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NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

REPORT OF INVESTIGATION

19 October 2015

IV-15-0051

Alleged Time Card Fraud

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Approved for Release by NSA on 08-29-2019, FOIA Case # 85643 (litigation)

Release: 2019-08
NSA:09436

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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.

Release: 2019-08
NSA:09437

Doc ID: 6678978

(b) (3)-P.L. 86-36
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I. (U) SUMMARY

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

(U//~~FOUO~~) On 16 July 2015, the NSA/CSS Office of the Inspector General (OIG) received an allegation that [redacted] GG-15, Technical Director, [redacted] engaged in timecard fraud.

(U//~~FOUO~~) Analysis of [redacted] timesheets, Defense Civilian Intelligence Personnel System Master Time History, and Access Control (AC) records for 14 July 2014 through 09 July 2015 disclosed discrepancies that support the conclusion that he worked fewer hours than he had claimed. Upon investigation the OIG found that [redacted] regularly arrived at work later or left work earlier than indicated on his timesheets. In addition, there were several dates on which [redacted] was out of the office and AC at midday but claimed to have taken no lunch on his timesheets. On 99 of the 184 days under analysis (54%), [redacted] claimed more time on his timesheet than he was within AC. Meanwhile, there was only one day under analysis (0.5%) for which [redacted] claimed less time (0.25 hours) on his timesheet than he was within AC. The number of "errors" in his favor were so much higher than those not in his favor, that it is reasonable to conclude that he did it deliberately. This pattern reflects an intentional effort to receive pay for hours not worked. In total, the OIG comparison revealed that [redacted] claimed 97.25 hours that he did not work.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that, during the period 14 July 2014 through 09 July 2015, [redacted] knowingly submitted false and inaccurate timesheets for a total shortfall to the Government of 97.25 hours (approximately $6,818), in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, § 2-7(a) & (b) and Chapter 366, §§ 2-1(K) and 2-2(B).[1]

(U//~~FOUO~~) A copy of the OIG report will be forwarded to Employee Relations (A307) for action deemed appropriate. A summary of the investigative findings will be forwarded to Security and Counterintelligence, Special Actions (A5242); Business Management and Acquisitions, Receivables and Reimbursables (B214); and [redacted] supervisor.

[1] (U//~~FOUO~~) [redacted] may have also violated 18 U.S.C. §§ 287 and 1001 by knowingly and willfully falsifying his timesheets. The OIG reported this potential violation to the United States Attorney's Office for the District of Maryland on 01 September 2016. Additionally, by submitting timesheets he knew to be false, [redacted] may have also violated 31 U.S.C. § 3802.

Release: 2019-08
NSA:09438

II. (U) BACKGROUND

(U) Introduction

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(U//~~FOUO~~) GG-15, is a Technical Director who was assigned to from September 2007 to November 2015.[2] He has been employed by the Agency since [3]

(U//~~FOUO~~) served as Chief, and was either rater or reviewer between 2007 and June 2015. In June 2015, became the deputy chief of and was replaced as chief by his former deputy, was direct supervisor and rater from August 2012 to November 2015.

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

(U//~~FOUO~~) In his role as Technical Director, was responsible for the technology needs of the NSA used technical task orders on a multi-year contract known as . As the technical director, served as NSA's technical lead on and was co-located with members of the technical task order's contractor team at NSA headquarters. under the technical task order were conducted by a separate team based in locations outside of Maryland.

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(U) Applicable Authorities

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

(U//~~FOUO~~) NSA/CSS PMM, Chapter 360 — Time and Attendance
Section 2-7 — (U) Employees [Responsibilities]

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

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

[2] (U//~~FOUO~~) In November 2015 was detailed to another organization In September 2016 as part of an Agency reorganization, he was reassigned to

[3] (U//~~FOUO~~) had one break in Agency service from

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Release: 2019-08
NSA:09439

III. (U) FINDINGS

(U//~~FOUO~~) Did [redacted] knowingly submit false and inaccurate timesheets during the period 14 July 2014 through 09 July 2015?

(U//~~FOUO~~) ***CONCLUSION:*** *Substantiated. The preponderance of the evidence supports the conclusion that, during the period 14 July 2014 through 09 July 2015, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 97.25 hours (approximately $6,818), in violation of NSA/CSS PMM, Chapter 360, § 2-7(a) & (b), and Chapter 366, §§ 2-1(K) and 2-2(B).*

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(U) Testimonial Evidence

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(U//~~FOUO~~) On 20 June 2016, [redacted] Technical Director, [redacted] and former Technical Director, [redacted] was interviewed and provided the following sworn testimony:

(U//~~FOUO~~) Keeping current on technology advances required that [redacted] meet with contractor and potential contractor representatives outside of AC. Many were not cleared and, therefore, set up meetings in local hotel conference rooms or restaurants. [redacted] drove his personal vehicle to such meetings, which lasted between two and five hours and occurred on a daily to weekly basis. In addition to meeting with newer companies to learn about the [redacted] they offered, [redacted] attended regular off-site meetings with NSA contractors. During such meetings, [redacted] advised on [redacted] considered several of these contractor personnel, whom he had known for over a decade, to be "trusted advisors," even if not cleared.

(U//~~FOUO~~) None of [redacted] late afternoon meetings with contractors, including those that took place [redacted] where he resided, involved happy hours. In addition, whenever midday meetings with contractors involved a working lunch, [redacted] paid for his. While on temporary duty travel (TDY), [redacted] midday meetings outside of AC took place over lunch and were with Government colleagues assigned to site who wanted privacy to discuss subordinate personnel issues. [redacted] was aware that if he went out to lunch, he was supposed to sign out accordingly on his timesheet. However, because work was discussed during these meetings, they did not qualify as lunches and he did not sign out; instead, he marked having taken "No Meal" on his timesheet. Similarly, when not on TDY, [redacted] counted as duty time lunches with colleagues outside of AC, as such lunches were spent discussing unclassified aspects of their work.

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(U//~~FOUO~~) During the timeframe under analysis, [redacted] did not have a telework agreement in place allowing him to work from home. [redacted] tried to include all of his

Release: 2019-08
NSA:09440

Doc ID: 6678978

meetings on his work calendar. However, sometimes the times changed and he forgot to adjust his calendar accordingly; this could explain some discrepancies. Every appointment not listed as private on [redacted] calendar was work-related: "I wouldn't put a social thing on my calendar."

(U//~~FOUO~~) [redacted] did not always complete his timesheets on a timely basis ("I try to fill them out on a daily basis, sometimes I'd fill them out the next day, or the – yeah, I wasn't always the greatest at filling out on time."), therefore they might be slightly inaccurate. In addition, minor discrepancies at the beginning of the day were due to him stopping by [redacted] outside of AC: "I would go wait in the line at the, at the [redacted] or whatever, and sometimes the line would be long, so it might take 15 minutes." Any other minor inaccuracies were likely due to stress caused by [redacted] During the timeframe under analysis, [redacted] In addition, [redacted]

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(U//~~FOUO~~) According to [redacted] any negative discrepancies in his T&A were made up for by "the hundreds of hours" that he worked over the years and never claimed on his timesheets. According to [redacted] for years he did not think that he could – and, therefore, did not – claim as duty hours the time he spent on his personal cell phone speaking with contractors: "Really, I just thought that it - - it was just, since it's after hours you just don't claim it."

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

(U//~~FOUO~~) However, in approximately spring or early summer of 2015, [redacted] asked [redacted] if he could count as duty time the after-hours cell phone conversation he had with the contractor [redacted] that was on TDY to a site; they had required his assistance in dealing with a particular problem. [redacted] responded that he could claim as official duty any time that he spent on his cell phone speaking about work. Various contractors and [redacted] regularly called [redacted] on his cell phone to discuss work; the contractors called to discuss [redacted] and [redacted] called most afternoons to discuss issues with the contract and contractor personnel. After speaking with [redacted] claimed such calls as duty time on his timesheets. After [redacted] asked [redacted] to mitigate three months of his time and attendance (T&A) discrepancies at the OIG's request, he went back to [redacted] who confirmed that such calls counted as official business: "'And, he said he went to Personnel and they said, 'Yeah, you can count those as long as it's about work.'"

(b) (3)-P.L. 86-36
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(U//~~FOUO~~) [redacted] denied knowingly or willfully claiming on his timesheet more hours than he actually worked.

(U//~~FOUO~~) On 18, 19, 24, and 26 August 2016, [redacted] GS-13, [redacted] Contracting Officer's Representative and Program Manager, [redacted] was contacted and provided the following information[4]:

[4] (U//~~FOUO~~) [redacted] is a [redacted] He was contacted telephonically on 18 and 19 August 2016 to obtain general information regarding his interaction with [redacted] and

Release: 2019-08
NSA:09441

Doc ID: 6678978

(U//~~FOUO~~) has known since early 2006. NSA used technical task orders to For several years, had frequent interaction with because was both the technical customer (NSA's representative on and "the money guy"; he handled the financial aspects of the technical task order on the part of NSA and also regularly spoke on the telephone with and

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(U//~~FOUO~~) interaction with decreased significantly over the last several years for several reasons. Prior to July 2014, switched fiscal responsibility for from to budget person, saw and communicated "less and less" with as became his main point of contact ("pretty much disappeared"). Further, from July 2014 through July 2015, accompanied on only one TDY; at the time,

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(U//~~FOUO~~) and went on TDY to also went on TDY to Maryland once during the timeframe under analysis; he met with and the contractor team on technical reviews. Although is cleared and has a blue badge, the meetings were held at his hotel, as it is difficult to obtain conference rooms at NSA. Because "everyone has worked together for ten years" and "everything is always done as a team," after such reviews, attendees typically go to happy hour together. However, during this TDY

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(U//~~FOUO~~) When first provided to NSA, it was difficult to find contractor personnel with the technical knowledge required who were also cleared. As a result, until approximately 2012, many members of the contractor team needed to be escorted while at NSA sites and NSA's Escort Office provided escorts as necessary. However, subsequent to 2012 team members began getting cleared and obtaining green badges, and several became authorized escorts to other team members.

(U//~~FOUO~~) By July 2014 and TDY to virtually all contractor team members were cleared and had green badges (all are currently cleared and badged). It is possible that one or two were not cleared and had to be escorted by other team members. It is also possible that during this TDY the team split into day and night shifts. While on this type of TDY, did not regularly hold morning and evening progress meetings with the team at the hotel. Rather, an initial meeting would be held either upon arrival at the hotel or prior to going to site for the first time. During the TDY, there would also be two or three progress meetings with the team at the hotel; however, never two in one day. Because of the

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was not placed under oath. On 24 and 26 August 2016, he followed up by email with additional information related to his TDYs involving

Release: 2019-08
NSA:09442

lack of conference room availability at site, during the July 2014 TDY it is likely that overall program reviews regarding progress to date and necessary next steps were held at a hotel.

(U//~~FOUO~~) From July 2014 through July 2015, [redacted] had two or three short work telephone conversations with [redacted] on [redacted] work phone; [redacted] checked in with [redacted] as the technical customer, to ask whether NSA was "satisfied with the work" of the contractor team. In addition, [redacted] spoke with [redacted] once or twice by personal cell phone. However, these calls were not really work-related; rather, they were personal "touching base" calls made by [redacted] Through the years, [redacted] and [redacted] have spoken about work matters via personal cell phone only "once in a blue moon." (b) (6)

(U//~~FOUO~~) On 30 August 2016, [redacted] was interviewed and provided the following sworn testimony:

(U//~~FOUO~~) As a contractor in [redacted] worked directly under [redacted] technical oversight from approximately 2009 to November 2015. [redacted] oversaw the technical work of [redacted] contract; [redacted] NSA headquarters of which [redacted] was a member. [redacted] frequently went on TDY with the [redacted] although, typically, they did not fly together. [redacted] did not [redacted] rather, he oversaw them on behalf of the Government. During TDYs, [redacted] occasionally stopped in during the day to see what everyone was working on; [redacted] was otherwise unaware of [redacted] activities. (b) (3)-P.L. 86-36 (b) (6)

(U//~~FOUO~~) [redacted] did not have frequent meetings with the [redacted] teams while on TDY. [redacted] team members in particular knew what they had to do. Therefore, they were not present for any initial planning meetings [redacted] might have had with the [redacted] team prior to beginning work at each site. During TDYs, the [redacted] team typically met with [redacted] a total of once or twice at either the hotel or in a conference room/cafeteria on site to go over their progress; however, such meetings did not happen during every trip. [redacted] met more frequently with the [redacted] team; however, [redacted] did not know where or how often. [redacted] usually spoke with [redacted] on [redacted] cell phone at the end of each day to check in and discuss what had been accomplished; the calls lasted anywhere from 15 to 60 minutes. He did the same thing while on [redacted] TDYs without [redacted] on an almost daily basis at the end of the day he called [redacted] either on his office or cell phone and provided a progress update. (b) (3)-P.L. 86-36

(U//~~FOUO~~) During TDYs, the [redacted] teams did not break into day and night shifts. Rather, team members (not necessarily [redacted] worked long hours every day and into the evening. They did not hold progress meetings with [redacted] at local offsite restaurants. Rather, if meetings were required, they were held on site in the cafeteria over lunch to save time (since restaurants were too far away). There were also occasions (once or twice during a TDY) on which team members and [redacted] took lunch breaks together at local restaurants and incidentally discussed work. The same thing occasionally occurred after everyone returned to the hotel; they might go out for dinner together.

Release: 2019-08
NSA:09443

(U//~~FOUO~~) was TDY to with in They did not fly to or from together. The teams did not split into day and night shifts. Rather, both worked long days; sometimes until 2100 or 2200. Even if they had worked late the night before, team members were back to site no later than 0900 the next morning. At the time of the trip, one or two members of the team may not have been cleared; if so, they were escorted on site by other cleared members of their team.

(U//~~FOUO~~) did not recall whether he accompanied on TDY to However, typically for such a TDY, it was an approximately 45-minute drive from the airport to the hotel and after arrival, they went directly to site and began work. went on TDY with to It was an over two-hour drive from the airport to the hotel. Upon arrival, both he and went directly to work at site. (b) (3)-P.L. 86-36

(U//~~FOUO~~) Although never went with to the they went on TDY together to for the did not accompany to either or (b) (3)-P.L. 86-36 (b) (6)

(U//~~FOUO~~) may have accompanied to they went with members of the team to at some point to did not recall whether any team members were still uncleared at the time. He recalled having lunch with and other team members at a military-type restaurant, perhaps the Officer's Club, on base once during the trip. Although they may have spoken about work in generalities during the meal, this was not a progress meeting and did not consider the occasion to have been a working lunch.

(U//~~FOUO~~) occasionally accompanied to one of his frequent off-site meetings with vendors in Maryland. During the timeframe under analysis, was also present for two of local meetings with of the prime contractor on These were one and a half to two-day held at hotels. (b) (3)-P.L. 86-36 (b) (6)

(U//~~FOUO~~) During their years of interaction, never had cause to question T&A; however, he had neither access to calendar nor knowledge of the totality of duties.

(U//~~FOUO~~) On 06 September 2016, clarified his testimony in an email to the OIG. In the email, said that he had checked his records and did not go on TDY to with in However, accompanied to for a for the team." was unable to verify exact dates of meetings he attended with (b) (3)-P.L. 86-36 (b) (6)

Release: 2019-08
NSA:09444

(U//~~FOUO~~) On 22 December 2015, [redacted] Chief, [redacted] was interviewed and provided the following sworn testimony:

(U//~~FOUO~~) At the time that [redacted] notified [redacted] of T&A concerns regarding [redacted], [redacted] had just begun to question [redacted] T&A herself. Colleagues had begun asking her where [redacted] was, because he had failed to attend meetings at which he was expected. Additionally, because [redacted] kept his electronic calendar details locked and was uncommunicative, [redacted] frequently did not know where he was. [redacted] did not attend contractor meetings with [redacted] and did not accompany him on TDYs.

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

(U//~~FOUO~~) When [redacted] met with [redacted] to review the OIG's three-month T&A analysis and hear his explanations for any discrepancies, she did not understand the reason he would have held such frequent/regular meetings with the same vendors. According to [redacted] only sporadic, one-off meetings about particular topics should have been necessary: "Normally, if [redacted] And then, you don't meet with those people again or talk to them anymore until [redacted]." Further, the explanations [redacted] provided for such meetings were generic and did not make sense; such as, "Well, you know, we had to follow up." That [redacted] did not mention these frequent meetings with multiple vendors and their mission impact when listing his accomplishments for input into his performance evaluation made [redacted] further question their legitimacy.

(U//~~FOUO~~) [redacted] claimed that other discrepancies were because [redacted] allowed him to hold meetings "in the parking lot"; on an almost daily basis, vendors called him while he was on his way to work, and he continued to speak with them in the parking lot, with [redacted] authorization. Neither having such conversations on such a frequent basis nor having them outside of a cleared facility where classified information could be discussed made sense to [redacted] refused to provide copies of his personal cell phone records to corroborate his claims. (According to [redacted] until approximately December 2013, [redacted] had a Government cell phone for use while on TDY. At that time, he was told to check out a cell phone while at site, if needed). Further, when [redacted] spoke to [redacted] he denied giving [redacted] such authorization. [redacted] added that his late arrivals were also due to daily stops at the [redacted] before coming into work; because he considered it no different than going in the middle of the day, he charged his time there as official duty.

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(U//~~FOUO~~) According to [redacted] explanations for being outside of AC while on TDY to NSA field sites were also unreasonable. He told [redacted] that NSA affiliates left their offices at site and met with him in his hotel room. Further, he often reviewed work-related [redacted] considered neither activity reasonable, given that [redacted] as well as any related discussions, were likely to be classified. In addition, one needed to be on site to ensure that [redacted] were accurate. It made no sense when TDY to [redacted] and the [redacted] to meet outside of NSA facilities.

Release: 2019-08
NSA:09445

(U//~~FOUO~~) Other than for completion of mandatory on-line training, [redacted] did not authorize [redacted] to conduct official business from either his home or car. Further, during the timeframe under analysis, [redacted] did not have a telework agreement in place. [redacted] had no knowledge of anything in [redacted] personal life that would impact his ability to work a full day. Although he mentioned that [redacted] he did not directly relate that back to the discrepancies in his T&A. Further, the T&A discrepancies were not caused by a lack of leave; [redacted] checked [redacted] leave balances, and he had "use or lose." However, [redacted] did not believe that [redacted] errors were unintentional. He was a GG-15 and received the same e-mails as the rest of NSA's workforce about the importance of timesheet accuracy.

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(b) (3)-P.L. 86-36
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(U//~~FOUO~~) On 08 January 2016, [redacted] D/Chief, [redacted] and former Chief, [redacted] was interviewed and provided the following sworn testimony:

(U//~~FOUO~~) At [redacted] primary responsibility as technical director involved [redacted]. To do so, he oversaw the work of a team of contractors who sat near him. During June 2015, as [redacted] (who did not sit near [redacted]) was transitioning out of [redacted] several contractors expressed frustration because they did not know [redacted] schedule and where he was when out of the office. They told [redacted] that [redacted] had begun coming in later and although his usual practice had been to meet with the contractors both at the beginning and end of the day, that was no longer the case: "It was getting harder and harder for them to sync up with him." [redacted] was concerned, so he informed [redacted] that there might be a problem. The contractors did not mention any difficulties getting a hold of [redacted] while on TDY. According to [redacted] during TDYs, [redacted] worked with the civilian leads of the organization, while the contractor team [redacted]

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

(U//~~FOUO~~) [redacted] other main duty was to take care of [redacted] technology needs. Both duties involved him meeting with vendors [redacted] sometimes outside of AC. Because not all potential vendors were cleared, [redacted] occasionally went to their facilities, both locally and on TDY, to view and discuss available technologies. Uncleared vendors required a Visitor Request to access Agency spaces and finding conference room space at NSA was sometimes difficult.

(U//~~FOUO~~) Because [redacted] was a GG-15, [redacted] trusted him to do his job. [redacted] occasionally checked [redacted] calendar and saw that he had meetings scheduled with various technology vendors. Further, [redacted] sometimes reported back what he had learned at his meetings about available technologies. Because [redacted] work got done, prior to the complaints from contractors, [redacted] had no reason to question his T&A.

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(U//~~FOUO~~) [redacted] did not need to schedule regular meetings with particular NSA contractors outside of AC. All had local offices and their program managers and management teams were cleared. It was the technical subject matter experts of the companies who did not always have clearances. It was possible that there were instances where [redacted] needed to meet with a particular vendor outside of AC several times over a period of several weeks in order to view technology, strategize, make a decision, and get an agreement in place. However,

Release: 2019-08
NSA:09446

Doc ID: 6678978

this was not a continuous requirement; in [redacted] experience, there would be months of time during which [redacted] would not need to meet with a particular vendor.

(U//~~FOUO~~) During the timeframe under analysis, [redacted] did not have a telework agreement in place. Other than for official meetings with NSA contractors and potential vendors and mandatory training, [redacted] allowed [redacted] to claim duty hours while not physically at work on only one occasion -- when [redacted] needed to provide after-hours technical assistance to the [redacted] and did so telephonically. At the time, [redacted] told [redacted] that it was a one-time event necessitated by the situation; [redacted] did not have carte blanche to otherwise conduct work by personal telephone. [redacted] was unsure whether this incident happened during the period under analysis.

(U//~~FOUO~~) On another occasion sometime between July 2014 and July 2015, [redacted] specifically asked [redacted] whether he could count as duty hours any time he spent on his cell phone outside of work speaking with contractors. [redacted] told him that he could not, as such calls were unnecessary and there would be no accountability: "I think I even put it [like], 'That's on your time' or something like that." [redacted] never told [redacted] that he could charge as duty time spent on walks outside of AC or stops at the [redacted] before entering AC to start work: "How much time would you need at [redacted]

(b) (3)-P.L. 86-36
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(U//~~FOUO~~) After the initiation of the OIG investigation, [redacted] approached [redacted] and said that he thought [redacted] had told him it was okay to claim as duty time conversations with contractors on his cell phone. [redacted] told [redacted] that he had never said that. Further, [redacted] reminded [redacted] of their earlier conversation during which [redacted] specifically told him he could not charge duty time for such phone calls, as well as the one occasion on which [redacted] allowed him to charge as duty the time he spent on a specific after-hours phone call made for a mission-critical reason. [redacted] had no need to speak with contractors by cell phone outside of AC: "That to me, is kind of crazy."

(U//~~FOUO~~) [redacted] calendar was reviewed with [redacted] considered it odd that [redacted] had multiple meetings with particular contractors scheduled for late in the day (1600 or later), as he usually worked from 0730 or 800 to 1600 or 1630. Further, the times were not during normal business hours for contractors; only on rare occasions were meetings held at the end of the day. [redacted] speculated that their purpose was for happy hours rather than official business. He added that off-site lunch meetings did not constitute official business; rather, they were a lunch break; as a GG-15, [redacted] knew, or should have known, that such outings did not count as duty.

Release: 2019-08
NSA:09447

Doc ID: 6678978

(U) Documentary Evidence

(U) Timekeeping Documents

(U//~~FOUO~~) The OIG compared [redacted] AC and Master Time History records and timesheets from 14 July 2014 to 09 July 2015. The analysis showed that [redacted] regularly arrived at work later or left earlier than shown on his timesheet and was frequently missing from AC during the middle of the day. On 99 of the 184 days under analysis (54%), [redacted] claimed more time on his timesheet than he was within AC. There was one day under analysis (0.5%) for which [redacted] claimed less time, 0.25 hours, on his timesheet than he was within AC. In total, the OIG comparison revealed that [redacted] claimed 99.75 hours that he did not work.[5]

(U//~~FOUO~~) Copies of the relevant timesheets and Master Time History are attached as Appendix B. Associated AC records are attached as Appendix C. A copy of the OIG's analysis of [redacted] T&A is attached as Appendix D.

(U) Training Records

(U//~~FOUO~~) The OIG obtained and analyzed [redacted] Employee Training Profile. It disclosed that [redacted] attended only on-line training during the period of analysis and spent one duty day, 15 December 2014, conducting mandatory on-line training from home.[6] [redacted] was credited 8 hours for training on 15 December 2014. [redacted] was otherwise present within AC on each date that he completed an on-line course. A copy of the Training Profile is attached as Appendix E.

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(U) [redacted] Electronic Calendar

(U//~~FOUO~~) The OIG obtained and analyzed [redacted] work calendar for the period of July 2014 through July 2015. It disclosed that [redacted] went on TDY to numerous sites throughout NSA's extended enterprise. It also disclosed that [redacted] regularly met outside of AC with representatives from vendors to NSA and other technology companies. Some of these meetings were scheduled to take place in the late afternoon (such as 1630 to 1800). A copy of [redacted] calendar for the timeframe under analysis is attached as Appendix F.

(U) Emails from [redacted] to the OIG

(U//~~FOUO~~) In emails to the OIG dated 15 July 2016 and 19 August 2016 and a related attachment, [redacted] claimed that 16 discrepancies in which he either arrived later or departed earlier than indicated on his timesheets were the result of him speaking on his personal

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[5] (U//~~FOUO~~) The OIG arrived at this number after crediting [redacted] for approved work-related absences from AC. The OIG calculates time within AC as time "worked."

[6] (U//~~FOUO~~) [redacted] did not enter NSA access-controlled buildings on 15 December 2014.

Release: 2019-08
NSA:09448

cell phone with [redacted] the lead contractor, and/or [redacted] the Contracting Officer's Representative on NSA's [redacted] technical task order. [redacted] used the same generic explanation for 14 of these calls; contractors or [redacted] called him on the way into work or on the way home to ask questions and obtain clarification: "I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns."[7] According to [redacted] emails, [redacted] authorized him to claim duty time for such calls. [redacted] also claimed to have had a work meeting with [redacted] at [redacted] hotel in Maryland on 04 June 2015.[8]

(U//~~FOUO~~) In his correspondence, [redacted] claimed that the meeting with [redacted] scheduled on his calendar for 1430-1530 on 03 October 2014 at a location to be determined, actually concluded at 1630. In addition, another meeting with [redacted] listed on [redacted] calendar for 1630-1800 on 31 March 2015 in the District of Columbia (DC) was rescheduled and actually began at 1730. Further, [redacted] arrived late and stayed after the meeting concluded to "catch up" on what he had missed. According to [redacted] of [redacted] could corroborate this information, which would resolve any discrepancies for those dates.

(b) (6)

(U//~~FOUO~~) [redacted] also claimed that four midday discrepancies (dates on which [redacted] claimed on his timesheets to have taken no lunch, but was missing from AC for between one hour and 33 minutes and two hours and 11 minutes during the middle of the work day) were the result of mentoring sessions/lunches outside of AC; he had lunch with [redacted] on 27 August 2014, 29 January 2015, and 17 April 2015, and with [redacted] on 07 July 2015.[9] According to [redacted] since mentoring was done to help move careers and jobs "into the next plateau," such luncheons constituted official business: "I thought mentoring was one of NSA's core values and that it would be considered official business. I considered this a working lunch."

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

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

(U//~~FOUO~~) According to the correspondence, while on TDY to sites in the extended enterprise [redacted] met with the [redacted] team members, some of whom were uncleared, at the hotel both in the morning and in the evening to discuss plans and progress; this explained any TDY-related late arrival or early departure discrepancies in the analysis. Further, midday discrepancies could also be explained, in that all were work-related. During the [redacted] TDY, because his hotel was "too far away" and some team members were uncleared,

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[7] (U//~~FOUO~~) On 19 August 2016, [redacted] told the OIG that he was "working" to obtain his cell phone records for the timeframe under analysis, but never provided said records.

[8] (U//~~FOUO~~) [redacted] calendar listed a 1500-1630 "Mtg w/ [redacted] that date at a location to be determined.

[9] (U//~~FOUO~~) The meetings with [redacted] were listed on [redacted] calendar as follows: 27 August 2014, "11:30am-1:30pm Mtg w/ [redacted]"; 29 January 2015, "12:00pm-1:30pm (U) [redacted] Meeting"; and, 17 April 2015, 12:00pm-1:00pm (U) Meeting with [redacted]." (This meeting was scheduled to occur one half hour after an hour-long "Overview of [redacted] meeting within AC at NSA). [redacted] calendar lists an 1130 to 1300 "Private Appointment" on 07 July 2015, prior to a 1400 meeting at NSA [redacted] (AC disclosed that he left NSA headquarters at 1210 and entered [redacted] at 1421).

Release: 2019-08
NSA:09449

Doc ID: 6678978

[redacted] held, at a local restaurant near site, midday progress meetings with members of the [redacted] team who worked nights. During the [redacted] TDYs, [redacted] also held midday meetings with the [redacted] team outside of AC (in [redacted] specifically at the Officer's Club on base); given that some team members were uncleared, it was easier than meeting on site.

(U//~~FOUO~~) In regard to his [redacted] "red eye" air travel home from TDY to [redacted] said that he claimed 19 hours of duty time on [redacted] (rather than the 11 hours allowed by the OIG) because after his arrival in Denver, CO from [redacted] his connecting flight to Baltimore, MD was delayed when a "storm rolled through Denver." Copies of the emails and attachment are attached as Appendix G.

(U) **TDY Documents**

(U//~~FOUO~~) The OIG obtained and analyzed certain TDY documents pertaining to [redacted] to include flight itineraries, for the timeframe under analysis. The itineraries are attached as Appendix H. The TDY documents revealed that [redacted] went on TDY to various NSA and contractor sites and flew on the following dates to and from the following places:

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

[redacted]

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

(U//~~FOUO~~) According to the relevant flight itinerary, [redacted] was to depart [redacted] He was to arrive in Denver the next day at 0826 local time and then depart for Baltimore at 1008 (arriving in Baltimore at 1535pm local time). Disregarding the [redacted] and Baltimore, the total flight time for both flights [redacted] not including an hour and a half layover in Denver.

(U) **Weather Information**

(U//~~FOUO~~) The OIG retrieved Denver, CO's historical weather data for [redacted] from www.timeanddate.com. According to the site's records, the weather in Denver between [redacted] scheduled arrival and departure times was sunny with scattered clouds and light winds, with temperatures in the high 70's to mid-80's. Records indicate that the weather deteriorated for part of the afternoon; between 1400 and 1600, Denver experienced partly sunny skies and thunderstorms along with falling temperatures (from a high of 90 degrees to the low 70's). A copy of the hourly weather for Denver on [redacted] is attached as Appendix I.

Release: 2019-08
NSA:09450

(U//~~FOUO~~) **Employee Profiles**

(U//~~FOUO~~) According to NSA Employee Profiles, [redacted] has been a GG-15 since June 2013. [redacted] the Technical Director for [redacted] has been a GG-15 since January 2010. [redacted] is the Chief, [redacted] and has been a GG-15 since May 2009. Copies of the Employee Profiles are contained in Appendix J.

(U) **Emails from [redacted] and [redacted] to the OIG** (b)(3)-P.L. 86-36

(U//~~FOUO~~) In emails to the OIG dated 15, 26, and 27 July 2016, [redacted] Technical Director, [redacted] informed the OIG that he had off-site lunch meetings with [redacted] on 27 August 2014, 29 January 2015, and 17 April 2015. According to [redacted] he and [redacted] do not socialize outside of work and would have engaged in "shop talk" regarding the [redacted] during these meetings. However, because they took the time to drive offsite and have lunch, [redacted] knew not to, and did not, claim the meetings as duty time. According to [redacted] although he worked closely with [redacted] for a period of time starting in 2010 during [redacted] he did not go TDY or attend other off-site work-related meetings with [redacted] between July 2014 and July 2015.

(U//~~FOUO~~) In a 19 August 2016 email to the OIG, [redacted] Chief, [redacted] said that she was unable to confirm a meeting with [redacted] on 07 July 2015:

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

> (U//~~FOUO~~) Sorry for the delay but [redacted] and I have a long history of scheduling meetings for career discussions and for one reason or another it does not happen. I rarely update my calendar to reflect what actually happened and I do not have a follow up email indicating either way.

(U) Copies of the email traffic between the OIG and [redacted] and [redacted] are attached as Appendix K.

(U) **Email from [redacted] to the OIG**

(U//~~FOUO~~) In an email dated 09 September 2015, [redacted] Former Chief, [redacted] informed the OIG that there was only one occasion for which he allowed [redacted] to claim duty hours for time spent on a telephone call outside of work -- the [redacted] technical team was [redacted] and required [redacted] technical advice and assistance after hours when a [redacted] problem occurred. At the time, [redacted] explained to [redacted] that it was a unique situation; [redacted] needed to provide technical assistance to resolve an operational issue and, therefore, could claim the time he spent doing so as duty time. According to the email, on a separate occasion, [redacted] asked [redacted] whether he could regularly claim as duty time "the time he talks to contractors on his cell phone outside of work." [redacted] told him that he could not: "I never told [redacted] that he had the [authority to regularly] charge time outside of work when he was talking [on his personal cell phone] to contractors or vendors." A copy of the email is attached as Appendix L.

Release: 2019-08
NSA:09451

(U) **Email from** [redacted] **to the OIG** (b) (6)

(U//~~FOUO~~) In an email to the OIG dated 06 September 2016, [redacted] wrote that he had no calendar record of meeting with [redacted] on either 03 October 2014 or 31 March 2015. A copy of the email is attached as Appendix M.

(U) Analysis and Conclusions

(U//~~FOUO~~) The final T&A analysis in this case revealed that between 14 July 2014 and 09 July 2015, [redacted] regularly arrived at work later or left earlier than shown on his timesheets. There were also several dates on which [redacted] was out of the office and AC at midday and claimed to have taken no lunch on his timesheets. On 99 of the 184 days under analysis (54%), [redacted] claimed more time on his timesheet than he was within AC. There was only one day under analysis (0.5%) for which [redacted] claimed less time (0.25 hours) on his timesheet than he was within AC. In total, the OIG comparison revealed that [redacted] claimed 99.75 hours that he did not work. (b) (3)-P.L. 86-36 (b) (6)

(U//~~FOUO~~) [redacted] managers told the OIG that they did not think it necessary for him to have met with contractors and potential vendors outside of AC as frequently as he claimed to have done during the timeframe under analysis. Nevertheless, if a meeting on [redacted] calendar reasonably coincided with an absence from AC or was otherwise corroborated by witnesses or other documents, then the T&A analysis was amended as appropriate.

(U//~~FOUO~~) Although we gave [redacted] credit for contractor meetings listed on his calendar, he was not credited for discrepancies due to off-site lunches with Government personnel; specifically, the four lunches that he claimed were "mentoring sessions." Because [redacted] acknowledged knowing that going out to lunch could not be claimed as official duty, we found it disingenuous for him to also claim that because he and his GG-15 colleagues spoke about work while eating in restaurants, these meals did not "count" as lunches. Mentoring sessions do not typically occur between peers, let alone in restaurants. In addition, [redacted] who attended three such luncheons with [redacted], neither described them as mentoring sessions nor claimed them as official duty on his timesheets. That [redacted] went so far as to mark "No Meal" on his timesheet, thereby charging the Government not only for time spent eating with colleagues, but also for the drive time involved, is particularly egregious. (b) (3)-P.L. 86-36

(U//~~FOUO~~) We also did not find mitigating either of [redacted] conflicting explanations for his midday absences from AC while on TDY to NSA sites. During his interview with the OIG, [redacted] claimed that such absences were due to lunch meetings with Government civilians who wanted to meet offsite in order to more privately discuss personnel issues. Although this explanation corresponded with [redacted] statement that while TDY [redacted] met with civilian site management while the

Release: 2019-08
NSA:09452

contractor teams [redacted] we did not find it mitigating. There was no work-related reason for [redacted] to meet with site civilians off-site, let alone claim lunch with them as official duty; private conversations about workplace issues could be held in offices, conference rooms, and other venues on site and, therefore within AC. Again, [redacted] inappropriately claimed on his timesheet time spent driving to restaurants and having lunch with colleagues, while also claiming to have taken "No Meal."

(U//~~FOUO~~) In subsequent correspondence with the OIG, [redacted] changed his explanation for his absences from AC while on TDY. [redacted] wrote that [redacted] could confirm that while on a TDY, [redacted] held morning and evening planning and progress meetings at the hotel with members of the [redacted] teams. Further, [redacted] could also corroborate that while on a TDY, [redacted] met with [redacted] team members at midday at off-site locations to obtain progress reports. Specifically, in regard to the [redacted] TDY, [redacted] claimed that because his hotel was so far away, he met with night shift team members, some of whom were uncleared, at a local restaurant near site. He also claimed to have held regular off-site midday progress meetings with the [redacted] teams during the [redacted] trip.

(b)(6)

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

(U//~~FOUO~~) We did not find this second explanation for [redacted] midday absences to be credible. According to [redacted] while on TDY, the [redacted] team rarely, if ever, met with [redacted] for progress reviews, although they might occasionally leave AC to take a lunch break together at a local restaurant. In addition, according to both [redacted] and [redacted] by the beginning of the timeframe under analysis, virtually all of the [redacted] team members were cleared and the one or two who might not have been had teammates who were authorized escorts; there was no need to hold midday progress meetings outside of AC. Further, [redacted] who was present during the [redacted] TDY, testified that [redacted] team members did not work nightshift; rather, the contractors worked until 2100 or 2200 hours at night and returned to site by 0900 each morning; to save time while on TDY, midday progress meetings were held on site.

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

(U//~~FOUO~~) [redacted] also told the OIG that, although he did not go on any [redacted] TDYs during the timeframe under analysis, it was typical during such a TDY for [redacted] to hold an initial planning meeting at the hotel either upon arrival from the airport or the first thing the next morning before going to site and, subsequently, to hold at the hotel a total of two or three progress meetings during the course of the TDY (he did not specify with which [redacted] team the meetings were held). This information differed significantly from the two to three in-person progress meetings per day claimed by [redacted].

(U//~~FOUO~~) Given the above, we found it more likely than not that [redacted] midday discrepancies while TDY were the result of going out to lunch with civilian colleagues or otherwise performing non-official activities. While a credible explanation, such lunches did not constitute official business and, therefore, were not mitigating; as a result, the T&A analysis was not amended. However, based on the information provided by [redacted] was credited reasonable time for morning and evening planning and progress meetings that would have been held at the hotel during TDYs, and the T&A analysis was amended as appropriate.

Release: 2019-08
NSA:09453

(U//~~FOUO~~) According to [redacted] minor discrepancies on his T&A analysis related to late arrivals were caused by his habit of stopping in at [redacted] outside of AC and being forced to wait in line sometimes up to 15 minutes. That [redacted] believed that he could claim as official duty on his timesheet time spent [redacted] before his arrival at the workplace simply stretches credulity. Therefore, we found his explanation neither reasonable nor mitigating.

(b) (6)

(U//~~FOUO~~) [redacted] claim that meetings listed on his calendar with [redacted] on 03 October 2014 and 31 March 2015 started later and/or ran longer than originally scheduled could not be corroborated. According to [redacted] he had no calendar record of meeting with [redacted] on either date. The T&A analysis showed that on 03 October 2014, [redacted] had an unexplained midday absence of over an hour, after which he returned to work for 25 minutes, before leaving for the day at 1245 – an hour and 45 minutes before his scheduled 1430 meeting with [redacted] Based on the evidence, the OIG amended the T&A analysis, crediting [redacted] a total of three hours for the drive to and from the meeting, the meeting itself as listed on his calendar, and an unpaid 30-minute lunch; [redacted] was not credited the extra hour he claimed the meeting lasted.

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

(U//~~FOUO~~) According to the T&A analysis, on 31 March 2015 [redacted] left AC at 1649. However, his calendar listed a meeting with [redacted] in DC from 1630 to 1800. According to [redacted] this meeting was changed to begin at 1730. Further, because he arrived late, after the meeting he stayed to "catch up" on what he had missed. We did not find this explanation credible, and the T&A analysis was not amended in his favor. According to AC records, [redacted] arrived at work at 0822 that morning. That he would work all day and then endure a difficult commute to attend an evening meeting in DC from 1730 to 1900; stay even later, and then drive home, is simply not reasonable; especially given that contractors typically hold meetings during normal business hours. Given that [redacted] had no record that this meeting occurred, we found that more likely than not it was cancelled and that, after being at NSA for more than eight hours that day, [redacted] ended his workday upon his departure from AC at 1649.

(b) (3)-18 USC 798
(b) (6)

(U//~~FOUO~~) [redacted] also claimed that his [redacted] flight from Denver, CO to Baltimore, MD was delayed due to a storm that came through Denver, resulting in the eight-hour discrepancy identified by the T&A analysis. However, his explanation was not corroborated by the evidence. Rather, [redacted] flight itinerary showed an hour and a half layover in Denver between 0826 and 1008, and historical weather information from www.timeanddate.com disclosed no weather issues during that timeframe. Given the planned itinerary and lack of inclement weather, we did not find [redacted] explanation for the eight-hour discrepancy credible and the T&A analysis was not amended.

(U//~~FOUO~~) We also did not find credible [redacted] claim that he was authorized to regularly conduct official business by personal cell phone without having a corresponding telework agreement in place and, further, did so in order to avoid mission delay and cost overruns. As a GG-15 and long-time Government employee, [redacted] would have known that a telework agreement was required in order to regularly conduct work outside of the office. More importantly, absent an emergency encountered by the [redacted] contractor

Release: 2019-08
NSA:09454

install teams during a TDY on which they were not accompanied by [redacted] had no need to speak with either them or the COR by personal cell phone; all official business could be conducted during normal work hours while in the office and using a Government telephone. The individuals with whom [redacted] claimed to have regularly spoken by cell phone were based in Colorado; there was no large time difference with which to contend. In addition, according to [redacted] during the timeframe under analysis [redacted] spoke with him by cell phone on only a few occasions and the calls were personal in nature – there was no mission urgency to the communications.

(b) (6)

(U//~~FOUO~~) Given the above, and the fact that [redacted] denied ever authorizing [redacted] to use his personal cell phone to conduct official business on a regular basis, the OIG did not find the 16 discrepancies that [redacted] claimed were related to personal cell phone use to be mitigating, and the T&A analysis was not amended.

(U//~~FOUO~~) [redacted] denied knowingly making false claims; in addition to his other explanations analyzed above, he attributed some of the discrepancies between AC and his timesheets to distraction and his failure to complete his timesheet at the end of each day. NSA/CSS PMM, Chapter 360, § 1-3(a) requires timesheets to be maintained on a daily basis, § 2-7(a) states employees must ensure their T&A information is recorded accurately, and §2-7 (b) requires that they sign in and out daily on their timesheet. In his interview with the OIG, [redacted] said that during the period under analysis he did not always complete his timesheet at the end of the work day, which might have led to some inaccuracies. Further, he was distracted by personal difficulties, which caused him to not accurately track his T&A. This information, while explanatory, was not mitigating.

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

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

(U//~~FOUO~~) The pattern of the supposed errors in this case is further evidence that the discrepancies were not due to errors. The investigation disclosed that it was not just [redacted] arrival and departure times that were incorrect. Rather, he regularly claimed to have worked more hours than actually present for duty within AC; out of 184 timesheet entries, there were only 84 occasions on which [redacted] accurately claimed the number of duty hours he worked.[10] The data showed that he claimed more time on his timesheet than he was within AC 99 times. Meanwhile, there was only one occasion in which [redacted] claimed less time on his timesheet than he was within AC. The number of errors in his favor were so much higher than those not in his favor that it is reasonable to conclude that he did it intentionally, or at a minimum, with reckless disregard. The final analysis revealed that [redacted] received pay for 99.75 hours that he did not work as evidenced by him being outside AC without authorized, work-related justification. By failing to maintain his timesheets on a daily basis and exercise reasonable care in carrying out his duty to accurately record all information relevant to his T&A, [redacted] violated NSA/CSS PMM, Chapter 360, § 2-7(a) & (b).

(U//~~FOUO~~) NSA/CSS PMM Chapter 366, Section 2-1(K), states that employees "will not knowingly make or present a false or fraudulent statement or claim" and Chapter 366, Section 2-2, states that they "must be . . . trustworthy; reliable; of excellent character,

[10] (U//~~FOUO~~) In conducting the analysis, the OIG did not include as discrepancies shortfalls of less than 15-minutes; only those exceeding 15 minutes were included.

Release: 2019-08
NSA:09455

Doc ID: 6678978

judgment and discretion . . . Any conduct . . . that brings into question these character traits may be cause for . . . administrative action . . . [including] B. Deliberate misrepresentations, [or] falsifications . . . in any Agency document." Under relevant legal standards, a person "knowingly" makes a false statement whenever he or she acts with knowledge of its falsity or acts with reckless disregard of whether the statement is true.

(U//~~FOUO~~) We did not find it reasonable to believe that [redacted] timesheet errors were inadvertent; the explanations he provided for them were unauthorized, unreasonable, uncorroborated, or contradicted by other evidence in the case. In the final analysis, 99% of the T&A "errors" were to his advantage; there was only one occasion on which he was within AC for more time than claimed on his timesheet.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that, during the period 14 July 2014 through 09 July 2015, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the government of 97.25 hours (approximately $6,818), in violation of NSA/CSS PMM, Chapter 360, § 2-7(a) & (b), and Chapter 366, §§ 2-1(K) and 2-2(B).

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

Release: 2019-08
NSA:09456

Doc ID: 6678978

(U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) On 26 September 2016, the OIG sent [redacted] the tentative conclusion reached in the investigation. In his 12 October 2016 response, [redacted] denied having deliberately submitted false and inaccurate timesheets. He reiterated that his calendar was not always accurate due to the scheduling of last minute meetings and changes in meeting times and emphasized that he had authorization from [redacted] to conduct work outside the office using his personal cell phone. [redacted] also repeated his testimony that his four lunch meetings with colleagues involved mentoring and therefore qualified as official business.[11] [redacted] requested that any discrepancies in the T&A analysis that he attributed to the above activities be nullified. Based on the OIG's original analysis of the previously provided information, [redacted] was not credited additional official duty time and the T&A analysis was not amended.

