mission is to ensure the integrity, efficiency, and effectiveness of NSA operations, provide intelligence oversight, protect against fraud, waste, and mismanagement of resources by the Agency and its affiliates, and ensure that NSA activities comply with the law. The OIG also serves as an ombudsman, assisting NSA/CSS employees, civilian and military.

(U) AUDITS

(U) The audit function provides independent assessments of programs and organizations. Performance audits evaluate the effectiveness and efficiency of entities and programs and their internal controls. Financial audits determine the accuracy of the Agency's financial statements. All audits are conducted in accordance with standards established by the Comptroller General of the United States.

(U) INVESTIGATIONS

(U) The OIG administers a system for receiving complaints (including anonymous tips) about fraud, waste, and mismanagement. Investigations may be undertaken in response to those complaints, at the request of management, as the result of irregularities that surface during inspections and audits, or at the initiative of the Inspector General.

(U) INTELLIGENCE OVERSIGHT

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

(U) FIELD INSPECTIONS

(U) Inspections are organizational reviews that assess the effectiveness and efficiency of Agency components. The Field Inspections Division also partners with Inspectors General of the Service Cryptologic Elements and other IC entities to jointly inspect consolidated cryptologic facilities.

I. (U) SUMMARY

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(U//~~FOUO~~) On 15 July 2014, the NSA/CSS Office of Inspector General (OIG) received an allegation that [redacted] former [redacted] submitted false timesheets. [1]

(U//~~FOUO~~) The OIG investigation included interviews with [redacted], his former supervisors, his former timekeeper, and NSA Senior Executives who tasked [redacted] with special projects, as well as analysis of timesheets, unofficial foreign travel (UFT) request records and Access Control records from 17 July 2013 to 11 July 2014. Analysis of the data disclosed discrepancies supporting the conclusion that [redacted] did not accurately maintain his timesheets. The 12-month analysis of [redacted] timesheets and access control records initially identified 1226 discrepant hours, including 108 days where [redacted] claimed hours but did not enter NSA spaces. As a result of evidence that indicated [redacted] had legitimate government work related reasons for working outside of NSA spaces, the total number of discrepant hours was reduced to 542.25 hours. The hours wholly consisted of time that [redacted] was paid in duty status for hours he claims he intended to take annual and sick leave but did not properly document his timesheets. [redacted] also did not have sufficient accrued leave to cover his intended leave days.

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

- (U//~~FOUO~~) During the period of 17 July 2013 through 11 July 2014, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 542.25 hours (approximately $38,016.00). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §§ 2-1(K) and 2-2(B). [2]
- (U//~~FOUO~~) During the period of 17 July 2013 through 11 July 2014, [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) and 2-7 (a) and (b).
- (U//~~FOUO~~) [redacted] engaged in telework between 17 July 2013 and 11 July 2014, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

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[1] (U//~~FOUO~~) While assigned to [redacted] remained an NSA employee on assignment.

[2] (U//~~FOUO~~) [redacted] also may have violated 18 U.S.C. §§ 287 and 1001. The OIG reported these potential criminal violations to the United States Attorney's Office for the District of Maryland on [redacted] Additionally, by submitting timesheets with reckless disregard for the accuracy of the documents, [redacted] may have also violated 31 U.S.C. §3802.

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(U~~//FOUO~~) A summary of the investigative findings will be forwarded to the Associate Directorate for Security and Counterintelligence (ADS&CI), Special Actions (Q242), and the

[redacted][3]

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[3] This report will not be forwarded to Employee Relations due to [redacted] resignation from NSA.

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I. (U) BACKGROUND

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(U) Introduction

(U//~~FOUO~~) This investigation was initiated based on a complaint received by the OIG Hotline alleging that [redacted]'s timesheets were not accurate. [redacted] was a GG15/06 [redacted] He entered on duty at NSA on [redacted] Prior to joining NSA, [redacted] served as the [redacted] and worked for the [redacted]

(U//~~FOUO~~) [redacted] left his employment with [redacted] after the company released its initial public offering of stock. [redacted] was recruited to join NSA by [redacted] then Technical Director of [redacted] and [redacted] then Chief of [redacted] [redacted] [redacted] was frustrated with cyberattacks against the United States and wanted to come to NSA to "make a difference."

(U//~~FOUO~~) [redacted] resigned from government service on [redacted]

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(U) Applicable Authorities

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

(U//~~FOUO~~) NSA/CSS PMM Chapter 360 — Time and Attendance
Section 1-3 --- (U) Policy
Section 2-7 — (U) Employee Responsibilities

(U//~~FOUO~~) NSA/CSS PMM Chapter 366—Personal Conduct
Section 2-1 — (U//~~FOUO~~) Work Environment
Section 2-2 — (U//~~FOUO~~) Personnel and Security Standards

(U//~~FOUO~~) NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

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II. (U) FINDINGS

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(U//~~FOUO~~) ***ALLEGATION 1: Did [redacted] knowingly and willfully submit false timesheets from 17 July 2013 to 11 July 2014 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 2: Did [redacted] fail to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheets from 17 July 2013 to 11 July 2014 in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §§ 1-3(a) and 2-7(a)&(b)?***

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

(U//~~FOUO~~) ***ALLEGATION 3: Did [redacted] engage in telework between 17 July 2013 and 11 July 2014, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program?***

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

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

(U//~~FOUO~~) [redacted] was interviewed on 29 January 2015 and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] joined NSA in June 2011 and was assigned to the [redacted] organization. He moved to [redacted] in approximately June 2013 in order to work on a special access program, however, he was not granted the appropriate accesses. His supervisors in [redacted] were [redacted], chief, [redacted] and [redacted], deputy chief, [redacted]. The timekeeper for the organization was [redacted] did not have a specific job title and was not given any tasking by his supervisors. He was not assigned a desk and did not have ACE objectives until just before the end of the rating cycle. As a result, [redacted] "looked for work elsewhere." During the time he was assigned to [redacted] he worked many projects outside of the organization including the [redacted] with [redacted] and [redacted] work in the [redacted] Team with [redacted] and [redacted] work on the [redacted] program for Teresa Shea (ret.) with [redacted] and [redacted] weekly meetings with the then-Deputy Assistant Secretary of Defense for Cyber Policy, Eric Rosenbach, at the Pentagon; and Project [redacted] in conjunction with the FBI.

(U//~~FOUO~~) While assigned to [redacted], [redacted] had problems submitting timesheets. He was unable to submit timesheets unless he was in the [redacted] building because of a firewall. He did not have a desk assigned in the [redacted] building, and was not always working in the area. He often e-mailed or called the timekeeper, [redacted], to notify her of his work hours for the pay period. He also tracked leave on his calendar. He never reviewed his Leave and Earnings statements (LES) for accuracy. He donates his entire federal salary to charity and wishes there was a way for him to work for the government without having to claim a salary.

(U//~~FOUO~~) [redacted] moved back to [redacted] in approximately June 2014. His supervisor was [redacted]. He was not assigned to the office for very long before he went on paternity leave. Upon his return from leave, [redacted] transitioned to the position of [redacted], a joint duty assignment.

(U//~~FOUO~~) During the interview, [redacted] was provided with a copy of an OIG analysis comparing his hours paid to hours within access control. He was asked to review it and return for a follow-up interview.

(U//~~FOUO~~) [redacted] was interviewed a second time on 2 March 2015 and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] reviewed the OIG analysis and provided a spreadsheet via e-mail, prior to this interview which detailed his explanations for the discrepant hours identified in the OIG analysis, [redacted] reviewed his internal and external e-mails, calendars entries and his credit card statements to the extent possible in order to account for his activities and whereabouts.

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(U//~~FOUO~~) From July 2013 to October 2013 he worked on the [redacted] project for Teresa Shea and with [redacted]. He spent Tuesdays and Thursdays outside of the building conducting research and attending meetings. He also identified a number of instances where he was on sick leave or annual leave. His practice was to notify his timekeeper, [redacted], when he planned to use leave. He usually documented his projected leave on his calendar and told [redacted] when he walked by her desk or called her. [redacted] stated that his supervisor, [redacted] said she "absolved herself" of any of the work [redacted] was involved in and did not monitor his work.

(U//~~FOUO~~) [redacted] identified a trip he conducted in support of National Commercial Solutions Center (NCSC) and he provided an itinerary for the trip. He provided e-mails verifying meetings at the Pentagon with Mr. Rosenbach, which showed scheduling and frequent rescheduling. He also provided information about Defense Advanced Research Projects Agency (DARPA) meetings and meetings with Deputy Assistant Secretary of Defense (DASD) Dr. Evelyn Farkas. His meetings at the Pentagon lasted between 30 minutes and 2 hours. The remainder of those days he performed research at home or worked at the NCR office at the Pentagon. He noted meetings with [redacted] and though he could not find specific documentation, he stated that oftentimes those meetings were held in Quantico, VA.

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(U//~~FOUO~~) [redacted] thought he had a telework agreement in place, but could not recall who approved it, possibly [redacted] or [redacted][4] He recalls that he signed a form about telework and possibly completed some training, but did not complete any additional telework agreements since he initially was granted approval. In 2011, [redacted] was issued a laptop by [redacted] which he still has in his possession. He understood the issuance of the laptop to mean that as long as he has the laptop, when there is work to be done outside, he can use the laptop and he has "some authorization" to work outside NSA spaces. [redacted] stated "this was my pattern of work and people knew it. That's what I did, and no one ever told me not to, and I can't really prove that."

(U//~~FOUO~~) [redacted] summarized his employment with NSA as follows, "The only thing that people seem to be interested in me doing here is advising them on what's going on in the real world. So, that's what I do. In fact, I still do it pretty much every morning. I wake up and spend an hour or two... I go to hacker boards and see what hackers are talking about. And I look to see if there's any new exploits. I look at what hot-spots are in the world and think about what cyber-related stuff might be going on. Um, you know, of particular interest during this time was a lot around the leaks. And, um, who knew and who was going to talk. I gave, because of talks on the outside and interactions I have with people on the outside, I gave [redacted] months warning on some of the talks and things that were being released."

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(U//~~FOUO~~) [redacted], Chief [redacted] was interviewed on 14 January 2015 and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] supervised [redacted] from June 2014 to August 2014, when [redacted] went on extended leave following the birth of his child. Upon his return in October 2014, [redacted] transitioned to a position in [redacted]

(U//~~FOUO~~) [redacted] is a grade 15 employee. Prior to working for NSA, he worked at [redacted] and [redacted] [redacted] has extremely strong technical skills. He wants to support the NSA mission and the United States. He is a "mover and a shaker" and "challenges the status quo" from a mission pursuit standpoint. [redacted] is well known and "because of who he is," he is easily able to obtain meetings with high level individuals. Because of his position at [redacted] and does not work at NSA for financial gain.

(U//~~FOUO~~) [redacted] is a Technical Leader, and because of "Need to Know," [redacted] was not privy to all of [redacted]'s work. [redacted] was responsible for developing new projects for [redacted] and during his brief tenure in [redacted] he was likely wrapping up work in his previous organization and attending meetings to facilitate his transition to his assignment at

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[4] (U//~~FOUO~~) The NSA telework program manager searched NSA records from 2012 to 2014 and found no record of any telework agreement for [redacted]. However, the Agency does not retain telework records prior to fiscal year 2012. [redacted] claimed that he completed a telework agreement subsequent to his initial assignment to NSA in June 2011. His supervisor at the time, [redacted], is no longer with NSA and could not be reached for confirmation.

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s assigned work location was in the building. estimated that spent 10 percent of his time in the office. did not task to work at the Pentagon or any other government locations outside of NSA access control; however it would be feasible for to work in such locations. did not attend any extended training or complete any TDYs while was his supervisor.

(U//~~FOUO~~) once mentioned having a telework agreement in place with a previous supervisor, but did not have a telework agreement in place while he was supervised by and did not annotate telework codes on his timesheets. reviewed 's archived timesheets prior to the interview and noted that it appears odd, in hindsight, that 's timesheets had very consistent arrival and departure times, but that he never suspected of committing time card fraud because he "doesn't need the money."

(U//~~FOUO~~) believes that GS 15s are "awarded additional flexibility," and admitted, "I didn't do a great job keeping tabs on him." is a very valuable resource to NSA and because of that felt there was unspoken political pressure to retain . He often advised people to contact on his cell phone when he was not in the office, not because he expected to answer, but because typically arrived late and in the event he was at other locations, people were able to leave a message to get in contact with him. could not recall any specific instances or individuals, but he had been approached about 's accountability and productivity more than once in the past. has never had any reason to question 's hours and felt that fulfilled his NSA duties, was not under supervision long enough to receive a performance rating.

(U//~~FOUO~~) and the organization's timekeepers often had to "nag" to submit his timesheets. completed "the bare minimum" of required paperwork and has a resistance to the "way government works." He believes that is frustrated that he has not been able to make more of an impact on NSA missions, but stated that he was confident any potential timesheet errors were not out of any nefarious intentions or ill-will.

(U//~~FOUO~~) Office Manager was interviewed on 11 March 2015, and provided the following sworn testimony.

(U//~~FOUO~~) has been an NSA employee since 2001. She has been a timekeeper since approximately 2010. In serves as the timekeeper for 200 people. She served as the timekeeper for from July 2013, when she arrived in , until May 2014, when left the organization. During that time Deputy Chief , was 's supervisor. worked a full-time schedule and normally worked from 1130 hours to 2000 hours.

(U//~~FOUO~~) was assigned to , but worked in spaces in another building. He also traveled frequently to other locations for meetings. was not aware of any problems may have had obtaining work space or accessing systems to complete and submit timesheets. was not aware of any complaints about , and had no reason to question his work ethic. She characterized him as a "workaholic" and said that it

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seemed like he really enjoys the work he does. She thinks it would be out of character for [redacted] to submit timesheets that reflected more hours than he worked, and said, if anything, it was likely that he worked more hours than he should. [redacted] was not aware of [redacted] ever having had a telework agreement in place.

(U//~~FOUO~~) In July 2014, [redacted] received a report from the payroll office requesting copies of nearly 300 organizational timesheets, including several for [redacted]. [redacted] attempted to locate the timesheets in the share drive, but because of "glitches" was unable to locate [redacted]'s timesheets. [redacted] initially stated that she then e-mailed [redacted] and requested that he complete the missing timesheets, but she revised her testimony to reflect that she personally completed the timesheets and sent them to [redacted] to "review and sign" with the expectation that he would add any leave to the timesheets.[5] After [redacted] signed the timesheets, they were certified by [redacted] and sent to payroll in response to their audit request for timesheets. [redacted] did not check to see whether [redacted] made any changes to the timesheets. [redacted] realized, in hindsight, that she made a mistake completing the timesheets for [redacted]. She thought she was being nice and trying to help, but realizes that she went beyond her responsibilities as a timekeeper. She denied completing any additional timesheets for [redacted] or anyone else.

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(U//~~FOUO~~) [redacted] Chief, [redacted] was interviewed on 12 March 2015, and provided the following testimony.

(U//~~FOUO~~) [redacted] was the Chief of [redacted] from mid-2011 to November 2013 and supervised [redacted] during that entire time. [redacted] was the [redacted] before he was recruited by [redacted] and [redacted] to come to NSA. [redacted] was the Technical Director of [redacted] and is still an NSA affiliate. [redacted] was hired as a Senior Developer. He is a full-time employee and his schedule varies. [redacted] is [redacted] and you kind of have to get used to him." [redacted] was often working on special projects with [redacted] which would sometimes be pre-negotiated with [redacted] and sometimes would not. Although [redacted] never noticed any problems with [redacted] being untruthful about his time, he did have problems getting [redacted] to turn in timesheets. When pressed for timesheets, [redacted]'s reply was that he really didn't care if he got paid or not.

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(U//~~FOUO~~) During the time that he supervised [redacted], [redacted] saw [redacted] at work approximately once a week. [redacted] was assigned a work space and was not issued a telework agreement. [redacted] was issued a laptop that he needed to perform his duties as a developer. If it was an unclassified laptop, [redacted] would have been allowed to take the computer outside of the building. He would have been allowed to take it with him to a conference or training. [redacted] was a "relatively senior person" and he joined the organization prior to [redacted] arrival. As a result of this, [redacted] believes that it is less likely that [redacted] was advised of general policies regarding working outside of spaces and administrative requirements.

(U//~~FOUO~~) [redacted] would have been able to perform unclassified research at a facility in Columbia, Maryland. He attended meetings at the Pentagon, FBI, and various contractor

[5] (U) The e-mail correspondence is contained in the Evidence section of this report.

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facilities with [redacted] and may have attended conferences. "Special Projects" was an ACE performance objective for [redacted]. [redacted] explained that [redacted] is a "unique organization and everybody had a lot of leeway to innovate and try new things" as part of the mission. Going off to work with someone out of the organization was fairly commonplace.

(U//~~FOUO~~) Timesheets were "not high" on [redacted]'s priority list. [redacted] told [redacted] that timesheets were absolutely required and he had to track his time in the buildings. He also told him that taking leave without pay was not acceptable. [redacted] was brought in as a civilian employee, because [redacted] only allows government employees to function as Operators, which was the role [redacted] desired at NSA.

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(U//~~FOUO~~) [redacted] once asked [redacted] why he came to NSA and [redacted] told him that he got tired of foreign governments attacking [redacted] and not being able to do anything about it. He thought that [redacted] was the place where he could actually do something about that type of activity. [redacted] stated that even with "all of his baggage," he would take [redacted] back into his organization because he is "just that useful of a person to [redacted]." After working in [redacted] went to work in [redacted]. That assignment "didn't work out for anyone involved." [redacted] went to [redacted] under the premise that he was going to work with [redacted] and he became disillusioned after a while because the position was not what he thought it was going to be. Afterwards, [redacted] invited [redacted] back to work for him, but [redacted] opted to go to [redacted] instead.

(U//~~FOUO~~) To [redacted] knowledge, there were never any problems with [redacted] obtaining work space or accessing any necessary files or folders to submit his timesheets. [redacted] never authorized any timekeeper to submit time on [redacted]'s behalf. There were times when [redacted] worked outside of [redacted] spaces and did not have access to his timesheets from his work location. He was expected to come into the office on the last day of the pay period to complete his timesheet.

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(U//~~FOUO~~) If [redacted] had requested to perform unclassified research from home and the research did not require non-attribution, [redacted] would have probably approved him to work from home. However, [redacted] never approached [redacted] to request such an agreement.

(U//~~FOUO~~) [redacted] former Deputy Chief, [redacted] was interviewed on 9 March 2015 and provided the following testimony:

(U//~~FOUO~~) [redacted] supervised [redacted] for approximately one year, until [redacted] left [redacted] in December 2013. [redacted] recalled that [redacted] had shared office space and was unaware of any problems obtaining work space. He estimated that [redacted] spent 75% of his work time in the office. There was unclassified research that [redacted] may have been able to perform outside of NSA spaces, however, [redacted] never approved a telework agreement allowing [redacted] to do so.

(U//~~FOUO~~) [redacted] established ACE objectives for [redacted] and [redacted] performance against the objectives was good. [redacted] stated that [redacted] "brought a lot,

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strategically, to the Agency, based on his experience in industry. Because of his position, [redacted] not only had taskings from [redacted] but also from Ms. Teresa Shea, then Director of SID and others outside of the [redacted] organization. [redacted] worked on projects with the CIA, FBI, and other organizations. [redacted] characterized [redacted] as "brilliant," but also a bit of a "non-conformist" and "anti-establishment."

(U//~~FOUO~~) [redacted] had difficulty getting [redacted] to submit his timesheets and on two or three occasions, they had discussions where [redacted] indicated that he "didn't care" if he got paid. During these conversations [redacted] told [redacted] that whether or not he wanted to get paid, it was a requirement of his employment to submit timesheets and account for his time. [redacted] explained that [redacted] is independently wealthy and it was his understanding that [redacted] donated his federal salary to charity. Despite difficulties getting [redacted] to submit his timesheets, [redacted] had no reason to believe that [redacted] would ever purposely submit false timesheets.

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(U//~~FOUO~~) [redacted] identified [redacted] as the timekeeper in the [redacted] organization. [redacted] never suggested or approved [redacted] to complete timesheets on behalf of [redacted].

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(U//~~FOUO~~) [redacted] Signals Intelligence Directorate SID, was interviewed on 11 May 2015, by telephone and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] first met [redacted] many years ago when [redacted] worked at [redacted] They kept in touch through the years and when [redacted] decided to leave his private sector job and indicated an interest in coming back to the government, [redacted] facilitated [redacted]'s employment with NSA. [redacted] was hired as a GG15 Developer in [redacted].

(U//~~FOUO~~) During the period of review, [redacted] worked on the [redacted] project for then-SID Director, Teresa Shea. [redacted] did not have a desk assigned to him when he was under [redacted] supervision. As a result, people sometimes complained that he was difficult to locate. [redacted] simply reached [redacted] by e-mail and found him to be very responsive. [redacted] did not come to NSA "for the money," and was open about using FMLA and LWOP.

(U//~~FOUO~~) As part of his official duties, [redacted] spent approximately one day each week at the Pentagon. [redacted] is also aware that [redacted] did some work via telecommuting. [redacted] does not know who approved the telecommute agreement, but "plenty" of the work performed by [redacted] would have been "appropriate" for telecommuting.

(U//~~FOUO~~) **Ms. Teresa Shea**, former Director, SID, was interviewed by telephone on 20 May 2015, and provided the following testimony.

(U//~~FOUO~~) Following the [redacted] Ms. Shea tasked [redacted], along with [redacted] and [redacted] with building teams and developing new and unique ideas for rebuilding SIGINT at NSA. During that project, [redacted] worked in various places

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internal and external to the Agency. Ms. Shea was not involved in the day to day activities of the teams, but stated that [redacted] performed unclassified research that would have been commensurate with telecommuting. Ms. Shea has no information as to whether [redacted] had a formal telecommuting agreement in place with his direct supervisor. The project that [redacted] worked on was "not a secret," and people were aware of the work [redacted] performed, but perhaps not down to the level of his timesheet certifiers. Ms. Shea has no reason to believe that [redacted] worked fewer hours than required by his NSA employment.

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

(U//~~FOUO~~) DCIPS and Access Control Comparison (Appendix B)

(U//~~FOUO~~) The OIG obtained and reviewed [redacted]'s DCIPS and access control records for the time period of 17 July 2013 to 11 July 2014. Final analysis of the DCIPS and access control records revealed 542.25 discrepant hours, consisting wholly of hours he stated that he intended to take leave. The OIG arrived at 542.25 hours after crediting [redacted] for 683.75 hours for work performed at other locations to include the Pentagon, other government agencies and facilities, NSA facilities without Access Control, and his home.[6] These instances were supported through testimony of multiple supervisors and senior Agency personnel, as well as documentary evidence detailed below.

(U//~~FOUO~~) Of the 216 days under examination, the OIG identified 81 days with erroneous timesheet entries, made by [redacted] for which stated that he intended to claim annual or sick leave.

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(U//~~FOUO~~) Timesheets

(U//~~FOUO~~) Timesheets for [redacted] were obtained from the Payroll office and reviewed. The timesheets did not match the DCIPS entries reviewed, as they were post-dated and certified. Timesheets for pay periods 10 Aug 2013 to 3 May 2014 were digitally signed by [redacted] on 8 August 2014, three days after the OIG sent a request to Payroll for the timesheets. (see e-mail detailed below.) Timesheets provided by the Payroll office for pay periods ending 13 July and 27 July 2013 were not digitally signed by [redacted] at all. All of the timesheets obtained from the Payroll office contained time entries of standard eight hour days, with no variation and no leave.

(U//~~FOUO~~) Review of [redacted] NSAnet e-mail account produced timesheets he submitted via e-mail to his supervisor, [redacted] and/or timekeeper, [redacted] for pay periods, 5 April 2014 (subject: "look what I have for you!"), 19 April 2014, 3 May 2014 (message: "wheeeee!"), 17 May 2014, 31 May 2014, 14 June 2014, 28 June 2014 (subject, "my favorite thing"), 12 July 2014 (message, "check this shit out!"), 26 July 2014, and 10 August 2013 and 24 August 2013. These timesheets match DCIPS records.[7] The OIG could find no record of any

[6] (U//~~FOUO~~) [redacted] was credited for time spent teleworking from home, even though he had no current approved telework agreement on file.

[7] (U//~~FOUO~~) 9 August 2013, the timesheet signed by [redacted] indicates that he claimed 7 hours of sick leave. This was not properly recorded in DCIPS and he was paid in regular work status for that day.

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timesheets submitted for pay periods 7 September 2013 through 22 April 2014 and relied solely on DCIPS data for those pay periods.

(U//~~FOUO~~) The lack of correlation between the timesheets provided by the Payroll office and the DCIPS data indicates that [redacted] signed the post-dated timesheets with no regard for their accuracy. The e-mail correspondences attached to his timesheet submissions, when available, show a flippant attitude towards the timesheet process.

(U//~~FOUO~~) Leave and Earnings Statements

(U//~~FOUO~~) Leave and Earnings Statements were obtained and reviewed. For the pay period ending 27 July 2013, [redacted] had leave balances of 26.5 hours annual leave, and 24.75 sick leave. He earned eight hours of annual leave and four hours of sick leave per pay period. During the one year reviewed, or 26 pay periods, [redacted] earned 208 hours of annual leave and 104 hours of sick leave. This results in a total maximum available leave balance of 234.5 hours of annual leave and 128.75 sick leave.[8] This demonstrates that [redacted] did not have the leave balances to support the annual and sick leave that he claims he intended to take.

	Annual Leave	Sick Leave
Leave Available as of 7/27/2013	26.5	24.75
Leave Earned July 2013 to July 2014	208	104
Total Leave Available	234.5	128.75

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(b)(6)

(U//~~FOUO~~) DCIPS entries

(U//~~FOUO~~) DCIPS entries for [redacted] were obtained and reviewed. From 15 July 2013 to 11 July 2014, [redacted] used 149 hours of Annual Leave and 64 hours of Sick Leave. This indicates the actual amount of leave [redacted] claimed and was charged during the period of review.

(U//~~FOUO~~) Spreadsheet Provided by [redacted]

(U//~~FOUO~~) On 13 February 2015, [redacted] provided the OIG with a "time_accounting.xlsx" spreadsheet which contained explanations for the majority of the hours the OIG considered discrepant. (Appendix C)

(U//~~FOUO~~) [redacted] response to the OIG included a significant number of days that he claimed he was on annual or sick leave which were reflected in DCIPS as regular hours. Some of these hours are supported by calendar entries, e-mails and ADS&CI Unofficial Foreign Travel Requests. [redacted] response to the OIG indicates that he intended to take an additional 304

[8] (U//~~FOUO~~) During the one year period of review [redacted] claims he intended to take an additional 304 hours of annual leave and 240.75 hours of sick leave.

hours of annual leave and 240.75 hours of sick leave over the hours that were recorded in DCIPS. However, [redacted] did not have as many hours of leave available to him as he claims he intended to take.

