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NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

REPORT OF INVESTIGATION

9 August 2016

IV-15-0039

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.

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I. (U) SUMMARY

(U//~~FOUO~~) On 7 April 2015, the NSA/CSS Office of Inspector General (OIG) received an allegation that [redacted] GG13, Applied Mathematician, was rarely in the office and had poor timekeeping practices. The allegation stated "people around here just cover for him."

(U//~~FOUO~~) [redacted] testified that he was almost always working on unclassified aspects of his job, often thinking about difficult mathematical concepts. He told the OIG that [redacted] his immediate supervisor, did not require him to keep track of specific hours worked; [redacted] just needed to ensure his timesheet indicated 80 hours every two weeks. He said his timesheets were probably wrong on many days; and that some of the timesheets are meaningless in terms of actual hours worked, but expressed confidence that at a minimum, he worked the total hours claimed each pay period.

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(U//~~FOUO~~) An analysis of [redacted] access control records and timesheets from 20 March 2014 through 20 March 2015 revealed numerous discrepancies between the hours he claimed to work on his timesheets and the hours he was within NSA access control spaces. [redacted] attributed the majority of the discrepancies to telecommuting. However, the OIG found that [redacted] did not have a telework agreement on file with the Telework Program Office. [redacted] supervisor, [redacted] testified that he was not aware of the requirement for a telework agreement. [redacted] told the OIG that he allowed [redacted] to work outside access control spaces, including at his home or in his vehicle.

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(U//~~FOUO~~) Although [redacted] did not have an approved telework agreement, his supervisor, [redacted] authorized him to telework. Because his telework was authorized by his supervisor, the OIG credited him for time spent "teleworking." Nevertheless, [redacted] could not account for all of his time outside of access control and was not certain about his work status on some of the days reviewed by the OIG.

(U//~~FOUO~~) After reviewing [redacted] explanations and conducting interviews with [redacted], his supervisors and co-workers, the OIG concluded that [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 113.75 hours (approximately $5959.00). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3 (a), and §§2-7 (a) & (b); and NSA/CSS PMM, Chapter 366, §§ 2-1(K) & 2-2(B).[1]

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

- (U//~~FOUO~~) During the period of 20 March 2014 through 20 March 2015, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government

[1] (U//~~FOUO~~) [redacted] may have also violated 18 U.S.C. §1001 and 18 U.S.C. §287 through his actions. The OIG reported this potential violation to the United States Attorney's Office for the District of Maryland on [redacted] [redacted] may also have violated 31 U.S.C. §3802.

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of 113.75 hours (approximately $5959.00). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).

- (U//~~FOUO~~) During the period of 20 March 2014 through 20 March 2015, [redacted] failed to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) [redacted] engaged in telework between 20 March 2014 and 20 March 2015, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

(U//~~FOUO~~) A copy of the NSA/CSS OIG report will be forwarded to Employee Relations for information and appropriate action. A summary of the findings will also be forwarded to the Associate Directorate for Security and Counterintelligence (ADS&CI), Accounts Receivable (BF232) and [redacted] supervisor.

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II. (U) BACKGROUND

(U) Introduction

(U//~~FOUO~~) [redacted] entered on duty with NSA on [redacted] He has been working in S3 since 2006 as an Applied Research Mathematician.

(U//~~FOUO~~) [redacted] was [redacted] supervisor from September 2014 until he retired in April 2016. His previous supervisor was [redacted] who resigned from the Agency in September 2014.

(U) Applicable Authorities

(U) See Appendix A for the full citations.

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

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III. (U) FINDINGS

(U//~~FOUO~~) ***ALLEGATION***: *During the period of 20 March 2014 to 20 March 2015, did* [redacted] *knowingly submit false and inaccurate timesheets, for a total shortfall to the Government of 113.75 hours, in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 366, §§2-1(K) & 2-2(B)?*

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

(U//~~FOUO~~) ***ALLEGATION***: *During the period of 20 March 2014 through 20 March 2015, did* [redacted] *fail to ensure that all information relevant to his time and attendance was recorded accurately and fail to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b)?*

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

(U//~~FOUO~~) ***ALLEGATION***: *Did* [redacted] *engage in telework between 20 March 2014 and 20 March 2015, 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) Documentary Evidence

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

(U//~~FOUO~~) The OIG compared [redacted] access control records and timesheets for 20 March 2014 through 20 March 2015. Initially, the OIG comparison reflected 780.25 hours claimed by [redacted] that he did not work within access control. However, because [redacted] supervisor authorized him to telework, the OIG credited [redacted] for hours he claimed to be teleworking outside access control. After crediting [redacted] for telework, the OIG comparison revealed that [redacted] claimed 113.75 hours that there was no evidence to support he worked.

(U//~~FOUO~~) [redacted] **Comments Regarding Discrepant Hours (Appendix C)**

(U//~~FOUO~~) [redacted] reviewed the OIG's analysis spreadsheet and provided written comments to the OIG regarding the discrepant hours. He documented his comments and returned the spreadsheet to the OIG on 29 January 2016.

(U//~~FOUO~~) [redacted] wrote that he offered his "best guesses as to what I was doing throughout each day." He identified three major categories to address what he was doing outside of access control: 1) "ALOAH" – hours worked at the library or at home (with permission); 2)

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"OOICAC" – hours worked outside or in his car at the Center for Advanced Study of Languages (CASL); 3) "OOICAF" – hours worked outside or in his car at Fort Meade.

(U//~~FOUO~~) The OIG analyzed the information provided by [redacted] and concluded that some of his explanations were not credible and/or were not valid work-related reasons to claim work hours while outside of access control. For instance, [redacted] annotated five of the days – 20 September 2014; 27 October 2014; 9-10 February 2015; and 20 March 2015 - as hours he worked in [redacted] when evidence suggests he was on vacation. For other days, [redacted] provided comments indicating he might have been working or he might have been on a coffee run; resting; [redacted] exercising or spending time with a friend who was visiting. For two other days – 12 November 2014 and 1 December 2014 - he did not provide explanations for the discrepant hours.

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(U//~~FOUO~~) On the 45 days cited, [redacted] provided the following explanations:

ALOAH and or [redacted] – 16 days
Hours Worked in [redacted] – 8 days
OOICAF or coffee/food run – 7 days
ALOAH and/or rest – 5 days
ALOAH if in town – 1 day
No Explanation – 2 days
ALOAH and Exercise – 1 day
Friend Visiting – 5 days

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(U//~~FOUO~~) Because the OIG credited [redacted] for "teleworking" when he claimed it, the outstanding 113.75 discrepant hours are the result of these non-credible/non-valid explanations for his absences from access control.

(U//~~FOUO~~) **Message from SID Chief of Staff Regarding Telework** – (Appendix D)

(U//~~FOUO~~) On 18 May 2015, the SID Chief of Staff sent a message to the SID workforce stating that, effective immediately, SID employees were allowed to perform unclassified non-mandatory training via telework. The message provided a link outlining the steps that needed to be taken to take advantage of the telework opportunity. The message also said that SID leadership would consider telework for other unclassified work activities, encouraging employees to talk to their supervisors if they had a telework proposal.

(U) Testimonial Evidence

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

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(U//~~FOUO~~) On 26 June 2015, [redacted] and former Branch Chief, [redacted], was interviewed and provided the following sworn testimony.

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(U//~~FOUO~~) From 2003 through 2006, [redacted] and [redacted] were math interns. She lost touch with him for an extended time, but then became Branch Chief, [redacted] in April 2013, supervising [redacted] directly. She left the Agency in September 2014.

(U//~~FOUO~~) Initially, [redacted] was on a diversity tour with [redacted]. His work had potential but details like time and attendance were not his strong-suit. He did not want to leave his diversity tour, but in late 2013, [redacted] had him return to [redacted].

(U//~~FOUO~~) [redacted] was a "cloudy academic…off in his own world" but [redacted] did not accept that, telling him he had to work on NSA problems. He was not "wired" to do the work in the office. He is a researcher, but [redacted] is more about implementation.

(U//~~FOUO~~) [redacted] never seemed to make progress. He was not being duplicitous. He would "hyper-focus" and worked odd hours, because he did not work well with people around him. He would start his shift at 1900 hours and work through the night. [redacted] was not always certain of his hours.

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(U//~~FOUO~~) Since she sometimes would not see him for extended periods, [redacted] talked to [redacted] about comings and goings and where he was working. There were times when "we could not track him down." For instance, on one occasion he went to the [redacted] library and did not tell anyone. Another time [redacted] She counseled him that working like that is not effective. She started one-on-one meetings with him each week.

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(U//~~FOUO~~) [redacted] although that is not that unusual for a mathematician. He is not effective because he has difficulty writing his ideas down, communicating, or focusing. He had trouble staying on task and limiting his work.

(U//~~FOUO~~) [redacted] did not recognize the importance of his timesheet and the headaches it would cause other people when he did not complete it. [redacted] does not think he would fabricate hours, but might have been recording hours that he worked at an inappropriate location, such as at home, or at the library. He did not have a telework agreement. He probably works well over 80 hours a pay period, but documenting when and where is going to be difficult.

(U//~~FOUO~~) [redacted], who took over [redacted] following [redacted] departure, does not like confrontation and wants everyone to be happy; so he may not challenge [redacted].

(U//~~FOUO~~) On 30 November 2015, the OIG telephonically contacted [redacted] as follow-up to the interview. [redacted] told the OIG that although [redacted] did not have a telework agreement in place when he worked for her, she typically allowed him to conduct research at an external library or at the CASL in support of a research paper for [redacted] Sometimes, he would spend entire days, or in his case, nights, working on the paper offsite. [redacted] acknowledged she should have kept a better handle on where [redacted] was and insisted on more accountability. Though she does not think he was deliberately claiming hours he did not work, [redacted] was not someone that focused on working 80 hours in a pay period. He did not think like that.

(U//~~FOUO~~)

(U//~~FOUO~~) On 18 August 2015, Hardware and Software Design Engineer, was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) has worked with for about the last ten years. She was his original supervisor when was an intern and later supervised him again on a subsequent tour. was a "great" intern, who did whatever needed. After graduation from the intern program, returned to the office as a full time employee.

(U//~~FOUO~~) It is not surprising that there is an allegation about time and attendance, because he keeps very odd hours: "Those of us that sit in the same little area as him have no idea when or if he is ever going to show up." Some days he would arrive early, say he was leaving and would then return to work, but would never come back. Sometimes he works through the night. "There is no average week."

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(U//~~FOUO~~) worked normal hours as an intern. At some point after he became a full time employee, possibly in 2007 or 2008, he had health issues, and started to work the odd hours. He also began working a research paper and his attendance in the office became more sporadic. He was not doing anything for mission, working exclusively on the research paper.

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(U//~~FOUO~~) scares his co-workers sometimes because "Have typically. One day he in the cafeteria; a contractor employee At times, when he is working at night, he will so that his co-workers are unable to when they arrive to work. a co-worker, confronted him about

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(U//~~FOUO~~) is not a good fit for the office. The mission requires research only to the point of application. Concern about has been expressed by different individuals to his supervisor. responded saying, "Give him something to do." could be an asset, but he is so consumed with writing the paper that he does not contribute to their efforts.

(U//~~FOUO~~) is not a threat to do something maliciously, but he is so "scatter-brained" that he causes concern. required him to call in when he was reporting late for a while, but that may have stopped. He seems to disappear for a few days, and then – at times. told her recently that

(U//~~FOUO~~) would have issues signing timesheets if she was the supervisor. However, is very optimistic and trusting.

(U//~~FOUO~~) If [redacted] is committing time card fraud, it is because he is off in "la la land" vice intentionally claiming more hours than he worked.

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

(U//~~FOUO~~) On 29 September 2015, [redacted] Applied Research Mathematician, [redacted] GS-13, was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) In 2013, [redacted] worked with [redacted] on a project called [redacted][2] The group was exploring various ideas and areas to determine useful endeavors. [redacted] who acted as the leader for the project for a period of time, has not worked with or spoken to [redacted] since late 2013, when he returned to his parent organization.

(U//~~FOUO~~) [redacted] is surprised to hear of a concern with [redacted] time and attendance because she assumed her co-workers were appropriately documenting their work hours. She did not see his timesheets or otherwise know how he documented his work hours. The [redacted] participants all belonged to other organizations and had to fulfill obligations at their home offices. It was not unusual for people to work sporadic hours for [redacted] tended to come in late afternoons and work late. He also had to work around issues [redacted]

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(U//~~FOUO~~) [redacted] was working a [redacted] project, but [redacted] only has a "basic, cursory understanding" of what he was doing and the approach he was taking. The project was "definitely" legitimate in her view. The area of mathematics he was working on is extremely difficult and not widely understood. The [redacted] participants were working at the Center for Advanced Study of Languages (CASL) in College Park, Maryland, until space was identified for them within [redacted] spent time at the [redacted] library conducting his research, using a library card that was provided to the [redacted] participants.

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(U//~~FOUO~~) No core hours were established for the [redacted] participants. [redacted] is not sure if [redacted] had a telework agreement, but would assume that if he did, it was approved by his supervisor of record. [redacted] did not work any unusually long shifts or hours when [redacted] worked with him.

(U//~~FOUO~~) [redacted] is a bit of a perfectionist with the research paper, and never thinks the draft is ready to be reviewed by someone else. He was a bit frustrated by the fact he did not have results, but was clearly putting forth effort.

[2] (U//~~FOUO~~) [redacted] was an exploratory research endeavor sponsored by [redacted] It was aimed at [redacted] Though the effort continues in NSA mission areas, the formal project was disbanded in late 2013.

(U//~~FOUO~~) [redacted] is "really, really smart" and maybe has trouble relating to others as a result. [redacted] has no specific concerns about him. The office he belonged to was not a good fit for him and he is much more suitable for a research oriented position.

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

(U//~~FOUO~~) On 28 October 2015, [redacted] Branch Chief, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] was surprised to learn of allegations of timecard fraud involving [redacted] He has been working for two years on a paper. Sometimes he goes off to think while walking.

(U//~~FOUO~~) [redacted] took over the branch from [redacted] in September 2014. [redacted] was on a detail with [redacted] for about three years. [redacted] brought him back to [redacted] He is a better fit for [redacted] but they do not have a billet for him. [redacted] does what is asked of him and helps with enhancing the office's products. His work has not been an issue.

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(U//~~FOUO~~) [redacted] has run into some leave issues this year and for the last pay period, had to be approved for 40+ hours of advanced annual leave to cover an absence. He has borrowed all the leave he would earn for the rest of the year. He is allowed to come into work at any time and complete his 80 hours for the pay period; he has used up the leave because he simply is not coming into work enough. Almost always, he says he is taking days off [redacted] which is "odd." [redacted] will sometimes work three hours and then take off [redacted] talked to him on 27 October 2015 about his leave deficiencies, which were not an issue prior to this year. He works "weird" hours and tends to arrive for work around 1130 or 1200. [redacted] leaves at 1400, so he is generally not aware of how long [redacted] works.

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(U//~~FOUO~~) [redacted] has had to call [redacted] a few times when he was late for work, but lately, [redacted] has been better about calling into the office. He has been delinquent on five or six occasions in getting his timesheet in, and the timekeeper had to initially put him down for 80 hours of leave. For one pay period, he was charged 40 hours of KA, Leave without Pay (LWOP), but eventually that was changed to advanced annual leave.

(U//~~FOUO~~) About a year ago, the [redacted] team he was involved with at CASL essentially disbanded. When he was working [redacted] would report directly to CASL, sometimes several days in a row. [redacted] continued to work a paper for a while after [redacted] disbanded, but is now finished writing it.[3]

(U//~~FOUO~~) There are no checks and balances on [redacted] time and attendance. He is trusted to record his work hours accurately. [redacted] does not want to be a "baby sitter" at work. Nobody has come to [redacted] with concerns about [redacted] hours. At times,

[3] (U//~~FOUO~~) As discussed later in the report, [redacted] belief that [redacted] had completed the research paper was erroneous.

[redacted] will work marathon sessions where he stays at work for extended periods; he gets engrossed in what he is doing and loses track of time. But he also "gets off track" with his work schedule when something comes up. Since becoming aware of the concern regarding [redacted] time and attendance, [redacted] has been more diligent about ensuring [redacted] is there and checks in with his co-workers to see if [redacted] is completing the work to support the office.

(U//~~FOUO~~) Based on the spreadsheet of his discrepant hours, [redacted] was "probably lying" about his work times. That is surprising because he is very smart and seems to genuinely care about what he is doing. "This blows my mind that [redacted] would do this."

(U//~~FOUO~~) [redacted] has never asked [redacted] to work at home on the paper or other research, and he has not been approved for telework. [redacted] would not approve him for telework without [redacted] knowledge. A class is required in order to telework. If he had asked to work on the paper at home, "we would have had that discussion. I wouldn't have said, yeah, just do work on it at home. No, it doesn't work that way." [redacted] has never told him for instance, that he "worked four hours at home" in addition to the time in the office. No telework agreement is in place for him. However, when she was the supervisor, [redacted] used to let him go to the library and conduct research for the [redacted] paper. [4]

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

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(U//~~FOUO~~) On 3 November 2015, [redacted] GS-15 Mathematician, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) Multiple people in the branch have been asking [redacted] about [redacted] comings and goings over the past three or four years. Despite sitting near him, [redacted] who works from 0400 to 1300 hours, sees [redacted] one to two hours a week, usually at the end of his shift. [redacted] will work marathon hours at times in order to make up for missed days. For instance, last week, [redacted] told him he had five days left in the pay period to make up 51 hours. [redacted] has no leave at this point, and has already borrowed leave to cover the previous pay period.

(U//~~FOUO~~) [redacted] frequently works from 1300 to 1500 hours, then leaves and returns sometimes in the evening. He is gone before [redacted] another co-worker, arrives at 0300 hours.

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(U//~~FOUO~~) When he is there, [redacted] fills out reams of paper of math equations [redacted] provided the OIG a copy of one of the papers with multiple equations on it). The equations do not mean anything to [redacted] or the other mathematicians in the office. He has asked [redacted] about the equations in the past and [redacted] simply says he "recreate[s] the math as I need it."

[4] (U//~~FOUO~~) Following the interview, [redacted] sent the OIG an email reiterating that his predecessor, [redacted] allowed [redacted] to conduct research at a public library while he was working at CASL.

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(U//~~FOUO~~) While [redacted] When he came back to work, he said he no longer wanted to work on the "paper." It was as if he had an epiphany.

(U//~~FOUO~~) Not long afterwards, at [redacted] urging, [redacted] applied for the [redacted] was there over the summer. After [redacted] return, another [redacted] participant from [redacted] stopped in the office, and told [redacted] that [redacted] was a great guy and that his office would welcome him. [redacted] also told [redacted] that [redacted] went very well. [redacted] expressed concern to a division chief about [redacted] being at [redacted] without any oversight. He also emailed [redacted] a few times while he was at [redacted] to make sure he was okay.

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(U//~~FOUO~~) [redacted] went to CASL about seven years ago to work with the [redacted] project. Once the project ended, [redacted] did not want to move on from it. [redacted] was the branch chief at the time. She allowed [redacted] to work from [redacted] library at times, after [redacted] told her they had more materials he could access for the paper. [redacted] told [redacted] that [redacted] allowed [redacted] to go to the library for extended periods. [redacted] worried to [redacted] that [redacted] was going to get them all in trouble.

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(U//~~FOUO~~) If he had guidance, [redacted] could be a productive worker. He did not like [redacted] because she challenged him and tried to get him to finish his paper.

(U//~~FOUO~~) [redacted] has never experienced anything like what he has seen from [redacted]. He wonders if [redacted] are affecting his thought process. He seems like a nice guy but is "off on a tangent" at times. He would often [redacted]

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(U//~~FOUO~~) Nothing [redacted] does applies to anything in the office. [redacted] has not seen a written "program" from [redacted] in about six years. He used to help co-worker [redacted] with her part of the mission, but has not done so for quite some time. The office has had times when they were desperate for people. A mathematician that contributed would be lucrative for the mission. People in the office wish [redacted] would pick him up, but they are always told there are no billets.

(U//~~FOUO~~) People are concerned as to whether [redacted] He is non-aggressive and would not hurt anyone. The biggest concern is the extended periods nobody sees him, which generally do not get reported.

(U//~~FOUO~~) [redacted] told [redacted] that [redacted] There's just a complete inconsistency to everything he does. He does not adhere to the office procedure of documenting whereabouts on JSIGNOUT.

(U//~~FOUO~~) who is retiring in April 2016, wishes the problem" would just go away. He tries to help and does what he can so that he gets his hours in and does not lose money. He does not hold accountable, which really affects the morale in the office.

(U//~~FOUO~~)

(U//~~FOUO~~) On 13 November 2015, was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) was the lead on the Team at the 2015 was one of the mathematicians on the

(U//~~FOUO~~) first met in 2008 when they were both working a one-year research project on During the 2008 project, he was in and out But his work on the research project was fantastic, and he produced results for the team. The only drawback to his work is that it is at such a high theoretical level that it can be difficult to apply. He has an ability to think about things in ways others simply cannot.

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(U//~~FOUO~~) Based on her prior work with him, recruited and a friend of his, to come to the 2015 He was able to comprehensively discuss things with the mathematicians that could not fully understand.

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(U//~~FOUO~~) There was no monitoring of time and attendance at Each individual was trusted to report hours on their timesheet. worked more than eight hours each day at would work her eight hours, than go to dinner, and would often return to in the evenings; was typically still there, writing out equations, which were meaningful to the other mathematicians there. The statistics professors at were impressed with his work. He is always thinking math. He claims which necessitates he spend the additional time on problems. was jokingly referred to as "work wife" because would get him food and make sure he ate.

(U//~~FOUO~~) has encouraged her boss to recruit for but right now the five person team does not have any billets.

(U//~~FOUO~~) is not falsifying his hours; he is probably working at the library or somewhere else where there are not a lot of people: "He is an incredible introvert." Additionally, and he is likely absent from work frequently.

(U//~~FOUO~~) works odd hours and is difficult to reach. emailed him two weeks ago or so about a possible detail in her office. He responded, saying he would get back to her, but has not as of yet.

(U//~~FOUO~~) [redacted] does not apply for promotion because he does not like completing the paperwork. It is probably uncomfortable for him to talk about "how wonderful" he is. He does not like his current job and would welcome a change, but it is difficult for him to apply for jobs or initiate interviews.

(U//~~FOUO~~) "He loves math for the sake of math." [redacted] has come up with research papers and codes that have great results, and others that do not bear fruit at all, but that is not atypical for a mathematician.

(U//~~FOUO~~) "I don't think he would be shaving hours." If there are discrepancies, they might be caused by him being "lost in his own head."