(U//~~FOUO~~) [redacted] also requested that he be credited four additional work hours for his final day on TDY [redacted] for two meetings that he claimed were held at his hotel (one from 0530 to 0630 prior to his departure to site that morning and one from 1300 to 1630 after his return from site) and related travel. However, in the T&A analysis, [redacted] was already credited 3.50 hours for an afternoon meeting at the hotel and drive time to and from site (in addition to two hours of flight time and 2.50 hours of drive time to and wait time at the airport in [redacted]. Given that [redacted] was at site that morning, we did not find reasonable that he would have had a 0530 meeting with the [redacted] teams at the hotel immediately beforehand, let alone that the afternoon meeting at the hotel would require 3.50 hours. As a result, the T&A analysis was not amended. (b)(3)-P.L. 86-36

(U//~~FOUO~~) [redacted] also said that for [redacted] he may have incorrectly claimed 19 hours, rather than 15 hours, of duty time on his timesheet due to confusion over time zones. He repeated his assertion that he had a multi-hour plane delay in Denver, CO when flying home from [redacted] Further, according to [redacted] once he landed at Baltimore-Washington International (BWI) it took almost an hour and a half to get his bags and a shuttle to his car; additionally, his subsequent drive home to [redacted] which began at approximately 1900 local time, required another two hours due to "summer beach traffic." [redacted] requested a credit of 4.0 hours due to these various "delays." However, given the verified Denver weather that date and the proximity of BWI to [redacted] we did not find these explanations credible and the analysis was not amended. (b)(3)-P.L. 86-36 (b)(6) (b)(6)

(U//~~FOUO~~) In his response, [redacted] added "new recollections" of official duties for which he requested credit in the T&A analysis. According to [redacted] while on TDY to [redacted] he had a "mid-day meeting outside [of AC] at [an] [redacted] and this explained his hour and 20 minute midday gap from AC that date. Similarly, while TDY to [redacted] he walked to and attended a meeting in a building on site without AC, which explained that

[11] Although [redacted] also claimed that he should automatically be credited 30 minutes of unpaid lunch time for each of the four dates involved, in this particular circumstance unpaid meal time did not apply. For each of the four dates, [redacted] had claimed to have taken "No Meal" on his timesheet; therefore, he was not credited for a 30-minute unpaid lunch.

Release: 2019-08
NSA:09457

date's midday gap of one hour and 15 minutes. During the course of the OIG's investigation, was provided multiple opportunities to review the analysis and provide additional information relevant to the discrepancies identified in the T&A analysis; specifically, for any meeting outside of AC that believed explained a discrepancy, he was asked to provide details regarding its subject and others present who could corroborate that it took place. Given that provided no corroborating information regarding his attendance at these two newly recalled meetings outside of AC, he was not credited any time and the T&A analysis was not amended.

(U//~~FOUO~~) third and final new recollection related to his official duties on 04 June 2015. His calendar listed numerous conflicting meetings that date: a building from 0800 to 1700, from 0800 to 1600, a meetings at from 0900 to 1015 (a separate meeting was scheduled to take place simultaneously in one of NSA's Operations Buildings), a Technical Directors' Council meeting from 0900 to 0930, a meeting with supervisor to review performance objectives from 1000 to 1030, a meeting with at from 1030 to 1130, a meeting with at from 1130 to 1300, an telephonic meeting from 1330 to 1430, and, finally, a meeting with at a location to be determined from 1500 to 1630. However, according to AC records, was only present within an NSA Operations Building from 0837 to 0907 and in from 0929 to 1137 that date.

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

(U//~~FOUO~~) During his interview with the OIG, did not mention attending on 04 June 2014. Rather, he said that after leaving he used his personal cell phone to hold a telephonic meeting with the lead contractor and then met with the COR, either in hotel (if was on TDY to MD at the time) or by personal cell phone. Because was not authorized to telework or use his personal cell phone to conduct official business, he was not credited for these "meetings" on the T&A analysis.

(b)(6)

(U//~~FOUO~~) However, provided a different description of his official duties on 04 June 2015 in his response to the tentative conclusion. According to he attended the scheduled meeting with who was a representative of an NSA vendor other than the lead contractor on from 1130 to 1300 and then attended before ending the day with a telephonic meeting with Because provided no additional information regarding his purported meeting with which was scheduled to take place within FANX, but occurred during a time period for which was not within AC, he was not credited any duty time and the T&A analysis was not amended. was also not credited duty time for the telephonic meeting with However, because it was possible that attended the event for a period of time that afternoon (according to this would have been between 1300 and 1500), the OIG credited him 2.50 hours of duty time for his attendance and drive time. The T&A analysis was amended accordingly; the shortfall to the Government was reduced from 99.75 to 97.25 hours.

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

Release: 2019-08
NSA:09458

Doc ID: 6678978

(U//~~FOUO~~) Because [redacted] provided no other new information requiring additional investigation, our preliminary conclusion became final. A copy of his response is attached as Appendix N.

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

Release: 2019-08
NSA:09459

Doc ID: 6678978

IV. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that, during the period 14 July 2014 through 09 July 2015, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 97.25 hours (approximately $6,818), in violation of NSA/CSS PMM, Chapter 360, § 2-7(a) & (b), and Chapter 366, §§ 2-1(K) and 2-2(B).[12]

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

[12] [redacted] may have also violated 18 U.S.C. §§ 287 and 1001 by knowingly and willfully falsifying his timesheets. The OIG reported this potential violation to the United States Attorney's Office for the District of Maryland on 01 September 2016. Additionally, by submitting timesheets he knew to be false, [redacted] may have also violated 31 U.S.C. § 3802.

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VI. (U) DISTRIBUTION OF RESULTS

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

(U//~~FOUO~~) A copy of this report of investigation will be provided to A307 for any action deemed appropriate. A summary of the investigative findings will be provided to A5242, B214, and [redacted] management chain.

[redacted]

Senior Investigator

Concurred by:

[redacted]

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

Assistant Inspector General
For Investigations

Release: 2019-08
NSA:09461

Doc ID: 6678978

Appendix A

Applicable Authorities

Release: 2019-08
NSA:09462

Doc ID: 6678978

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

Section 1-General Provisions

...Part 1-3. Policy:

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

a. Timesheets are maintained on a daily basis;....

Section 2-Responsibilities

...Part 2-7. Employees:

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

B. Sign in and out daily on the timesheet....

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

...Section 2-Personnel and Security Standards

Part 2-1. Work Environment

...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....

Part 2-2. Personnel Security Requirements:

Employees granted access to classified information and Sensitive Compartmented information must be stable; 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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APPENDIX B

(U) Timesheets and Master Time History

Release: 2019-08
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(b) (6)

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(b) (6)

TIMESHEET FORMAT 2 Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN * Required	NAME (Last First Middle) * Required if apply Digital Signature	SID/UID Req	PP ENDING Req	PLT ROT SFT ROT
			07/26/14	

TAG/BLK	ACT UIC (Agency) * Req	DIST (Org) * Req	Timekeeper SID Req	HOURS OF WORK (WS 0 1 5 & 6) (From) *	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	80	RG	1		8	8	8	8	8	
			2		8	8	8	8	8	
Travel Comp Time Earned	19	CB	1							
			2					8.00	11 00	
			1							
			2							
			1							
			2							
			1							
			2							

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

REG	80	OT		COMP/ CREDIT	19	HOL		SUN		2ND		3RD		ND		E/H		LV		NP/LV	

		WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
		IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
13	SUN																		
14	MON	0800	1600						X	8	0800	1600						X	8
15	TUE	0800	1600						X	8	0800	1600						X	8
16	WED	0800	1600						X	8	0800	1600						X	8
17	THU	0800	1600						X	8	0800	2400						X	16
18	FRI	0800	1600						X	8	2400	1900						X	19
	SAT																		

21 22 23 24 25

REMARKS	CERTIFICATION: Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, did not suffer or permit any overtime work other than as reported for this pay period.
TD4A003314	Certifier Secure Phone * Req: 969-5240 / Non-Secure Phone * Required / SID * Req
EMPLOYEE'S SIGNATURE (Must be 18 or older. SSN, Name, DP Req, Addr, TIN, DOB, 2nd CERT Agency sign)	CERTIFIER'S SIGNATURE / Sent to payroll on / Entered in DCPS

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(b) (6)

TIMESHEET FORMAT 2 Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last First Middle) ** Required to apply Digital Signature	SID/UID ** Req	PP ENDING Req	PLT ROT SFT ROT
			08/09/14	

TAG/BLK	ACT DIC (Agency) ** Req	DIST (Org) ** Req	Timekeeper SID Req	HOURS OF WORK (HRS 0 1 & 5) (From)*	(To)
	N				

STD JOB

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Req **	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	35	RG	1							
			2		6.5	7.5	9	7	5	
Travel Comp Time Taken	19	CF	1		8.00	8.00	3.00			
			2							
Credit Taken	23	CN	1				5.00	8.00	8.00	
			2		2.00					
Annual Leave	3	LA	1							
			2						3.00	
			1							
			2							

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

REG	35	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	45	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
27 SUN																		3
28 MON								X		0815	1445						X	6.5
29 TUE								X		0745	1515						X	7.5
30 WED								X		0725	1625						X	9
31 THU								X		0730	1430						X	7
1 FRI								X		0830	1330						X	5
2 SAT																		

3 4 5 6 7 8

REMARKS

CERTIFICATION Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone ** Req	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Entered in DCPS

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

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN	NAME (Last First Middle)	SID/UID	PP ENDING	PLT ROT SFT ROT
			08/23/14	

TAG/BLK	ACT (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80.00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	59	RG	1		8				8	
			2		12.5	9	9	12.5		
Annual Leave	13	LA	1			8.00	5.00			
			2							
Sick Leave	8	LS	1					8.00		
			2							
			1							
			2							
			1							
			2							

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

REG	59	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	21	NP/LV	

	WEEK 1 IN	OUT	IN	OUT	IN	OUT	HOL	MEAL	HOURS WORKED	WEEK 2 IN	OUT	IN	OUT	IN	OUT	HOL	MEAL	HOURS WORKED	
10 SUN																			
11 MON	0830	1630						X	8	0530	1800						X	12.5	18
TUE										0800	1700						X	9	19
WED										0800	1700						X	9	20
THU										0800	2030						X	12.5	21
15 FRI	0830	1630						X	8										
SAT																			

REMARKS

CERTIFICATION: Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period.

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

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(b) (6)

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

TIMESHEET FORMAT 2 Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN ** Required		NAME (Last, First, Middle) ** Required to apply Digital Signature		PP ENDING	PLT ROT SFT ROT
TAG/BLK	ACT UIC (Agency) ** Req	DIST (Org) ** Req		09/06/14	
	N			Timekeeper SID	HOURS OF WORK (MMS 0 1 5 5 5) (From)* (To)
STD JON					

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT										LH0					
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	60	RG	1		4	6.5	7	10.5	4.5	
			2			9		10	8.5	
Annual Leave	9	LA	1		5.00					
			2				4 00			
Holiday Leave	8	LH	1							
			2		8.00					
Administrative Leave	3	LN	1						3 00	
			2							
			1							
			2							

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

REG	60	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	20	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
MON	0730	1130						X	4							X		
TUE	0815	1445						X	6.5	0745	1645						X	9
WED	0815	1515						X	7									
THU	0830	1900						X	10.5	0830	1830						X	10
FRI	0715	1145						X	4.5	0830	1700						X	8.5
SAT																		

25 26 27 28 29 — 2 4 5

REMARKS
LN- 3 hours Admin leave approved by the Director NSA/CSS; August 29, 2014

LH- 8 hours Holiday Leave; September 1st. 2014

CERTIFICATION. Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

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(b) (6)

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last, First, Middle) ** Required	SID/UID **	PP ENDING **	PLT ROT SFT ROT
			09/20/14	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours – Graded	80	RG	1		9	7	8	7	6	
			2	6	9	10	8	10		
Travel Comp Time Earned	20	CB	1							
			2		8.00			12.00		
			1							
			2							
(b) (3)-P.L. 86-36			1							
			2							
			1							
			2							

REG	80	OT		COMP/ CREDIT	20	HOL		SUN		2ND		3RD		ND		E/H		LV		NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN										1800	2400						X	6
MON	0730	1630						X	9	2400	1700						X	17
TUE	0830	1530						X	7	0800	1800						X	10
WED	0800	1600						X	8	0800	1600						X	8
THU	0830	1530						X	7	0100	2300						X	22
FRI	0815	1445							6									
SAT																		

8 9 10 11 12 — 14 15 16 17 18

REMARKS
RTA TD4A004260

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone **	Non-Secure Phone ** Required	SID **
966-6321		

EMPLOYEE'S SIGNATURE (Must include SSN Name PP End AWS TP Hol Sft JAS Agency Assign)

CERTIFIER'S SIGNATURE

Sent to payroll

Entered in DCPS

FORM P3091B 30 JUNE 2014 REV 4.0 NSN 7540-FM-001 5538
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TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN (Required)	NAME (Last, First, Middle) (Required if Digital Signature)	STD/UID	PP ENDING	PLT ROT SFT ROT
			10/04/14	

TAG/BLK	ACT UIC (Agency) (Req)	DST (Org)	Timekeeper SID	HOURS OF WORK (MM DD YY) (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	68	RG	1		10	7 5	2 5	10	6 5	
			2		8	8		8	7 5	
Sick Leave	8	LS	1							
			2				8.00			
Travel Comp Time Taken	4	CF	1				4.00			
			2							
			1							
			2							
			1							
			2							

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

REG	68	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	12	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN																			
22 MON	0710	1710						X	10	0730	1530						X	8	29
23 TUE	0830	1600						X	7 5	0820	1620						X	8	30
24 WED	0830	1100						X	2.5										
25 THU	0830	1830						X	10	0830	1630						X	8	2
26 FRI	0740	1440							6 5	0730	1530							7 5	3
SAT																			

REMARKS

CERTIFICATION: Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period.

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE (Add'l signature may be required by Agency)

CERTIFIER'S SIGNATURE

Supersedes All previous versions of P3091B which are obsolete

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(b) (6)

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(b) (6)

TIMESHEET FORMAT 2

Privacy Act Statement. See 'Go E-Timesheets' for current statement

SSN (Required)	NAME (Last, First, Middle)	SID/UID (Text)	PP ENDING	PLT ROT SFT ROT
			10/18/14	

TAG/BLK	ACT OIC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (HHS 1 & 2) (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR (Begin/End)	5														80 00
TYPE/SHIFT										LH 0					
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	42	RG	1		4	9				
			2		7	11.5	3 5	7		
Annual Leave	11	LA	1		3.00		8.00			
			2							
Travel Comp Time Taken	16	CF	1					8 00	8 00	
			2							
Holiday Leave	8	LH	1							
			2		8.00					
Sick Leave	3	LS	1							
			2					3 00		

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

REG	42	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	38	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN																			
MON	0800	1200						X	4							X			6
TUE	0745	1645						X	9	0745	1445						X	7	14
WED										0815	1945						X	11 5	15
THU										0730	1100						X	3 5	16
FRI										0730	1430						X	7	17
SAT																			

7

REMARKS

CERTIFICATION Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, did not suffer or permit any overtime work other than as reported for this pay period.

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE (Must Include SSN Same PIN and TRACE ID) | CERTIFIER'S SIGNATURE | Submit to DCPS

[illegible] 30 JUNE 2014 REV 4.0 NSN 7540-FM-001-5538
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(b) (6)

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN (Required)	NAME (Last, First, Middle) (Required to apply Digital Signature)	SID/UID (Req	PP ENDING	FLT ROT SFT ROT
			11/01/14	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR (Required)	5														80.00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours – Graded	61	RG	1		8.5	6.5	8	4	4	
			2		6	6	6	8	4	
Annual Leave	7	LA	1					4.00	3.00	
			2							
			1							
			2							
Excused Absence	4	LV	1							
			2						4.00	
Sick Leave	8	LS	1						5.00	
			2		3.00					

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

REG	61	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	19	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN																			
20 MON	0830	1700						X	8.5	0815	1415						X	6	27
21 TUE	0830	1500						X	6.5	0900	1500						X	6	28
22 WED	0830	1700							8	0815	1415						X	6	29
23 THU	0730	1130						X	4	0815	1645							8	30
24 FRI	0800	1200						X	4	0830	1230						X	4	31
SAT																			

REMARKS
(4 of hours) excused absence approved by ADHR for MBA IAW NSA/CSS PMM 363, Section 6-17

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE (Must be Coordinator, SSN, Name, or End Date, for GT, AD, ORG, Agency, etc.)

CERTIFIER'S SIGNATURE

Sent to payroll on

Entered in DCPS

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NSA:09472

Doc ID: 6678978

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CLASSIFICATION

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last, First, Middle) ** Required	*SID/UID	PP ENDING	PLT ROT SFT ROT
			11/15/14	

TAG/BLK	ACT LOC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (HHMM) (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80.00
TYPE/SHIFT											LH 0				
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	60	RG	1		7.5	11	13.5		4	
			2				8	8	8	
Annual Leave	8	LA	1							
			2		8.00					
Holiday Leave	8	LH	1							
			2			8.00				
Excused Absence	4	LV	1						4 00	
			2							
			1							
			2							

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

REG	60	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	20	NP/LV	

	WEEK 1						HOL	MEDAL	HOURS WORKED	WEEK 2						HOL	MEDAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN																			
3 MON	0830	1600						X	7 5										
4 TUE	0700	1800						X	11							X			
5 WED	0800	2130						X	13.5	0745	1545						X	8	12
THU										0745	1545						X	8	13
7 FRI	0830	1230						X	4	0730	1600							8	14
SAT																			

REMARKS
(4 of hours) excused absence approved by ADHR for MBA IAW NSA/CSS PMM 363, Section 6-17 "

CERTIFICATION: Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations For non-exempt FLSA did not suffer or permit any overtime work other than as reported for this pay period.

Certifier Secure Phone ** Required	Non-Secure Phone ** Required	SID
966-6321		

EMPLOYEE'S SIGNATURE (Must Correspond to SSN Name PP End AWS Tag/BLK ACT LOC DIST LOC Agency Org)

CERTIFIER'S SIGNATURE

Sent to payroll on | Entered in DCPS

FORM P3091E (6) JUNE 2014 REV 4.5 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091E which are obsolete

Derived From
Dated
Declassify On

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CLASSIFICATION

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(b) (6)

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

TIMESHEET FORMAT 2 Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN * Required	NAME (Last, First, Middle)	*SID/UID	PP ENDING	PLT ROT / SFT ROT
			11/29/14	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR	5														8000
TYPE/SHIFT													LH 0		
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours – Graded	38	RG	1		12	8	14		4	
			2							
Annual Leave	24	LA	1							
			2			8.00	8.00		8.00	
Holiday Leave	8	LH	1							
			2					8.00		
Sick Leave	3	LS	1		3.00					
			2							
Excused Absence	4	LV	1						4.00	
			2							

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

REG	38	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	42	NP/LV	

	WEEK 1						HOL	VAC/ OA	HOURS WORKED	WEEK 2						HOL	VAC/ OA	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
17 MON	0500	1700						X	12									
18 TUE	0900	1700						X	8									
19 WED	0900	2300						X	14									
THU																		
21 FRI	0730	1130						X	4									
SAT																		

REMARKS
(4 of hours) excused absence approved by ADHR for MBA IAW NSA/CSS PMM 363, Section 6-17 "

Admin leave approved by the Director NSA/CSS "

CERTIFICATION Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	S.D.
966-6322		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Sent to pay: all on

Entered in PCFS

FORM P30918 30 JUNE 2014 REV 4 0 NSN 7540-FM-001-5536
Supersedes All previous versions of P30918 which are obsolete

Derived From:
Dated
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CLASSIFICATION

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CLASSIFICATION

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

(b) (6)

CONTINUATION PAGE

TIMESHEET FORMAT 2

Privacy Act Statement. See 'Go E-Timesheets' for current statement

SSN	NAME (Last First Middle)	SID	PP ENDING	PLT ROT / SFT ROT
			11/29/14	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper's SID	HOURS OF WORK (PWS 1 6 & 8) (From)	(To)
	N				

STD JON

This page and the Type Hour Entry lines below are provided as a supplement to page 1. This page is not intended to and does not replace page 1. This page is not valid without page 1.

All calculated line totals are incorporated into the summary line on page 1

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

Employee and Certifier ***MUST*** sign ***BOTH*** pages before the Timesheet can be submitted.

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Administrative Leave	3	LN	1							
			2				3 00			
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							

REMARKS

CERTIFICATION. Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

CERTIFIER'S PHONE (Secure)	(Non-Secure)	SID
966-6322		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
Declassify On:

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CLASSIFICATION

Release: 2019-08
NSA:09475

Doc ID: 6678978

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CLASSIFICATION ** Required to apply Digital Signature

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

(b) (6)

TIMESHEET FORMAT 2 Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last First Middle) ** Required to apply Digital Signature	SID/UID ** Req	PP ENDING ** Req	PLT ROT SFT ROT
			2/13/14	

TAG/BLK	ACT UIC (Agency) ** Req	DIST (Org) ** Req	Timekeeper SID	HOURS OF WORK (HHMM 0-1 & 6) (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours – Graded	56	RG	1		8		8.5	8		
			2			7.5	8	5	11	
Annual Leave	24	LA	1			8.00			8 00	
			2		8.00					
Credit Earned	8	CD	1							
			2				3.00	3 00	2 00	
			1							
			2							
			1							
			2							

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

REG	56	OT		COMP/ CREDIT	8	HOL		SUN		2ND		3RD		ND		E/H		LV	24	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
MON	0830	1630						X	8									
TUE										0830	1630							7 5
WED	0830	1700						X	8.5	0700	1800						X	11
THU	0815	1615						X	8	0900	1700						X	8
FRI										0900	2200						X	13
SAT																		

1 3 4 — 9 10 11 12

REMARKS

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE (Must be signature as typed in Block 2 For AWS Time Add SID Block Agency Use)

CERTIFIER'S SIGNATURE

Certified Day and Time

Entered in IRFS

Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
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CLASSIFICATION ** Required to apply Digital Signature

Release: 2019-08
NSA:09476

Doc ID: 6678978

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CLASSIFICATION

(b) (6)

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

TIMESHEET FORMAT 1 Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last, First Middle)	SID/UID	PP ENDING	PLT ROT SFT ROT
			12/27/14	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper's SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR	5														80 00
TYPE/SHIFT			RG 0	RG 0	RG 0	RG 0	RG 0			RG 0	RG 0	RG 0	LH 0	LH 0	
GRADED NITE DIFF															

WEEK	DAY	TYPE HOUR	HOURS	JOB ORDER NUMBER	E/H, OTHER	LAST HOUR	TMP SFT	NITE DIFF	INJ NO
1	2	RG	8		TW				
1	3	RG	8						
1	4	LA	8						
1	5	RG	8						
1	6	LA	8						
2	2	LA	8						
2	3	LA	8						
2	4	LA	5						
2	4	LN	3						
2	5	LH	8						
2	6	LH	8						

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

REG	24	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H	8	LV	56	NF/LV	

	WEEK 1 IN	OUT	IN	OUT	IN	OUT	HOL	UNEQL	HOURS WORKED	WEEK 2 IN	OUT	IN	OUT	IN	OUT	HOL	UNEQL	HOURS WORKED
SUN																		
15 MON	0800	1630							8									
16 TUE	0830	1630						X	8									
WED																		
18 THU	0815	1615						X	8							X		
FRI																X		
SAT																		

REMARKS
Holiday Leave IAW E O dated 5 December 2014

Admin leave approved by the Director NSA/CSS

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	SID
966-6322		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Enclosed 0 COPIES

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Dated
Declassify On

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NSA:09477

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CLASSIFICATION

(b) (6)

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement.

SSN	NAME (Last, First, Middle)	SID/UID	PP ENDING	PLT ROT SFT ROT
			01/10/15	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR	5														80 00
TYPE/SHIFT						LH 0									
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded		RG	1							
			2							
Annual Leave	68	LA	1		8.00	8.00	4 00		8.00	
			2		8 00	8.00	8.00	8.00	8.00	
Holiday Leave	8	LH	1					8.00		
			2							
Administrative Leave	3	LN	1				3 00			
			2							
Credit Taken	1	CN	1				1.00			
			2							

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

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

REG		OT		CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	80	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
MON																		
TUE																		
WED																		
THU							X											
FRI																		
SAT																		

REMARKS
Admin leave approved by the Director NSA/CSS

CERTIFICATION Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE (Verify name/address, SSN here, 1st Pay Day in 2nd Pay Period)

CERTIFIER'S SIGNATURE

Sent to pay roll on

Entered in DCPS

FORM P3091B 30 JUNE 2014 REV 4.0 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091B which are obsolete

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

(b) (6)

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last First Middle)	STD/UID Req	PP ENDING Req	PLT ROT SFT ROT
			01/24/15	

TAG/BLK	ACT UIC (Agency) Req	DIST (Org) **	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80.00
TYPE/SHIFT										LH 0					
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	67 5	RG	1		3 5	9	6	8	8	
			2			9	8.5	9	6 5	
Administrative Leave	4.5	LN	1		4 50					
			2							
Holiday Leave	8	LH	1							
			2		8 00					
Credit Earned	2	CD	1							
			2					2 00		
			1							
			2							

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

REG	67.5	OT		COMP/ CREDIT	2	HOL		SUN		2ND		3RD		ND		E/H		LV	12 5	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
12 MON	1200	1530						X	3 5							X		
13 TUE	0730	1630						X	9	0730	1630						X	9
14 WED	1000	1600						X	6	0800	1630						X	8 5
15 THU	0800	1600						X	8	0830	1930						X	11
16 FRI	0800	1600						X	8	0810	1510							6 5
SAT																		

20 21 22 23

REMARKS
'20150112 - LN - Code Yellow'

CERTIFICATION. Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Entered in DCPS

FORM P3091B 30 JUNE 2014 REV 4.0 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091B which are obsolete

Derived From:
Dated:
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CLASSIFICATION

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN	NAME (Last First Middle)	SAD/UID	PP ENDING	PLT ROT SFT ROT
			02/07/15	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Time Keeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours – Graded	72 5	RG	1		8 5	5.5	9 5	8 5	6	
			2		4	7 5	7	8	8	
Administrative Leave	3 5	LN	1			3 50				
			2							
Sick Leave	4	LS	1							
			2		4 00					
Credit Earned	4	CD	1							
			2			2 00			2 00	
			1							
			2							

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

REG	72.5	OT		COMP/ CREDIT	4	HOL		SUN		2ND		3RD		ND		E/H		LV	7 5	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
MON	0830	1700						X	8 5	0800	1200						X	4
TUE	1100	1630						X	5 5	0800	1730						X	9 6
WED	0730	1700						X	9 5	0800	1500						X	7
THU	0730	1600						X	8 5	0815	1615						X	8
FRI	0945	1545						X	6	0710	1710						X	10
SAT																		

26 27 28 29 30

2 3 4 5 6

REMARKS
'20150127 - LN - Code Yellow'

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt PLSA, I did not suffer or permit any overtime work other than as reported for this pay period.

Certifier Secure Phone	Non-Secure Phone	FAX
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Form P3091B 30 JUNE 2014 REV 4.0 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
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CLASSIFICATION

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Doc ID: 6678978

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CLASSIFICATION ** Required to apply Digital Signature

(b) (6)

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

TIMESHEET FORMAT 2 Privacy Act Statement. See 'Go E-Timesheets' for current statement

SSN ** Required				SID/UIC **	PP ENDING ** 02/21/15	PLT ROT SPT ROT
TAG/BLK	ACT UIC (Agency) ** N	DIST (Org) **		Timekeeper SID	HOURS OF WORK (MVS 1 & 5) (From)	(To)
STD JON						

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80.00
TYPE/SHIFT										LH 0					
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	64	RG	1		8 5	7	7	7	8	
			2				8	10	8 5	
Administrative Leave	8	LN	1							
			2			8.00				
Sick Leave		LS	1							
			2							
Credit Earned	6	CD	1			2.00	2.00	2.00		
			2							
Holiday Leave	8	LH	1							
			2		8 00					

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

REG	64	OT		COMP/ CREDIT	6	HOL		SUN		2ND		3RD		ND		E/H		LV	16	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
9 MON	0800	1630						X	8.5							X		
10 TUE	0845	1745						X	9									
11 WED	0715	1615						X	9	0840	1640						X	8
12 THU	0715	1615						X	9	0710	1710						X	10
13 FRI	0800	1600						X	8	0700	1530						X	8 5
SAT																		

18 19 20

REMARKS
Code Red 20150217
Holiday: 20150216

CERTIFICATION. Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone **	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE | CERTIFIER'S SIGNATURE

Supersedes All previous versions of P3051B which are obsolete

Derived From
Dated
Declassify On

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
CLASSIFICATION ** Required to apply Digital Signature

Release: 2019-08
NSA:09481

Doc ID: 6678978

UNCLASSIFIED//FOR OFFICIAL USE ONLY//
CLASSIFICATION

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

TIMESHEET FORMAT 2 Privacy Act Statement See 'Go E-Timesheets' for current statement

(b) (6)

SSN (Required) | NAME (Last First Middle) | SEQUID (Req) | PP ENDING (Req) 03/07/15 | PT POT SIT POT

TAG/BLK | Agency (Agency) N | Dept Org | Timekeeper Sit | Hours of Work (From) (To)

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR (required)	5														80 00
TYPE SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER - DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours - Graded	60 5	RG	1		7	10	9	10 5		
			2		6 5	10	7 5			
Administrative Leave	11 5	LN	1						6	
			2		3 50			8 00		
~~Sick Leave~~	8		1						2	
			2							
Credit Taken	2	CN	1							
			2						2	
			1							
			2							

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

REG	60 5	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	19 5	NP/LV	

	WEEK 1 IN	OUT	IN	OUT	IN	OUT	HOL	MEAL	HOURS WORKED	WEEK 2 IN	OUT	IN	OUT	IN	OUT	HOL	MEAL	HOURS WORKED
SUN																		
23 MON	1010	1710						X	7	1100	1730						X	6 5
24 TUE	0650	1650						X	10	0730	1730						X	10
25 WED	0850	1750						X	9	0900	1630						X	7 5
26 THU	0720	1750						X	10 5									
FRI																		
SAT																		

2 3 4

REMARKS
20150302 - LN - Code Yellow
20150305 - LN - Code Red
20150306 - LN - Code Yellow

CERTIFICATION Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone 568-6321 | Non-Secure Phone | SIG

EMPLOYEE'S SIGNATURE

FORM P3991B 30 JUNE 2014 REV 4 5 NSN 7540-FM-001-XXXX
Supersedes All previous versions of P3991B which are obsolete

Derived From
Dated
Declassify On

UNCLASSIFIED//FOR OFFICIAL USE ONLY//
CLASSIFICATION

Release: 2019-08
NSA:09482

Doc ID: 6678978

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CLASSIFICATION

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN	NAME (Last First Middle)	SIG/UID	PP ENDING	PLT ROT SET ROT
			03/21/15	

TAG/BLK	ACT UIC (Agency)	DIST (Org)	Timekeeper SID	HOURS OF WORK (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	74	RG	1				12	10	7 5	
			2		8 5	9	11	8	8	
			1							
			2							
Sick Leave	6	LS	1			6 00				
			2							
			1							
			2							
			1							
			2							

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

REG	74	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	6	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN																		
MON										0830	1700						X	8 5
TUE										0810	1710						X	9
WED	0715	1915						X	12	0900	2000						X	11
THU	0820	1820						X	10	0830	1630						X	8
FRI	0850	1620						X	7 5	0830	1630						X	8
SAT																		

11 12 13 16 17 18 19 20

REMARKS	CERTIFICATION: Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period.
	Certifier Secure Phone: 966-6321
	Non-Secure Phone:
	SID:
EMPLOYEE'S SIGNATURE	CERTIFIER'S SIGNATURE
	Sent to payroll on:
	Entered in DCPS

DA FORM 5501B, JUNE 2014, REV 4.0, NSN 7340-FM-001-5538
Supersedes All previous versions of F5051B which are obsolete

Derived From:
Dated:
Declassify On:

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~//
CLASSIFICATION

Release: 2019-08
NSA:09483

Doc ID: 6678978

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CLASSIFICATION ** Required to apply Digital Signature

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

(b) (6)

TIMESHEET FORMAT 2 Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required		NAME (Last, First, Middle) ** Required to apply Digital Signature		SID/UID	PP ENDING	PLT ROT SFT ROT
TAG/BLK	ACT UIC (Agency) **	DIST (Org) **			04/04/15	
	N			Timekeeper SID	HOURS OF WORK (AWS 0,1,6,4,5) (From)*	(To)
STD JON						

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	80	RG	1		13	8	12	7 5		
			2		10	11	5	9 5	4	
Credit Earned	3.5	CD	1				3 50			
			2							
Travel Comp Time Earned	2	CB	1		2.00					
			2							
			1							
			2							
			1							
			2							

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

REG	80	OT		COMP/ CREDIT	5.5	HOL		SUN		2ND		3RD		ND		E/H		LV		NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN																			
23 MON	0400	1900				Travel Comp		X	15	0900	1900						X	10	30
24 TUE	0800	1600						X	8	0810	1910						X	11	31
25 WED	0700	2230						X	15 5	0730	1230						X	5	1
26 THU	0800	1600							7 5	0630	1600						X	9 5	2
FRI										0800	1200						X	4	3
SAT																			

REMARKS
RTA - TD5A007265

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone ** Req.	Non-Secure Phone	SID **
966-6321		

EMPLOYEE'S SIGNATURE (Only if Certification and Verification are done by employee and/or 3rd Party Agency to sign)

CERTIFIER'S SIGNATURE

Signed on paper (Y/N)

Entered in DCPS

FORM P3091B 30 JUNE 2014 REV 4.0 NSN 7540-FM-001 5536
Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
Declassify On

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CLASSIFICATION ** Required to apply Digital Signature

Release: 2019-08
NSA:09484

Doc ID: 6678978

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CLASSIFICATION

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement. See 'Go E-Timesheets' for current statement

SSN ** Required		NAME (Last First Middle) ** Required to apply Digital Signature		SID/UID ** Req	PP ENDING ** Req	PLT ROT SFT ROT
TAG/BLK	ACT UIC (Agency) ** Req: N	DIST (Org) ** Req			04/18/15	
				Timekeeper SID	HOURS OF WORK (MMS 0 1 6 A 5) (From)	(To)
STD JON						

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
TYPE/SHIFT															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	36	RG	1							
			2		10	10		8.5	7.5	
Credit Taken	24	CN	1		8 00	8 00	8 00			
			2							
Travel Comp Time Taken	2	CF	1					2.00		
			2							
Annual Leave	10	LA	1					2 00	8 00	
			2							
Sick Leave	8	LS	1							
			2				8 00			

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

REG	36	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	44	NP/LV	

	WEEK 1						HOL	MEDA	HOURS WORKED	WEEK 2						HOL	MEDA	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN																			
MON										0740	1740						X	10	13
TUE										0740	1740						X	10	14
WED																			
THU										0720	1150	1250	1650				X	8 5	16
FRI										0750	1500						X	7 5	17
SAT																			

5

REMARKS

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone ** Req	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE (Must be consistent with Name in Enc AWS Pin Init, KEYORG Agency assign)

CERTIFIER'S SIGNATURE

Date pay will be | Entered in DCPS

FORM P3091B 30 JUNE 2014 REV 4.0 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
Declassify On

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CLASSIFICATION

Release: 2019-08
NSA:09485

Doc ID: 6678978

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Classification

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required		NAME (Last First Middle) * Required to apply digital signature		SID/UID * For...	PP ENDING mm/dd/yy	PLT ROT SFT ROT
TAG/BLK	ACT (Agency) * For...	DEST (Org) * For...			05/02/15	
	N			Timekeeper SID * For...	HOURS OF WORK (AKST & AKDT) (From)	(To)
STD JON						

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5*														80 00
Type/Shift															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	72	RG	1	7	7	8	8	8	10	
			2		8	8		4	4	
Sick Leave	8	LS	1							
			2				8 00			
Credit Earned	18	CD	1	3 00	3 00				7 00	
			2					3 00	2 00	
(b) (3)-P.L. 86-36			1							
			2							
			1							
			2							

REG	72	OT		COMP/ CREDIT	18	HOL		SUN		2ND		3RD		ND		E/H		LV	8	NF/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
19 SUN DAY 1	1400	2400						X	10										
20 MON DAY 2	2400	1000						X	10	0820	1650							8	27
21 TUE DAY 3	0800	1630							8	0830	1630						X	8	28
22 WED DAY 4	0800	1630							8										
23 THU DAY 5	0800	1630							8	0815	1515						X	7	30
24 FRI DAY 6	0530	2230						X	17	0815	1415						X	6	1
SAT DAY 7																			

REMARKS

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone * For...	Non-Secure Phone * For...	SID * For...
966-6321		

EMPLOYEE'S SIGNATURE (Must be Employee's SSN Name (Last First MI) * SID SC CAO Agency Assign)

CERTIFIER'S SIGNATURE

Signed by payroll on | Entered in DCPS

FORM P30913 JAN RIL 2015 REV 3 (NSN 7540-FM-001-5358)
Supersedes All previous versions of P30913 which are obsolete

Derived From
Dated
Declassify On.

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
CLASSIFICATION

Release: 2019-08
NSA:09486

Doc ID: 6678978

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Classification

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go.E-T mesheets' for current statement

SSN * Required		NAME (Last, First, Middle) * Required		SID/UID Req	PP ENDING * Req	PLT ROT SFT ROT
TAG/BLK	ACT (Agency) * Req: N	DIST (Org) * Req			05/16/15	
				Timekeeper SID * Req	HOURS OF WORK (HVS 0 1 & 8 9) (From)	(To)
STD JON						

	A W S	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80 00
Type/Shift															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	75	RG	1		9	8	8		3	
			2		8.5	15	8	8	7 5	
Sick Leave	5	LS	1							
			2						5.00	
Travel Comp Time Earned	12	CB	1							
			2		6.00				6.00	
			1							
			2							
(b) (3)-P.L. 86-36			1							
			2							

REG	75	OT		COMP/ CREDIT	12	HOL		SUN		2ND		3RD		ND		E/H		LV	5	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED	
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT				
SUN DAY 1																			
MON DAY 2	0800	1700						X	9	0330	1800						X	14 5	11 CB
TUE DAY 3	0815	1615						X	8	0900	2400						X	15	12
WED DAY 4	0815	1615						X	8	0800	1630							8	13
THU DAY 5										0800	1630							8	14
FRI DAY 6	0815	1115						X	3	0830	2200						X	13 5	15 CB
SAT DAY 7																			

4
5
6
8

REMARKS
RTA - TD5A011799

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone * Req	Non-Secure Phone * Required	SID * Req
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Sent to payroll on

Entered in DCPS

FORM P3091B S APRIL 2015 REV 5.0 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
Declassify On

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
CLASSIFICATION

Release: 2019-08
NSA:09487

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Classification

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last, First, Middle) ** Required to apply e-mail signature	SID/UID ** Req	PP ENDING ** Req	PLT ROT SFT ROT
			05/30/15	

TAG/BLK	ACT UIC (Agency) ** Req	DIST (Org) ** Req	Timekeeper SID	HOURS OF WORK (AAS D I & A S) (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Required	5														80.00
Type/Shift										LH 0					
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	41	RG	1				4		5	
			2			8	10	6	8	
Sick Leave	24	LS	1		8.00	8.00		8 00		
			2							
Travel Comp Time Taken	4	CF	1				4.00			
			2							
Administrative Leave	3	LN	1						3 00	
			2							
Holiday Leave	8	LH	1							
			2		8.00					

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

REG	41	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	39	NF/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN DAY 1																		
MON DAY 2																		
TUE DAY 3										0800	1600						X	8
WED DAY 4	0800	1200						X	4	0900	1900						X	10
THU DAY 5										0800	1400						X	6
FRI DAY 6	0800	1300						X	5	0615	1415						X	8
SAT DAY 7																		

20 22 26 27 28 29

REMARKS
LN – 3 Hours -- Admin leave approved by the Director NSA/CSS

CERTIFICATION: Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA: I did not suffer or permit any overtime work other than as reported for this pay period.

Certifier Secure Phone	Non-Secure Phone	SID
966-6321		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Entered in DCPS

Supersedes All previous versions of P2091B which are obsolete

Derived From:
Dated:
Declassify On:

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CLASSIFICATION

Release: 2019-08
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Classification

(b) (6)

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

TIMESHEET FORMAT 2

Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN ** Required	NAME (Last, First, Middle) ** Required to apply Digital Signature	SID/UID ** Req	PP ENDING ** Req	PLT ROT SFT ROT
			06/13/15	

TAG/BLK	ACT UIC (Agency) ** Req	DIST (Org) ** Req	Timekeeper SID	HOURS OF WORK (HHMM 24 HR) (From)	(To)
	N				

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Req Hrs	5														80 00
Type/Shift															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	80	RG	1		7	7	8	7	8	
			2		8	9	8	10.5	7 5	
Credit Earned	6	CD	1		3 00			3.00		
			2							
Comp Time Earned	4	CE	1							
			2			4 00				
			1							
			2							
			1							
			2							

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

REG	80	OT		COMP/ CREDIT	10	HOL		SUN		2ND		3RD		ND		E/H		LV		NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN DAY 1																		
MON DAY 2	0800	1800						X	10	0830	1700							8
TUE DAY 3	0800	1500						X	7	0700	1800	1930	2130				X	13
WED DAY 4	0830	1630						X	8	0800	1600						X	8
THU DAY 5	0830	1830						X	10	0730	1800						X	10 5
FRI DAY 6	0800	1600						X	8	0730	1500						X	7 5
SAT DAY 7																		

1 2 3 4 5 — 8 9 10 11 12

REMARKS

CERTIFICATION Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone **	Non-Secure Phone **	SID
966-6321		

EMPLOYEE'S SIGNATURE (Must be Classified SSN Name FOR OFFICIAL USE ONLY Agency Assigned)

CERTIFIER'S SIGNATURE

Date Verified by OOPS

FORM 3091B 3 APRIL 2015 REV 5 0 NSN 7540-FM-001-5538
Supersedes All previous versions of R3091B which are obsolete

Derived From
Dated
Declassify On

UNCLASSIFIED~~FOR OFFICIAL USE ONLY~~
CLASSIFICATION ** Required, Digital Signature

Release: 2019-08
NSA:09489

Doc ID: 6678978

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Classification

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

(b) (6)

TIMESHEET FORMAT 2 Privacy Act Statement See 'Go E-Timesheets' for current statement

SSN * Required | NAME (Last First Middle) * | SID/UID * | PP ENDING * 06/27/15 | PLT ROT SFT ROT

TAG/BLK | ACT UIC (Agency) N | D.ST (Org) | Timekeeper S.C. | HOURS OF WORK (From) | (To)

STD JON

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FR	SAT
TOUR Required	5														80 00
Type/Shift															
GRADED NITE DIFF															

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	25	RG	1			10	8	7		
			2							
Travel Comp Time Taken	8	CF	1						8 00	
			2							
*Credit Taken	24	CN	1							
			2		8 00	8 00	8.00			
Comp Time Taken	4	CT	1							
			2					4 00		
Sick Leave	8	LS	1		8 00					
			2							

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

REG	25	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	55	NP/LV	

	WEEK 1 IN	OUT	IN	OUT	IN	OUT	HOL	MEDAL	HOURS WORKED	WEEK 2 IN	OUT	IN	OUT	IN	OUT	HOL	MEDAL	HOURS WORKED
SUN DAY 1																		
MON DAY 2																		
16 TUE DAY 3	0745	1745						X	10									
17 WED DAY 4	0800	1600						X	8									
18 THU DAY 5	0730	1430						X	7									
FRI DAY 6																		
SAT DAY 7																		

REMARKS

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA, did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone * | Non-Secure Phone | SID
986-6322

EMPLOYEE'S SIGNATURE | CERTIFIER'S SIGNATURE

FORM P30918 5 APRIL 2013 REV 5.0 NSN 7540-FM-001-5538
Supersedes All previous versions of P30918 which are obsolete

Derived From
Dated
Declassify On

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CLASSIFICATION

Release: 2019-08
NSA:09490

#2

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CLASSIFICATION

(b) (6)

CONTINUATION PAGE

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-T mesheets' for current statement

SSN		NAME (Last, First Middle)		SID	PP ENDING	PLT ROT SFT ROT
TAG/BLK	ACT UIC (Agency)	DIST (Org)			06/27/15	
	N			Timekeeper's SID	HOURS OF WORK (From)	(To)
STD JON						

This page and the Type Hour Entry lines below are provided as a supplement to page 1. This page is not intended to and does not replace page 1. This page is not valid without page 1.

All calculated line totals are incorporated into the summary line on page 1.

Employee and Certifier ***MUST*** sign ***BOTH*** pages before the Timesheet can be submitted.

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Annual Leave	11	LA	1							
			2					5.00	6.00	
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
			2							
			1							
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			1							
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			2							
			1							
			2							
			1							
			2							
			1							
			2							

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

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

REMARKS

CERTIFICATION. Attendances and absences certified correct. Overtime approved in accordance with existing laws and regulations. For non-exempt FLSA, I did not suffer or permit any overtime work other than is reported for this pay period

CERTIFIER'S PHONE (Secure)	(Non-Secure)	SID
966-6322		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

Supersedes All previous versions of P3091B which are obsolete

Derived From:
Dated
Declassify On

UNCLASSIFIED/~~FOR OFFICIAL USE ONLY~~
CLASSIFICATION

Release: 2019-08
NSA:09491

Doc ID: 6678978

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Classifica

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

TIMESHEET FORMAT 2

Privacy Act Statement: See 'Go E-Timesheets' for current statement

SSN * Required		*NAME (Last First Middle) * Required		SID/UID *	PP ENDING *	PLT ROT SFT ROT
TAG/BLK	ACT UIC (Agency) *	DIST (Org) *			07/11/15	
	N			Timekeeper SID	HOURS OF WORK (From)	(To)
STD JON						

	AWS	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
TOUR Req'd	5														80 00
Type/Shift							LH 0								
GRADED NITE DIFF															

(b)(6)

JOB ORDER NUMBER / DESCRIPTION	TYPE TOTAL	TYPE HOUR	WEEK	SUN	MON	TUE	WED	THU	FRI	SAT
Regular Hours -- Graded	49	RG	1		8	7				
			2		8.5	9	8.5	8		
Holiday Leave	8	LH	1						8.00	
			2							
Annual Leave	12	LA	1				8.00	4.00		
			2							
Sick Leave	8	LS	1							
			2						8.00	
Administrative Leave	3	LN	1					3.00		
			2							

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

REG	49	OT		COMP/ CREDIT		HOL		SUN		2ND		3RD		ND		E/H		LV	31	NP/LV	

	WEEK 1						HOL	MEAL	HOURS WORKED	WEEK 2						HOL	MEAL	HOURS WORKED
	IN	OUT	IN	OUT	IN	OUT				IN	OUT	IN	OUT	IN	OUT			
SUN DAY 1																		
MON DAY 2	0800	1600						X	8	0730	1600						X	8 5
TUE DAY 3	0730	1430						X	7	0730	1630						X	9
WED DAY 4										0715	1545						X	8 5
THU DAY 5										0800	1600						X	8
FRI DAY 6							X											
SAT DAY 7																		

29 30 6 7 8 9

REMARKS
"Admin leave approved by the Director NSA/CSS."