	Annual Leave	Sick Leave
Total Leave Available	234.5	128.75
Leave claimed in DCIPS	149	64
Additional leave claimed in response to OIG	304	240.75
Total	-218.5	-176

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(b) (6)

(U//~~FOUO~~) Unofficial Foreign Travel (UFT) Request Records

(b) (6)

(U//~~FOUO~~) UFT request records were obtained and reviewed. During the period of review, [redacted] documented the following foreign travel with ADS&CI.

COUNTRY	UFT REQUEST #	REQUEST DATE	DEPARTURE DATE
[redacted]	[redacted]	8/7/2013	8/23/2013
		9/25/2013	9/27/2013
		11/04/2013	11/28/2013
		12/06/2013	12/24/2013
		12/06/2013	12/24/2013
		4/2/2014	4/16/2014

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(U//~~FOUO~~) The above listed requests coincided with 15 days in the OIG analysis where [redacted] DCIPS data indicated that he was paid for full days but did not enter any NSA facility. This demonstrates that [redacted] received supervisory and ADS&CI approval for unofficial travel, yet was paid regular hours for days he did not work.

(U//~~FOUO~~) NSA Telework Records

(U//~~FOUO~~) The NSA telework program manager searched NSA records from 2012 to 2014 and found no record of any telework agreement for [redacted]. The Agency no longer has telework records prior to fiscal year 2012.[9] Although this does not prove that [redacted] never had a

[9] (U//~~FOUO~~) [redacted] claims that he completed a telework agreement subsequent to his initial assignment to NSA in June 2011. His supervisor at the time [redacted] is no longer with NSA and records are not available prior to

telework agreement, it demonstrates that [redacted][10]

(U//~~FOUO~~) NCRDEF Pentagon Sign-in Records

(U//~~FOUO~~) Sign-in records for NSA/CSS Representative Defense (NCRDEF) spaces located within the Pentagon, were obtained and reviewed. Records revealed [redacted] signed into the spaces on 30 January 2014, 5 June 2014 and 19 June 2014. NCRDEF Chief of Staff, [redacted] additionally stated in an e-mail that the office does their best to ensure all visitors sign the log, but if the office manager is not at her desk it is possible for people to enter the space without signing in.[11]

(U//~~FOUO~~) Pentagon Access Control Records

(U//~~FOUO~~) The Director, Pentagon Access Control, provided the following statement via e-mail,

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> "A check of AMAG reveals that there is no record of [redacted] He does not have a DoD building pass. Since he is an Intel badge holder, he could access the PNT without any swipe history."

(U//~~FOUO~~) This indicates that [redacted] was able to enter and exit without a record in access control systems. If he did not go to the NCRDEF, or did not sign in to the NCRDEF log, he could be present at the Pentagon with no record.

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

(U//~~FOUO~~) Outlook Calendar from NSAnet for [redacted] (Appendix D)

(U//~~FOUO~~) [redacted]'s Outlook calendar was obtained and reviewed. Many instances of travel and leave are documented on the calendar, as well as external meetings and appointments.

(U//~~FOUO~~) ACE Performance Document for 1/12/2014 to 5/17/2014

(U//~~FOUO~~) [redacted]'s Ace Document contains an objective titled "Partnerships," in which [redacted] received a rating of 4.0 for "Drove partnering with an array of intra-Agency and industry individuals and organizations to address emerging and growing challenges to NSA/CSS…"

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fiscal year 2012. [redacted] which maintains telework agreements. stated that they are required to maintain the records for one year.

[10] (U//~~FOUO~~) NSA/CSS Policy Manual 4-15B states that "Telework arrangements shall be for the performance of official duties only, for an initial period of up to 1 year," and requires that "if there is a supervisory change during an on-going telework agreement, the employee must ensure that the new supervisor concurs with the current agreement…" and likewise, "if a teleworker changes positions, the current agreement terminates, and a new agreement must be submitted through the same process.

[11] (U//~~FOUO~~) Chat history indicates that [redacted] was present at the Pentagon on 27 March 2014 and 8 August 2014, neither date appears in the NCRDEF log, which indicates that NCRDEF records are not complete for [redacted]'s entries.

(U//~~FOUO~~) This document supports [redacted]'s attendance at various agencies and facilities in the completion of his assigned duties.

(U//~~FOUO~~) E-mails (Appendix E)

(U//~~FOUO~~) 29 July 2014. E-mail from OIG Investigator [redacted] to Payroll alias requesting missing timesheets for [redacted] for pay periods between 13 July 2013 and 3 May 2014. (E1)

(U//~~FOUO~~) 5 August 2014. E-mail response from [redacted] Payroll, stating that [redacted] timekeeper said that the timesheets were unavailable because they were corrupted. Second e-mail on the same date stated to disregard previous e-mail; the timekeeper "says she has got access now and should be able to get them." (E1)

(U//~~FOUO~~) 5 August 2014. E-mail from [redacted] to [redacted] dated Subject: Timesheets to be signed. [redacted] Here are the timesheets for you to sign....." contained attachments of all timesheets for time periods ranging August 3, 2013 to May 3, 2014 completed with 8 hour entries for each weekday in the entire period. (E2)[12]

(U//~~FOUO~~) 18 December 2013 e-mail from [redacted] to [redacted]

"Hi [redacted] I'm going to take leave from 23Dec and come back on 07Jan. Just so you know. This is kinda like a timecard. Ha! –[redacted]" (E3)

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(U//~~FOUO~~) 26 March 2013 e-mail from [redacted] to [redacted]

"[redacted] Looks like you need to get a time card in soonest. See below. Also, I don't have you as a direct report per [redacted] but we'll get that figured out."

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

"No one has ever told me who the [redacted] timekeeper is, or how to turn in a timecard. That'd help. And, you are listed as my supervisor. Whatever." (E4)

(U//~~FOUO~~) **Chat Excerpts** (Appendix F)

(U//~~FOUO~~) 4 March 2014 (F1)

[redacted] *come work for me. by them [sic] i'm sure i'll be drummed out of this place and will take my activities private.*

[redacted] *sounds good to me.*

[redacted] *yea. may happen sooner if they unwisely decide not to promote me.... do you want to stay in MD, or go somewhere else?*

[redacted] *i don't really care. Only reason I'd stay in MD is because of my NSA connections/potential job as a civvie [sic] here for some reason I was under the impression you cared little for timesheets/grade/promotions*

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[12] (U//~~FOUO~~) See [redacted] response in Chat Excerpts Appendix F3.

[redacted] *i'm vying for chief of* [redacted] *gotta be a senior. other than that, and the parking, fuck it. havent [sic] done a timesheet since last summer.*

...

[redacted] *...where do you sit anyway*

[redacted] *i sit nowhere. another thing I hope to get with a promotion is a desk.*

[redacted] *Where are you presently?*

[redacted] *oh snap in* [redacted]

[redacted] *yea, i got kicked out of my desk in* [redacted]

[redacted] *poor* [redacted]

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(b)(6)

(U//~~FOUO~~) 24 March 2014 (F2)

[redacted] *... Are you on leave anytime this week??*

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[redacted] *.... i'm not planning any leave this week. i did talke [sic] leave on friday. and, I'm at teh [sic] pentagon on thursday.*[13]

(U//~~FOUO~~) 8 August 2014 (F3)

[redacted] *I think I am sending you back all those god damn timesheets. Signed, lest you worry.*

[redacted] *I know that you are a sweetheart for this... when do you start leave...*

[redacted] *Tomorrow. I'm out! And you're the sweetheart for putting all that shit together. You know I never would have.*

[redacted] *Thank you... I am making one last check to make sure that we have everything before you leave..*

[redacted] *if not, you can always call. Its pretty easy for me to get to the NCRDEF and hotdesk. Its what I'm doing right now!*[14]

[redacted] [redacted] *.. do you have the ones from 7/13/13 and 7/27/13?? Please send them to me....*

[13] (U//~~FOUO~~) Friday 21 March 2014 is a "No Access" day in the OIG analysis.

[14] (U//~~FOUO~~) 24 March 2014 Chat indicates that [redacted] was "hot-desking" at the Pentagon, however NCRDEF sign-in records show no indication that [redacted] used their spaces. Reliable records do not exist to show [redacted] entries into the Pentagon.

(U) Analysis and Conclusion

(U//~~FOUO~~) NSA/CSS PMM, Chapter 366, §22-1(K) prohibits employees from knowingly making or presenting a false or fraudulent claim, and NSA/CSS PMM, Chapter 366, §2-2 (B) prohibits employees from making deliberate misrepresentations, falsifications or omissions on any Agency document. Under applicable legal standards, a person "knowingly" makes a false statement whenever he or she acts with knowledge of its falsity or acts with reckless disregard of whether the statement is true.

(U//~~FOUO~~) [redacted]'s failure to accurately complete his timesheets resulted in an overpayment of approximately $38,016.00. He was paid for 542.25 hours that, by his own admission, he did not work. Although he claimed he was on vacation or at medical appointments during these hours, DCIPs records indicate he did not take approved leave for these purposes. Furthermore, [redacted] did not have the accrued leave balances to support his plans. Had [redacted] wished to take more annual or sick leave than he had accrued, there were avenues to facilitate this (i.e. advanced leave, leave without pay). Instead, [redacted] opted to submit false timecards, that contained time entries of eight hour days, with no variation and no leave.

(U//~~FOUO~~) As detailed in the OIG Time and Attendance Analysis (Appendix B), [redacted] failed to accurately record his time. He did not regularly fill out, review, or sign his timesheets. There were several time periods when he failed to submit a timesheet at all. When the timekeeper entered time on his behalf, he did not review his leave and earnings statements (LES) to ensure its accuracy. His chat and e-mail correspondences showed blatant disregard for submitting timesheets, even bragging in a March 2014 chat, "haven[']t submitted a timesheet since last summer." His comments reflect a lack of appreciation that a timecard is a legal document that results in Government expenditure. He claimed many reasons for being unable to complete his timesheets, but demonstrated no effort to either communicate the problems or resolve them. Ultimately, it was his responsibility to ensure the accuracy of the records. [redacted] acted with reckless disregard to whether his timesheets and his accounting for his time was accurate. Furthermore, [redacted]'s failure to complete timesheets violated NSA/CSS PMM Chapter 360, § 2-7(a), which states employees must ensure that all information relevant to their time and attendance is recorded accurately.

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(U//~~FOUO~~) The OIG Time and Attendance Analysis reflected 683.75 additional hours that [redacted] claimed to work, but was not within access control. However, his job duties required "partnering" with external industry and his supervisors agreed that he performed much of his work outside of NSA access control. Multiple witnesses stated that given his unique skills and duties, it was possible, and even appropriate, that he conducted work from home, particularly the research he used to brief senior officials. The OIG verified [redacted]'s external meetings and engagements to the greatest extent possible using calendars, email records, and sign-in records. Ultimately, it was not possible to verify all of his time outside access control. Therefore, the OIG erred in favor of [redacted] and credited him for all discrepant hours excluding those when he admitted to be taking vacation or other personal leave. The OIG also credited him for hours he claimed to work from home, despite his lack of a telework agreement, because supervisors indicated there was unclassified research he could have performed at home. In total, [redacted] claimed 542.25 hours he did not work.

(U//~~FOUO~~) [redacted] believed that he had a telework agreement in place in approximately 2011 when he first joined the Agency. This is unlikely, given that according to NSA/CSS Policy Manual 4-15B, Employee Eligibility and Restrictions, "Employees in probationary status are not eligible for telework." The Work/Life Services Office, which manages the telework program, had no records on file for [redacted] being approved for a telework agreement since fiscal year 2012. They do not maintain records older than fiscal year 2012. Even if he, at one time, had a telework agreement, there was not a valid one in place during the period of review because NSA/CSS Policy Manual 4-15B requires that "if there is a supervisory change during an on-going telework agreement, the employee must ensure that the new supervisor concurs with the current agreement…" and likewise, "if a teleworker changes positions, the current agreement terminates, and a new agreement must be submitted through the same process. Therefore, [redacted] violated NSA/CSS Policy Manual 4-15B, Chapter 1 by teleworking without a current telework agreement in place.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that from 17 July 2013 to 11 July 2014, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the government of 542.25 hours (approximately $38,016.00). [redacted]'s actions are in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §§ 1-3(a) and 2-7(a)&(b); NSA/CSS PMM, Chapter 366, §§ 2-1(K) and 2-2(B); and NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

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III. (U) RESPONSE TO TENTATIVE CONCLUSIONS

(U//~~FOUO~~) On 7 December 2015, the OIG sent [redacted] the tentative conclusion reached in the investigation. [redacted] retained an attorney, [redacted] who responded on his behalf on 4 January 2016. The response provided no new information that would require additional investigation. Therefore, our tentative conclusion became final. The response is attached as Appendix G.

(b)(6)

IV. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that from 17 July 2013 to 11 July 2014, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the government of 542.25 hours (approximately $38,016.00). [redacted]'s actions are in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §§ 1-3(a) and 2-7(a)&(b); NSA/CSS PMM, Chapter 366, §§ 2-1(K) and 2-2(B); and NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

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V. (U) DISTRIBUTION OF RESULTS

(U//~~FOUO~~) A summary of the investigative findings will be provided to ADS&CI, Q242 (Special Actions), and [redacted] (Accounts Receivable) for information.

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[redacted]

Investigator

Concurred by:

[redacted]

Assistant Inspector General
For Investigations

APPENDIX A

(U) Applicable Authorities

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

Section 1-3 — (U) *Policy*

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

a. Timesheets are maintained on a daily basis;…

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 or claim; enter into an agreement or conspiracy to defraud the Government by obtaining or aiding in the payment or allowance of a false or fraudulent claim; or, knowingly and willfully falsify or conceal a material fact by a trick, scheme, or device…..

Section 2.2 — (U) Personnel and Security Standards:

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

…

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

(U) **NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program**

II. (U) Guidance

B. (U) Employee Eligibility and Restrictions

4. (U) Employees in probationary status are not eligible for telework.

III. (U) Procedures

B. (U) Coordination

3. (U) If there is a supervisory change during an on-going telework agreement, the employee must ensure that the new supervisor concurs with the current agreement and provides such concurrence via e-mail to the HR Telework Program Manager.

4. (U) If a teleworker changes positions, the current agreement terminates, and a new agreement must be submitted through the same process.

APPENDIX B

(U) Spreadsheet Analysis

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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
7/17/13	Wed	9:33:51											
		17:41:20			8:07:29			7:37:29	8:00	0.25	-0.25	0.00	No Lunch
7/18/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Visit DARPA
7/19/13	Fri				0:00:00				8:00	8.00		8.00	A/L
7/22/13	Mon	9:42:51											
		18:07:32			8:24:41			7:54:41	8:00	0.00		0.00	
7/23/13	Tue	10:39:51											
		15:48:22											
		15:54:24		0:06									
		15:56:12											
		17:59:17											
		19:20:04			8:40:13			8:10:13	8:00	0.00		0.00	
7/24/13	Wed	10:32:51											
		18:16:46			7:43:55			7:13:55	8:00	0.75	-0.50	0.25	No Lunch
7/25/13	Thu	11:11:24											
		17:25:02			6:13:38			5:43:38	8:00	2.25	-2.25	0.00	lo Lunch [redacted] Researc
7/26/13	Fri				0:00:00				8:00	8.00	-8.00	0.00	[redacted] Research
7/29/13	Mon	13:14:48											
		15:23:37											
		15:42:56		0:19									
		15:43:15											
		16:43:24			3:28:36			2:58:36	8:00	5.00	-5.00	0.00	[redacted] Research
7/30/13	Tue	7:45:12											
		11:35:35											
		11:47:15		0:11									
		14:22:41											
		15:12:57		0:50									
		18:50:17			11:05:05			10:35:05	8:00	-2.50		-2.50	
7/31/13	Wed	13:42:45											
		18:13:18			4:30:33			4:00:33	8:00	3.75	-3.75	0.00	lo Lunch [redacted] Researc

Classified By: [redacted]
Derived From: ~~NSA/CSSM 1-52~~
Dated: 20130930
Declassify On: ~~20491001~~

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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
8/1/13	Thu	12:11:55											
		14:55:27											
		15:01:56		0:06									
		18:21:17			6:09:22			5:39:22	10:00	4.25	-4.25	0.00	No Lunch/ Researc
8/2/13	Fri	14:15:44											
		14:21:14											
		15:21:18											
		15:21:48											
		15:41:20											
		15:48:46		0:07									
		18:12:43			3:56:59			3:26:59	7:00	3.50	-3.50	0.00	No Lunch/ Researc
8/6/13	Tue	11:06:44											
		11:33:38											
		11:45:18		0:11									
		11:45:48											
		11:53:27		0:07									
		13:31:04											
		14:53:44		1:22									
		15:57:20			4:50:36	1:22:40		2:57:56	8:00	5.00	-5.00	0.00	Research
8/7/13	Wed	12:00:38											
		16:13:07			4:12:29			3:42:29	8:00	4.25	-4.25	0.00	Research
8/8/13	Thu	8:14:06											
		11:24:18			3:10:12			2:40:12	8:00	5.25	-5.25	0.00	Research
8/9/13	Fri				0:00:00				7:00	7.00		7.00	LS on timesheet- entry error
8/12/13	Mon	9:00:40											
		13:08:57											
		13:15:30		0:06									
		14:46:27			5:45:47			5:15:47	6:30	1.00	-1.00	0.00	Off site meeting
8/13/13	Tue				0:00:00				6:00	6.00	-6.00	0.00	Research
8/15/13	Thu	11:00:35											
		17:45:58			6:45:23			6:15:23	9:30	3.00	-3.00	0.00	Research
8/16/13	Fri	11:25:47											
		12:39:07											

Classified By: [redacted]
Derived From: ~~NSA/CSSM 1-52~~
Dated: 20130930
Declassify On: ~~20401001~~

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NSAW

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
		12:47:53		0:08									
		13:44:01											
		13:54:51											
		14:05:43		0:10									
		18:16:34			6:50:47			6:20:47	9:30	3.00	-3.00	0.00	Research
8/19/13	Mon	12:10:23											
		17:13:32			5:03:09			4:33:09	9:30	4.75	-4.75	0.00	Research
8/20/13	Tue	13:27:09											
		17:57:17			4:30:08			4:00:08	9:00	4.75	-4.75	0.00	Research
8/21/13	Wed				0:00:00				6:00	6.00	-6.00	0.00	
8/22/13	Thu	9:50:56											
		10:27:28											
		10:48:11		0:20									
		10:48:29											
		11:06:01											
		11:23:16		0:17									
		12:58:31											
		14:38:40		1:40									
		14:39:52											
		14:41:04											
		15:44:44											
		16:52:19			7:01:23	1:40:09		4:51:14	8:00	3.00	-3.00	0.00	
8/26/13	Mon				0:00:00				8:00	8.00		8.00	UFT
8/27/13	Tue				0:00:00				8:00	8.00		8.00	UFT
8/28/13	Wed				0:00:00				8:00	8.00		8.00	UFT
8/29/13	Thu				0:00:00				8:00	8.00		8.00	UFT
8/30/13	Fri				0:00:00				8:00	8.00		8.00	UFT
9/3/13	Tue	12:34:39											
		16:05:02			3:30:23			3:00:23	8:00	4.75	-4.75	0.00	DISL Packet offsite
9/4/13	Wed	10:55:47											
		16:16:37			5:20:50			4:50:50	8:00	3.00	-1.00	2.00	ed DISL pkt off overnight and 2

per

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
Declassify On: ~~20401001~~

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

Release 2022-4
NSA 19507

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(b)(3)-P.L. 86-36
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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
9/5/13	Thu	9:51:12											
		10:59:12											
		11:00:02											
		13:42:50											
		13:50:32		0:07									
		14:13:33											
		14:33:25		0:19									
		17:55:16			8:04:04			7:34:04	8:00	0.25	-0.25	0.00	no lunch
9/6/13	Fri				0:00:00				8:00	8.00		8.00	S/L
9/9/13	Mon	12:21:00											
		17:19:56			4:58:56			4:28:56	8:00	3.50	-3.50	0.00	Research
9/10/13	Tue				0:00:00				8:00	8.00		8.00	S/L
9/11/13	Wed	11:59:56											
		18:20:57			6:21:01			5:51:01	8:00	2.00	-2.00	0.00	Research
9/12/13	Thu	8:53:43											
		15:50:29			6:56:46			6:26:46	8:00	1.50	-1.50	0.00	Research
9/13/13	Fri	12:27:33											
		15:55:34			3:28:01			2:58:01	8:00	5.00	-5.00	0.00	Research
9/16/13	Mon				0:00:00				8:00	8.00	-8.00	0.00	[redacted] Meeting Offsite
9/17/13	Tue	11:23:15											
		12:32:54											
		12:46:38		0:13									
		14:01:52			2:38:37			2:08:37	8:00	5.75	-5.75	0.00	Research
9/18/13	Wed	13:18:30											
		13:43:03											
		13:49:57		0:06									
		13:56:15			0:37:45			0:07:45	8:00	7.75	-7.75	0.00	no lunch/Research
9/19/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
9/20/13	Fri	13:17:05											
		13:32:51											

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20130930
Declassify On: ~~20401001~~

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

Doc ID: 6760706

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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
		13:39:56		0:07									
		13:44:21											
		14:00:17											
		15:21:38			2:04:33			1:34:33	8:00	6.25	-6.25	0.00	Research
9/23/13	Mon	11:34:40											
		13:44:38											
		13:57:11			2:22:31			1:52:31	8:00	6.00	-6.00	0.00	Error
9/24/13	Tue				0:00:00				8:00	8.00	-8.00	0.00	Research
9/25/13	Wed	13:51:15											
		14:36:29											
		15:07:23		0:30									
		16:24:59			2:33:44			2:03:44	8:00	5.75	-5.75	0.00	Research
9/26/13	Thu	14:34:53											
		18:14:49			3:39:56			3:09:56	8:00	4.75	-4.75	0.00	Research
9/27/13	Fri				0:00:00				8:00	8.00		8.00	
9/30/13	Mon				0:00:00				8:00	8.00		8.00	
10/1/13	Tue								8:00	8.00	-8.00	0.00	Furlough
10/2/13	Wed								8:00	8.00	-8.00	0.00	Furlough
10/3/13	Thu								8:00	8.00	-8.00	0.00	Furlough
10/4/13	Fri								8:00	8.00	-8.00	0.00	Furlough
10/7/13	Mon								8:00	8.00	-8.00	0.00	Furlough
10/8/13	Tue								8:00	8.00	-8.00	0.00	Furlough
10/9/13	Wed	9:54:35											
		15:06:30			5:11:55			4:41:55	8:00	3.25	-0.50	2.75	S/L
10/10/13	Thu	12:44:47											
		14:31:07											
		14:44:09		0:13									
		14:45:26											

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Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
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(b)(3)-P.L. 86-36

Release 2022-4
NSA 19509

Doc ID: 6760706

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(b)(3)-P.L. 86-36
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	NSAV						(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
		14:46:52											
		15:01:51											
		15:03:52											
		16:16:28											
		18:20:16			5:35:29			5:05:29	8:00	2.75	-0.50	2.25	S/L
10/11/13	Fri				0:00:00				8:00	8.00		8.00	A/L NY
10/15/13	Tue				0:00:00				8:00	8.00		8.00	A/L NY
10/16/13	Wed	12:51:35											
		13:59:31											
		14:07:00		0:07									
		14:08:17											
		14:16:52											
		14:30:58											
		17:24:53			4:33:18			4:03:18	8:00	3.75	-0.50	3.25	S/L
10/17/13	Thu	13:03:01											
		13:14:10											
		13:53:48		0:39									
		13:57:10											
		15:04:29		1:07									
		16:12:27											
		16:32:47		0:20									
		16:33:58											
		17:16:09			4:13:08	1:07:19		2:35:49	8:00	5.25	-5.25	0.00	Research
10/18/13	Fri	14:26:51											
		14:40:04											
		14:58:54											
		16:34:43											
		16:36:59			2:10:08			1:40:08	8:00	6.25	-6.25	0.00	Research
10/21/13	Mon	14:16:51											
		17:59:02			3:42:11			3:12:11	8:00	4.75	-4.75	0.00	Research
10/22/13	Tue				0:00:00				8:00	8.00		8.00	S/L
10/23/13	Wed				0:00:00				8:00	8.00		8.00	S/L
10/24/13	Thu				0:00:00				8:00	8.00		8.00	S/L

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

Release 2022-4
NSA 19510

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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
10/25/13	Fri				0:00:00				8:00	8.00		8.00	S/L
10/28/13	Mon				0:00:00				8:00	8.00		8.00	S/L
10/29/13	Tue				0:00:00				8:00	8.00		8.00	S/L
10/30/13	Wed	13:52:15											
		16:22:55			2:30:40			2:00:40	8:00	5.75	-5.75	0.00	Research
10/31/13	Thu	16:32:51											
		18:03:56			1:31:05			1:01:05	8:00	6.75	-6.75	0.00	Research
11/1/13	Fri				0:00:00				8:00	8.00		8.00	S/L
11/4/13	Mon	13:12:30											
		17:57:46			4:45:16			4:15:16	8:00	3.50	-3.50	0.00	Research
11/5/13	Tue				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
11/6/13	Wed	17:11:57											
		17:27:43											
		17:33:59		0:06									
		18:33:26											
		18:33:34											
		19:48:56			2:36:59			2:06:59	8:00	5.75	-5.75	0.00	
11/7/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
11/8/13	Fri				0:00:00				8:00	8.00	-8.00	0.00	Research
11/12/13	Tue	12:51:18											
		16:18:00			3:26:42			2:56:42	8:00	5.00	-5.00	0.00	Research
11/13/13	Wed	13:04:59											
		17:03:05											
		17:10:01		0:06									
		17:11:46											
		17:14:01											
		17:15:15											
		17:15:23											
		17:15:45											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
Declassify On: ~~20401001~~