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

(U//~~FOUO~~) On 17 November 2015, [redacted] GS-09 Cryptanalyst, Cryptanalyst Development Program, currently assigned to [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] does not know [redacted] well, but while they were both at [redacted] this summer working on [redacted] he worked crazy hours. He would generally not be at work in the mornings, but would work late into the evenings often, sometimes well past midnight. [redacted] another [redacted] participant, would sometimes go back to [redacted] to take [redacted] dinner.

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

(U//~~FOUO~~) [redacted] gave an introductory talk at [redacted] explaining the high level math approach to [redacted] and describing a previous research project he had worked on. [redacted] is an introvert. Occasionally, he makes funny or sarcastic comments, but he is generally quiet. He kind of did his own thing, partly because his part of the project was not the most interesting, but he seemed to be engaged on relevant math, albeit at a very high level.

(U//~~FOUO~~) Nobody was monitoring the [redacted] participants' hours. It was up to the participants to keep track of their hours and report them back to NSA-W, generally to the parent organization.

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

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

(U//~~FOUO~~) On 9 March 2016, [redacted] Division Chief [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] is not familiar with [redacted] and only knows him by name. He works on a separate floor than [redacted] and does not interact with all of his employees on a daily basis. [redacted] works on assignments outside of [redacted] including [redacted] outside of NSA spaces. [redacted] is not a good fit for the organization.

(U//~~FOUO~~) [redacted] was recently made aware that [redacted] was working at home, at various libraries, and in his vehicle. Working outside of NSA spaces may be acceptable if [redacted] is

conducting research. However, [redacted] thinks [redacted] has completed the research paper for [redacted].

(U//~~FOUO~~) Regarding the organization's ability to telework, authorization is given on a case-by-case basis. A telework agreement must be in place if anyone wants to work from home. Guidance on teleworking for mandatory training was given to all members of S3 through an email from SID leadership (Appendix D). The email specifically mentioned the need for an approved telework agreement. [redacted] is not aware of a telework agreement or request for [redacted].

(U//~~FOUO~~) [redacted] does not believe that thinking about work constitutes hours worked or that such thinking should be annotated on a timesheet. He does not know if [redacted] allowed [redacted] to be compensated for thinking about work.

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

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

(U//~~FOUO~~) On 24 March 2016, [redacted], Office Manager, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) Since July 2015, [redacted] has served as the timekeeper for four branches within [redacted]. She enters timesheet information into DCIPS. At times, [redacted] has submitted corrected timesheets, typically in conjunction with a request for Advanced Annual Leave or Advanced Sick Leave. [redacted] receives the corrections from [redacted] branch chief. She has not had any problems getting timesheets for [redacted], and other than the corrections for advanced leave, has not noticed anything unusual when entering [redacted] data. [redacted] is responsive and she has great interaction with him. [redacted] does not know or interact with [redacted] at work.

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

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

(U//~~FOUO~~) On 21 January 2016, [redacted] Applied Research Mathematician, GS-13, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] has "tons of hours" where he is not in the building, either working from home, walking outside around Agency buildings, or going to the library. He used the [redacted] libraries. He has been "a real workaholic the last few years." He is almost always working on unclassified aspects of his work at the Agency: "I've been working incredibly hard at it." His manager, [redacted] allows him to count those hours that he is not in the building. [redacted] does not require [redacted] to put down exact hours worked, such as eight to five on a given day, as long as everything adds up to 80 hours at the end of the two weeks. [redacted] has never had a telework agreement for the hours worked outside of Agency spaces.

(b) (6)

(U//~~FOUO~~) In his job, [redacted] chooses hard problems, and tries to understand the essential concepts behind them. He tries to provide a new perspective on a problem that may allow for a new outcome.

(U//~~FOUO~~) For an extended period, and until very recently, [redacted] would complete his timesheet at the end of the pay period. He was working almost "every waking minute" on a math project and paper for [redacted] group. He worked so far beyond 80 hours in the pay period that he would have needed more in and out columns than the timesheet provides. He has burned himself out, and has recently tried to transition into a set schedule. As recently as this morning, however, he worked several hours at home and in the car after driving to the post office, "wrestling" with [redacted] before coming into the office. He knows it would be simpler to just work out of Agency spaces. When asked why he did not just go into work, he said because "maybe I was on a roll."

(b) (6)

(U//~~FOUO~~) The approach has caused him a lot of stress. He does not like walking into the office at noon. Co-workers have made comments to him about [redacted] when he arrives to work; he does not appreciate the perception, especially since he was working at home in the morning. He is tired of the isolated work he has had over the last several years, since [redacted] his former supervisor, pulled him off of the [redacted] project, a research effort [redacted] which he worked at the [redacted] and the CASL. He felt he fit-in when working with others on [redacted] and thought [redacted] was trying to make him unhappy by bringing him back to [redacted], so that he would vacate his billet.

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

(U//~~FOUO~~) It is fair to say [redacted] is not a good fit and has not been producing anything for his current office. He has recently been doing some work for [redacted] associated with [redacted] as well as working some with [redacted] from [redacted]

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

(U//~~FOUO~~) [redacted] has never had a formal telework agreement. At one point, [redacted] told him he could not go to the library any more, but other than that he has never been talked to about his work outside the building. He was not aware he needed a formal telework agreement, probably as a result of being "too focused." Whenever he asked [redacted] if his outside hours were okay, [redacted] said "yes." Prior to the interview this morning, [redacted] again affirmed that if [redacted] was working outside of Agency spaces, he could count the hours. When [redacted] was his supervisor, she did not seem as comfortable with him working outside of Agency spaces on the paper.

(U//~~FOUO~~) The large number of discrepancies between his timesheets and access control records is because of the considerable work he does outside the building. He spends a great deal of time thinking about the math concepts. He does not think others think about work at home as he does. "It's not just sort of thinking about it. It's like really concentrating, very hard, often times filling out papers on the unclassified aspects of it. It's legitimate work, it's just not in the building…" [redacted] does not know who could speak to the work he is doing. Nobody can corroborate the times he worked out of the different libraries; he was alone. The math project he was working on for an extended period, which involved producing a research paper, "did not pan out" and he was never able to complete a final draft. Initially, he was collaborating with [redacted] [redacted] on the paper but that ceased and he worked on it alone for years. He was putting so

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much pressure on himself to deliver what he had in mind that he became exhausted and burned out by it. In early 2015, he went to [redacted] and told him he could not work on the paper anymore; [redacted] was supportive.

(U//~~FOUO~~) Five years or so ago he was very productive. He always took longer than others on a project but by working hard was able to complete something he could turn in. He wants to get back to delivering things like he was rather than where he has been over the last few years: just thinking about things forever and ever without producing. He wants to be able to turn something in and feel good about himself again. He views the inability to complete the paper he was spending extraordinary amounts of time on as a prominent failure, "a terrible feeling." His self-confidence has been adversely impacted by the aforementioned.

(U//~~FOUO~~) He wanted to go to [redacted] and asked about the chances of going there. [redacted] looked into it at one point, but could not find a billet for him. He felt like he fit in when he was on the [redacted] team. (b) (3)-P.L. 86-36

(U//~~FOUO~~) He worked at [redacted] this past summer. [redacted] told him afterwards that although there were no billets in the area that involved [redacted] she could probably get one for him if he was interested in moving. He initially thought such a move would be great, but did not pursue it because he was "psyched out" by his inability to complete the research paper and the chance of failing again. "It's been too long since I actually felt good about myself and I delivered something and felt like I was competent." He thinks he can get back to the point where he is "regular" again, in terms of coming into NSA spaces and working as others do. [redacted] eventually told him she could get him a diversity tour in her area, but he was not interested because it was not an "actual move." He did not want to press her too hard to get him a billet.

(U//~~FOUO~~) When [redacted] completes his time sheet, he just selects windows he worked. He counts time he is walking around outside the building thinking about work, and some of the time he is in the car running errands or waiting at red lights, but still focusing on the math concepts. Sometimes, but not always, he lets his boss know when he is walking around the campus. Generally, he does not let [redacted] know the exact times he is working outside of the building: "If there's a concern, ask me." He stopped going to libraries after [redacted] told him he could not anymore. (b) (3)-P.L. 86-36 (b) (6)

(U//~~FOUO~~) [redacted] time sheets are not accurate and are probably wrong on many days. Some of the timesheets are meaningless in terms of actual hours worked. But for most pay periods, he worked well more than 80 hours. Based on his agreement with [redacted], he was just making sure the timesheets indicated 80 hours worked for two weeks. He has never been trained on his timesheet. He would complete it at the end of the pay period. It has not been a priority, but it is getting to be.[5]

[5] (U//~~FOUO~~) In November 2015, the Agency established a requirement that all employees complete an online Time and Attendance Certification course (RESM1700) by 31 December 2015. [redacted] training record indicates he completed RESM 1700 on 9 November 2015.

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(U//~~FOUO~~) At times his supervisor had to come to him at the end of the pay period to tell him he had numerous hours to work before the end of the pay period. He would then scramble to get the hours. Some of that was caused by [redacted] which prevented him from working. Sometimes he would work 20 hours in a row or more to make the 80 hours. He [redacted] but he does not think that adversely impacted his ability to work the required hours. "The sum total of the hours was always at least as many hours as I worked. I would never work 77 hours and say I worked 80…." When he was working on the research paper, he was focused on that every waking moment minus an hour and minus the times he was [redacted] "It was ridiculous, I know." His timesheet was not accurate – "I would just choose some type of interval." [redacted] did not care as long as it added up to 80 hours, and he worked at least that much. One time [redacted] when he was visiting there, and claimed hours worked anyway. [redacted] allowed him to count the time.

(b) (6)

(U//~~FOUO~~) Going forward, "I want a 9 to 5 window." It will beneficial to achieving even the small goals he has. Being aware of the OIG's interest will motivate him to come into the Agency more regularly. According to [redacted], "I was operating under the principle that I was allowed to count the hours that were not in the building."

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

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

(U//~~FOUO~~) On 2 March 2016, [redacted] Branch Chief, [redacted] was interviewed for a second time and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] never signed a timesheet for [redacted] that he knew to be false.

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

(U//~~FOUO~~) [redacted] was allowed to work outside of NSA spaces, to include his vehicle and at home. [redacted] does not know how many hours [redacted] actually worked outside of NSA spaces because he never verified the hours [redacted] worked or claimed on his timesheet. [redacted] is not aware of any reason why [redacted] cannot conduct his work within NSA spaces on the unclassified network.

(U//~~FOUO~~) [redacted] does not have a clear understanding of telework agreements. He thought telework agreements were only required for completing mandatory classes from home. He has never required [redacted] to have a telework agreement despite allowing [redacted] to work at home. He has taken several time and attendance certification courses during his tenure with the Agency, but did not know the telework agreement was required for working outside NSA spaces. [redacted] allowed [redacted] to claim hours on his timesheet for thinking about work: "I think we had that agreement, yes." He also allowed [redacted] to work from his vehicle or outside and go to the library.

(U//~~FOUO~~) The times that [redacted] documented on his timesheet were hours that [redacted] assumed were accurate and correct. [redacted] does not recall having any conversation with [redacted] regarding recording hours on his timesheet in order to get 80 hours for the pay period. [redacted] should have documented the hours he spent working in his vehicle and at home on

his timesheet. However, [redacted] did not check the hours. He assumed that what [redacted] indicated on the timesheet was accurate.

(U//~~FOUO~~) After learning of the OIG investigation, [redacted] required [redacted] to report to his designated [redacted] spaces daily and now sees him for approximately five to six hours per day. He cannot remember telling [redacted] to stop working from home or at the library. He is not sure if he is still working outside of NSA spaces.

(U//~~FOUO~~) [redacted] never verified that [redacted] finished the [redacted] research paper. He assumed the paper was completed because [redacted] stopped working on it.

(U//~~FOUO~~) When asked about how he rated [redacted], [redacted] stated that he had [redacted] write his own input and [redacted] "polished it and put it in paragraph form." [redacted] has no first-hand knowledge of the work that [redacted] completed, including his time at [redacted]. He took [redacted] at his word.

(U//~~FOUO~~) [redacted] did not allow [redacted] to claim work hours while he was [redacted] (b) (6)

(U//~~FOUO~~) When asked whether he was at fault or [redacted] was for the inaccurate timesheets, [redacted] responded, "I think it's both... I certified timesheets to be accurate and truthful... if the times are not accurate that is on [redacted]

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

(U//~~FOUO~~) [redacted] acknowledged he is guilty of being a poor manager. He does not believe [redacted] would purposefully defraud the government.[6]

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

(U) Analysis and Conclusions

(U//~~FOUO~~) The NSA/CSS PMM, Chapter 366, §2-1(K) prohibits employees from "knowingly making or presenting a false or fraudulent statement or claim." NSA/CSS PMM, Chapter 366, §2-2(B); prohibits "deliberate misrepresentations, falsifications, or omission of material facts in any Agency document." The law defines "knowingly" as acting with knowledge of the falsity, acting with reckless disregard of whether the statement is true, or making a conscious effort to avoid learning the truth. The preponderance of the evidence shows that the timesheets submitted by [redacted] were false and [redacted] acted with a reckless disregard when claiming hours worked on his timesheets.

(U//~~FOUO~~) [redacted] attributed the large number of discrepant hours between his timesheets and access control records to the considerable work he was performing outside of NSA spaces. He said he worked at home, at the library, in his car, or outside of the access control spaces regularly. He explained that he was thinking about math concepts, and frequently taking notes, which he equated to working. [redacted] told the OIG that he spent almost every waking hour,

[6] (U//~~FOUO~~) [redacted] voluntarily retired from NSA in April 2016.

minus one hour per day and the times he was [redacted] thinking about and compiling notes for the research paper he was working on for [redacted]. He testified that he put pressure on himself to deliver the paper, eventually became "burned out" and in early 2015, stopped working on it; he never even completed a draft for [redacted].

(U//~~FOUO~~) [redacted] supervisor, [redacted] told the OIG he allowed [redacted] to work outside of NSA spaces, including in his vehicle, at the library, and in his home. He also testified the two had an agreement whereby [redacted] could claim time thinking about work as hours worked. He did not typically make any attempt to verify [redacted] whereabouts or the hours he claimed to work.[7] [redacted] provided [redacted] this flexibility even though [redacted] was not producing anything tangible for the office. Although he did not make any attempt to assess what [redacted] was working on or produced, he told the OIG that [redacted] finished the research paper he was working on. [redacted] testified that he was feeling stress about the paper, and went to [redacted] to ask if he could stop working on it. [redacted] told the OIG that [redacted] supported his request. [redacted] trusted [redacted] to make accurate entries on his timesheets, telling the OIG he did not want to be a "baby-sitter."

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

(U//~~FOUO~~) The NSA/CSS Policy Manual 4-15B mandates that employees must obtain formal approval in order to engage in unclassified telework outside of access control. [redacted] did not make any attempt to obtain such approval; he told the OIG he was not aware he needed approval beyond his immediate supervisor, [redacted] [redacted] told the OIG he never had a telework agreement and was not aware he needed one. Whenever he asked [redacted] if the hours worked outside NSA were okay, he was told "yes."[8] Nevertheless, [redacted] violated Policy 4-15B by teleworking without the required agreement or formal document approval.

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

(U//~~FOUO~~) Given [redacted] testimony, which is consistent with [redacted] regarding approval to work outside of NSA spaces, the majority of the 780.25 discrepant hours initially noted on the spreadsheet, though probably not accurately recorded on [redacted] timesheets, cannot be substantiated as falsified work hours. Because [redacted] authorized [redacted] to work outside of Agency spaces and [redacted] relied on that authorization, as well as the fact that [redacted] did not adequately account for or supervise [redacted], the OIG has credited [redacted] with the hours he claimed to be teleworking.

(U//~~FOUO~~) However, for the hours that [redacted] was not able to provide a "best guess" with any certainty, there is considerable doubt as to whether [redacted] was actually working. [redacted] annotated eight of the days as hours he worked in [redacted]. He testified that [redacted] approved his hours worked in [redacted]. However, when interviewed,

(b) (6)

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[7] (U//~~FOUO~~) [redacted] provided conflicting testimony in two interviews with the OIG. During the first interview, on 28 October 2016, he said [redacted] never asked him to work at home and that [redacted] had not approved him to telework. When he was interviewed for a second time on 2 March 2016, [redacted] admitted he allowed [redacted] to work outside of access control, to include in his car and at home.

[8] (U//~~FOUO~~) Despite being with the Agency for 29 years, acting as a supervisor from 2002 to the present, and completing multiple time and attendance courses, [redacted] told the OIG he did not have a clear understanding of telework agreements. He testified that he thought telework agreements only pertained to mandatory training courses, adamantly denying that he was aware a telework agreement was required for outside unclassified work. [redacted] who acknowledged to the OIG that he was a poor manager, retired from NSA in April 2016.

told the OIG he did not approve any hours worked in , saying he thought was there on vacation. For other days, provided comments indicating he might have been working or he might have been on a coffee run, resting, exercising or spending time with a friend who was visiting. On two other days, he did not initially provide an explanation for the discrepant hours.

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

(U//~~FOUO~~) The comments from indicate he is not sure of his status on the days in question. The concern about these days is exacerbated by the fact was not completing his timesheet on a daily basis or otherwise taking steps to record his work hours. his apparent lack of productivity at work; and his lack of sufficient leave to cover extended absences also contribute to the doubt regarding his work status. Further, witnesses within his office testified to the OIG that was disorganized and failed to maintain a consistent work schedule. A former supervisor said though she did not think would deliberately falsify hours, he was not someone that focused on getting his required hours completed. She said he "just does not think like that." Taken in their entirety, explanations regarding his status on the days in question are not credible. Over an extended period, he did not make an earnest effort to record his work hours accurately.

(b) (6)

(U//~~FOUO~~) The NSA/CSS PMM Chapter 360 §1-3(a), §2-7(a) and (b), states that employees should sign in and out daily on their timesheets and ensure that all information relevant to time and attendance is recorded accurately. told the OIG that the timesheets he completed at the end of the pay period, were not accurate and probably wrong on many days. He said some of the timesheets were meaningless in terms of actual hours worked: "I would just choose some type of interval." Based on his agreement with he made certain the total hours added up to 80 hours each pay period.

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

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

(U//~~FOUO~~) Considering all of the above, the OIG finds that the preponderance of the evidence supports the conclusion that:

- (U//~~FOUO~~) During the period of 20 March 2014 through 20 March 2015, knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 113.75 hours (approximately $5959.00). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).
- (U//~~FOUO~~) During the period of 20 March 2014 through 20 March 2015, failed to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) engaged in telework between 20 March 2014 and 20 March 2015, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) On 8 July 2016, [redacted] sent an email to the OIG responding to the tentative conclusion reached in the investigation. His response is at Appendix E. [redacted] provided information in his response about the following topics.

(U//~~FOUO~~) Thinking About Work:

(U//~~FOUO~~) [redacted] indicated that besides thinking about math concepts, he made notes, [redacted] He said his supervisor, [redacted] was aware of the notes. Several witnesses confirmed to the OIG that [redacted] However, this clarification did not impact the OIG conclusion.

(U//~~FOUO~~) [redacted] and Other Explanations:

(b) (6)

(U//~~FOUO~~) In the response, [redacted] said he was working most of the time he [redacted] and that [redacted] allowed and trusted him to do so.

(U//~~FOUO~~) When interviewed by the OIG on 28 October 2015, [redacted] testified he did not allow [redacted] to telework and that he found it "odd" that [redacted] He also stated that [redacted] used considerable leave [redacted] When [redacted] was interviewed a second time on 2 March 2016, he acknowledged allowing [redacted] to claim work hours outside of NSA spaces, but [redacted] did not specifically address the hours [redacted] during the interview.

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

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

(U//~~FOUO~~) [redacted] also stated in his response that for those time periods he indicated he was resting, making coffee runs, or exercising, he was working at least part of the time, and that [redacted] allowed him to count the hours. [redacted] did not specifically address those circumstances during his two interviews with the OIG. However, the OIG does not find it reasonable to give [redacted] credit for work hours for periods of rest, coffee runs or exercising.

(U//~~FOUO~~) Research Paper:

(U//~~FOUO~~) [redacted] wrote that though he never turned in a draft or final paper to [redacted] he submitted working drafts of his research paper to [redacted] and [redacted] his former supervisor. In an interview on 2 March 2016, [redacted] testified that he never verified that [redacted] finished the [redacted] research paper. He assumed the paper was completed because [redacted] stopped working on it. In a phone conversation on 30 November 2015, [redacted] testified she read a rough draft of [redacted] research paper at some point prior to her departure from the office in September 2014. Though she did not understand the math in the paper, and thought [redacted] was not a polished writer, she thought the paper might have "promise."

(U//~~FOUO~~) In his interview with the OIG on 21 January 2016, [redacted] testified he was unable to complete a final draft of the research paper for [redacted] before stopping work on it in September 2015. He said he assumed the paper had to be perfect so that he could possibly secure a billet in [redacted] at some point, and did not think it was ready. Again, this clarification did not impact the OIG conclusion.

(b) (6)

(U//~~FOUO~~) Work Hours While [redacted]

(U//~~FOUO~~) In the emailed response, [redacted] indicated that [redacted] allowed him to work hours while [redacted] opining that [redacted] may have forgotten doing so. In his second interview on 2 March 2016, [redacted] testified to the OIG that he never allowed [redacted] to claim hours worked [redacted]

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

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

(U//~~FOUO~~) Additional Explanations for the Spreadsheet:

(U//~~FOUO~~) [redacted] first response to the OIG spreadsheet analysis (Appendix C) was entirely based upon his memory of whether or not he was engaged in work. The OIG already gave him the maximum benefit of the doubt by accepting his recollections as evidence. His latter revisions are less credible because even more time elapsed. For example, he provided revised explanations for 58 days for which the OIG had already credited him with telework, removed the discrepancies due to incomplete access control data, or concluded with a negative discrepancy in [redacted] favor for a given day. Thus, the OIG will not make additional adjustments based upon this latest submission.

(U//~~FOUO~~) However, upon reviewing Appendix C, the OIG discovered two omissions. [redacted] should have been credited .5 hours on 16 June 2014 and .25 hours on 31 July 2016 for hours he claimed to have worked outside of access control spaces. Thus, the OIG reduced the total number of discrepant hours by .75. This adjustment has been made throughout the report.

(U//~~FOUO~~) Accordingly, after fully considering [redacted] response and in conjunction with the totality of information gathered in the investigation, the OIG reduced the total number of discrepant hours from 114.50 to 113.75 hours.