CERTIFICATION Attendances and absences certified correct Overtime approved in accordance with existing laws and regulations For non-exempt FLSA I did not suffer or permit any overtime work other than as reported for this pay period

Certifier Secure Phone *	Non-Secure Phone	SID
966-6322		

EMPLOYEE'S SIGNATURE

CERTIFIER'S SIGNATURE

FORM P3091B 5 APRIL 2015 REV 5 0 NSN 7540-FM-001-5538
Supersedes All previous versions of P3091B which are obsolete

Derived From
Dated
Declassify On

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Release: 2019-08
NSA:09492

Doc ID: 6678978

[redacted] 1 Year DCPS

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

07	14	14	RG	8.00
07	15	14	RG	8.00
07	16	14	RG	8.00
07	17	14	RG	8.00
07	18	14	RG	8.00
07	21	14	RG	8.00
07	22	14	RG	8.00
07	23	14	RG	8.00
07	24	14	CB	8.00
07	24	14	RG	8.00
07	25	14	CB	11.00
07	25	14	RG	8.00
07	28	14	CF	8.00
07	29	14	CF	8.00
07	30	14	CF	3.00
07	30	14	CN	5.00
07	31	14	CN	8.00
08	01	14	CN	8.00
08	04	14	CN	2.00
08	04	14	RG	6.50
08	05	14	RG	7.50
08	06	14	RG	9.00
08	07	14	RG	7.00
08	08	14	LA	3.00
08	08	14	RG	5.00
08	11	14	RG	8.00
08	12	14	LA	8.00
08	13	14	LA	5.00
08	14	14	LS	8.00
08	15	14	RG	8.00
08	18	14	RG	12.50
08	19	14	RG	9.00
08	20	14	RG	9.00
08	21	14	RG	12.50
08	25	14	LA	5.00
08	25	14	RG	4.00
08	26	14	RG	6.50
08	27	14	RG	7.00
08	28	14	RG	10.50
08	29	14	LN	3.00
08	29	14	RG	4.50
09	01	14	LH	8.00
09	02	14	RG	9.00
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09	04	14	RG	10.00
09	05	14	RG	8.50
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09	11	14	RG	7.00
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09	14	14	RG	6.00
09	15	14	CB	8.00
09	15	14	RG	9.00
09	16	14	RG	10.00
09	17	14	RG	8.00
09	18	14	CB	12.00
09	22	14	RG	10.00
09	23	14	RG	7.50
09	24	14	CF	4.00
09	24	14	RG	2.50
09	25	14	RG	10.00
09	26	14	RG	6.50

Release: 2019-08
NSA:09493

Doc ID: 6678978

[redacted] 1 Year DCPS

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

09	29	14	RG	8.00
09	30	14	RG	8.00
10	01	14	LS	8.00
10	02	14	RG	8.00
10	03	14	RG	7.50
10	06	14	LA	3.00
10	06	14	RG	4.00
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10	08	14	LA	8.00
10	09	14	CF	8.00
10	10	14	CF	8.00
10	13	14	LH	8.00
10	14	14	RG	7.00
10	15	14	RG	11.50
10	16	14	LS	3.00
10	16	14	RG	3.50
10	17	14	RG	7.00
10	20	14	RG	8.50
10	21	14	RG	6.50
10	22	14	RG	8.00
10	23	14	LA	4.00
10	23	14	RG	4.00
10	24	14	LA	3.00
10	24	14	LS	5.00
10	24	14	RG	4.00
10	27	14	LS	3.00
10	27	14	RG	6.00
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11	07	14	RG	4.00
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11	12	14	RG	8.00
11	13	14	RG	8.00
11	14	14	RG	8.00
11	17	14	LS	3.00
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11	19	14	RG	14.00
11	21	14	LV	4.00
11	21	14	RG	4.00
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11	26	14	LA	8.00
11	26	14	LN	3.00
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11	28	14	LA	8.00
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12	05	14	LA	8.00
12	08	14	LA	8.00
12	09	14	RG	7.50
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Release: 2019-08
NSA:09494

Doc ID: 6678978

[redacted] 1 Year DCPS

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

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12	12	14	RG	11.00
12	15	14	RG	8.00
12	16	14	RG	8.00
12	17	14	LA	8.00
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12	24	14	LN	3.00
12	25	14	LH	8.00
12	26	14	LH	8.00
12	29	14	LA	8.00
12	30	14	LA	8.00
12	31	14	CN	1.00
12	31	14	LA	4.00
12	31	14	LN	3.00
01	01	15	LH	8.00
01	02	15	LA	8.00
01	05	15	LA	8.00
01	06	15	LA	8.00
01	07	15	LA	8.00
01	08	15	LA	8.00
01	09	15	LA	8.00
01	12	15	LN	4.50
01	12	15	RG	3.50
01	13	15	RG	9.00
01	14	15	RG	6.00
01	15	15	RG	8.00
01	16	15	RG	8.00
01	19	15	LH	8.00
01	20	15	RG	9.00
01	21	15	RG	8.50
01	22	15	CD	2.00
01	22	15	RG	9.00
01	23	15	RG	6.50
01	26	15	RG	8.50
01	27	15	LN	3.50
01	27	15	RG	5.50
01	28	15	RG	9.50
01	29	15	RG	8.50
01	30	15	RG	6.00
02	02	15	LS	4.00
02	02	15	RG	4.00
02	03	15	CD	2.00
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02	06	15	CD	2.00
02	06	15	RG	8.00
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02	12	15	CD	2.00
02	12	15	RG	7.00
02	13	15	RG	8.00
02	16	15	LH	8.00
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Release: 2019-08
NSA:09495

Doc ID: 6678978

[redacted] 1 Year DCPS

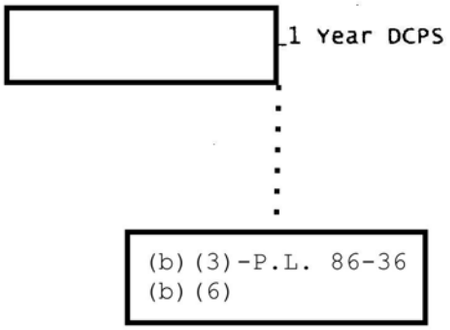
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03	18	15	RG	11.00
03	19	15	RG	8.00
03	20	15	RG	8.00
03	23	15	CB	2.00
03	23	15	RG	13.00
03	24	15	RG	8.00
03	25	15	CD	3.50
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04	24	15	RG	10.00
04	27	15	RG	8.00
04	28	15	RG	8.00
04	29	15	LS	8.00
04	30	15	CD	3.00
04	30	15	RG	4.00

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

checked from here

Release: 2019-08
NSA:09496

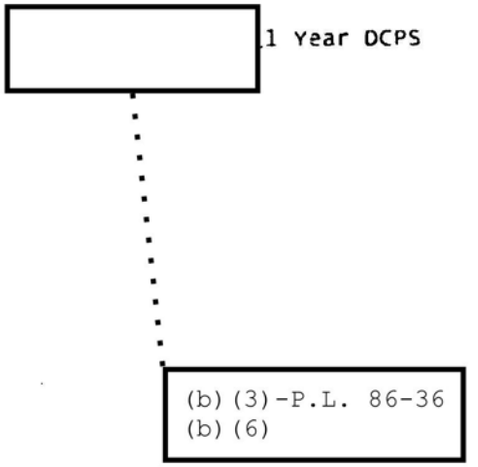
Doc ID: 6678978



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05	05	15	LA	8.00
05	05	15	LA	-8.00
05	05	15	RG	8.00
05	06	15	LA	8.00
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05	07	15	LA	-8.00
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05	12	15	LA	-8.00
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05	27	15	RG	10.00
05	28	15	RG	6.00
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06	02	15	RG	7.00
06	03	15	RG	8.00
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06	11	15	RG	10.50
06	12	15	RG	7.50
06	15	15	LS	8.00
06	16	15	RG	10.00
06	17	15	RG	8.00
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Release: 2019-08
NSA:09497

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06	22	15	CN	8.00
06	23	15	CN	8.00
06	24	15	CN	8.00
06	25	15	CT	4.00
06	25	15	LA	5.00
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07	01	15	LA	8.00
07	02	15	LA	4.00
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07	03	15	LH	8.00
07	06	15	RG	8.50
07	07	15	RG	9.00
07	08	15	RG	8.50
07	09	15	RG	8.00
07	10	15	LS	8.00



Release: 2019-08
NSA:09498

Doc ID: 6678978

APPENDIX C

(U) AC Records

Release: 2019-08
NSA:09499

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

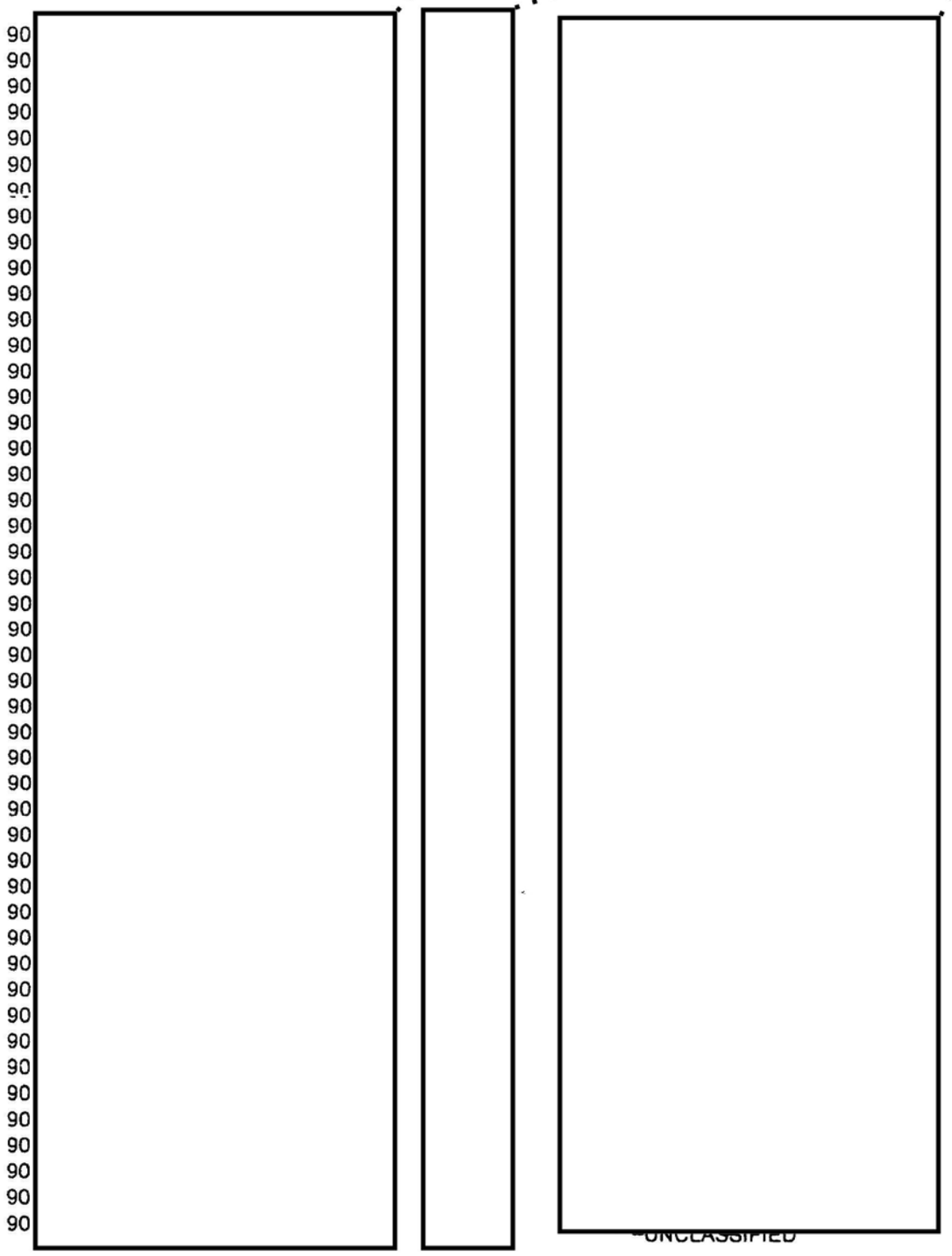
(b)(3)-P.L. 86-36

Badge Type	SSN	Last Name	First Name	NSA Campus	DeviceName	EventDescription	EVENT_TIME_LOCAL
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90						Access Granted	7/15/2014 9:00:50 AM
90						Invalid Badge	7/15/2014 9:15:08 AM
90						Access Granted	7/15/2014 10:47:32 AM
90						Access Granted	7/15/2014 10:51:22 AM
90						Access Granted	7/16/2014 10:21:28 AM
90						Access Granted	7/16/2014 10:24:54 AM
90						Access Granted	7/16/2014 12:49:31 PM
90						Access Granted	7/16/2014 12:58:37 PM
90						Access Granted	7/18/2014 10:00:02 AM
90						Access Granted	7/18/2014 10:05:30 AM
90						Access Granted	7/18/2014 12:11:16 PM
90						Access Granted	7/18/2014 12:14:43 PM
90						Access Granted	7/18/2014 2:29:40 PM
90						Access Granted	7/18/2014 2:40:43 PM
90						Access Granted	7/21/2014 10:06:37 AM
90						Access Granted	7/21/2014 10:11:06 AM
90						Access Granted	7/21/2014 11:43:41 AM
90						Access Granted	7/21/2014 11:47:49 AM
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UNCLASSIFIED

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

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



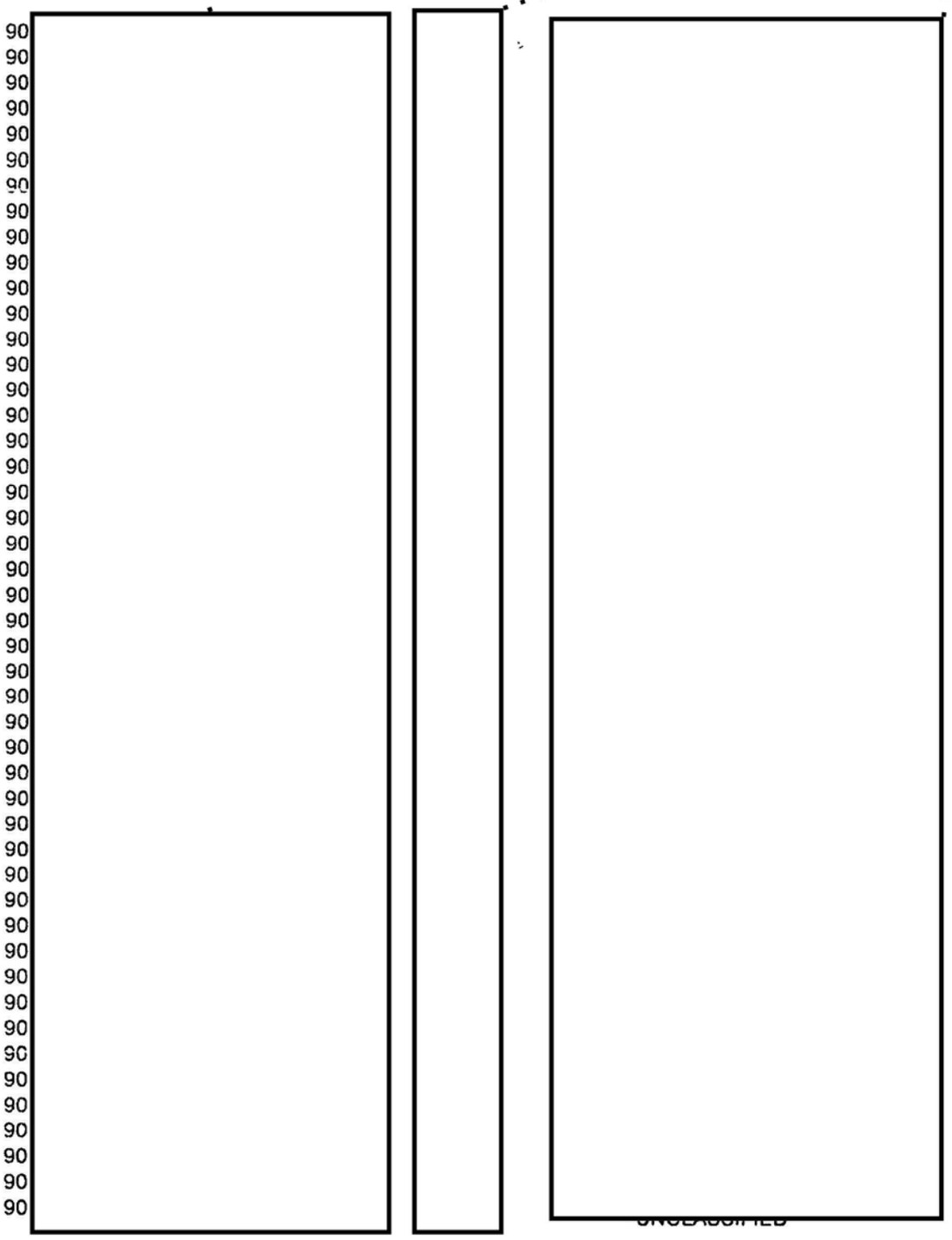
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Doc ID: 6678978

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



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Release: 2019-08
NSA:09502

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

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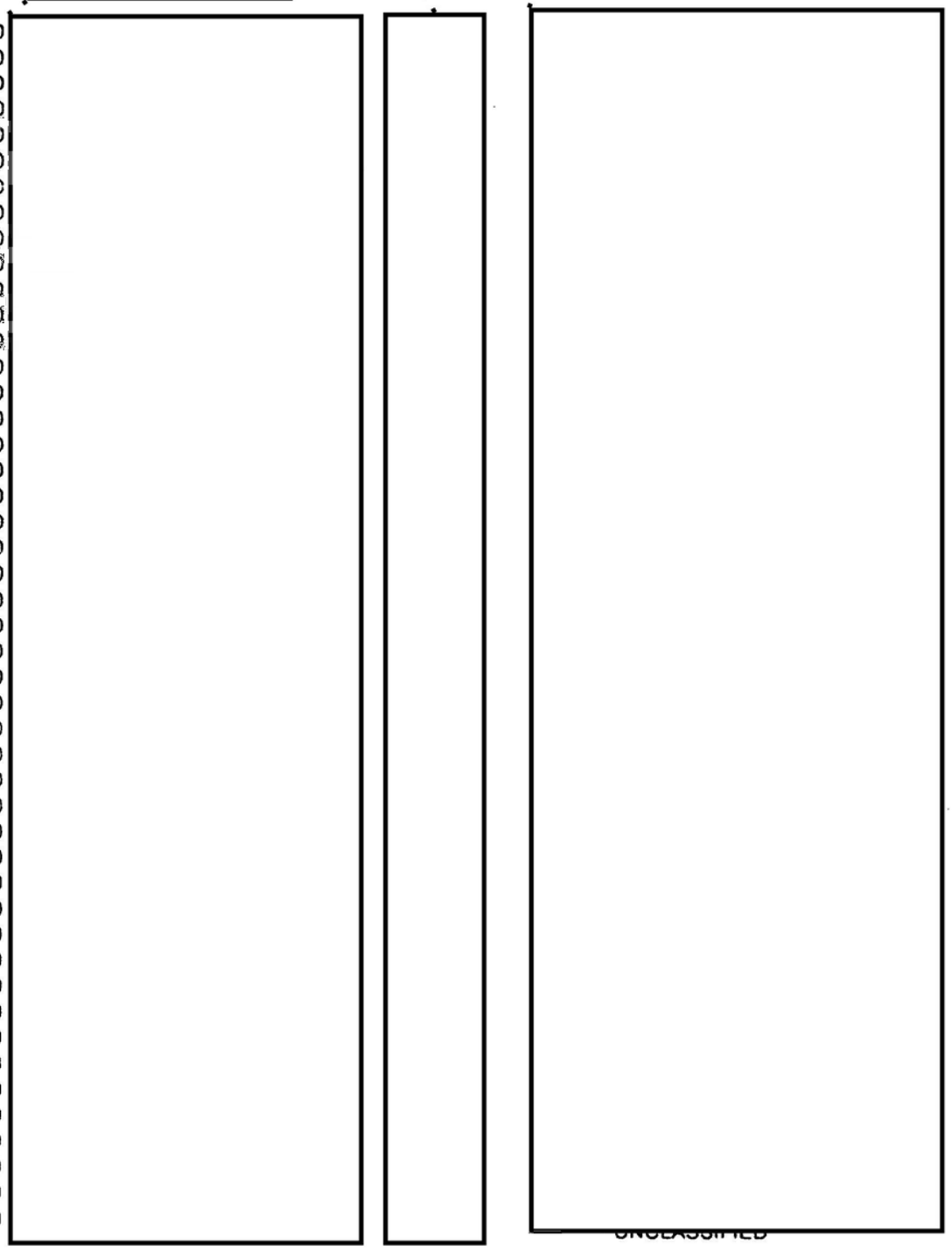
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Release: 2019-08
NSA:09504

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(b) (6)

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



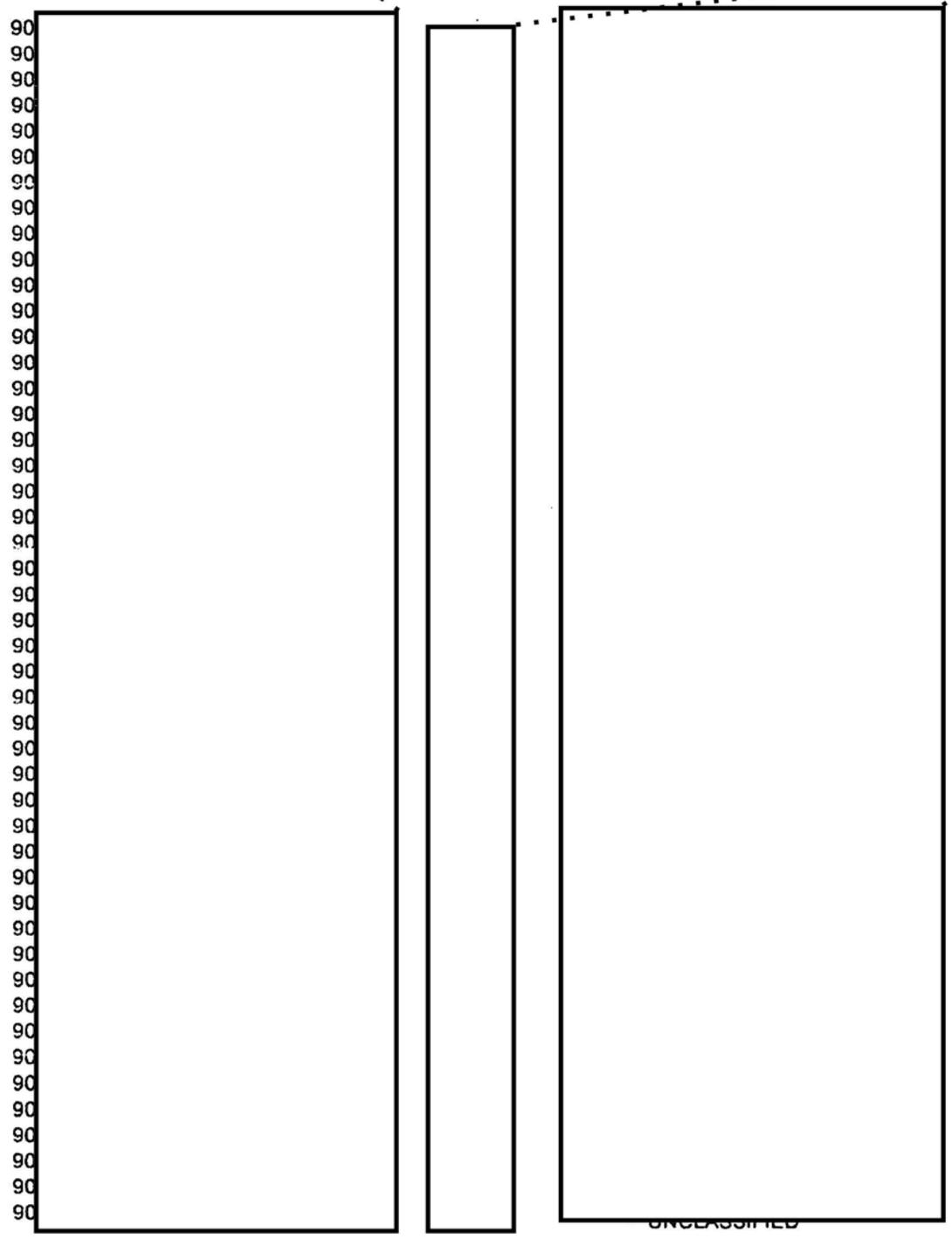
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Release: 2019-08
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(b)(3)-P.L. 86-36



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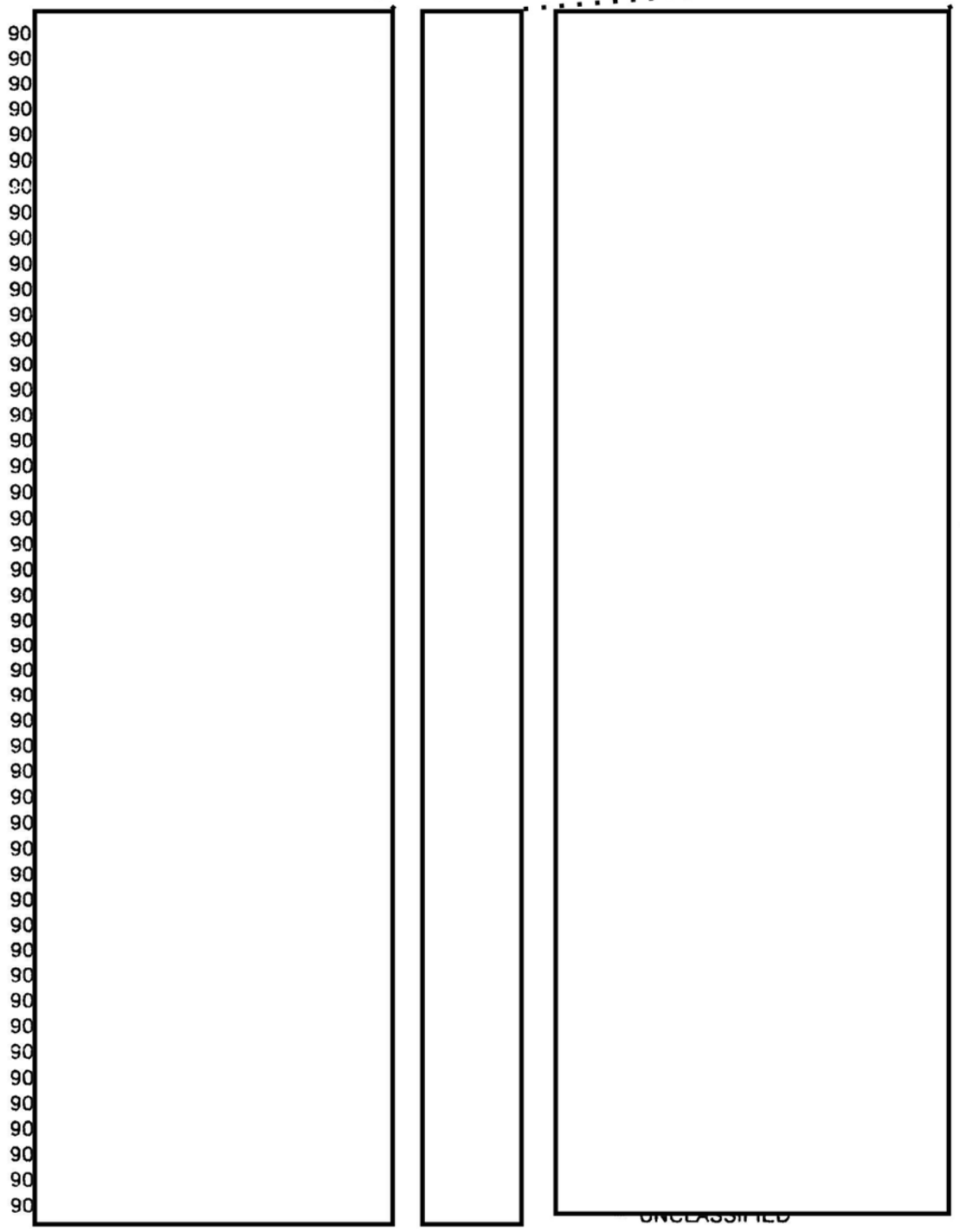
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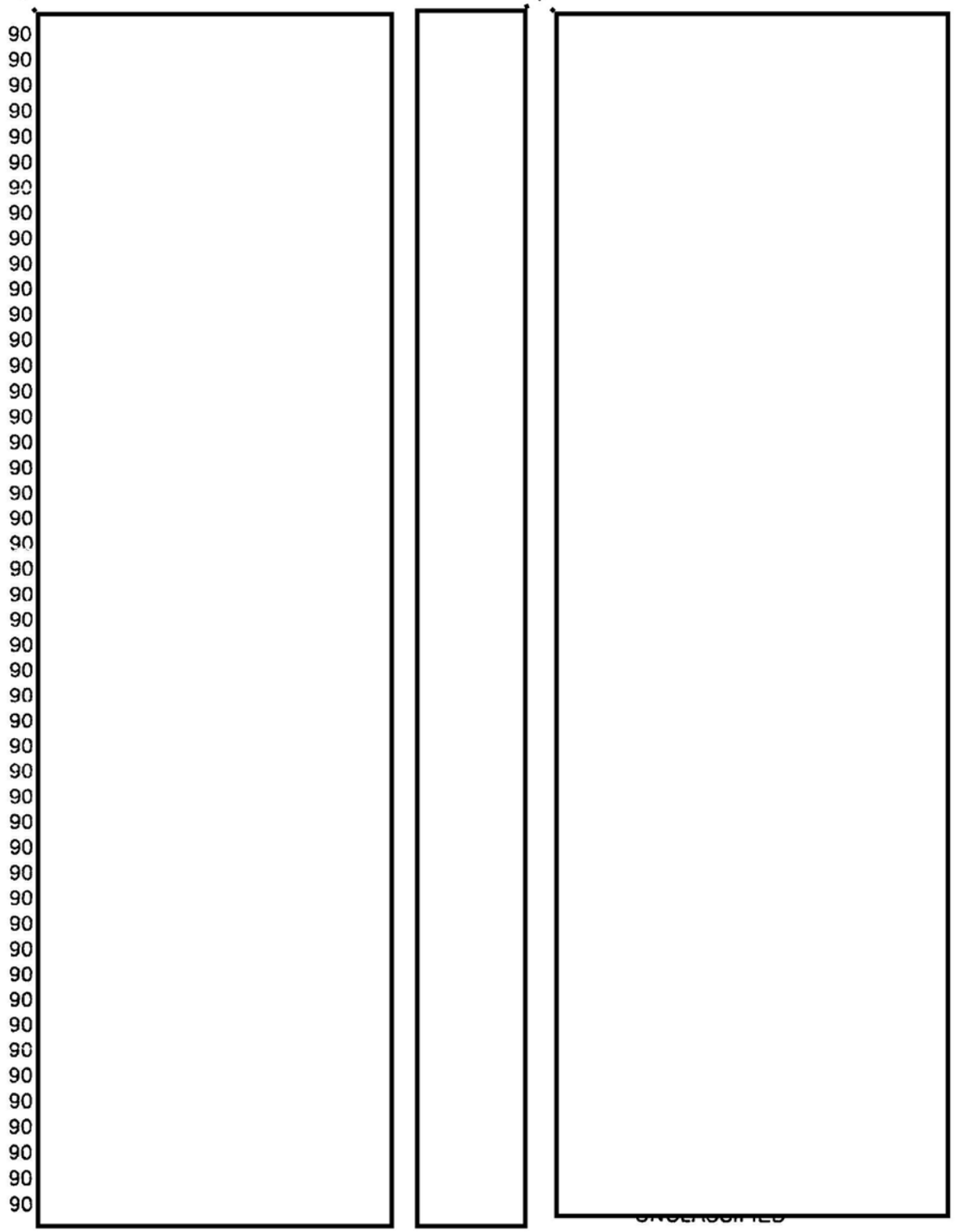
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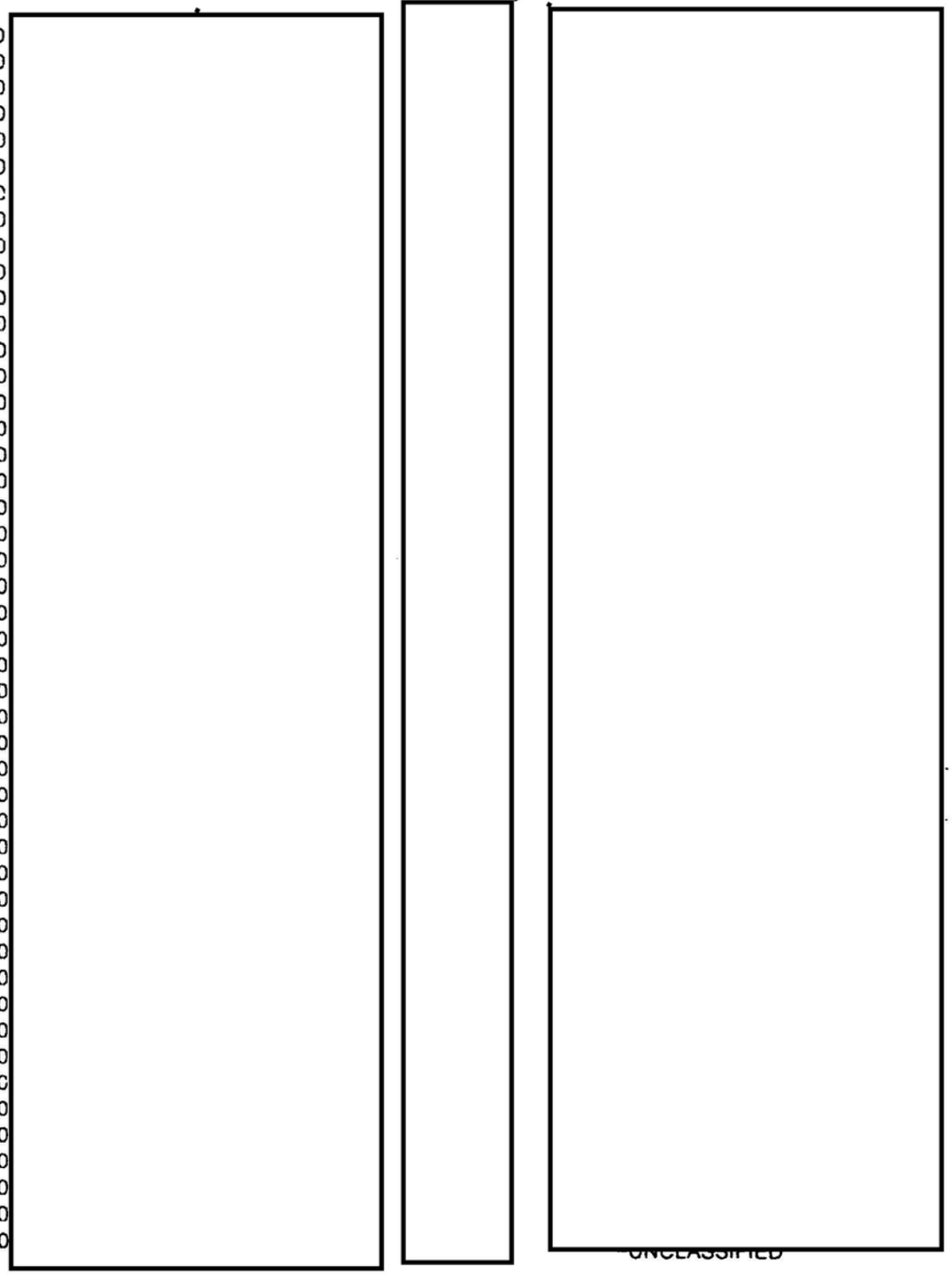


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90	Access Granted	4/17/2015 11:54:22 AM
90	Access Granted	4/17/2015 1:28:16 PM
90	Access Granted	4/17/2015 2:56:21 PM
90	Access Granted	4/27/2015 8:31:55 AM
90	Access Granted	4/27/2015 11:56:47 AM
90	Access Granted	4/27/2015 1:36:39 PM
90	Access Granted	4/27/2015 3:49:14 PM
90	Access Granted	4/28/2015 8:36:59 AM
90	Access Granted	4/28/2015 12:36:26 PM
90	Access Granted	4/28/2015 12:39:11 PM
90	Access Granted	4/28/2015 2:28:17 PM
90	Access Granted	4/30/2015 8:29:25 AM
90	Access Granted	4/30/2015 2:31:37 PM
90	Access Granted	5/1/2015 8:36:50 AM
90	Access Granted	5/1/2015 12:23:15 PM
90	Access Granted	5/4/2015 8:24:35 AM
90	Access Granted	5/4/2015 4:24:01 PM
90	Access Granted	5/4/2015 4:32:50 PM
90	Access Granted	5/5/2015 8:31:19 AM
90	Access Granted	5/5/2015 11:31:48 AM
90	Access Granted	5/6/2015 8:39:28 AM

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

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



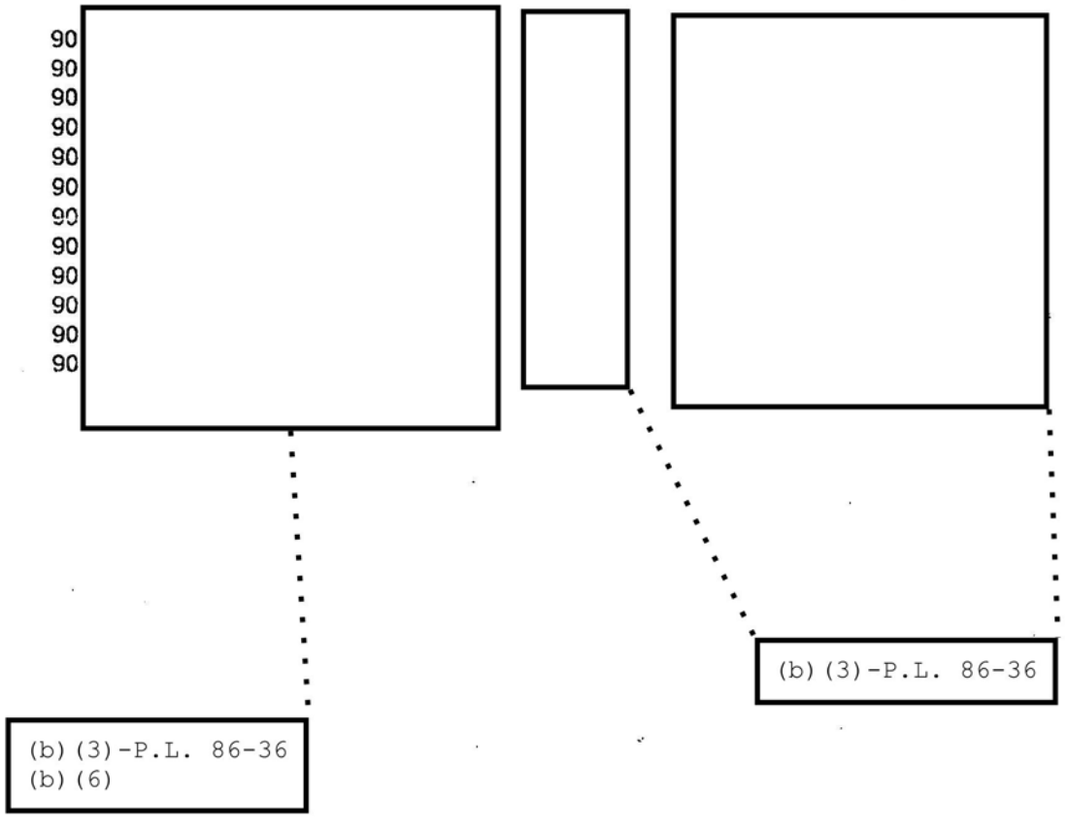
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90	Access Granted	5/8/2015 10:10:46 AM
90	Access Granted	5/20/2015 7:57:50 AM
90	Access Granted	5/20/2015 10:44:35 AM
90	Access Granted	5/20/2015 12:00:00 PM
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90	Access Granted	5/22/2015 12:47:44 PM
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90	Access Granted	5/26/2015 3:45:46 PM
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90	Access Granted	5/27/2015 2:06:36 PM
90	Access Granted	5/27/2015 4:55:31 PM
90	Access Granted	5/28/2015 8:18:58 AM
90	Access Granted	5/28/2015 11:39:40 AM
90	Access Granted	5/29/2015 6:20:34 AM
90	Access Granted	5/29/2015 9:56:37 AM
90	Access Granted	5/29/2015 11:45:00 AM
90	Access Granted	6/1/2015 8:18:39 AM
90	Access Granted	6/1/2015 12:03:08 PM
90	Access Granted	6/1/2015 12:48:06 PM
90	Access Granted	6/1/2015 5:45:55 PM
90	Access Granted	6/2/2015 8:22:13 AM
90	Access Granted	6/2/2015 11:43:33 AM
90	Access Granted	6/2/2015 1:35:19 PM
90	Access Granted	6/2/2015 2:20:33 PM
90	Access Granted	6/3/2015 8:53:20 AM
90	Access Granted	6/3/2015 3:45:29 PM
90	Access Granted	6/4/2015 8:37:01 AM
90	Access Granted	6/4/2015 9:07:14 AM
90	Access Granted	6/4/2015 9:29:39 AM
90	Access Granted	6/4/2015 11:37:59 AM
90	Access Granted	6/5/2015 8:00:07 AM
90	Access Granted	6/5/2015 11:56:44 AM
90	Access Granted	6/5/2015 12:06:38 PM
90	Access Granted	6/8/2015 8:44:28 AM
90	Access Granted	6/8/2015 11:41:45 AM
90	Access Granted	6/8/2015 12:55:00 PM
90	Access Granted	6/8/2015 12:58:57 PM
90	Access Granted	6/8/2015 1:16:17 PM
90	Access Granted	6/8/2015 2:04:13 PM
90	Access Granted	6/8/2015 4:52:24 PM
90	Access Granted	6/9/2015 7:56:19 PM

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

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

90	Access Granted	6/9/2015 9:12:19 PM
90	Access Granted	6/10/2015 8:10:33 AM
90	Access Granted	6/10/2015 11:16:19 AM
90	Access Granted	6/10/2015 11:23:22 AM
90	Access Granted	6/10/2015 12:01:56 PM
90	Access Granted	6/10/2015 2:07:38 PM
90	Access Granted	6/10/2015 3:57:29 PM
90	Access Granted	6/11/2015 7:38:34 AM
90	Access Granted	6/11/2015 1:55:19 PM
90	Access Granted	6/12/2015 8:01:52 AM
90	Access Granted	6/12/2015 11:24:53 AM
90	Access Granted	6/12/2015 1:35:52 PM
90	Access Granted	6/12/2015 3:06:08 PM
90	Access Granted	6/16/2015 7:54:18 AM
90	Access Granted	6/16/2015 11:44:57 AM
90	Access Granted	6/16/2015 1:10:13 PM
90	Access Granted	6/16/2015 3:04:38 PM
90	Access Granted	6/16/2015 6:26:00 PM
90	Access Granted	6/16/2015 6:27:50 PM
90	Access Granted	6/17/2015 8:07:39 AM
90	Access Granted	6/17/2015 1:59:06 PM
90	Access Granted	6/17/2015 2:13:58 PM
90	Access Granted	6/17/2015 3:56:07 PM
90	Access Granted	6/18/2015 7:39:02 AM
90	Access Granted	6/18/2015 12:13:25 PM
90	Access Granted	6/18/2015 2:07:53 PM
90	Access Granted	6/18/2015 2:36:03 PM
90	Access Granted	6/29/2015 8:12:56 AM
90	Access Granted	6/29/2015 11:24:00 AM
90	Access Granted	6/29/2015 11:59:27 AM
90	Access Granted	6/29/2015 3:53:24 PM
90	Access Granted	6/30/2015 7:43:24 AM
90	Access Granted	6/30/2015 2:24:08 PM
90	Access Granted	7/6/2015 7:56:09 AM
90	Access Granted	7/6/2015 12:45:55 PM
90	Access Granted	7/6/2015 12:51:00 PM
90	Access Granted	7/6/2015 2:17:57 PM
90	Access Granted	7/6/2015 2:23:19 PM
90	Access Granted	7/6/2015 2:26:02 PM
90	Access Granted	7/6/2015 2:32:05 PM
90	Access Granted	7/6/2015 3:40:09 PM
90	Access Granted	7/7/2015 7:48:05 AM
90	Access Granted	7/7/2015 12:10:44 PM
90	Access Granted	7/7/2015 2:21:56 PM
90	Access Granted	7/7/2015 3:27:25 PM
90	Access Granted	7/7/2015 3:52:16 PM
90	Access Granted	7/7/2015 3:58:31 PM