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

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NSA 19511

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	NSAV						(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
		17:17:22											
		17:19:09											
		17:22:35			4:17:36			3:47:36	8:00	4.00	-4.00	0.00	Meeting cancelled
11/14/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
11/15/13	Fri				0:00:00				8:00	8.00	-8.00	0.00	No explanation
11/18/13	Mon	13:09:36											
		13:13:50											
		15:29:41											
		15:37:48		0:08									
		15:37:51											
		15:37:59											
		15:44:25			2:34:49			2:04:49	8:00	5.75	-5.75	0.00	Off-site
11/19/13	Tue				0:00:00				8:00	8.00		8.00	A/L
11/20/13	Wed				0:00:00				8:00	8.00		8.00	A/L
11/21/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
11/22/13	Fri				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
11/25/13	Mon				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
11/26/13	Tue				0:00:00				8:00	8.00	-8.00	0.00	DARPA
11/27/13	Wed				0:00:00				8:00	8.00		8.00	
11/29/13	Fri				0:00:00				8:00	8.00		8.00	
12/2/13	Mon				0:00:00				8:00	8.00		8.00	
12/3/13	Tue	12:36:17											
		16:44:11											
		16:51:54		0:07									
		16:55:00											
		16:55:04											
		16:55:11											
		16:55:40											
		17:22:50			4:46:33			4:16:33	8:00	3.50	-0.50	3.00	S/L

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Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
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Release 2022-4
NSA 19512

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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
12/4/13	Wed				0:00:00				8:00	8.00	-8.00	0.00	Project
12/5/13	Thu	13:21:30											
		16:13:42											
		16:21:38		0:07									
		17:55:56			4:34:26			4:04:26	8:00	3.75	-3.75	0.00	Project
12/6/13	Fri	12:56:15											
		13:02:31											
		13:05:39											
		13:10:47		0:05									
		16:22:33			3:26:18			2:56:18	8:00	5.00	-0.50	4.50	S/L
12/9/13	Mon				0:00:00				8:00	8.00		8.00	S/L
12/11/13	Wed	13:11:35											
		15:50:27											
		15:57:50		0:07									
		18:51:57			5:40:22			5:10:22	8:00	2.75	-0.50	2.25	S/L
12/12/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
12/13/13	Fri				0:00:00				8:00	8.00	-8.00	0.00	DARPA
12/16/13	Mon	13:46:48											
		17:17:52											
		17:28:44		0:10									
		17:34:06			3:47:18			3:17:18	8:00	4.50	-0.50	4.00	S/L
12/17/13	Tue	13:29:58											
		14:02:35											
		14:17:03		0:14									
		15:50:38											
		15:56:03		0:05									
		18:30:28			5:00:30			4:30:30	8:00	3.25	-3.25	0.00	Project
12/18/13	Wed	9:46:05											
		11:19:11											
		12:56:41		1:37									
		14:50:14											
		15:03:40		0:13									

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Derived From: NSA/CSSM 1-52
Dated: 20130930
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(b)(3)-P.L. 86-36

Release 2022-4
NSA 19513

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	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
		15:05:20											
		15:05:42											
		16:23:46											
		16:26:31											
		18:38:48			8:52:43	1:37:30		6:45:13	8:00	1.00	-1.00	0.00	Travel to FX
12/19/13	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
12/20/13	Fri				0:00:00				8:00	8.00		8.00	S/L
12/30/13	Mon				0:00:00				8:00	8.00		8.00	
12/31/13	Tue				0:00:00				8:00	8.00		8.00	
1/2/14	Thu				0:00:00				8:00	8.00		8.00	
1/3/14	Fri				0:00:00				8:00	8.00		8.00	
1/6/14	Mon				0:00:00				8:00	8.00		8.00	
1/7/14	Tue	12:14:17											
		14:45:24											
		14:53:06		0:07									
		14:55:42											
		17:05:03											
		18:55:26			6:41:09			6:11:09	8:00	1.75	-1.75	0.00	"snow"? No snow that date.
1/8/14	Wed	12:47:56											
		18:10:45			5:22:49			4:52:49	8:00	3.00	-0.50	2.50	S/L
1/9/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
1/10/14	Fri				0:00:00				8:00	8.00	-8.00	0.00	White House
1/11/14	Sat	13:23:28											
		13:24:42											
		14:15:18			0:51:50			0:21:50	0:00	-0.25		-0.25	
1/13/14	Mon	13:12:11											
		13:12:32											
		16:06:56			2:54:45			2:24:45	8:00	5.50	-5.50	0.00	AM Conf Call

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Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
Declassify On: ~~20401001~~

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

Release 2022-4
NSA 19514

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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
1/14/14	Tue				0:00:00				8:00	8.00	-8.00	0.00	TDY
1/15/14	Wed				0:00:00				8:00	8.00	-8.00	0.00	TDY
1/16/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
1/17/14	Fri	13:38:08											
		14:28:43											
		14:45:35		0:16									
		14:49:49											
		17:20:40			3:42:32			3:12:32	8:00	4.75	-0.50	4.25	S/L
1/21/14	Tue				0:00:00				8:00	8.00		8.00	A/L
1/22/14	Wed				0:00:00				8:00	8.00		8.00	A/L
1/23/14	Thu	13:14:02											
		18:33:20			5:19:18			4:49:18	8:00	3.00	-0.50	2.50	A/L
1/24/14	Fri				0:00:00				8:00	8.00		8.00	A/L
1/27/14	Mon				0:00:00				8:00	8.00		8.00	A/L
1/28/14	Tue	13:55:36											
		18:45:47			4:50:11			4:20:11	8:00	3.50	-0.50	3.00	A/L
1/29/14	Wed				0:00:00				8:00	8.00		8.00	S/L
1/30/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	PNT 1200-1253
1/31/14	Fri				0:00:00				8:00	8.00	-8.00	0.00	
2/3/14	Mon				0:00:00				8:00	8.00		8.00	A/L
2/4/14	Tue				0:00:00				8:00	8.00		8.00	A/L
2/5/14	Wed				0:00:00				8:00	8.00		8.00	A/L
2/6/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
2/7/14	Fri	15:07:27											
		16:05:40											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
Declassify On: ~~20401001~~

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

Release 2022-4
NSA 19515

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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
		16:13:30		0:07									
		17:38:42											
		17:40:25			2:32:58			2:02:58	8:00	5.75	-0.50	5.25	S/L
2/10/14	Mon	13:00:32											
		14:31:17											
		15:04:39		0:33									
		18:30:04			5:29:32			4:59:32	8:00	3.00	-3.00	0.00	Research
2/11/14	Tue				0:00:00				8:00	8.00		8.00	A/L
2/12/14	Wed				0:00:00				8:00	8.00		8.00	A/L
2/14/14	Fri				0:00:00				8:00	8.00		8.00	A/L
2/18/14	Tue				0:00:00				8:00	8.00		8.00	A/L
2/19/14	Wed	13:02:44											
		18:32:35			5:29:51			4:59:51	8:00	3.00	-3.00	0.00	Research
2/20/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
2/21/14	Fri	13:28:08											
		14:23:57											
		14:34:42		0:10									
		18:37:34			5:09:26			4:39:26	8:00	3.25	-3.25	0.00	Research
2/24/14	Mon				0:00:00				8:00	8.00	-8.00	0.00	
2/25/14	Tue				0:00:00				8:00	8.00	-8.00	0.00	
2/26/14	Wed	14:21:32											
		18:41:50			4:20:18			3:50:18	8:00	4.00	-4.00	0.00	Research
2/27/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
2/28/14	Fri	13:45:55											
		13:47:56											
		14:42:05											
		14:42:13											
		14:55:21											
		16:42:08											

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Derived From: NSA/CSSM 1-52
Dated: 20130930
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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
		17:43:41			3:57:46			3:27:46	8:00	4.50	-0.50	4.00	S/L
3/4/14	Tue	14:09:28											
		15:02:12											
		15:27:02											
		16:48:02											
		17:17:46			3:08:18			2:38:18	8:00	5.25	-5.25	0.00	
3/5/14	Wed				0:00:00				8:00	8.00		8.00	S/L
3/6/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
3/7/14	Fri	14:40:58											
		14:42:15											
		17:06:23											
		17:33:57											
		19:00:45			4:19:47			3:49:47	8:00	4.00	-0.50	3.50	S/L
3/10/14	Mon	12:08:06											
		15:32:51			3:24:45			2:54:45	8:00	5.00	-5.00	0.00	Research
3/11/14	Tue	12:28:03											
		17:07:03			4:39:00			4:09:00	8:00	3.75	-3.75	0.00	Research
3/12/14	Wed				0:00:00				8:00	8.00		8.00	S/L
3/13/14	Thu	9:48:28											
		16:12:24			6:23:56			5:53:56	8:00	2.00	-2.00	0.00	Research
3/14/14	Fri	9:39:14											
		15:56:40			6:17:26			5:47:26	8:00	2.00	-2.00	0.00	Research
3/18/14	Tue	14:29:18											
		16:41:03			2:11:45			1:41:45	8:00	6.25	-6.25	0.00	Research
3/19/14	Wed	10:56:34											
		13:27:20											
		14:33:38		1:06									
		16:30:23											
		16:43:41		0:13									
		18:15:28			7:18:54	1:06:18		5:42:36	8:00	2.25	-2.25	0.00	NSCS

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Release 2022-4
NSA 19517

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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
3/20/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
3/21/14	Fri				0:00:00				8:00	8.00		8.00	A/L
3/24/14	Mon	14:27:42											
		18:00:39			3:32:57			3:02:57	8:00	4.75	-4.75	0.00	Research
3/25/14	Tue	15:19:35											
		15:21:28											
		16:22:28											
		16:37:08											
		18:18:12											
		19:08:32			3:48:57			3:18:57	8:00	4.50	-4.50	0.00	Research
3/26/14	Wed	13:11:01											
		13:12:33											
		13:21:16											
		14:35:14											
		14:39:48											
		15:13:31			2:02:30			1:32:30	8:00	6.25	-6.25	0.00	Research
3/27/14	Thu				0:00:00				8:00	8.00	-8.00	0.00	Pentagon
3/28/14	Fri	12:06:44											
		12:08:19											
		12:15:40											
		15:01:51											
		16:13:53			4:07:09			3:37:09	8:00	4.25	-4.25	0.00	Research
3/31/14	Mon				0:00:00				8:00	8.00		8.00	A/L
4/1/14	Tue				0:00:00				8:00	8.00		8.00	S/L
4/2/14	Wed	12:37:48											
		13:12:18											
		14:47:40											
		15:40:29											
		15:50:14		0:09									
		17:10:52			4:33:04			4:03:04	8:00	3.75	-3.75	0.00	Research
4/3/14	Thu	16:04:48											
		16:19:43											

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Dated: 20130930
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Release 2022-4
NSA 19518

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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
		16:28:34		0:08									
		17:04:25											
		17:37:41			1:32:53			1:02:53	8:00	6.75	-6.75	0.00	NCSC
4/4/14	Fri				0:00:00				8:00	8.00	-8.00	0.00	No explanation
4/7/14	Mon	13:58:49											
		14:00:27											
		14:38:52											
		16:01:50											
		19:00:09											
		19:05:21			5:06:32			4:36:32	6:30	1.75	-1.75	0.00	Research
4/8/14	Tue	10:45:51											
		10:50:14											
		13:05:09											
		14:31:19											
		15:38:12		1:06									
		15:39:53											
		17:21:59			6:36:08	1:06:53		4:59:15	8:30	3.50	-3.50	0.00	No explanation
4/9/14	Wed	11:48:17											
		13:00:11											
		13:09:55		0:09									
		13:11:59											
		13:36:40											
		14:47:45											
		16:02:55											
		16:22:15			4:33:58			4:03:58	8:30	4.25	-4.25	0.00	Research
4/10/14	Thu				0:00:00				7:30	7.50	-7.50	0.00	Pentagon
4/11/14	Fri	12:34:05											
		12:36:01											
		13:41:08											
		14:39:17											
		14:39:52											
		14:40:25											
		15:27:09											
		16:46:08											
		17:03:14											
		17:27:51			4:53:46			4:23:46	7:00	2.50	-2.50	0.00	Research

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	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
4/13/14	Sun				0:00:00				4:00	4.00	-4.00	0.00	research
4/14/14	Mon	13:33:35											
		13:33:55											
		13:40:45											
		14:39:43		0:58									
		15:05:51											
		15:24:08		0:18									
		15:25:41											
		15:55:25											
		16:31:53			2:58:18			2:28:18	6:00	3.50	-3.50	0.00	Research
4/15/14	Tue	14:28:22											
		14:30:31											
		14:42:28											
		16:06:15											
		16:21:08			1:52:46			1:22:46	8:00	6.50	-6.50	0.00	No explanation
5/1/14	Thu	13:45:38											
		13:47:23											
		14:03:37											
		14:11:00		0:07									
		16:38:05			2:52:27		Y	2:52:27	8:00	5.00	-5.00	0.00	Research
5/5/14	Mon	12:48:16											
		12:48:47											
		14:25:16											
		14:29:05											
		14:47:28		0:18									
		14:47:50											
		15:48:19											
		17:04:16											
		18:06:15			5:17:59		Y	5:17:59	8:00	2.50	-2.50	0.00	Research
5/6/14	Tue				0:00:00		Y		8:00	8.00	-8.00	0.00	Research
5/7/14	Wed	14:06:07											
		14:06:28											
		14:56:43											
		15:53:31											
		18:11:50			4:05:43		Y	4:05:43	8:00	3.75	-3.75	0.00	Research

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
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	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
5/8/14	Thu				0:00:00		Y		8:00	8.00	-8.00	0.00	Pentagon
5/9/14	Fri				0:00:00		Y		8:00	8.00		8.00	A/L
5/12/14	Mon	13:36:52											
		13:37:10											
		15:22:12											
		18:46:04			5:09:12		Y	5:09:12	8:00	2.75	-2.75	0.00	Research
5/13/14	Tue	12:59:34											
		16:19:55			3:20:21		Y	3:20:21	8:00	4.50		4.50	A/L
5/14/14	Wed	10:00:53											
		16:51:07			6:50:14		Y	6:50:14	8:00	1.00	-1.00	0.00	Research
5/15/14	Thu				0:00:00		Y		8:00	8.00	-8.00	0.00	Pentagon
5/19/14	Mon	13:53:15											
		13:53:34											
		14:58:23											
		15:31:23											
		16:05:31			2:12:16		Y	2:12:16	6:00	3.75	-3.75	0.00	Research
5/20/14	Tue	7:20:37											
		8:56:30											
		13:43:13		4:46									
		18:22:48			11:02:11	4:46:43	Y	6:15:28	10:30	4.00		4.00	S/L
5/22/14	Thu				0:00:00		Y		7:00	7.00	-7.00	0.00	Pentagon
5/27/14	Tue				0:00:00		Y		8:00	8.00		8.00	A/L
5/28/14	Wed	13:03:51											
		15:55:41			2:51:50		Y	2:51:50	9:00	6.00		6.00	S/L
5/29/14	Thu	10:43:49											
		11:47:43			1:03:54		Y	1:03:54	8:00	6.75	-6.75	0.00	Meeting Pnt
5/30/14	Fri				0:00:00		Y		7:30	7.50		7.50	S/L
6/2/14	Mon	12:29:05											

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Derived From: NSA/CSSM 1-52
Dated: 20130930
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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
		12:29:23											
		12:36:00			0:06:55		Y	0:06:55	8:00	7.75	-7.75	0.00	No explanation
6/3/14	Tue	10:51:01											
		10:51:21											
		13:07:39											
		14:21:44		1:14									
		15:13:22											
		15:16:07		0:02									
		16:46:38			5:55:37	1:14:05	Y	4:41:32	8:00	3.25	-3.25	0.00	Research
6/4/14	Wed	14:29:09											
		14:53:33											
		15:14:04		0:20									
		17:48:43			3:19:34		Y	3:19:34	8:00	4.50	-4.50	0.00	Research
6/5/14	Thu				0:00:00		Y		8:00	8.00	-8.00	0.00	PNT sign-in
6/6/14	Fri	13:16:47											
		15:42:41											
		15:55:59			2:39:12		Y	2:39:12	6:00	3.25	-3.25	0.00	Research
6/10/14	Tue				0:00:00		Y		8:00	8.00		8.00	S/L
6/11/14	Wed				0:00:00		Y		8:00	8.00		8.00	S/L
6/12/14	Thu				0:00:00		Y		8:00	8.00		8.00	S/L
6/16/14	Mon				0:00:00		Y		8:00	8.00		8.00	S/L
6/17/14	Tue	12:50:39											
		12:50:58											
		14:54:44											
		15:16:08		0:21									
		15:18:52											
		18:50:52			6:00:13		Y	6:00:13	8:00	1.75	-1.75	0.00	Research
6/18/14	Wed				0:00:00		Y		8:00	8.00		8.00	S/L
6/19/14	Thu	9:39:43											
		12:33:08			2:53:25		Y	2:53:25	8:00	5.00	-5.00	0.00	PNT sign-in

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Derived From: NSA/CSSM 1-52
Dated: 20130930
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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
6/20/14	Fri	10:49:24											
		11:34:16											
		11:41:10		0:06									
		12:41:10			1:51:46		Y	1:51:46	8:00	6.00		6.00	A/L
6/24/14	Tue				0:00:00		Y		8:00	8.00	-8.00	0.00	FBI
6/26/14	Thu				0:00:00		Y		8:00	8.00		8.00	A/L
6/30/14	Mon	14:10:07											
		15:59:34			1:49:27		Y	1:49:27	8:00	6.00	-3.00	3.00	Research/SL
7/1/14	Tue	13:04:25											
		13:04:44											
		14:24:00											
		16:05:21			3:00:56		Y	3:00:56	5:00	1.75		1.75	S/L
7/8/14	Tue	12:45:46											
		12:46:07											
		13:03:26											
		13:24:18		0:20									
		14:59:13											
		15:15:37		0:16									
		15:15:58											
		16:07:56			3:22:10		Y	3:22:10	8:00	4.50	-4.50	0.00	Research
7/9/14	Wed				0:00:00		Y		8:00	8.00		8.00	S/L
7/10/14	Thu				0:00:00		Y		8:00	8.00	-8.00	0.00	Pentagon
7/11/14	Fri	12:32:26											
		17:20:31			4:48:05		Y	4:48:05	5:00	0.00		0.00	
Total number of Discrepant Hours												542.25	
Total number of days in analysis												216.00	
Number of times claimed more hours on timesheet than within AG												81.00	
Additional hours of Annual Leave Claimed												304	
Additional hours of Sick Leave Claimed												240.75	

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Dated: 20130930
Declassify On: ~~20401001~~

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APPENDIX C

(U) Explanation Provided by

Release 2022-4
NSA 19524

Total disputed hours:	1216
Hours resolved:	1147.5
unresolved hours:	68.5
cost estimate:	4863.5

"No Access" Tab.

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

Date	accounting	hours	notes
18-Jul-13	Visit to DARPA w DIR/DARPA	8	hours accounted for: 812
19-Jul-13	A/L	8	
26-Jul-13	[redacted] Research	8	
9-Aug-13	S/L	8	
13-Aug-13	[redacted] Research	6	
21-Aug-13	NCSC [redacted]	6	
26-Aug-13	UFT AL [redacted]	8	
27-Aug-13	UFT AL	8	
28-Aug-13	UFT AL	8	
29-Aug-13	UFT AL	8	
30-Aug-13	UFT AL	8	
6-Sep-13	S/L	8	
10-Sep-13	S/L	8	
16-Sep-13	[redacted] Meeting offsite	8	
19-Sep-13	Pentagon Mtg w/Rosenbach	8	
24-Sep-13	[redacted] Research	8	
27-Sep-13	UFT AL [redacted]	8	
30-Sep-13	UFT AL [redacted]	8	
11-Oct-13	AL [redacted]	8	
15-Oct-13	AL [redacted]	8	
22-Oct-13	SL - hurt shoulder, MRI and Xrays	8	
23-Oct-13	SL - hurt shoulder, MRI and Xrays	8	
24-Oct-13	SL - hurt shoulder, MRI and Xrays	8	
25-Oct-13	SL - hurt shoulder, MRI and Xrays	8	
28-Oct-13	SL - hurt shoulder, MRI and Xrays	8	
29-Oct-13	SL - hurt shoulder, MRI and Xrays	8	
1-Nov-13	SL	8	
5-Nov-13	DASD farkas, Pentagon	8	
7-Nov-13	Pentagon Mtg w/Rosenbach	8	
8-Nov-13	Research	8	
14-Nov-13	Pentagon Mtg w/Rosenbach	8	
15-Nov-13			
19-Nov-13	A/L	8	

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20-Nov-13	A/L	8
21-Nov-13	Pentagon Mtg w/Rosenbach	8
22-Nov-13	Pentagon Mtg w/Rosenbach (cancelled)	8
25-Nov-13	Pentagon Mtg w/Rosenbach	8
26-Nov-13	Mtg DARPA w/	8
27-Nov-13	UFT	8
29-Nov-13	UFT	8
2-Dec-13	UFT	8
4-Dec-13	project	8
9-Dec-13	S/L	8
12-Dec-13	Pentagon Mtg w/Rosenbach	8
13-Dec-13	DARPA / project	8
19-Dec-13	Pentagon Mtg w/Rosenbach	8
20-Dec-13	S/L	8
30-Dec-13	UFT A/L	8
31-Dec-13	UFT A/L	8
2-Jan-14	UFT A/L	8
3-Jan-14	UFT A/L	8
6-Jan-14	UFT A/L	8
9-Jan-14	Pentagon Mtg w/Rosenbach	8
10-Jan-14	OSTP White House	8
14-Jan-14	TDY NCSC	13 0430-1730 } RTN ?
15-Jan-14	TDY NCSC	8 0700-1500 }
16-Jan-14	Pentagon Mtg w/Rosenbach	8
21-Jan-14	AL	8
22-Jan-14	AL	8
24-Jan-14	AL	8
27-Jan-14	AL	8
29-Jan-14	SL	8
30-Jan-14	Pentagon Mtg w/Rosenbach	7
31-Jan-14	offsite	8
3-Feb-14	AL	8
4-Feb-14	A/L	8
5-Feb-14	A/L Snow	8

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

6-Feb-14	Pentagon, Cancelled	8
11-Feb-14	A/L	8
12-Feb-14	A/L	8
14-Feb-14	A/L	8
18-Feb-14	A/L	8
20-Feb-14	Pentagon Mtg w/Rosenbach	8
24-Feb-14	NCSC outside contact with	8
25-Feb-14	NCSC outside contact with	8
27-Feb-14	Pentagon Mtg w/Rosenbach	8
5-Mar-14	S/L	8
6-Mar-14	Pentagon Mtg w/Rosenbach	8
12-Mar-14	S/L	8
20-Mar-14	Pentagon Mtg w/Rosenbach	8
21-Mar-14	AL	8
27-Mar-14	Pentagon Mtg w/Rosenbach	8
31-Mar-14	A/L	8
1-Apr-14	S/L	8
4-Apr-14		
10-Apr-14	Pentagon Mtg w/Rosenbach	8
13-Apr-14	Research	4
6-May-14	Research	8
8-May-14	Pentagon Mtg w/Rosenbach	8
9-May-14	A/L	8
15-May-14	Pentagon Mtg w/Rosenbach	8
22-May-14	Pentagon Mtg w/Rosenbach	8
27-May-14	A/L	8
30-May-14	S/L	8
5-Jun-14	Pentagon Mtg w/Rosenbach	8
10-Jun-14	S/L	8
11-Jun-14	S/L	8
12-Jun-14	S/L	8
16-Jun-14	S/L	8
18-Jun-14	S/L	8
24-Jun-14		8

(b) (6)

outside, local

26-Jun-14	A/L	8
9-Jul-14	SL	8
10-Jul-14	Pentagon Mtg w/Rosenbach	8

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

"discrepant hours"

date	accounting	Orig discrepant	No Meal adjustment	net descrepant	hours accounted for	total hours unresolved:	21.5
17-Jul-13		0.25	0.5	-0.25		Total hours resolved:	335.5
22-Jul-13		0	0.5	-0.5			
23-Jul-13		0	0.5	-0.5			
24-Jul-13		0.75	0.5	0.25			
25-Jul-13	[redacted] research	2.25	0.5	0	1.75		
29-Jul-13	[redacted] research	5	0.5	0	4.5		
30-Jul-13	overage	-2.5	0.5	-3			
31-Jul-13	[redacted] esearch	3.75	0.5	0	3.25		
1-Aug-13	[redacted] esearch	4.25	0.5	0	3.75		
2-Aug-13	[redacted] esearch	3.5	0.5	0	3		
6-Aug-03	[redacted] easearch / NCSC Lunch	5	0.5	0	4.5		
7-Aug-13	[redacted] esearch	4.25	0.5	0	3.75		
8-Aug-13	[redacted] easearch	5.25	0.5	0	4.75		
12-Aug-13	Offsite meeting with [redacted]	1	0.5	-1.5	2		
15-Aug-13	[redacted] easearch	3	0.5	0	2.5		
16-Aug-13	[redacted] esearch	3	0.5	0	2.5		
19-Aug-13	[redacted] esearch	4.75	0.5	0	4.25		
20-Aug-13	[redacted] easearch	4.75	0.5	0	4.25		
22-Aug-13	Lunch w/NCSC [redacted]	3	0.5	0.5	2		
3-Sep-13	DISL packet work offsite	4.75	0.5	0.25	4		
4-Sep-13	DISL packet dropoff at [redacted] in morning, 2 Hr S/L in afternoon for MRI	3	0.5	-0.5	3		
5-Sep-13		0.25	0.5	-0.25			
9-Sep-13	Outside Office / Research	3.5	0.5	0	3		
11-Sep-13	Outside Office / Research	2	0.5	0	1.5		
12-Sep-13	Outside Office / Research	1.5	0.5	0	1		
13-Sep-13	Outside Office / Research	5	0.5	0	4.5		
17-Sep-13	Outside Office / Research	5.75	0.5	0	5.25		
18-Sep-13		7.75	0.5	7.25			
20-Sep-13	Outside Office / Research	6.25	0.5	0	5.75		
23-Sep-13		0	0.5	-0.5			
25-Sep-13	Outside Office / Research	5.75	0.5	0	5.25		
26-Sep-13	Outside Office / Research	4.75	0.5	0	4.25		
9-Oct-13	S/L	3.25	0.5	0	2.75		
10-Oct-13	S/L in morning	2.75	0.5	0	2.25		
16-Oct-13	S/L in morning	3.75	0.5	0	3.25		
17-Oct-13	Outside Office / Research	5.25		0	5.25		
18-Oct-13	Outside Office / Research	6.25	0.5	0	5.75		
21-Oct-13	Outside Office / Research	4.75	0.5	0	4.25		
30-Oct-13	Outside Office / Research	5.75	0.5	0	5.25		
31-Oct-13	Outside Office / Research	6.75	0.5	0	6.25		
4-Nov-13	Outside Office / Research	3.5	0.5	0	3		
6-Nov-13	[redacted]	5.75	0.5	0	5.25		
12-Nov-13	Outside Office / Research	5	0.5	0	4.5		
13-Nov-13	Scheduled OSC offsite with SIDDIR reston VA, cancelled	4	0.5	0	3.5		
18-Nov-13	offsite "thing" at 0900, nic travel time. likely NCSC	5.75	0.5	0	5.25		
3-Dec-13	S/L	3.5	0.5	0	3		
5-Dec-13	[redacted] project research	3.75	0.5	0	3.25		
6-Dec-13	S/L	5	0.5	0	4.5		
11-Dec-13	S/L	2.75	0.5	0	2.25		
16-Dec-13	S/L	4.5	0.5	0	4		
17-Dec-13	[redacted] project research	3.25	0.5	0	2.75		
18-Dec-13	Q meet at FANX travel time	1	0	0	1		
7-Jan-14	Snow	1.75	0.5	0	1.25		
8-Jan-14	S/L	3	0.5	0	2.5		
11-Jan-14	time not claimed	-0.25	0.5	-1	0.25		
13-Jan-14	Morning Conf call, [redacted] CSC	5.5	0.5	0	5		
17-Jan-14	S/L	4.75	0.5	0	4.25		
23-Jan-14	A/L in morning	3	0.5	0	2.5		