V. (U) CONCLUSION

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

- (U//~~FOUO~~) During the period of 20 March 2014 through 20 March 2015, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 113.75 hours (approximately $5959.00). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).
- (U//~~FOUO~~) During the period of 20 March 2014 through 20 March 2015, [redacted] failed to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) [redacted] engaged in telework between 20 March 2014 and 20 March 2015, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

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

VI. (U) DISTRIBUTION OF RESULTS

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

1. M/ER for information and any appropriate action,
2. Q234, Special Actions, for information and any appropriate action,
3. BF232, Accounts Receivable, for information and any appropriate action,
4. [redacted] supervisor for information.

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

[redacted]
Senior Investigator

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

Concurred by:

[redacted]
Assistant Inspector General
For Investigations

Release 2021-9
NSA 16684

Doc ID: 6737139

APPENDIX A

(U) Applicable Authorities

Release 2021-9
NSA 16685

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

Section 1-3 — (U) *Policy*

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

a. Timesheets are maintained on a daily basis;

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

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

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

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

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

Section 2.1 — (U) Work Environment:

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

...

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

Section 2.2 — (U) Personnel and Security Standards:

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

...

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

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

(U) Chapter One – Unclassified Telework Program

III. (U) Procedures

A. (U) Complete the Telework Package

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

C. (U) Final Approval

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

IV. (U) Responsibilities

C. (U) Employee shall:

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

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APPENDIX B

(U) Timesheet and Access Control Record Comparison

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NSA 16688

Doc ID: 6737139

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

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
3/20/14	Thu	14:16:55											
		16:54:28			2:37:33		Y	2:37:33	8:00	5.25	-5.25	0.00	CASL data incomplete - discrepancy removed
3/21/14	Fri	11:03:28											
		11:19:30											
		13:05:06											
		15:10:47											
		15:12:31											
		21:25:20											
		21:27:44											
		22:11:00		0:43									
		23:54:37											
		23:55:16			12:51:48		Y	12:51:48	11:30	-1.25		-1.25	
3/24/14	Mon	12:36:04											
		12:38:32											
		13:42:59											
		13:45:37			1:09:33			0:39:33	6:30	5.75	-5.75	0.00	Telework
3/25/14	Tue		NO ACCESS						7:00	7.00	-7.00	0.00	Telework
3/26/14	Wed	13:13:22					Y		6:30			0.00	CASL data incomplete - discrepancy removed
3/28/14	Fri	11:54:09											
		13:05:31			1:11:22		Y	1:11:22	5:30	4.25	-4.25	0.00	Telework
3/29/14	Sat		NO ACCESS				Y		7:00	7.00	-7.00	0.00	Telework
3/31/14	Mon	12:46:16											
		13:54:38											
		14:06:47			1:20:31		Y	1:20:31	8:15	6.75	-6.75	0.00	CASL data incomplete - discrepancy removed
4/1/14	Tue	11:50:08											
		13:07:48			1:17:40		Y	1:17:40	8:15	6.75	-6.75	0.00	CASL data incomplete - discrepancy removed
4/2/14	Wed	11:11:38											
		14:23:29											
		15:16:32			4:04:54		Y	4:04:54	8:15	4.00	-4.00	0.00	CASL data incomplete - discrepancy removed
4/3/14	Thu	12:18:36											
		14:43:05											
		16:34:55											
		22:23:12											
4/4/14	Fri	0:24:54											
		1:38:03		1:13									
		3:11:14			10:04:36	1:13:09	Y	8:51:27	14:00	5.00	-5.00	0.00	CASL data incomplete - discrepancy removed
4/4/14	Fri	11:08:24											
		11:27:11			0:18:47			#########	7:45	7.75	-7.75	0.00	
4/7/14	Mon	14:27:05											Telework
		16:17:44											
		16:48:47											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20680401~~

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

Release 2021-9
NSA 16689

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

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
		21:18:04		4:29									
		21:31:37											
		23:47:36											
		23:51:37			9:24:32	4:29:00	Y	4:55:32	7:45	2.75	-2.75	0.00	CASL data incomplete - discrepancy removed
4/8/14	Tue	0:34:07											
		0:36:35											
		0:49:35											
		0:52:27											
		10:20:41		9:28									
		13:00:45											
		15:54:12											
		22:26:25											
		22:58:47			22:24:40	9:28:09	Y	12:56:31	7:45	-5.00		-5.00	
4/9/14	Wed	14:17:08											
		19:52:40			5:35:32		Y	5:35:32	12:00	6.25	-6.25	0.00	CASL data incomplete - discrepancy removed
4/10/14	Thu	13:55:35											
		15:50:06			1:54:31			1:24:31	7:00	5.50	-5.50	0.00	CASL data incomplete - discrepancy removed
4/11/14	Fri	11:26:55											
		11:29:25											
		12:37:26											
		12:39:38											
		15:12:53			3:45:58			3:15:58	6:45	3.25	-3.25	0.00	CASL data incomplete - discrepancy removed
4/12/14	Sat		NO ACCESS				Y		5:30	5.50	-5.50	0.00	Telework
4/13/14	Sun		NO ACCESS				Y		3:00	3.00	-3.00	0.00	Telework
4/14/14	Mon		NO ACCESS				Y		3:30	3.50	-3.50	0.00	Telework
4/16/14	Wed		NO ACCESS				Y		13:00	13.00	-13.00	0.00	Telework
4/21/14	Mon	1:08:31											
		1:11:20											
		1:43:47											
		1:46:51											
		12:55:28		11:09									
		15:14:13			14:05:42	11:09:00	Y	2:56:42	8:00	5.00	-5.00	0.00	CASL data incomplete - discrepancy removed
4/22/14	Tue	11:39:06											
		12:41:54			1:02:48		Y	1:02:48	8:00	6.75	-6.75	0.00	CASL data incomplete - discrepancy removed
4/23/14	Wed	12:07:31											
		15:02:03			2:54:32		Y	2:54:32	8:00	5.00	-5.00	0.00	CASL data incomplete - discrepancy removed
4/24/14	Thu		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
4/25/14	Fri	12:52:50											
		12:52:50											
		12:55:29											
		12:55:29											

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

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

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
		14:12:42											
		14:14:46			1:21:56		Y	1:21:56	8:00	6.50	-6.50	0.00	Telework
4/28/14	Mon		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
4/29/14	Tue	11:30:07										0.00	CASL data incomplete - discrepancy removed
4/30/14	Wed	11:23:06											
		12:50:11											
		19:05:51											
		20:25:04			9:01:58		Y	9:01:58	8:00	-1.00		-1.00	CASL data incomplete - discrepancy removed
5/1/14	Thu		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
5/2/14	Fri		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
5/3/14	Sat	23:32:09											
		23:32:39											
		23:51:09			0:19:00			#########	0:00	0.00		0.00	N/A
5/5/14	Mon	10:41:09											
		10:42:08											
		10:51:24		0:09									
		11:23:32											
		13:36:31											
		13:51:12			3:10:03			2:40:03	7:30	4.75	-4.75	0.00	CASL data incomplete - discrepancy removed
5/6/14	Tue		NO ACCESS						7:30	7.50	-7.50	0.00	Telework
5/8/14	Thu	11:38:42											
		13:43:17			2:04:35			1:34:35	7:30	5.75	-5.75	0.00	CASL data incomplete - discrepancy removed
5/10/14	Sat		NO ACCESS						7:30	7.50	-7.50	0.00	Telework
5/11/14	Sun		NO ACCESS						6:30	6.50	-6.50	0.00	Telework
5/12/14	Mon	10:55:15											
		12:39:13											
		15:37:22			4:42:07			4:12:07	7:30	3.25	-3.25	0.00	CASL data incomplete - discrepancy removed
5/13/14	Tue	10:28:38											
		10:47:54											
		12:35:25											
		15:07:08			4:38:30			4:08:30	7:30	3.25	-3.25	0.00	CASL data incomplete - discrepancy removed
5/14/14	Wed		NO ACCESS						7:30	7.50	-7.50	0.00	Telework
5/15/14	Thu	13:40:04							7:30	7.50	-7.50	0.00	CASL data incomplete - discrepancy removed
5/17/14	Sat		NO ACCESS						7:30	7.50	-7.50	0.00	Telework
5/19/14	Mon	5:34:41											
		6:01:50											
		15:39:29		9:38									

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

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

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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
		18:17:46			12:43:05	9:38:00	Y	3:05:05	8:00	4.75	-4.75	0.00	CASL data incomplete - discrepancy removed
5/20/14	Tue	12:38:13											
		16:01:49											
		16:16:21			3:38:08		Y	3:38:08	8:00	4.25	-4.25	0.00	CASL data incomplete - discrepancy removed
5/21/14	Wed	14:59:55											
		15:34:50											
		18:22:53			3:22:58		Y	3:22:58	8:00	4.50	-4.50	0.00	CASL data incomplete - discrepancy removed
5/22/14	Thu		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
5/23/14	Fri	11:12:10											
		11:14:56											
		12:02:48											
		12:45:08			1:32:58		Y	1:32:58	6:30	4.75	-4.75	0.00	Telework
5/27/14	Tue		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
5/28/14	Wed		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
5/29/14	Thu		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
5/30/14	Fri		NO ACCESS				Y		6:30	6.50	-6.50	0.00	Telework
6/2/14	Mon	13:39:00											
		13:41:34											
		14:08:51											
		14:11:02			0:32:02		Y	0:32:02	7:30	6.75	-6.75	0.00	Telework
6/3/14	Tue		NO ACCESS				Y		7:30	7.50	-7.50	0.00	Telework
6/4/14	Wed	14:27:03											
		16:24:43											
		17:32:34			3:05:31		Y	3:05:31	7:30	4.25	-4.25	0.00	CASL data incomplete - discrepancy removed
6/5/14	Thu	10:37:56										0.00	CASL data incomplete - discrepancy removed
6/6/14	Fri	14:46:26											
		15:26:54			0:40:28		Y	0:40:28	7:30	6.75	-6.75	0.00	Telework
6/9/14	Mon		NO ACCESS				Y		7:30	7.50	-7.50	0.00	Telework
6/10/14	Tue	13:25:16											
		15:20:57			1:55:41		Y	1:55:41	7:30	5.50	-5.50	0.00	CASL data incomplete - discrepancy removed
6/11/14	Wed		NO ACCESS				Y		2:30	2.50	-2.50	0.00	Telework
6/12/14	Thu	14:03:23											
		16:06:06			2:02:43		Y	2:02:43	8:00	5.75	-5.75	0.00	CASL data incomplete - discrepancy removed
6/16/14	Mon	10:50:51											
		10:53:17											
		12:04:39											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

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

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
		12:07:15											
		13:15:53		1:08									
		13:18:28											
		15:12:35											
		15:29:08		0:16									
		15:44:29											
		15:47:15			4:56:24	1:08:38	Y	3:47:46	4:30	0.50	-0.50	0.00	Telework
6/18/14	Wed	11:05:57											
		11:17:25											
		12:11:03											
		12:13:14			1:07:17			0:37:17	0:00	-0.50		-0.50	
6/18/14	Wed	23:37:39											
6/19/14	Thu	0:01:24											
		0:44:00		0:42									
		0:52:46											
		2:03:38											
		2:12:25			2:34:46		Y	2:34:46	2:00	-0.50		-0.50	
6/19/14	Thu	21:42:51											
		21:45:31											
6/20/14	Fri	0:05:27											
		0:17:04		0:11									
		0:47:18											
		0:49:58											
		1:16:56		0:26									
		1:17:35											
		1:22:36		0:05									
		1:32:20											
		4:45:08											
		5:18:41		0:33									
		6:37:17											
		6:39:19			8:56:28		Y	8:56:28	6:15	-2.50		-2.50	
6/21/14	Sat	15:24:06											
		15:27:09											
		15:46:20											
		16:44:20		0:58									
		20:01:21											
		20:39:07		0:37									
		21:20:48											
		21:23:56			5:59:50			5:29:50	0:00	-5.25		-5.25	
6/22/14	Sun	12:34:10											
		12:48:47											
		14:22:11											
		14:24:32											
		17:12:45		2:48									
		17:25:13											
		17:29:07											
		17:31:54			4:57:44	2:48:13	Y	2:09:31	4:00	1.75	-1.75	0.00	Telework
6/23/14	Mon		NO ACCESS				Y		2:30	2.50	-2.50	0.00	Telework

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20460451~~

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

Release 2021-9
NSA 16693

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

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
6/30/14	Mon	11:36:12											
		11:38:30											
		13:33:56											
		13:49:31		0:15									
		15:30:37											
		15:33:33											
		16:06:15		0:32									
		16:19:36											
		16:38:57											
		16:56:57			5:20:45		Y	5:20:45	5:00	-0.25		-0.25	
7/1/14	Tue	20:59:00											
		20:59:07											
		22:42:06											
		23:33:26		0:51	2:34:26		Y	2:34:26	2:45	0.00		0.00	
7/2/14	Wed	0:53:03											
		2:07:02		1:13									
		3:58:24											
		5:42:51		1:44									
		6:14:59											
		23:39:49		17:24									
7/3/14	Thu	0:15:24			23:22:21	20:23:16	Y	2:59:05	6:15	3.25	-3.25	0.00	Telework
7/3/14	Thu	12:47:44											
		12:50:12											
		16:32:35											
		16:40:48											
		18:16:49		1:36									
		18:26:00											
		18:57:19											
		19:08:38			6:20:54	1:36:01	Y	4:44:53	6:00	1.25	-1.25	0.00	Telework
7/7/14	Mon	10:58:14											
		11:01:23											
		14:11:14											
		14:51:41		0:40									
		15:52:07											
		16:33:36		0:41									
		18:04:36											
		18:20:15			7:22:01		Y	7:22:01	7:00	-0.25		-0.25	
7/10/14	Thu	23:26:20											
		23:40:28			0:14:08			#########	0:00	0.25	-0.25	0.00	
7/14/14	Mon	11:42:17											
		11:44:45											
		14:01:25											
		14:04:00											
		14:43:51		0:39									
		14:46:46											
		16:17:53											
		16:30:47			4:48:30		Y	4:48:30	6:00	1.00	-1.00	0.00	Telework

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20490401~~

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

Release 2021-9
NSA 16694

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

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
7/15/14	Tue	10:51:00											
		12:06:48											
		15:32:20		3:25									
		15:34:50											
		17:00:56											
		18:15:07		1:14									
		18:28:18											
		18:31:03			7:40:03	4:39:43	Y	3:00:20	5:00	1.75	-1.75	0.00	Telework
7/16/14	Wed	0:09:42											
		0:41:56											
		1:13:39		0:31									
		2:45:33											
		3:06:03		0:20									
		4:48:58											
		5:05:52		0:16									
		7:44:58											
		18:09:31		10:24									
		18:33:20											
		18:38:25		0:05									
		20:13:15											
		20:50:52		0:37									
		21:44:46			21:35:04	10:24:33	Y	11:10:31	6:30	-4.50		-4.50	
7/17/14	Thu	11:02:13											
		11:31:19			0:29:06		Y	0:29:06	6:30	6.00	-6.00	0.00	Telework
7/18/14	Fri	11:05:45											
		11:08:07											
		11:43:13											
		11:45:35											
		16:07:48		4:22									
		16:10:23											
		17:18:27											
		17:20:53											
		20:59:35		3:38									
		23:05:20			11:59:35	8:00:55	Y	3:58:40	6:00	2.00	-2.00	0.00	Telework
7/19/14	Sat	0:03:52											
		2:08:23											
		3:35:53		1:27									
		4:54:40			4:50:48	1:27:30	Y	3:23:18	8:30	5.00	-5.00	0.00	Telework
7/19/14	Sat	22:34:59											
7/20/14	Sun	1:21:00											
		1:59:56		0:38									
		2:46:33											
		4:23:42		1:37									
		7:15:29											
		22:08:39		14:53									
		22:25:33			21:04:33	16:30:19	Y	4:34:14	8:45	4.00	-2.50	1.50	Partial credit for telework
													(Explanation for discrepancy not valid/credible)
7/21/14	Mon	0:10:08											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20460401~~

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

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

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
		2:27:41											
		3:00:18		0:32									
		4:03:43											
		13:17:26		9:13									
		13:20:05											
		14:28:22											
		14:31:32											
		16:10:44		1:39									
		16:13:22											
		18:14:57											
		18:17:10			18:07:02	10:52:55	Y	7:14:07	10:15	3.00	-1.50	1.50	Partial credit for telework (Explanation for discrepancy not valid/credible)
7/22/14	Tue	0:31:49											
		1:32:01											
		3:17:02		1:45									
		3:31:57											
		4:03:15		0:31									
		5:29:02											
		10:04:59		4:35									
		11:24:15											
		15:41:01		4:16									
		15:43:23											
		17:41:19											
		17:43:50			17:12:01	10:37:44	Y	6:34:17	13:00	6.25		6.25	(Explanation for discrepancy not valid/credible)
7/23/14	Wed	11:12:46											
		12:50:58											
		14:35:43		1:44									
		14:38:14											
		16:54:42											
		17:11:24		0:16									
		17:26:25											
		17:29:20			6:16:34	1:44:45	Y	4:31:49	4:45	0.00		0.00	
7/24/14	Thu	11:07:14											
		11:09:34											
		11:47:07											
		11:59:00		0:11									
		13:18:36											
		13:21:03											
		14:10:34		0:49									
		14:13:00											
		14:49:57											
		14:52:22											
		15:26:26		0:34									
		15:28:54											
		15:46:32											
		15:59:30		0:12									
		16:10:19											
		16:13:10			5:05:56		Y	5:05:56	4:45	-0.25		-0.25	
7/25/14	Fri	11:05:18											
		13:19:01											
		14:42:38		1:23									

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

Release 2021-9
NSA 16696

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

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
		14:44:49											
		15:08:44											
		15:22:00			4:16:42	1:23:37		2:23:05	0:00	-2.25		-2.25	
7/28/14	Mon	11:15:59											
		11:42:06			0:26:07		Y	0:26:07	6:00	5.50	-5.50	0.00	Telework
7/29/14	Tue	12:03:39											
		12:05:59											
		14:46:45											
		14:49:34			2:45:55		Y	2:45:55	7:30	4.50	-4.50	0.00	Telework
7/29/14	Tue	23:44:54											
7/30/14	Wed	1:05:30											
		1:35:12		0:29									
		2:58:26											
		15:39:59		12:41									
		15:42:52											
		17:18:28											
		17:21:42											
		18:25:57		1:04									
		18:28:43											
		19:23:13											
		19:36:53		0:13									
		21:05:40											
		21:08:46			20:03:16	13:45:48	Y	6:17:28	6:00	-0.25		-0.25	
7/31/14	Thu	12:43:24											
		12:46:02											
		14:35:42											
		14:48:18		0:12									
		16:20:50											
		16:23:17											
		18:37:50		2:14									
		18:53:43											
		19:52:05											
		20:09:22		0:17									
		20:39:15											
		20:41:39											
		20:44:22		0:02									
		20:57:11											
		22:34:50			9:51:26	2:14:33	Y	7:36:53	8:00	0.25	-0.25	0.00	Telework
7/31/14	Thu	22:45:33		0:10									
8/1/14	Fri	0:42:29											
		0:45:39											
		11:51:32		11:05									
		11:54:10											
		13:45:27											
		13:48:11			15:02:38	11:05:53	Y	3:56:45	8:30	4.50	-4.50	0.00	Telework
8/2/14	Sat	13:29:28											
		13:52:53											
		14:05:38		0:12									

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

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

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
		14:29:00			0:59:32			0:29:32	0:00	-0.25		-0.25	
8/3/14	Sun		NO ACCESS						5:30	5.50		5.50	(Explanation for discrepancy not valid/credible)
8/4/14	Mon	15:12:31											
		15:14:57											
		16:17:49											
		16:20:21											
		19:10:27		2:50									
		19:13:13											
		19:44:44											
		20:01:41											
		20:13:31		0:11									
		20:16:09											
		20:59:33											
		21:09:01											
		21:26:28		0:17									
		21:29:16											
		22:45:30											
		23:01:36											
		23:36:01		0:34									
		23:45:43			8:33:12	2:50:06	Y	5:43:06	9:00	3.25		3.25	(Explanation for discrepancy not valid/credible)
8/5/14	Tue	0:12:20											
		0:15:01											
		0:20:53		0:05									
		0:30:36											
		1:55:23											
		2:08:44											
		2:10:56		0:02									
		2:13:52											
		2:32:41											
		2:43:56											
		11:06:38		8:22									
		11:13:52											
		12:20:17		1:06									
		12:22:53											
		14:38:51											
		14:41:13											
		21:23:09		6:41									
		23:15:24			23:03:04	16:11:03	Y	6:52:01	6:00	-0.75		-0.75	
8/6/14	Wed	13:00:05											
		13:02:38											
		14:16:19											
		14:18:30											
		17:40:34		3:22									
		21:09:30			8:09:25	3:22:04	Y	4:47:21	5:00	0.00		0.00	
8/6/14	Wed	23:30:08											
8/7/14	Thu	2:37:33											
		12:56:45		10:19									
		12:58:58											
		15:16:15											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20490401~~

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

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

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
		15:19:01			15:48:53	10:19:12	Y	5:29:41	11:00	5.50		5.50	(Explanation for discrepancy not valid/credible)
		22:41:06											
8/8/14	Fri	1:33:15											
		2:51:51		1:18									
		3:14:04											
		11:19:48		8:05									
		12:00:09			13:19:03	9:24:20	Y	3:54:43	7:30	3.50		3.50	(Explanation for discrepancy not valid/credible)
8/11/14	Mon	11:35:52											
		12:47:20											
		13:33:07		0:45									
		13:35:32											
		15:44:41											
		15:47:07			4:11:15		Y	4:11:15	12:00	7.75	-7.75	0.00	Telework
8/12/14	Tue	7:59:51											
		8:33:48											
		12:05:50		3:32									
		12:44:15											
		17:12:38		4:28									
		17:15:04											
		18:56:06											
		18:58:35			10:58:44	8:00:25	Y	2:58:19	6:45	3.75		3.75	(Explanation for discrepancy not valid/credible)
8/13/14	Wed	12:06:59											
		13:52:35											
		15:08:14		1:15									
		16:02:00											
		16:05:57		0:03									
		16:10:34			4:03:35	1:15:39	Y	2:47:56	4:00	1.00		1.00	(Explanation for discrepancy not valid/credible)
8/17/14	Sun	22:14:54											
		22:27:36											
8/18/14	Mon	0:43:50											
		0:47:46			2:32:52		Y	2:32:52	2:15	-0.25		-0.25	
8/20/14	Wed	12:25:03											
		12:27:14											
		13:58:37											
		14:01:19			1:36:16		Y	1:36:16	2:30	0.75	-0.75	0.00	
8/22/14	Fri	16:45:38											
		16:48:02											
		17:54:12											
		17:58:49											
		18:22:26		0:23									
		18:24:46											
		20:32:09											
		20:46:28		0:14									
		22:19:42											
		22:22:41			5:37:03		Y	5:37:03	4:15	-1.25		-1.25	
8/25/14	Mon	12:03:22											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20660401~~