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Access Granted	7/8/2015 7:23:58 AM
Access Granted	7/8/2015 8:40:26 AM
Access Granted	7/8/2015 11:27 44 AM
Access Granted	7/8/2015 1:33:25 PM
Access Granted	7/8/2015 1:59:09 PM
Access Granted	7/8/2015 3:12:07 PM
Access Granted	7/9/2015 8:17:12 AM
Access Granted	7/9/2015 11:45:25 AM
Access Granted	7/9/2015 12:25:07 PM
Access Granted	7/9/2015 1:05:18 PM
Access Granted	7/9/2015 1:32:27 PM
Access Granted	7/9/2015 4:06:20 PM

Release: 2019-08
NSA:09512

Doc ID: 6678978

APPENDIX D

(U) Analysis of [redacted] T&A

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

Release: 2019-08
NSA:09513

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

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

(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
7/14/14	Mon	[redacted]					Y		8:00	8.00	-8.00	0.00	rogram Review @ Hotel [redacted]
7/15/14	Tue	8:55:38											
		9:00:50											
		9:15:08											
		10:47:32											
		10:51:22			1:55:44		Y	1:55:44	8:00	6.00	-6.00	0.00	TDY [redacted] (Gave Drive & [redacted] Meeting Time)
7/16/14	Wed	10:21:28											
		10:24:54											
		12:49:31											
		12:58:37			2:37:09		Y	2:37:09	8:00	5.25	-4.00	1.25	TDY (Gave Drive & Meeting Time)
7/17/14	Thu	[redacted]					Y		8:00	8.00	-8.00	0.00	TDY - IT Program Review @ Hotel [redacted]
7/18/14	Fri	10:00:02											
		10:05:30											
		12:11:16											
		12:14:43											
		14:29:40		2:14									Claimed Lunch Meeting w/Night Workers Disallowed
		14:40:43			4:40:41	2:14:57	Y	2:25:44	8:00	5.50	-3.50	2.00	TDY (Gave Drive and Meeting Time)
7/21/14	Mon	10:06:37											
		10:11:06											
		11:43:41											
		11:47:49											
		13:55:30		2:07									
		13:58:43											
		15:49:26											
		15:52:26			5:45:49	2:07:41	Y	3:38:08	8:00	4.25	-3.75	0.50	TDY (Gave Drive and A.M. Meeting Time)
7/22/14	Tue	10:18:22											
		12:01:43											
		14:03:21		2:01									
		14:06:25											
		15:00:55											
		15:32:10			5:13:48	2:01:38	Y	3:12:10	8:00	4.75	-4.00	0.75	TDY (Gave Drive & Eve Meeting Time)
7/23/14	Wed	9:53:12											
		9:57:23											
		12:20:06											
		12:23:15			2:30:03		Y	2:30:03	8:00	5.25	-3.75	1.50	TDY (Gave Drive and Eve Meeting Time)
7/24/14	Thu	7:31:01											
		7:35:45											
		11:22:24											
		11:25:28			3:54:27		Y	3:54:27	16:00	12.00	-8.00	4.00	TDY Travel to BWI, 2.0 + 2.50 (Gave Drive and Eve Meeting Time)
7/25/14	Fri	[redacted]					Y		19:00	19.00	-11.00	8.00	TDY Travel to BWI, 9.50 + 1.5
8/4/14	Mon	8:14:06											
		8:25:40											
		8:28:04		0:02									

Release: 2019-08
NSA:09514

Doc ID: 6678978

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

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		14:43:45			6:29:39		Y	6:29:39	6:30	0.00		0.00	
8/5/14	Tue	7:55:37											
		11:36:28											
		14:08:42		2:32									
		15:06:25			7:10:48	2:32:14	Y	4:38:34	7:30	2.75	-2.50	0.25	Meeting with [redacted] (calendar)
8/6/14	Wed	7:33:50											
		7:33:56											
		7:36:28											
		11:54:39											
		11:56:50											
		14:16:29		2:19									
		16:06:32			8:32:42	2:19:39	Y	6:13:03	9:00	2.75	-2.50	0.75	Meeting at [redacted] (calendar)
8/7/14	Thu	7:40:43											
		7:43:26											
		11:59:24											
		12:01:55			4:21:12		Y	4:21:12	7:00	2.50	-2.50	0.00	Mtg with [redacted] in p.m.
													Claimed "No Lunch" on Timesheet, but
8/8/14	Fri	[redacted]					Y		5:00	5.00	-4.00	1.00	lunchtime Mtg w[redacted] (cal)
													[redacted] No Drive Time Given
8/11/14	Mon	8:39:39											
		16:50:50			8:11:11		Y	8:11:11	8:00	0.00		0.00	
8/15/14	Fri	8:03:37											
		12:18:42			4:15:05		Y	4:15:05	8:00	3.50	-3.50	0.00	Mtgs with [redacted] (cal)
8/18/14	Mon	[redacted]					Y		12:30	12.50	-12.50	0.00	TDY Travel to [redacted] 2.25+2.50+1.50 ?
8/19/14	Tue	[redacted]					Y		9:00	9.00	-9.00	0.00	TDY [redacted]
8/20/14	Wed	[redacted]					Y		9:00	9.00	-9.00	0.00	TDY
8/21/14	Thu	[redacted]					Y		12:30	12.50	-12.50	0.00	TDY Travel to BWI, 1.5 + 2.5 + 1.5 ?
8/25/14	Mon	7:34:48											
		7:37:30											
		11:26:07											
		11:28:25			3:53:37		Y	3:53:37	4:00	0.00		0.00	
8/26/14	Tue	8:30:22											
		11:08:27											
		13:27:38		2:19									
		14:37:48			6:07:26	2:19:11	Y	3:48:15	6:30	2.50	-2.25	0.25	Meeting with [redacted] (calendar)
8/27/14	Wed	8:28:04											
		11:30:19											
		13:20:21		1:50									Lunch w[redacted] (GG-15 TD peer)
		15:26:52			6:58:48	1:50:02	Y	5:08:46	7:00	1.75		1.75	[redacted] Unallowed
8/28/14	Thu	8:34:16											
		9:48:04											
		10:55:02											

(b)(6)

2

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

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

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
		12:37:34		1:42									
		15:58:48			7:24:32	1:42:32	Y	5:42:00	10:30	4.75	-3.75	1.00	Mtgs w/ (cal) No Drive Time Given
8/29/14	Fri	7:27:37											
		11:36:18			4:08:41		Y	4:08:41	4:30	0.25		0.25	
9/2/14	Tue	7:56:23											
		11:15:59											
		12:33:07		1:17									
		16:29:41			8:33:18	1:17:08	Y	7:16:10	9:00	1.50		1.50	
9/4/14	Thu	8:29:07											
		11:20:02											
		13:11:14		1:51									
		16:05:01			7:35:54	1:51:12	Y	5:44:42	10:00	4.25	-3.75	0.50	Meetings with (calendar)
9/5/14	Fri	8:29:02											
		11:45:07											
		12:06:00		0:20									
		14:20:19			5:51:17		Y	5:51:17	8:30	2.50	-2.50	0.00	Mtg w/ (cal)
9/8/14	Mon	7:44:37											
		7:47:13											
		12:38:42											
		12:40:48											
		13:18:50		0:38									
		16:20:12			8:35:35		Y	8:35:35	9:00	0.25		0.25	
9/9/14	Tue	8:51:26											
		10:27:41			1:36:15		Y	1:36:15	7:00	5.25	-4.50	0.75	Calendar Conflict. Per Subject, Arrived Early for a Mtg that Ran Long Gave 2 hrs Drive Time & 1/2 hr Extra
9/10/14	Wed	12:28:02											
		13:02:01											
		13:05:08		0:03									
		14:07:23											
		14:10:59		0:03									
		15:57:05			3:29:03		Y	3:29:03	8:00	4.50	-4.50	0.00	Calendar Conflict - Per Subject, Went to (gave drive time)
9/11/14	Thu	8:34:56											
		15:09:30			6:34:34		Y	6:34:34	7:00	0.25		0.25	
9/12/14	Fri	8:21:28											
		10:39:09											
		11:53:30		1:14									
		14:44:17			6:22:49	1:14:21		4:38:28	6:00	1.25	-0.50	0.75	Lunch Adjustment
9/14/14	Sun	[redacted]					Y		6:00	6.00	-6.00	0.00	TDY Travel to (8 Hour Flight)
9/15/14	Mon	[redacted]					Y		17:00	17.00	-17.00	0.00	TDY Travel to Work
9/16/14	Tue	[redacted]					Y		10:00	10.00	-10.00	0.00	TDY
9/17/14	Wed	[redacted]					Y		8:00	8.00	-8.00	0.00	TDY

Release: 2019-08
NSA:09516

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

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

(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
9/18/14	Thu	[redacted]					Y		22:00	22.00	-22.00	0.00	TDY Travel to [redacted] 9 Hr Flt+DCIPS/TS Error)
9/22/14	Mon	7:27:45											
		12:48:35											
		14:50:09		2:01									
		16:52:31			9:24:46	2:01:34	Y	7:23:12	10:00	2.50	-2.00	0.50	Meeting with [redacted] (calendar)
9/23/14	Tue	8:52:20											
		9:32:56											
		9:45:18											
		11:45:46											
		15:58:30			7:06:10		Y	7:06:10	7:30	0.25		0.25	
9/24/14	Wed	8:28:39											
		11:00:16			2:31:37		Y	2:31:37	2:30	0.00		0.00	
9/25/14	Thu	[redacted]					Y		10:00	10.00	-10.00	0.00	[redacted] (calendar)
9/26/14	Fri	8:05:14											
		11:40:51											
		13:22:37		1:41									
		14:42:27			6:37:13	1:41:46		4:25:27	6:30	2.00	-0.50	1.50	Lunch Adjustment
9/29/14	Mon	7:52:23											
		11:17:14											
		12:44:27		1:27									
		15:24:06			7:31:43	1:27:13	Y	6:04:30	8:00	1.75		1.75	
9/30/14	Tue	8:24:02											
		12:04:52			3:40:50		Y	3:40:50	8:00	4.25	-4.25	0.00	Gave Credit for Off-Site (cal)
10/2/14	Thu	8:30:36											
		11:15:34											
		12:38:06		1:22									
		16:24:34			7:53:58	1:22:32	Y	6:31:26	8:00	1.25	-1.25	0.00	Meeting with [redacted] (calendar)
10/3/14	Fri	7:43:28											
		10:23:31											
		10:30:19		0:06									
		11:08:36											
		12:20:25		1:11									
		12:45:21			5:01:53	1:11:49		3:20:04	7:30	4.00	-3.00	1.00	MTG w/ [redacted] Drive Time, & Lunch Adjust
10/6/14	Mon	[redacted]					Y		4:00	4.00	-4.00	0.00	Meeting with [redacted] (calendar)
10/7/14	Tue	8:02:38											
		8:05:08											
		16:36:37											
		16:38:54			8:36:16		Y	8:36:16	9:00	0.25		0.25	
10/14/14	Tue	7:59:12											
		8:26:23											
		8:26:25											
		10:33:12		2:06									

Release: 2019-08
NSA:09517

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

(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
		14:43:18			6:44:06	2:06:47	Y	4:37:19	7:00	2.25	-2.00	0.25	Mtg w/
10/15/14	Wed	8:25:17											
		12:13:03											
		12:15:21		1:48									
		14:03:57											Meeting w/ calendar)
		17:57:29			9:48:41	1:48:36	Y	8:00:05	11:30	3.25	-3.00	0.25	& Subsequent Related Meeting
		18:13:58											
10/16/14	Thu	7:28:54											
		10:59:09			3:30:15		Y	3:30:15	3:30	0.00		0.00	
10/17/14	Fri	7:44:00											
		11:12:40											
		12:31:55		1:19									
		13:00:06											Late Arrival & Midday Break
		13:06:38		0:06									Per Subject, Lunch Mtg w/ NSAer
		14:33:12			6:49:12	1:19:15	Y	5:29:57	7:00	1.50		1.50	No Credit for Alleged Late P.M. Meeting
10/20/14	Mon	8:35:31											w/ Given Timesheet Says Left @ 1430
		8:35:36											
		11:48:08		2:14									
		14:02:09											
		14:06:35											
		14:20:38											
		16:54:21			8:18:50	2:14:01	Y	6:04:49	8:30	2.25	-2.25	0.00	Meeting with calendar)
10/21/14	Tue	[redacted]					Y		6:30	6.50	-5.50	1.00	Per Calendar & Subject,
													Mtgs w/ 0930-1430)
10/22/14	Wed	8:52:28											
		13:41:16		1:01									
		14:42:27											
		16:14:22			7:21:54	1:01:11		5:50:43	8:00	2.00	-0.50	1.50	Lunch Adjustment
10/23/14	Thu	7:29:50											
		11:38:13			4:08:23		Y	4:08:23	4:00	0.00		0.00	
10/24/14	Fri	8:23:18											
		11:55:26			3:32:08		Y	3:32:08	4:00	0.25		0.25	
10/27/14	Mon	8:23:29											
		13:26:52											
		14:12:02			5:48:33		Y	5:48:33	6:00	0.00		0.00	
10/28/14	Tue	9:05:39											
		11:46:36			2:40:57		Y	2:40:57	6:00	3.25	-3.25	0.00	calendar)
10/29/14	Wed	8:29:08											
		11:23:26			2:54:18		Y	2:54:18	6:00	3.00	-3.00	0.00	Meeting with calendar)
10/30/14	Thu	8:31:33											
		10:48:13											
		12:01:12		1:12									
		13:32:04			5:00:31	1:12:59		3:17:32	8:00	4.50	-3.50	1.00	Lunch Adjustment + Meeting (cal)

Release: 2019-08
NSA:09518

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

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

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
10/31/14	Fri	8:21:35											
		11:18:11			2:56:36		Y	2:56:36	4:00	1.00		1.00	
11/3/14	Mon	8:42:52											
		15:58:53			7:16:01		Y	7:16:01	7:30	0.00		0.00	
11/4/14	Tue	[redacted]					Y		11:00	11.00	-11.00	0.00	TDY Travel to [redacted] 1.25+2.50+1.50 ?
11/5/14	Wed	[redacted]					Y		13:30	13.50	-13.50	0.00	TDY Travel to BWI, 1.50+2.50+1.50 ?
11/7/14	Fri	8:17:25											
		11:19:43			3:02:18		Y	3:02:18	4:00	0.75		0.75	
11/12/14	Wed	7:57:22											
		15:47:46			7:50:24		Y	7:50:24	8:00	0.00		0.00	
11/13/14	Thu	[redacted]					Y		8:00	8.00	-8.00	0.00	Off-Site (calendar) & [redacted] Mtg at Hotel (Moved From NSAW)
11/14/14	Fri	7:42:50											
		9:42:53											
		10:28:45											
		11:26:36											
		12:44:24		1:17									
		16:16:43			8:33:53	1:17:48		6:46:05	8:00	1.00	-0.50	0.50	Lunch Adjustment
11/17/14	Mon	15:05:38											
		15:06:24											
		15:07:45											
		15:07:58											
		15:10:20											
		15:10:38											
		15:28:04											
		16:50:31											
		16:53:12			1:47:34		Y	1:47:34	12:00	10.00	-10.00	0.00	TDY Travel [redacted] 2+2.5+1.5
11/18/14	Tue	9:42:25											
		9:44:48											
		10:37:39											
		10:39:46		0:02									
		13:12:03											
		13:15:08											
		14:30:48		1:15									
		14:33:54											
		15:37:20											
		15:41:52		0:04									
		16:24:41											
		16:28:18			6:45:53	1:15:40	Y	5:30:13	8:00	2.25	-1.00	1.25	TDY, Gave Drive Time
11/19/14	Wed	11:40:49											
		11:46:06											
		12:52:32											
		12:57:35											
		14:17:59		1:20									

Release: 2019-08
NSA:09519

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

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

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
		14:20:33											
		14:20:41											
		14:21:17											
		14:23:30											
		14:24:13		0:00									
		14:26:25											
		15:15:48											
		15:21:26			3:40:37	1:20:24	Y	2:20:13	14:00	11.50	-10.25	1.25	TDY Travel to BWI, 1.75+2.5+1.5+1 (Gave Drive & A.M. Mtg Time)
11/21/14	Fri	7:36:46											
		11:53:08			4:16:20		Y	4:16:20	4:00	-0.25		-0.25	
12/1/14	Mon	8:29:59											
		13:07:43			4:37:44		Y	4:37:44	8:00	3.25	-3.25	0.00	Meeting with [redacted] calendar)
12/3/14	Wed	8:41:05											
		16:00:35			7:19:30		Y	7:19:30	8:30	1.00		1.00	
12/4/14	Thu	8:20:27											
		16:31:04			8:10:37		Y	8:10:37	8:00	0.00		0.00	
12/9/14	Tue	8:54:21											
		12:02:46											
		13:08:41		1:05									
		16:40:08			7:45:47	1:05:55		6:09:52	7:30	1.25	-0.50	0.75	Lunch Adjustment
12/10/14	Wed	[redacted]					Y		11:00	11.00	-11.00	0.00	TDY Travel [redacted] 4+2.5+1.5 & [redacted] Mtg at Hotel
12/11/14	Thu	9:09:15											
		9:15:01											
		9:54:02											
		12:23:01											
		13:38:34		1:15									
		14:38:41											
		14:46:26											
		14:48:52			5:39:37	1:15:33	Y	4:24:04	8:00	3.50	-2.25	1.25	TDY (Gave Drive & P.M. Mtg Time)
12/12/14	Fri	9:50:27											
		10:03:32											
		12:01:49			2:11:22		Y	2:11:22	13:00	10.75	-10.00	0.75	TDY Travel to BWI, 3+2.5+1.5+1 (Drive Time) Gave Drive & Mtg Time at Hotel
12/15/14	Mon	[redacted]							8:00	8.00	-8.00	0.00	Mandatory On-line Training from Home
12/16/14	Tue	8:29:14											
		11:45:11			3:15:57		Y	3:15:57	8:00	4.50	-4.00	0.50	Mtgs w [redacted] Gave Some Drive Time to Mtgs
12/18/14	Thu	8:24:18											
		13:54:24			5:30:08		Y	5:30:08	8:00	2.25	-2.00	0.25	Mtg w/ [redacted] calendar) Ran Late (Gave Drive Time to Mtg)
1/12/15	Mon	12:11:59											
		15:46:25			3:34:26		Y	3:34:26	3:30	0.00		0.00	
1/13/15	Tue	7:44:08											
		15:35:56			7:51:48		Y	7:51:48	9:00	1.00		1.00	

Release: 2019-08
NSA:09520

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

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

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
1/14/15	Wed	10:21:16											
		12:21:44											
		16:06:24			5:45:08		Y	5:45:08	6:00	0.00		0.00	
1/15/15	Thu	[redacted]					Y		8:00	8.00	-8.00	0.00	[redacted] calendar)
1/16/15	Fri	8:14:51											
		15:58:43			7:43:52		Y	7:43:52	8:00	0.25		0.25	
1/20/15	Tue	7:35:38											
		11:09:08											
		13:09:30		2:00									
		14:45:43											
		14:49:39		0:03									
		15:36:26											
		16:03:40											
		16:24:11			8:48:33	2:00:22	Y	6:48:11	9:00	2.00	-2.00	0.00	[redacted] Meeting (calendar)
1/21/15	Wed	8:09:12											
		11:50:00											
		13:54:00		2:04									
		16:17:14			8:08:02	2:04:00	Y	6:04:02	8:30	2.25	-2.00	0.25	[redacted] Meeting (calendar)
1/22/15	Thu	8:38:45											
		11:00:49											
		12:54:43		1:53									
		17:14:15			8:35:30	1:53:54	Y	6:41:36	11:00	4.25	-2.25	2.00	Allowed Eve Mtg w/ [redacted]
1/23/15	Fri	8:24:13											
		11:46:37											
		13:10:56		1:24									Calendar Conflict
		14:32:25			6:08:12	1:24:19		4:13:53	6:30	2.25	-0.50	1.75	Lunch Adjustment
1/26/15	Mon	8:40:44											
		16:42:01			8:01:17		Y	8:01:17	8:30	0.25		0.25	
1/27/15	Tue	11:13:47											
		13:21:32											
		13:33:33		0:12									
		16:05:25			4:51:38		Y	4:51:38	5:30	0.50		0.50	
1/28/15	Wed	7:45:13											
		11:24:15											
		12:49:50		1:25									
		16:42:28			8:57:15	1:25:35	Y	7:31:40	9:30	1.75	-1.25	0.50	[redacted] calendar)
1/29/15	Thu	7:43:00											
		10:17:31											
		10:35:27		0:17									
		11:44:17											
		13:41:41		1:57									Lunch Mtg w [redacted] GG-15 [redacted] eer) Disallowed
		15:58:01			8:15:01	1:57:24	Y	6:17:37	8:30	2.00	-0.50	1.50	Gave Drive Time

Release: 2019-08
NSA:09521

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

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

Date	DOW	Time	location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
1/30/15	Fri	9:56:09											
		15:49:55			5:53:46		Y	5:53:46	6:00	0.00		0.00	
2/2/15	Mon	8:24:19											
		11:39:55			3:15:36		Y	3:15:36	4:00	0.50		0.50	
2/3/15	Tue	8:13:09											
		11:14:28											
		14:09:41		2:55									
		15:26:10											
		15:55:23		0:29									
		16:52:02			8:38:53	2:55:13	Y	5:43:40	9:30	3.75	-3.00	0.75	[redacted] calendar)
2/4/15	Wed	8:28:41											
		14:44:05			6:15:24		Y	6:15:24	7:00	0.50		0.50	
2/5/15	Thu	8:25:25											
		15:28:40			7:03:15		Y	7:03:15	8:00	0.75		0.75	
2/6/15	Fri	7:19:40											
		11:49:59											
		11:52:16		0:02									
		14:32:40			7:13:00		Y	7:13:00	10:00	2.75	-2.50	0.25	[redacted] Meeting (There)" (calendar)
2/9/15	Mon	8:09:33											
		8:12:02											
		8:48:31											
		8:51:50		0:03									
		16:15:54											
		16:17:55			8:08:22		Y	8:08:22	8:30	0.25		0.25	
2/10/15	Tue	8:55:48											
		12:57:52											
		17:19:51											
		17:20:44											
		17:20:52											
		17:36:51			8:41:03		Y	8:41:03	9:00	0.25		0.25	
2/11/15	Wed	7:26:55											
		10:35:58											
		11:22:06		0:46									
		16:25:12			8:58:17		Y	8:58:17	9:00	0.00		0.00	
2/12/15	Thu	7:31:39											
		11:14:51											
		12:55:30		1:40									
		16:23:58			8:52:19	1:40:39	Y	7:11:40	9:00	1.75	-1.75	0.00	[redacted] calendar)
2/13/15	Fri	8:15:15											
		8:57:06											
		12:56:24		3:59									
		15:43:27			7:28:12	3:59:18	Y	3:28:54	8:00	4.50	-4.00	0.50	[redacted] (cal)
2/18/15	Wed	8:53:08											

Release: 2019-08
NSA:09522

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

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

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
		16:19:58			7:26:50		Y	7:26:50	8:00	0.50		0.50	
2/19/15	Thu	7:25:39											
		10:53:11											
		11:27:25		0:34									
		12:31:05											
		14:09:56		1:38									
		16:56:31			9:30:52	1:38:51	Y	7:52:01	10:00	2.00	-1.75	0.25	Meeting with [redacted] calendar)
2/20/15	Fri	8:38:21											
		11:23:13											
		13:23:36		2:00									
		15:31:30			6:53:09	2:00:23	Y	4:52:46	8:30	3.50	-3.50	0.00	Appts with [redacted] cal)
2/23/15	Mon	10:22:22											
		15:07:54											
		17:00:12			6:37:50		Y	6:37:50	7:00	0.25		0.25	
2/24/15	Tue	8:30:32											
		10:04:21											
		10:07:54		0:03									
		16:26:53			7:56:21		Y	7:56:21	10:00	2.00	-2.00	0.00	[redacted] Meeting" (calendar)
2/25/15	Wed	9:02:52											
		11:45:57											
		11:48:46		0:02									
		12:45:23											
		12:48:10		0:02									
		17:14:30			8:11:38		Y	8:11:38	9:00	0.75		0.75	
2/26/15	Thu	7:29:19											
		11:36:37											
		12:00:25		0:23									
		12:31:25											
		12:32:37		0:01									
		12:36:49											
		13:05:30		0:28									
		13:10:34											
		14:08:09		0:57									
		17:10:37			9:41:18		Y	9:41:18	10:30	0.75		0.75	
3/2/15	Mon	11:21:57											
		16:24:08			5:02:11		Y	5:02:11	6:30	1.25		1.25	
3/3/15	Tue	7:45:30											
		15:29:37			7:44:07		Y	7:44:07	10:00	2.25		2.25	
3/4/15	Wed	9:04:54											
		16:43:30			7:38:36		Y	7:38:36	7:30	0.00		0.00	
3/11/15	Wed	7:48:40											
		15:06:42			7:18:02		Y	7:18:02	12:00	4.50	-3.50	1.00	[redacted] Meeting" (calendar)
3/12/15	Thu	8:30:29											

Release: 2019-08
NSA:09523

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

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	+ADJ	NetDiscrepant Hours	Notes
		11:07:12											
		14:44:08		3:36									
		18:04:38			9:34:09	3:36:56	Y	5:57:13	10:00	4.00	-3.75	0.25	[redacted] (calendar)
3/13/15	Fri	8:55:37											
		15:17:49			6:22:12		Y	6:22:12	7:30	1.00		1.00	
3/16/15	Mon	8:43:39											
		12:12:14											
		15:17:00		3:04									
		16:21:17			7:37:38	3:04:46	Y	4:32:52	8:30	3.75	-3.00	0.75	[redacted] Meeting
3/17/15	Tue	8:25:50											
		12:36:01											
		13:00:09		0:24									
		14:17:22			5:51:32		Y	5:51:32	9:00	3.00	-3.00	0.00	[redacted] Meeting
3/18/15	Wed	9:10:33											
		9:55:38											
		9:59:41		0:04									
		12:55:03											
		12:57:54		0:02									
		13:40:34											
		13:43:59		0:03									
		14:34:57			5:24:24		Y	5:24:24	11:00	5.50	-5.50	0.00	"Tech Review" (calendar)
3/19/15	Thu	[redacted]					Y		8:00	8.00	-8.00	0.00	"Tech Review" (calendar)
3/20/15	Fri	[redacted]					Y		8:00	8.00	-8.00	0.00	"Tech Review" (calendar)
3/23/15	Mon	[redacted]					Y		15:00	15.00	-15.00	0.00	TDY Travel to [redacted]
3/24/15	Tue	[redacted]					Y		8:00	8.00	-8.00	0.00	TDY
3/25/15	Wed	[redacted]					Y		15:30	15.50	-15.50	0.00	TDY Travel to BWI
3/26/15	Thu	8:27:01											
		8:29:28											
		11:09:29											
		12:15:26		1:05									
		15:46:08											
		15:48:22			7:21:21	1:05:57		5:45:24	7:30	1.50	-0.50	1.00	Lunch Adjustment
3/30/15	Mon	9:26:06											
		14:03:58											
		14:11:40		0:07									
		16:36:28											
		16:53:57											
		16:59:59											
		18:11:32			8:45:26		Y	8:45:26	10:00	1.00		1.00	
3/31/15	Tue	8:22:48											
		16:49:28			8:26:40		Y	8:26:40	11:00	2.50		2.50	[redacted] Mtg in DC 1630-1800 (cal) - doesn't work

Release: 2019-08
NSA:09524

Doc ID: 6678978

(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
4/1/15	Wed	7:30:32											
		11:23:48			3:53:16		Y	3:53:16	5:00	1.00		1.00	
4/2/15	Thu	6:49:51											
		11:24:02			4:34:11		Y	4:34:11	9:30	4.75	-4.75	0.00	[redacted] cal)
4/3/15	Fri	8:14:45											
		12:10:50			3:56:05		Y	3:56:05	4:00	0.00		0.00	
4/13/15	Mon	7:53:56											
		15:56:47			8:02:51		Y	8:02:51	10:00	1.75		1.75	
4/14/15	Tue	7:44:39											
		15:43:50			7:59:11		Y	7:59:11	10:00	2.00		2.00	
4/16/15	Thu	7:28:59											
		11:05:24											
		12:54:32		1:49									
		16:13:00			8:44:01	1:49:08	Y	6:54:53	8:30	1.50		1.50	
4/17/15	Fri	7:35:00											
		11:54:22											
		13:28:16		1:33									
		14:56:21			7:21:21	1:33:54	Y	5:47:27	7:30	1.50		1.50	Lunch Mtg w/ [redacted] (GG-15 [redacted] Peer) Disallowed
4/19/15	Sun	[redacted]					Y		10:00	10.00	-10.00	0.00	TDY Travel to [redacted]
4/20/15	Mon	[redacted]					Y		10:00	10.00	-10.00	0.00	TDY Travel to [redacted] 7.5 hr flight) + work
4/21/15	Tue	[redacted]							8:00	8.00	-8.00	0.00	TDY
4/22/15	Wed	[redacted]							8:00	8.00	-8.00	0.00	TDY
4/23/15	Thu	[redacted]							8:00	8.00	-8.00	0.00	TDY
4/24/15	Fri	[redacted]					Y		17:00	17.00	-17.00	0.00	TDY Travel to Dulles (8 hr flight)
4/27/15	Mon	8:31:55											
		11:56:47											
		13:36:39		1:39									
		15:49:14			7:17:19	1:39:52		5:07:27	8:00	2.75	-2.00	0.75	Lunch Adjust/After Hours Phone MTG (calendar)
4/28/15	Tue	8:36:59											
		12:36:26											
		12:39:11		0:02									
		14:28:17			5:51:18		Y	5:51:18	8:00	2.00	-2.00	0.00	Meeting @ [redacted] calendar)
4/30/15	Thu	8:29:25											
		14:31:37			6:02:12		Y	6:02:12	7:00	0.75		0.75	
5/1/15	Fri	8:36:50											
		12:23:15			3:46:25		Y	3:46:25	6:00	2.00	-2.00	0.00	Meeting @ [redacted] calendar)
5/4/15	Mon	8:24:35											

Release: 2019-08
NSA:09525

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

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
		16:24:01											
		16:32:50			8:08:15		Y	8:08:15	9:00	0.75		0.75	
5/5/15	Tue	8:31:19											
		11:31:48			3:00:29		Y	3:00:29	8:00	4.75	-4.75	0.00	Attended [redacted] Mtg (calendar) that Ran Late
5/8/15	Wed	8:39:28											
		14:41:50											
		14:49:06		0:07									
		16:03:08			7:23:40		Y	7:23:40	8:00	0.50		0.50	
5/8/15	Fri	8:25:36											
		10:10:46			1:45:10		Y	1:45:10	3:00	1.00		1.00	
5/11/15	Mon	[redacted]					Y		14:30	14.50	-14.50	0.00	TDY Travel to [redacted]
5/12/15	Tue	[redacted]					Y		15:00	15.00	-15.00	0.00	TDY Travel to [redacted]
5/13/15	Wed	[redacted]							8:00	8.00	-8.00	0.00	TDY
5/14/15	Thu	[redacted]							8:00	8.00	-8.00	0.00	TDY
5/15/15	Fri	[redacted]					Y		13:30	13.50	-13.50	0.00	TDY Travel to BWI
5/20/15	Wed	7:57:50											
		10:44:35											
		12:00:00			4:02:10		Y	4:02:10	4:00	0.00		0.00	
5/22/15	Fri	8:25:25											
		12:47:44			4:22:19		Y	4:22:19	5:00	0.50		0.50	
5/26/15	Tue	8:24:50											
		15:45:46			7:20:56		Y	7:20:56	8:00	0.50		0.50	
5/27/15	Wed	9:39:41											
		11:18:46											
		13:00:55		1:42									
		14:06:36											
		16:55:31			7:15:50	1:42:09	Y	5:33:41	10:00	4.25	-3.75	0.50	Mtgs w [redacted] Moved Off-Site)
5/28/15	Thu	8:18:58											
		11:39:40			3:20:42		Y	3:20:42	6:00	2.50	-2.50	0.00	Meeting @ [redacted] calendar)
5/29/15	Fri	6:20:34											
		9:56:37											
		11:45:00			5:24:26		Y	5:24:26	8:00	2.50	-2.50	0.00	Meeting @ [redacted] calendar)
6/1/15	Mon	8:18:39											
		12:03:08											
		12:48:06		0:44									
		17:45:55			9:27:16		Y	9:27:16	10:00	0.50		0.50	
6/2/15	Tue	8:22:13											
		11:43:33											

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NSA:09526

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

(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
		13:35:19		1:51									
		14:20:33			5:58:20	1:51:46	Y	4:06:34	7:00	2.75	-1.75	1.00	Meeting @ [redacted] (calendar)
6/3/15	Wed	8:53:20											
		15:45:29			6:52:09		Y	6:52:09	8:00	1.00		1.00	
6/4/15	Thu	8:37:01											
		9:07:14											[redacted] (cal) - gave 2.50 hours
		9:29:39		0:22									«Gave Drive Time. Mtg w [redacted] (cal) Disalloweg
		11:37:59			3:00:58		Y	3:00:58	10:00	6.75	-3.00	3.75	and claimed phone meetings disallowed»
													(Not Authorized) & During Normal Work Hours
6/5/15	Fri	8:00:07											
		11:56:44											
		12:06:38			4:06:31		Y	4:06:31	8:00	3.75	-3.75	0.00	Meeting w/ [redacted] (calendar)
6/8/15	Mon	8:44:28											
		11:41:45											
		12:55:00		1:13									
		12:58:57											
		13:18:17											
		14:04:13											
		16:52:24			8:07:56	1:13:15		6:24:41	8:00	1.50	-0.50	1.00	Lunch Adjustment
6/9/15	Tue	19:56:19											
		21:12:19			1:16:00		Y	1:16:00	13:00	11.50	-11.50	0.00	Conference (calendar)
6/10/15	Wed	8:10:33											
		11:16:19											
		11:23:22		0:07									
		12:01:56											
		14:07:38		2:05									
		15:57:29			7:46:56	2:05:42	Y	5:41:14	8:00	2.25	-2.25	0.00	Meeting @ [redacted] (calendar)
6/11/15	Thu	7:38:34											
		13:55:19			6:16:45		Y	6:16:45	10:30	4.00	-3.00	1.00	Meeting @ No Locations (calendar)
6/12/15	Fri	8:01:52											
		11:24:53											
		13:35:52		2:10									
		15:06:08			7:04:16	2:10:59	Y	4:53:17	7:30	2.50	-2.25	0.25	Mtg e [redacted] Time Changed From Calendar]
6/16/15	Tue	7:54:18											
		11:44:57											
		13:10:13		1:25									
		15:04:38											
		18:26:00		3:21									
		18:27:50			10:33:32	4:46:38	Y	5:46:54	10:00	4.00	-4.00	0.00	Drive Time/MTGs @ TBD (calendar)
6/17/15	Wed	8:07:39											
		13:59:06											
		14:13:58		0:14									
		15:56:07			7:48:28		Y	7:48:28	8:00	0.00		0.00	
6/18/15	Thu	7:39:02											

Release: 2019-08
NSA:09527

Doc ID: 6678978

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

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

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
		12:13:25											
		14:07:53		1:54									
		14:36:03			6:57:01	1:54:28	Y	5:02:33	7:00	1.75	-1.75	0.00	Meeting @ (calendar)
6/29/15	Mon	8:12:56											
		11:24:00											
		11:59:27		0:35									
		15:53:24			7:40:28		Y	7:40:28	8:00	0.25		0.25	
6/30/15	Tue	7:43:24											
		14:24:08			6:40:44		Y	6:40:44	7:00	0.25		0.25	
7/6/15	Mon	7:56:09											
		12:45:55											
		12:51:00		0:05									
		14:17:57											
		14:23:19		0:05									
		14:26:02											
		14:32:05		0:06									
		15:40:09			7:44:00		Y	7:44:00	8:30	0.75		0.75	
7/7/15	Tue	7:48:05											
		12:10:44											
		14:21:56		2:11									
		15:27:25											
		15:52:16		0:24									Gave Drive Time. Lunch Mtg w
		15:58:31			8:10:26	2:11:12	Y	5:59:14	9:00	3.00	-0.50	2.50	(GG-15 Peer) Disallowed
7/8/15	Wed	7:23:58											
		8:40:26											
		11:27:44		2:47									
		13:33:25											
		13:59:09		0:25									
		15:12:07			7:48:09	2:47:18	Y	5:00:51	8:30	3.25	-3.25	0.00	Meeting @ (calendar) And, Drive Time
7/9/15	Thu	8:17:12											
		11:45:25											
		12:25:07		0:39									
		13:05:18											
		13:32:27		0:27									
		16:06:20			7:49:08		Y	7:49:08	8:00	0.00		0.00	
													97.25

Release: 2019-08
NSA:09528

Doc ID: 6678978

APPENDIX E

(U) Training Records

Release: 2019-08
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(b)(3)-P.L. 86-36

(b)(3)-P.L. 86-36
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Name:
Learner ID:
Department:

Course Description	Start Date	End Date	Title	Hours	Score
[illegible]	16 DEC 2014	16 DEC 2014	(U) 2014 ETHICS TRAINING FOR FILERS OF SCI 4s [illegible]	1	P
CLAS1750	15 DEC 2014	15 DEC 2014	(U) RECORDS MANAGEMENT ANNUAL AWARENESS TRAINING	1	P
TIPA1001	15 DEC 2014	15 DEC 2014	(U) TRAFFICKING IN PERSONS AWARENESS REFRESHER	1	P
PESM1150	15 DEC 2014	15 DEC 2014	(U) ASSET MANAGEMENT FOR USERS	1	P
PRIV1002	15 DEC 2014	15 DEC 2014	(U) PRIVACY TRAINING FOR MANAGERS, SUPERVISORS	1	P
PRIV1001	15 DEC 2014	15 DEC 2014	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
CIAC1181	15 DEC 2014	15 DEC 2014	(U) CYBER AWARENESS CHALLENGE	1	P
EEOD1120	15 DEC 2014	15 DEC 2014	(U) NO FEAR ACT TRAINING	1	P
CLAS1000	15 DEC 2014	15 DEC 2014	(U) ELEMENTS OF CLASSIFICATION AND MARKING	1	P
DCDS1071	15 DEC 2014	15 DEC 2014	(U) CONTINUITY AWARENESS TRAINING	1	P
SSET2000	09 DEC 2014	09 DEC 2014	(U) CI/OPSEC/UNAUTHORIZED DISCLOSURE REFRESHER	1	P
SSET1101	09 DEC 2014	09 DEC 2014	(U) ANTI-TERRORISM FORCE PROTECTION TRAINING	1	P
OVSC1000	21 OCT 2014	21 OCT 2014	(U) NSA/CSS INTELLIGENCE OVERSIGHT TRAINING	1	P
OVSC1170	20 OCT 2014	20 OCT 2014	(U) OVERVIEW OF SIGNALS INTELLIGENCE AUTHORITIES	2	P
OVSC1100	17 OCT 2014	17 OCT 2014	(U) OVERVIEW OF INFORMATION ASSURANCE (IA) AUTHORI	1	P
[illegible]	[illegible]	[illegible]	[illegible]	1	P
[redacted]				7	NS
[illegible]	[illegible]	[illegible]	[illegible]	1	-
OVSC1170	24 OCT 2013	24 OCT 2013	(U) OVERVIEW OF SIGNALS INTELLIGENCE AUTHORITIES	2	P
SSET2000	24 OCT 2013	24 OCT 2013	(U) CI/OPSEC/UNAUTHORIZED DISCLOSURE REFRESHER	1	P
SSET1101	24 OCT 2013	24 OCT 2013	(U) ANTI-TERRORISM FORCE PROTECTION TRAINING	1	P
OVSC1100	24 OCT 2013	24 OCT 2013	(U) OVERVIEW OF INFORMATION ASSURANCE (IA) AUTHORI	1	P
SSET2000	10 JUL 2013	10 JUL 2013	(U) CI/OPSEC/UNAUTHORIZED DISCLOSURE REFRESHER	1	P
OVSC1000	10 JUL 2013	10 JUL 2013	(U) NSA/CSS INTELLIGENCE OVERSIGHT TRAINING	1	P
PESM1150	11 JUN 2013	11 JUN 2013	(U) ASSET MANAGEMENT FOR USERS	1	P
TIPA1001	11 JUN 2013	11 JUN 2013	(U) TRAFFICKING IN PERSONS AWARENESS REFRESHER	1	P
PRIV1002	11 JUN 2013	11 JUN 2013	(U) PRIVACY TRAINING FOR MANAGERS, SUPERVISORS	1	P
PRIV1001	11 JUN 2013	11 JUN 2013	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
CIAC1181	11 JUN 2013	11 JUN 2013	(U) CYBER AWARENESS CHALLENGE	1	P
EEOD1120	11 JUN 2013	11 JUN 2013	(U) NO FEAR ACT TRAINING	1	P
DCDS1071	11 JUN 2013	11 JUN 2013	(U) CONTINUITY AWARENESS TRAINING	1	P
CLAS1750	11 JUN 2013	11 JUN 2013	(U) RECORDS MANAGEMENT ANNUAL AWARENESS TRAINING	1	P
OPSE1301	11 JUN 2013	15 DEC 2014	(U) OPSEC FUNDAMENTALS	1	P
CLAS1000	11 JUN 2013	11 JUN 2013	(U) ELEMENTS OF CLASSIFICATION AND MARKING	1	P
CIAC1181	08 MAY 2013	08 MAY 2013	(U) CYBER AWARENESS CHALLENGE	1	P
OVSC1170	09 NOV 2012	09 NOV 2012	(U) OVERVIEW OF SIGNALS INTELLIGENCE AUTHORITIES	2	P
EEOD1120	09 NOV 2012	09 NOV 2012	(U) NO FEAR ACT TRAINING	1	P
[redacted]				1	P
OVSC1100	09 NOV 2012	09 NOV 2012	(U) OVERVIEW OF INFORMATION ASSURANCE (IA) AUTHORI	1	P
CLAS1000	09 NOV 2012	09 NOV 2012	(U) ELEMENTS OF CLASSIFICATION AND MARKING	1	P
TIPA1001	08 NOV 2012	08 NOV 2012	(U) TRAFFICKING IN PERSONS AWARENESS REFRESHER	1	P
PRIV1001	08 NOV 2012	08 NOV 2012	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P

(b)(6)

* Indicates Expected Course

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NSA:09530

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Name:
Employee ID:
Department:

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

(b) (6)

Course Information	Start Date	End Date	Title	Hours	Score
DODMIG01	08 NOV 2012	08 NOV 2012	(U) CONTINUITY AWARENESS TRAINING	*	P
CLAS1F0F	8 NOV 2012	08 NOV 2012	(U) RECORDS MANAGEMENT ANNUAL AWARENESS TRAINING		P
IWSC1A01	08 NOV 2012	08 NOV 2012	(U) NSA/CSS INTELLIGENCE OVERSIGHT TRAINING	.	P
CIAC11H6	26 JUL 2012	06 AUG 2012	(U) CYBER AWARENESS CHALLENGE	.	P
[redacted]				.4	P
CIAC11B2	21 MAR 2012	21 MAR 2012	(U) CYBER AWARENESS CHALLENGE	.4	P
[redacted]				.4	P
[redacted]				.4	P
CLAS1J0C	11 DEC 2011	19 DEC 2011	(U) ELEMENTS OF CLASSIFICATION AND MARKING	1	P
TIPA1D71	12 DEC 2011	12 DEC 2011	(U) TRAFFICKING IN PERSONS AWARENESS REFRESHER	1	P
PRIV1D01	19 DEC 2011	19 DEC 2011	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEE	1	P
CIAC11H02011	12 APR 2011	14 APR 2011	(U) ANNUAL IA AWARENESS TRAINING	.4	P
TIPA1D01	17 NOV 2010	19 NOV 2010	(U) TRAFFICKING IN PERSONS AWARENESS REFRESHER	1	P
PRIV1C91	17 NOV 2010	19 NOV 2010	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
REDD1C2*	27 SEP 2010	01 OCT 2010	(U) NO FEAR ACT TRAINING	1	P
CIAC11H02010	13 JUL 2010	13 JUL 2010	(U) ANNUAL IA AWARENESS TRAINING	.4	P
TIPA1C01	21 SEP 2009	21 SEP 2009	(U) TRAFFICKING IN PERSONS AWARENESS REFRESHER	1	P
PRIV1C01	21 SEP 2009	21 SEP 2009	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
CIAC1180	21 SEP 2009	21 SEP 2009	(U) CYBER AWARENESS CHALLENGE	1	P
PRIV1B01	10 MAY 2009	01 JUN 2009	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
REDD11C	10 JUN 2008	02 JUL 2008	(U) NO FEAR ACT TRAINING	1	P
[redacted]				17	NS
CIAC11A	27 JAN 2006	29 JAN 2006	(U) CYBER AWARENESS CHALLENGE	1	P
SSBT1*01	02 DEC 2005	02 DEC 2005	(U) ANTI TERRORISM FORCE PROTECTION TRAINING	1	P
[redacted]				8	W
				2	NE
				.	NS
				2	NP
				1	NR
				40	P
				4	P
				40	P
				0	Expired
				*	P
				8	P
				8	P
				4	P
				4	T
				24	P
					A
					B
					B

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

(b) (3)-P.L. 86-36
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Name:
Learner ID:
Department:

Course Designator	Start Date	End Date	Title	Hours	Score
					E
					E
					U
					G
					P
					A
					E
					G
				1	NE
				1	NE
					NE
				1	NE
				1	NE
				1	P
				64	NE
				1	NE
				1	NE
				1	NE
				80	M
				24	NE
				8	NE
				8	NE
				24	NE
				24	NE
				8	Ne
				8	P
				3	NE
				2	NE
				4	P
				3	P
				5	A
					NE
				12	P
				4	P
				8	P
				8	NE
				8	NE
				24	NE
				5	NE
				8	NE
				4	P
				16	NE

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Release: 2019-08
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(b)(3)-P.L. 86-36
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Name:
Learner ID:
Department:

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Course Designator	Start Date	End Date	Title	Hours	Status
				4	P
				24	P
				8	NE
					NS
				16	P
				8	NE
				20	NF
				4	NE
					NS
				8	NE
				16	NF
					NE
				40	P
				[illegible]	P
				8	NS
				24	P
				20	NF
				16	NE
				40	A
				40	A
				40	P
				24	NS
					NE
					NA

(b)(6)

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Release: 2019-08
NSA:09533

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APPENDIX F

(U) [redacted] Calendar

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

Release: 2019-08
NSA:09534

Doc ID: 6678978

July 14, 2014 - July 20, 2014

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

July 2014

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

August 2014

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

Release: 2019-08
NSA:09535

July 21, 2014 - July 27, 2014

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

July 2014

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

August 2014

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

July 28, 2014 - August 03, 2014

July 2014

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

August 2014

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

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

Doc ID: 6678978

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

August 04, 2014 - August 10, 2014

August 2014

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

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Release: 2019-08
NSA:09538

Doc ID: 6678978

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

August 11, 2014 - August 17, 2014

August 2014

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

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Release: 2019-08
NSA:09539

Doc ID: 6678978

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

August 18, 2014 - August 24, 2014

August 2014

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

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Release: 2019-08
NSA:09540

Doc ID: 6678978

August 25, 2014 - August 31, 2014

August 2014

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

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

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

Release: 2019-08
NSA:09541

Doc ID: 6678978

September 01, 2014 - September 07, 2014

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2014

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

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

Release: 2019-08
NSA:09542

Doc ID: 6678978

September 08, 2014 - September 14, 2014

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2014

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

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

Release: 2019-08
NSA:09543

Doc ID: 6678978

September 15, 2014 - September 21, 2014

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2014

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

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

Release: 2019-08
NSA:09544

September 22, 2014 - September 28, 2014

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2014

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

(b) (3) Release: 2019-086
(b) (6) NSA:09545

Doc ID: 6678978

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

September 29, 2014 - October 05, 2014

September 2014

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2014

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

Release: 2019-08
NSA:09546

October 06, 2014 - October 12, 2014

October 2014

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

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

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

Doc ID: 6678978

(b)(1)
(b)(3)-P.L. 86-36
(b)(6)

October 13, 2014 - October 19, 2014

October 2014

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

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Release: 2019-08
NSA:09548

Doc ID: 6678978

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

October 20, 2014 - October 26, 2014

October 2014

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

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Release: 2019-08
NSA:09549

Doc ID: 6678978

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

October 27, 2014 - November 02, 2014

October 2014

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

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Release: 2019-08
NSA:09550

Doc ID: 6678978

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

November 03, 2014 - November 09, 2014

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2014

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

Release: 2019-08
NSA:09551

Doc ID: 6678978

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

November 10, 2014 - November 16, 2014

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

December 2014

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

Release: 2019-08
NSA:09552

Doc ID: 6678978

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

November 17, 2014 - November 23, 2014

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2014

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

Release: 2019-08
NSA:09553

Doc ID: 6678978

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

November 24, 2014 - November 30, 2014

November 2014

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2014

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

Release: 2019-08
NSA:09554

Doc ID: 6678978

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

December 01, 2014 - December 07, 2014

December 2014

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

January 2015

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

Release: 2019-08
NSA:09555

December 08, 2014 - December 14, 2014

December 2014

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

January 2015

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

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

December 15, 2014 - December 21, 2014

December 2014

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

January 2015

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

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

December 22, 2014 - December 28, 2014

December 2014

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

January 2015

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

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

Doc ID: 6678978

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

December 29, 2014 - January 04, 2015

December 2014

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

January 2015

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

Release: 2019-08
NSA:09559

January 05, 2015 - January 11, 2015

January 2015

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

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

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

Doc ID: 6678978

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

January 12, 2015 - January 18, 2015

January 2015

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

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Release: 2019-08
NSA:09561

Doc ID: 6678978

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

January 19, 2015 - January 25, 2015

January 2015

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

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Release: 2019-08
NSA:09562

Doc ID: 6678978

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

January 26, 2015 - February 01, 2015

January 2015

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

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Release: 2019-08
NSA:09563

February 02, 2015 - February 08, 2015

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2015

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

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

Doc ID: 6678978

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

February 09, 2015 - February 15, 2015

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2015

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

Release: 2019-08
NSA:09565

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

February 16, 2015 - February 22, 2015

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2015

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

Release: 2019-08
NSA:09566

February 23, 2015 - March 01, 2015

February 2015

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2015

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

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

Release: 2019-08
NSA:09567

March 02, 2015
March 08, 2015

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

March 2015

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

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

March 09, 2015 - March 15, 2015

March 2015

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

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

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

Release: 2019-08
NSA:09569

Doc ID: 6678978

March 16, 2015 - March 22, 2015

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

March 2015

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

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Release: 2019-08
NSA:09570

March 23, 2015 - March 29, 2015

March 2015

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

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

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

March 30, 2015 - April 05, 2015

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

March 2015

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

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April 06, 2015 - April 12, 2015

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2015

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

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

Doc ID: 6678978

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

April 13, 2015 - April 19, 2015

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2015

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

Release: 2019-08
NSA:09574

Doc ID: 6678978

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

April 20, 2015 - April 26, 2015

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2015

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

Release: 2019-08
NSA:09575

Doc ID: 6678978

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

April 27, 2015 - May 03, 2015

April 2015

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2015

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

Release: 2019-08
NSA:09576

May 04, 2015 - May 10, 2015

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

May 2015

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

June 2015

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
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Release: 2019-08
NSA:09577

Doc ID: 6678978

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

May 11, 2015 - May 17, 2015

May 2015

Su	Mo	Tu	We	Th	Fr	Sa
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June 2015

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Release: 2019-08
NSA:09578

May 18, 2015 - May 24, 2015

May 2015

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June 2015

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

Release: 2019-08
NSA:09579

Doc ID: 6678978

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

May 25, 2015 - May 31, 2015

May 2015

Su	Mo	Tu	We	Th	Fr	Sa
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June 2015

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Release: 2019-08
NSA:09580

Doc ID: 6678978

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

June 01, 2015 - June 07, 2015

June 2015

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July 2015

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Release: 2019-08
NSA:09581

Doc ID: 6678978

June 08, 2015 - June 14, 2015

June 2015

Su	Mo	Tu	We	Th	Fr	Sa
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7	8	9	10	11	12	13
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July 2015

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

Release: 2019-08
NSA:09582

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

June 15, 2015 - June 21, 2015

June 2015

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
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July 2015

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Doc ID: 6678978

June 22, 2015 - June 28, 2015

June 2015

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July 2015

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

Release: 2019-08
NSA:09584

June 29, 2015 - July 05, 2015

June 2015

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7	8	9	10	11	12	13
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July 2015

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

Release: 2019-08
NSA:09585

Doc ID: 6678978

(b) (1)
(b) (3)-P.L. 86-36
(b) (6)

July 06, 2015 - July 12, 2015

July 2015

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August 2015

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Release: 2019-08
NSA:09586

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

APPENDIX G

(U) [redacted] Emails to the OIG

(Including Attachment)

Release: 2019-08
NSA:09587

[redacted]

From: [redacted]
Sent: Friday, July 15, 2016 3:11 PM
To: [redacted]
Subject: RE: (U//~~FOUO~~) Mitigated OIG Analysis
Signed By: [redacted]

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

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

[redacted]

I have added some clarification to comments made during our meeting.

7/14/14 - Program Review Part I
7/15/14 – Morning/afternoon/evening meetings
7/16/14 – Morning/afternoon/evening meetings
7/17/14 – Program Review Part II
7/18/14 – Morning/afternoon/evening meetings
7/21/14 – Morning/afternoon/evening meetings
7/22/14 – Morning/afternoon/evening meetings
7/23/14 – Morning/afternoon/evening meetings
7/24/14 – Morning/afternoon/drive to airport/then flight
7/25/14 – Flight/layover/delayed flight/drive home
8/7/14 – Meeting with [redacted]
8/8/14- Meeting/demo ran longer than planned
8/27/14 – Mentoring session not a phone conference
8/28/14 – drive time to meeting and the meeting start time was delayed.
9/4/14 – drive time to meeting
9/9/14 – arrived early and left late from meeting and the rush hour traffic was bad that day to get back from the meeting.
9/30/14 – The team off-site did take place to go over [redacted] and TDYs.
10/3/14 – drive time to [redacted] meeting
10/14/14 –Meeting with [redacted]
10/15/14 – Meeting with [redacted] went longer than anticipated.
10/17/14 – Met with [redacted] at their location
10/21/14 – Meetings ran longer than anticipated.
10/30/14 – TDY planning meeting with [redacted]
10/31/14 – PM Phone con with [redacted] and/or [redacted] on cell phone.
11/13/14 – Offsite not an MBA – wouldn't have gone on an MBA with these people
11/18/14 – Morning/afternoon/evening meetings
11/19/14 – Morning meetings before going to the site.
12/3/14 – PM Phone conference with [redacted] and/or [redacted] on cell phone.
12/10/14 – meetings at hotel after arriving in [redacted]
12/11/14 –Morning/afternoon/evening meetings
12/12/14 –Morning/afternoon/evening meetings
12/16/14 – Meetings at [redacted] were the ones attended.
12/18/14 – Meeting with [redacted] went longer than anticipated.
1/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.
1/22/15 – Meetings with [redacted]

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

(b) (6)

Release: 2019-08
NSA:09588

1/29/15 – Mentoring meeting with
2/3/15 – Arrived early to the meeting.
2/6/15 – Meeting went longer than anticipated,
3/2/15 - PM Phone conference with and/or on cell phone.
3/3/15 - PM Phone conference with and/or on cell phone.
3/11/15 – Meeting ran longer than anticipated.
3/13/15 - PM Phone conference with and/or on cell phone.
3/16/15 – Review
3/17/15 – Review
3/26/15 - PM Phone conference with and/or on cell phone.
3/30/15 - PM Phone conference with and/or on cell phone.
3/31/15 – meeting slid to 1730 and included drive time.
4/1/15 - PM Phone conference with and/or on cell phone.
4/13/15 - PM Phone conference with and/or on cell phone.
4/14/15 - PM Phone conference with and/or on cell phone.
4/17/15 – Mentoring meeting with
4/24/15 – Kept time that day on time zone so I arrived home at 1730 EST. Timecard was correct.
5/4/15 –PM Phone conference with and/or on cell phone.
5/5/15 – Did not attend the MBA. Review with started earlier and ran longer and included drive time.
5/8/15 - PM Phone conference with and/or on cell phone.
5/27/15 – meeting started late.
6/2/15 - PM Phone conference with and/or on cell phone.
6/3/15 - PM Phone conference with and/or on cell phone.
6/4/15 – Had out of building meetings with and with a Phone conference in between meetings.
6/11/15 – Meeting went late and included drive time.
6/12/15 – Meeting with
7/7/15 – Mentoring meeting with
7/8/15 – Drive time included for

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

(b) (6)

POCs:

– All TDYs, Meetings, and Phone conferences /Phone:

(COR on contract)) – Some TDYs, Meetings, and Phone conferences/Phone:

– Some TDYs, and Meetings/Phone: 966-0720s

Please let me know if you have any questions?

Thank you…

V/R,

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

Release: 2019-08
NSA:09589

[redacted]

From: [redacted]
Sent: Wednesday, July 27, 2016 2:53 PM
To: [redacted]
Subject: RE: (U//~~FOUO~~) Mitigated OIG Analysis
Signed By: [redacted]

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

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

Hi [redacted]

Your explanations are very general and not necessarily corroborated by your calendar. I had asked for emails and/or specific POCs who can corroborate specific meetings and program reviews. Giving me 3 POCs who can broadly speak to your meetings, TDYs, and reviews isn't really helpful. For instance, for 7/14 and 7/17, you say "Program Review." What program are we specifically speaking about? Where was the review held and who, specifically, was there and can verify that you were in attendance?

I have addressed your entries below. If you cannot either provide the name of a specific individual or forward an email to support a particular explanation, I cannot give you credit. Additionally, as I mentioned during our meeting, witnesses testified that you were aware that you were not authorized to regularly conduct official business via personal cell phone (such as calls with [redacted] However, although you may or may not be credited the time, it would be mitigating if you were willing to provide copies of your personal cell phone records and they showed the dates, times, and duration of what you believe to be official calls.

(b) (6)

From your out of office response, I see that you return from leave and training on 8/8. You have until COB 8/12 to provide any additional relevant details and documents (such as emails and cell phone records), as previously requested.

Please see my comments below:

Thank You,

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

[redacted]

[redacted]
Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s, [redacted] Suite 6247

From: [redacted]
Sent: Friday, July 15, 2016 3:11 PM
To: [redacted]
Subject: RE: (U//~~FOUO~~) Mitigated OIG Analysis

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

[redacted]

I have added some clarification to comments made during our meeting:

Release: 2019-08
NSA:09590

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

7/14/14 - Program Review Part I – What program? Where in [redacted] was the review held? Who, specifically, was present and can verify?
7/15/14 – Morning/afternoon/evening meetings – Who, specifically, did you meet with outside of [redacted] access control (AC)?
7/16/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [redacted] AC?
7/17/14 – Program Review Part II - What program? Where? Who, specifically, was present and can verify?
7/18/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [redacted] AC? Of note, I was generous in granting drive time, most of the discrepancy is due to a midday break at lunchtime (timesheet says 0800-1600 & no lunch)
7/21/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [redacted] AC and where? Of note, the discrepancy is because of a midday break at lunchtime (timesheet says 0800-1600 & no lunch)
7/22/14 – Morning/afternoon/evening meetings – Already gave time for evening meeting and generous drive time. Remaining discrepancy relates (again) to a midday break. 2-hour midday meetings would have to be within AC (can't drive to and from [redacted]
7/23/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [redacted] AC?
7/24/14 – Morning/afternoon/drive to airport/then flight – Already gave generous drive and check in time, along with flight time (2 hours drive time between hotel and [redacted] 2.5 hour drive to airport and check-in/waiting, and 2 hours for flight)
7/25/14 – Flight/layover/delayed flight/drive home – Already gave flight time (8 hours), layover time (1.5 hours) and generous drive time home (1.5 hours) – based on your flight itinerary. There was a flight delay in L.A.? That's unusual. Explain?
8/7/14 – Meeting with [redacted] – Where did this new information come from? Please send me corroboration.
8/8/14- Meeting/demo ran longer than planned – This is new information. What is it based on?
8/27/14 – Mentoring session not a phone conference – Your calendar lists it as a lunchtime meeting at a local restaurant on a day you claimed no lunch on your timesheet. Having lunch with a TD colleague is not official business.
8/28/14 – drive time to meeting and the meeting start time was delayed – You do not get official time to drive to your afternoon meeting in the town in which you live [redacted] It did not require additional time from that of your normal commute.

(b) (6)

9/4/14 – drive time to meeting – Already gave drive time to the late afternoon meeting and back to NSA.
9/9/14 – arrived early and left late from meeting and the rush hour traffic was bad that day to get back from the meeting. – Already gave you 2 hours roundtrip drive time between NSA and the [redacted] meeting. 2.5 hours to get to [redacted] "early" is excessive.
9/30/14 – The team off-site did take place to go over [redacted] and TDYs. – This is new information that conflicts with another personal calendar appointment. Who or what can corroborate this? Where was it held and who specifically attended?
10/3/14 – drive time to [redacted] meeting – Already gave an hour for the meeting and an hour for drive time.
10/14/14 –Meeting with [redacted] – This is new information – from where did it come? Corroboration?
10/15/14 – Meeting with [redacted] went longer than anticipated. – Already gave full credit for midday meeting with [redacted] Including the meeting, you worked a total of 9 hours and 48 minutes and got credit for working 10 hours. However, you claimed 11.5 hours.
10/17/14 – Met with [redacted] at their location – Your calendar had a conflict and you said you met with a colleague, [redacted] for lunch. You speculated that you might have slid your other meeting to a later time. However, your timesheet says you left work at 1430 (which you did) and you claimed no lunch. If you have documentary evidence that you attended a later meeting at [redacted] please provide it.
10/21/14 – Meetings ran longer than anticipated. – You don't get credit for drive time from home to [redacted] (same as normal commute time). Meetings were scheduled to last a total of 4.5 hours. Already gave you credit for 5.5 hours.
10/30/14 – TDY planning meeting with [redacted] – Not on calendar. Where? When, specifically? Was he here TDY?

Release: 2019-08
NSA:09591

(b) (6)

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

10/31/14 – PM Phone con with [redacted] and/or [redacted] on cell phone. – Contradicted by calendar, which shows a personal "private" appointment from 1130 to 1600. No need for "cell phone" call (also, other witnesses say you were told not to do this).

11/13/14 – Offsite not an MBA – wouldn't have gone on an MBA with these people – It doesn't matter whether it was an offsite or an MBA. You were credited 4 hours based on your calendar. However, you claimed 8.

11/18/14 – Morning/afternoon/evening meetings – Explanation not reasonable. Timesheet says 0900-1700 with no lunch. You were at [redacted] from 0942 to 1628. Already gave 1 hour drive time to & from hotel. 1.25 hour midday break is the real discrepancy.

11/19/14 – Morning meetings before going to the site. – Who with and where? Why not at site where you spent the rest of the day before flying out that evening? Who specifically was with you and can confirm?

12/3/14 – PM Phone conference with [redacted] and/or [redacted] on cell phone. – You left work at 1600, but claimed to have worked until 1700. It is more reasonable that you would have just stayed at work and used a work phone if you needed to speak.

12/10/14 – meetings at hotel after arriving in [redacted] – Specifically, who was there at the meeting and can confirm this? What hotel?

12/11/14 –Morning/afternoon/evening meetings – You claimed from 0900 to 1700 with no lunch, but were at [redacted] from 0909 until 1448, except for a midday break of 1.25 hours – too short to go to a "meeting." Provide any evidence of a late afternoon meeting.

12/12/14 –Morning/afternoon/evening meetings – Claimed to have started at 0900, but arrived at [redacted] at 0950 (no time for an offsite meeting). Provide any evidence of an offsite meeting between 1230 and 1330 (I gave lots of travel time already).

12/16/14 – Meetings at [redacted] and [redacted] were the ones attended. – As I said during our interview, there was a conflict between those meetings and a 12 to 5pm private appointment on your calendar that I could not access. What was the private appointment for (in general terms) and why did you not attend it? [redacted]

12/18/14 – Meeting with [redacted] went longer than anticipated. That's a significant overage – a meeting scheduled to last to 3pm ran until 4:15pm? Or, did this also include your drive time home from the meeting?

1/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. – Again, unreasonable to leave work to make an hour-long cell phone call when you could just stay at work; not to mention that it was not authorized.

1/22/15 – Meetings with [redacted] – When, in evening? This is new information, where did it come from? Please provide corroborating documentation or specific witnesses in attendance.

1/29/15 – Mentoring meeting with [redacted] – You claimed no lunch that day, but had a lunchtime midday break of 1 hour 57 minutes (but, I credited you 30 minutes of drive time from FANX to OPS) to meet with a fellow TD. No further credit given.

2/3/15 – Arrived early to the meeting. - No. You left NSA at 1114 for an 1130 meeting at [redacted] Due to drive time/meetings, I gave full credit for both midday breaks. But, you arrived to work 13 minutes later and left 38 minutes earlier than claimed on your timesheet.

2/6/15 – Meeting went longer than anticipated. - OK. The meeting was scheduled to be 2 hours. I credited you an extra .50 hour (for a total of 2.5 hours). The remaining discrepancy is due to a late arrival.

3/2/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. - You came to work later than you claimed on your timesheet. And, again, unreasonable that you would leave work to make an hour-long cell phone call when you could just call from work

3/3/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. - You came to work later than you claimed on your timesheet. And, again, unreasonable to leave work to make a 2 hour-long cell phone call when you could just stay and call from work

3/11/15 – Meeting ran longer than anticipated. – It was a 2.5 hour meeting scheduled to end at 6pm. Running much later would be odd. And, I gave you an hour for round-trip drive time that was generous. Who else was at the meeting to corroborate?

3/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. – Same comments as previous.

3/16/15 – [redacted] Review – OK, reasonable given the tech review later in the week.

3/17/15 – [redacted] Review – Ok, reasonable given the tech review later in the week.

3/26/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

3/30/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Release: 2019-08
NSA:09592

3/31/15 – meeting slid to 1730 and included drive time. You left to drive to DC at 1649 for a 1730 meeting that would last until 1900? This is new info. From where did it come? Please provide corroborating documentation or specific witnesses in attendance.

4/1/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

4/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

4/14/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

4/17/15 – Mentoring meeting with [redacted] – You claimed no lunch that day, but drove to a lunch "meeting" with a work colleague? No credit given.

4/24/15 – Kept time that day on [redacted] time zone so I arrived home at 1730 EST. Timecard was correct. – OK, I credited you the 17 duty hours you claimed. Since the flight was 8 hours, that gave you 9 hours to get to the airport, check in, and drive home from Dulles.

5/4/15 –PM Phone conference with [redacted] and/or [redacted] on cell phone.

5/5/15 – Did not attend the MBA. Review with [redacted] started earlier and ran longer and included drive time. This is new information – where did you get it? Where was the [redacted] review held?

5/8/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

5/27/15 – [redacted] meeting started late. – Your calendar says the meeting was at NSA.

6/2/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

6/3/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

6/4/15 – Had out of building meetings with [redacted] and [redacted] with a Phone conference in between meetings. – Gave you half an hour drive time from FANX to OPS. Your calendar says that the meeting with [redacted] was at FANX. Did you go out to lunch instead (you claimed no lunch)? Why would you meet with [redacted] outside of NSA from 3 to 4:30pm, if he was in town TDY? It does not seem reasonable to meet at his hotel, unless you met at the hotel bar during happy hour? Phone meetings were not authorized.

6/11/15 – Meeting went late and included drive time – Your last meeting that day was from 4 to 5pm with [redacted] How do you know it went late and where was the meeting held?

6/12/15 – Meeting with [redacted] – Your meeting with [redacted] was scheduled from 1:30 to 3pm (your calendar did not say where). You left work at 3:06pm. The discrepancy is a midday one. Explain please.

7/7/15 – Mentoring meeting with [redacted] – This is new information. Where did it come from? How do you know her? Was this another lunch? You claimed no lunch that day and had a "Private Appointment" scheduled for 11:30am to 1pm.

7/8/15 – Drive time included for [redacted] – OK. Gave drive time from FANX to OPS.

POCs:

[redacted] – All TDYs, Meetings, and Phone conferences /Phone: [redacted]

[redacted] – Some TDYs, Meetings, and Phone conferences/Phone: [redacted]

[redacted] (GOV for NSA) - Some TDYs, and Meetings/Phone: [redacted]

Please let me know if you have any questions?

Thank you…

V/R,

[redacted]

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

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Release: 2019-08
NSA:09594

[redacted]

From: [redacted]
Sent: Friday, August 19, 2016 10:27 AM
To: [redacted]
Subject: (U//~~FOUO~~) Mitigated OIG Analysis - Responses
Attachments: [redacted] OIG Mitigation Responses.docx
Signed By: [redacted]

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

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[redacted]

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

Sorry for not being more specific. Hopefully the attachment will clear things up. I appreciate the time you have already granted me in many instances.

Regarding the phone conferences: As the technical lead for multiple projects, contractors would call me on the way into work and on the way home from work to report issues, seek clarification, or ask project questions. Some days when I left work early, contractors would call me on the way home. I took these calls to ensure projects would not slip and to avoid delay in mission and overrun costs. This was all in an effect to ensure projects kept on schedule and within budget, which I am proud to say was achieved. During this timeframe, I operated under the premise that I was authorized to take these calls and count them as hours worked, as approved by my boss [redacted] (per a verbal discussion).

I went online for Verizon and realized calls only go back a year. I am working to get call sheets from 2.5 years ago.

Just to note again, many of my meetings did not always occur as indicated on my calendar. There were many times meetings got pushed up or back and I did not adjust my calendar accordingly. If I deleted a recurring meeting, then it deletes all the ones in the past. Other people had access to my calendar so they could add and delete meetings freely. I also attended many impromptu meetings that were never reflected on my calendar. Additionally, many of my meetings were project status meetings, and they tend to run over, depending on the number of issues/questions that were raised. My calendar can be used as a general guide, but is not accurate enough to perfectly account for all of my time during the day. I would venture to say this is true for most employees.

I would also like to raise a serious issue that is going on. My former chief of staff has called people around the agency to inform them that I am under investigation. I know this because these people have told me. One person was someone I was to interview with for a job. Since I am under investigation, I believe this to be personnel-privileged information. I would like to raise this with you in hopes that this will be stopped.

Please see attached for my clarification to your comments.

V/R,

[redacted]

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Release: 2019-08
NSA:09595

Doc ID: 6678978

I have added some clarification to comments:

7/14/14 - Program Review Part I – What program? Where in [ ] was the review held? Who, specifically, was present and can verify?

This was an [ ] Program review. It was held at the [ ] hotel due to the lack of NSA conference rooms being available for that long and that red badgers were in attendance. We reviewed the [ ] projects we completed over the past year and the ones to be completed during the rest of the FY. [ ] and [ ] can corroborate this.

7/15/14 – Morning/afternoon/evening meetings – Who, specifically, did you meet with outside of [ ] access control (AC)?

Held morning meeting at hotel with project managers to review the project and plan the day's work. Then traveled to [ ] Left [ ] and traveled back to hotel, where met with red-badge [ ] team to conduct afternoon project meetings; mid-day meetings discussed project statuses and to course correct. Due to the fact that red badgers were present, conducting the meetings outside of confirm made the meetings easier. [ ] and [ ] can corroborate this.

7/16/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [ ] AC?

Held morning meeting at hotel with project managers to review the project to date and plan the day's work. Then traveled to [ ] Left [ ] and traveled back to hotel, where met with red-badged [ ] team to conduct afternoon project meetings; mid-day meetings discussed project statuses and to course correct. Due to the fact that red badgers were present, conducting the meetings outside of confirm made the meetings easier. [ ] and [ ] can corroborate this.

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

(b) (6)

7/17/14 – Program Review Part II - What program? Where? Who, specifically, was present and can verify?

This was an [ ] Program review. We reviewed the [ ] projects we completed over the past year and the ones to be completed during the rest of the FY. It was held at the [ ] hotel due to the lack of NSA conference rooms being available for that long and that red badgers were in attendance. [ ] and [ ] can corroborate this.

7/18/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [ ] AC? Of note, I was generous in granting drive time, most of the discrepancy is due to a midday break at lunchtime (timesheet says 0800-1600 & no lunch)

Held morning meeting at hotel with project managers to review the progress of the project to date and plan the day's work. Then traveled to [ ] Held mid-day project meeting with red-badged [ ] who worked the night shift, to get updates on the previous night's work. Mid-day meeting was a working lunch at local restaurant since hotel was too far away. Traveled back

Release: 2019-08
NSA:09596

to hotel after leaving [redacted] for the day. Met team in the evening to review the day's progress and make any required changes for the remainder of the project/TDY. [redacted] and [redacted] can corroborate this.

Note – I oversaw this project throughout the day, however work was being done while I was not present, during evening or night hours. It was necessary for me to receive project updates throughout this TDY to ensure the project was on track for completion.

7/21/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [redacted] AC and where? Of note, the discrepancy is because of a midday break at lunchtime (timesheet says 0800-1600 & no lunch)

Held morning meeting at hotel to review the progress of the project to date (review weekend work) and plan the day's work. Then traveled to [redacted] Held mid-day project meeting with red-badged [redacted] to get updates on the weekend work. Mid-day meeting was a working lunch at local restaurant since hotel was too far away. [redacted] and [redacted] can corroborate this.

7/22/14 – Morning/afternoon/evening meetings – Already gave time for evening meeting and generous drive time. Remaining discrepancy relates (again) to a midday break. 2-hour midday meetings would have to be within AC (can't drive to and from [redacted]

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

Held morning meeting at hotel to review the progress of the project to date and plan the day's work. Then traveled to [redacted] Held mid-day project meeting with red-badged [redacted] to get updates on the previous night's work. Mid-day meeting was a working lunch at local restaurant since hotel was too far away. Traveled back to hotel after leaving [redacted] for the day. Met team in the evening to review the day's progress and make any required changes for the remainder of the project/TDY. [redacted] and [redacted] can corroborate this.

(b) (6)

7/23/14 – Morning/afternoon/evening meetings - Who, specifically, did you meet with outside of [redacted] AC?

Held morning meeting at hotel to review the progress of the project to date and plan the day's work. Then traveled to [redacted] Left [redacted] and traveled back to hotel. Met team in the evening to review the day's progress and make any required changes for the remainder of the project/TDY. Due to the fact that red badgers [redacted] were present, conducting the meetings outside of confirm made the meetings easier. [redacted] and [redacted] can corroborate this.

7/24/14 – Morning/afternoon/drive to airport/then flight – Already gave generous drive and check in time, along with flight time (2 hours drive time between hotel and Wahiawa, 2.5 hour drive to airport and check-in/waiting, and 2 hours for flight)

Held early morning meeting at hotel to review the progress of the project to date. Then traveled to [redacted] Left [redacted] and traveled back to hotel. Conducted one final meeting in the afternoon at the hotel to wrap up the project/TDY before traveling back home. Due to the fact that red

Release: 2019-08
NSA:09597

Doc ID: 6678978

badgers [redacted] were present, conducting the meetings outside of confirm made the meetings easier. [redacted] and [redacted] can corroborate this.

7/25/14 – Flight/layover/delayed flight/drive home – Already gave flight time (8 hours), layover time (1.5 hours) and generous drive time home (1.5 hours) – based on your flight itinerary. There was a flight delay in L.A.? That's unusual. Explain?

I flew to [redacted] though LA but back from [redacted] through Denver. A storm rolled though Denver and we were delayed in the airport.

8/7/14 – Meeting with [redacted] – Where did this new information come from? Please send me corroboration.

My morning meeting with [redacted] was moved to the afternoon. [redacted] can corroborate.

8/8/14 – Meeting/demo ran longer than planned – This is new information. What is it based on?

My recollection is that the meeting ran longer than planned. [redacted] can corroborate.

8/27/14 – Mentoring session not a phone conference – Your calendar lists it as a lunchtime meeting at a local restaurant on a day you claimed no lunch on your timesheet. Having lunch with a TD colleague is not official business.

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

I thought mentoring was one of NSAs core values and that it would be considered official business. I considered this a working lunch.

(b) (6)

9/9/14 – arrived early and left late from meeting and the rush hour traffic was bad that day to get back from the meeting. – Already gave you 2 hours roundtrip drive time between NSA and the [redacted] meeting. 2.5 hours to get to [redacted] "early" is excessive.

I got to the meeting 45 minutes early but the drive back to NSAW took longer than expected, plus meeting ran longer than expected.

9/30/14 – The team off-site did take place to go over [redacted] and TDYs. – This is new information that conflicts with another personal calendar appointment. Who or what can corroborate this? Where was it held and who specifically attended?

This was on my calendar. [redacted] Team members were [redacted] and [redacted] The offsite took place in Columbia.

10/3/14 – drive time to [redacted] meeting – Already gave an hour for the meeting and an hour for drive time.

The meeting took an hour longer. [redacted] can corroborate this.

10/14/14 –Meeting with [redacted] – This is new information – from where did it come? Corroboration?

Release: 2019-08
NSA:09598

I have an unclassified email on the unclassified network to [redacted] saying that I will see him at the meeting because he was coming late from another location. The meeting was over 2 hours.

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

10/15/14 – Meeting with [redacted] went longer than anticipated. – Already gave full credit for midday meeting with [redacted]. Including the meeting, you worked a total of 9 hours and 48 minutes and got credit for working 10 hours. However, you claimed 11.5 hours.

(b)(6)

Met with [redacted] team back at their hotel [redacted] meeting (during which the [redacted] was conducted), to share the results learned during the [redacted] The [redacted] team had red-badgers and it was easier to meet them at their hotel. [redacted] can corroborate.

10/17/14 – Met with [redacted] at their location – Your calendar had a conflict and you said you met with a colleague, [redacted] for lunch. You speculated that you might have slid your other meeting to a later time. However, your timesheet says you left work at 1430 (which you did) and you claimed no lunch. If you have documentary evidence that you attended a later meeting at [redacted] please provide it.

In order to meet with [redacted] and [redacted] I had to slide my [redacted] calendar appt to the afternoon. The [redacted] appointment is on my calendar but forgot to go back and adjust time to later.

10/21/14 – Meetings ran longer than anticipated. – You don't get credit for drive time from home to Arundel Mills (same as normal commute time). Meetings were scheduled to last a total of 4.5 hours. Already gave you credit for 5.5 hours.

Meetings ran longer than anticipated not drive time.

10/30/14 – TDY planning meeting with [redacted] – Not on calendar. Where? When, specifically? Was he here TDY?

It was a follow-up phone conference to the meeting on calendar at 1200. They had further questions but I could not get back to the office to call them back so I took the call in transit.

10/31/14 – PM Phone con with [redacted] and/or [redacted] on cell phone. – Contradicted by calendar, which shows a personal "private" appointment from 1130 to 1600. No need for "cell phone" call (also, other witnesses say you were told not to do this).

Private appointment was a bowling MBA someone put on my calendar by admin that I did not attend. After hundreds of hours of not getting paid, my boss [redacted] said I could do this, per a verbal discussion. He said I was not allowed to work for free anymore.

11/13/14 – Offsite not an MBA – wouldn't have gone on an MBA with these people – It doesn't matter whether it was an offsite or an MBA. You were credited 4 hours based on your calendar. However, you claimed 8.

Met with [redacted] team after the Offsite about [redacted] on my calendar. Meeting took place at [redacted] can corroborate.

Release: 2019-08
NSA:09599

11/18/14 – Morning/afternoon/evening meetings – Explanation not reasonable. Timesheet says 0900-1700 with no lunch. You were at [redacted] from 0942 to 1628. Already gave 1 hour drive time to & from hotel. 1.25 hour midday break is the real discrepancy.

Held mid-day project status meeting with red-badged [redacted] team, to discuss the worked done the previous night and course correct if required. Meeting was held offsite, but on base (at the Officer's Club), since it was easier with the red-badgers [redacted] and [redacted] can corroborate this.

11/19/14 – Morning meetings before going to the site. – Who with and where? Why not at site where you spent the rest of the day before flying out that evening? Who specifically was with you and can confirm?

(b) (6)

Conducted a morning review with the project managers at hotel before going to [redacted] Also conducted a mid-day project status meeting, to discuss the worked done the previous night and course correct if required. Meeting was held offsite, but on base (at the Officer's Club), since it was easier with the red-badgers [redacted] and [redacted] can corroborate this.

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

12/3/14 – PM Phone conference with [redacted] and/or [redacted] on cell phone. – You left work at 1600, but claimed to have worked until 1700. It is more reasonable that you would have just stayed at work and used a work phone if you needed to speak.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

12/10/14 – meetings at hotel after arriving in [redacted] – Specifically, who was there at the meeting and can confirm this? What hotel?

Meeting was held at [redacted] after I arrived in [redacted] to discuss the upcoming project. [redacted] and [redacted] can corroborate this.

12/11/14 –Morning/afternoon/evening meetings – You claimed from 0900 to 1700 with no lunch, but were at [redacted] from 0909 until 1448, except for a midday break of 1.25 hours – too short to go to a "meeting." Provide any evidence of a late afternoon meeting.

We had a meeting in the middle of the day to talk statuses and to course correct when required and we held a meeting in the evening to review the day. Due to the fact that red badgers were present made the meetings easier to conduct outside of confirm. This mid-day meeting was conducted for an hour across the street from the site with 15 minutes to drive back and forth. [redacted] and [redacted] can corroborate this.

12/12/14 –Morning/afternoon/evening meetings – Claimed to have started at 0900, but arrived at [redacted] at 0950 (no time for an offsite meeting). Provide any evidence of an offsite meeting between 1230 and 1330 (I gave lots of travel time already).

Release: 2019-08
NSA:09600

Doc ID: 6678978

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

We held a project review in the morning to talk about what was going to be done that day. The meeting started around 0700. I never claimed the full amount. I believe I rounded back 50 minutes to account for that meeting. We held a final meeting in the middle of the day to talk statuses. Due to the fact that red badgers were present made the meetings easier to conduct outside of confirm. [redacted] and [redacted] can corroborate this.

12/16/14 – Meetings at [redacted] and [redacted] were the ones attended. As I said during our interview, there was a conflict between those meetings and a 12 to 5pm private appointment on your calendar that I could not access. What was the private appointment for (in general terms) and why did you not attend it? [redacted]

No, someone wanted me to attend a luncheon that I did not attend. I attended the [redacted] and [redacted] meetings instead.

12/18/14 – Meeting with [redacted] went longer than anticipated. That's a significant overage – a meeting scheduled to last to 3pm ran until 4:15pm? Or, did this also include your drive time home from the meeting?

The meeting ran later than anticipated, yes, it ran over an hour later than what is shown on my calendar and included the drive time back to work.

1/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. – Again, unreasonable to leave work to make an hour-long cell phone call when you could just stay at work; not to mention that it was not authorized.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times. During this timeframe, I operated under the premise that I was authorized to take these calls and count them as hours worked, as approved by my boss [redacted] [redacted] (per a verbal discussion).

(b)(6)

1/22/15 – Meetings with [redacted] – When, in evening? This is new information, where did it come from? Please provide corroborating documentation or specific witnesses in attendance.

Yes the afternoon meeting slipped but only part of the meeting. Most of the meeting was onsite but when we involved some of the red badgers, the meeting went offsite. [redacted] can corroborate.

1/29/15 – Mentoring meeting with [redacted] – You claimed no lunch that day, but had a lunchtime midday break of 1 hour 57 minutes (but, I credited you 30 minutes of drive time from FANX to OPS) to meet with a fellow TD. No further credit given.

I thought mentoring was one of NSAs core values and that it would be considered official business. I considered this a working lunch.

3/2/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. - You came to work later than you claimed on your timesheet. And, again, unreasonable that you would leave work to make an hour-long cell phone call when you could just call from work

Release: 2019-08
NSA:09601

Took a mid-day phone call from a contractor, on my way into work (arrived to work late this day). Sometimes contractors called me on the way into work or on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

3/3/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. - You came to work later than you claimed on your timesheet. And, again, unreasonable to leave work to make a 2 hour-long cell phone call when you could just stay and call from work

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

3/11/15 – Meeting ran longer than anticipated. – It was a 2.5 hour meeting scheduled to end at 6pm. Running much later would be odd. And, I gave you an hour for round-trip drive time that was generous. Who else was at the meeting to corroborate?

Meeting ran longer than anticipated. [redacted] can corroborate.

3/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone. – Same comments as previous.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

3/26/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

(b) (6)

3/30/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

3/31/15 – meeting slid to 1730 and included drive time. You left to drive to DC at 1649 for a 1730 meeting that would last until 1900? This is new info. From where did it come? Please provide corroborating documentation or specific witnesses in attendance.

I was late for the meeting but stayed longer to catch up on what I missed. [redacted] from [redacted] can corroborate this.

4/1/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

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

Release: 2019-08
NSA:09602

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

4/13/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

4/14/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

4/17/15 – Mentoring meeting with [redacted] – You claimed no lunch that day, but drove to a lunch "meeting" with a work colleague? No credit given.

(b) (6)

Mentoring meetings were done to help move career and job into the next plateau. Work related not social. I considered this a working lunch.

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

5/4/15 – PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

5/5/15 – Did not attend the MBA. Review with [redacted] started earlier and ran longer and included drive time. This is new information – where did you get it? Where was the [redacted] review held?

It was on my calendar, but I did not update it to reflect the earlier start time. It was held at their [redacted]

5/8/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

5/27/15 - [redacted] meeting started late. – Your calendar says the meeting was at NSA.

The meeting location changed due to the presence of red badgers; calendar was not updated to reflect the location change.

6/2/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Release: 2019-08
NSA:09603

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

6/3/15 - PM Phone conference with [redacted] and/or [redacted] on cell phone.

Contractors called me on the way home to ask questions and seek clarifications. I took these calls to ensure projects would not slip and to avoid delay in mission and incurring cost overruns. This was one of those times.

6/4/15 – Had out of building meetings with [redacted] and [redacted] with a Phone conference in between meetings. – Gave you half an hour drive time from FANX to OPS. Your calendar says that the meeting with [redacted] was at FANX. Did you go out to lunch instead (you claimed no lunch)? Why would you meet with [redacted] outside of NSA from 3 to 4:30pm, if he was in town TDY? It does not seem reasonable to meet at his hotel, unless you met at the hotel bar during happy hour? Phone meetings were not authorized.

My recollection is that I met with [redacted] at his office near FANX, then had a phone conference with [redacted] and then met [redacted] at his hotel to talk about future projects and personnel issues. During this timeframe, I operated under the premise that I was authorized to have these phone calls and count them as hours worked, as approved by my boss [redacted] per a verbal discussion). Met with [redacted] at his hotel since he was not at Ft Meade that day (believe he was at Pentagon).

(b) (6)

6/11/15 – Meeting went late and included drive time – Your last meeting that day was from 4 to 5pm with [redacted] How do you know it went late and where was the meeting held?

Most of my meetings run long due to the nature of my work and depending on issues/questions raised. Not sure where meeting was held.

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

6/12/15 – Meeting with [redacted] in Columbia. – Your meeting with [redacted] was scheduled from 1:30 to 3pm (your calendar did not say where). You left work at 3:06pm. The discrepancy is a midday one. Explain please.

The meeting with [redacted] in Columbia was moved earlier in the day than was on my calendar. This was the mid-day discrepancy. Forgot to update my calendar to reflect the change.

7/7/15 – Mentoring meeting with [redacted] – This is new information. Where did it come from? How do you know her? Was this another lunch? You claimed no lunch that day and had a "Private Appointment" scheduled for 11:30am to 1pm.

Private appointment was the mentoring meeting. Mentoring meetings were done to help move career and job into the next plateau. Work related not social. I considered this a working lunch.