(b) (6)

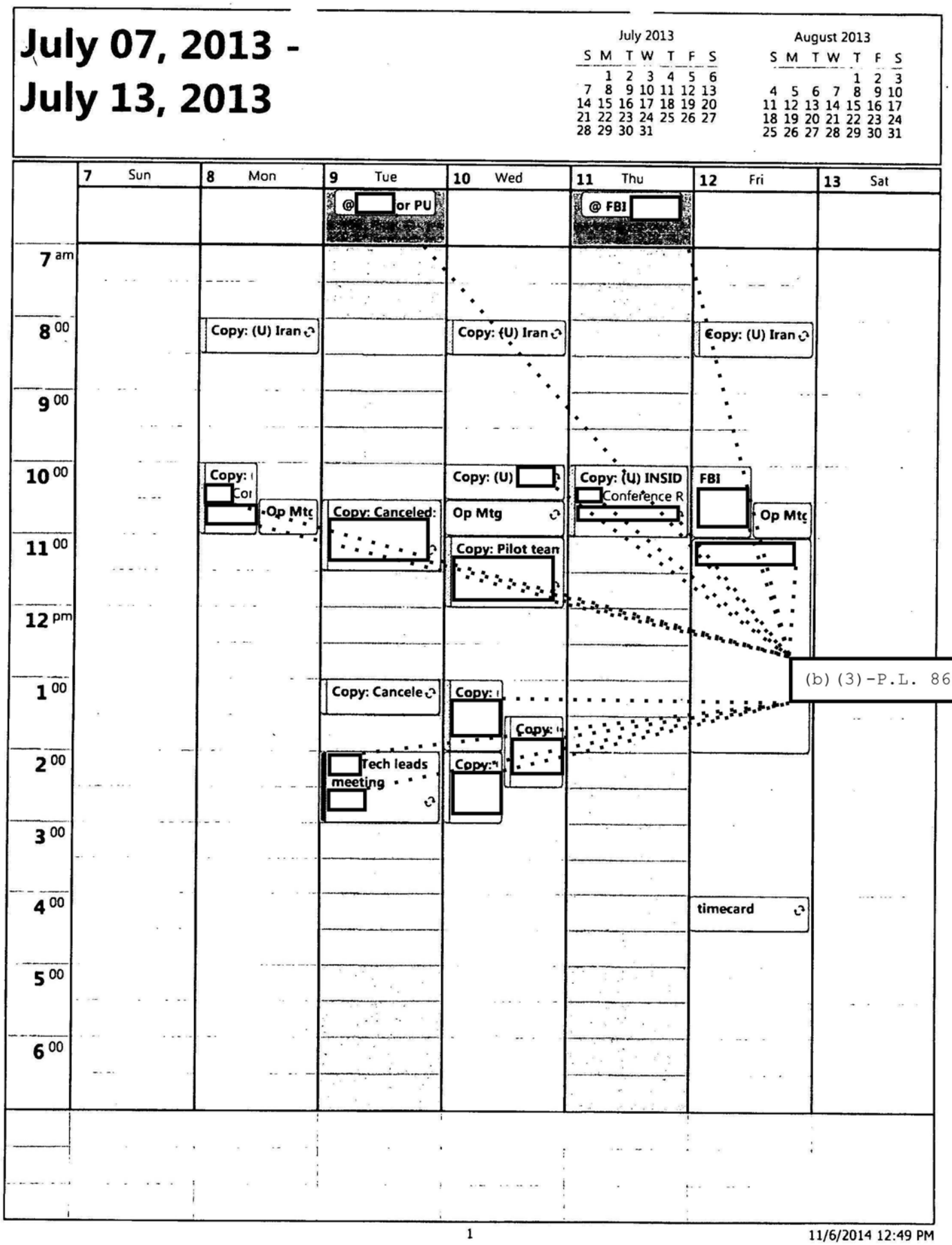
(b)(3)-P.L. 86-36

28-Jan-14	S/L	3.5	0.5	0	3
7-Feb-14	S/L	5.75	0.5	0	5.25
10-Feb-14	Outside Office time / Research	3	0.5	0	2.5
19-Feb-14	Outside Office time / Research	3	0.5	0	2.5
21-Feb-14	Outside Office time / Research	3.25	0.5	0	2.75
26-Feb-14	Outside Office time / Research	4	0.5	0	3.5
28-Feb-14	S/L	4.5	0.5	0	4
4-Mar-14	Morning at [redacted]	5.25	0.5	0	4.75
7-Mar-14	S/L	4	0.5	0	3.5
10-Mar-14	Outside Office time / Research	5	0.5	0	4.5
11-Mar-14	Outside Office time / Research	3.75	0.5	0	3.25
13-Mar-14	Outside Office time / Research	2	0.5	0	1.5
14-Mar-14	Outside Office time / Research	2	0.5	0	1.5
18-Mar-14	Outside Office time / Research	6.25	0.5	0	5.75
19-Mar-14	NCSC	2.25		0	2.25
24-Mar-14	Outside Office time / Research	4.75	0.5	0	4.25
25-Mar-14	Outside Office time / Research	4.5	0.5	0	4
26-Mar-14	Outside Office time / Research	6.25	0.5	1.75	4
28-Mar-14	Outside Office time / Research	4.25	0.5	0	3.75
2-Apr-14	Outside Office time / Research	3.75	0.5	0	3.25
3-Apr-14	NCSC Meeting (unconfirmed)	6.75	0.5	6.25	
7-Apr-14	Outside Office time / Research	1.75	0.5	0	1.25
8-Apr-14		3.5		3.5	
9-Apr-14	Outside Office time / Research	4.25	0.5	0	3.75
11-Apr-14	Outside Office time / Research	2.5	0.5	0	2
14-Apr-14	Outside Office time / Research	3.5	0.5	0	3
15-Apr-14	0300-0500	6.5	0.5	0	6
1-May-14	Outside Office time / Research	5		1.5	3.5
5-May-14	Outside Office time / Research	2.5		0	2.5
7-May-14	Outside Office time / Research	3.75		0	3.75
12-May-14	Outside Office time / Research	2.75		0	2.75
13-May-14	A/L	4.5		0	4.5
14-May-14	Outside Office time / Research	1		0	1
19-May-14	Outside Office time / Research	3.75		0	3.75
20-May-14	S/L	4		0	4
28-May-14	S/l	6		0	6
29-May-14	Last minute meeting ER	6.75		0.5	6.25
2-Jun-14		7.75		7.75	
3-Jun-14	Outside Office time / Research	3.25		0	3.25
4-Jun-14	Outside Office time / Research	4.5		0	4.5
6-Jun-14	Outside Office time / Research	3.25		0	3.25
17-Jun-14	Outside Office time / Research	1.75		0	1.75
19-Jun-14	Last minute meeting ER	3.5		0	3.5
20-Jun-14	A/L	6		0	6
30-Jun-14	Outside Office time / Research (AM) / S/L (PM)	6		0	6
1-Jul-14	S/L	1.75		0	1.75
8-Jul-14	Outside Office time / Research	4.5		0	4.5

APPENDIX D

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

(U) [redacted]'s Outlook Calendar



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Release 2022-4
NSA 19533

July 14, 2013 - July 20, 2013

July 2013

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

August 2013

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

	14 Sun	15 Mon	16 Tue	17 Wed	18 Thu	19 Fri	20 Sat
					DARPA visit		
7 am							
8 00		Copy: (U) Iran		Copy: (U) Iran		Copy: (U) Iran	
9 00							
10 00		Copy: Cor		Copy: (U)	Copy: (U) INSID Conference R		
11 00		Op Mtg	Copy:	Op Mtg		Op Mtg	
12 pm			Copy:	Copy: Pilot tean			
1 00			Copy: Cancele				
2 00			Tech leads meeting	Copy:	Copy:		
3 00							
4 00							
5 00							
6 00							

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

Release 2022-4
NSA 19534

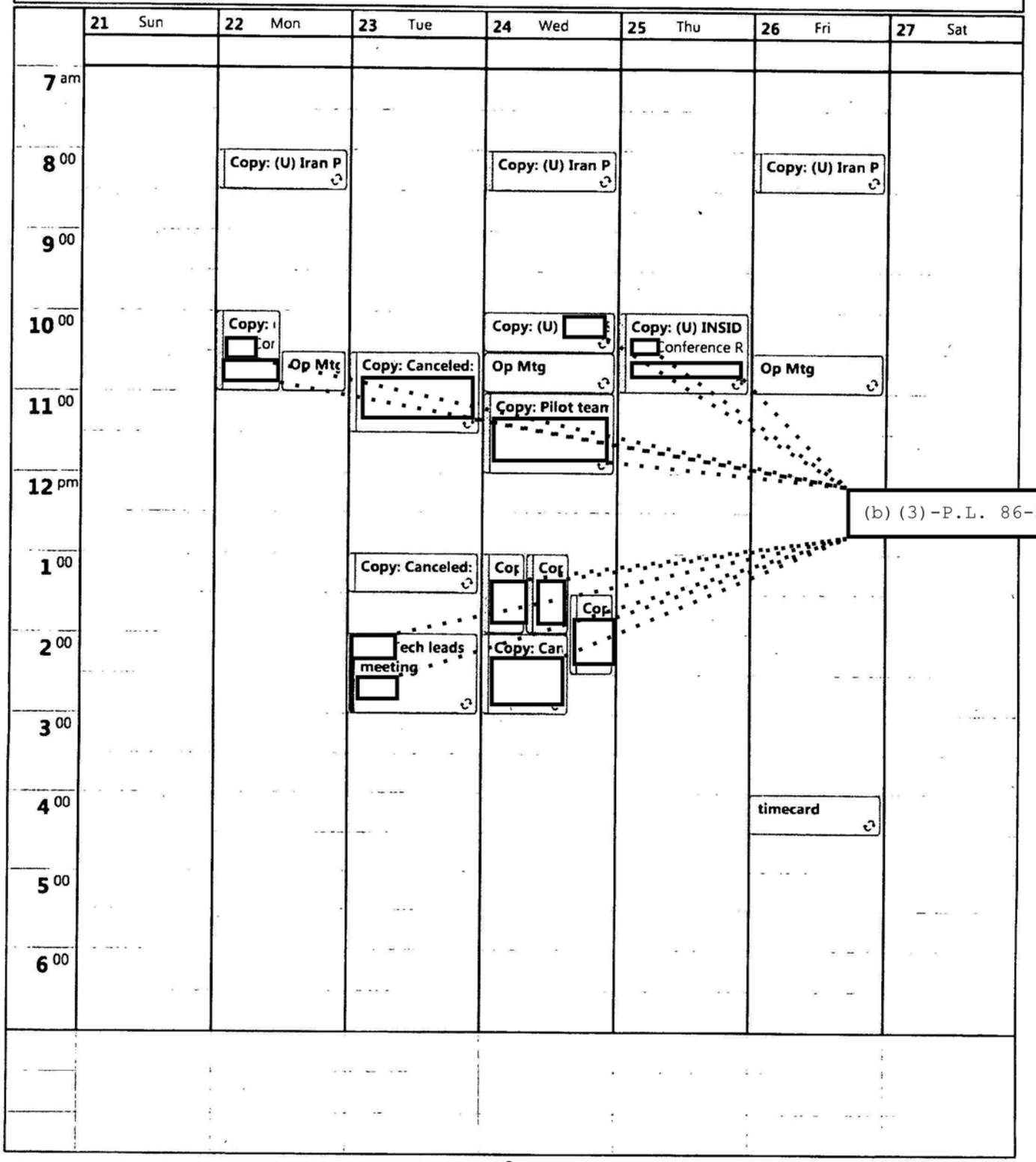
July 21, 2013 - July 27, 2013

July 2013

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2013

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
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25	26	27	28	29	30	31



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Release 2022-4
NSA 19535

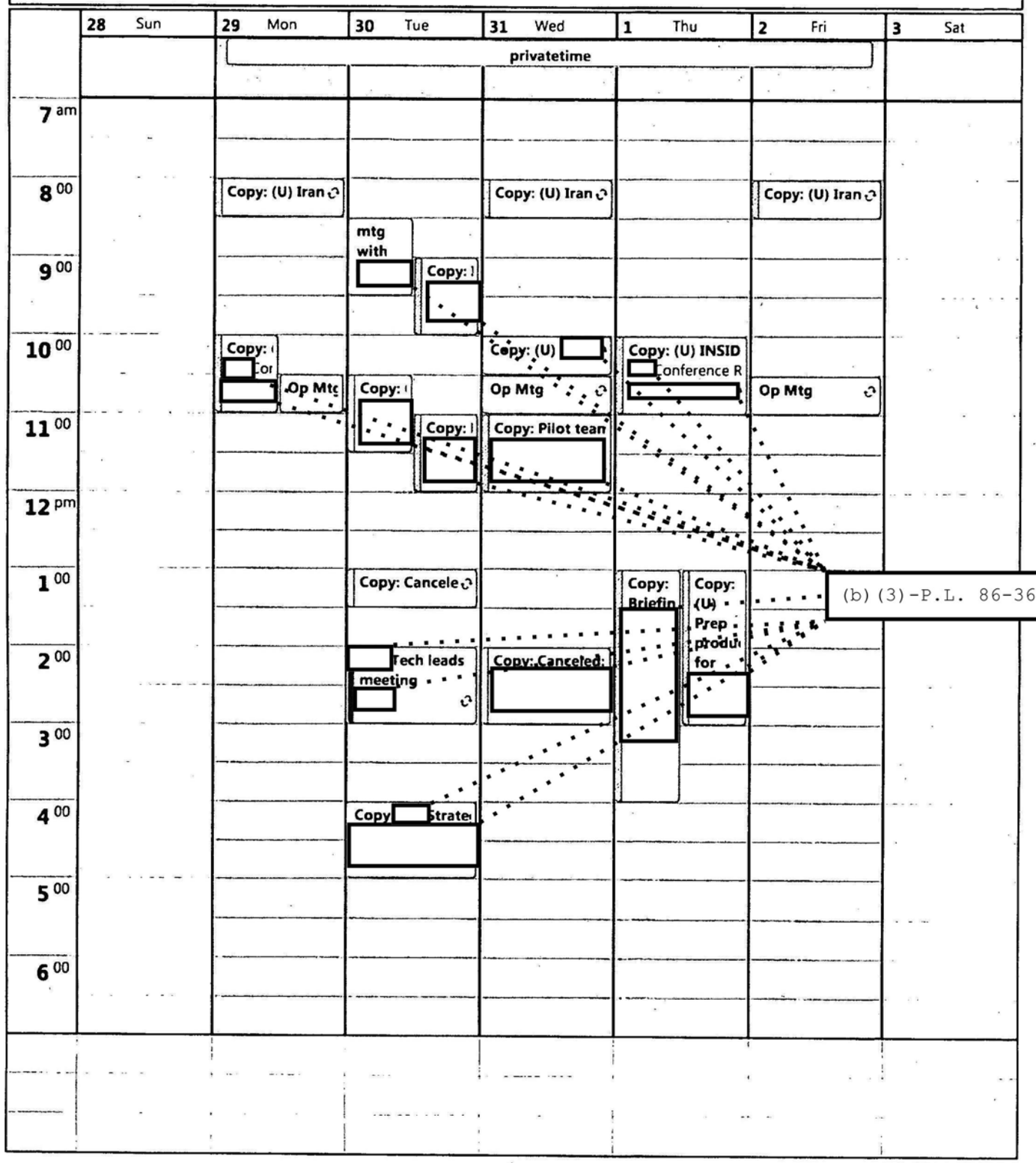
July 28, 2013 - August 03, 2013

July 2013

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2013

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



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Release 2022-4
NSA 19536

August 04, 2013 - August 10, 2013

August 2013

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

September 2013

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

	4 Sun	5 Mon	6 Tue	7 Wed	8 Thu	9 Fri	10 Sat
		may be S/L					
7 am							
8 00		Copy: (U) Iran		Copy: (U) Iran	SID offsite	Copy: (U) Iran	
9 00							
10 00		Copy: Op Mtg	Copy:	Copy: (U) Op Mtg	Copy:	Op Mtg	
11 00			Copy:	Copy: Pilot team			
12 pm			read in		(b)(3)-P.L. 86-36		
1 00			Copy: Cancele	Copy:			
2 00			Tech leads meeting	Copy:		Copy: Time Change: Strategy	
3 00							
4 00					Copy: Cancel	timecard	
5 00					Strate		
6 00							

Release 2022-4
NSA 19537

August 11, 2013 - August 17, 2013

August 2013

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

September 2013

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

	11 Sun	12 Mon	13 Tue	14 Wed	15 Thu	16 Fri	17 Sat
7 am				OoO A/L			
8 00		Copy: (U) Iran		Copy: (U) Iran		Copy: (U) Iran	
9 00							
10 00		Copy: (U) Op Mtg	Copy:	Copy: (U) Op Mtg	Copy: (U) INSID. Conference R	Op Mtg	
11 00			Copy:	Copy: Pilot tean		T meeting	
12 pm							
1 00			DISI pres Ther Cop	Copy:			
2 00			Tech leads	Copy:			
3 00							
4 00							
5 00							
6 00							

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Release 2022-4
NSA 19538

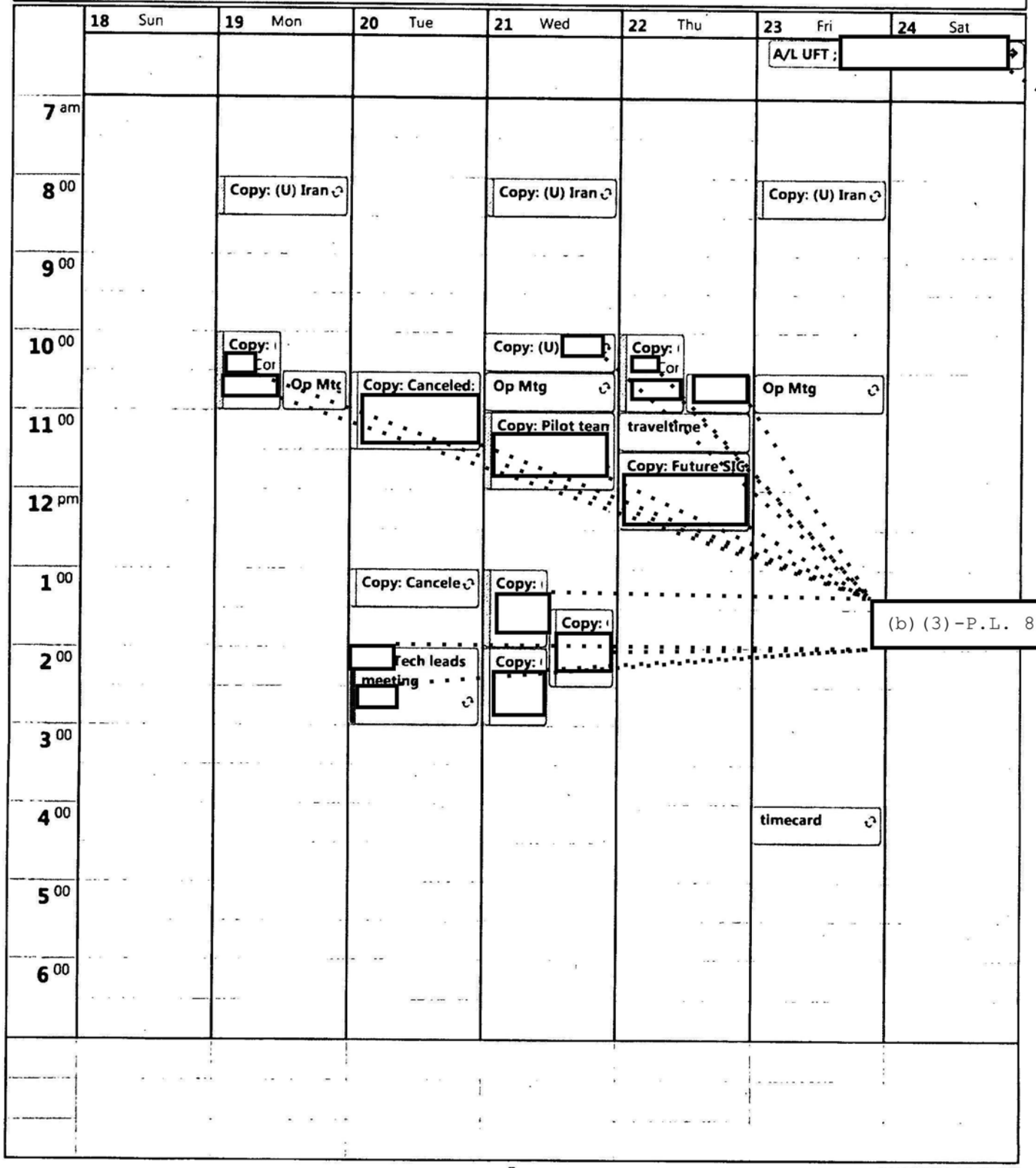
August 18, 2013 - August 24, 2013

August 2013

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18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2013

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



(b) (6)

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

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Release 2022-4
NSA 19539

August 25, 2013 - August 31, 2013

August 2013

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

September 2013

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

	25 Sun	26 Mon	27 Tue	28 Wed	29 Thu	30 Fri	31 Sat
	From Aug 23						
7 am							
8 00		Copy: (U) Iran		Copy: (U) Iran		Copy: (U) Iran	
9 00			Copy: All H:				
10 00		Copy: Cor		Copy: (U)	Copy: (U) INSID Conference R		
		Op Mtg	Copy:	Op Mtg		Op Mtg	
11 00			Copy:	Copy: Pilot tean			
12 pm							
1 00			Copy: Cancele				
				Cancel			
2 00			Tech leads meeting		Copy:		
3 00							
4 00							
5 00							
6 00							

(b) (6)

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

Release 2022-4
NSA 19540

September 01, 2013 - September 07, 2013

September 2013

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

October 2013

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

	1 Sunday	2 Monday	3 Tuesday	4 Wednesday	5 Thursday	6 Friday	7 Saturday
		Holiday - Lab					
7 am							
8 00		Copy: (U) Iran	drop of packet	Copy: (U) Iran		Copy: (U) Iran	
9 00							
10 00		Copy: Cor, Op Mtg	Copy:	Copy: (U), Op Mtg	Copy:	Copy: (U) SIGII, Op Mtg	
11 00				Cop, Imp Plan sess, Cor			
12 pm							
1 00			Copy: Cancele	Cor			
2 00			Tech leads meeting	Copy: Car, Cor	R		
3 00				S/L MRI			
4 00						Copy: (U) offsite with NSA West	timecar
5 00							
6 00							

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(b) (6)

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Release 2022-4
NSA 19541

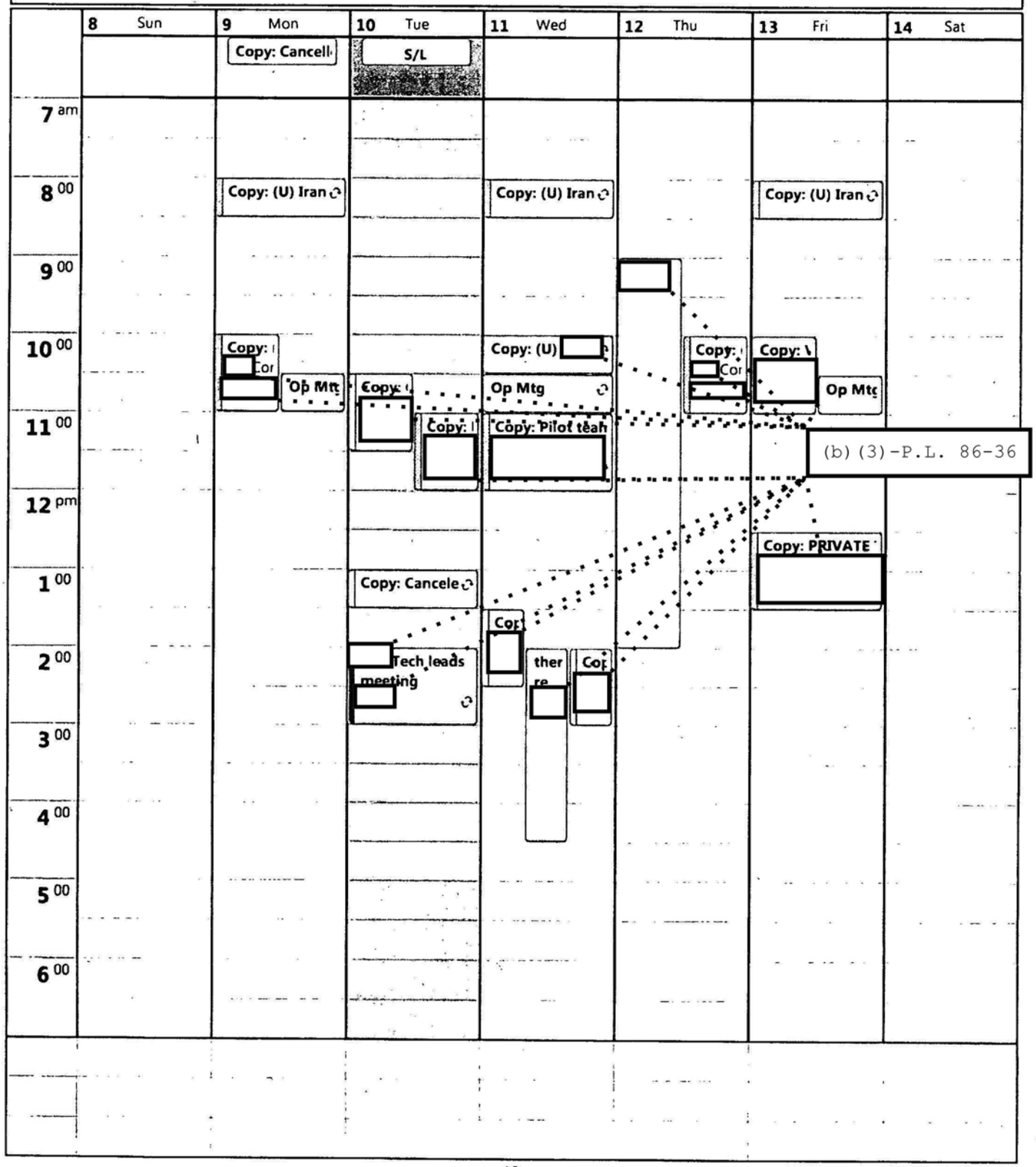
September 08, 2013 - September 14, 2013

September 2013

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2013

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
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Release 2022-4
NSA 19542