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

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

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
		12:37:44											
		13:07:24		0:29									
		13:10:04											
		14:21:29											
		14:23:32											
		21:35:23		7:11									
		23:40:38			11:37:16	7:11:51	Y	4:25:25	6:15	1.75	-1.75	0.00	Telework
8/26/14	Tue	0:37:30											
		1:57:39											
		12:40:48		10:43									
		12:43:04											
		13:11:32											
		13:14:46			12:37:16	10:43:09	Y	1:54:07	0:15	-1.50		-1.50	
9/2/14	Tue	12:14:56											
		12:17:41											
		13:39:56											
		13:42:51											
		16:58:26		3:15									
		17:08:00			4:53:04	3:15:35	Y	1:37:29	1:30	0.00		0.00	
9/3/14	Wed	12:42:18											
		12:44:43											
		14:36:13											
		14:38:16											
		14:58:27		0:20									
		15:00:26											
		15:16:09											
		15:51:50		0:35									
		16:40:50											
		16:43:24			4:01:06		Y	4:01:06	4:15	0.00		0.00	
9/4/14	Thu	11:06:38											
		11:09:18											
		13:00:05											
		13:02:22											
		16:30:47		3:28									
		17:05:23			5:58:45	3:28:25	Y	2:30:20	10:00	7.25	-3.50	3.75	Partial credit for telework
													(Explanation for discrepancy not valid/credible)
9/4/14	Thu	22:25:54											
9/5/14	Fri	0:00:21											
		0:41:01		0:40									
		3:18:09											
		12:45:26		9:27									
		12:47:44											
		14:53:54											
		14:56:29			16:30:35	9:27:17	Y	7:03:18	10:45	3.50		3.50	(Explanation for discrepancy not valid/credible)
9/5/14	Fri	22:45:40											
9/6/14	Sat	1:10:35											
		1:39:45		0:29									
		3:12:26											
		14:49:47		11:37									

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

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

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
		16:16:12											
		16:30:29		0:14									
		19:15:28			18:04:53	11:37:21	Y	6:27:32	17:45	11.25	-11.25	0.00	Telework
9/7/14	Sun	1:00:34											
		1:41:34			0:41:00			0:11:00	0:00	0.00		0.00	
9/8/14	Mon	12:11:11											
		12:13:36											
		13:29:27											
		13:32:03											
		14:56:50		1:24									
		14:59:12											
		16:37:36											
		16:40:08			4:28:57	1:24:47	Y	3:04:10	4:30	1.25	-1.25	0.00	Telework
9/9/14	Tue	12:04:25											
		12:06:49											
		13:28:02											
		14:47:34											
		14:47:37											
		14:47:43											
		14:47:52											
		14:50:26											
		15:19:16		0:28									
		15:22:00											
		16:38:13											
		16:48:37		0:10									
		17:06:55											
		17:09:40			5:05:15		Y	5:05:15	5:00	0.00		0.00	
9/10/14	Wed	12:04:54											
		12:50:09											
		13:25:15		0:35									
		13:27:48											
		14:08:34											
		14:11:19			2:06:25		Y	2:06:25	5:00	2.75	-2.75	0.00	Telework
9/11/14	Thu	11:34:24											
		11:36:53											
		13:14:33											
		13:17:07											
		14:14:00		0:56									
		14:16:46											
		14:26:12											
		14:38:57		0:12									
		15:29:14											
		15:32:00			3:57:36		Y	3:57:36	4:00	0.00		0.00	
9/12/14	Fri	10:44:46											
		10:54:12			0:09:26		Y	0:09:26	0:15	0.00		0.00	
9/15/14	Mon	12:30:14											
		12:32:07											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

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

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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
		13:01:55											
		13:04:26			0:34:12		Y	0:34:12	8:45	8.00	-8.00	0.00	Telework
9/16/14	Tue	5:33:34											
		5:36:04											
		6:15:59											
		6:18:04											
		10:29:49		4:11									
		11:01:34											
		12:41:27		1:39									
		12:44:40											
		13:50:07											
		13:53:02			8:19:28	5:51:38	Y	2:27:50	10:00	7.50	-3.00	4.50	Partial credit fo telework
													(Explanation for discrepancy not valid/credible)
9/17/14	Wed	0:45:47											
		1:13:46			0:27:59		Y	0:27:59	9:45	9.25	-9.25	0.00	Telework
9/18/14	Thu	11:26:58											
		11:29:33											
		12:07:36											
		12:09:56			0:42:58		Y	0:42:58	14:15	13.50	-13.50	0.00	Telework
9/19/14	Fri	12:26:07											
		12:28:18											
		13:47:45											
		13:50:19			1:24:12		Y	1:24:12	10:30	9.00	-9.00	0.00	Telework
9/20/14	Sat		NO ACCESS				Y		8:00	8.00		8.00	
9/22/14	Mon	11:35:01											
		11:37:45											
		12:27:06											
		12:30:06			0:55:05		Y	0:55:05	8:00	7.00	-7.00	0.00	Telework
9/23/14	Tue	11:24:17											
		11:27:03											
		11:39:48											
		11:42:34			0:18:17		Y	0:18:17	8:00	7.50	-7.50	0.00	Telework
9/24/14	Wed	11:35:41											
		11:38:27											
		12:11:09											
		12:13:46											
		21:26:46		9:13									
		22:44:59											
		22:45:46		0:00									
		22:50:18			11:14:37	9:13:00	Y	2:01:37	8:00	5.75	-5.75	0.00	Telework
9/24/14	Wed	23:36:26		0:46									
9/25/14	Thu	1:20:26											
		1:29:51		0:09									
		3:18:33			3:42:07		Y	3:42:07	8:00	4.25	-4.25	0.00	Telework
9/25/14	Thu	22:36:58											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

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Doc ID: 6737139

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

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
9/26/14	Fri	0:07:31											
		0:34:09		0:26									
		0:50:44											
		12:59:31		12:08									
		13:02:10											
		13:54:02											
		13:56:42			15:19:44	12:08:47	Y	3:10:57	8:00	4.75	-4.75	0.00	Telework
9/29/14	Mon	12:37:20											
		12:39:36											
		13:45:36											
		13:47:37			1:10:17		Y	1:10:17	8:00	6.75	-6.75	0.00	Telework
9/30/14	Tue		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
10/1/14	Wed		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
10/2/14	Thu	12:00:13											
		12:02:41											
		13:51:13											
		13:53:36											
		22:07:35		8:13									
		22:08:11											
		22:11:53		0:03									
		23:06:30											
		23:38:35		0:32									
10/3/14	Fri	1:15:31			13:15:18	8:13:59	Y	5:01:19	8:00	2.75	-2.75	0.00	Telework
10/3/14	Fri	12:12:24											
		12:14:47											
		14:28:27											
		14:49:54			2:37:30		Y	2:37:30	8:00	5.25	-5.25	0.00	Telework
10/6/14	Mon	9:50:13											
		9:52:54											
		10:11:08											
		10:13:30			0:23:17		Y	0:23:17	3:30	3.00	-3.00	0.00	Telework
10/7/14	Tue	10:22:06											
		10:25:10											
		11:07:33											
		11:10:27			0:48:21		Y	0:48:21	5:45	4.75	-4.75	0.00	Telework
10/8/14	Wed	12:11:13											
		12:13:28											
		13:25:19											
		13:27:45			1:16:32		Y	1:16:32	11:30	10.00	-10.00	0.00	Telework
10/9/14	Thu	12:27:04											
		12:29:20											
		13:57:12											
		13:59:29			1:32:25		Y	1:32:25	8:30	6.75	-6.75	0.00	Telework
10/10/14	Fri	13:03:24											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

Release 2021-9
NSA 16703

Doc ID: 6737139

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

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

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
		13:05:48											
		14:23:55											
		14:25:52			1:22:28		Y	1:22:28	8:00	6.50	-6.50	0.00	Telework
10/14/14	Tue	14:01:37											
		14:32:37			0:31:00		Y	0:31:00	8:00	7.25	-7.25	0.00	Telework
10/15/14	Wed	2:44:46											
		3:08:16											
		13:11:44		10:03									
		13:13:54											
		14:54:18											
		14:56:18			12:11:32	10:03:28	Y	2:08:04	10:45	8.50	-8.50	0.00	Telework
10/16/14	Thu	2:43:05											
		5:03:10											
		13:15:14		8:12									
		13:17:37											
		14:42:57											
		15:36:47		0:53									
		16:01:53											
		16:04:02			13:20:57	8:12:04	Y	5:08:53	8:00	2.75	-2.75	0.00	Telework
10/17/14	Fri		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
10/19/14	Sun		NO ACCESS				Y		6:00	6.00	-6.00	0.00	Telework
10/20/14	Mon	11:12:55											
		11:14:58											
		12:08:28											
		12:10:42			0:57:47		Y	0:57:47	11:00	10.00	-10.00	0.00	Telework
10/21/14	Tue	12:53:48											
		13:02:09											
		15:20:30											
		15:22:54			2:29:06		Y	2:29:06	11:00	8.50	-8.50	0.00	Telework
10/22/14	Wed	0:32:08											
		2:54:58											
		12:36:07		9:41									
		12:38:21											
		15:43:35											
		15:45:53											
		18:43:20		2:57									
		18:53:10											
		22:43:48											
		22:46:33			22:14:25	12:38:36	Y	9:35:49	5:00	-4.50		-4.50	Telework
10/22/14	Wed	23:12:08		0:25									
		23:23:46											
10/23/14	Thu	0:07:29											
		0:10:01			0:57:53		Y	0:57:53	3:30	2.50	-2.50	0.00	Telework
10/24/14	Fri		NO ACCESS				Y		3:30	3.50	-3.50	0.00	Telework

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20190401~~

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

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Release 2021-9
NSA 16704

Doc ID: 6737139

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

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
10/25/14	Sat		NO ACCESS				Y		2:30	2.50	-2.50	0.00	Telework
10/26/14	Sun		NO ACCESS				Y		3:00	3.00	-3.00	0.00	Telework
10/27/14	Mon		NO ACCESS				Y		2:00	2.00		2.00	(Explanation for discrepancy not valid/credible)
10/28/14	Tue		NO ACCESS				Y		6:00	6.00		6.00	(Explanation for discrepancy not valid/credible)
10/29/14	Wed		NO ACCESS				Y		3:00	3.00		3.00	(Explanation for discrepancy not valid/credible)
10/30/14	Thu		NO ACCESS				Y		7:00	7.00		7.00	(Explanation for discrepancy not valid/credible)
10/31/14	Fri		NO ACCESS				Y		8:30	8.50		8.50	(Explanation for discrepancy not valid/credible)
11/1/14	Sat		NO ACCESS				Y		8:00	8.00		8.00	(Explanation for discrepancy not valid/credible)
11/2/14	Sun	18:09:44											
		20:35:26											
		23:08:06		2:32									
		23:44:45			5:35:01	2:32:40		2:32:21	0:00	-2.50		-2.50	
11/3/14	Mon	1:20:18											
		3:25:35											
		11:33:50		8:08									
		11:36:16											
		12:59:50											
		13:11:36											
		15:03:18		1:51									
		15:05:49											
		15:53:00											
		16:23:57		0:30									
		17:14:26											
		17:16:58			15:56:40	9:59:57	Y	5:56:43	3:30	-2.25		-2.25	
11/4/14	Tue	13:00:36											
		13:02:49											
		15:52:32											
		16:18:18		0:25									
		16:38:49											
		16:40:53											
		17:08:26		0:27									
		17:10:29											
		17:16:53											
		17:18:43											
		21:52:09		4:33									
		22:47:29			9:46:53	4:33:26	Y	5:13:27	10:00	4.75	-4.75	0.00	Telework
11/5/14	Wed	0:03:15											
		0:05:37											
		0:12:14											
		0:19:50											
		0:24:03		0:04									
		0:26:12											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

Release 2021-9
NSA 16705

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		1:43:07											
		1:52:14											
		2:20:48		0:28									
		2:23:39											
		2:36:33											
		3:11:33											
		4:46:52		1:35									
		5:05:29											
		7:22:09											
		7:42:59											
		12:11:47		4:28									
		12:14:15											
		14:20:08											
		14:29:35			14:26:20	6:04:07	Y	8:22:13	7:00	-1.25		-1.25	
11/6/14	Thu	12:36:31											
		12:38:46											
		13:08:35											
		13:11:04											
		18:30:23		5:19									
		18:32:47											
		22:12:23											
		22:21:33			9:45:02	5:19:19	Y	4:25:43	11:00	6.50	-6.50	0.00	Telework
11/7/14	Fri	0:28:49											
		0:31:05											
		2:57:14											
		3:03:58		0:06									
		4:02:43											
		4:13:27		0:10									
		5:34:04											
		5:42:12			5:13:23		Y	5:13:23	6:00	0.75	-0.75	0.00	Telework
11/10/14	Mon	23:21:55											
		23:40:40			0:18:45			#########	0:00	0.00		0.00	
11/11/14	Tue	0:15:17											
		1:04:06											
		1:49:04		0:44									
		2:11:38			1:56:21			1:26:21	0:00	-1.25		-1.25	
11/12/14	Wed		NO ACCESS				Y		1:45	1.75		1.75	(Explanation for discrepancy not valid/credible)
11/13/14	Thu	3:00:38											
		4:12:45											
		4:35:45		0:23									
		5:56:50											
		6:42:38		0:45									
		8:35:45											
		15:24:32		6:48									
		15:26:28											
		18:21:37											
		18:41:48			15:41:10	6:48:47	Y	8:52:23	17:45	8.75	-8.75	0.00	Telework

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20491231~~

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

Doc ID: 6737139

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

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
		23:15:51											
11/14/14	Fri	1:17:13											
		1:30:33		0:13									
		3:39:49											
		4:35:26		0:55									
		6:36:32											
		15:37:15		9:00									
		15:39:53											
		16:36:58											
		16:58:45		0:21									
		18:29:30											
		18:40:20			19:24:29	9:00:43	Y	10:23:46	15:00	4.50	-4.50	0.00	Telework
11/15/14	Sat	1:25:09											
		7:46:59											
		12:00:32		4:13									
		15:01:18											
		18:56:38		3:55									
		21:42:52			20:17:43	8:08:53		11:38:50	0:00	-11.50		-11.50	Telework
11/16/14	Sun	19:50:19											
		21:50:10											
		23:21:35		1:31									
11/17/14	Mon	6:16:52			10:26:33	1:31:25	Y	8:55:08	8:30	-0.25		-0.25	
11/17/14	Mon	13:58:12											
		14:00:25											
		16:26:32											
		17:36:45		1:10									
		18:00:14											
		18:02:54			4:04:42	1:10:13	Y	2:54:29	17:30	14.50	-14.50	0.00	Telework
11/17/14	Mon	20:49:47											
11/18/14	Tue	1:15:20											
		2:13:19		0:57									
		4:35:11											
		5:40:01		1:04									
		5:59:07											
		6:15:41		0:16									
		10:51:33											
		11:06:33		0:15									
		11:18:21											
		18:13:29		6:55									
		18:15:33											
		18:33:06											
		18:40:54		0:07									
		20:19:58											
		20:33:19											
		21:20:37		0:47									
		21:22:47											
		23:58:39			3:08:52	7:59:58	Y	19:08:54	18:30	-0.50		-0.50	
11/19/14	Wed	0:25:40											
		0:30:40		0:05									

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

Release 2021-9
NSA 16707

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

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
		0:33:06											
		3:24:38											
		3:38:01											
		4:45:08		1:07									
		6:52:32											
		7:25:04		0:32									
		8:53:48											
		9:13:03		0:19									
		10:18:56											
		11:02:00		0:43									
		13:03:04											
		13:29:12		0:26									
		14:55:41											
		15:34:31		0:38									
		17:01:53											
		17:13:37		0:11									
		17:31:16			17:05:36	1:07:07	Y	15:58:29	15:45	0.00		0.00	
11/20/14	Thu		NO ACCESS				Y		5:00	5.00	-5.00	0.00	Telework
11/21/14	Fri	12:28:57											
		12:46:29											
		14:35:41											
		14:38:34											
		18:09:43		3:31									
		20:12:50			7:43:53	3:31:09	Y	4:12:44	5:00	0.75	-0.75	0.00	
11/22/14	Sat	16:01:19											
		16:15:31											
		17:12:52											
		17:25:04											
		17:47:37		0:22									
		17:50:14											
		19:45:43											
		20:15:25											
		20:42:51		0:27									
		20:57:05											
		23:21:06											
		23:24:04			7:22:45			6:52:45	0:00	-6.75		-6.75	
11/23/14	Sun	14:53:06											
		15:24:33											
		16:01:38		0:37									
		16:08:42											
		16:27:48											
		16:29:59			1:36:53			1:06:53	0:00	-1.00		-1.00	
11/24/14	Mon	12:12:05											
		12:14:52											
		13:19:17											
		13:21:58			1:09:53			0:39:53	0:00	-0.50		-0.50	
11/25/14	Tue	12:08:31											
		12:11:15											

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

Release 2021-9
NSA 16708

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

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
		12:37:09											
		12:39:56											
		13:01:12		0:21									
		13:03:31											
		13:12:14											
		13:14:33											
		13:33:47		0:19									
		13:38:51											
		14:19:06											
		14:21:39											
		14:55:21		0:33									
		14:57:42											
		15:10:52											
		15:13:08			3:04:37		Y	3:04:37	1:45	-1.25	1.25	0.00	(Explanation for discrepancy not valid/credible)
12/1/14	Mon		NO ACCESS				Y		6:00	6.00		6.00	(Explanation for discrepancy not valid/credible)
12/2/14	Tue	13:31:02											
		13:33:19											
		14:38:50											
		14:40:54											
		21:13:14		6:32									
		23:32:19			10:01:17	6:32:20	Y	3:28:57	6:30	3.00	-3.00	0.00	Telework
12/3/14	Wed	10:04:56											
		10:07:57											
		12:34:37											
		12:37:34											
		16:11:29		3:33									
		16:14:41											
		18:13:31											
		18:27:22			8:22:26	3:33:55	Y	4:48:31	6:30	1.50	-1.50	0.00	Telework
12/4/14	Thu	20:13:17											
		20:24:20											
		21:09:11											
		21:17:02			1:03:45		Y	1:03:45	6:30	5.25	-5.25	0.00	Telework
12/5/14	Fri	11:36:14											
		11:38:46											
		13:46:36											
		13:55:22		0:08									
		15:10:06											
		15:12:31			3:36:17		Y	3:36:17	14:00	10.25	-10.25	0.00	Telework
12/8/14	Mon	9:25:48											
		9:28:19											
		11:28:36											
		11:32:14											
		17:36:59		6:04									
		17:51:09											
		19:06:58											
		19:22:21			9:56:33	6:04:45	Y	3:51:48	9:00	5.00	-5.00	0.00	Telework

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20460401~~

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

Release 2021-9
NSA 16709

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

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
12/9/14	Tue	3:44:04											
		6:45:06											
		12:37:47		5:52									
		12:40:15											
		15:56:16											
		16:19:07											
		18:44:35		2:25									
		18:56:02											
		19:07:25											
		19:24:14			15:40:10	8:18:09	Y	7:22:01	8:00	0.50	1.75	2.25	Partial credit for telework (Explanation for discrepancy not valid/credible)
12/10/14	Wed	12:04:29											
		12:07:21											
		15:06:48											
		15:09:31											
		18:14:42		3:05									
		18:24:07											
		18:34:46		0:10									
		19:41:27			7:36:58	3:05:11	Y	4:31:47	12:00	7.25	-7.25	0.00	Telework
12/11/14	Thu	9:54:34											
		9:57:16											
		12:57:36											
		12:59:32			3:04:58		Y	3:04:58	11:00	7.75	-7.75	0.00	Telework
12/12/14	Fri	2:14:29											
		7:25:09											
		8:47:51											
		10:34:25		1:46									
		10:38:59											
		13:01:09											
		13:39:42		0:38									
		13:44:04											
		13:46:02											
		13:51:12											
		14:10:55			11:56:26	1:46:34	Y	10:09:52	11:30	1.25	-1.25	0.00	Telework
12/15/14	Mon	10:38:44											
		10:41:30											
		10:59:13											
		13:59:21											
		14:01:58											
		14:19:12											
		21:06:20		6:47									
		21:21:43											
		22:27:59		1:06									
		22:28:31											
12/16/14	Tue	1:44:08			15:05:24	7:53:24	Y	7:12:00	15:30	8.25	-8.25	0.00	Telework
12/16/14	Tue	4:25:18											
		6:35:51											
		13:11:13		6:35									
		13:14:17											
		14:34:00											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

Release 2021-9
NSA 16710

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

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
		14:36:11											
		20:45:22		6:09									
		20:57:55											
		21:11:02		0:13									
		21:26:19											
		21:35:21		0:09									
		22:21:14			17:55:56	12:44:33	Y	5:11:23	18:00	12.75	-12.75	0.00	Telework
12/17/14	Wed	2:35:52											
		3:57:09											
		5:05:14		1:08									
		8:20:57											
		8:30:20		0:09									
		9:55:11											
		12:30:23		2:35									
		12:32:38											
		13:17:10											
		13:19:02											
		13:47:04		0:28									
		14:06:52			11:31:00	3:43:17	Y	7:47:43	13:00	5.00	-5.00	0.00	Telework
1/4/15	Sun	22:36:30											
		22:46:11											
		23:06:36		0:20									
1/5/15	Mon	0:45:06			2:08:36		Y	2:08:36	1:45	-0.25		-0.25	
1/5/15	Mon	1:53:05											
		3:52:13											
		4:07:13		0:15									
		4:32:08											
		4:55:36		0:23									
		6:13:30											
		8:49:35		2:36									
		8:52:35											
		10:09:47											
		10:11:26											
		10:27:20		0:15									
		10:29:15											
		11:51:59											
		11:54:29											
		13:25:41		1:31									
		13:29:47											
		14:52:05											
		14:54:07			13:01:02	4:07:17	Y	8:53:45	17:15	8.25	-8.25	0.00	Telework
1/6/15	Tue	2:15:49											
		4:46:56											
		5:37:08		0:50									
		7:10:48											
		12:16:48		5:06									
		12:19:16											
		12:33:01											
		12:35:42		0:02									
		14:24:29											