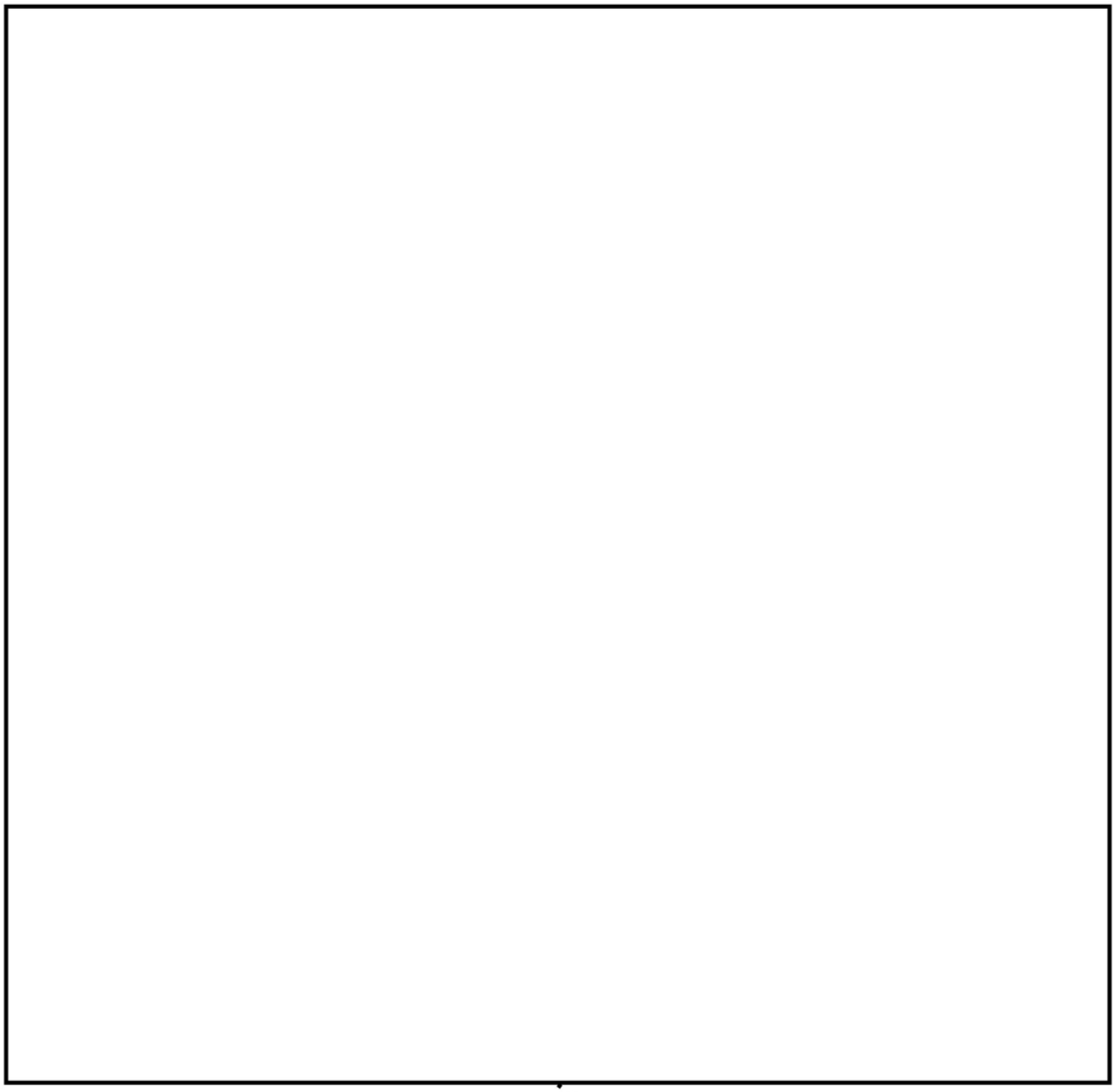
Release: 2019-08
NSA:09604

Doc ID: 6678978

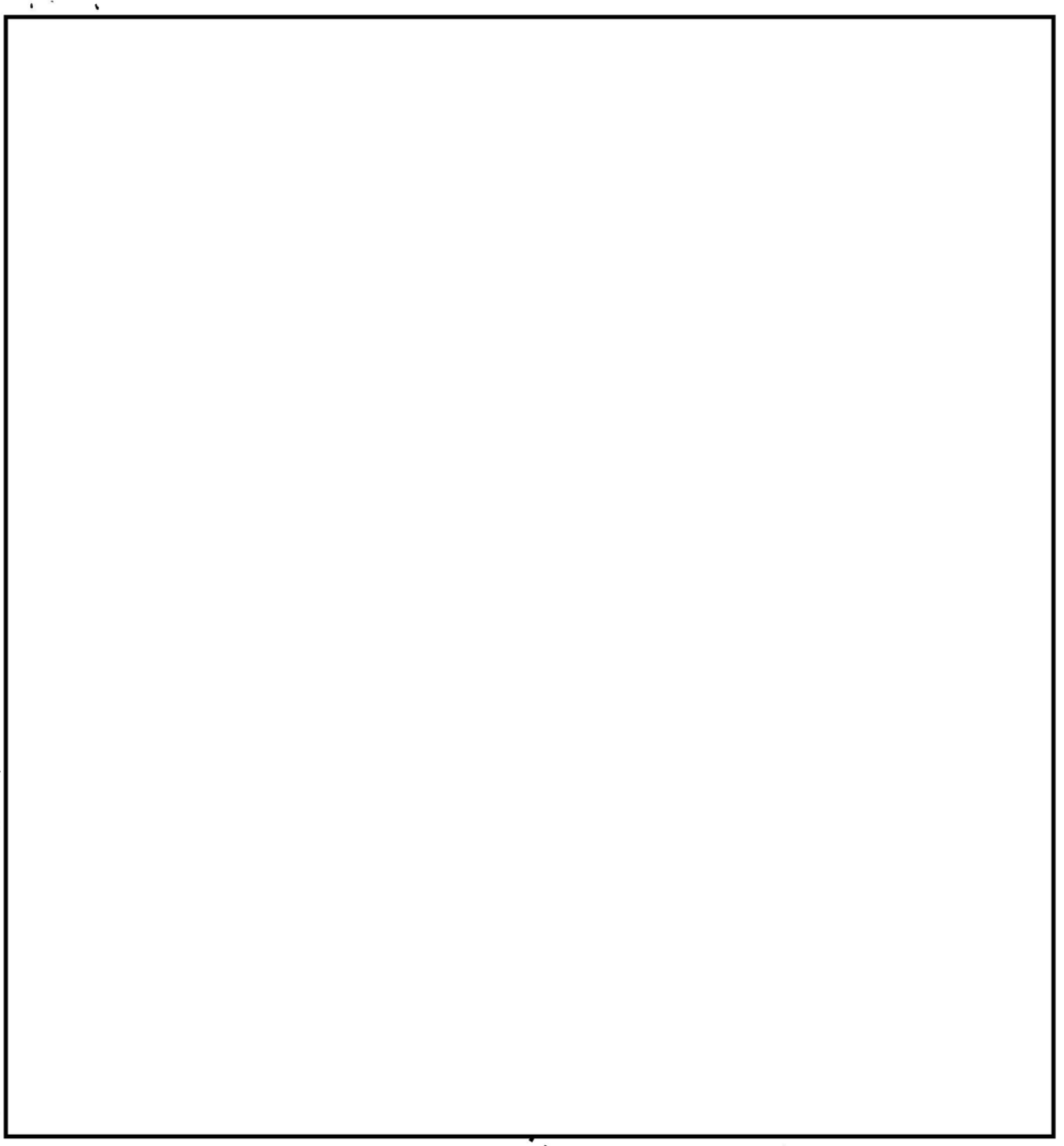
APPENDIX H

(U) TDY Flight Itineraries

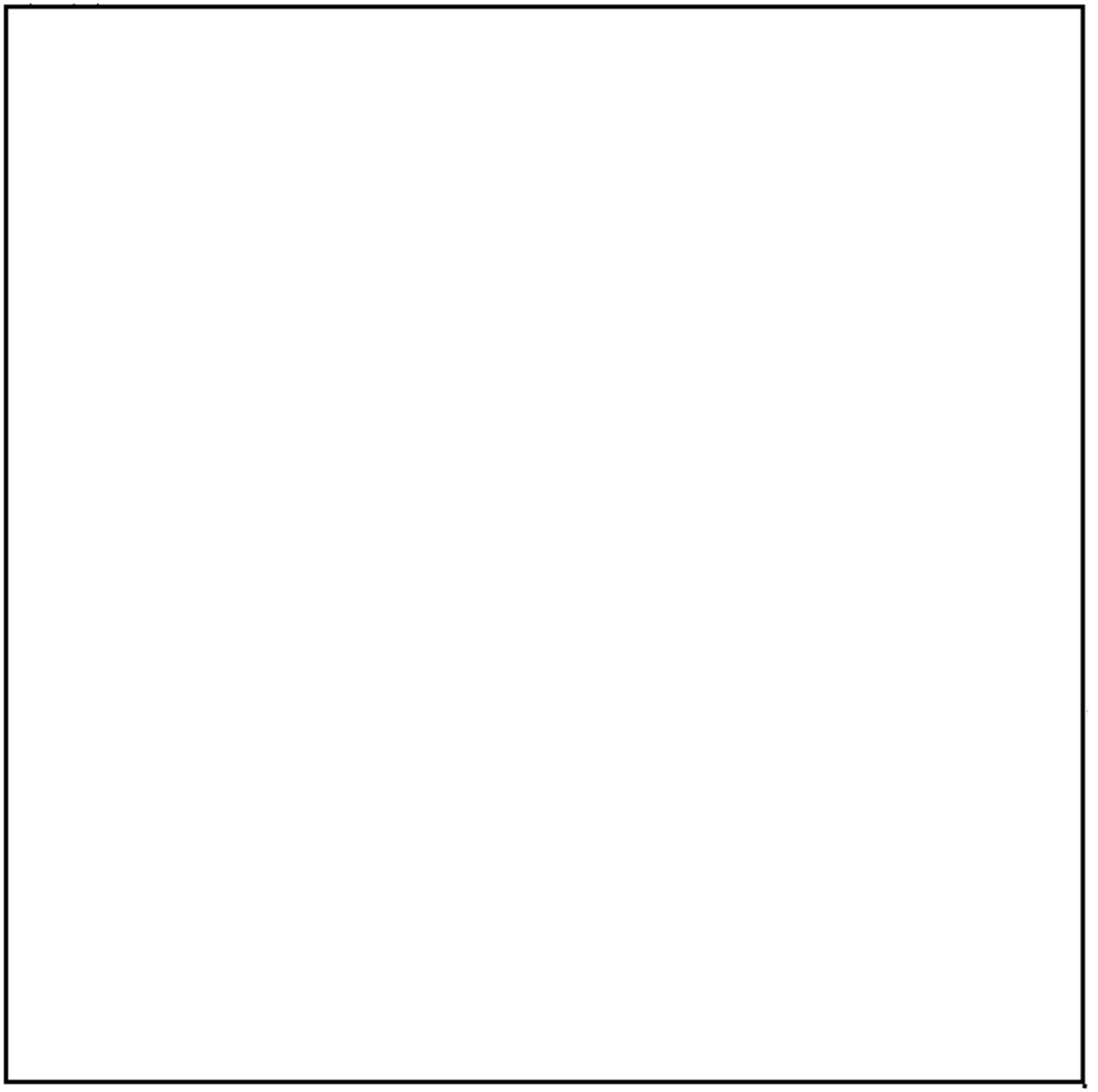
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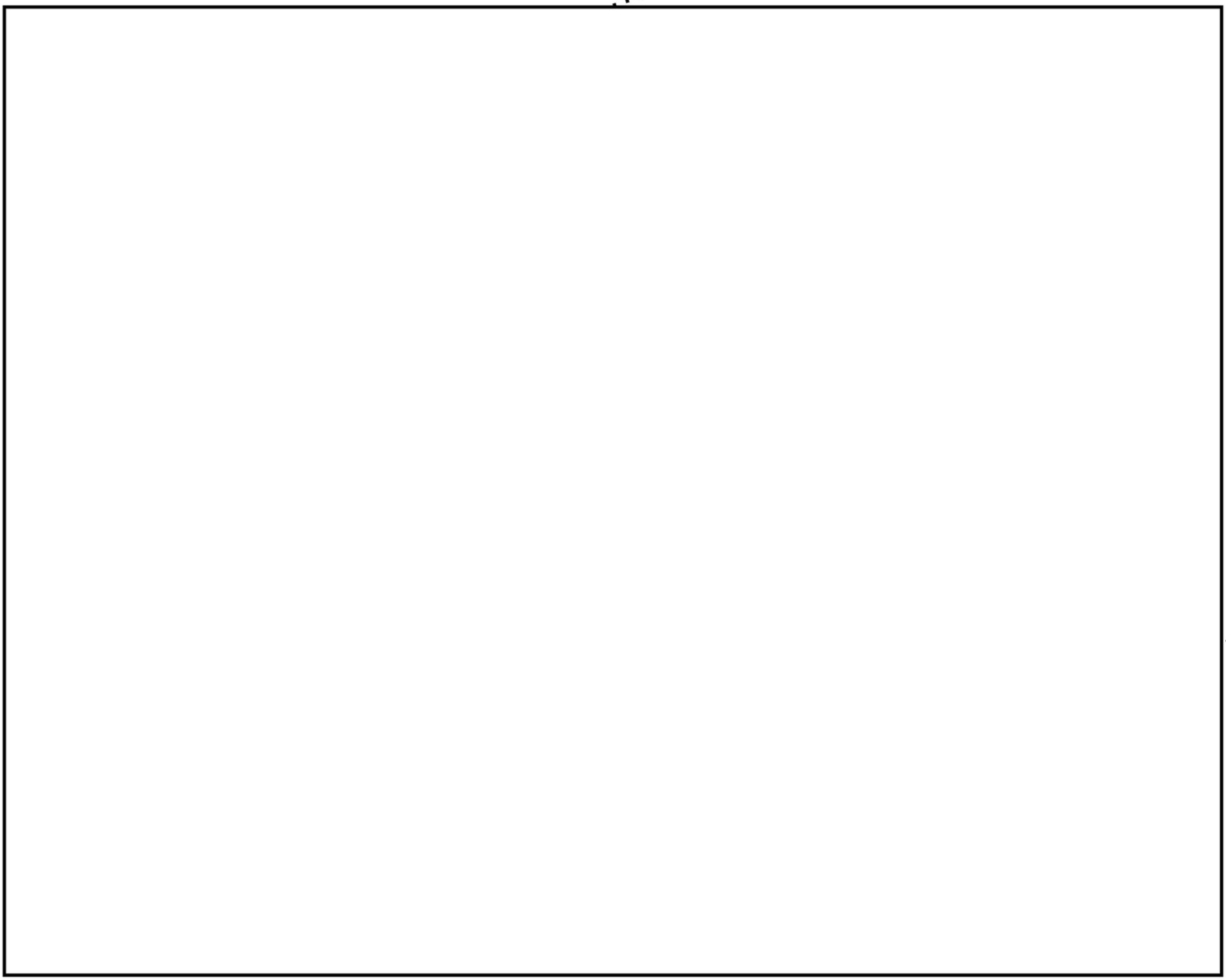
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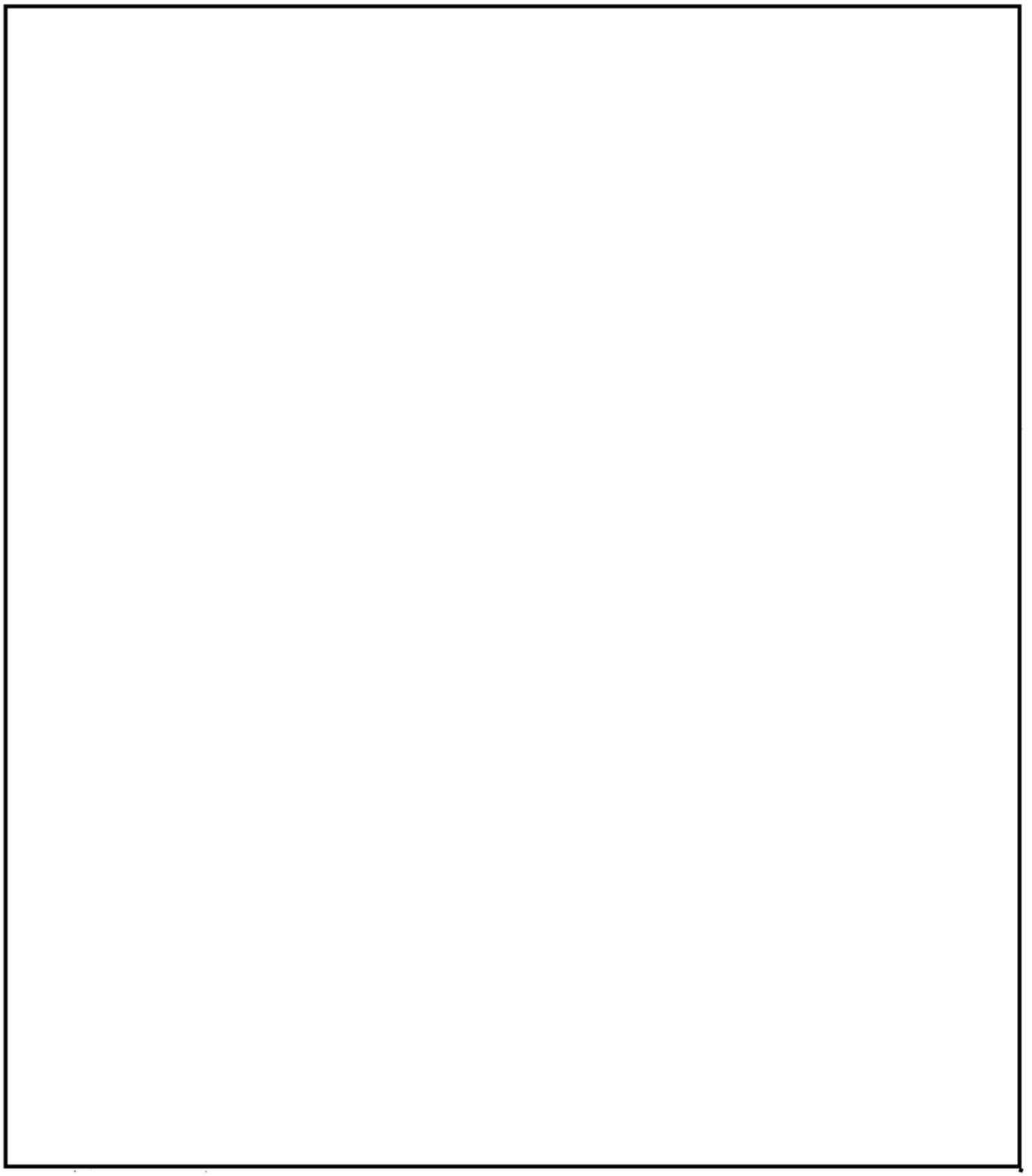
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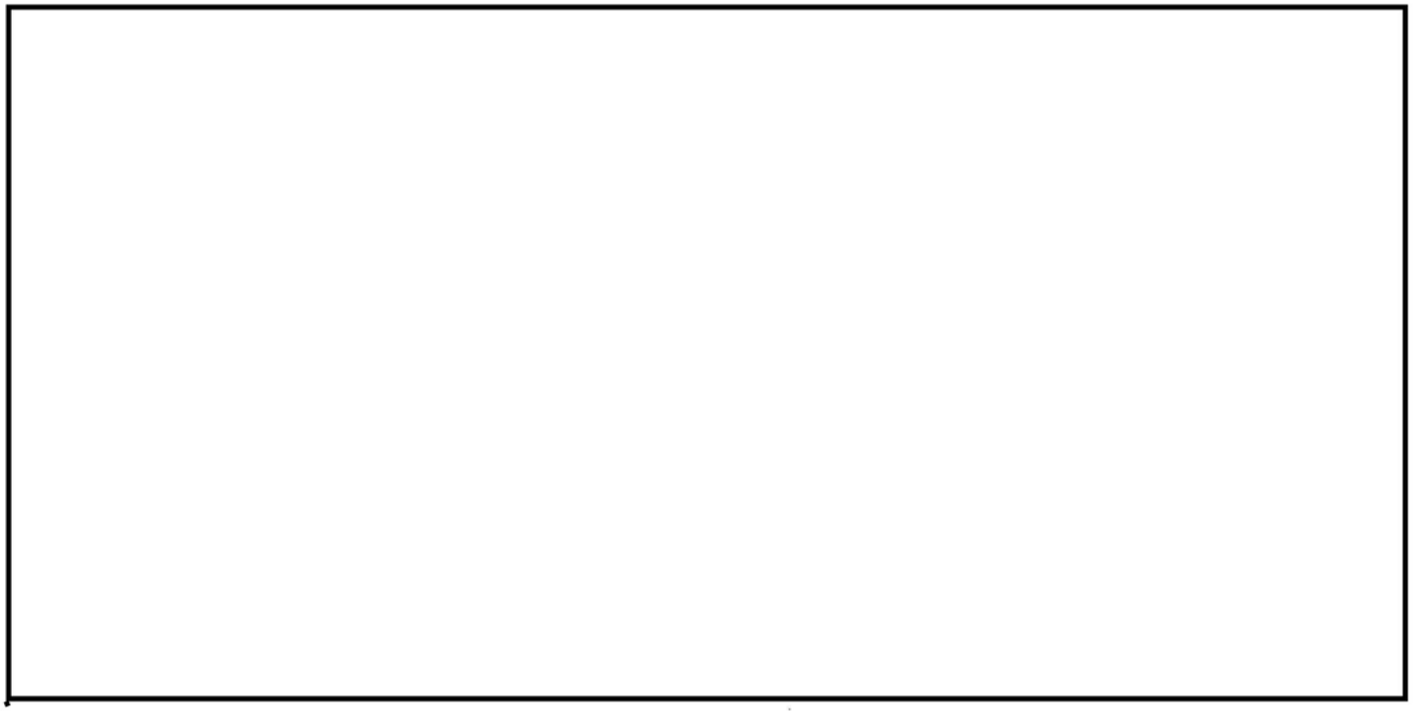
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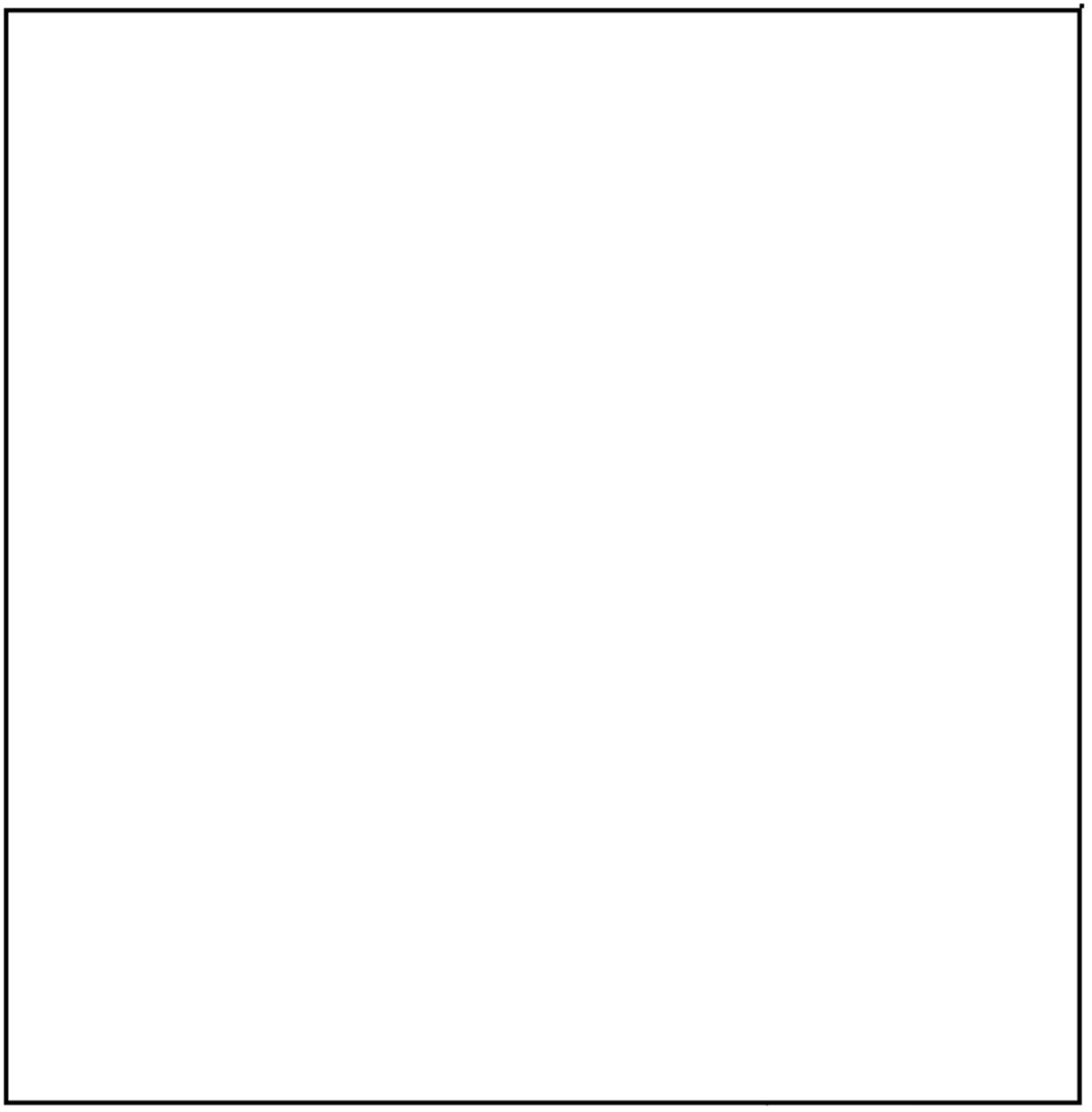
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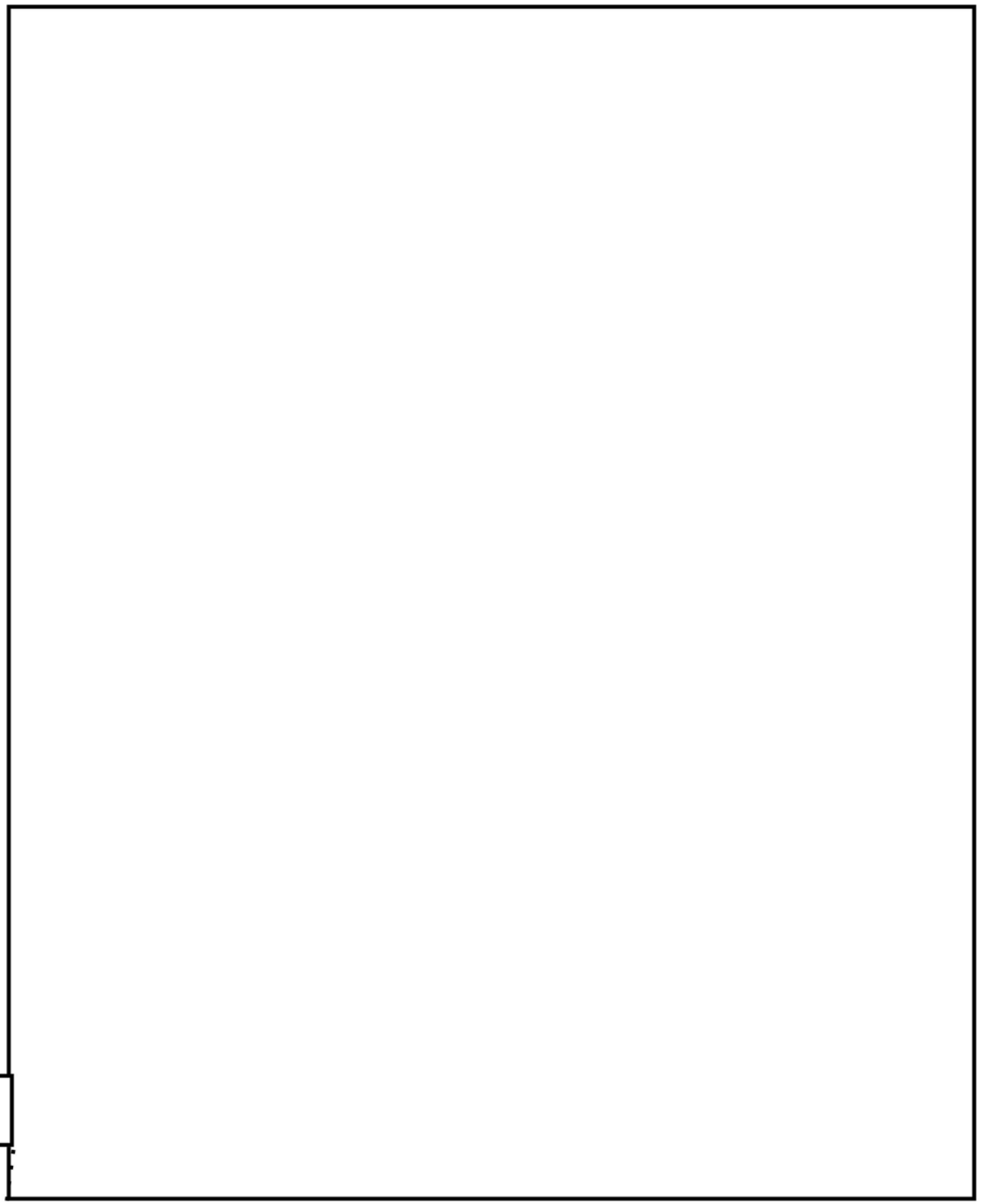


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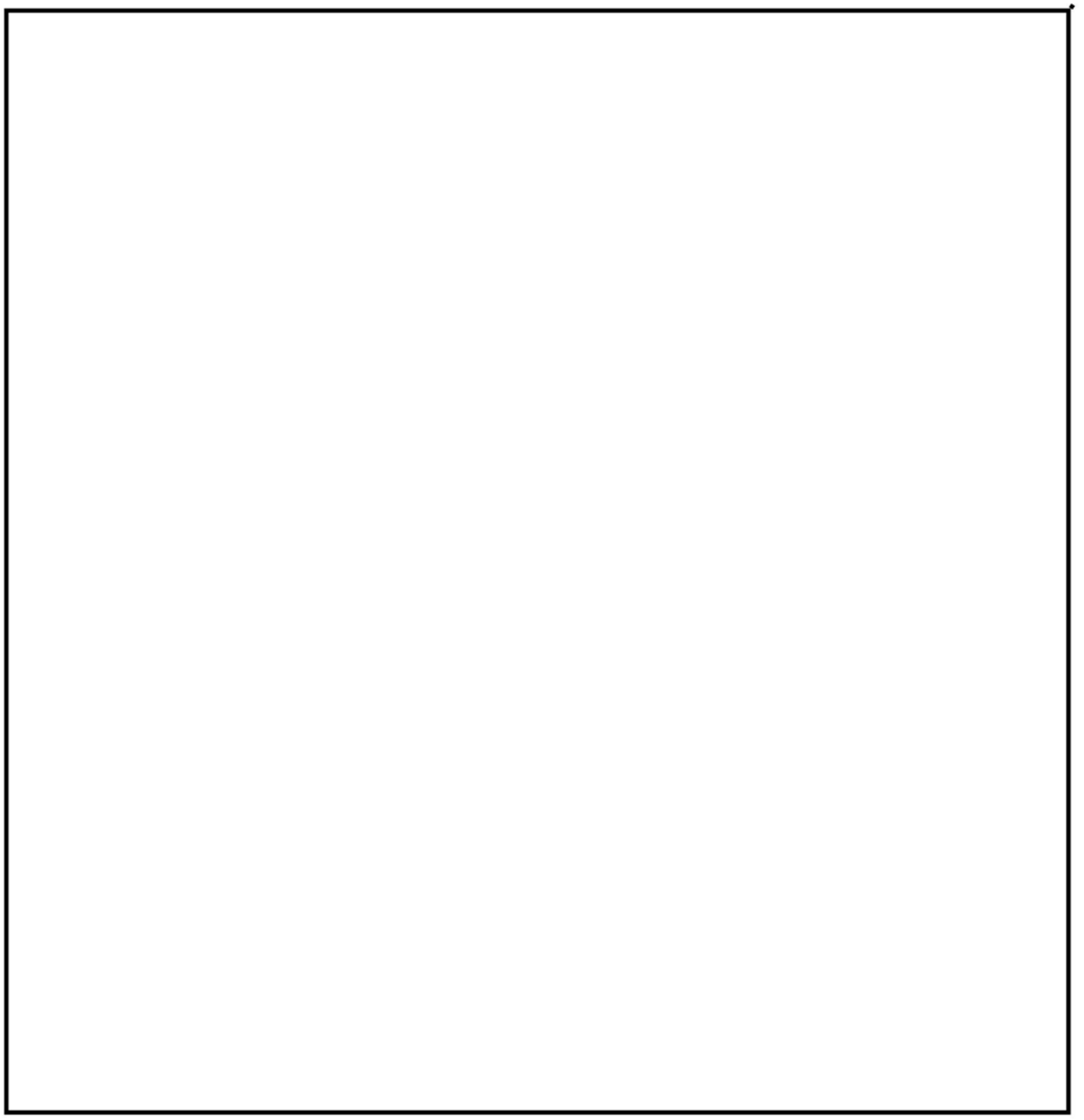
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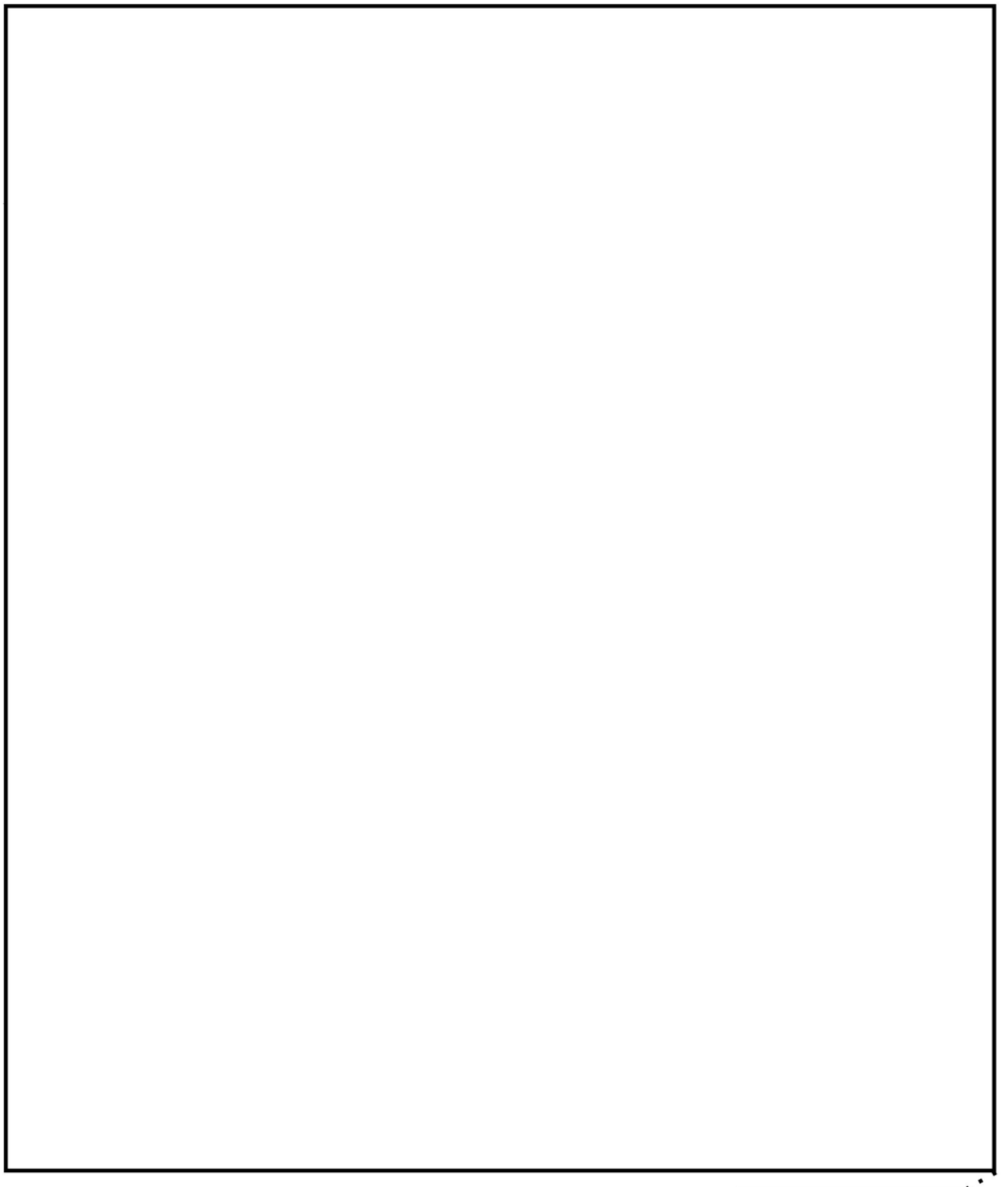




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(b)(3)-P.L. 86-36
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(b)(3)-P.L. 86-36
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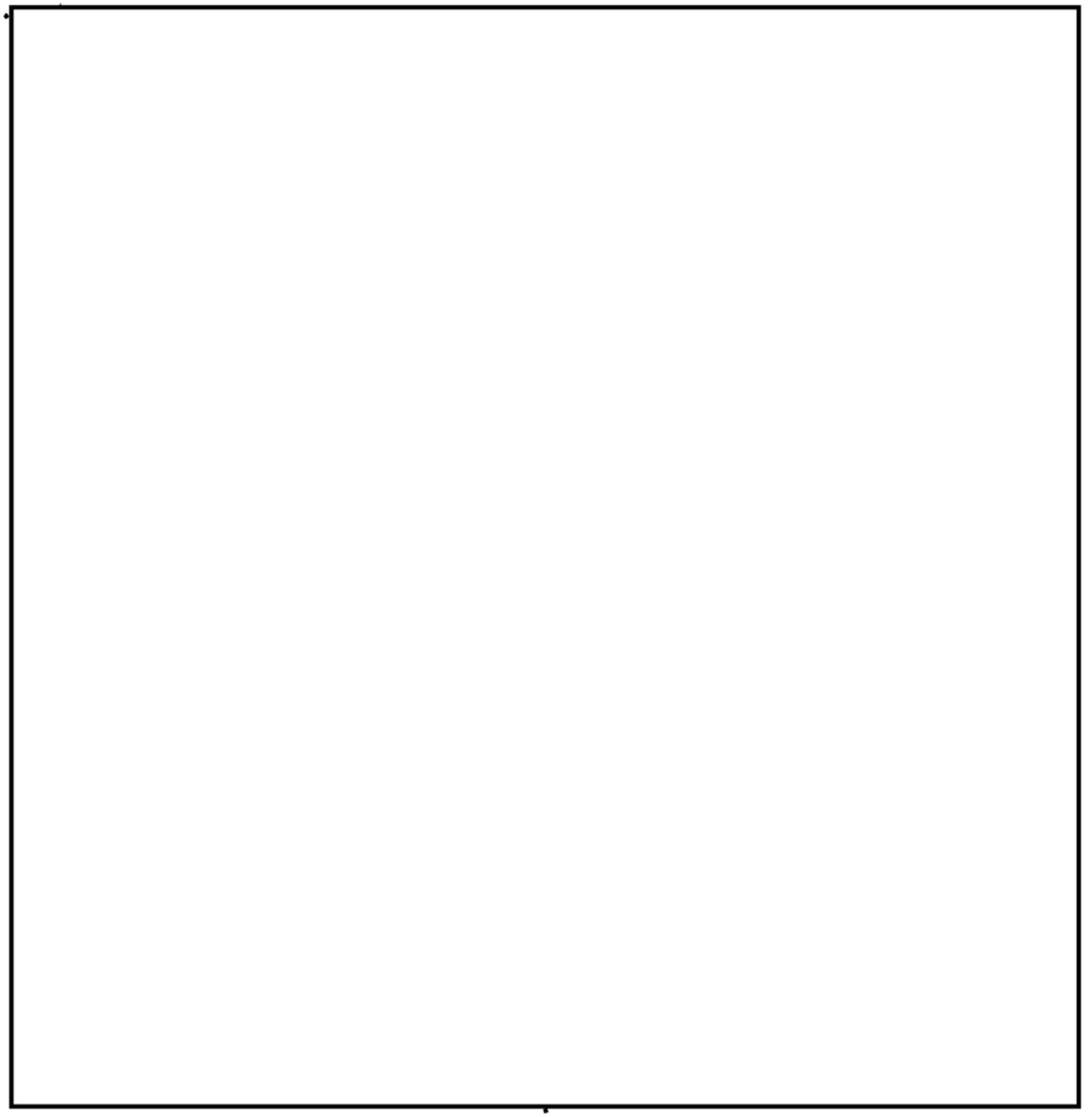


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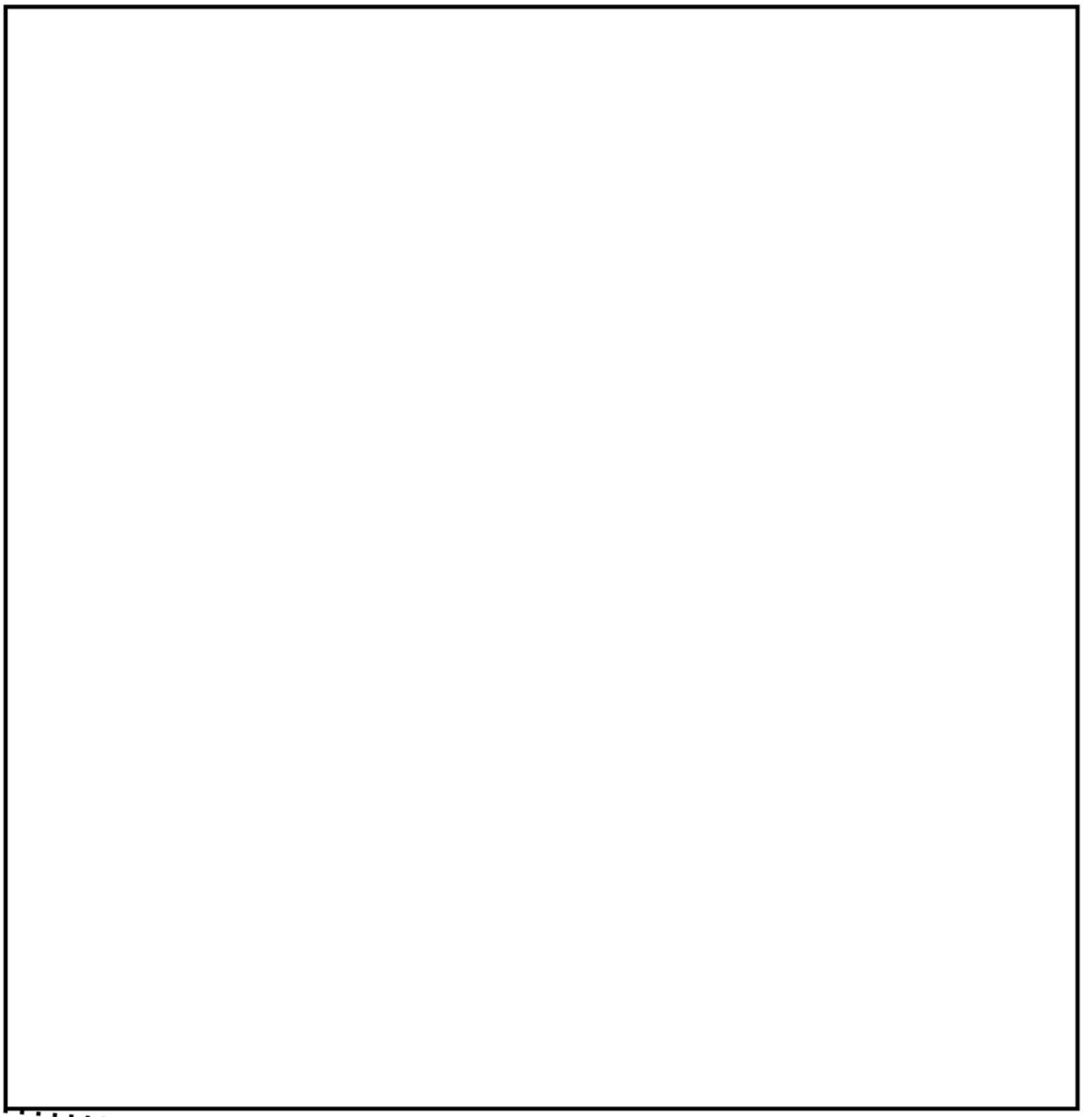
Release: 2019-08
NSA:09616

Doc ID: 6678978

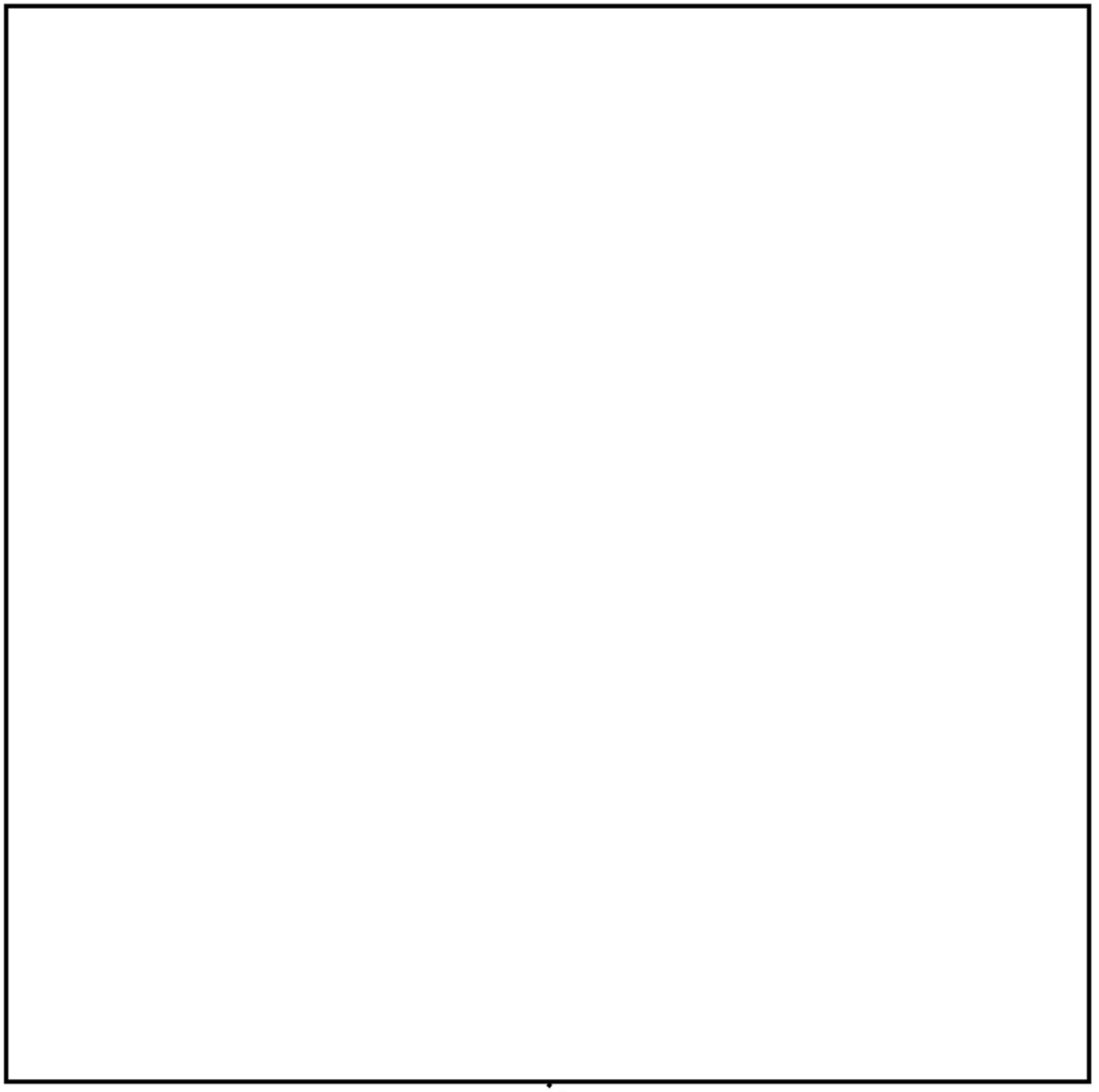


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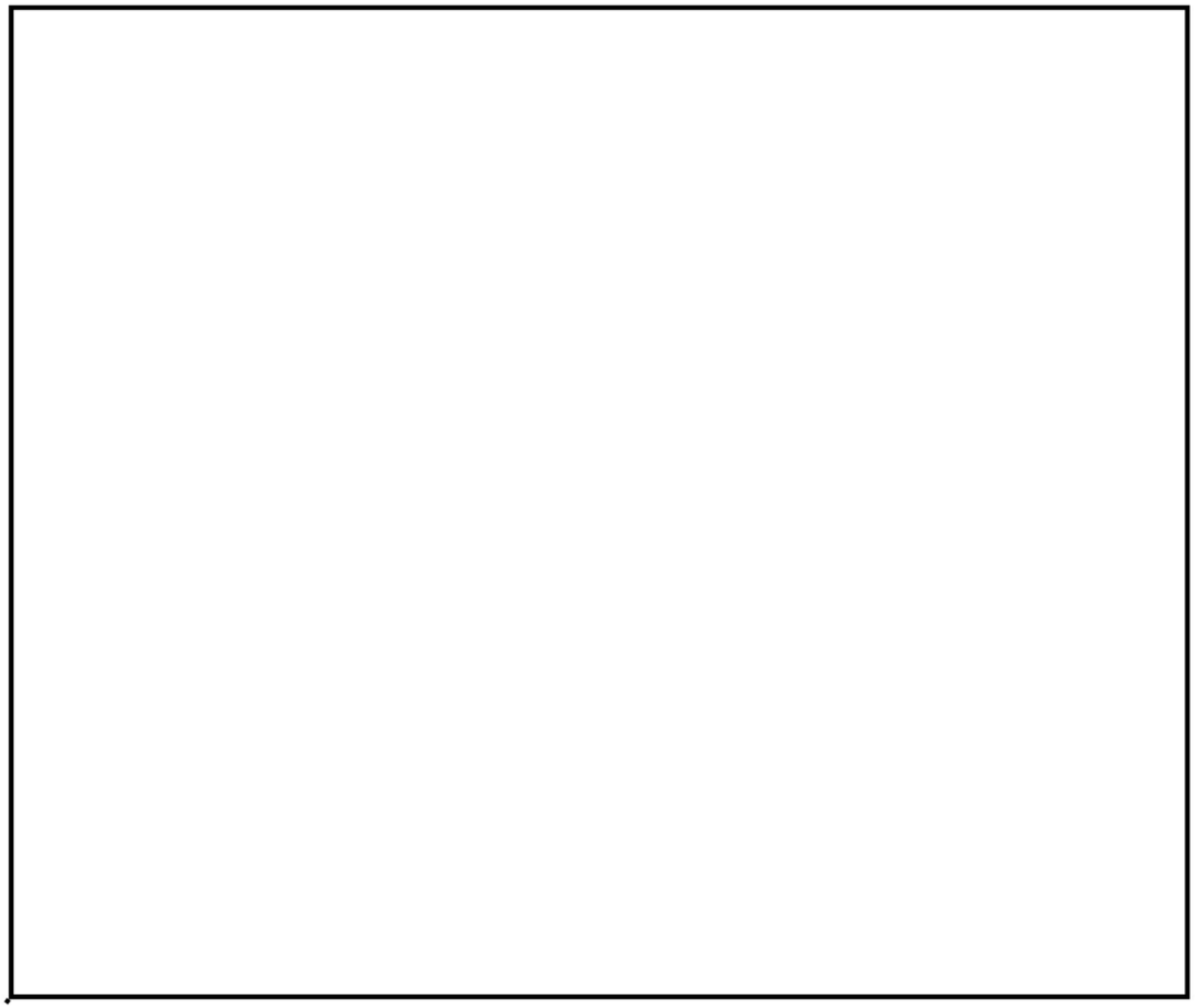
Release: 2019-08
NSA:09617