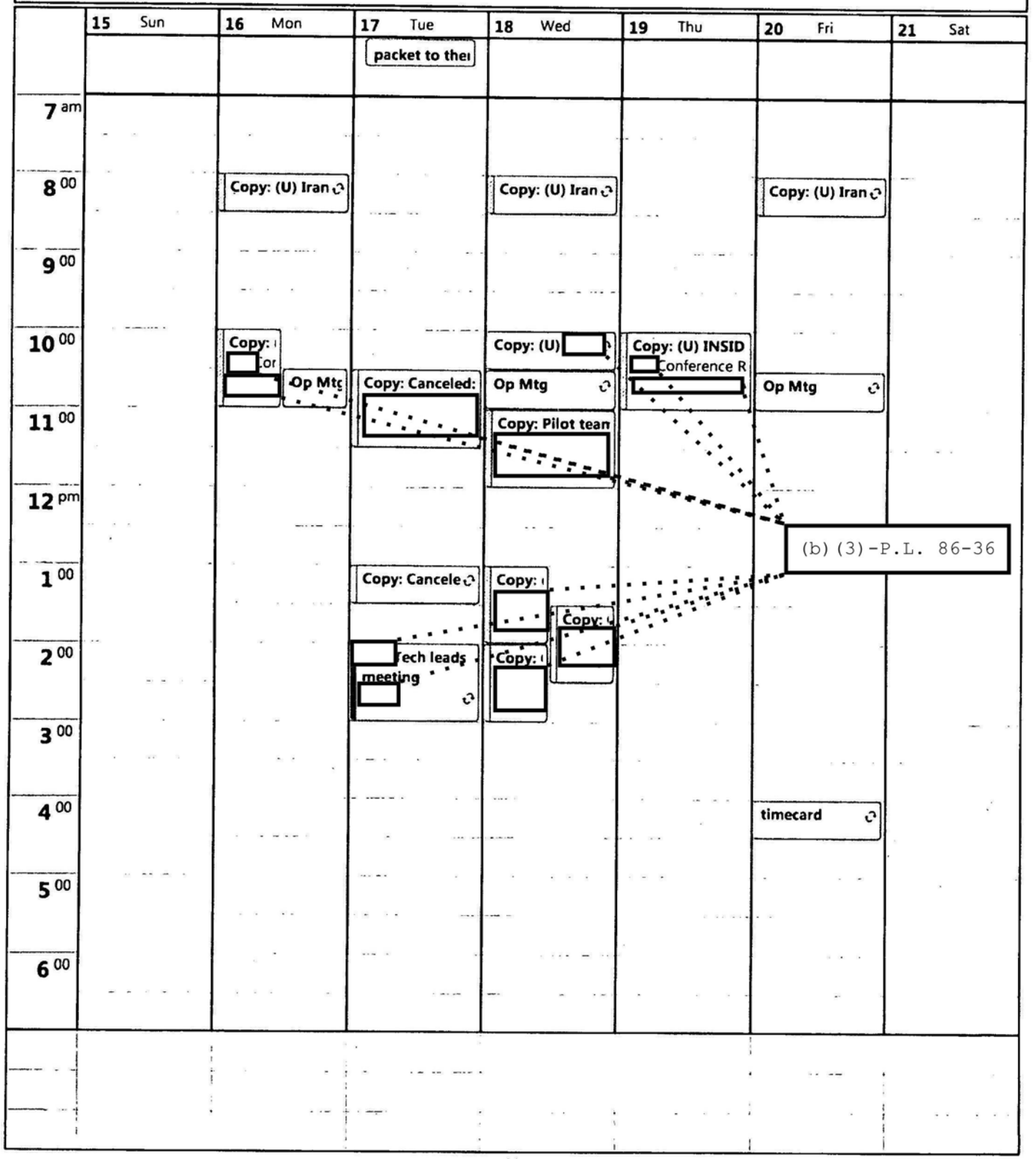
September 15, 2013 - September 21, 2013

September 2013

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2013

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



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NSA 19543

Doc ID: 6760706

September 22, 2013 - September 28, 2013

September 2013

S	M	T	W	T	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2013

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

	22 Sun	23 Mon	24 Tue	25 Wed	26 Thu	27 Fri	28 Sat
						A/	
7 am							
8 00		Copy: (U) Iran		Copy: (U) Iran		Copy: (U) Iran	
9 00			Copy All H:			Copy: SIGINT 2.	
10 00		Copy: Op Mtg	Copy:	Copy: (U) Op Mtg	Copy: (U) INSID Conference R	Op Mtg	
11 00			Copy:	Copy: Pilot jean			
12 pm		brown bag with				(b) (3)-P.L. 86-36	
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Release 2022-4
NSA 19544

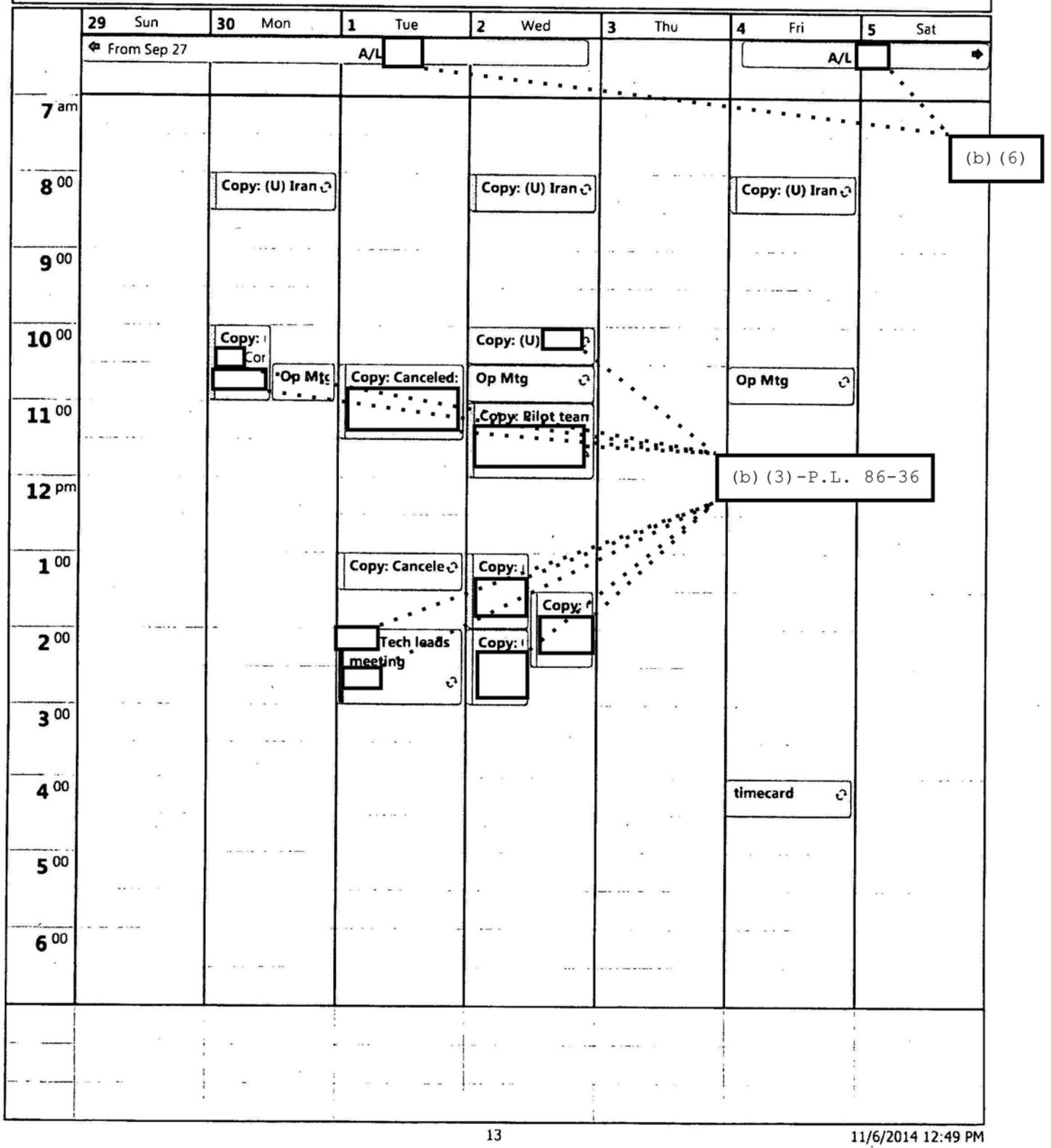
September 29, 2013 - October 05, 2013

September 2013

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October 2013

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Release 2022-4
NSA 19545

October 06, 2013 - October 12, 2013

October 2013

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November 2013

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Release 2022-4
NSA 19546

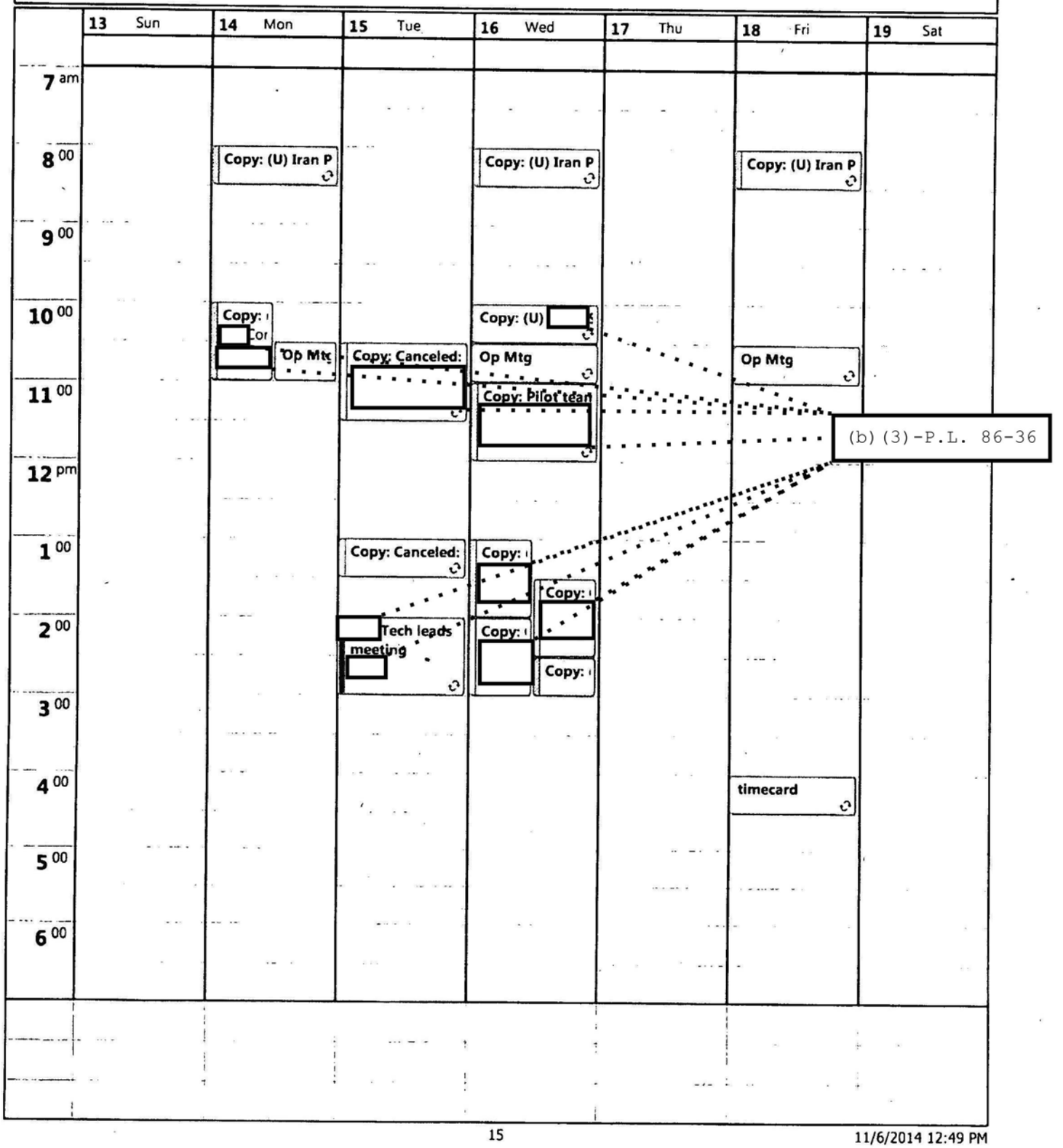
October 13, 2013 - October 19, 2013

October 2013

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November 2013

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Release 2022-4
NSA 19547

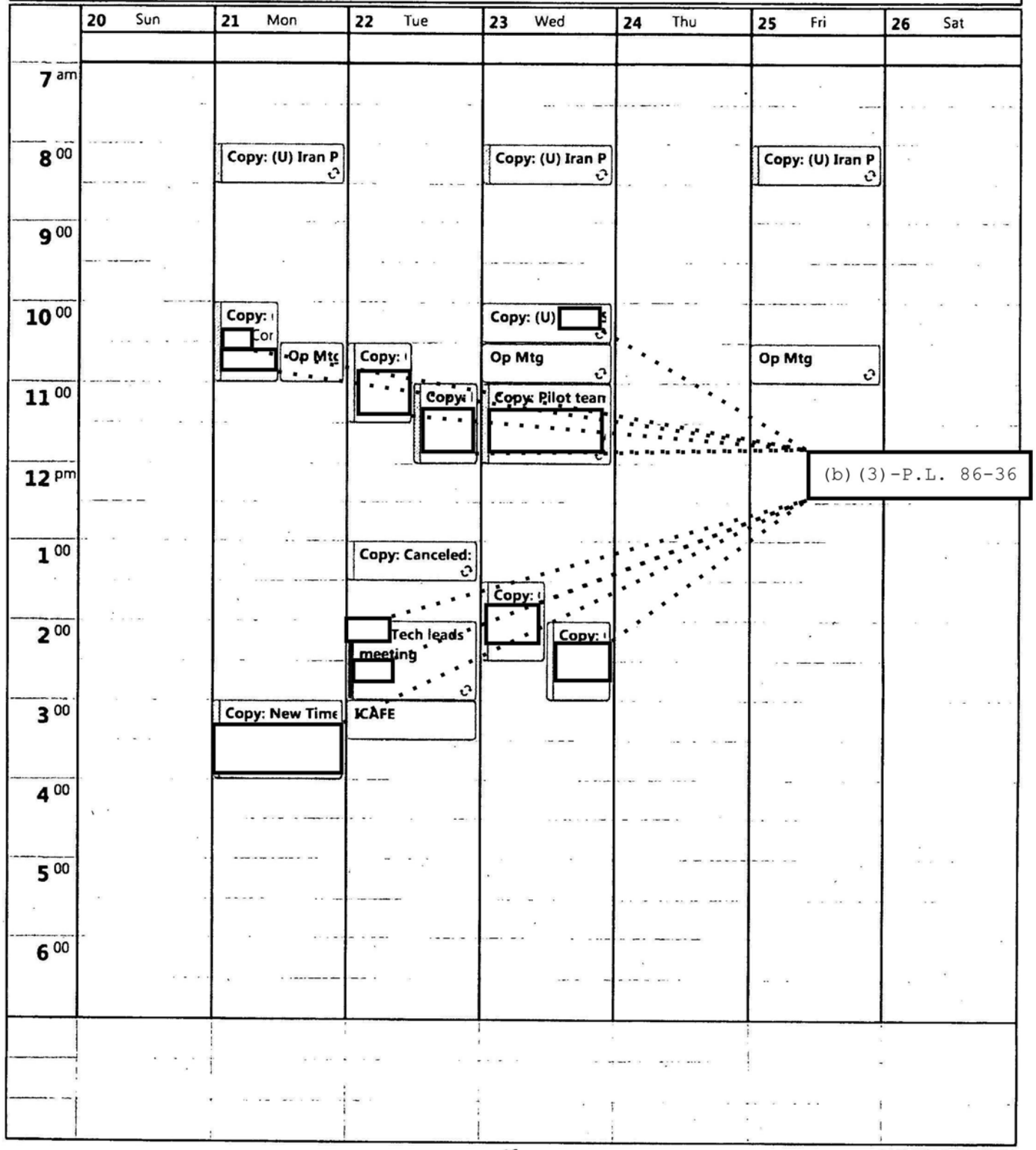
October 20, 2013 - October 26, 2013

October 2013

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27	28	29	30	31		

November 2013

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Release 2022-4
NSA 19548

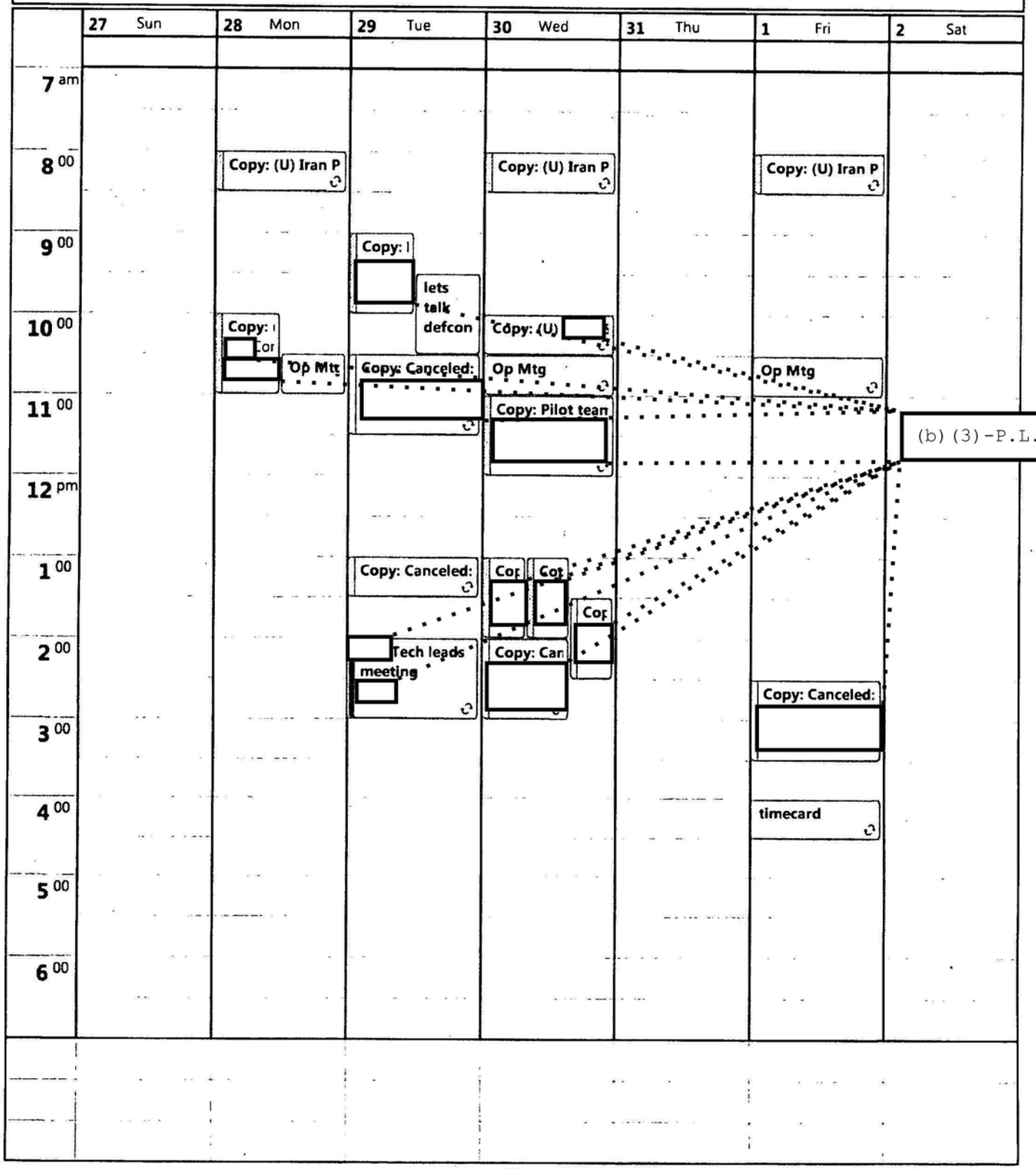
October 27, 2013 - November 02, 2013

October 2013

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November 2013

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Release 2022-4
NSA 19549

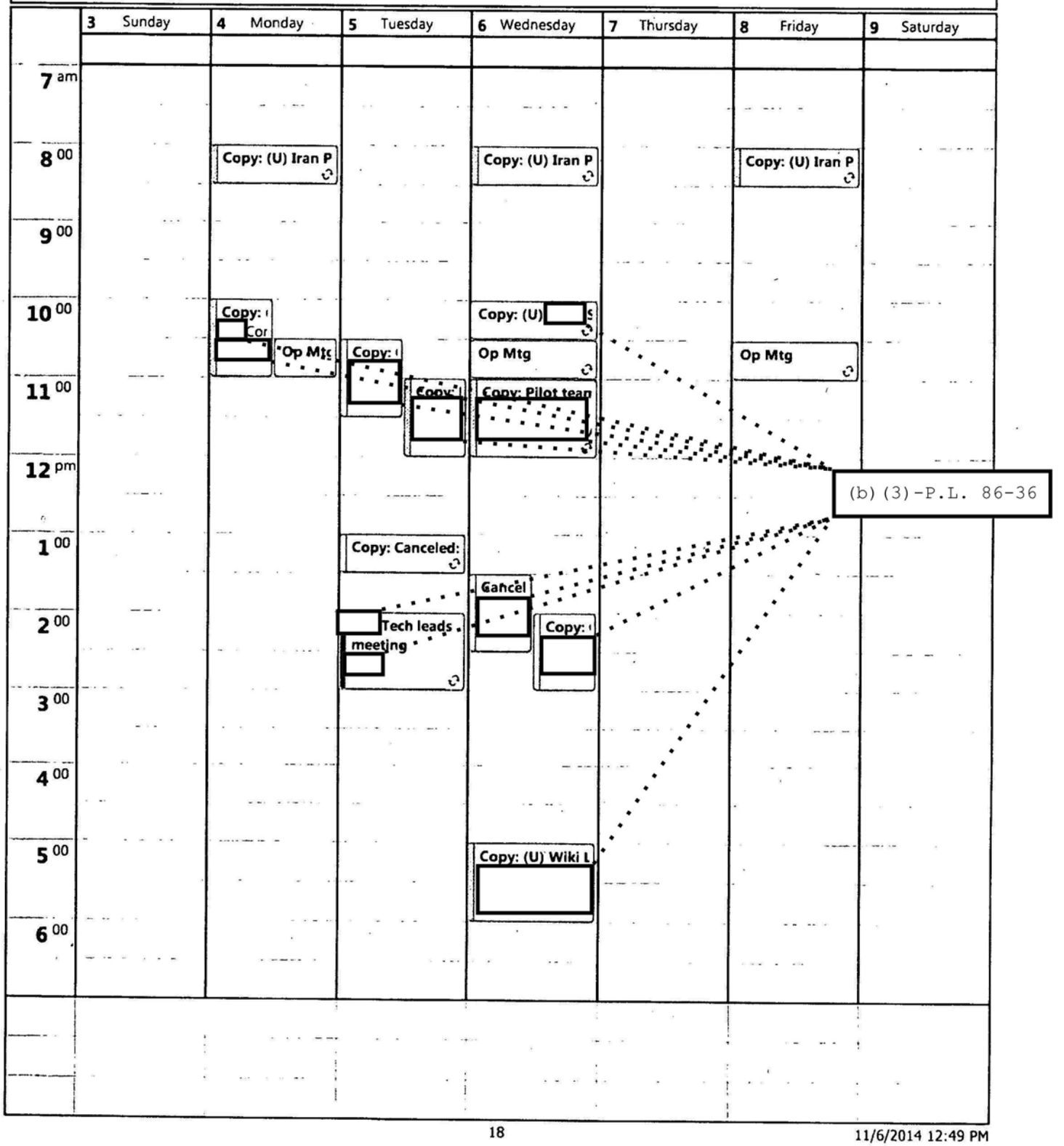
November 03, 2013 - November 09, 2013

November 2013

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24	25	26	27	28	29	30

December 2013

S	M	T	W	T	F	S
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Release 2022-4
NSA 19550