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

Release 2021-9
NSA 16711

Doc ID: 6737139

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

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

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
		14:42:50		0:18									
		15:23:48											
		15:27:08											
		18:21:42		2:54									
		20:38:37			18:22:48	8:00:34	Y	10:22:14	16:00	5.50	-2.75	2.75	(Explanation for discrepancy not valid/credible)
1/7/15	Wed	11:37:00											
		11:39:28											
		14:35:59											
		14:43:33											
		15:58:26		1:14									
		16:00:33											
		17:25:12											
		17:32:56		0:07									
		19:44:30											
		19:51:04											
		19:54:37		0:03									
		19:56:55											
		21:27:34											
		21:29:54			9:52:54	1:14:53	Y	8:38:01	11:15	2.50	-2.50	0.00	Telework
1/8/15	Thu	0:36:18											
		3:32:15											
		3:48:29		0:16									
		5:52:50											
		6:20:16		0:27									
		7:00:31											
		9:15:56		2:15									
		9:17:53											
		12:04:03											
		12:10:29		0:06									
		13:53:27											
		14:01:46		0:08									
		14:18:43											
		14:21:09											
		17:49:16		3:28									
		17:58:16											
		19:07:39											
		19:11:01											
		19:26:07		0:15									
		19:33:49											
		19:36:54		0:03									
		19:49:11			19:12:53	5:43:32	Y	13:29:21	15:15	1.75	1.50	3.25	(Explanation for discrepancy not valid/credible)
1/12/15	Mon	1:59:55											
		2:02:05											
		2:15:56		0:13									
		2:16:06											
		3:46:45											
		4:09:05		0:22									
		4:25:20											
		5:23:00		0:57									
		5:57:21											
		23:03:21		17:06									

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

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
1/13/15	Tue	1:42:44			23:42:49	17:06:00	Y	6:36:49	5:15	-1.25		-1.25	
1/13/15	Tue	10:01:28											
		10:03:48											
		13:20:11											
		14:06:12		0:46									
		15:34:05											
		15:36:13											
		22:43:34		7:07									
		22:45:57			12:44:29	7:07:21	Y	5:37:08	6:15	0.50		0.50	(Explanation for discrepancy not valid/credible)
1/14/15	Wed	4:27:51											
		6:26:13											
		12:15:41		5:49									
		12:18:10											
		13:04:56											
		13:18:04		0:13									
		14:27:48											
		14:29:46											
		21:27:48		6:58									
		22:12:56			17:45:05	12:47:30	Y	4:57:35	15:30	10.50	-3.75	6.75	(Explanation for discrepancy not valid/credible)
1/15/15	Thu	0:22:22											
		2:34:48											
		6:12:09		3:37									
		6:34:02											
		13:37:39		7:03									
		13:39:51											
		14:47:51											
		14:49:59											
		19:20:03		4:30									
		19:22:30											
		21:39:36											
		21:41:51			21:19:29	15:11:02	Y	6:08:27	5:00	-1.00		-1.00	
1/20/15	Tue	12:17:20											
		12:19:44											
		14:30:46											
		14:32:57											
		22:50:37		8:17									
1/21/15	Wed	0:51:06											
		1:22:35		0:31									
		6:39:44			18:22:24	8:17:40	Y	10:04:44	14:15	4.00		4.00	(Explanation for discrepancy not valid/credible)
1/21/15	Wed	11:32:39											
		11:35:16											
		14:20:05											
		14:30:27											
		16:57:54		2:27									
		17:09:21											
		19:46:23											
		20:04:22			8:31:43	2:27:27	Y	6:04:16	16:15	10.00	-7.75	2.25	Partial credit for telework (Explanation for discrepancy not valid/credible)
1/21/15	Wed	23:30:39											

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

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
1/22/15	Thu	4:08:19											
		11:36:00		7:27									
		11:38:41											
		14:08:33											
		14:27:18		0:18									
		15:44:14											
		15:46:14											
		15:46:16											
		15:46:20											
		22:00:07		6:13									
		22:16:06			22:45:27	13:41:28	Y	9:03:59	18:00	8.75	-2.75	6.00	Partial credit for telework
													(Explanation for discrepancy not valid/credible)
1/26/15	Mon	5:33:07											
		5:35:32											
		6:13:25											
		6:19:44											
		20:55:40		14:35									
		20:58:07											
		22:31:36											
		22:34:12			17:01:05	14:35:56	Y	2:25:09	11:15	8.75		8.75	(Explanation for discrepancy not valid/credible)
1/26/15	Mon	23:13:56											
		23:24:09											
1/27/15	Tue	3:07:55											
		3:16:28											
		4:50:18		1:33									
		4:59:19											
		6:04:38											
		6:07:01											
		22:46:31		16:39									
		23:16:17			23:52:08	18:13:20	Y	5:38:48	11:00	5.50		5.50	(Explanation for discrepancy not valid/credible)
1/28/15	Wed	1:14:23											
		4:09:09											
		4:31:23		0:22									
		5:53:11											
		6:16:09		0:22									
		8:34:36											
		16:36:09		8:01									
		16:38:46											
		17:26:22											
		17:54:50		0:28									
		19:41:15											
		19:48:08			18:33:45	8:01:33	Y	10:32:12	12:30	1.75		1.75	(Explanation for discrepancy not valid/credible)
1/29/15	Thu	4:52:32											
		6:19:36			1:27:04		Y	1:27:04	6:15	4.75	-4.75	0.00	Telework
2/3/15	Tue	4:49:21											
		7:03:51											
		8:24:58		1:21									
		8:27:17											
		10:41:57											
		10:44:24											

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

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

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
		12:44:29		2:00									
		12:46:57											
		12:58:47											
		13:03:49		0:05									
		14:07:34											
		14:09:41											
		23:08:20		8:58									
		23:35:16			18:45:55	12:19:51	Y	6:26:04	8:30	2.00		2.00	(Explanation for discrepancy not valid/credible)
2/4/15	Wed	12:30:48											
		12:33:20											
		12:34:21											
		12:39:56											
		13:02:29		0:22									
		13:04:46											
		14:42:34											
		14:50:21		0:07									
		15:54:38											
		15:57:13											
		22:36:29		6:39									
		23:47:16			11:16:28	6:39:16	Y	4:37:12	5:15	0.50		0.50	(Explanation for discrepancy not valid/credible)
2/5/15	Thu	0:05:59											
		3:01:03											
		3:16:05		0:15									
		4:39:33											
		4:53:03		0:13									
		5:22:42			5:16:43		Y	5:16:43	5:45	0.25	-0.25	0.00	Telework
2/9/15	Mon		NO ACCESS				Y		3:15	3.25		3.25	(Explanation for discrepancy not valid/credible)
2/10/15	Tue		NO ACCESS				Y		7:00	7.00		7.00	(Explanation for discrepancy not valid/credible)
2/11/15	Wed	12:24:29											
		12:32:39											
		15:33:33											
		15:43:52											
		18:10:22		2:26									
		18:12:53											
		21:16:08											
		21:18:58			8:54:29	2:26:30	Y	6:27:59	10:30	4.00	-1.75	2.25	Partial credit for telework
													(Explanation for discrepancy not valid/credible)
2/12/15	Thu	1:14:37											
		1:14:49											
		4:32:00											
		5:55:16		1:23									
		7:48:22											
		14:09:34		6:21									
		14:12:05											
		15:42:27											
		15:44:47			14:30:10	7:44:28	Y	6:45:42	7:45	0.75	-0.75	0.00	Telework
2/17/15	Tue	6:44:53											
		7:24:52			0:39:59		Y	0:39:59	1:15	0.50	-0.50	0.00	Telework

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

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NSA 16715

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

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
2/18/15	Wed	1:19:54											
		5:01:57											
		13:02:49		8:00									
		13:05:21											
		15:06:09											
		15:18:04		0:11									
		16:35:50											
		16:38:16			15:18:22	8:00:52	Y	7:17:30	10:30	3.00	-3.00	0.00	Telework
2/19/15	Thu	4:00:22											
		5:03:26											
		14:41:08		9:37									
		14:43:23											
		16:59:15											
		17:07:59		0:08									
		18:53:03											
		19:27:42			15:27:20	9:37:42	Y	5:49:38	7:45	1.75	-1.75	0.00	Telework
2/24/15	Tue	2:16:57											
		2:55:52											
		10:49:34		7:53									
		10:52:26											
		12:59:07											
		13:02:00											
		14:05:07		1:03									
		14:07:25											
		15:08:57											
		15:11:12			12:54:15	8:56:49	Y	3:57:26	14:30	10.50	-10.50	0.00	Telework
2/25/15	Wed	1:36:56											
		3:42:37											
		4:31:18		0:48									
		6:30:46											
		6:43:45		0:12									
		7:12:15											
		8:48:11		1:35									
		8:50:40											
		11:01:48											
		11:08:15		0:06									
		12:12:50											
		12:15:15											
		15:07:10		2:51									
		15:09:51											
		16:00:37											
		16:11:35			14:34:39	4:27:51	Y	10:06:48	14:30	4.25	-2.75	1.50	Partial credit for telework (Explanation for discrepancy not valid/credible)
2/26/15	Thu	12:21:20											
		12:24:04											
		13:00:17											
		13:02:42			0:41:22		Y	0:41:22	4:30	3.75	-3.75	0.00	Telework
3/3/15	Tue	13:11:05											
		13:13:17											

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

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

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
		14:27:52											
		14:29:50			1:18:45		Y	1:18:45	10:45	9.25	-9.25	0.00	Telework
3/4/15	Wed	0:41:50											
		0:43:43											
		14:07:00		13:23									
		14:09:25											
		16:38:26											
		16:56:45		0:18									
		19:31:26											
		19:42:07			19:00:17	13:23:17	Y	5:37:00	15:15	9.50	-9.50	0.00	Telework
3/5/15	Thu	2:44:41											
		4:05:02											
		6:57:02		2:52									
		7:38:30											
		18:24:08		10:45									
		20:08:46			17:24:05	13:37:38		3:16:27	0:00	-3.25		-3.25	
3/6/15	Fri	1:09:09											
		3:41:54											
		3:52:01		0:10									
		4:31:34											
		4:42:42		0:11									
		6:49:34			5:40:25			5:10:25	0:00	-5.00		-5.00	
3/9/15	Mon		NO ACCESS				Y		8:00	8.00	-8.00	0.00	Telework
3/10/15	Tue	1:26:56											
		5:12:46			3:45:50		Y	3:45:50	8:00	4.00	-4.00	0.00	Telework
3/11/15	Wed	12:38:26											
		12:40:45											
		16:43:37											
		17:57:45		1:14									
		19:00:29											
		19:25:42			6:47:16	1:14:08	Y	5:33:08	8:00	2.25	-2.25	0.00	Telework
3/12/15	Thu	4:12:57											
		4:25:13											
		18:01:22		13:36									
		18:04:06											
		18:36:27											
		18:39:01			14:26:04	13:36:09	Y	0:49:55	8:00	7.00		7.00	(Explanation for discrepancy not valid/credible)
3/13/15	Fri		NO ACCESS				Y		8:00	8.00		8.00	(Explanation for discrepancy not valid/credible)
3/16/15	Mon		NO ACCESS				Y		8:00	8.00		8.00	(Explanation for discrepancy not valid/credible)
3/17/15	Tue	0:15:12											
		0:36:48											
		13:02:07		12:25									
		13:04:28											
		15:23:20											

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Dated: 20070108
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(b) (3)-P.L. 86-36

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NSA 16717

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

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
		15:25:23			15:10:11	12:25:19	Y	2:44:52	8:00	5.25	-5.25	0.00	Telework
3/18/15	Wed	12:26:22											
		12:28:42											
		16:01:17											
		16:28:31		0:27									
		18:18:05											
		18:54:37			6:28:15		Y	6:28:15	8:00	1.50	-1.50	0.00	Telework
3/19/15	Thu	0:21:42											
		4:52:33											
		13:12:33		8:20									
		13:15:10											
		16:29:15											
		16:31:39											
		19:38:20		3:06									
		20:18:23			19:56:41	11:26:41	Y	8:30:00	8:00	-0.50		-0.50	
3/20/15	Fri		NO ACCESS				Y		8:00	8.00		8.00	(Explanation for discrepancy not valid/credible)
													113.75

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

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Dated: 20070108
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APPENDIX C

(U) [redacted] Response to Discrepant Hours

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

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NSA 16719

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

Hi [redacted]...

I annotated the spreadsheet. Basically, I tried to fill in some of the details for you, by offering my best guesses as to what I was doing throughout each day. I'm hoping my notes will give a clearer picture of my work patterns. I'd be happy to go over these notes with you personally. I'd also be happy to continue working on them, if you'd like.

I used the following acronyms in my annotations:

ALOAH = hours worked at library or at home
OOICAF = " " outside or in car at Fort
OOICAC = " " " " " " CASL

I've also included a list of things that will, hopefully, help with your investigation. Please, let me know if you'd like anything further from me.

Take care,

[redacted]...

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

02/02/2016

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NSA 16720

Doc ID: 6737139

~~UNFOUO~~

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

10/02/2016

Notes and ideas regarding my [redacted] investigation

1. I worked outside or in my car a lot at CASL and at the Fort. Maybe guards and security footage could be helpful? I drove a [redacted] back then. I can get you the plate numbers.

2. A system admin at CASL used to visit me occasionally. I think his name was [redacted] a couple times he even reserved conference rooms for me to work in, because he knew that I hadn't an office or even a desk at CASL, and he saw how I had to squeeze into a library carrel each day, with my stacks of notes piled up high. (b) (6)

3. I'd continue working either outside or in my car at the [redacted] library bag after it'd close at night. I usually parked either in a lot located just to the right of the [redacted] entrance or in the parking garage across from the [redacted] Maybe guards or security footage would be helpful? Again, I drove a [redacted]

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Doc ID: 6737139 I can track down the plate numbers if it'd help.

4. I got at least one parking ticket at [redacted]

5. I got at least one parking ticket in [redacted], near the [redacted]

6. Personal references for my [redacted] work:
[redacted]

7. Personal references for more recent work:
[redacted]

* At [redacted] asked me a lot of questions about my [redacted] research, so he might be able to comment on it for you.

8. You might try speaking with my wife [redacted] she's aware of [redacted] and the present investigation, so feel free to ask her anything.

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

(b) (6)

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9. I recall CASL being closed on weekends for a while. Not sure if that period overlapped the period of your investigation, but, in any case, those weekends I worked at home or at a library.

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

10. When I was still with [redacted] brought me a job opportunity. But she said it wouldn't involve much math, and she also said I'd probably not be able to keep working with [redacted] if I got the position. As a result, I didn't pursue it any further.

11. I could give you hundreds of pages of research notes that I have made.

12. I didn't have a desk or any computer access at CASL, so I had to [redacted] each time I went to CASL, Fort, or library.

(b) (6)

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13. I often had to trek back & forth between home & work to get notes I needed for research. I had no desk, computer access or permanent storage at CASL, [redacted] (b) (6)

14. I usually used my VISA Bank of America debit card, rather than cash. Would bank records be helpful?

15. [redacted] (b) (3)-P.L. 86-36 knew I was working scores of hours (and that I was considering any beyond the 80 hour mark as done for my own personal enrichment) and he also knew that my hours were highly fragmented & across multiple locations. In an attempt to simplify my timekeeping, he did not require that individual day totals or entries in my timecards be correct, rather just that pay period totals be accurate (up to person enrichment hours).

16. [redacted] can offer witness to my habit of working outside at the Fort.

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17. A couple of times, I got temporary computer accounts at [redacted] (so I could use their card catalog).

(b) (6)

18. There were a handful of days when I [redacted] On those days I almost always worked at home, but I only claimed such hours with [redacted] permission.

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

19. The [redacted] Library had a sign-in and sign-out process, which I sometimes forgot to adhere to. I also recall the library being closed for a while during the period when I was permitted to use it. On such days I would work in unoccupied classrooms — which meant there was no sign-in/sign-out available

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20, at CASL, I wasn't allowed to bring my personal laptop passed the lobby. This meant I had to work either in the noisy lobby or outside (at picnic table or in car) whenever I wanted to use my personal computer.

21. I recall [redacted] & [redacted] tried to find me a room at the Fort out of which I could I work, but they had no luck. I would have much preferred such a set-up, because (a) CASL and [redacted] were a terrible commute for me, (b) parking at [redacted] was almost impossible every day, (c) I had no permanent storage or computer access at CASL, [redacted] which meant that I had to [redacted] every day. It made organization difficult

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

(b)(6)

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22. My first choice wasn't to work at CASL, [redacted]

(b) (6)

My first choice was to stay at [redacted] with [redacted]

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

My second choice was to get a quiet room of my own at the fort. Again, I hadn't any permanent storage or computer access at CASL, [redacted]. I had to [redacted] between these places and home. It was difficult to stay organized and I felt totally isolated, from the math community, in particular, and, from NSA, in general. Despite this, I was willing to continue working because I wanted to finish the

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problem I'd been given by the [redacted] mathematics Research Group at [redacted]. I continued to work tirelessly on the problem, but I hadn't the tools I needed to finish it.

[redacted]

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(b) (6)

(b) (6)

OOICAF = hours worked [illegible]

ALOAH = hours worked either at [redacted] or at home (with permission)

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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	Best Guesses Notes
3/20/14	Thu	14:16:55 16:54:28	[redacted]		2:37:33		Y	2:37:33	8:00	5.25		5.25	OOICAC and/or ALOAH
3/21/14	Fri	11:03:28 11:19:30											probably met with [redacted] at [illegible] then went to [illegible] (probably OOICAF
		13:05:06 15:10:47											
		15:12:31 21:25:20											OOICAF
		21:27:44 22:11:00		0:43									back inside Fort?
		23:54:37 23:55:16			12:51:48		Y	12:51:48	11:30	-1.25		-1.25	
3/24/14	Mon	12:36:04 12:38:32											stopped in Fort to meet [redacted] (maybe she went in the previous Fri
		13:42:59 13:45:37			1:09:33			0:39:33	6:30	5.75		5.75	Then, OOICAF or ALOAH?
3/25/14	Tue	NO ACCESS							7:00	7.00		7.00	ALOAH?
3/26/14	Wed		[redacted]				Y		6:30				OOICAC; forgot to swipe badge on exit
3/28/14	Fri				1:14:22		Y	1:11:22	5:30	4.25		4.25	OOICAF and/or ALOAH
3/29/14	Sat	NO ACCESS					Y		7:00	7.00		7.00	ALOAH;
3/31/14	Mon		[redacted]										OOICAC; forgot to swipe badge? maybe, ALOAH later that day?
					1:20:31		Y	1:20:31	8:15	6.75		6.75	
4/1/14	Tue				1:17:40		Y	1:17:40	8:15	6.75		6.75	"
4/2/14	Wed												"
					4:04:54		Y	4:04:54	8:15	4.00		4.00	
4/3/14	Thu												"
4/4/14	Fri			1:13									OOICAF
					10:04:36	1:13:09	Y	8:51:27	14:00	5.00		5.00	
4/4/14	Fri												met [redacted] at Fort; probably OOICAF
					0:18:47			########	7:45	7.75		7.75	
4/7/14	Mon												Maybe OOICAC?

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

(*) When I claimed ALOAH, OOICAF, or OOICAC hours, I did so with my management's permission ([redacted] and/or [redacted]

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20060401

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(b) (6)

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Best Guesser

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
		16:48:47											OOICAC between 16:17 and 16:48
		21:18:04											
		21:31:37											
		23:47:36											
		23:51:37			9:24:32		Y	9:24:32	7:45	-1.50		-1.50	
4/8/14	Tue	0:34:07											looks like OOICAF
		0:36:35											looks like same time. was spirit OOICAC
		0:49:35											
		0:52:27											
		10:20:41											OOICAF? or maybe just stopped by to grab books/notes?
		13:00:45											
		15:54:12											
		22:26:25											
		22:58:47			22:24:40		Y	22:24:40	7:45	-14.50		-14.50	
4/9/14	Wed	14:17:08											maybe ALOAH?
		19:52:40			5:35:32		Y	5:35:32	12:00	6.25		6.25	
4/10/14	Thu	13:55:35											OOICAC and/or ALOAH?
		15:50:06			1:54:31			1:24:31	7:00	5.50		5.50	
4/11/14	Fri	11:26:55											at Fort to meet [redacted]
		11:29:25											
		12:37:26											OOICAC or OOICAF
		12:39:38											
		15:12:53			3:45:58			3:15:58	6:45	3.25		3.25	
4/12/14	Sat	NO ACCESS					Y		5:30	5.50		5.50	ALOAH
4/13/14	Sun	NO ACCESS					Y		3:00	3.00		3.00	"
4/14/14	Mon	NO ACCESS					Y		3:30	3.50		3.50	"
4/16/14	Wed	NO ACCESS					Y		13:00	13.00		13.00	"
4/21/14	Mon	1:08:31											stopped in at Fort? might have been [redacted] over the weekend
		1:11:20											
		1:43:47											
		1:46:51											
		12:55:28											
		15:14:13			14:05:42		Y	14:05:42	8:00	-6.00		-6.00	forgot to swipe on exit?
4/22/14	Tue	11:39:06											OOICAC or ALOAH
		12:41:54			1:02:48		Y	1:02:48	8:00	6.75		6.75	
4/23/14	Wed	12:07:31											"
		15:02:03			2:54:32		Y	2:54:32	8:00	5.00		5.00	
4/24/14	Thu	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
4/25/14	Fri	12:52:50											
		12:52:50											

(b) (6)

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Dated: 20070108
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(b) (3)-P.L. 86-36
(b) (6)

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Best Guesses

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
		12:55:29											might've also done ALOAH and/or OOICAF
		12:55:29											
		14:12:42											
		14:14:46			1:21:56		Y	1:21:56	8:00	6.50		6.50	
4/28/14	Mon	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
4/29/14	Tue	11:30:07											forgot to swipe badge on exit + probably also OOICAC
4/30/14	Wed	11:23:06											OOICAC; then forgot to swipe badge on exit
		12:50:11											
		19:05:51											returned later that night, maybe, went to library after?
		20:25:04			9:01:58		Y	9:01:58	8:00	-1.00		-1.00	
5/1/14	Thu	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
5/2/14	Fri	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
5/3/14	Sat	23:32:09											probably worked all day ALOAH but didn't bill for it if I already had enough hours
		23:32:39											
		23:51:09			0:19:00			########	0:00	0.00		0.00	
5/5/14	Mon	10:41:09											
		10:42:08											
		10:51:24		0:09									OOICAC or OOICAF
		11:23:32											
		13:36:31											
		13:51:12			3:10:03			2:40:03	7:30	4.75		4.75	forgot to swipe badge on ex. + probably left around 1700→1800 hrs
5/6/14	Tue	NO ACCESS							7:30	7.50		7.50	
5/8/14	Thu	11:38:42											ALOAH
		13:43:17			2:04:35			1:34:35	7:30	5.75		5.75	forgot to swipe badge on exit (left 1730 hrs) (maybe also library later that night)
5/10/14	Sat	NO ACCESS							7:30	7.50		7.50	
5/11/14	Sun	NO ACCESS							6:30	6.50		6.50	ALOAH?
5/12/14	Mon	10:55:15											
		12:39:13											OOICAC; forgot to swipe badge on exit; ALOAH later that night
		15:37:22			4:42:07			4:12:07	7:30	3.25		3.25	
5/13/14	Tue	10:28:38											" "
		10:47:54											
		12:35:25											
		15:07:08			4:38:30			4:08:30	7:30	3.25		3.25	
5/14/14	Wed	NO ACCESS							7:30	7.50		7.50	ALOAH
5/15/14	Thu	13:40:04							7:30	7.50	-7.50	7.50	OOICAC and forgot to swipe badge; library later?
5/17/14	Sat	NO ACCESS							7:30	7.50		7.50	ALOAH

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Dated: 20070108
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It's unlikely I didn't put in at least ALOAH hours on Fri. 5/16/2014 unless I was traveling, in which case the hours claimed that weekend were actually hours worked in town, but at a different unit in the same pay period.