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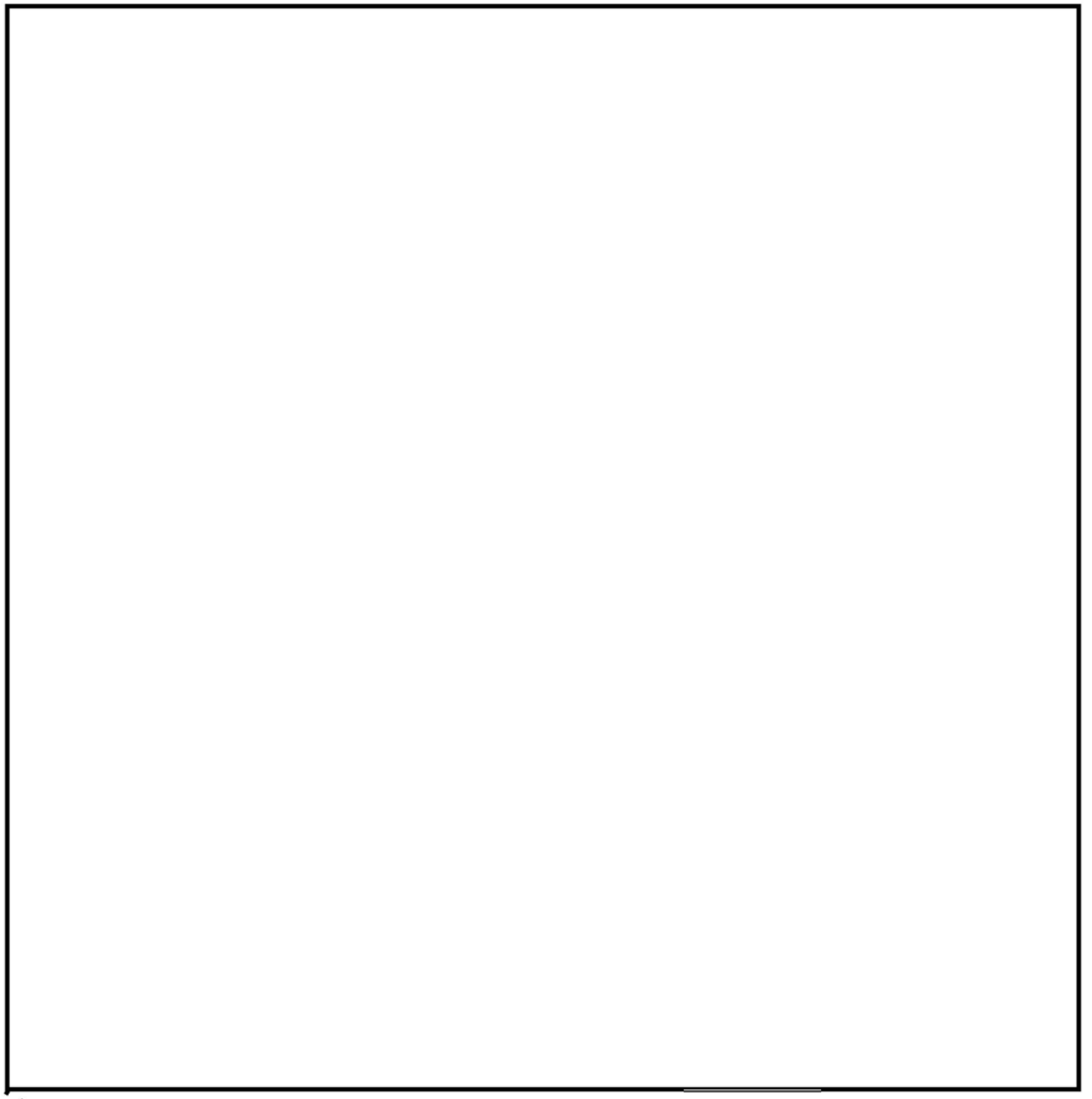


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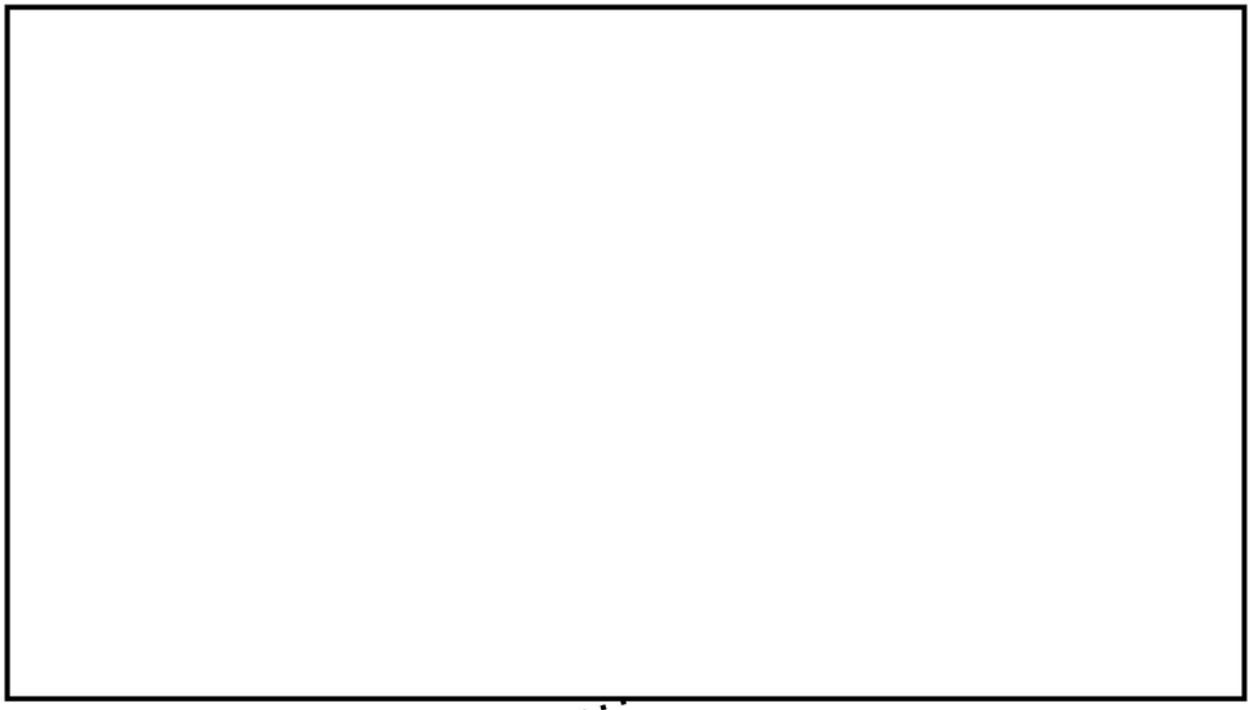
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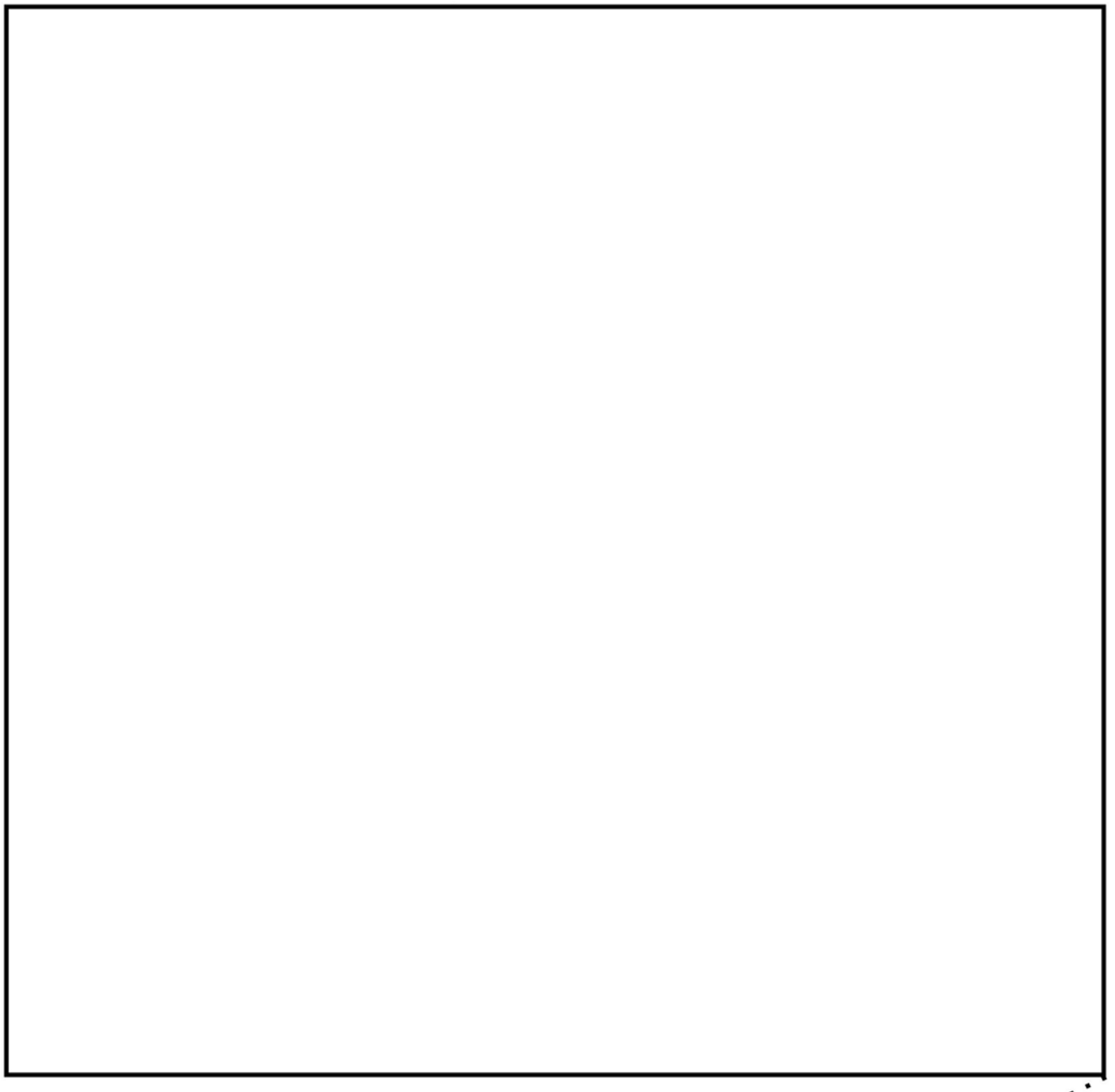
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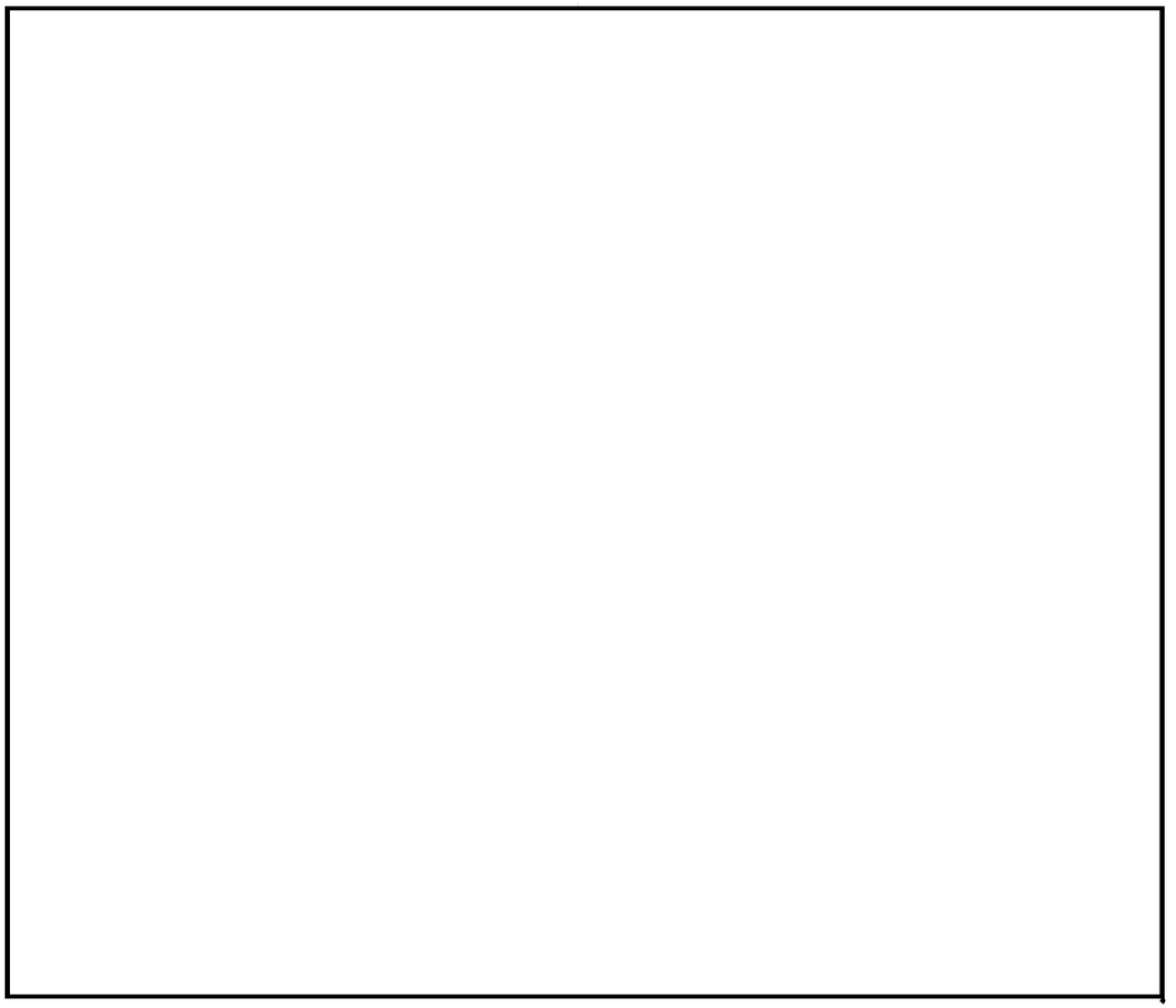


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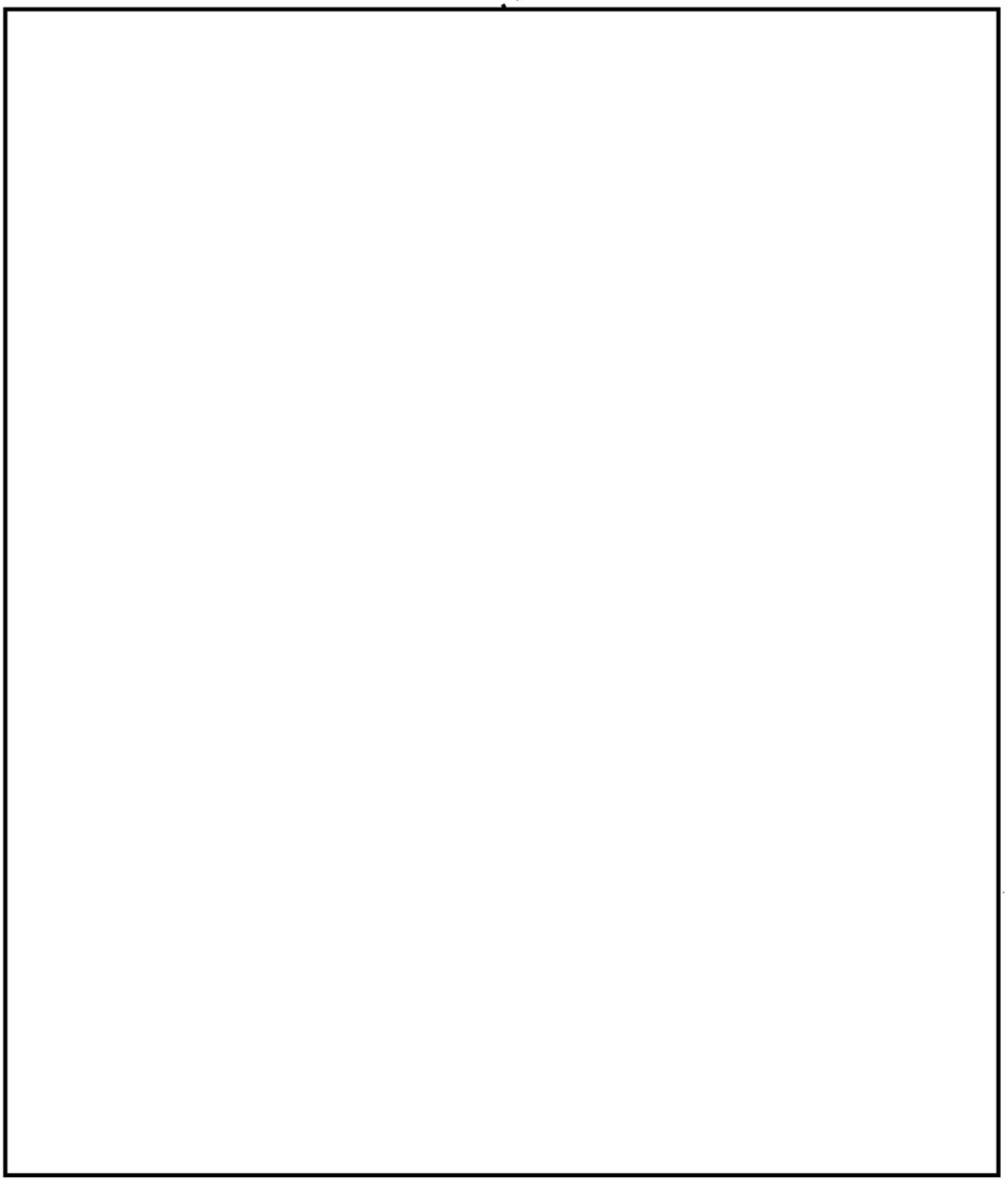


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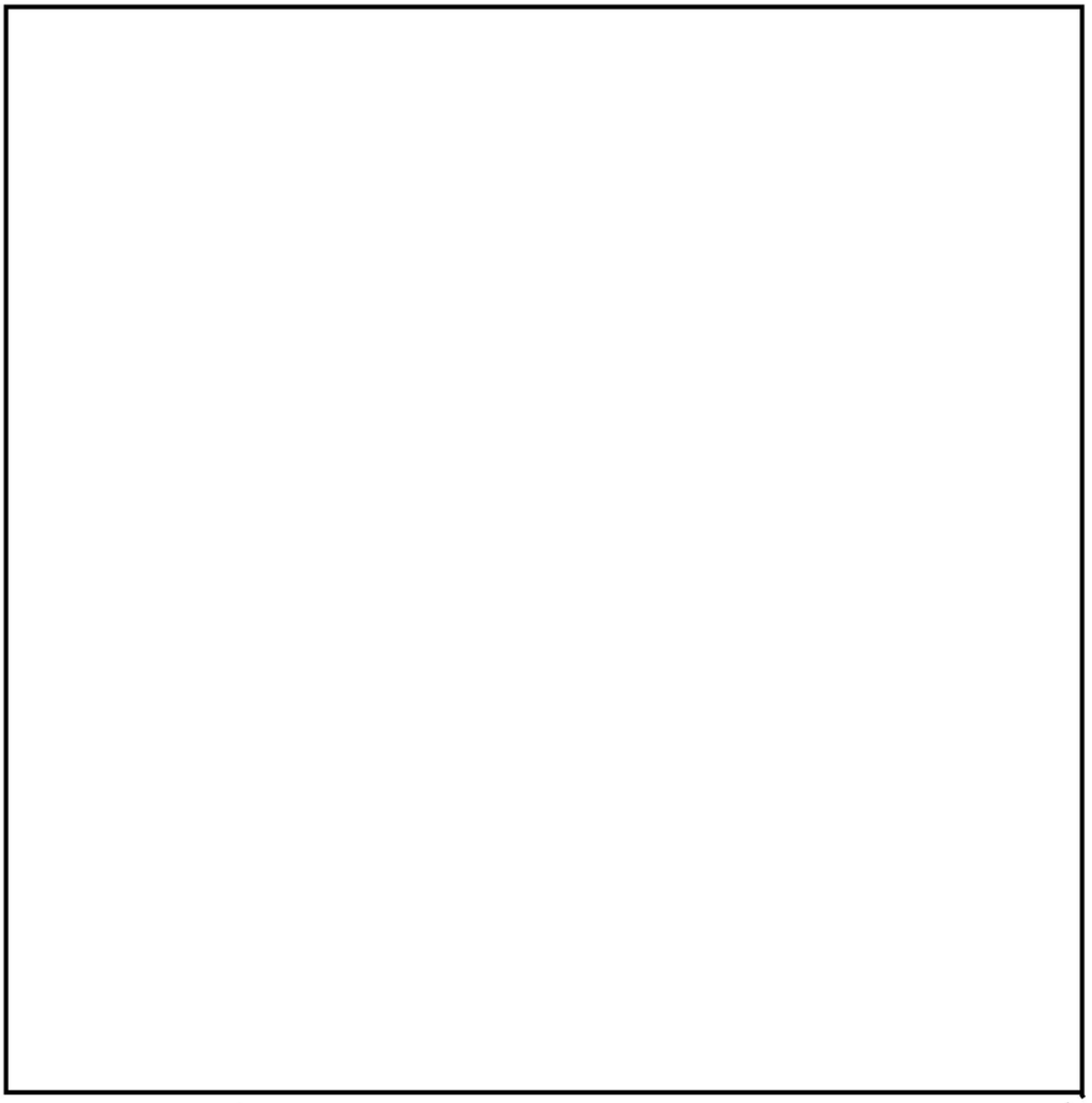
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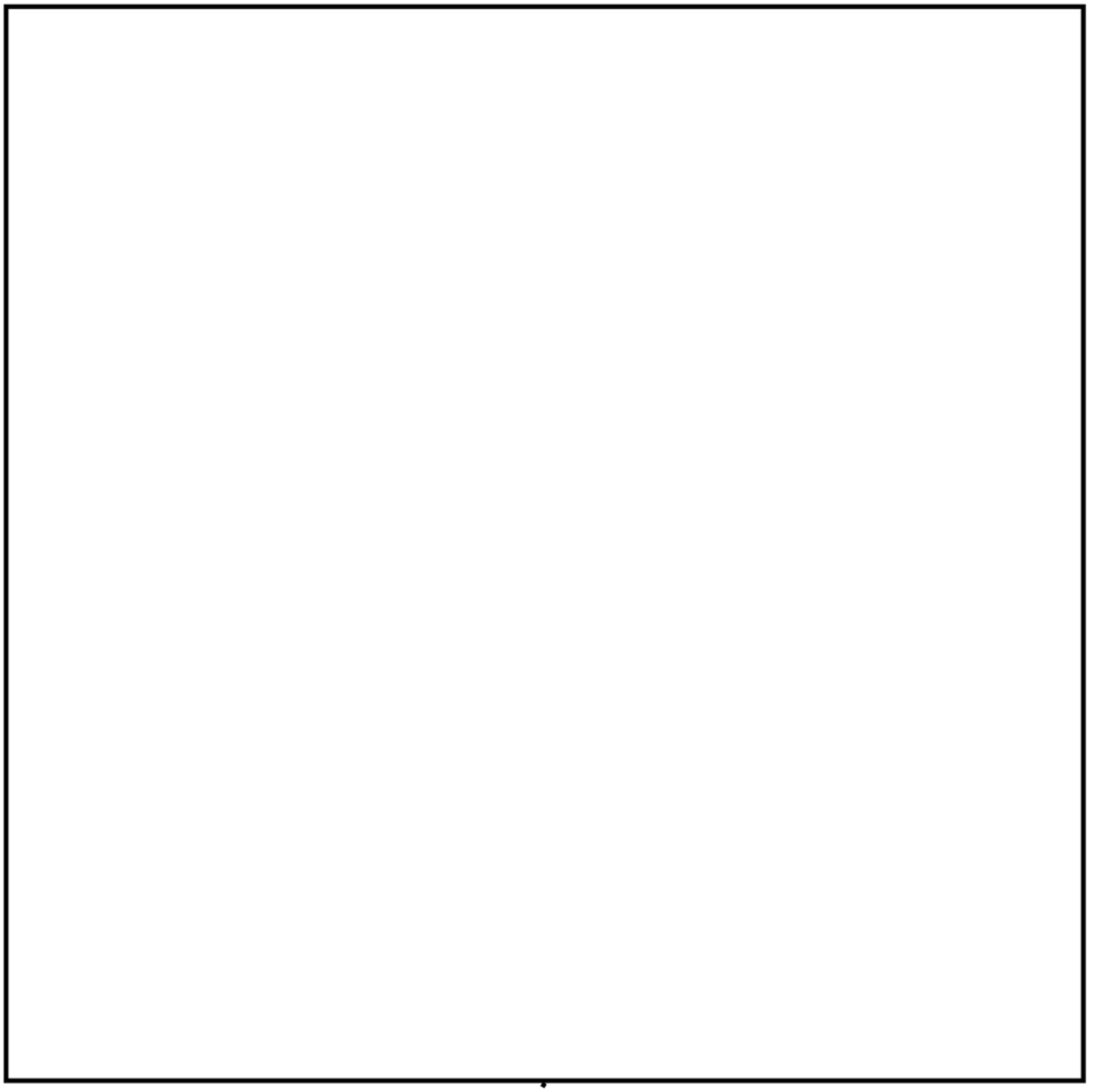


Release: 2019-08
NSA:09625



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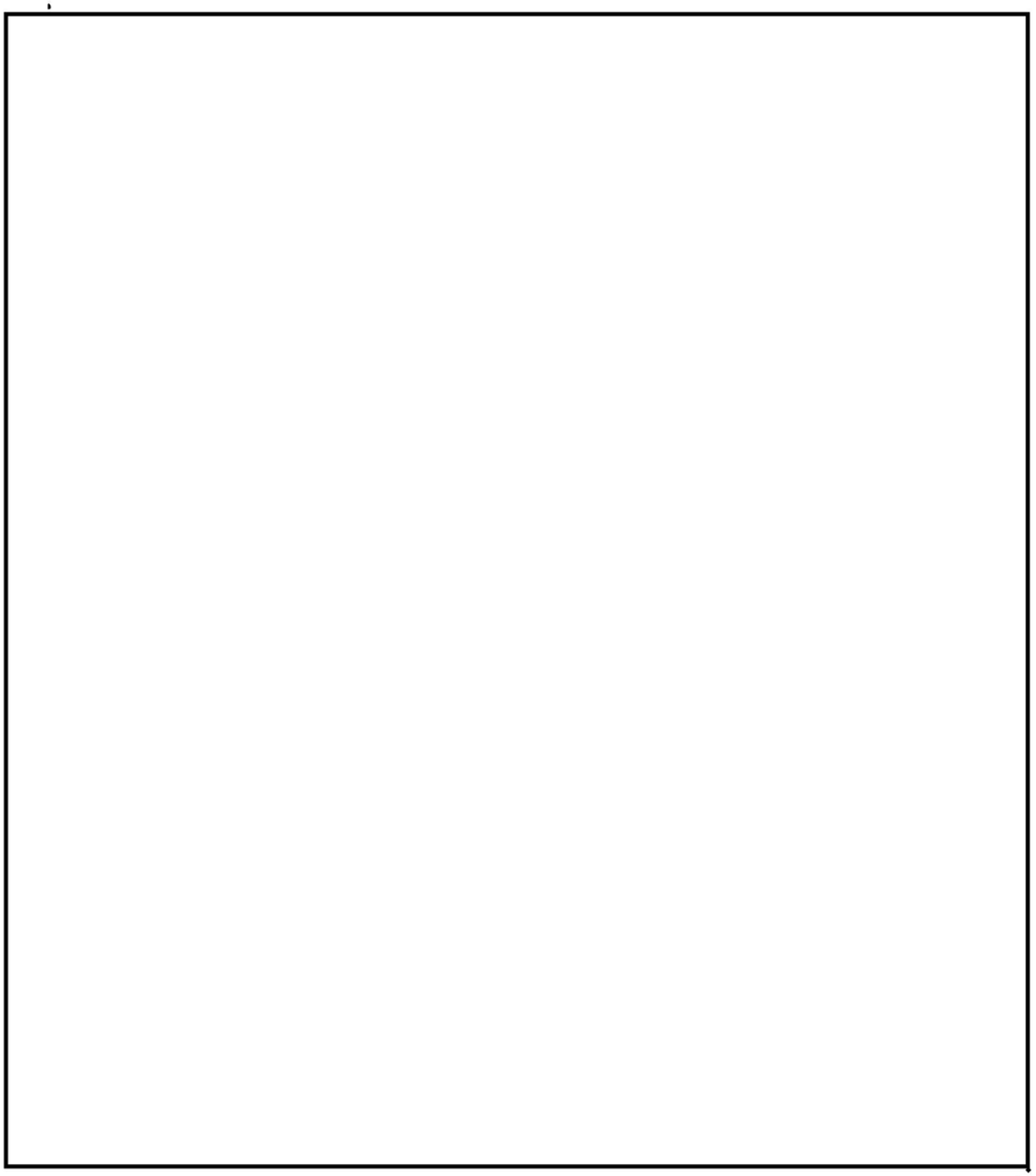
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Release: 2019-08
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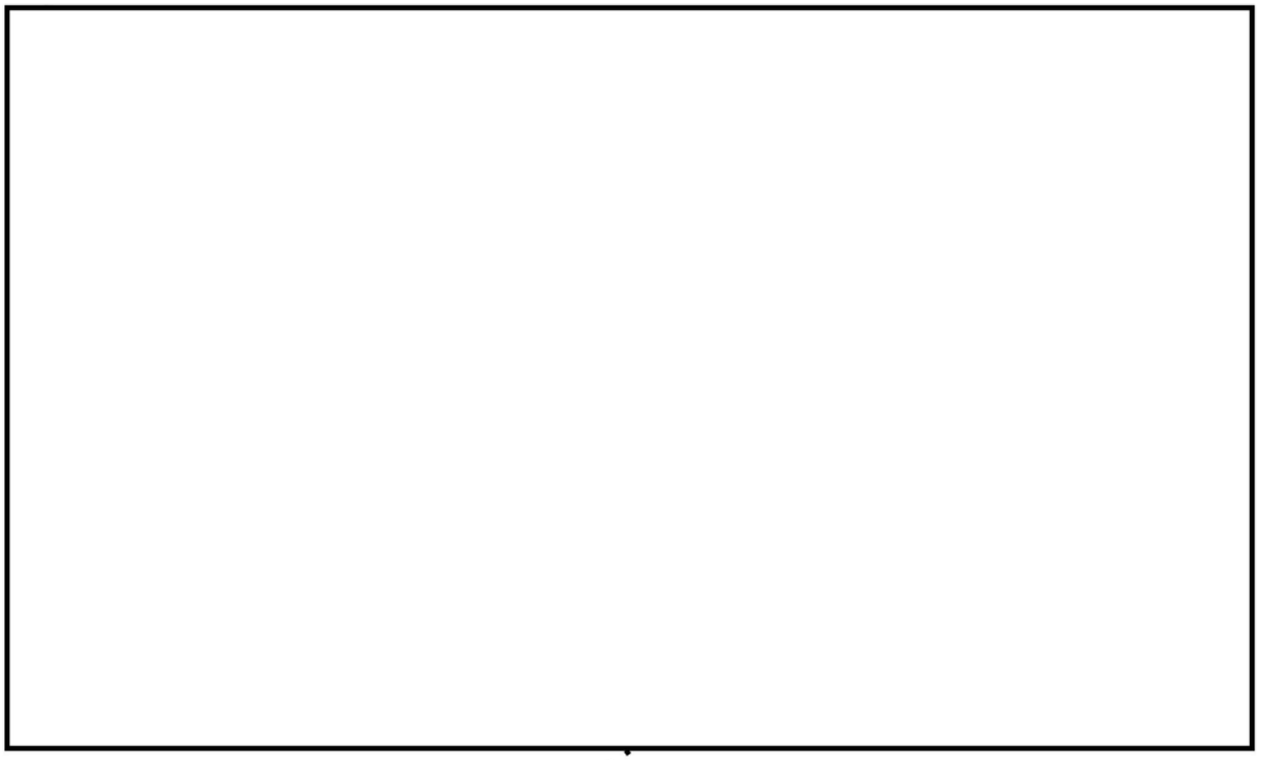


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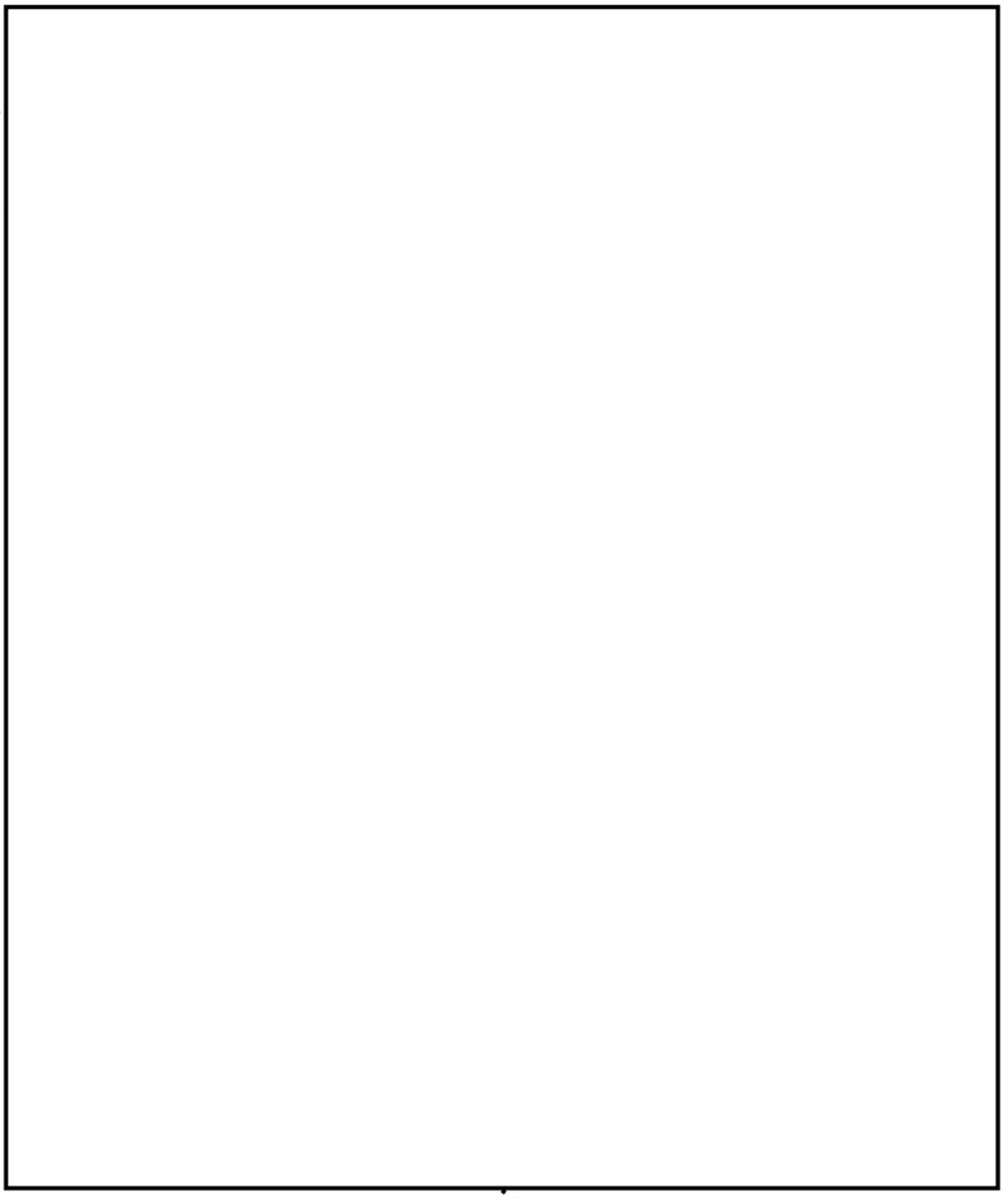


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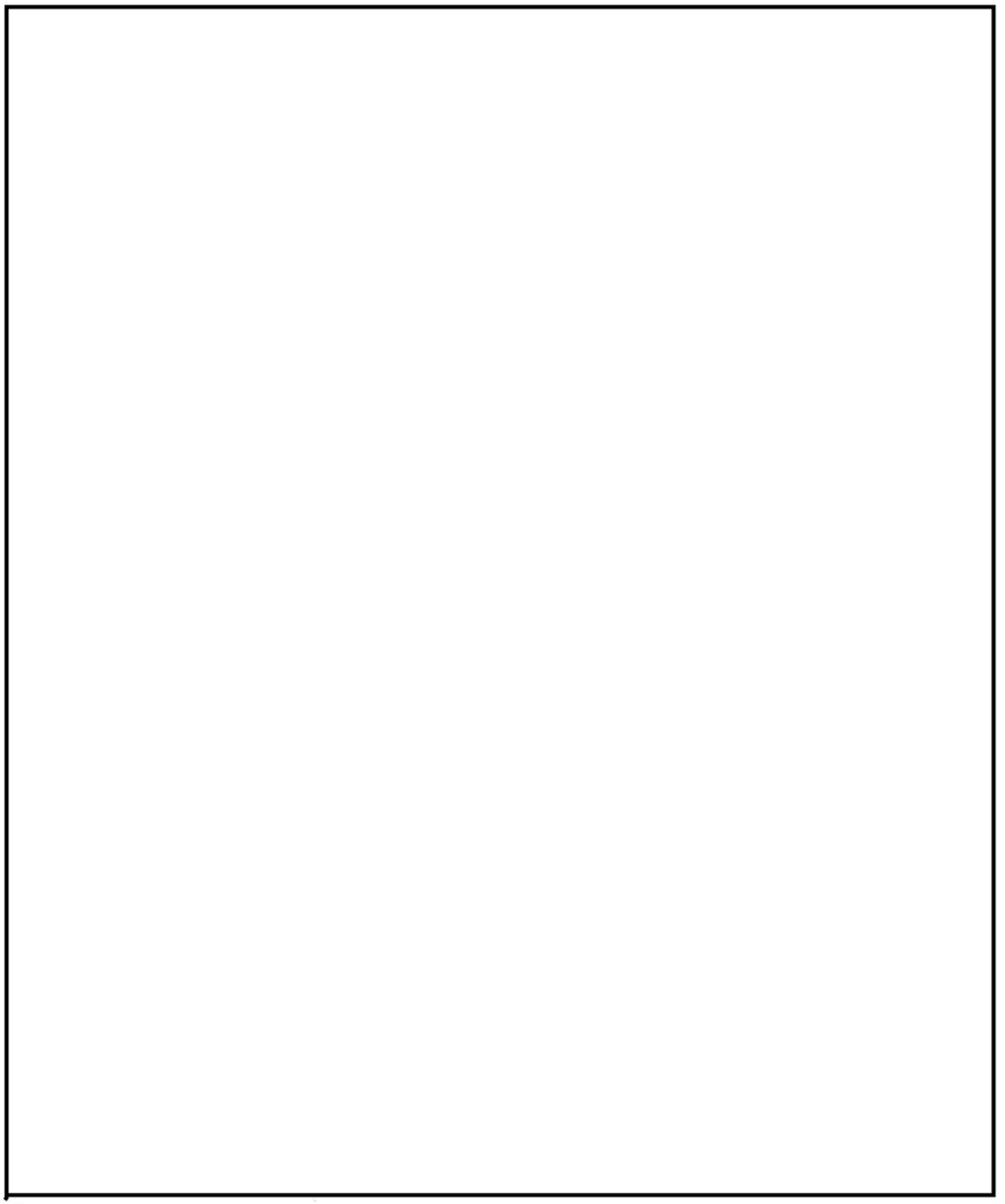
Release: 2019-08
NSA:09629

Doc ID: 6678978



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Release: 2019-08
NSA:09630



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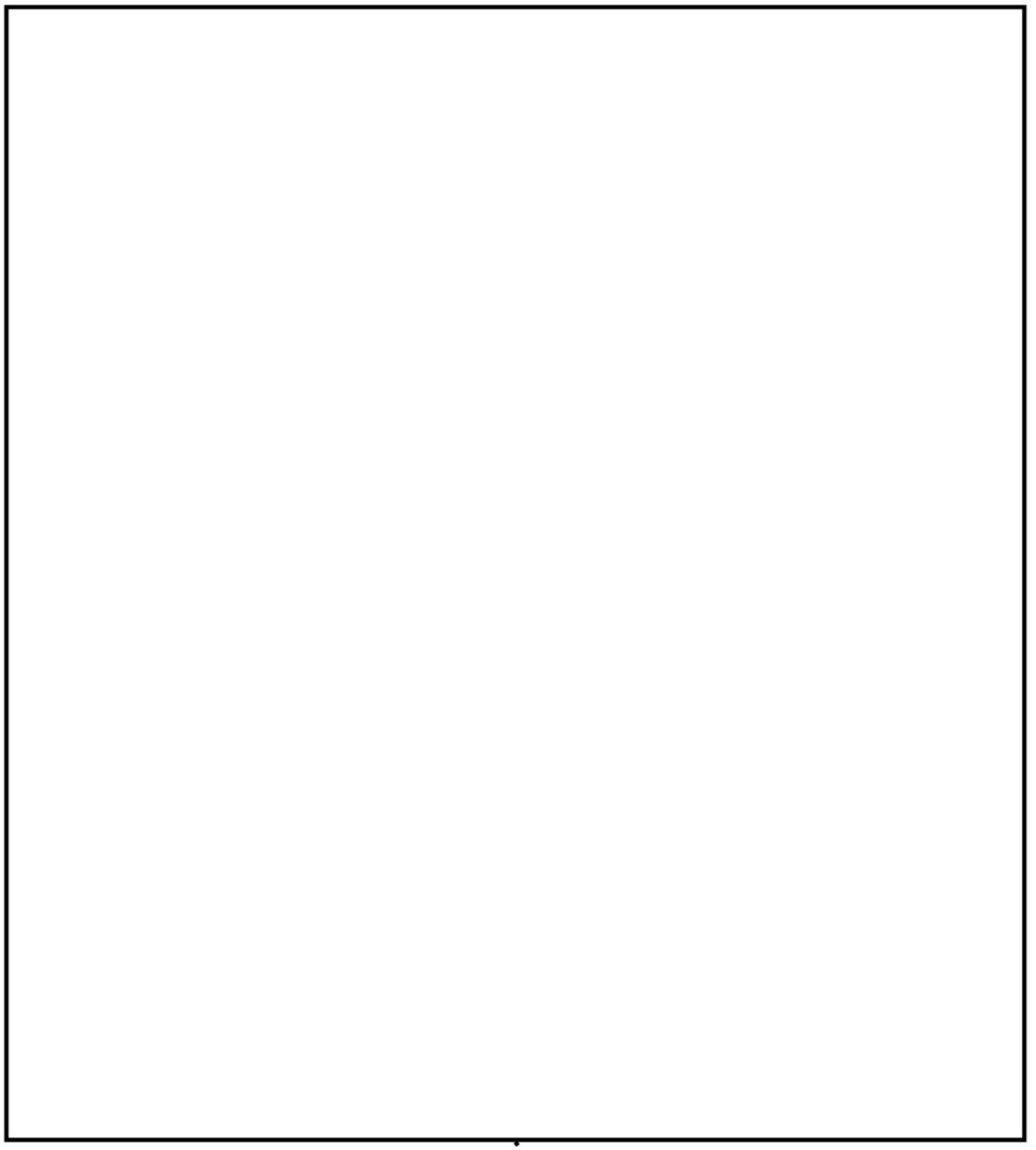
Release: 2019-08
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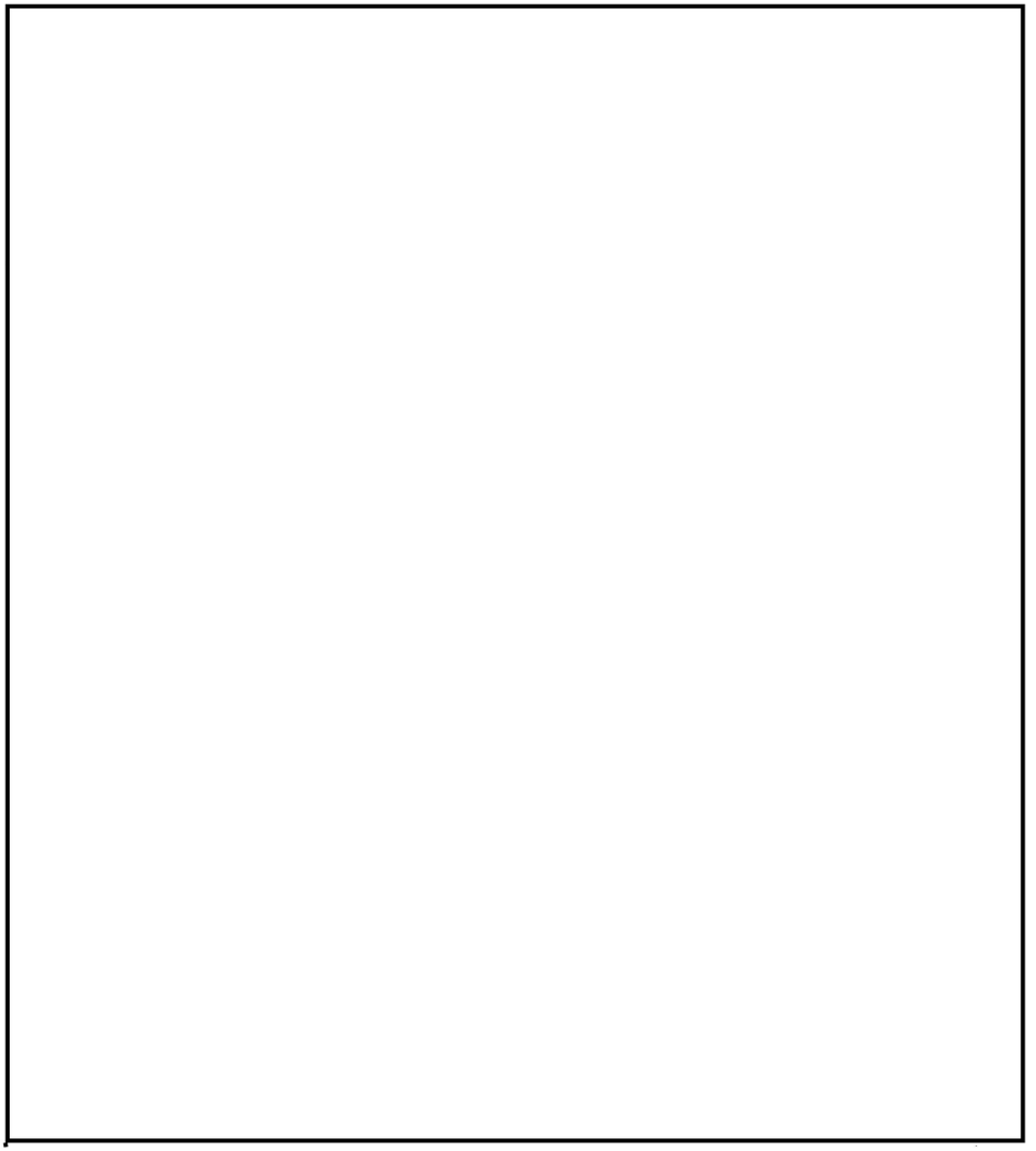
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Release: 2019-08
NSA:09632