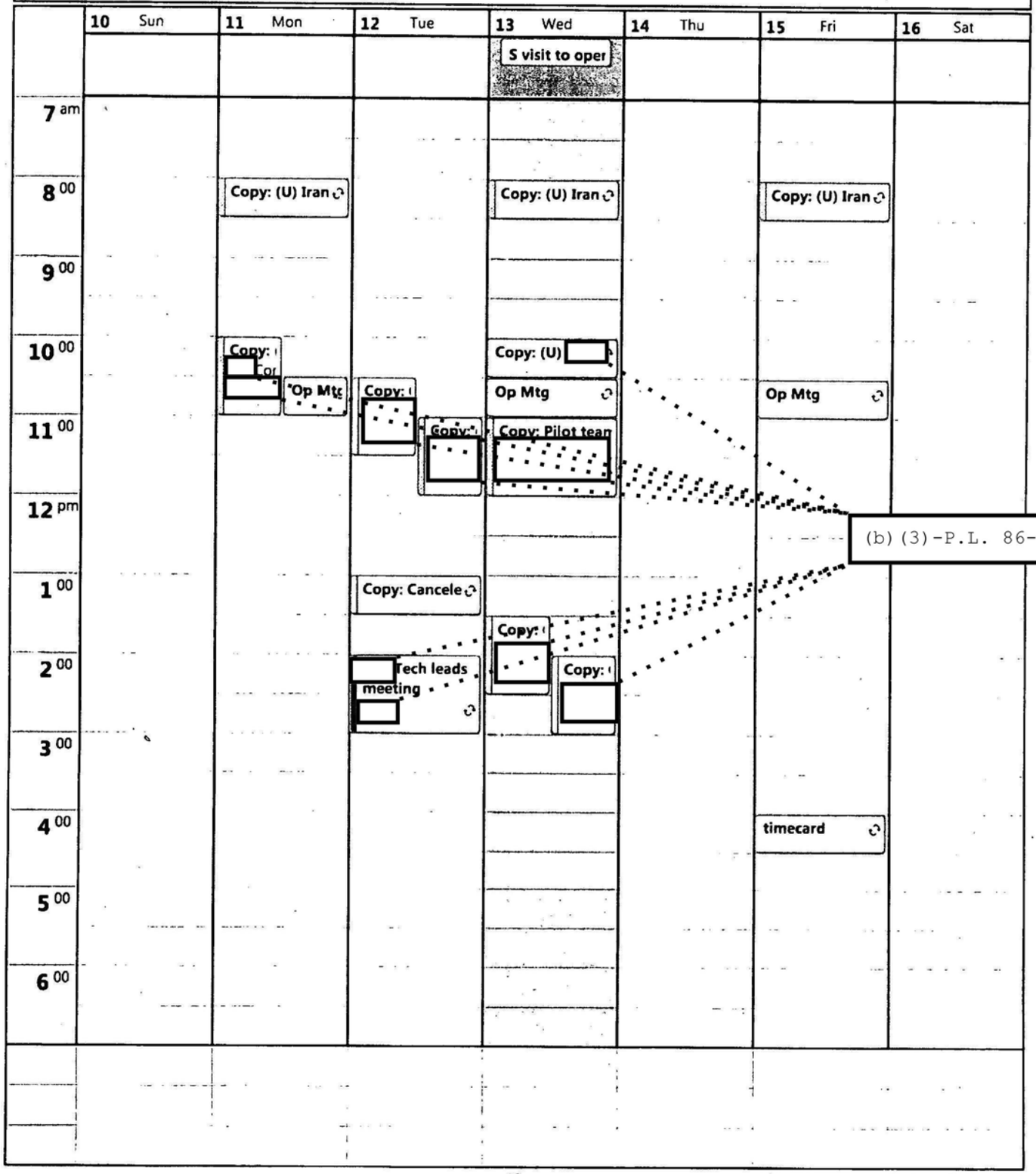
November 10, 2013 - November 16, 2013

November 2013

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December 2013

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Release 2022-4
NSA 19551

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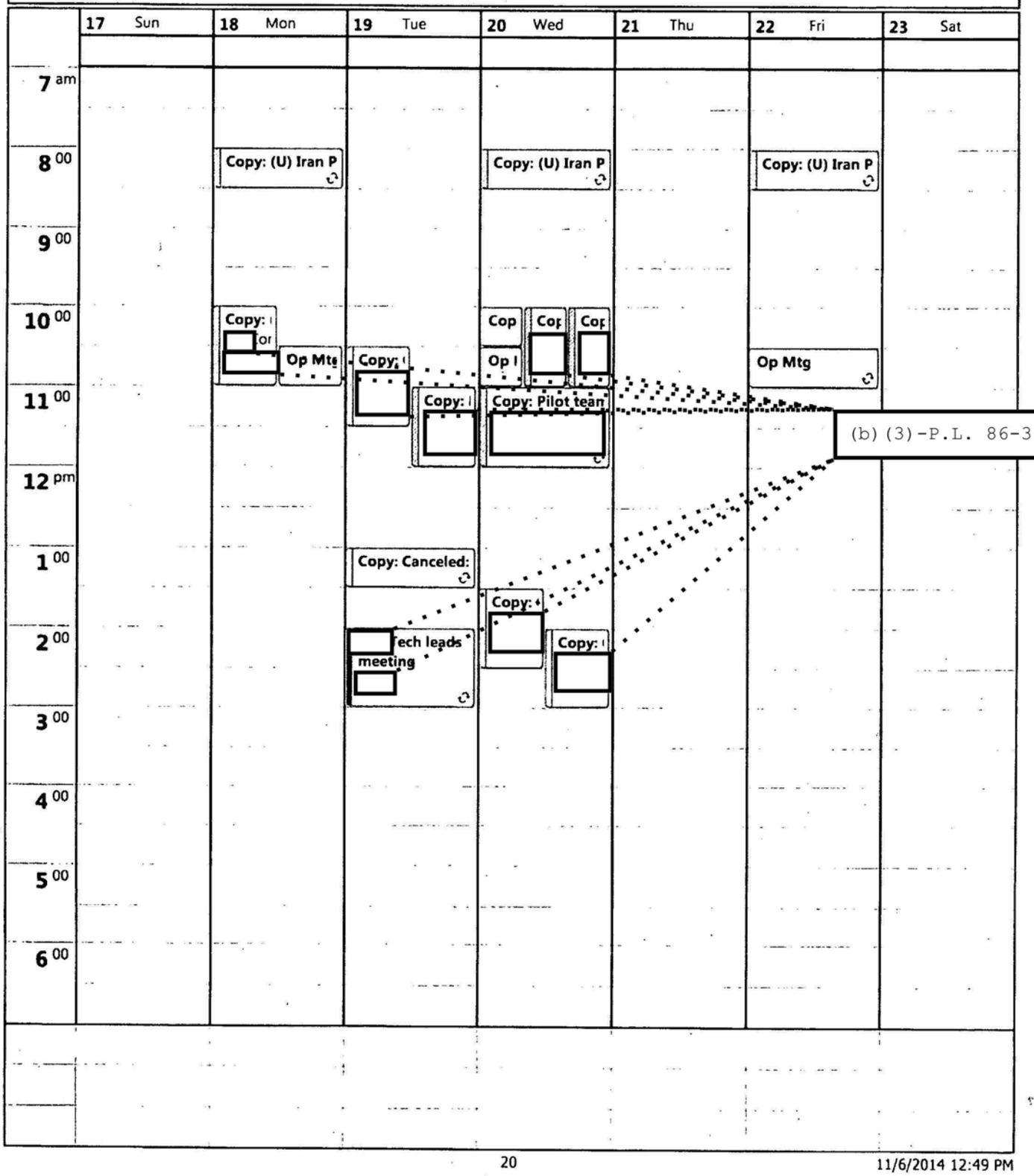
November 17, 2013 - November 23, 2013

November 2013

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December 2013

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Release 2022-4
NSA 19552

November 24, 2013 - November 30, 2013

November 2013

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December 2013

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Release 2022-4
NSA 19553

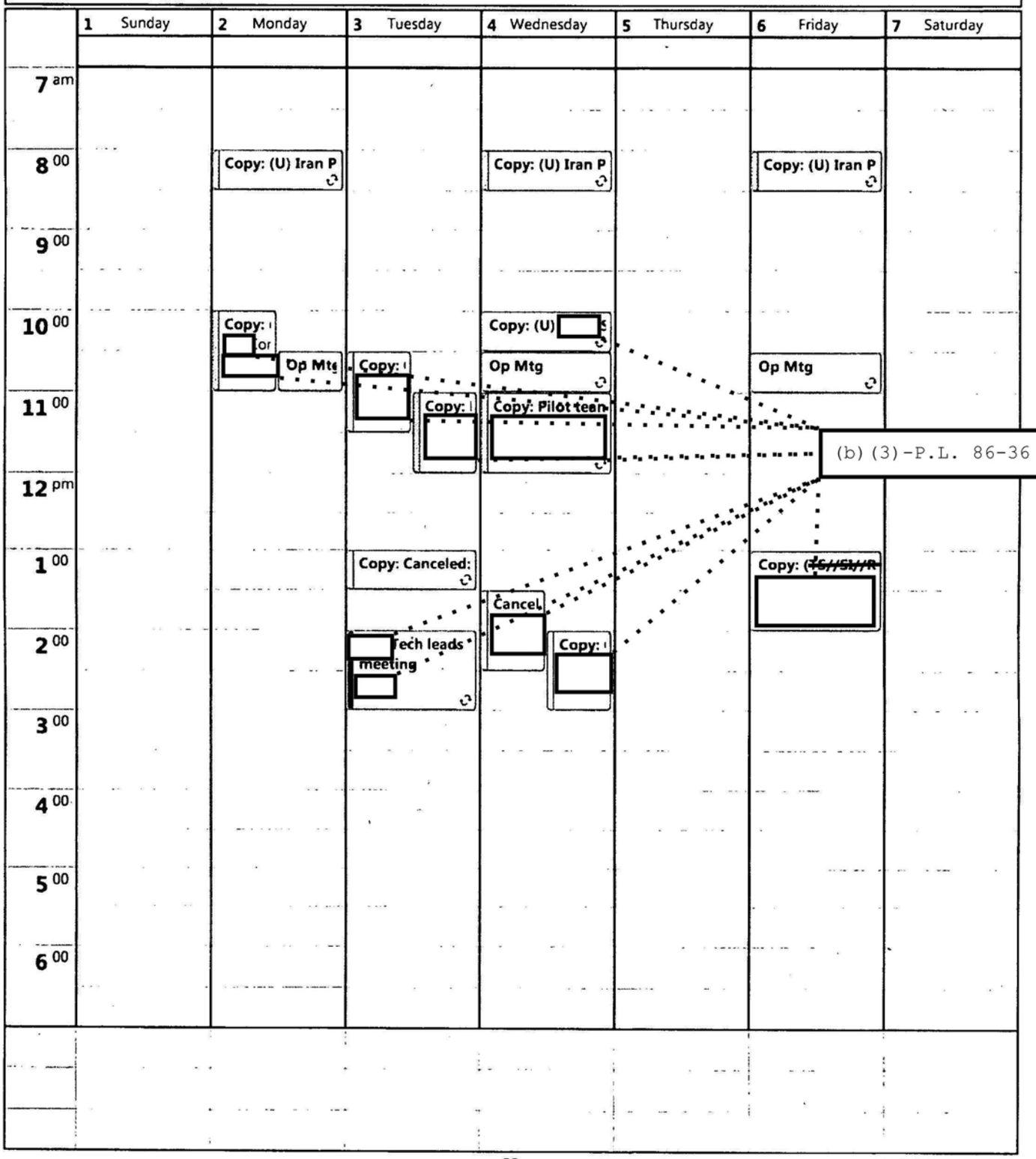
December 01, 2013 - December 07, 2013

December 2013

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January 2014

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Release 2022-4
NSA 19554

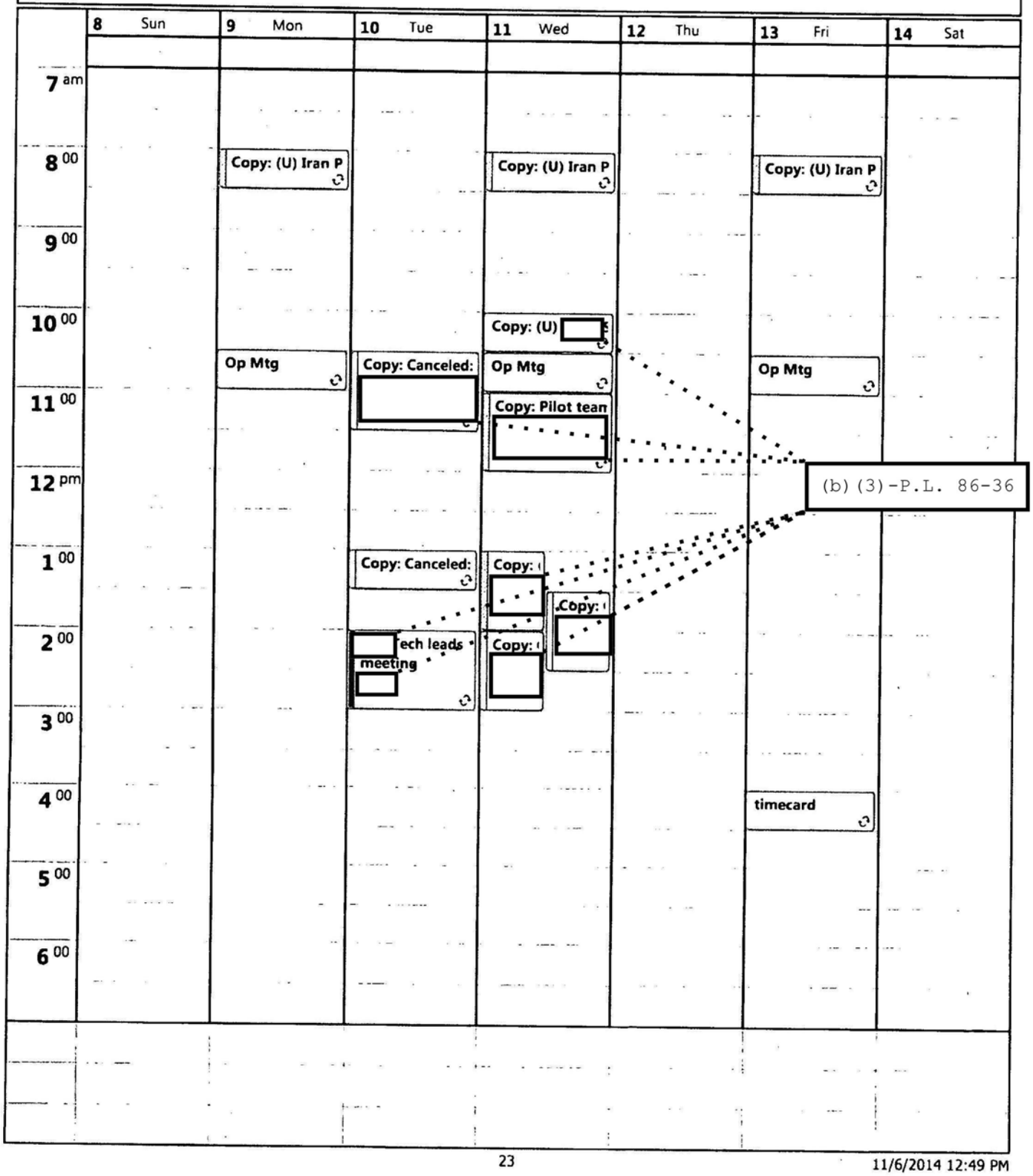
December 08, 2013 - December 14, 2013

December 2013

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January 2014

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Release 2022-4
NSA 19555

December 15, 2013 - December 21, 2013

December 2013

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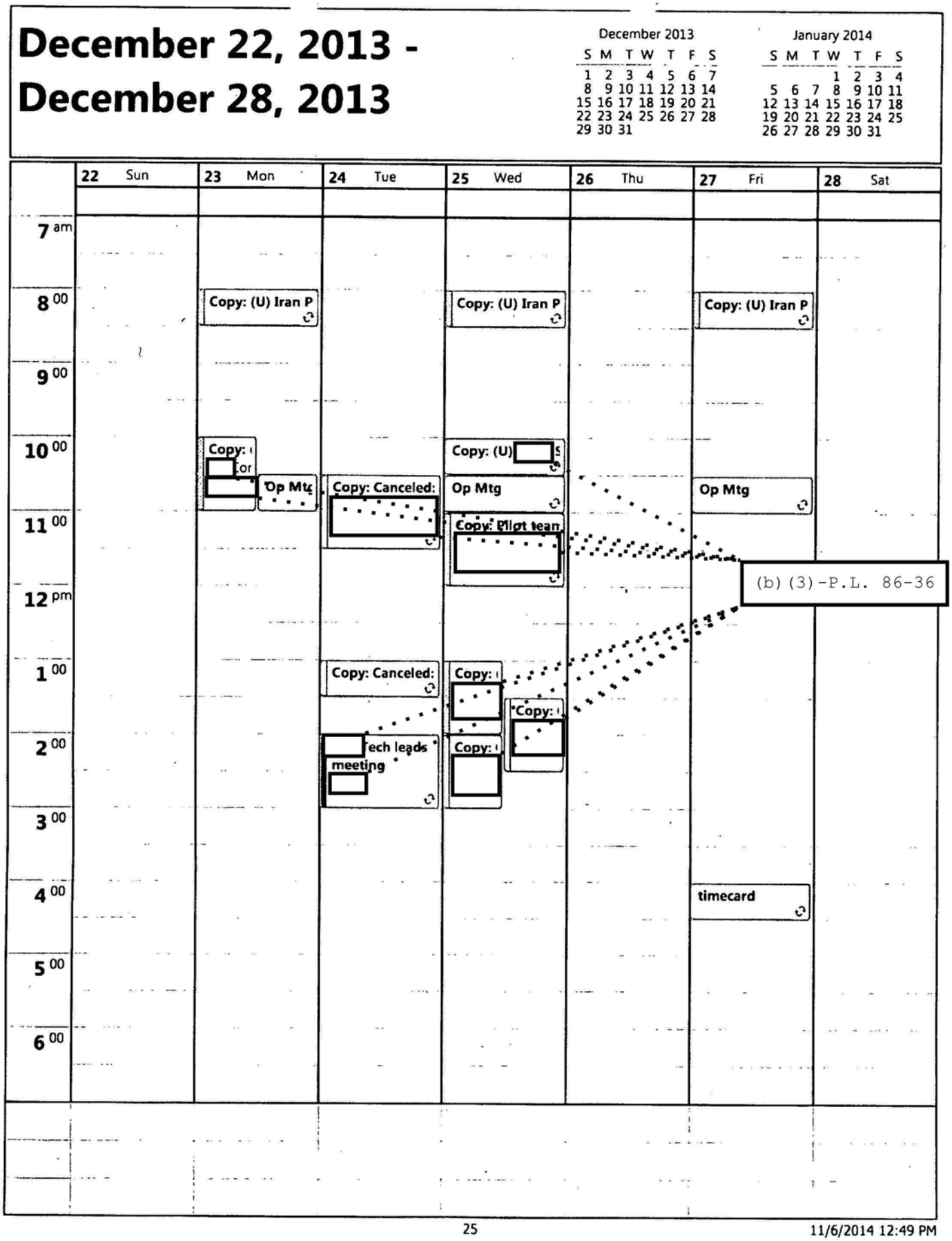
January 2014

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

Release 2022-4
NSA 19556


December 22, 2013 -
December 28, 2013
December 2013
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January 2014
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meeting
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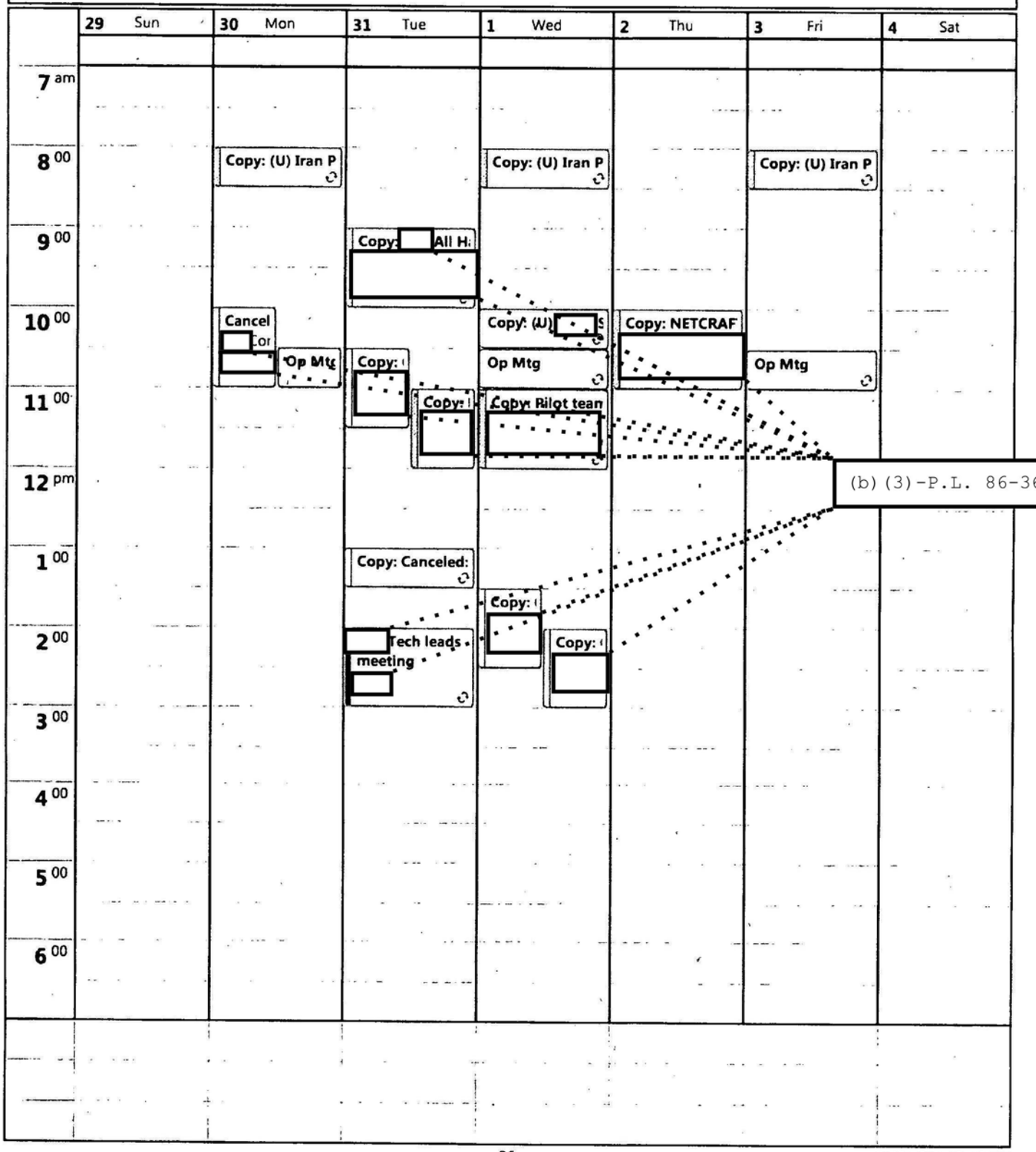
December 29, 2013 - January 04, 2014

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January 2014

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Release 2022-4
NSA 19558

January 05, 2014 - January 11, 2014

January 2014

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February 2014

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Release 2022-4
NSA 19559

January 12, 2014 - January 18, 2014

January 2014

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February 2014

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

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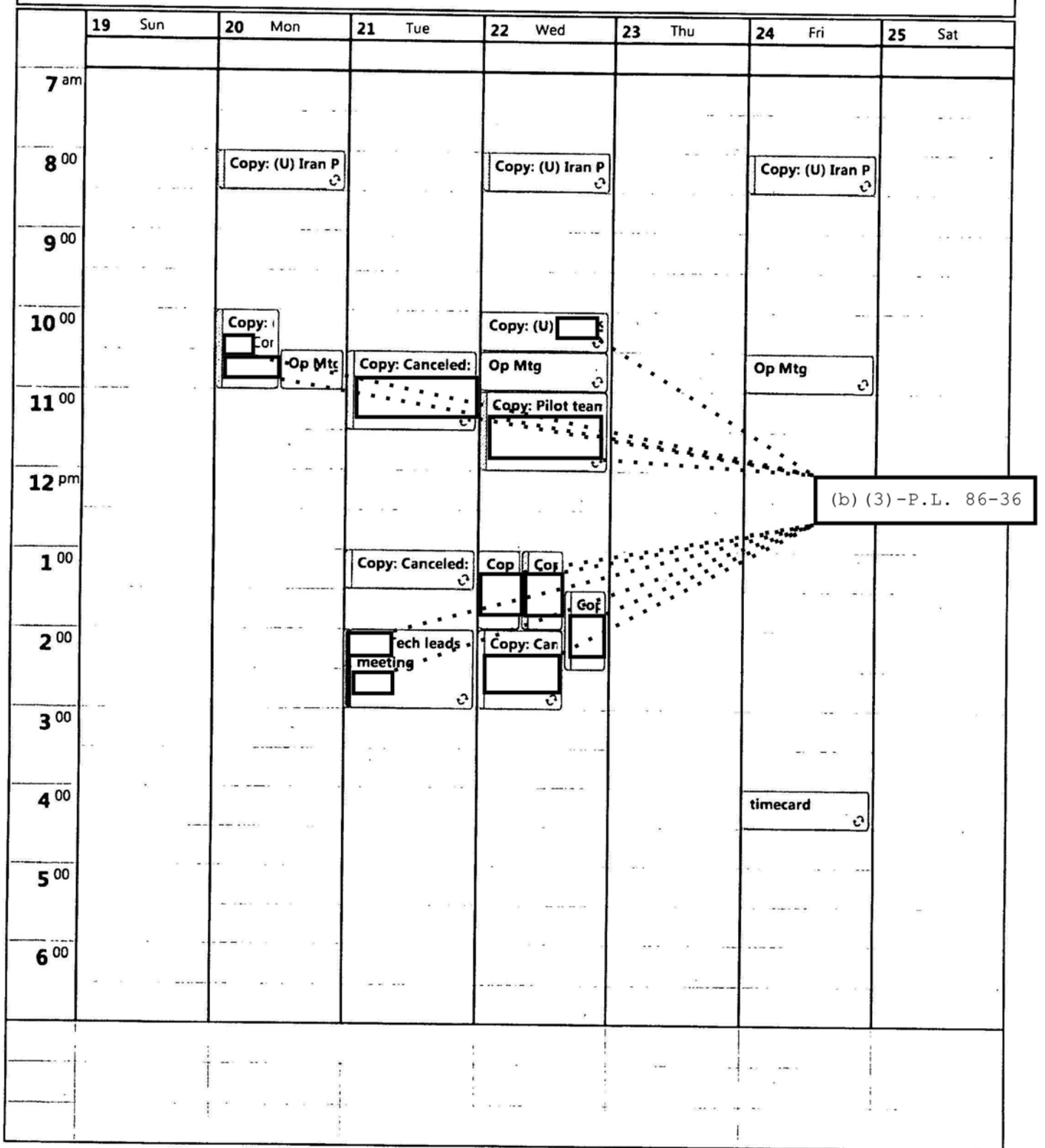
January 19, 2014 - January 25, 2014