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Best Guesses

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
5/19/14	Mon	5:34:41 6:01:50 5:39:29 18:17:46			12:43:05		Y	12:43:05	8:00	-4.50		-4.50	probably ALOAH between these two; probably worked until CASL closed (≈ 2130 hours) and then maybe did OOIAC or ALOAH
5/20/14	Tue	12:38:13 16:01:49 16:16:21			3:38:08		Y	3:38:08	8:00	4.25		4.25	OOIAC; forgot to swipe badge on exit (≈ 1730 hrs)
5/21/14	Wed	14:59:55 15:34:50 18:22:53			3:22:58		Y	3:22:58	8:00	4.50		4.50	ALOAH later that night
5/22/14	Thu	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
5/23/14	Fri	11:12:10 11:14:56 12:02:48 12:45:08			1:32:58		Y	1:32:58	6:30	4.75		4.75	OOICAF and/or ALOAH
5/27/14	Tue	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
5/28/14	Wed	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
5/29/14	Thu	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
5/30/14	Fri	NO ACCESS					Y		6:30	6.50		6.50	ALOAH
6/2/14	Mon	13:39:00 13:41:34 14:08:51 14:11:02			0:32:02		Y	0:32:02	7:30	6.75		6.75	probably followed by OOICAF and then ALOAH
6/3/14	Tue	NO ACCESS					Y		7:30	7.50		7.50	ALOAH
6/4/14	Wed	14:27:03 16:24:43 17:32:34			3:05:31		Y	3:05:31	7:30	4.25		4.25	OOICAC before and/or ALOAH later
6/5/14	Thu	10:37:56											forgot to swipe badge on exit (≈ 1730) probably did library later that night too
6/6/14	Fri	14:46:26 15:26:54			0:40:28		Y	0:40:28	7:30	6.75		6.75	ALOAH before, OOICAF after
6/9/14	Mon	NO ACCESS					Y		7:30	7.50		7.50	ALOAH
6/10/14	Tue	13:25:16 15:20:57			1:55:41		Y	1:55:41	7:30	5.50		5.50	OOIAC; ALOAH; forgot to swipe on exit (≈ 1730)
6/11/14	Wed	NO ACCESS					Y		2:30	2.50		2.50	ALOAH
6/12/14	Thu	14:03:23 16:06:06			2:02:43		Y	2:02:43	8:00	5.75		5.75	OOIAC; forgot to swipe [redacted] on exit (≈ 1730) library later on?

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This week was probably full of [redacted] hours from [redacted] with unclaimed or claimed at a different point of the same pay period.

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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
6/16/14	Mon	10:50:51											Best guesses
		10:53:17											
		12:04:39											→ OOICAF
		12:07:15											
		13:15:53		1:08									
		13:18:28											
		15:12:35											
		15:29:08		0:16									
		15:44:29											
		15:47:15			4:56:24	1:08:38	Y	3:47:46	4:30	0.50		0.50	
6/18/14	Wed	11:05:57											
		11:17:25											(probably also OOICAF & ALOAH
		12:11:03											but didn't claim it
		12:13:14			1:07:17			0:37:17	0:00	-0.50		-0.50	
6/18/14	Wed	23:37:39											→ Probably worked all day ALOAH
6/19/14	Thu	0:01:24											(and then went to bed)
		0:44:00		0:42									→ OOICAF
		0:52:46											
		2:03:38											(then probably OOICAF, followed
		2:12:25			2:34:46		Y	2:34:46	2:00	-0.50		-0.50	(by ALOAH until 21:42:51)
6/19/14	Thu	21:42:51											
		21:45:31											
6/20/14	Fri	0:05:27											
		0:17:04		0:11									
		0:47:18											
		0:49:58		0:26									
		1:16:56											→ OOICAF
		1:17:35		0:05									
		1:22:36											→ OOICAF intermittently
		1:32:20											
		4:45:08											
		5:18:41		0:33									→ OOICAF
		6:37:17											
		6:39:19			8:56:28		Y	8:56:28	6:15	-2.50		-2.50	
6/21/14	Sat	15:24:06											
		15:27:09											
		15:46:20											→ looks like OOICAF to me
		16:44:20		0:58									
		20:01:21											
		20:39:07		0:37									→ probably followed with OOICAF
		21:20:48											and/or
		21:23:56			5:59:50			5:29:50	0:00	-5.25		-5.25	ALOAH
6/22/14	Sun	12:34:10											
		12:48:47											→ OOICAF
		14:22:11											
		14:24:32											
		17:12:45		2:48									

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Best Guesses

(b) (6)

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
		17:25:13											OOICAF
		17:29:07											
		17:31:54			4:57:44	2:48:13	Y	2:09:31	4:00	1.75		1.75	
6/23/14	Mon	NO ACCESS					Y		2:30	2.50		2.50	I think
6/30/14	Mon	11:36:12											this week,
		11:38:30											or part of it. If so,
		13:33:56											then the 2.50 hours claimed
		13:49:31		0:15									were either worked at a
		15:30:37											different point in pay period, or I had
		15:33:33		0:32									permission to claim hours
		16:06:15											worked out of town. I
		16:19:36											wouldn't have clocked such
		16:38:57											hours w/o permission.
		16:56:57			5:20:45		Y	5:20:45	5:00	-0.25		-0.25	
7/1/14	Tue	20:59:00											I'm guessing there were also
		20:59:07											ALOAH hours too, but, that day, I
		22:42:06											only recorded the hours
		23:33:26		0:51	2:34:26		Y	2:34:26	2:45	0.00		0.00	when I was at the Fort,
7/2/14	Wed	0:53:03											maybe recorded ALOAH hours at
		2:07:02		1:13									pay period's end?
		3:58:24											
		5:42:51		1:44									
		6:14:59											
		23:39:49		17:24									
7/3/14	Thu	0:15:24			23:22:21	20:23:16	Y	2:59:05	6:15	3.25		3.25	
7/3/14	Thu	12:47:44											
		12:50:12											
		16:32:35											
		16:40:48		1:36									
		18:16:49											
		18:26:00											
		18:57:19											
		19:08:38			6:20:54	1:36:01	Y	4:44:53	6:00	1.25		1.25	
7/7/14	Mon	10:58:14											looks like OOICAF
		11:01:23											probably preceded by a whole
		14:11:14											day of ALOAH
		14:51:41		0:40									probably followed by OOIAC
		15:52:07											or ALOAH
		16:33:36		0:41									
		18:04:36											OOIAC or ALOAH (might have
		18:20:15			7:22:01		Y	7:22:01	7:00	-0.25		-0.25	gone home to get notes or books)
7/10/14	Thu	23:26:20											
		23:40:28			0:14:08			########	0:00	0.25	-0.25	0.00	OOIAC
7/14/14	Mon	11:42:17											
		11:44:45											

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10:58 and 18:20

ALOAH to arriving at Fort

probably worked ALOAH all day but decided against working more hours once I reached the Fort

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Best guesses

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
		14:01:25											
		14:04:00											
		14:43:51		0:39									OOICAF
		14:46:46											
		16:17:53											
		16:30:47			4:48:30		Y	4:48:30	6:00	1.00		1.00	probably followed by ALOAH later that same night
7/15/14	Tue	10:51:00											
		12:06:48											preceded by ALOAH
		15:32:20		3:25									ALOAH
		15:34:50											
		17:00:56		1:14									looks liked I parked outside fence and worked th. whole period from 15:32 to 18:31, with a 1:14 gap OOICAF
		18:15:07											
		18:28:18											
		18:31:03			7:40:03	4:39:43	Y	3:00:20	5:00	1.75		1.75	
7/16/14	Wed	0:09:42											probably ALOAH prior to arriving at Fort at 0:09:42
		0:41:56		0:31									
		1:13:39											
		2:45:33		0:20									
		3:06:03											
		4:48:58		0:16									gaps probably OOICAF
		5:05:52											
		7:44:58		10:24									ALOAH between 7:44 and 18:09
		18:09:31											
		18:33:20		0:05									
		18:38:25											
		20:13:15		0:37									OOICAF
		20:50:52											
		21:44:46			21:35:04	10:24:33	Y	11:10:31	6:30	-4.50		-4.50	
7/17/14	Thu	11:02:13											ALOAH before & after this stop at Fort
		11:31:19			0:29:06		Y	0:29:06	6:30	6.00		6.00	
7/18/14	Fri	11:05:45											ALOAH before this
		11:08:07											
		11:43:13											ALOAH
		11:45:35		4:22									
		16:07:48											ALOAH
		16:10:23											
		17:18:27		3:38									
		17:20:53											
		20:59:35			11:59:35	8:00:55	Y	3:58:40	6:00	2.00		2.00	
		23:05:20											maybe OOICAF between 23:05 and 0:03:52
7/19/14	Sat	0:03:52											
		2:08:23		1:27									OOICAF
		3:35:53											
		4:54:40			4:50:48	1:27:30	Y	3:23:18	8:30	5.00		5.00	
7/19/14	Sat	22:34:59											probably ALOAH between these two
7/20/14	Sun	1:21:00											
		1:59:56		0:38									OOICAF

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

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

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Best Guesses

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
		2:46:33											
		4:23:42											
		7:15:29											
		22:08:39											
		22:25:33											
				1:37									OOICAF/coffee run?
				14:53									ALOAH
					21:04:33	16:30:19	Y	4:34:14	8:45	4.00		4.00	
7/21/14	Mon	0:10:08											
		2:27:41											
		3:00:18											
		4:03:43											
		13:17:26											
		13:20:05											
		14:28:22											
		14:31:32											
		16:10:44											
		16:13:22											
		18:14:57											
		18:17:10											
				0:32									OOICAF
				9:13									ALOAH
				1:39									Looks like I maybe drove for food and worked at I ate
					18:07:02	10:52:55	Y	7:14:07	10:15	3.00		3.00	
7/22/14	Tue	0:31:49											probably ALOAH between these two
		1:32:01											
		3:17:02											
		3:31:57											
		4:03:15											
		5:29:02											
		10:04:59											
		11:24:15											
		15:41:01											
		15:43:23											
		17:41:19											
		17:43:50											
				1:45									OOICAF/coffee run?
				0:31									OOICAF
				4:35									ALOAH and/or rested at home
				4:16									ALOAH
					17:12:01	10:37:44	Y	6:34:17	13:00	6.25		6.25	
7/23/14	Wed	11:12:46											probably followed by ALOAH
		12:50:58											
		14:35:43											probably preceded by ALOAH
		14:38:14											
		16:54:42											
		17:11:24											
		17:26:25											
		17:29:20											
				1:44									OOICAF or maybe ALOAH
				0:16									OOICAF
					6:16:34	1:44:45	Y	4:31:49	4:45	0.00		0.00	
7/24/14	Thu	11:07:14											contiguous working, probably followed with a long night of ALOAH
		11:09:34											
		11:47:07											
		11:59:00											
		13:18:36											
		13:21:03											
		14:10:34											
		14:13:00											
		14:49:57											
		14:52:22											
		15:26:26											
		15:28:54											
				0:11									preceded by ALOAH
				0:49									OOICAC
				0:34									OOICAC

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

Doc ID: 6737139

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

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Best guesses

Date	DOW	Time	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		15:46:32										
		15:59:30										
		16:10:19										
		16:13:10	0:12									OOICAF
				5:05:56		Y	5:05:56	4:45	-0.25		-0.25	probably followed by ALOAH
7/25/14	Fri	11:05:18										preceded by ALOAH
		13:19:01	1:23									went home for notes/books? maybe coffee run?
		14:42:38										
		14:44:49										
		15:08:44										
		15:22:00		4:16:42	1:23:37		2:23:05	0:00	-2.25		-2.25	followed by a weekend full of ALOAH, unless I left town that weekend
7/28/14	Mon	11:15:59										
		11:42:06		0:26:07		Y	0:26:07	6:00	5.50		5.50	
7/29/14	Tue	12:03:39										ALOAH before 11:15 and after 11:42
		12:05:59										
		14:46:45										
		14:49:34		2:45:55		Y	2:45:55	7:30	-4.50		4.50	
7/29/14	Tue	23:44:54										ALOAH before 12:03
7/30/14	Wed	1:05:30	OOICAF 0:29									
		1:35:12										
		2:58:26										
		15:39:59	12:41									ALOAH between these two
		15:42:52										
		17:18:28										
		17:21:42										
		18:25:57										
		18:28:43	1:04									maybe I finally took a break? If not, ALOAH
		19:23:13										
		19:36:53	0:13									OOICAF
		21:05:40										OOICAF
		21:08:46		20:03:16	13:45:48	Y	6:17:28	6:00	-0.25		-0.25	
7/31/14	Thu	12:43:24										ALOAH prior to this
		12:46:02	0:12									OOICAF.
		14:35:42										
		14:48:18	2:14									ALOAH (maybi to get notes)
		16:20:50										
		16:23:17										
		18:37:50	0:17									OOICAF
		18:53:43										
		19:52:05										grabbed notes/book from car?
		20:09:22	0:02									
		20:39:15										
		20:41:39										
		20:44:22										
		20:57:11										
		22:34:50		9:51:26	2:14:33	Y	7:36:53	8:00	0.25		0.25	
7/31/14	Thu	22:45:33	0:10									OOICAF
8/1/14	Fri	0:42:29										

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

Release 2021-9
NSA 16737

Doc ID: 6737139

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

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Best Guesses

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
		0:45:39											
		11:51:32		11:05									ALOAH
		11:54:10											
		13:45:27											
		13:48:11			15:02:38	11:05:53	Y	3:56:45	8:30	4.50		4.50	
8/2/14	Sat	13:29:28											ALOAH before 13:29
		13:52:53		0:12									OOICAF
		14:05:38											
		14:29:00			0:59:32			0:29:32	0:00	-0.25		-0.25	
8/3/14	Sun	NO ACCESS							5:30	5.50		5.50	probably followed by ALOAH through Sunday, unless I left town that weekend, in which case I probably still did some work but didn't count the hours, unless I had permission
8/4/14	Mon	15:12:31											ALOAH before 15:12, if I was in town that morning
		15:14:57											
		16:17:49											
		16:20:21		2:50									
		19:10:27											
		19:13:13		0:11									OOICAF
		19:44:44											
		20:01:41		0:17									
		20:13:31											
		20:16:09		0:34									
		20:59:33											
		21:09:01											
		21:26:28											
		21:29:16											
		22:45:30											
		23:01:36											
		23:36:01											
		23:45:43			8:33:12	2:50:06	Y	5:43:06	9:00	3.25		3.25	ALOAH or rest?
8/5/14	Tue	0:12:20											
		0:15:01		0:05									
		0:20:53											
		0:30:36		0:02									
		1:55:23											
		2:08:44											
		2:10:56											
		2:13:52											
		2:32:41											
		2:43:56											
		11:06:38		8:22									ALOAH and maybe exercise too
		11:13:52											
		12:20:17		1:06									ALOAH or OOICAF
		12:22:53											
		14:38:51											
		14:41:13		6:41									ALOAH; maybe exercise too
		21:23:09											
		23:15:24			23:03:04	16:11:03	Y	6:52:01	6:00	-0.75		-0.75	
8/6/14	Wed	13:00:05											ALOAH before 13:00:05
		13:02:38											

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20480401~~

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

Release 2021-9
NSA 16738

Doc ID: 6737139

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

Best Guesses

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
		14:16:19											
		14:18:30											
		17:40:34		3:22									ALOAH
		21:09:30			8:09:25	3:22:04	Y	4:47:21	5:00	0.00		0.00	
8/6/14	Wed	23:30:08											
8/7/14	Thu	2:37:33											probably ALOAH during much of this day
		12:56:45		10:19									
		12:58:58											
		15:16:15											
		15:19:01			15:48:53	10:19:12	Y	5:29:41	11:00	5.50		5.50	ALOAH (rested too?)
		22:41:06											
8/8/14	Fri	1:33:15											ALOAH between these two
		2:51:51		1:18									OOICAF and/or coffee run
		3:14:04											
		11:19:48		8:05									ALOAH and/or rest
		12:00:09			13:19:03	9:24:20	Y	3:54:43	7:30	3.50		3.50	
8/11/14	Mon	11:35:52											ALOAH before 11:35?
		12:47:20		0:45									
		13:33:07											reparked car outside of fence and some OOICAF?
		13:35:32											
		15:44:41											
		15:47:07			4:11:15		Y	4:11:15	12:00	7.75		7.75	
8/12/14	Tue	7:59:51											probably followed by ALOAH that night
		8:33:48		3:32									
		12:05:50											
		12:44:15		4:28									looks like ALOAH prior to visiting Fort
		17:12:38											
		17:15:04											
		18:56:06											
		18:58:35			10:58:44	8:00:25	Y	2:58:19	6:45	3.75		3.75	ALOAH and/or rest at home
8/13/14	Wed	12:06:59											ALOAH
		13:52:35											
		15:08:14											probably followed by ALOAH that night
		16:02:00		1:15									
		16:05:57		0:03	OOICAF								preceded by ALOAH
		16:10:34			4:03:35	1:15:39	Y	2:47:56	4:00	1.00		1.00	
													went home for notes and/or coffee?
8/17/14	Sun	22:14:54											
		22:27:36											maybe ALOAH that night
8/18/14	Mon	0:43:50											
		0:47:46			2:32:52		Y	2:32:52	2:15	-0.25		-0.25	
8/20/14	Wed	12:25:03											probably followed by ALOAH during the day
		12:27:14											
		13:58:37											
		14:01:19			1:36:16		Y	1:36:16	2:30	0.75		0.75	ALOAH before & after
8/22/14	Fri	16:45:38											preceded by ALOAH

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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

(b) (6)

Release 2021-9
NSA 16739

Doc ID: 6737139

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

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Best Guesses

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
		16:48:02											
		17:54:12											
		17:58:49											
		18:22:26											
		18:24:46											
		20:32:09											
		20:46:28											
		22:19:42											
		22:22:41											
8/25/14	Mon	12:03:22			5:37:03		Y	5:37:03	4:15	-1.25		-1.25	
		12:37:44											
		13:07:24											
		13:10:04											
		14:21:29											
		14:23:32											
		21:35:23											
		23:40:38											
8/26/14	Tue	0:37:30			11:37:16	7:11:51	Y	4:25:25	6:15	1.75		1.75	
		1:57:39											
		12:40:48											
		12:43:04											
		13:11:32											
		13:14:46											
9/2/14	Tue	12:14:56			12:37:16	10:43:09	Y	1:54:07	0:15	-1.50		-1.50	
		12:17:41											
		13:39:56											
		13:42:51											
		16:58:26											
		17:08:00											
9/3/14	Wed	12:42:18			4:53:04	3:15:35	Y	1:37:29	1:30	0.00		0.00	
		12:44:43											
		14:36:13											
		14:38:16											
		14:58:27											
		15:00:26											
		15:16:09											
		15:51:50											
		16:40:50											
		16:43:24											
9/4/14	Thu	11:06:38			4:01:06		Y	4:01:06	4:15	0.00		0.00	
		11:09:18											
		13:00:05											
		13:02:22											
		16:30:47											
		17:05:23											
9/4/14	Thu	22:25:54			5:58:45	3:28:25	Y	2:30:20	10:00	7.25		7.25	
9/5/14	Fri	0:00:21											

Gaps: 0:23, 0:14 — OOICAF
Gaps: 0:29 — OOICAF
Gaps: 7:11 — ALOAH
Gaps: 10:43 — OOICAF
OOICAF and/or ALOAH
Gaps: 3:15 — ALOAH and exercise
ALOAH before
Gaps: 0:20, 0:35 — OOICAF
followed by ALOAH later that night
ALOAH before
Gaps: 3:28 — ALOAH and exercise
ALOAH later that night

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20490401~~

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

Release 2021-9
NSA 16740

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

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
		0:41:01		0:40									OOICAF (or coffee run?)
		3:18:09											
		12:45:26		9:27									probably ALOAH and maybe some rest at home
		12:47:44											
		14:53:54											
		14:56:29			16:30:35	9:27:17	Y	7:03:18	10:45	3.50		3.50	
9/5/14	Fri	22:45:40											probably some ALOAH later that night
9/6/14	Sat	1:10:35		0:29	OOICAF								
		1:39:45											
		3:12:26		11:37									looks like ALOAH before this
		14:49:47											
		16:16:12		0:14	OOICAF								ALOAH
		16:30:29			18:04:53	11:37:21	Y	6:27:32	17:45	11.25		11.25	
		19:15:28											followed by some ALOAH that night
9/7/14	Sun	1:00:34											
		1:41:34			0:41:00			0:11:00	0:00	0.00		0.00	
9/8/14	Mon	12:11:11											probably bookended by ALOAH
		12:13:36											
		13:29:27											
		13:32:03											
		14:56:50		1:24									ALOAH before this
		14:59:12											probably went home for naps/baths
		16:37:36											
		16:40:08			4:28:57	1:24:47	Y	3:04:10	4:30	1.25		1.25	ALOAH after this
9/9/14	Tue	12:04:25											
		12:06:49											ALOAH before this
		13:28:02											
		14:47:34											
		14:47:37											
		14:47:43											
		14:47:52											
		14:50:26											
		15:19:16		0:28	OOICAF								
		15:22:00											
		16:38:13		0:10									probably some ALOAH after this, later that night
		16:48:37											
		17:06:55			5:05:15		Y	5:05:15	5:00	0.00		0.00	
		17:09:40											
9/10/14	Wed	12:04:54											ALOAH before this
		12:50:09											
		13:25:15		0:35									
		13:27:48											ALOAH after this
		14:08:34											
		14:11:19			2:06:25		Y	2:06:25	5:00	2.75		2.75	
9/11/14	Thu	11:34:24											ALOAH before
		11:36:53											
		13:14:33											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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(b) (6)

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Best Guesses

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
		13:17:07											OOICAF or home for nap
		14:14:00		0:56									
		14:16:46											
		14:26:12		0:12									ALOAH after this
		14:38:57											
		15:29:14											
		15:32:00			3:57:36		Y	3:57:36	4:00	0.00		0.00	
9/12/14	Fri	10:44:46											
		10:54:12			0:09:26		Y	0:09:26	0:15	0.00		0.00	probably some ALOAH after this, unless I went to [redacted] that weekend
9/15/14	Mon	12:30:14											
		12:32:07											
		13:01:55											
		13:04:26			0:34:12		Y	0:34:12	8:45	8.00		8.00	
9/16/14	Tue	5:33:34											ALOAH before and after
		5:36:04											I probably worked ALOAH
		6:15:59											pretty much straight from
		6:18:04											13:04 on Monday to 5:33 on Tues.
		10:29:49		4:11									
		11:01:34											
		12:41:27		1:39									home to rest?
		12:44:40											
		13:50:07											
		13:53:02			8:19:28	5:51:38	Y	2:27:50	10:00	7.50		7.50	
9/17/14	Wed	0:45:47											probably worked in car at
		1:13:46			0:27:59		Y	0:27:59	9:45	9.25		9.25	[redacted] or at Fort or
9/18/14	Thu	11:26:58											worked while I ate lunch
		11:29:33											somewhere in between
		12:07:36											
		12:09:56			0:42:58		Y	0:42:58	14:15	13.50		13.50	followed by ALOAH
9/19/14	Fri	12:26:07											
		12:28:18											probably worked ALOAH
		13:47:45											pretty much straight
		13:50:19			1:24:12		Y	1:24:12	10:30	9.00		9.00	thru from 13:53 Tues
9/20/14	Sat	NO ACCESS					Y		8:00	8.00		8.00	to 0:35 Wed
9/22/14	Mon	11:35:01											
		11:37:45											probably filled up most of
		12:27:06											the interval between these two events
		12:30:06			0:55:05		Y	0:55:05	8:00	7.00		7.00	with ALOAH
9/23/14	Tue	11:24:17											
		11:27:03											ALOAH after this
		11:39:48											
		11:42:34			0:18:17		Y	0:18:17	8:00	7.50		7.50	
9/24/14	Wed	11:35:41											ALOAH all weekend or went

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

if [redacted] then hours worked at home or Fort, but hours recorded Sat, as per [illegible]

ALOAH working each of these periods?