January 2014

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February 2014

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Release 2022-4
NSA 19561

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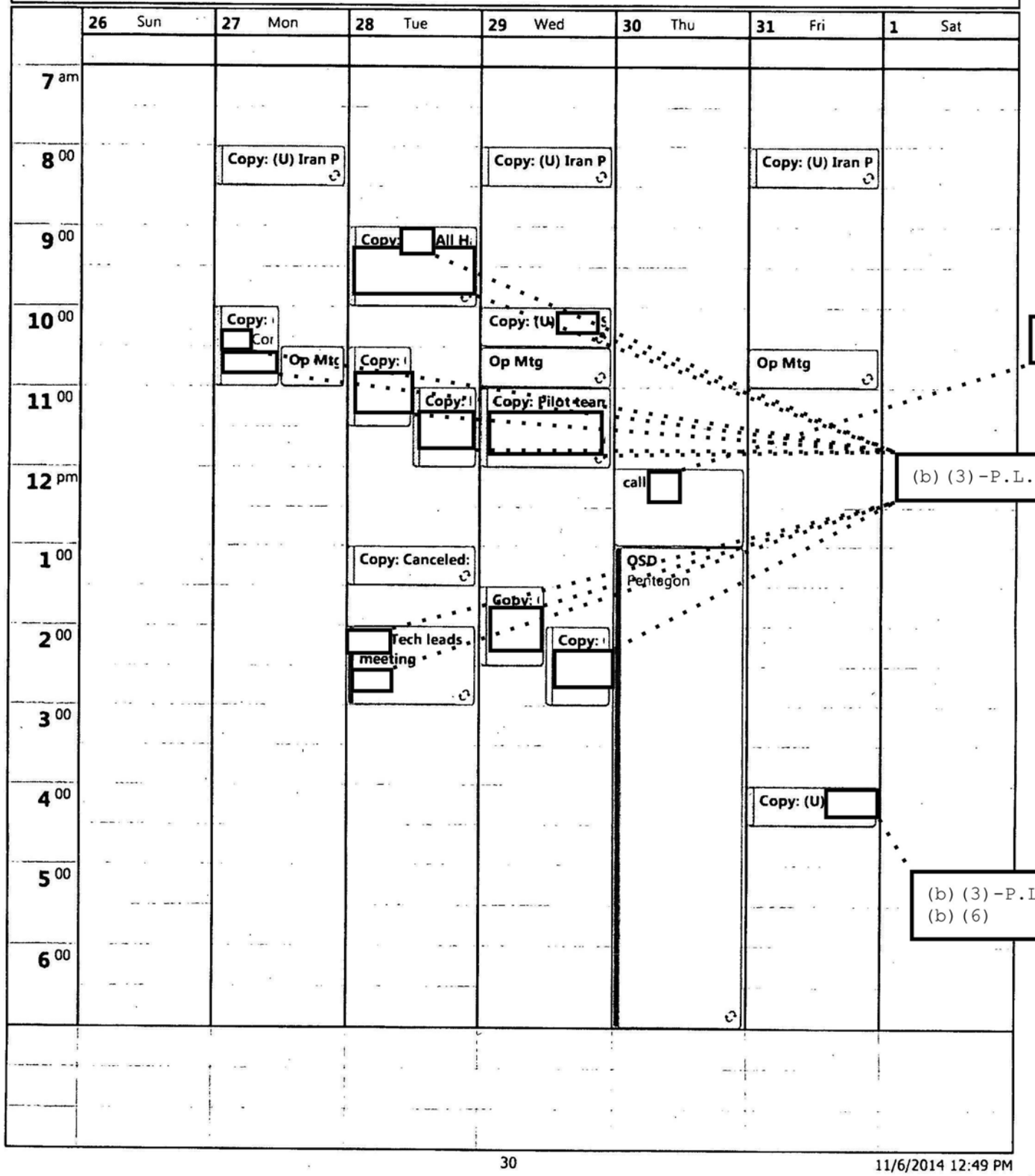
January 26, 2014 - February 01, 2014

January 2014

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February 2014

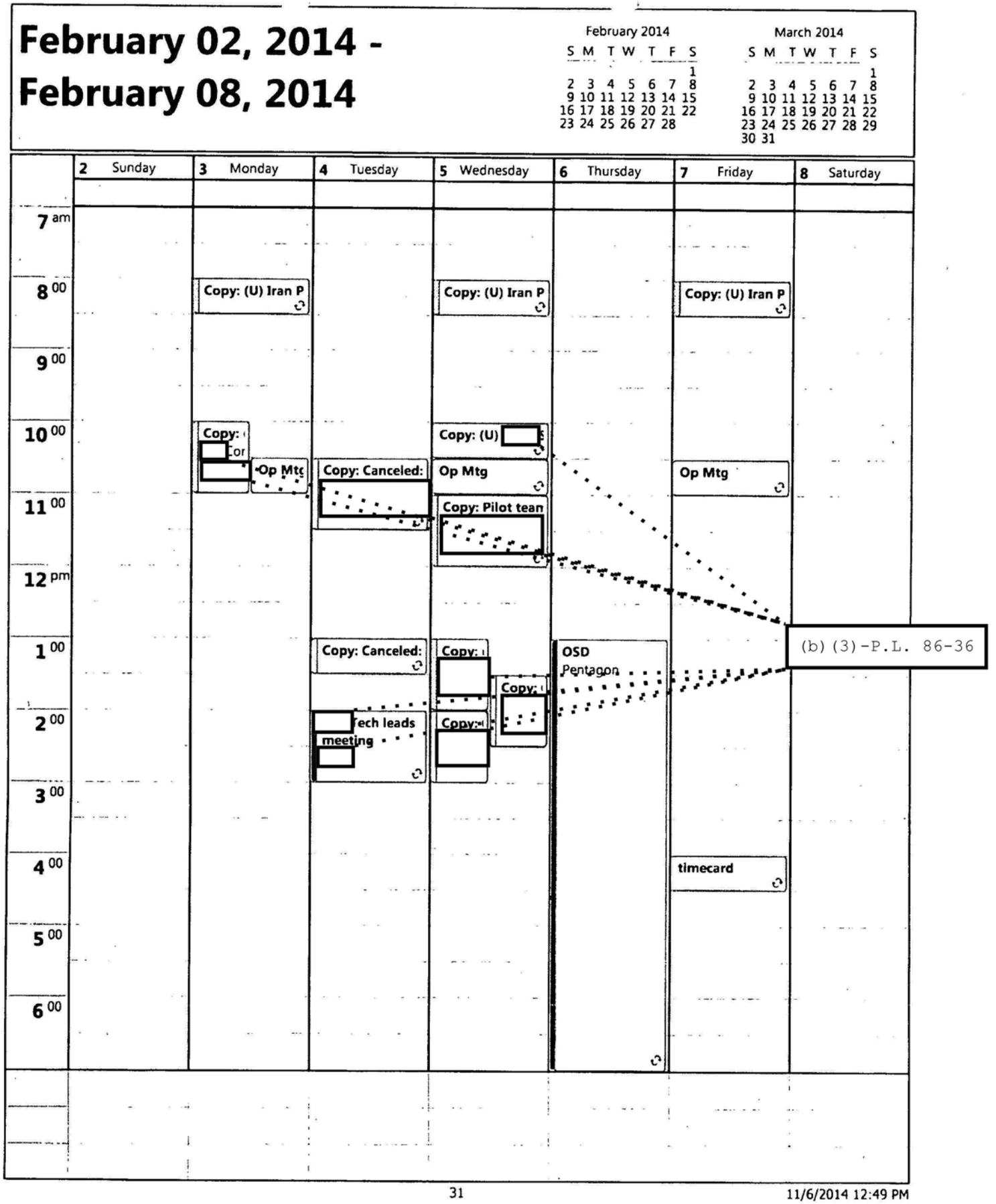
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Release 2022-4
NSA 19562

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Release 2022-4
NSA 19563

February 09, 2014 - February 15, 2014

February 2014

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March 2014

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Release 2022-4
NSA 19564

February 16, 2014 - February 22, 2014

February 2014

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March 2014

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Release 2022-4
NSA 19565

February 23, 2014 - March 01, 2014

February 2014

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March 2014

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

Release 2022-4
NSA 19566

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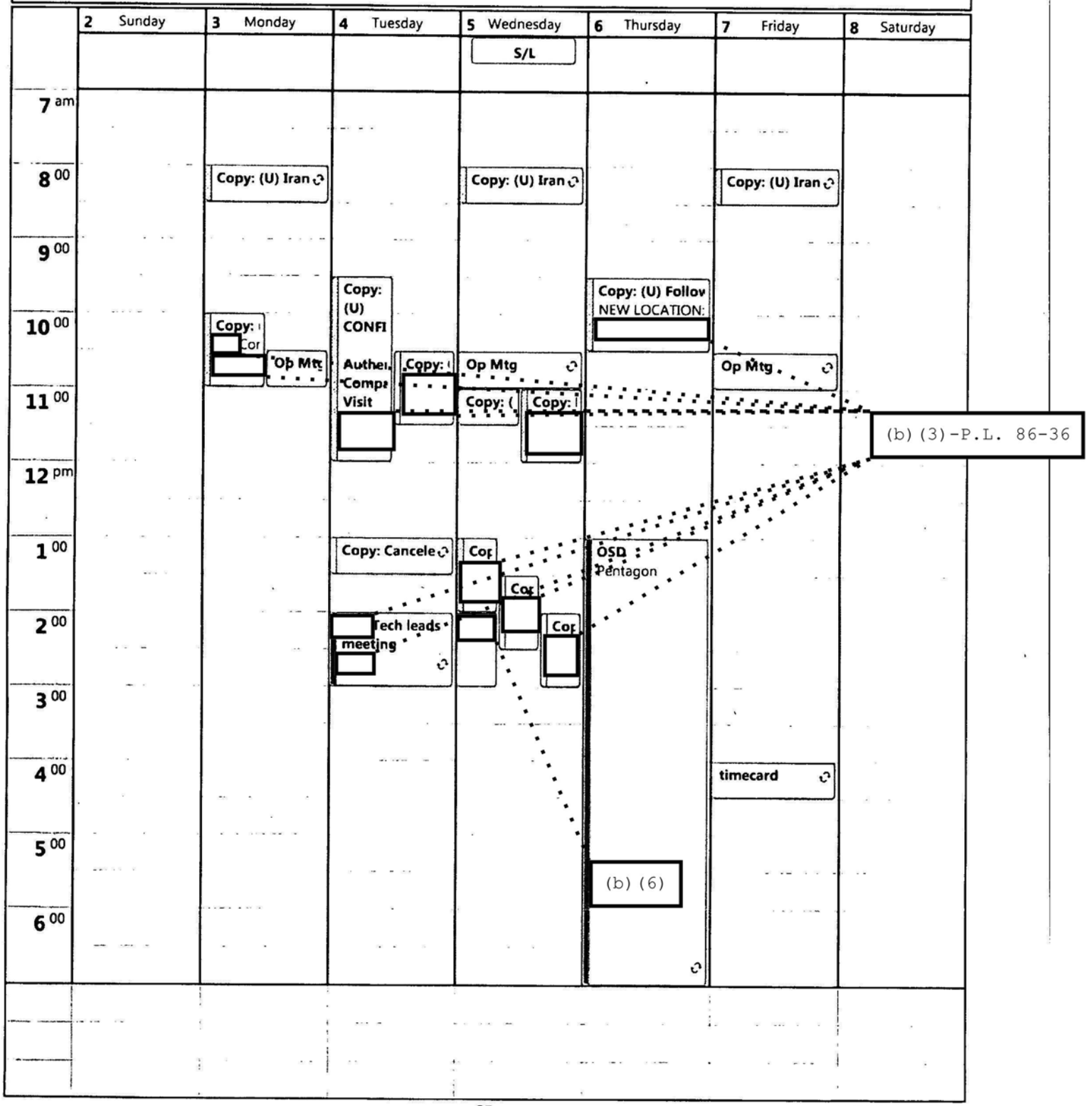
March 02, 2014 - March 08, 2014

March 2014

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April 2014

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Release 2022-4
NSA 19567

March 09, 2014 - March 15, 2014

March 2014

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April 2014

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Release 2022-4
NSA 19568

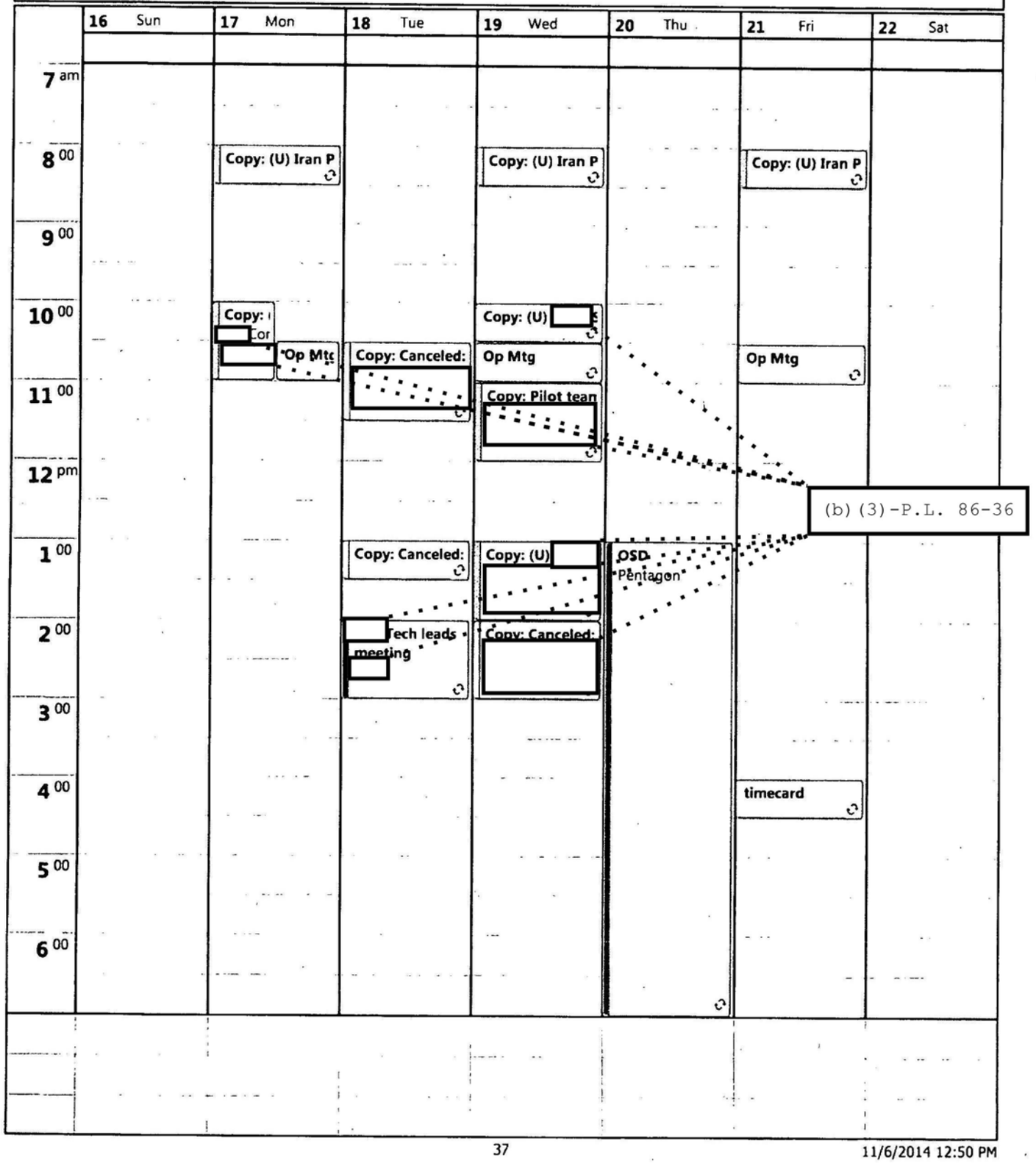
March 16, 2014 - March 22, 2014

March 2014

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April 2014

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Release 2022-4
NSA 19569

March 23, 2014 - March 29, 2014

March 2014

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April 2014

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Release 2022-4
NSA 19570

March 30, 2014 - April 05, 2014

March 2014

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April 2014

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Release 2022-4
NSA 19571

April 06, 2014 - April 12, 2014

April 2014

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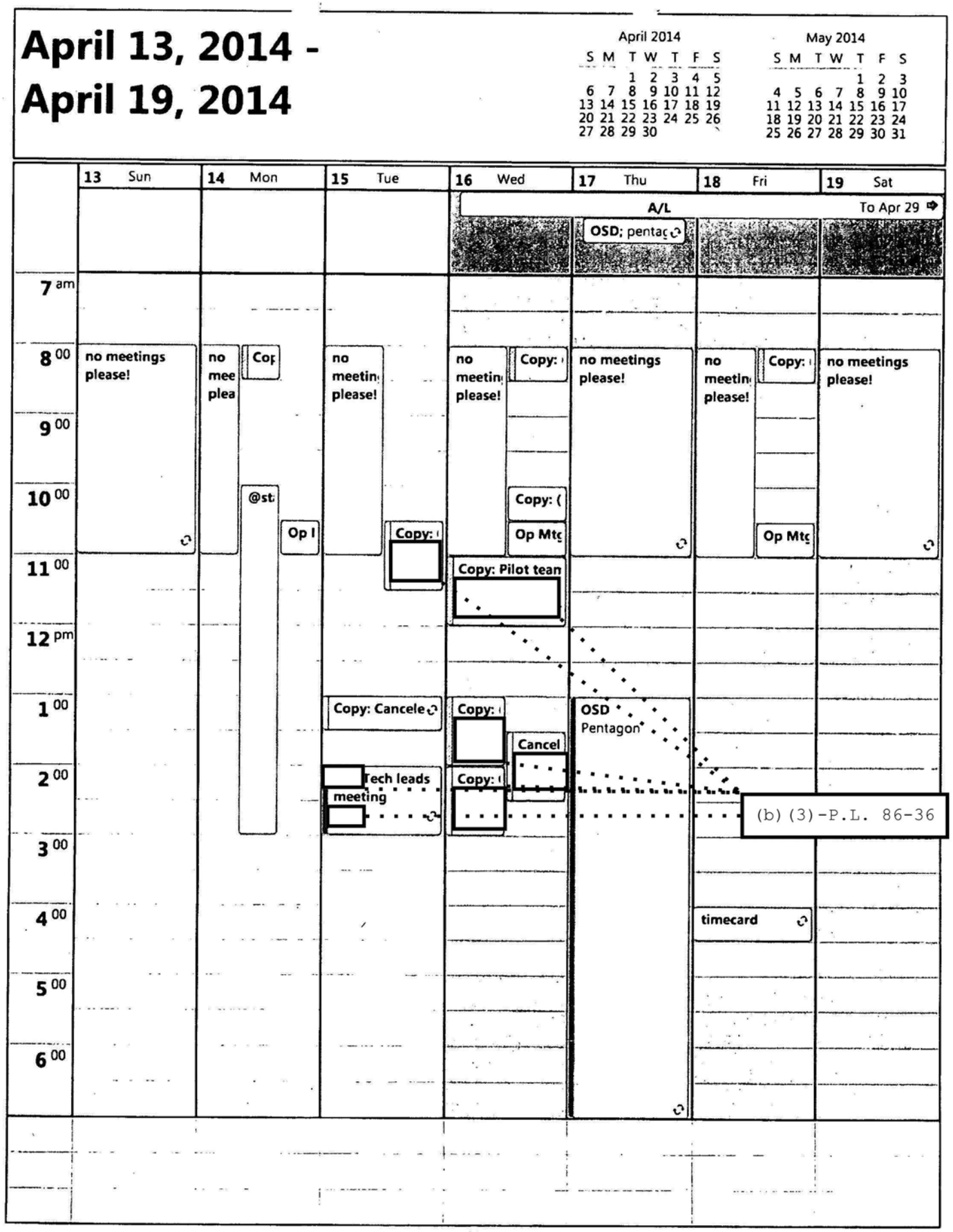
May 2014

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Release 2022-4
NSA 19572



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Release 2022-4
NSA 19573

Doc ID: 6760706

April 20, 2014 - April 26, 2014

April 2014

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May 2014

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Release 2022-4
NSA 19574

April 27, 2014 - May 03, 2014

April 2014

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Release 2022-4
NSA 19575

Doc ID: 6760706

May 04, 2014 - May 10, 2014

May 2014

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June 2014

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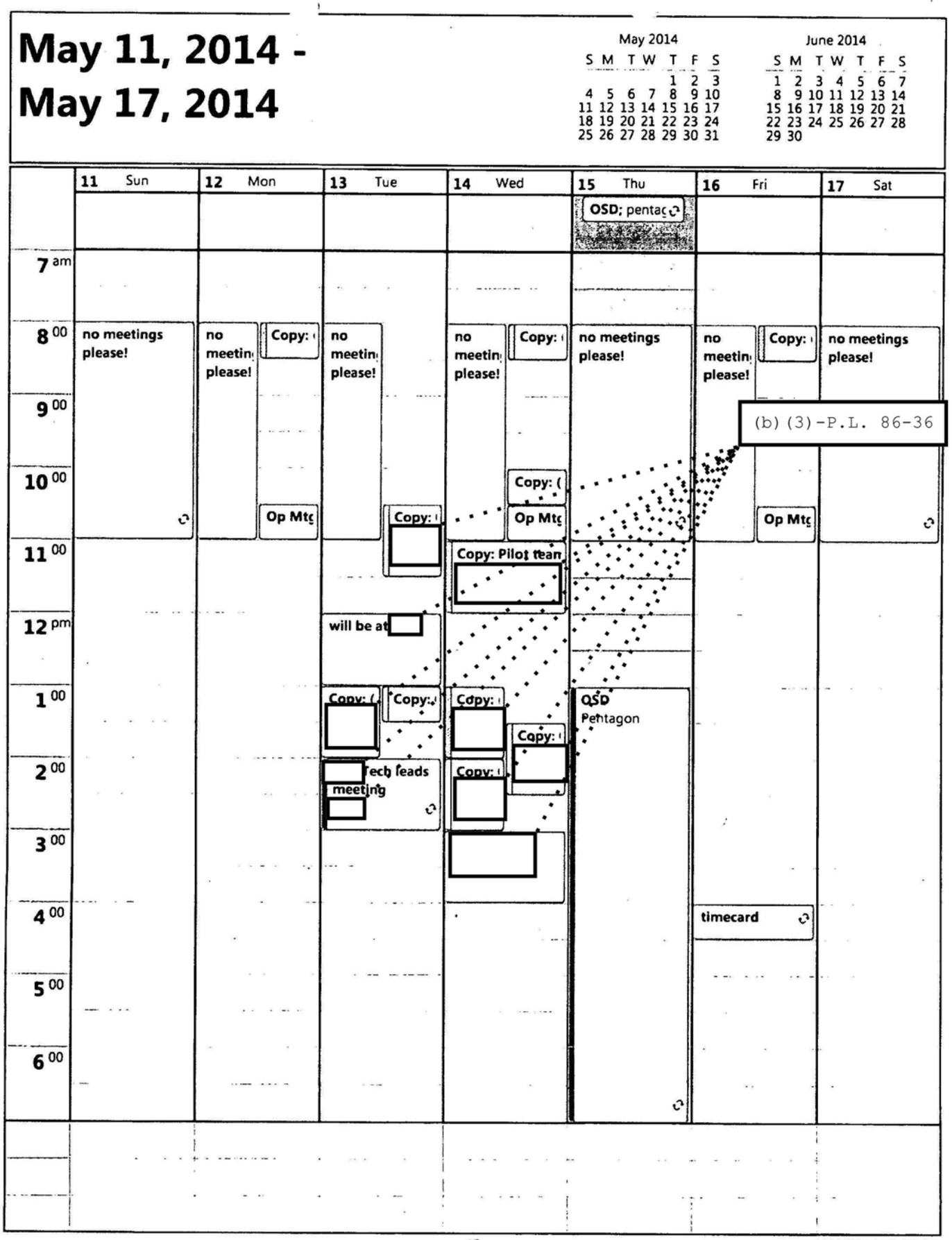
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Release 2022-4
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Release 2022-4
NSA 19577

May 18, 2014 - May 24, 2014

May 2014

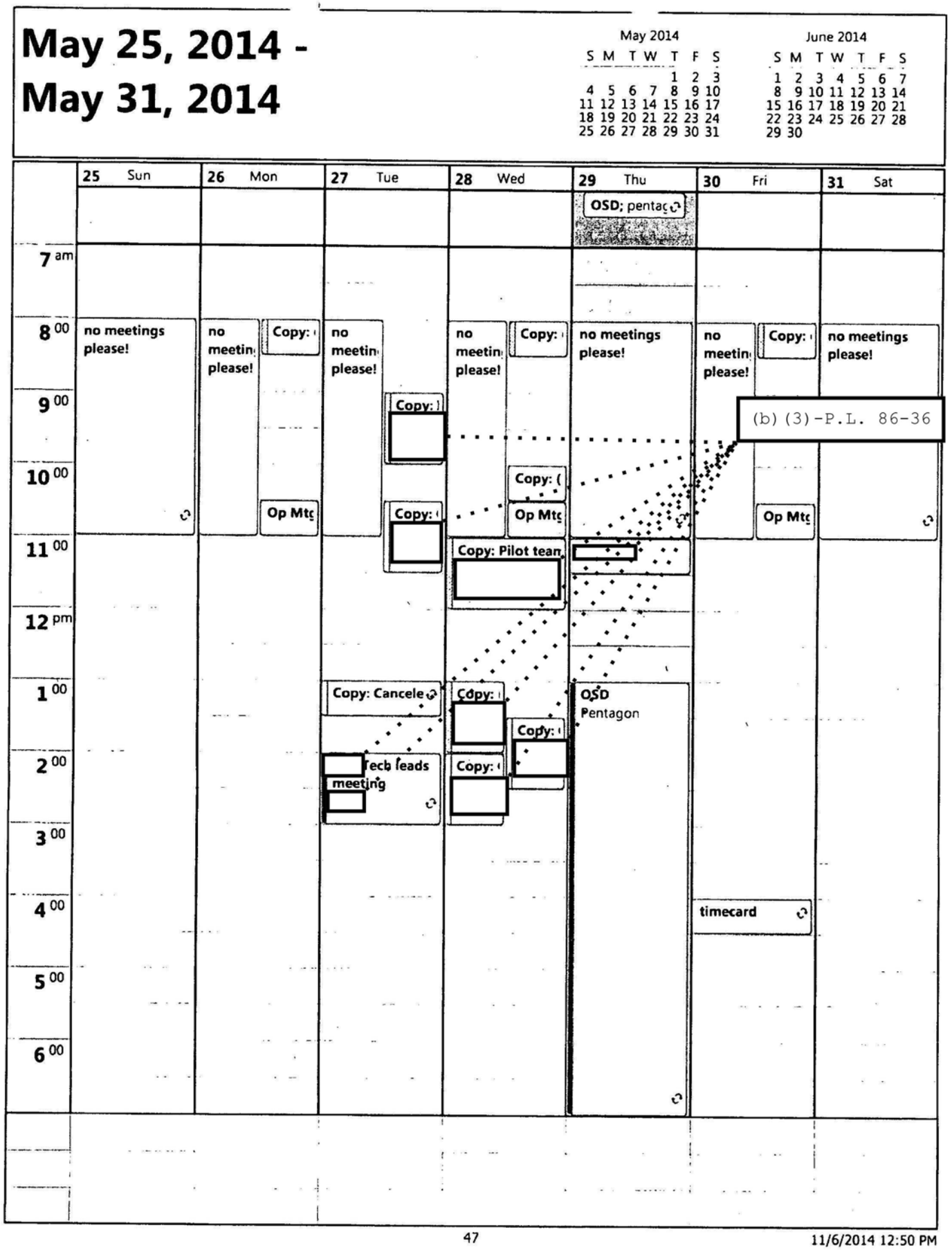
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June 2014

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Release 2022-4
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Release 2022-4
NSA 19579

June 01, 2014 - June 07, 2014

June 2014

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July 2014

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Release 2022-4
NSA 19580

June 08, 2014 - June 14, 2014

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July 2014

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Release 2022-4
NSA 19581

Doc ID: 6760706

June 15, 2014 - June 21, 2014

June 2014

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July 2014

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Release 2022-4
NSA 19582

June 22, 2014 - June 28, 2014

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July 2014

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Release 2022-4
NSA 19583

June 29, 2014 - July 05, 2014

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July 2014

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Release 2022-4
NSA 19584

July 06, 2014 - July 12, 2014

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Release 2022-4
NSA 19585

July 13, 2014 - July 19, 2014

July 2014

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August 2014

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Release 2022-4
NSA 19586

APPENDIX E

(U) E-mails

Release 2022-4
NSA 19587

From:
Sent: Thursday, September 11, 2014 2:26 PM
To:
Subject: RE: (U) Missing Timesheets

The last three timesheets are attached.