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

Release 2021-9
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(b) (6)

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Best Guesses

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
		11:38:27											
		12:11:09											
		12:13:46		9:13									ALOAH
		21:26:46											exited, then went back
		22:44:59		0:00									in to use restroom?
		22:45:46			11:14:37	9:13:00	Y	2:01:37	8:00	5.75		5.75	maybe then some 001IAF too?
		22:50:18											
9/24/14	Wed	23:36:26		0:46									
9/25/14	Thu	1:20:26											
		1:29:51		0:09									followed by 001CAF and/or ALOAH
		3:18:33			3:42:07		Y	3:42:07	8:00	4.25		4.25	
9/25/14	Thu	22:36:58											probably preceded by ALOAH
9/26/14	Fri	0:07:31		0:26	001CAF								
		0:34:09											
		0:50:44		12:08									ALOAH
		12:59:31											
		13:02:10											followed by ALOAH?
		13:54:02											
		13:56:42			15:19:44	12:08:47	Y	3:10:57	8:00	4.75		4.75	
9/29/14	Mon	12:37:20											bookended with ALOAH
		12:39:36											
		13:45:36											
		13:47:37			1:10:17		Y	1:10:17	8:00	6.75		6.75	
9/30/14	Tue	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
10/1/14	Wed	NO ACCESS					Y		8:00	8.00		8.00	
10/2/14	Thu	12:00:13											
		12:02:41											
		13:51:13											
		13:53:36											ALOAH
		22:07:35		8:13									
		22:08:11											
		22:11:53		0:03									
		23:06:30											
		23:38:35		0:32									
10/3/14	Fri	1:15:31			13:15:18	8:13:59	Y	5:01:19	8:00	2.75		2.75	
10/3/14	Fri	12:12:24											ALOAH before & after
		12:14:47											
		14:28:27											
		14:49:54			2:37:30		Y	2:37:30	8:00	5.25		5.25	
10/6/14	Mon	9:50:13											" " " "
		9:52:54											
		10:11:08											
		10:13:30			0:23:17		Y	0:23:17	3:30	3.00		3.00	
10/7/14	Tue	10:22:06											

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Dated: 20070108
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...period, the ... could still do ALOAH, but he just wanted to start transitioning ... back to the Fort.

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Best Guesses Notes
		10:25:10											ALOAH before left
		11:07:33											
		11:10:27			0:48:21		Y	0:48:21	5:45	4.75		4.75	
10/8/14	Wed	12:11:13											" " "
		12:13:28											
		13:25:19											
		13:27:45			1:16:32		Y	1:16:32	11:30	10.00		10.00	
10/9/14	Thu	12:27:04											" " "
		12:29:20											
		13:57:12											
		13:59:29			1:32:25		Y	1:32:25	8:30	6.75		6.75	
10/10/14	Fri	13:03:24											" " "
		13:05:48											
		14:23:55											
		14:25:52			1:22:28		Y	1:22:28	8:00	6.50		6.50	
10/14/14	Tue	14:01:37											" " "
		14:32:37			0:31:00		Y	0:31:00	8:00	7.25		7.25	
10/15/14	Wed	2:44:46											" " "
		3:08:16											
		13:11:44		10:03									
		13:13:54											
		14:54:18											
		14:56:18			12:11:32	10:03:28	Y	2:08:04	10:45	8.50		8.50	
10/16/14	Thu	2:43:05											ALOAH before OOICAF after ALOAH
		5:03:10											
		13:15:14		8:12									
		13:17:37											OOICAF
		14:42:57											
		15:36:47		0:53									
		16:01:53											
		16:04:02			13:20:57	8:12:04	Y	5:08:53	8:00	2.75		2.75	
10/17/14	Fri	NO ACCESS					Y		8:00	8.00		8.00	ALOAH
10/19/14	Sun	NO ACCESS					Y		6:00	6.00		6.00	
10/20/14	Mon	11:12:55											ALOAH before left
		11:14:58											
		12:08:28											
		12:10:42			0:57:47		Y	0:57:47	11:00	10.00		10.00	
10/21/14	Tue	12:53:48											" " "
		13:02:09											
		15:20:30											
		15:22:54			2:29:06		Y	2:29:06	11:00	8.50		8.50	
10/22/14	Wed	0:32:08											ALOAH before

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Best Guesses

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
		2:54:58											
		12:36:07		9:41									ALOAH
		12:38:21											
		15:43:35		2:57									
		15:45:53											
		18:43:20											
		18:53:10											
		22:43:48											
		22:46:33			22:14:25	12:38:36	Y	9:35:49	5:00	-4.50		-4.50	
10/22/14	Wed	23:12:08		0:25									
		23:23:46											
10/23/14	Thu	0:07:29											
		0:10:01			0:57:53		Y	0:57:53	3:30	2.50		2.50	
10/24/14	Fri	NO ACCESS					Y		3:30	3.50		3.50	
10/25/14	Sat	NO ACCESS					Y		2:30	2.50		2.50	
10/26/14	Sun	NO ACCESS					Y		3:00	3.00		3.00	ALOAH
10/27/14	Mon	NO ACCESS					Y		2:00	2.00		2.00	Looks like I worked just these hours that work, not my usual
10/28/14	Tue	NO ACCESS					Y		6:00	6.00		6.00	
10/29/14	Wed	NO ACCESS					Y		3:00	3.00		3.00	work, not my usual
10/30/14	Thu	NO ACCESS					Y		7:00	7.00		7.00	surplus. Maybe
10/31/14	Fri	NO ACCESS					Y		8:30	8.50		8.50	
11/1/14	Sat	NO ACCESS					Y		8:00	8.00		8.00	
11/2/14	Sun												ALOAH before/after
				2:32									
					5:35:01	2:32:40		2:32:21	0:00	-2.50		-2.50	
11/3/14	Mon												OOIAF before
				8:08									ALOAH
				1:51									"
													OOICAF
				0:30									ALOAH after
					15:56:40	9:59:57	Y	5:56:43	3:30	-2.25		-2.25	
11/4/14	Tue												ALOAH before

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this week

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hours worked that week

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+ was around this time when

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Back 6v11/U Notes
		15:52:32											
		16:18:18		0:25									→ OOICA.F
		16:38:49											
		16:40:53		0:27									
		17:08:26											
		17:10:29											
		17:16:53											
		17:18:43											
		21:52:09		4:33									→ ALOAH
		22:47:29			9:46:53	4:33:26	Y	5:13:27	10:00	4.75		4.75	
11/5/14	Wed	0:03:15											
		0:05:37											
		0:12:14											
		0:19:50											
		0:24:03		0:04									
		0:26:12											
		1:43:07											
		1:52:14											
		2:20:48		0:28									
		2:23:39											
		2:36:33											
		3:11:33											
		4:46:52		1:35									
		5:05:29											
		7:22:09											
		7:42:59											
		12:11:47		4:28									→ ALOAH
		12:14:15											
		14:20:08											
		14:29:35			14:26:20	6:04:07	Y	8:22:13	7:00	-1.25		-1.25	
11/6/14	Thu	12:36:31											
		12:38:46											
		13:08:35											→ ALOAH
		13:11:04											
		18:30:23		5:19									
		18:32:47											
		22:12:23											
		22:21:33			9:45:02	5:19:19	Y	4:25:43	11:00	6.50		6.50	
11/7/14	Fri	0:28:49											
		0:31:05											
		2:57:14											
		3:03:58		0:06									OOICA.F
		4:02:43		0:10									
		4:13:27											
		5:34:04											
		5:42:12			5:13:23		Y	5:13:23	6:00	0.75		0.75	
11/10/14	Mon	23:21:55											
		23:40:40			0:18:45			########	0:00	0.00		0.00	

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extra work to guess how I was moving about throughout Nov. 2014 → March 2015

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where this could in error. I'll just note the main things I remember on the following sheets

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Best Guesses

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
11/11/14	Tue	0:15:17											
		1:04:06											
		1:49:04		0:44									OOICAF
		2:11:38			1:56:21			1:26:21	0:00	-1.25		-1.25	
11/12/14	Wed		NO ACCESS				Y		1:45	1.75		1.75	
11/13/14	Thu	3:00:38											
		4:12:45											
		4:35:45		0:23									OOICAF
		5:56:50		0:45									
		6:42:38											
		8:35:45		6:48									→ ALOAH
		15:24:32											
		15:26:28											
		18:21:37											
		18:41:48			15:41:10	6:48:47	Y	8:52:23	17:45	8.75		8.75	
		23:15:51											
11/14/14	Fri	1:17:13		0:13									
		1:30:33											
		3:39:49		0:55									→ ALOAH
		4:35:26											
		6:36:32		9:00									
		15:37:15											
		15:39:53											
		16:36:58		0:21									
		16:58:45											
		18:29:30											
		18:40:20			19:24:29	9:00:43	Y	10:23:46	15:00	4.50		4.50	
11/15/14	Sat	1:25:09											
		7:46:59											
		12:00:32		4:13									→ ALOAH
		15:01:18											
		18:56:38		3:55									
		21:42:52			20:17:43	8:08:53		11:38:50	0:00	-11.50		-11.50	→ ALOAH before
11/16/14	Sun	19:50:19											
		21:50:10											
		23:21:35		1:31									→ OOICAF
11/17/14	Mon	6:16:52			10:26:33	1:31:25	Y	8:55:08	8:30	-0.25		-0.25	
11/17/14	Mon	13:58:12											→ ALOAH between this + two?
		14:00:25											
		16:26:32											
		17:36:45		1:10									→ OOICAF
		18:00:14											
		18:02:54			4:04:42	1:10:13	Y	2:54:29	17:30	14.50		14.50	→ [redacted] (b) (6)
11/17/14	Mon	20:49:47											
11/18/14	Tue	1:15:20											→ Worked at Fort
		2:13:19		0:57									

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Best hours

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
		4:35:11											
		5:40:01		1:04									→ DDICAF
		5:59:07											
		6:15:41		0:16									
		10:51:33											
		11:06:33		0:15									
		11:18:21											
		18:13:29		6:55									→ ALOAH
		18:15:33											
		18:33:06											
		18:40:54		0:07									
		20:19:58											
		20:33:19											
		21:20:37		0:47									DDICAF
		21:22:47											
		23:58:39			3:08:52	7:59:58	Y	19:08:54	18:30	-0.50		-0.50	
11/19/14	Wed	0:25:40											
		0:30:40		0:05									
		0:33:06											
		3:24:38											
		3:38:01											
		4:45:08		1:07									
		6:52:32											
		7:25:04		0:32									
		8:53:48											
		9:13:03		0:19									
		10:18:56											
		11:02:00		0:43									
		13:03:04											
		13:29:12		0:26									
		14:55:41											
		15:34:31		0:38									
		17:01:53											
		17:13:37		0:11									
		17:31:16			17:05:36	1:07:07	Y	15:58:29	15:45	0.00		0.00	
11/20/14	Thu	NO ACCESS					Y		5:00	5.00		5.00	→ ALOAH
11/21/14	Fri	12:28:37											
		12:46:29											
		14:35:41											
		14:38:34											→ ALOAH
		18:09:43		3:31									
		20:12:50			7:43:53	3:31:09	Y	4:12:44	5:00	0.75		0.75	
11/22/14	Sat	16:01:19											→ ALOAH after
		16:15:31											
		17:12:52											→ ALOAH before
		17:25:04											
		17:47:37		0:22									
		17:50:14											
		19:45:43											

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Back burner

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
		20:15:25											
		20:42:51		0:27									→ ALOAH after
		20:57:05											
		23:21:06											
		23:24:04			7:22:45			6:52:45	0:00	-6.75		-6.75	→ 2 ALOAH before
11/23/14	Sun	14:53:06											
		15:24:33											
		16:01:38		0:37									
		16:08:42											→ ALOAH after
		16:27:48											
		16:29:59			1:36:53			1:06:53	0:00	-1.00		-1.00	→ bookended by ALOAH
11/24/14	Mon	12:12:05											
		12:14:52											
		13:19:17											
		13:21:58			1:09:53			0:39:53	0:00	-0.50		-0.50	
11/25/14	Tue	12:08:31											→ ALOAH before,
		12:11:15											
		12:37:09											Maybi after (unless I
		12:39:56											
		13:01:12		0:21									wat [redacted]
		13:03:31											
		13:12:14		OOIAF									
		13:14:33											
		13:33:47		0:19									
		13:38:51											
		14:19:06											
		14:21:39		0:33									
		14:55:21											
		14:57:42											
		15:10:52											
		15:13:08			3:04:37		Y	3:04:37	1:45	-1.25		-1.25	
12/1/14	Mon	NO ACCESS					Y		6:00	6.00		6.00	
12/2/14	Tue	13:31:02											→ ALOAH before
		13:33:19											
		14:38:50											
		14:40:54											→ ALOAH
		21:13:14		6:32									
		23:32:19			10:01:17	6:32:20	Y	3:28:57	6:30	3.00		3.00	→ 1 ALOAH after
12/3/14	Wed	10:04:36											
		10:07:57											→ ALOAH before
		12:34:37											
		12:37:34											
		16:11:29		3:33									→ ALOAH
		16:14:41											
		18:13:31											→ 1 ALOAH after
		18:27:22			8:22:26	3:33:55	Y	4:48:31	6:30	1.50		1.50	

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I [redacted] me (from about 14T to around 12/15)

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Best Guesses

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
12/4/14	Thu	20:13:17											ALOAH before and/or after
		20:24:20											
		21:09:11											
		21:17:02			1:03:45		Y	1:03:45	6:30	5.25		5.25	
12/5/14	Fri	11:36:14											
		11:38:46											
		13:46:36											
		13:55:22		0:08									
		15:10:06											
		15:12:31			3:36:17		Y	3:36:17	14:00	10.25		10.25	
12/8/14	Mon	9:25:48											
		9:28:19											
		11:28:36											
		11:32:14											
		17:36:59		6:04									ALOAH
		17:51:09											
		19:06:58											
		19:22:21			9:56:33	6:04:45	Y	3:51:48	9:00	5.00		5.00	
12/9/14	Tue	3:44:04											
		6:45:06											
		12:37:47		5:52									ALOAH
		12:40:15											
		15:56:16											
		16:19:07											
		18:44:35		2:25									V/S. Lvd [redacted]
		18:56:02											
		19:07:25											
		19:24:14			15:40:10	8:18:09	Y	7:22:01	8:00	0.50		0.50	ALOAH after
12/10/14	Wed	12:04:29											
		12:07:21											
		15:06:48											
		15:09:31											
		18:14:42		3:05									ALOAH
		18:24:07											
		18:34:46		0:10									
		19:41:27			7:36:58	3:05:11	Y	4:31:47	12:00	7.25		7.25	
12/11/14	Thu	9:54:34											
		9:57:16											ALOAH after
		12:57:36											
		12:59:32			3:04:58		Y	3:04:58	11:00	7.75		7.75	
12/12/14	Fri	2:14:29											OOICAF between these two events
		7:25:09											
		8:47:51											ALOAH or OOICAF
		10:34:25		1:46									
		10:38:59											
		13:01:09											
		13:39:42		0:38									

OOICAF

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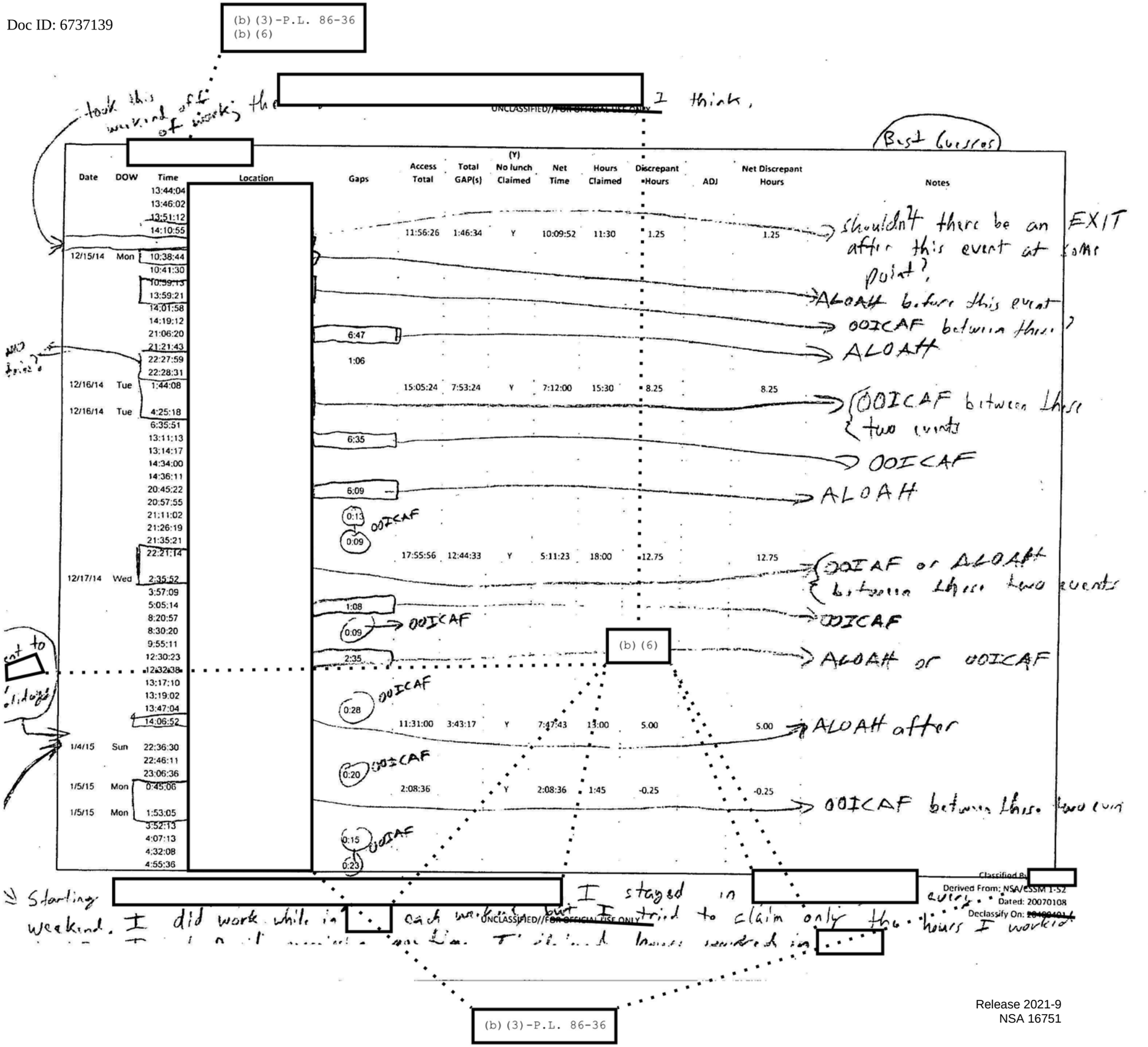
this might've been the day when, while I was working in my car at the Fort, [redacted] out of gas. I had to [redacted]

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NSA 16750

Doc ID: 6737139

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



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Best guesses

Date	DOW	Time	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		6:13:30										
		8:49:35	2:36									OOICAF or ALOAH
		8:52:35										
		10:09:47										
		10:11:26	0:15									OOIC
		10:27:20										
		10:29:15										
		11:51:59	1:31									OOICAF or ALOAH
		11:54:29										
		13:25:41										
		13:29:47										
		14:52:05										
		14:54:07		13:01:02	4:07:17	Y	8:53:45	17:15	8.25		8.25	
1/6/15	Tue	2:15:49										ALOAH in between
		4:46:56										
		5:37:08	0:50									
		7:10:48										
		12:16:48	5:06									ALOAH and/or OOICAF
		12:19:16										
		12:33:01										
		12:35:42	0:02									
		14:24:29										
		14:42:50	0:18									
		15:23:48										
		15:27:08										
		18:21:42	2:54									
		20:38:37		18:22:48	8:00:34	Y	10:22:14	16:00	5.50		5.50	
1/7/15	Wed	~~11:97:00~~										ALOAH after this event
		11:39:28										" before " "
		14:35:59										hrs. worked at home, maybe?
		14:43:33										
		15:58:26	1:14									OOICAF
		16:00:33										
		17:25:12										
		17:32:56	0:07									
		19:44:30										
		19:51:04										
		19:54:37	0:03									
		19:56:55										
		21:27:34										
		21:29:54		9:52:54	1:14:53	Y	8:38:01	11:15	2.50		2.50	OOICAF in between these two
1/8/15	Thu	0:36:18										
		3:32:15										
		3:48:29	0:16									OOICAF
		5:52:50	0:27									
		6:20:16										
		7:00:31										
		9:15:56	2:15									ALOAH
		9:17:53										
		12:04:03										