Thanks

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

072713 pdf
081013 pdf
071314 pdf

Payroll Technician
769-8301 SID (S)
769-8302 IAD (S

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

This email contains information subject to the Privacy Act.

From:
Sent: Tuesday, September 02, 2014 10:06 AM
To:
Subject: RE: (U) Missing Timesheets

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

What is the status of the 3 remaining missing timesheets?

Thank you,

Release 2022-4
NSA 19588

From: [redacted]
Sent: Thursday, August 21, 2014 2:41 PM
To: [redacted]
Subject: RE: (U) Missing Timesheets

[redacted]

The timesheet are attached except for 07/13/13,07/27/13 and 08/10/14. I am going to send another request for those.

Thanks

<< File: 05.03.14.pdf >> << File: 04.19.14.pdf >> << File: 04.05.14.pdf >> << File: 03.22.14.pdf >> << File: 03.08.14.pdf >> << File: 02.02.14.pdf >> << File: 01.25.14.pdf >>

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<< File: 01.11.14.pdf >> << File: 12.28.13.pdf >> << File: 12.14.13.pdf >> << File: 11.30.13.pdf >> << File: 11.16.13.pdf >> << File: 11.02.13.pdf >> << File: 10.19.13.pdf >>
<< File: 09.07.13.pdf >>

[redacted]

[redacted] Payroll Technician
[redacted]
769-8301 SID (S)
769-8302 IAD (S) [redacted]

This email contains information subject to the Privacy Act. (b)(3)-P.L. 86-36

From: [redacted]
Sent: Wednesday, August 20, 2014 1:09 PM
To: [redacted]
Subject: RE: (U) Missing Timesheets

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

[redacted]

I was on leave, but I don't see that I ever received the timesheets. Could you please check on this request again?

Thanks,

[redacted]

Release 2022-4
NSA 19589

From:
Sent: Tuesday, August 05, 2014 3:30 PM
To:
Cc:
Subject: RE: (U) Missing Timesheets

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

Disregard the last message she says she has got access how and should be able to get them.

Thanks

Payroll Technician
769-8301 SID (S)
769-8302 IAD (S)

This email contains information subject to the Privacy Act.

From:
Sent: Tuesday, August 05, 2014 2:41 PM
To:
Cc:
Subject: RE: (U) Missing Timesheets

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

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

The timekeeper contacted us saying that she saved his timesheets on her desk and they became corrupted. How do you want us to proceed?

Thanks

Payroll Technician
769-8301 SID (S)
769-8302 IAD (S)

Release 2022-4
NSA 19590

This email contains information subject to the Privacy Act.

From:
Sent: Tuesday, July 29, 2014 10:33 AM
To:
Cc:
Subject: FW: (U) Missing Timesheets

I am forwarding this to the SID team as he is under their group.

SID,

Please see the below email.

Thanks,

Payroll Technician
Payroll Support Team -

Payroll Entitlements (Survey Page)

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

From:
Sent: Tuesday, July 29, 2014 10:30 AM
To:
Cc:
Subject: (U) Missing Timesheets

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

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

To whom it may concern,

In support of an on-going OIG inquiry, I need to obtain a copy of the following timesheets:

PPDs ending
7/13/13
7/27/13
8/10/13
8/24/13
9/7/13

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NSA 19591

9/21/13
10/5/13
10/19/13
11/2/13
11/16/13
11/30/13
12/14/13
12/28/13
1/11/14
1/25/14
2/22/14
3/8/14
3/22/14
4/5/14
4/19/14
5/3/14

If it becomes necessary to contact the timekeeper for this document DO NOT disclose that it is support of an OIG inquiry.

Thank you!

[redacted]
Investigator
Office of the Inspector General, [redacted]
[redacted] (b)(3)-P.L. 86-36
☎ [redacted]
963-0927

Privacy Sensitive- any misuse or unauthorized disclosure may lead to disciplinary action.

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

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

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

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

Release 2022-4
NSA 19592

Release 2022-4
NSA 19593

From: [redacted]
Sent: Tuesday, August 05, 2014 3:26 PM
To: [redacted]
Subject: (U) Timesheets to be signed
Attachments: [redacted]Timesheet_20130907.zip

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

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

[redacted]

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

Here are the timesheets for you to sign….

Thank you,

[redacted]

[redacted] Office Manager

[redacted]

961-0500 (Secure)

[redacted]

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

Release 2022-4
NSA 19594

From: [redacted]
Sent: Wednesday, December 18, 2013 2:36 PM
To: [redacted]
Subject: (U) holiday leave

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

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

Hi [redacted]

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

I'm going to take leave from 23DeC and come back on 07JAN.

Just so you know.

This is kinda like a timecard.

Ha!

[redacted]

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Release 2022-4
NSA 19595

From:
Sent: Wednesday, March 27, 2013 11:13 AM
To:
Subject: RE: (U) Missing Hours

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

No one has ever told me who the timekeeper is, or how to turn in a timecard.

That'd help.

And, you are listed as my supervisor. Whatever.

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

From:
Sent: Tuesday, March 26, 2013 12:23 PM
To:
Subject: FW: (U) Missing Hours

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

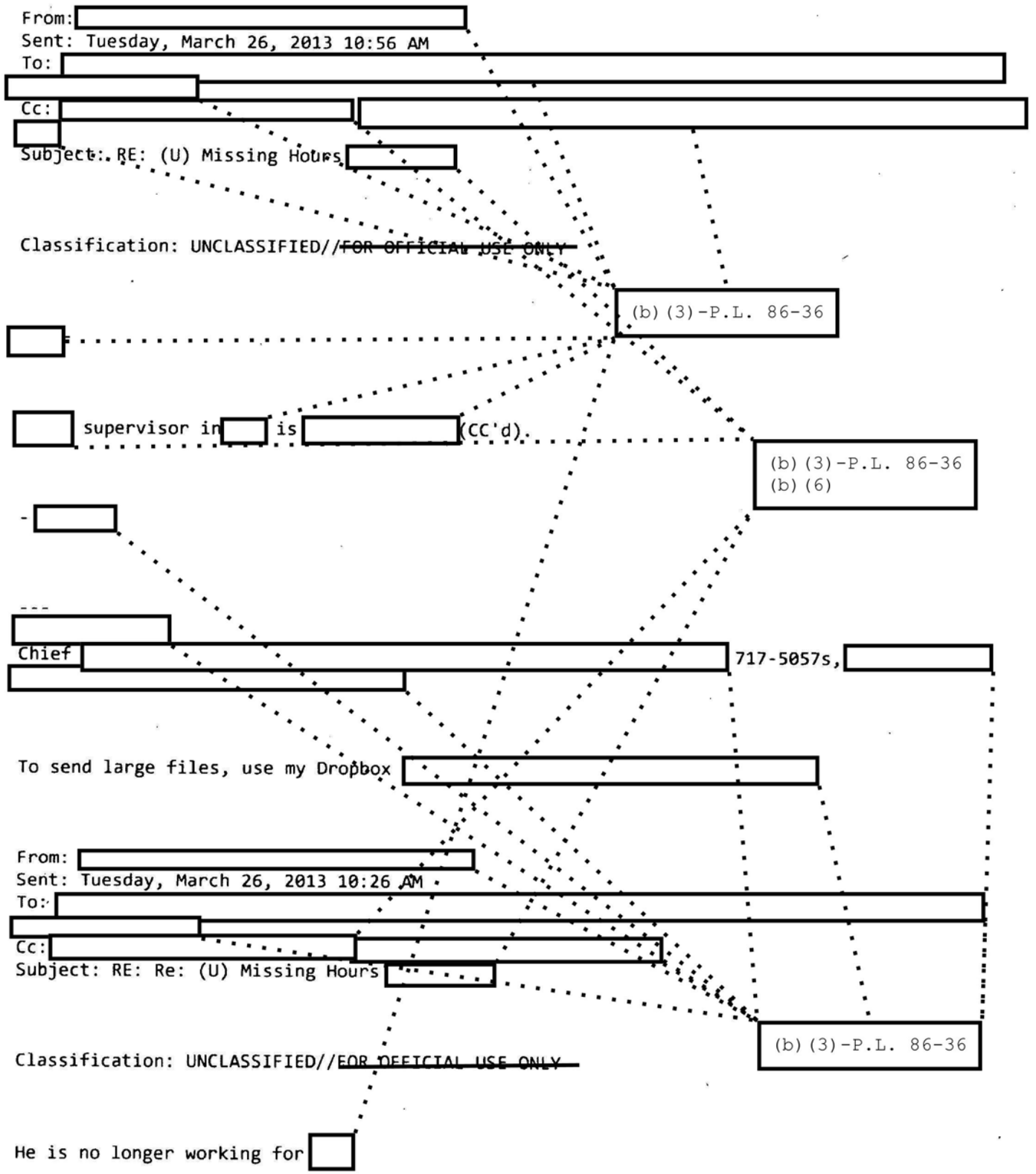
- Looks like you need to get a time card in soonest. See below. Also, I don't have you as a direct report per but we'll get that all figured out.

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

Deputy Chief,

961-1564

Release 2022-4
NSA 19596



From:
Sent: Tuesday, March 26, 2013 10:56 AM
To:
Cc:
Subject: RE: (U) Missing Hours

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

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

supervisor in is (CC'd).

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

Chief 717-5057s,

To send large files, use my Dropbox

From:
Sent: Tuesday, March 26, 2013 10:26 AM
To:
Cc:
Subject: RE: Re: (U) Missing Hours

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

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

He is no longer working for

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NSA 19597

[redacted]

Do you know his new timekeeper?

Thank you,

[redacted]

Org: [redacted]

Office Manager

(NSTS) 717-5007 (B) [redacted]

[redacted]

DROPBOX: [redacted]

[redacted]

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

From: [redacted]
Sent: Tuesday, March 26, 2013 10:21 AM
To: [redacted]
Cc: [redacted]
Subject: Re: (U) Missing Hours [redacted]

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

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

Good Morning,

Please be advised, no time and attendance has been entered for [redacted]. He is currently at risk of going 40 hours LWOP. DCPS will be going down at 11 am for payroll processing.

Thanks,

[redacted]

Release 2022-4
NSA 19598

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

[redacted]

[redacted] SID/IAD PAYTECH

[redacted]

769-8125 (s) [redacted]

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

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

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

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

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

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NSA 19599

APPENDIX F

(U) Chat Excerpts

Release 2022-4
NSA 19600

Doc ID: 6760706

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

From:
Sent: Tuesday, March 04, 2014 8:12 PM
To:
Subject: Conversation with

[2:17 PM]:
whats up?
[2:17 PM]:
holy shit I thought you were dead
[2:18 PM]:
hardly. hey, remember that mystery guest who bailed on you? it was DCOM. so, i tried to set you up. its teh thought that counts, right? :-) [2:19 PM]:
5 months ago?
ah yeah I remember that
say, wh at's a DCOM
and why would someone whose title is an acronym care about me [2:19 PM]:
deputy commander of cyber com.
i told him not all the military people were total shitheads and he said "show me one"
[2:20 PM]:
shudders
rofl
that's actually pretty hilarious
I'm only slightly less of a shithead
hey I'm out of the Navy in a year, what can I do [2:21 PM]:
come work for me. by them i'm sure i'll be drummed out of this place and will take my activities private.
[2:21 PM]:
sounds good to me
[2:22 PM]:
yea. may happen sooner if they unwisely decide not to promote me....
do you want to stay in MD, or go somewhere else?
[2:23 PM]:
i dont really care. only reason I'd stay in MD is because of my NSA connections/potential job as a civvie here for some reason I was under the impression you cared little for timesheets/grade/promotions [2:24 PM]:
i'm vying for chief of [redacted] gotta be a senior. other than that, and the parking, fuck it. havent done a timesheet lince last summer.
[2:25 PM]:
is [redacted] leaving?
[2:26 PM]:
he's acting. and isnt a sr.
[2:26 PM]:
ahhhh
[2:26 PM]:
and he knows i want to be his boss. :-)
[2:28 PM]:
when will you find out about the promotion, or lack thereof [2:29 PM]:
this month, i think.
what ar eyou up to these days?
[2:30 PM]:
[2:30 PM]:
[2:30 PM]:

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

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

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

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NSA 19001

Doc ID: 6760706

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

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

you should come see my [redacted] it's pretty dumb/hilarious [redacted]
[redacted] basically.. [redacted]
[redacted] to essentially [redacted] [2:31 PM]:
oh sweet.
[redacted] [2:32 PM]:
doing a talk at [redacted] this year
on the [redacted] shit
[redacted] [2:33 PM]:
when is that?
[redacted] [2:33 PM]:
april 30th
[redacted] [2:34 PM]:
so, i'll have to hang around for a while. :-) [redacted] [2:34 PM]:
hahaha so basically if you dont get senior you are just flat done wont ever show up again [redacted]
[redacted] [2:36 PM]:
the calculus is hard to manage. but seriously, lookign at whats getting done on the outside,
we could do some sick shit without the bs of the rot.
and its more like i want [redacted] to go back to what it used to be, and i want to take it there.
i sure am tired of [redacted] etc etc.
[redacted] 2:38 PM]:
[redacted]!
what's getting done on the outside?
[redacted] [2:38 PM]:
people are hacking the shit out of stuff.
[redacted] [2:38 PM]:
[redacted] seems like ways of making ourselves feel better about getting fucked by
[redacted] [2:39 PM]:
someone i know decided to map all the cyber cafes in nigeria just for fun. so they did.
[redacted] [2:40 PM]:
hahahaha
that's awesome
[redacted] [2:40 PM]:
see, [redacted]
[redacted] [2:41 PM]:
[redacted]
[redacted] [2:41 PM]:
yea, but [redacted] at home in our pjs. with beer.
and didnt that [redacted]
[redacted] [2:44 PM]:
did it??
if so, that's a story he's not told me
[redacted] [2:44 PM]:
no. there was no one thing that did it
just the thing called [redacted]
[redacted] [2:45 PM]:
his attitude is what we need to get shit done it just doesn't meld well with the beaurucracy
of the govt [redacted] [2:46 PM]:
yea, thats why we get along. i would have hired him in a second on the outside.
[redacted] [2:47 PM]:
yeah, he's something special, that's for sure I have to get [redacted]
[redacted] it and it's stupidly harder than it should be
swing by sometime; where do you sit anyway [redacted] [2:49 PM]:
i sit nowhere. another thing i hope to get with a promotion is a desk.
[redacted] [2:50 PM]:
where are you presently?
[redacted] [2:50 PM]:
[redacted]

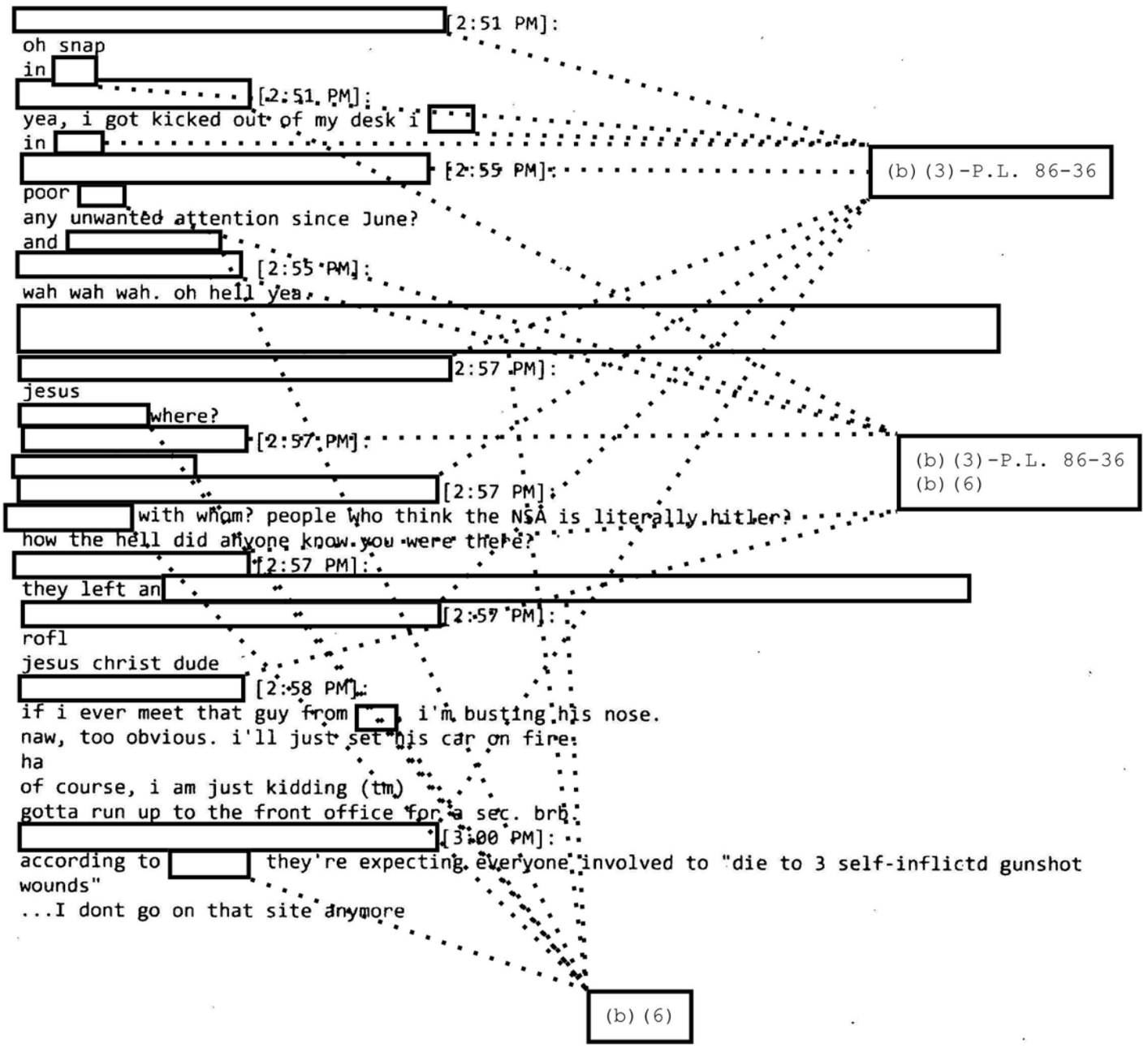
(b)(1)
(b)(3) - 18 USC 798(a)
(b)(3)-50 USC 3024(i)
(b)(3)-P.L. 86-36

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

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

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

Release 2022-4
NSA 19602



Release 2022-4
NSA 19603

From: [redacted]
Sent: Monday, March 24, 2014 3:56 PM
To: [redacted]
Subject: Conversation with [redacted]

[redacted] [3:42 PM]:
the tuesday at 5 thing?

[redacted] [3:43 PM]:
Yes that would be the one with [redacted] in his office. . Are you on leave anytime this week??

[redacted] [3:44 PM]:
i'm in for that. i'm not planning any leave this week. i did talke leave on friday. and, i'm at teh pentagon on thursday.

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

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

Release 2022-4
NSA 19604

From:
Sent: Friday, August 08, 2014 4:01 PM
To:
Subject: Conversation with

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

[3:45 PM]:
i think i am sending you back all those god damn timesheets. signed, lest you worry.

[3:48 PM]:
I know that you are a sweetheart for this... When do you start leave...

[3:48 PM]:
tomorrow. i'm out! and you're the sweetheart for putting all that shit together. you know i never would have.

[3:49 PM]:
Thank you... I am making one last check to make sure that we have everything before you leave..

[3:50 PM]:
if not, you can always call. its pretty easy for me to get to the NCRDEF and hotdesk. its what im doing right now!

[3:58 PM]:
... Do you have the ones from 7/13/13 and 7/27/13?? Please send them to me... Getting ready to head out today... Thank you for the kind words...
Enjoy the leave and the new baby...

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

Release 2022-4
NSA 19605

APPENDIX G

(U) Response to the Tentative Conclusions

Release 2022-4
NSA 19606

[redacted]

January 4, 2016

Writer's Direct Contact

[redacted]

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

(b) (6)

VIA EMAIL [redacted]

[redacted]
Investigator
NSA/CSS Office of the Inspector General

Re: [redacted] - OIG Notification of Tentative Conclusion

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

Dear [redacted]

I write on behalf of [redacted] in response to your email communication to him dated December 7, 2015. In your email, you indicated that the Office of the Inspector General (OIG) had reached a tentative conclusion that, from July 17, 2013 through July 11, 2014, [redacted] knowingly submitted false and inaccurate timesheets for a total shortfall to the government of 542.24 hours. According to your December 7th email, OIG has reached a tentative conclusion that [redacted] actions were in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §§ 1-3 (a) and 2-7 (a)&(b); NSA/CSS PMM, Chapter 366, §§ 2-1(K), and 2-2(B); and NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

Upon our request, you provided copies of the policies cited in your December 7 email to [redacted]. We have not had the opportunity to review the first two policies cited in their entirety. Rather, the copies provided of the first two policies cited were substantially redacted and included only the excerpted provisions below:

NSA/CSS Personnel Management Manual (PMM) Chapter 360
Section I - General Provisions

1-3. 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

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NSA 19607

Doc ID: 6760706

(b) (6)

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

employees. To ensure full compliance with these procedures, the Agency has established the following policies:

a. Timesheets are maintained on a daily basis;

2-7. Employees.

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

b. Sign in and out daily on the timesheet.

PMM Chapter 366
Personal Conduct

2-1. 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.

2-2. Personnel Security Requirements

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 there [sic] character traits may be cause for appropriate security action and in some cases administrative action. The following illustrations are provided as examples and are not inclusive:

...

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(b) (6)

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

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

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

You also provided an unclassified copy of the final policy cited in your December 7th email to [redacted], the NSA/CSS Policy Manual 4-15B, Chapter I – Unclassified Telework Program. That policy included an issue date of May 19, 2008.

We object on [redacted] behalf to OIG's tentative conclusion that [redacted] actions constitute a violation of these policies. We specifically object to the extent that each and/or any of these policies suggest a knowing or deliberate misrepresentation, misstatement or false statement by [redacted]. As [redacted] has explained to you during your prior meetings with him, his timesheets were submitted according to the practices and procedures outlined to him by his supervisor and the designated timekeeper in his office. Furthermore, his timesheets were processed and approved by these individuals before they were submitted on his behalf. At no time during the period identified in your December 7th email (July 17, 2013 through July 11, 2014) did either [redacted] supervisor or the designated timekeeper for his office indicate that he was improperly or incorrectly submitting his timesheets. Indeed, until you contacted [redacted], he was given no indication by anyone with supervisory authority to approve his timesheets, including the authority to approve his annual and sick leave, that there were any issues with the manner in which he was submitting his timesheets. As such, it does not appear to us or to [redacted] that the record supports a finding that he deliberately or knowingly submitted false or inaccurate timesheets. To the contrary, [redacted] actions were open and candid. His timesheets were both approved by his superiors and submitted in the manner outlined to him by the individuals in his office who had supervisory authority for that process.

With respect to his telework practices, again, [redacted] superiors were aware that the work he performed during this time period required him to work offsite. [redacted] worked on a project for the SIGINT Director which required that he worked both on and offsite in order to complete his duties and responsibilities. Again, at no time was [redacted] informed by any individual with supervisory responsibility for his work that he was performing his duties in any way that was inconsistent with the NSA's telework policies. Indeed, [redacted] telework practices were open and known by his superiors and by the SIGINT Director and her staff during the time period cited in your December 7th email.

Finally, we note that [redacted] has cooperated fully with your investigation, meeting on two occasions with you and answering questions during lengthy interviews on those occasions. In addition to his candid responses during these interviews, he has endeavored to provide fulsome and complete information in response to your email and other inquiries and to assist OIG in its investigation of this matter.

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

dc-815377

Doc ID: 6760706

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

(b) (6)

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

On December 12, 2015, we contacted you on behalf and requested an opportunity to meet with you to discuss your tentative conclusions regarding timesheets submitted on behalf. Although you declined to meet with us at that time, we again respectfully request an opportunity to meet with you in order to explore a possible resolution to this matter before OIG issues a final report.

Sincerely,

cc:

dc-815377

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NSA 19610