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Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
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Best guesses

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
		12:10:29		0:06									
		13:53:27		0:08 JOICAF									
		14:01:46											
		14:18:43											
		14:21:09											
		17:49:16		3:28									ALOAH and/or
		17:58:16										(b) (6)	
		19:07:39											
		19:11:01		0:15 OOICAF									
		19:26:07											
		19:33:49		0:03									followed by OOICAF; then clean to
		19:36:54											
		19:49:11			19:12:53	5:43:32	Y	13:29:21	15:15	1.75		1.75	
1/12/15	Mon	1:59:55		0:13									
		2:02:05											
		2:15:56		0:22 OOICAF									ALOAH and/or OOICAF
		2:16:06											
		3:46:45											
		4:09:05		0:57									
		4:25:20											
		5:23:00		17:06									
		5:57:21											
		23:03:21											
1/13/15	Tue	1:42:44			23:42:49	17:06:00	Y	6:36:49	5:15	-1.25		-1.25	
1/13/15	Tue	10:01:28											
		10:03:48		0:46 OOICAF									
		13:20:11											
		14:06:12											
		15:34:05		7:07									ALOAH and/or
		15:36:13											
		22:43:34											
		22:45:57			12:44:29	7:07:21	Y	5:37:08	6:15	0.50		0.50	
1/14/15	Wed	4:27:51											worked in car in between these
		6:26:13		5:49									
		12:15:41											ALOAH
		12:18:10											
		13:04:56		0:13 OOICAF									
		13:18:04											
		14:27:48											
		14:29:46		6:58									ALOAH and/or
		21:27:48											
		22:12:56			17:45:05	12:47:30	Y	4:57:35	15:30	10.50		10.50	
1/15/15	Thu	0:22:22											
		2:34:48											OOICAF
		6:12:09		3:37									
		6:34:02											OOICAF
		13:37:39		7:03									
		13:39:51											ALOAH
		14:47:51											

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20400401~~

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Best Guesses

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
		14:49:59											
		19:20:03		4:30									ALOAH and/or [redacted]
		19:22:30											
		21:39:36											
		21:41:51			21:19:29	15:11:02	Y	6:08:27	5:00	-1.00		-1.00	probably worked and slept at a hotel that night, or just worked in car all night
1/20/15	Tue	12:17:20											
		12:19:44											
		14:30:46											
		14:32:57											
		22:50:37		8:17									
1/21/15	Wed	0:51:06											
		1:22:35		0:31 OOICAF									ALOAH and/or [redacted]
		6:39:44			18:22:24	8:17:40	Y	10:04:44	14:15	4.00		4.00	
													OOICAF and/or ALOAH
1/21/15	Wed	11:32:39											
		11:35:16											
		14:20:05											
		14:30:27											
		16:57:54		2:27									ALOAH and/or [redacted]
		17:09:21											
		19:46:23											
		20:04:22			8:31:43	2:27:27	Y	6:04:16	16:15	10.00		10.00	worked in car between Hise
1/21/15	Wed	23:30:39											
1/22/15	Thu	4:08:19											OOICAF and/or ALOAH
		11:36:00		7:27									
		11:38:41											
		14:08:33		0:18 OOIAC									
		14:27:18											
		15:44:14											(b) (6)
		15:46:14											
		15:46:16											
		15:46:20											
		22:00:07		6:13									ALOAH and/or [redacted]
		22:16:06			22:45:27	13:41:28	Y	9:03:59	18:00	8.75		8.75	
1/26/15	Mon	5:33:07											
		5:35:32											
		6:13:25											
		6:19:44											
		20:55:40		14:35									ALOAH and maybe also [redacted]
		20:58:07											
		22:31:36											
		22:34:12			17:01:05	14:35:56	Y	2:25:09	11:15	8.75		8.75	
1/26/15	Mon	23:13:56											
		23:24:09											
1/27/15	Tue	3:07:55											
		3:16:28											
		4:50:18		1:33									OOICAF
		4:59:19											
		6:04:38											

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Best Guesses

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
		6:07:01											
		22:46:31		16:39									ALOAH and maybe also
		23:16:17			23:52:08	18:13:20	Y	5:38:48	11:00	16.50	-11.00	5.50	
1/28/15	Wed	1:14:23											
		4:09:09		0:22 OOICAF									
		4:31:23		0:22									" " " " ( )
		5:53:11											
		6:16:09											
		8:34:36		8:01									
		16:36:09											(b) (6)
		16:38:46		0:28 OOICAF									
		17:26:22											
		17:54:50											
		19:41:15											
		19:48:08			18:33:45	8:01:33	Y	10:32:12	12:30	1.75		1.75	probably worked in car inbetween these two
1/29/15	Thu	4:52:32											
		6:19:36			1:27:04		Y	1:27:04	6:15	4.75		4.75	ALOAH after this, then probably drove to
2/3/15	Tue	4:49:21											
		7:03:51											
		8:24:58		1:21									
		8:27:17											OOICAF; maybe
		10:41:57											
		10:44:24											
		12:44:29		2:00									" and/or ALOAH
		12:46:57											
		12:58:47											
		13:03:49		0:05 OOICAF									
		14:07:34											
		14:09:41											
		23:08:20		8:58									ALOAH and maybe also
		23:35:16			18:45:55	12:19:51	Y	6:26:04	8:30	2.00		2.00	
2/4/15	Wed	12:30:48											either worked and slept at hotel or worked in car all night
		12:33:20											
		12:34:21											
		12:39:56		0:22 OOICAF									
		13:02:29											
		13:04:46		0:07									
		14:42:34											
		14:50:21											ALOAH and maybe
		15:54:38											
		15:57:13											
		22:36:29		6:39									
		23:47:16			11:16:28	6:39:16	Y	4:37:12	5:15	0.50		0.50	
2/5/15	Thu	0:05:59											
		3:01:03											
		3:16:05		0:15 OOICAF									
		4:39:33		0:13									
		4:53:03											

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Dated: 20070108
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Best Guesses

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
		5:22:42			5:16:43		Y	5:16:43	5:45	0.25		0.25	followed by ALOAH, then probably down to
2/9/15	Mon	NO ACCESS					Y		3:15	3.25		3.25	
2/10/15	Tue	NO ACCESS					Y		7:00	7.00		7.00	
2/11/15	Wed	12:24:29											maybe hours worked and claimed with permission? Or maybe just recorded on wrong day?
		12:32:39											
		15:33:33											
		15:43:52											
		18:10:22		2:26									
		18:12:53											
		21:16:08											
		21:18:58			8:54:29	2:26:30	Y	6:27:59	10:30	4.00		4.00	
2/12/15	Thu	1:14:37											ALOAH or
		1:14:49											ODICAF. between these
		4:32:00		1:23									ODICAF
		5:55:16											
		7:48:22		6:21									ALOAH
		14:09:34											
		14:12:05											
		15:42:27											
		15:44:47			14:30:10	7:44:28	Y	6:45:42	7:45	0.75		0.75	followed by ODICAF and ALOAH, then probably down to
2/17/15	Tue	6:44:53											
		7:24:52			0:39:59		Y	0:39:59	1:15	0.50	(b) (6)	0.50	
2/18/15	Wed	1:19:54											
		5:01:57											
		13:02:49		8:00									gap filled with ALOAH, then
		13:05:21											then ODICAF
		15:06:09		0:11									ODICAF
		15:18:04											
		16:35:50											ALOAH
		16:38:16			15:18:22	8:00:52	Y	7:17:30	10:30	3.00		3.00	
2/19/15	Thu	4:00:22											gap filled with ALOAH, then
		5:03:26											then ODICAF
		14:41:08		9:37									
		14:43:23											ALOAH
		16:59:15											
		17:07:59		0:08									ODICAF
		18:53:03											
		19:27:42			15:27:20	9:37:42	Y	5:49:38	7:45	1.75		1.75	followed by ODICAF, then
2/24/15	Tue	2:16:57											probably down to
		2:55:52											
		10:49:34		7:53									ODICAF, then ALOAH
		10:52:26											
		12:59:07											
		13:02:00											
		14:05:07		1:03									ODICAF

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Best Guesses

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
		14:07:25											
		15:08:57											
		15:11:12			12:54:15	8:56:49	Y	3:57:26	14:30	10.50		10.50	ALOAH, [redacted] OOICAF
2/25/15	Wed	1:36:56											
		3:42:37		0:48									OOICAF
		4:31:18		0:12									
		6:30:46											
		6:43:45		1:35									OOICAF or coffee break
		7:12:15											
		8:48:11		0:06									
		8:50:40											
		11:01:48		2:51									ALOAH
		11:08:15											(b) (6)
		12:12:50											
		12:15:15											
		15:07:10											
		15:09:51											
		16:00:37											
		16:11:35			14:34:39	4:27:51	Y	10:06:48	14:30	4.25		4.25	worked and rested at hotel
2/26/15	Thu	12:21:20											
		12:24:04											
		13:00:17											followed by ALOAH
		13:02:42			0:41:22		Y	0:41:22	4:30	3.75		3.75	and then drive to [redacted]
3/3/15	Tue	13:11:05											
		13:13:17											
		14:27:52											
		14:29:50			1:18:45		Y	1:18:45	10:45	9.25		9.25	gap filled by [redacted]
3/4/15	Wed	0:41:50											ALOAH, OOICAF
		0:43:43											
		14:07:00		13:23									
		14:09:25											ALOAH
		16:38:26											
		16:56:45		0:18									
		19:31:26											
		19:42:07			19:00:17	13:23:17	Y	5:37:00	15:15	9.50		9.50	
3/5/15	Thu	2:44:41											ALOAH until OOICAF
		4:05:02											
		6:57:02		2:52									OOICAF
		7:38:30											
		18:24:08		10:45									ALOAH; maybe [redacted] too?
		20:08:46			17:24:05	13:37:38		3:16:27	0:00	-3.25		-3.25	
3/6/15	Fri	1:09:09											gap filled by working in car, maybe at Fort
		3:41:54											
		3:52:01		0:10									
		4:31:34		0:11									OOICAF
		4:42:42											
		6:49:34			5:40:25			5:10:25	0:00	-5.00		-5.00	followed by ALOAH and then drive to [redacted]

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Best Guess

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
3/9/15	Mon	NO ACCESS					Y		8:00	8.00		8.00	
3/10/15	Tue	1:26:56											followed by work done
		5:12:46			3:45:50		Y	3:45:50	8:00	4.00		4.00	at hotel
3/11/15	Wed	12:38:26											preceded by work done
		12:40:45											at hotel
		16:43:37											
		17:57:45		1:14									
		19:00:29											OOICAF
		19:25:42			6:47:16	1:14:08	Y	5:33:08	8:00	2.25		2.25	
3/12/15	Thu	4:12:57											ALOAH between these
		4:25:13											two events, along with
		18:01:22		13:36									a lot of working
		18:04:06											in my car, probably
		18:36:27											
		18:39:01			14:26:04	13:36:09	Y	0:49:55	8:00	7.00		7.00	
3/13/15	Fri	NO ACCESS					Y		8:00	8.00		8.00	ALOAH and maybe [redacted]
3/16/15	Mon	NO ACCESS					Y		8:00	8.00		8.00	OOICAF, this probably
3/17/15	Tue	0:15:12											drove to [redacted]
		0:36:48											
		13:02:07		12:25									
		13:04:28											OOICAF, then ALOAH
		15:23:20											
		15:25:23			15:10:11	12:25:19	Y	2:44:52	8:00	5.25		5.25	
3/18/15	Wed	12:26:22											ALOAH, [redacted] hotel
		12:28:42											between these two events
		16:01:17											
		16:28:31		0:27									OOICAF
		18:18:05											
		18:54:37			6:28:15		Y	6:28:15	8:00	1.50		1.50	worked in car, probably at Ft
3/19/15	Thu	0:21:42											
		4:52:33											
		13:12:33		8:20									OOICAF, then ALOAH
		13:15:10											
		16:29:15											
		16:31:39											
		19:38:20		3:06									ALOAH, [redacted]
		20:18:23			19:56:41	11:26:41	Y	8:30:00	8:00	-0.50		-0.50	
3/20/15	Fri	NO ACCESS					Y		8:00	8.00		8.00	then OOICAF, then probably
												876.00	drove to [redacted] for what
													I think ended up being

(b) (6)

these were probably working in [redacted] and claimed [redacted] of my [redacted] they actually were not at their times within their respective pay periods in this case, they were [illegible] in the given way [illegible] accordance with [illegible] agreement [illegible] with the total # of hours per pay period [illegible]

Just make sure the total # of hours per pay period is accurate

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From: NSA/CSSM 1-52
Dated: 20070108
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Release 2021-9
NSA 16758

Doc ID: 6737139

APPENDIX D

(U) Message from SID Leadership regarding Telework

Release 2021-9
NSA 16759

(U//~~FOUO~~) SID Expands Telework Opportunities for Its Employees

FROM: (U//~~FOUO~~) [redacted] SID Chief of Staff

Run Date: 05/18/2015

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

(U//~~FOUO~~) Last year, as part of "SID Workforce Matters," we **set a goal** to broaden telework opportunities for SID employees. Today I am pleased to announce a major step in that direction. Starting immediately, with supervisor approval, **SID (NSAW) employees may now perform unclassified training** via telework using a streamlined process, (blanket telework agreement) for non-mandatory training. (Note that a blanket telework agreement for purposes of mandatory training **went into effect in 2013**; this new agreement expands upon that and allows employees to telework for non-mandatory training purposes, as well.)

(U//~~FOUO~~) Guidance is contained in the new "**SID Blanket Telework Agreement for Unclassified Non-Mandatory Training.**"

(U//~~FOUO~~) In taking this step, SID is extending exciting new teleworking opportunities to its employees. Bear in mind, however, that you will need to fulfill a few requirements before you can get started. Guidance from [redacted] outlining the steps you must take in order to take advantage of this opportunity is available via **this link**.

(U) The SID leadership is committed to improving flexibility for our workforce. I encourage all SID employees (civilian and military) to consider whether teleworking for unclassified training is right for them, and seek approval from their supervisors.

(U) Also remember that we encourage consideration of other unclassified work activities that might lend themselves to telework. If you have a proposal, please talk to your supervisor about the possibilities

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NSA 16760

(U//~~FOUO~~) Appendix E –

[redacted] *Response to the OIG Tentative Conclusions*

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

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From:
To:
Subject: (U) TENTATIVE CONCLUSIONS OF OIG INVESTIGATION
Date: Friday, July 08, 2016 5:15:36 PM

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Hi

Here are my responses to the points raised in your email. My responses are followed by a brief note summarizing the improvements I've made since our first meeting.

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> (U//~~FOUO~~) You attributed the large number of discrepant hours between
> your timesheets and access control records to the considerable work you
> were performing outside of NSA spaces. You said you worked at home, at
> the library, in your car, or outside of the access control spaces
> regularly. You testified that you were thinking about math concepts,
> which you equate to working. You told the OIG that you spent almost
> every waking hour, minus one hour per day and the times you were
> thinking about the research paper you were working on for
>

I wasn't only "thinking" about math concepts associated with my project, I was also making copious notes about them. witnessed these notes. I wasn't provided with sufficient permanent storage space.

I used the term "thinking" in my testimony to the OIG because I was following your lead when you asked me if I thought that you thought about your work when you were at home. I wish I had included the term "writing" in my response to your question. I'm making this distinction now because the term "thinking" alone doesn't accurately describe how I was working.

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Also, I was working during most of the time I spent Typically, I'd be working while could provide witness to the fact that I worked incessantly Anyways, I always asked if I could count those kinds of hours -- he knew I was working and he told me I could, in fact, count those hours. Several times said to me something like, "If you say you're working then I believe you. There are some people in this office I wouldn't believe. But I believe you; don't worry about it."

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>You testified that you put pressure on yourself to deliver the
> paper, eventually became "burned out" and in early 2015,stopped working
> on it; you never even completed a draft.

I submitted working drafts to both [redacted] and [redacted] contractor) witnessed the draft I gave to [redacted] and [redacted] probably also witnessed the draft I gave to [redacted] Also, I often showed [redacted] the work I was doing when he'd stop by my desk. In my testimony to the OIG, I meant that I never delivered a draft to [redacted] for review because I thought that my paper had to be perfect in order for me to possibly be offered a billet in [redacted]

> (U//~~FOUO~~) Your supervisor told the OIG he allowed you to work outside of
> NSA spaces, including in your vehicle, at the library, and in your
> home. You testified you had an agreement whereby you could claim time
> thinking about work as hours worked.

Again, I wasn't just "thinking". I was also writing down notes and figuring out concepts pertinent to my project.

> Your supervisor did not typically
> make any attempt to verify your whereabouts or the hours you claimed
> to work. Your supervisor provided you this flexibility even though
>were not producing anything tangible for the office.

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Again, [redacted] received a working draft from me, and he also witnessed the stacks of handwritten notes I was making, along with the notes I was typing up on my computer at work.

>You annotated eight of the days as
> hours you worked in [redacted] You testified that your supervisor
> approved your hours worked in [redacted] However, when
> interviewed, you supervisor told the OIG he did not approve any hours
> worked in [redacted] saying he thought you were there on vacation.

[redacted] approved these hours. I remember discussing the matter with him. I remember offering to take LWOP if he was at all uncomfortable about counting these hours. But [redacted] said I could count them. I would've taken LWOP if he had said I couldn't. It sounds to me like [redacted] has forgotten about our conversation on this matter. Please, could you ask him again about it? [redacted] mentioned to me that during his first interview with the OIG he forgot that he had allowed me to count hours worked outside access control. In a similar way, I think he forgot about this issue.

> For other days, you provided comments indicating you might have been
> working or you might have been on a coffee run, resting, [redacted]
> [redacted] exercising or spending time with a friend who was
> visiting.

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As noted above, I typically worked [redacted] and [redacted] allowed me to count such hours. In the same way, I usually rested for just a short while and then returned to work; except perhaps on those days for which my spreadsheet comment reads simply reads "resting", I think that at least some of the hours should be mitigated. Likewise, I also worked while doing coffee runs. I'd sit at the coffee

house and work on my notes. I usually visited the [redacted] in Crownsville, [redacted] The cafe's employees, including its proprietors, could certainly provide witness to my working there. Again, I told [redacted] about this, and he allowed me to count those hours. Regarding exercising, [redacted] (b) (6) Finally, I also worked while my friend was visiting; I did this to such an extent as to alienate my friend and eventually end our friendship.

>On two other days, you did not provide an explanation for the
> discrepant hours.

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ALOAH = worked at library or at home
OOICAF = worked outside or in car at Fort

date	best guess
8/3/14	ALOAH if I was in town
9/19/14	ALOAH before and after access times
10/22/14	ALOAH before access entry
10/23/14	OOICAF and/or ALOAH after access exit
11/6/14	ALOAH before 12:36
11/7/14	ALOAH after 5:42
11/12/14	ALOAH all day and night
11/13/14	ALOAH between 18:41 and 23:15
12/1/14	ALOAH
12/5/14	ALOAH before 11:36 and after 15:12
12/10/14	ALOAH before 12:04 and after 19:41

There are also additional days on which my best guess would be that I actually worked ALOAH prior to my first recorded access time. For example,

3/21/14
3/24/14
3/26/14
3/28/14
3/31/14
4/1/14 through 4/4/14
4/7/14 through 4/11/14
4/21/14 through 4/23/14
4/25/14
4/29/14
4/30/14
5/5/14
5/8/14
5/12/14 through 5/13/14
5/15/14
5/20/14 through 5/21/14
5/23/14
6/2/14
6/4/14 through 6/5/14
6/10/14
6/12/14
6/16/14
6/18/14
6/30/14
7/1/14

7/3/14
7/7/14
7/14/14 through 7/15/14
7/17/14 through 7/18/14
7/23/14 through 7/25/14
7/28/14 through 7/31/14
8/4/14
8/6/14
8/8/14
8/25/14
9/2/14

> (U//~~FOUO~~) The NSA/CSS PMM Chapter 360 §1-3(a), §2-7(a) and (b), states
> that employees should sign in and out daily on their timesheets and
> ensure that all information relevant to time and attendance is recorded
> accurately. You told the OIG that the timesheets you completed at the
> end of the pay period, were not accurate and probably wrong on many
> days. You said some of the timesheets were meaningless in terms of
> actual hours worked: "I would just choose some type of interval." Based
> on your agreement with your supervisor, you made certain the total hours
> added up to 80 hours each pay period.

I did this with [redacted] permission. Also, it was [redacted] suggestion that I simplify the recording of my timesheets by just choosing some sort of interval. I was obeying the chain of command:

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Ever since the OIG brought to my attention the fact that my immediate supervisor's oral permission is not sufficient to permit teleworking or inaccurate recording of timesheets, I have ceased doing these things. I have been performing all of my work within access controlled spaces and I have been recording my timesheets on a daily basis -- accurate to within the minute of my arrival (resp. departure) at (resp. from) my desk. I have also been [redacted] at [redacted] and I have been taking OHESS courses, all of this to improve my time management skills, increase my productivity, and help me learn how to stop being such a perfectionist. I recently accepted a position in a new office [redacted], where I feel welcome and where I have many projects to work on. Before leaving my old office [redacted], I fulfilled all of my responsibilities there, delivering two products within my final months. [redacted] is the new branch chief in [redacted] (replacing [redacted], and he can support the fact that I've been acting entirely within Agency rules and regulations. [redacted] can also speak to my work ethic and productivity. I intend on staying with my current course throughout the rest of my career at the Agency.

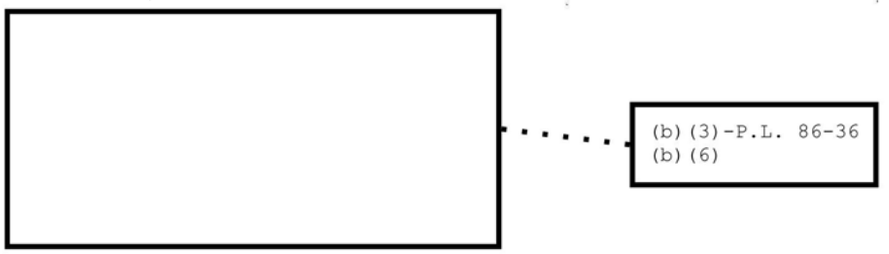
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Please, let me know if I may be of any further help.

Take care,

[redacted]

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