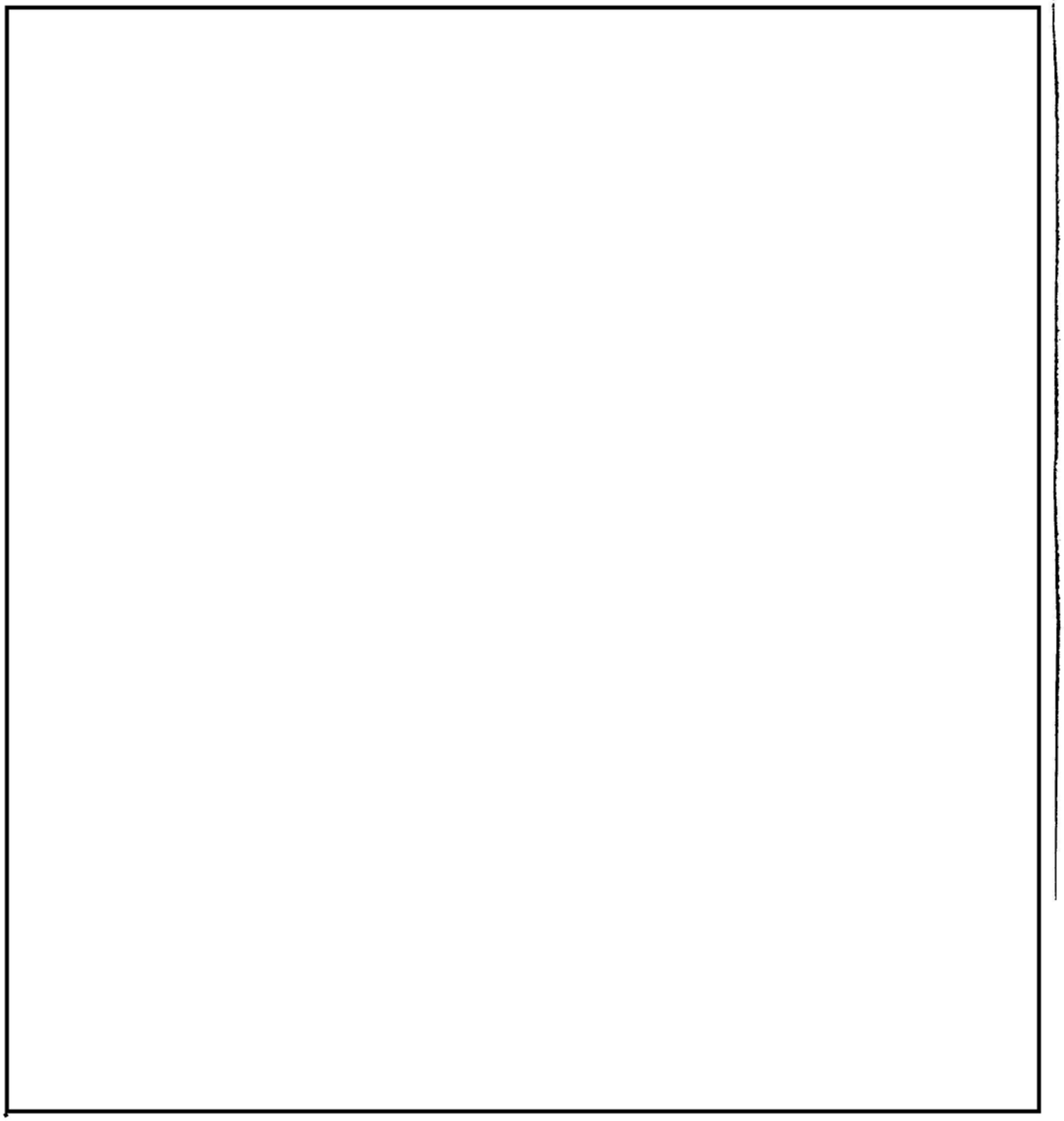
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Release: 2019-08
NSA:09634



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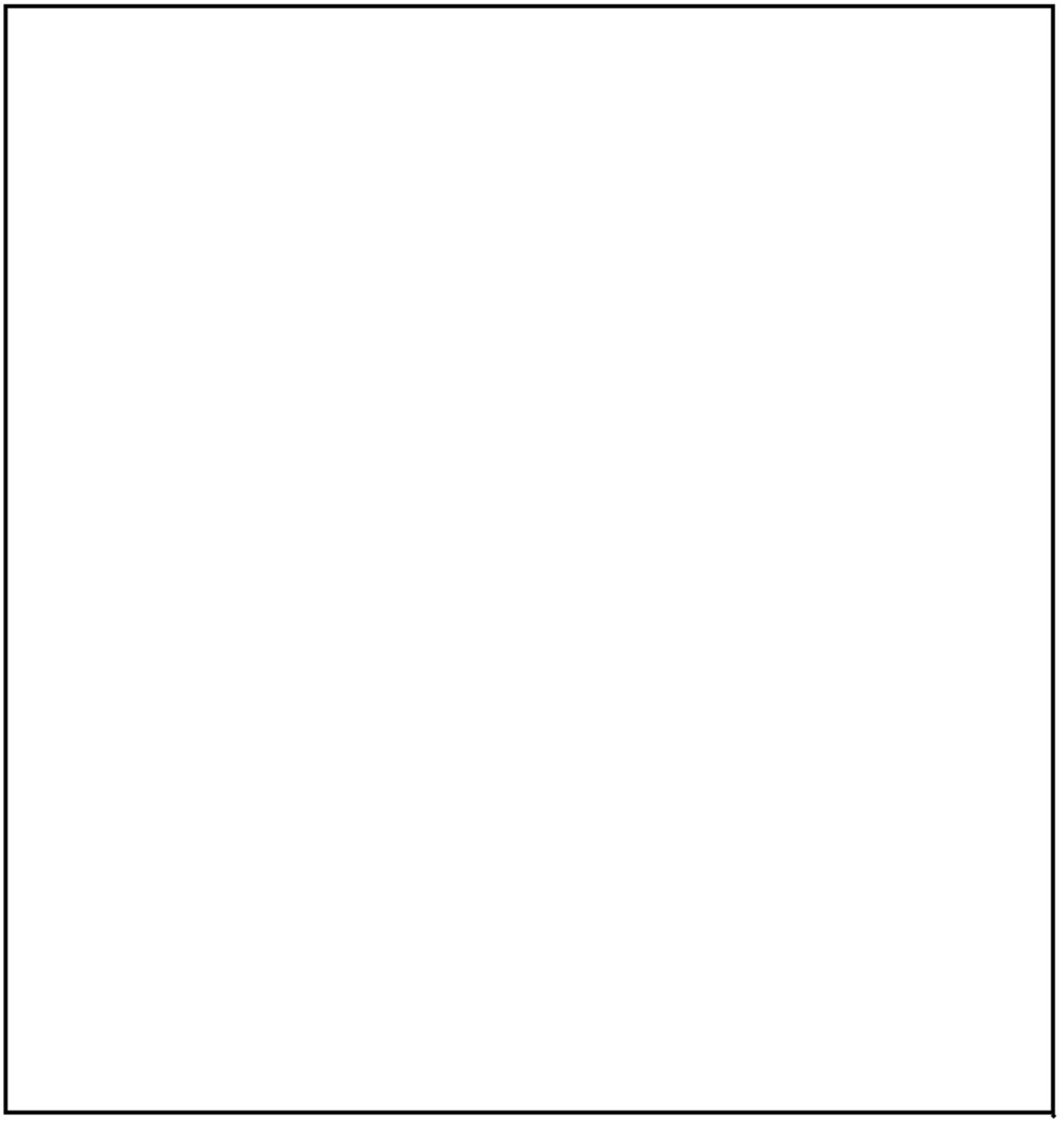
Release: 2019-08
NSA:09635

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Release: 2019-08
NSA:09636



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

Release: 2019-08
NSA:09637

Doc ID: 6678978

APPENDIX I

(U) Denver Historical Weather Data for 25 July 2014

Release: 2019-08
NSA:09638

Note. Actual official high and low records may vary slightly from our data, if they occured in-between our weather recording intervals . More about our weather records

Denver Weather History for July 25, 2014

Show weather for: July 25, 2014

Time	Conditions	Temp	Weather	Comfort Wind		Humidity	Barometer
12:58 AM Fri, Jul 25		70 °F	Partly cloudy	9 mph	/	53%	29.84 "Hg
1:58 AM		69 °F	Partly cloudy	7 mph	/	53%	29.83 "Hg
2:58 AM		68 °F	Partly cloudy	8 mph	↑	56%	29.82 "Hg
3:58 AM		69 °F	Overcast	6 mph	↑	52%	29.80 "Hg
4:58 AM		71 °F	Overcast.	7 mph	↑	49%	29.83 "Hg
5:58 AM		68 °F	Partly cloudy	6 mph	↑	52%	29.86 "Hg
6:58 AM		68 °F	Broken clouds	8 mph	↑	54%	29.89 "Hg
7:58 AM		72 °F	Broken clouds	6 mph	↑	49%	29.88 "Hg
8:58 AM		79 °F	Scattered clouds.	8 mph	/	40%	29.90 "Hg
9:58 AM		85 °F	Scattered clouds	3 mph	↓	25%	29.88 "Hg
10:58 AM		87 °F	Scattered clouds.	7 mph	\	25%	29.88 "Hg
11:58 AM		89 °F	Broken clouds	9 mph	\	24%	29.86 "Hg
12:58 PM		88 °F	Broken clouds	12 mph	\	24%	29.86 "Hg
1:58 PM		90 °F	Broken clouds	5 mph	↓	22%	29.83 "Hg
2:58 PM		73 °F	Thunderstorms. Partly sunny	25 mph	→	61%	29.91 "Hg
3:58 PM		73 °F	Thundershowers. Partly sunny	16 mph	↗	56%	29.90 "Hg
4:58 PM		70 °F	Broken clouds	24 mph	\	64%	29.89 "Hg
5:58 PM		73 °F	Partly sunny	13 mph	\	63%	29.90 "Hg
6:58 PM		73 °F	Partly sunny	5 mph	→	67%	29.92 "Hg
7:58 PM		73 °F	Thundershowers. Broken clouds	12 mph	↗	59%	29.94 "Hg
8:58 PM		67 °F	Light rain. Partly sunny	20 mph	↑	75%	29.92 "Hg
9:58 PM		70 °F	Partly cloudy	14 mph	↗	60%	29.90 "Hg
10:58 PM		66 °F	Passing clouds.	7 mph	↑	73%	29.89 "Hg
11:58 PM		65 °F	Passing clouds	9 mph	/	78%	29.89 "Hg

Weather by CustomWeather © 2016

Release: 2019-08
NSA:09639

Doc ID: 6678978

APPENDIX J

(U) Relevant Employee Profiles

Release: 2019-08
NSA:09640

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

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Employee Profile - Generated 23-AUG-2016

Employee ID:

Release: 2019-08
NSA:09641

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

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Employee Profile - Generated 23-AUG-2016

Release: 2019-08
NSA:09642

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

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Employee Profile - Generated 23-AUG-2016

Release: 2019-08
NSA:09643

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Employee Profile - Generated 23-AUG-2016

[redacted]

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

Release: 2019-08
NSA:09644

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Employee Profile - Generated 23-AUG-2016

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

Release: 2019-08
NSA:09645

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Employee Profile - Generated 23-AUG-2016

[redacted]

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

Release: 2019-08
NSA:09646

PERSONNEL PRIVILEGED

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Employee Profile - Generated 23-AUG-2016

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

Release: 2019-08
NSA:09647

PERSONNEL PRIVILEGED

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Employee Profile - Generated 23-AUG-2016

[redacted]

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

Release: 2019-08
NSA:09648

PERSONNEL PRIVILEGED

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Employee Profile - Generated 23-AUG-2016

[redacted]

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

Release: 2019-08
NSA:09649

PERSONNEL PRIVILEGED

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Employee Profile - Generated 23-AUG-2016

[redacted]

BENEFITS

Retirement:
Health Plan:
FEGLI Life Insurance
Thrift Savings Plan:

[redacted]

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

TSP investment allocations are now maintained by the TSP Office.
Please refer to the Agency TSP Home Page for further information

LOCATOR INFORMATION

HOME INFORMATION:

Address:

[redacted]

(b)(6)

Release: 2019-08
NSA:09650

PERSONNEL PRIVILEGED

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*** removed from NSA facilities without specific approval of the Freedom of Information & Privacy Office. ***
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Employee Profile - Generated 23-AUG-2016

[redacted]

Employee ID: [redacted]

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

Phones
Home: [redacted]

EMERGENCY INFORMATION:

Contact
Name:
Relationship:
Address: [redacted]

Phones
Home:
Campus:
Home:

(b)(6)

Release: 2019-08
NSA:09651

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

[redacted]

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

Release: 2019-08
NSA:09652

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Employee Profile - Generated 27-JUL-2016

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

Release: 2019-08
NSA:09653

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Employee Profile - Generated 27-JUL-2016

(b)(3)-P.L. 86-36
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Release: 2019-08
NSA:09654

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Employee Profile - Generated 27-JUL-2016

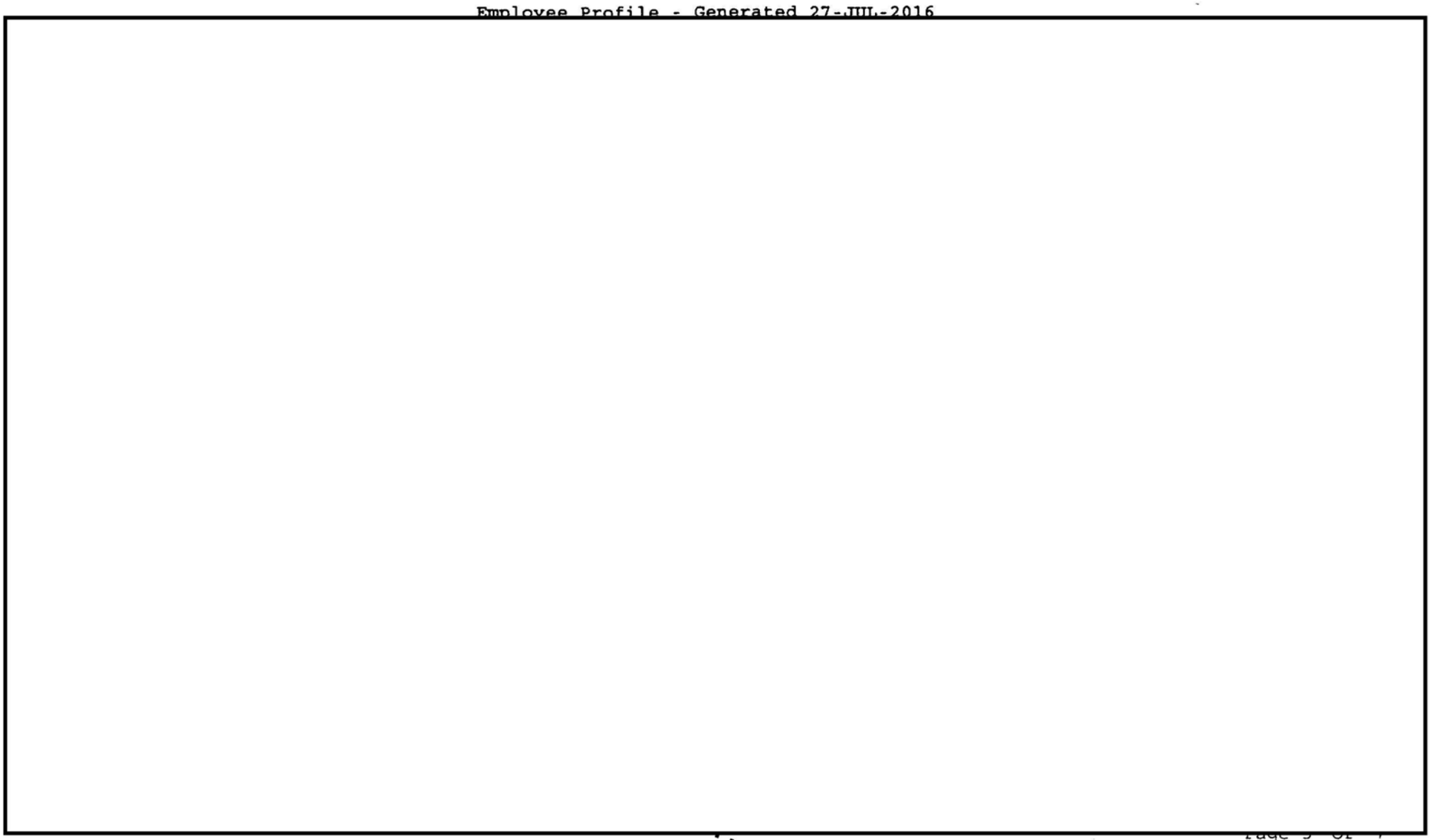
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Release: 2019-08
NSA:09655

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016



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

Release: 2019-08
NSA:09656

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

[redacted]

BENEFITS

Retirement:
Health Plan:
FEGLI Life Insurance
Thrift Savings Plan

[redacted]

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

TSP investment allocations are now maintained by the TSP Office.
Please refer to the Agency TSP Home Page for further information

(b)(6)

Release: 2019-08
NSA:09657

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Employee Profile - Generated 27-JUL-2016

[redacted] Employee ID: [redacted]

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

LOCATOR INFORMATION

HOME INFORMATION:

Address: [redacted]

Phones
Mobile:
Home:

EMERGENCY INFORMATION:

Contact
Name: (b)(6)
Relationship:
Address: [redacted]

Phones
Home:
Mobile:

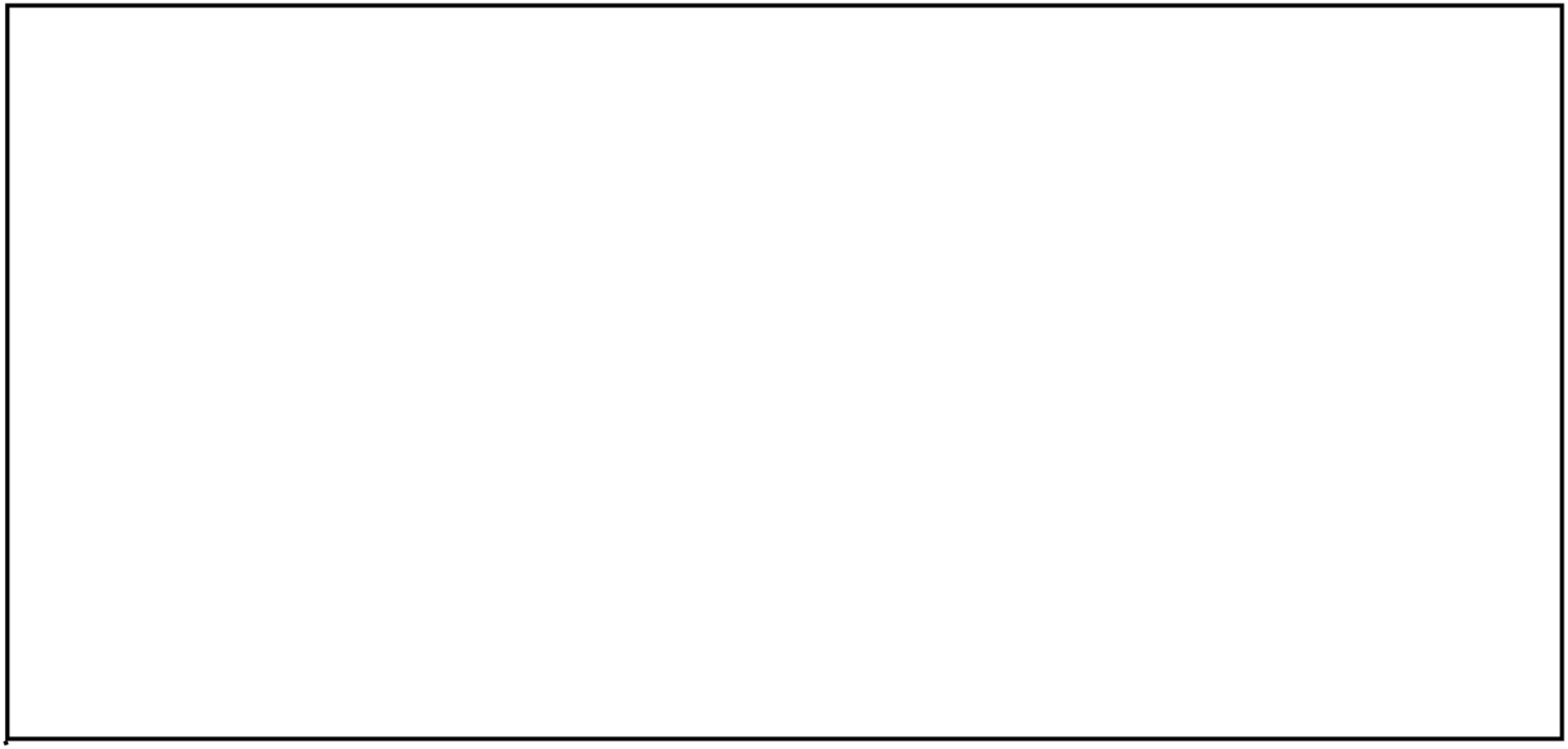
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Employee Profile - Generated 27-JUL-2016



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Release: 2019-08
NSA:09659

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Employee Profile - Generated 27-JUL-2016

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

Release: 2019-08
NSA:09660

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

[redacted]

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

Release: 2019-08
NSA:09661

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

[redacted]

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

Release: 2019-08
NSA:09662

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

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

Release: 2019-08
NSA:09663

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

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

Release: 2019-08
NSA:09664

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Employee Profile - Generated 27-JUL-2016

[redacted]

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

Release: 2019-08
NSA:09665

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

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

Release: 2019-08
NSA:09666

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

[redacted]

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

Release: 2019-08
NSA:09667

PERSONNEL PRIVILEGED

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Employee Profile - Generated 27-JUL-2016

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

Release: 2019-08
NSA:09668

PERSONNEL PRIVILEGED

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*** Request for approval should be emailed to DJ4_privacy with a copy of your profile attached. ***

Employee Profile - Generated 27-JUL-2016

[redacted] [redacted]

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

BENEFITS

Retirement:
Health Plan:
FEGLI Life Insurance:
Thrift Savings Plan:

[redacted]

TSP investment allocations are now maintained by the TSP Office.
Please refer to the Agency TSP Home Page for further information

LOCATOR INFORMATION

HOME INFORMATION:

Address:

[redacted]

Phones
Home:

EMERGENCY INFORMATION:

Contact
Name:
Relationship:
Address:

[redacted]

(b)(6)

Phones
Home:
Secure:

Release: 2019-08
NSA:09669

APPENDIX K

(U) [redacted] Emails to the OIG

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

Release: 2019-08
NSA:09670

From:
Sent: Wednesday, July 27, 2016 12:55 PM
To:
Subject: RE: (U) RE

I am aware of that and I don't count it as official duty. I don't know the details of situation. I'm just providing the information I have.

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

From:
Sent: Wednesday, July 27, 2016 11:43 AM
To:
Subject: RE: (U) RE:

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

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

OK, thanks I appreciate the information. As an FYI, in case you weren't aware, going out to lunch (especially when taking the time to drive somewhere), even if you end up engaging in "shop talk," does not count as official duty.

Thanks Again,

Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s

From
Sent: Wednesday, July 27, 2016 11:17 AM
To:
Subject: RE: (U) RE:

Hey

8/27/14 – Lunch
1/29/15 – On my calendar as an meeting but probably included lunch
4/17/15 - On my calendar as an meeting but probably included lunch

Release: 2019-08
NSA:09671

The short answer is if I'm having lunch with someone from work, we're talking about work. was a Technical Director there so it was probably lunch and shop talk. I am the and I'm sure we talked about work, nothing classified of course, but about the approaches and application of I can't speak to it with any authority because it was more than a year ago but I keep my personal and work lives separate and don't really socialize with people from work outside of work.

From:
Sent: Wednesday, July 27, 2016 10:08 AM
To:
Subject: RE: (U) RE:

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

Hi

I know you said that you weren't aware of any off site meetings he may have attended or held between July 2014 and July 2015. However, after our email exchange yesterday, I heard that you and may have gotten together off campus during the middle of the day on the following dates:
8/27/14
1/29/15
4/17/15

Can you please check your old calendars and confirm whether or not you did? If the two of you did get together on any of these dates, was it for lunch or for work purposes? I'm just trying to track down activities while he was out of the office during this timeframe.

Thanks Much,

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

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

Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s,

From:
Sent: Tuesday, July 26, 2016 10:01 AM
To:
Subject: RE: (U) RE:

Hey

I did not go TDY with between July 2014 and July 2015 according to the Corporate Travel database. I cannot speak to any off site meetings he may have attended or held. My point in providing the back ground is what I believe character to be and how

Release: 2019-08
NSA:09672

he has done his job in the past. I am not privy to the details of your investigation of his time in I do know underwent lots of change in management and culture and that can be difficult for everyone. I was hoping I could help this difficult situation.

From:
Sent: Tuesday, July 26, 2016 8:23 AM
To:
Subject: (U) RE:

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

Hi

My apologies for the delayed response, I have been on the west coast. Thank you for your input. Did you have any off-site interaction with from July 2014 through July 2015? In other words, it was my understanding that by July 2014 and therefore meetings in impromptu places offsite would not be necessary. Is that incorrect? Did you happen to go TDY with or attend any local offsite meetings (at locations outside of NSA Access Control) with him during the July 2014 – July 2015 timeframe? If so, I might like to set up an interview with you.

Thank You,

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

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

Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s,

From:
Sent: Friday, July 15, 2016 9:15 AM
To:
Subject:

shared his situational issues from his time in and asked if I could provide my perspectives on how he has done his job when we worked together. I don't really know the details of this situation nor do I know much about the internal workings of

I first met in 2010 working I was the Project Director for was the single point of contact for all three projects and was supported by a team of contractors. was on top of all three of these efforts and was keenly aware, at a detailed level, of the particulars of each effort. Many of the tasks required interaction with his contractor team to determine and meet the requirements.

At the outset Both and I had contractor support and had to support their "battle rhythms" if we were going to meet the accelerated schedules mandated by the DIRNSA. We were not able to since it was more than eight miles from the new site so we would have meetings in impromptu places or during meal times or hotel

Release: 2019-08
NSA:09673

lobbies. I can say unequivocally that we were successful because we exceeded the DIRNSA's schedule [redacted] almost a year sooner than projected. We were able to achieve that success by figuring out innovative ways of communicating with the diverse and complex teams of contractors, groups across the Agency as well as those from other Agencies. A key tenet in such effective coordination is to act in the best interest of the Government by keeping an eye on the project goals and key deliverables. The composition of these large teams requires someone in the lead role to identify the way each organization communicates and interacts and then keeping all the stakeholders coordinated and it has been my experience that [redacted] does just that.

My personal opinion is [redacted] has always done his job and acts in the best interest of the Government. I have never known him to shirk his responsibilities or lack focus on doing his job. I recommended [redacted] for his current assignment and have heard good feedback on his performance. I know he was in [redacted] for a long time changes in management may have gotten him out of sync with future direction. As I said, I don't know much about [redacted] internal workings. I hope this perspective provides some insight and helps in some way. [redacted] adds value to the Agency and believe he will continue to do so in his future assignments.

[redacted]

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

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

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

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

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

Release: 2019-08
NSA:09674

From:
Sent: Friday, August 19, 2016 2:01 PM
To:
Subject: RE: (U) OIG Request for Information

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

Hi

(U//~~FOUO~~) Sorry for the delay but and I have had a long history of scheduling meetings for career discussions and for one reason or another it does not happen. I rarely update my calendar to reflect what actually happened and I do not have a follow up email indicating either way.

v/r,

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

(U//~~FOUO~~)

From
Sent: Wednesday, August 17, 2016 12:09 PM
To:
Subject: RE: (U) OIG Request for Information

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

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

Thank you!

Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s,

From
Sent: Wednesday, August 17, 2016 11:18 AM
To:
Subject: RE: (U) OIG Request for Information

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

Hi

(U//~~FOUO~~) I got your note and still need to check to verify. I'll follow up with you tomorrow.

Release: 2019-08
NSA:09675

v/r,

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Monday, August 15, 2016 3:01 PM
To: [redacted]
Subject: (U) OIG Request for Information

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

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

[redacted]

As part of an official OIG inquiry, I am trying to track down some of [redacted] activities while he was out of the office during a certain timeframe. In doing so, I heard that you and [redacted] may have gotten together off campus during the middle of the day on Tuesday, 07 July 2015. Would you please check your memory and calendar and confirm whether or not you did? If the two of you did meet sometime on that date, was it for lunch or for work purposes?

Thank You,

[redacted]

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

[redacted]
Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s, [redacted]

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

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

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Release: 2019-08
NSA:09676

APPENDIX L

(U) [redacted] Email to the OIG

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

Release: 2019-08
NSA:09677

From:
Sent: Wednesday, September 09, 2015 9:53 AM
To:
Subject: RE: (U) OIG Request for Information

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

worked for me directly (ACE rater) or indirectly (ACE reviewer) between 2007 and June 2015 while I was the Chief of . During this timeframe there was only one occurrence that I can recall that I allowed him to "claim" hours while not at work and that was a situation where he was working with the technical folks at problem occurred that required his technical/team lead assistance. I explained to him that this was being allowed because he was providing technical assistance for an operational issue. There was one other occurrence where asked me about the time he talks to contractors on his cell phone outside of work and I told him that was on his time, not the governments time. I never told that he had the ability to charge time outside of work when he was talking to contractors or vendors.

As far as email guidance to the workforce, I will look back at my old emails and look for the guidance I sent out.

I hope this helps, please let me know if you need any additional information.

Thanks,

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

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

From:
Sent: Wednesday, September 09, 2015 9:40 AM
To
Subject: (U) OIG Request for Information

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

Hi

As you are aware, the Office of the Inspector General (OIG) recently received allegations related to time and attendance. I have heard that you told Chief of Staff, that while you were supervisor, you never authorized him to conduct official business (telephone calls to contractors) from his personal vehicle. Can you

Release: 2019-08
NSA:09678

confirm whether that is correct? During what period were you his supervisor? Additionally, I hear that during this same timeframe you may have even put out guidance to your workforce (including [redacted] that their work day began when they arrived at their desks (following Agency guidance). Is this also correct? If so, and if you still have the email regarding that guidance, please forward it to me.

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

Thank You for Your Assistance,

[redacted]
(b)(3)-P.L. 86-36
[redacted]
Senior Investigator
Investigations, D14
Office of the Inspector General
963-0920s, [redacted]

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

Release: 2019-08
NSA:09679

Doc ID: 6678978

APPENDIX M

(U) [redacted] Email to the OIG

(b) (6)

Release: 2019-08
NSA:09680

[redacted]

From: [redacted]
Sent: Tuesday, September 06, 2016 3:31 PM
To: [redacted]
Subject: Re: NSA OIG Request for Information

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

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

I apologize, but I don't have any calendar records for either of these dates with regard to meetings with [redacted]

[redacted]

[redacted]

[redacted] (b) (6)

[redacted]

[redacted]

[redacted]

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

On 9/1/16, 12:15 PM, [redacted] wrote:

[redacted]

>
>As part of an official inquiry by the National Security Agency's Office
>of the Inspector General, I am trying to determine the activities of
>one of our employees, [redacted] for whom time and attendance
>discrepancies have been noted. Calendar records disclosed that he may

1

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

Release: 2019-08
NSA:09681

>have had afternoon meetings with your company on the following dates:
>October 3, 2014 and March 31, 2015.
>
>I would appreciate if you would check your calendar records and access
>control logs/records (if your company maintains them), as well as your
>memory, and provide information about those meetings, if they occurred.
>The information I am seeking is as follows:
>
>The time the meeting(s) took place.
>The length and location of the meeting(s).
>The purpose.
>Those present.
>Any other information that you believe might be relevant to [redacted] attendance at the meeting(s).
>
>If you have any questions, please contact me via email or at the number
>below.
>
>Thank You for Your Assistance,
>
[redacted]
>
[redacted]
>Senior Investigator
>Office of the Inspector General
>National Security Agency
[redacted]
>

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

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

Release: 2019-08
NSA:09682

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

APPENDIX N

(U) [redacted] Response to the Tentative Conclusion

Release: 2019-08
NSA:09683

[redacted]

From: [redacted]
Sent: Wednesday, October 12, 2016 3:47 PM
To: [redacted] (b) (3)-P.L. 86-36
Subject: (U) OIG Investigation Response
Attachments: [redacted] final_input OIG.docx
Signed By: [redacted]

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

[redacted]

My response is attached. Thank you again for the hours you have already credited me during this investigation and hopefully you will reconsider and add the hours I have requested in this document.

Please let me know if you any further questions or clarifications?

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

V/R,

[redacted]

[redacted]

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Release: 2019-08
NSA:09684

Doc ID: 6678978

I would like to address some points in the tentative conclusion reached by the OIG inquiry into the allegation that I engaged in timecard fraud.

First and foremost, I would like it make it clearly known that I never deliberately or knowing submitted false and inaccurate timesheets. Over the 30 years I have served at NSA, I have been told by various supervisors to round my time to the nearest 15 minutes on my timesheet to make the timesheet easier for them to read and check. I have tried to document the correct arrival/departure times to the best of my ability. There have been times when I forgot the exact arrival or departure times and had to estimate what I believed to be the correct times. In the past, I admittedly have not always documented my times at the end of each work day, and had to input that data in subsequent days. If the times were inaccurate, it was not deliberate but an honest mistake. Since this investigation started, I no longer round my time to the nearest 15 minutes and now document my exact arrival/departure times on my timesheet, every day. Again, I never deliberately or knowing claimed more time worked than actually present for duty, nor have I deliberately or knowingly submitted false and inaccurate timesheets.

With that said, this investigation has lasted for about a year and a half now, which makes going back over two years to remember exact times and meetings very difficult for everyone involved in this investigation to accurately recall. I have tried to obtain witnesses to corroborate my times, but have been told by several colleagues that they do not maintain calendars well, especially over 2 years ago. Also, some colleagues confided in me that they were scared to talk to the OIG, that they did not want to get involved, and were not sure if they would even be able to answer questions based on their trepidations. This limited the POCs I could provide to corroborate the questioned meetings I attended.

Additionally, at the time this anonymous complaint was submitted against me, there was a turnover in my management chain and a lot of controversy stirring within my division. There were several "trouble-makers" that felt the need to "police" people within the division and eventually drove many people out of the office. I believe one of these people is behind this OIG complaint, and submitted it in spite and a total lack of awareness of my work, rather than a true concern for the government. They created a serious hostile work environment and even though I went to my boss (who was one of the culprits) the hostility did not stop it. This can be corroborated by numerous NSA employees. The hostility got worse when I mentioned to my boss (who probably shared with these others) that I was considering getting a lawyer involved. And what I believe was in reprisal, they submitted an OIG complaint and made my life even worse in the office. To make matters worse, they also went to anyone I worked with at the agency and spread bad rumors about me. I believe my numerous accolades throughout my career can testify to my dedication and work ethics and that I did not deserve the treatment I received from these individuals. These events have ruined my life here at work and caused much unwarranted stress. I mention this to place context around the office situation at the time and question the motive behind this complaint.

During this time frame, my management had access to my entire calendar, not just for 3 months, but the whole time I worked for them. So I am not sure why they did not know where I was. My management also signed my timesheets without questions. Never once did they question where I was or the times documented on my timesheet. Even though they are denying it now, my management gave me verbal guidance (that they said they received from HR) on how to treat outside meetings and phone conferences. And I used this guidance to document the time I spent performing work for the agency.

Further, I was told by my boss that after working hundreds of free hours for NSA over the years, that I should be compensated and could record those phone calls as hours worked. He now has recanted that

Release: 2019-08
NSA:09685

Doc ID: 6678978

statement to the OIG. That does not mean I did not work those hours. I am now being penalized for hours worked because he is telling the OIG that it was a onetime deal.

Again, I'd like to reiterate that as the technical lead for multiple projects, contractors would call me on the way into work and on the way home from work to report issues, seek clarification, or ask project questions. Some days when I left work early, contractors would call me on the way home. I took these calls to ensure projects would not slip and to avoid delay in mission and overrun costs. This was all in an effort to ensure projects kept on schedule and within budget, which I am proud to say was achieved. During this timeframe, I operated under the premise that I was authorized to take these calls and count them as hours worked, as approved by my boss [redacted] (per a verbal discussion). I was never told at any time by my management to stop documenting work related phone conference hours during this time frame and only became aware that this was an issue from this investigation. And as a result of this investigation, I no longer engage in phone conferences. **Of the time discrepancies listed on your spreadsheet, 18.75 hours fall into this category. Request I be given credit for these hours worked.**

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

Not all meetings I attended were documented on my calendar. Meetings were sometimes scheduled/organized at the last minute and would not be reflected on my calendar. Times/dates were updated verbally, and I did not always go back and update my calendar. Additionally, if I deleted a recurring meeting within the Outlook calendar, it deleted all occurrences of that meeting, even the ones in the past that I attended! I have given access to my calendar to various people over the last year and any one of them could have deleted an appointment in the past that I did not realize. Appointments on my calendar reflected the actual scheduled times of the meetings, and did not reflect the travel time it took to drive to and from a meeting, nor if the meeting ran over. Additionally, many of my meetings were project status meetings, and they tend to run over, depending on the number of issues/questions that were raised. So I just want to make a point that using my calendar as the absolute judgment of my whereabouts in any given day is not possible. And I would venture to say that this is the same case for most people at the agency. **Of the time discrepancies listed on your spreadsheet, 20.0 hours was time spent attending meetings that I did not receive "credit" for participating in; whether someone could not corroborate the meeting, meeting wasn't on my calendar, meeting ran over, etc. Request I be given credit for these hours worked.**

Additionally, to advance my career, I scheduled and participated in mentoring meetings, which is fully encouraged and endorsed by the agency. Due to my hectic schedule, I arranged some of these meetings over lunchtime hours. During these meetings, work was discussed the entire time over lunch and I was not given credit for the meetings. I respectfully request that 30 minutes be subtracted off these meetings and be given credit for the mentoring that was accomplished for the remaining time. **Of the time discrepancies listed on your spreadsheet, 8.75 hours fall into this category. Since there were 4 mentoring meetings, request 2 hours be deducted as lunch and be given credit for 6.75 hours of meeting time.**

There were also times that I participated in meetings, especially with project TDY teams and colleagues that occurred during lunchtime hours. Most of these meetings were with red badgers [redacted] and was easier to hold outside of confirm. **Of the discrepancies listed on your spreadsheet, 5.25 hours fall into this category. Request I be given full credit for these meeting hours worked. If that is not possible, request 2 hours be deducted as lunch, since there were 4 of these meetings, and be given credit for 3.25 hours of meeting time.**

Release: 2019-08
NSA:09686

Doc ID: 6678978

Below are details to justify the hours I claimed for 24 July 2014, during my TDY to [redacted]
7/24/14

0530-0630	Meeting at hotel
0630-0730	Travel to site
0730-1145	At site
1145-1300	Travel back to hotel
1300-1630	Meeting at hotel
1900-2400	Travel to airport / flight

⇨ **16.00 hours worked [was only given credit for 12 of these hours work] Request the additional 4 hours be credited to me.**

Looks like I might have been off a few hours for 25 July 2015, coming home from my TDY from [redacted] I assume the discrepancy was a mistake in not compensating for the time zone differences correctly. It was *not* a deliberate act in claiming more hours than worked. The hours below are in one time zone [redacted] for clarification:
7/25/14

0000-0430	Flight, arrive in Denver
0430-0800	Plane delay in Denver
0800-1135	Flight to Baltimore
1135-1300	Taxiing, disembark, baggage claim, shuttle to parking garage
1300-1500	Drive home, longer due to summer beach traffic

⇨ **15 hours travel /work time [claimed 19 hours, but only given credit for 11 hours] Request an additional 4 hours be credited to me.**

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

New recollections:

11/19/14	Mid-day meeting outside confirm at [redacted] no confirm; TDY to [redacted] **(1.25)**
12/11/14	Mid-day meeting and walking to another building, onsite without confirm, TDY to [redacted] **(1.25)**
6/4/15	Attended the meeting with [redacted] and attended [redacted] both on calendar; Phone conference with [redacted] at end of day. **(6.25)**

(b)(6)

➔ **Total of 8.75 hours worked; request these hours be credited to me.**

In defense of my character, I would like to point out that I have never been nor have I ever asked to be reimbursed for the hundreds of miles of my POV used to get to and from meetings around the fifty-mile radius of NSAW. I have tried to use the bus system, but it takes wasted hours just to get to a close by building. In order to make meetings and install schedules, I used my POV in order to accomplish the NSA mission. I point this out as a judgment of my character, to save the government time and money.

In conclusion, I would like to reiterate that I have never deliberately or knowing submitted false and inaccurate timesheets. I have cooperated throughout this investigation, giving full access to my calendar and consulted numerous colleagues to verify events and provide witnesses to corroborate my whereabouts. I have no reason to lie about the time I spent diligently working the numerous projects I led during this timeframe, receiving numerous accolades (bonus, coins, etc.) for the effort I put forth working these hours to get the job done. If there are mistakes in my timesheets for hours worked they are honest mistakes and not a deliberate act. Since this investigation started, I no longer round my time

Release: 2019-08
NSA:09687

Doc ID: 6678978

to the nearest 15 minutes and now document my exact arrival/departure times on my timesheet, every day, and will continue to do so.

Conference calls not credited:
10/31 (1), 12/3 (1), 1/13 (1), 3/2 (1.25), 3/3 (2.25), 3/13 (1), 3/26 (1), 3/30 (1), 4/1 (1), 4/13 (1.75), 4/14 (2), 4/27 (.75), 5/4 (.75), 5/8 (1), 6/2 (1), 6/3 (1) = **18.75**

Meetings not fully credited:
7/16 (1.25), 7/21 (.5), 7/23 (.75), 8/8 (1), 8/26 (.25), 8/28 (1), 9/4 (.5), 9/9 (.75), 10/3 (1), 10/14 (.25), 10/15 (.25), 10/17 (1.5), 10/21 (1), 10/30 (1), 11/18 (1), 12/16 (.5), 12/18 (.25), 1/21 (.25), 1/28 (.5), 2/6 (.25), 3/11 (1), 3/16 (.75), 3/31 (2.5), 5/27 (1), 6/11 (1) = **20.0**

Mentoring meetings not credited:
8/27 (1.75), 1/29 (1.5), 4/17 (1.5), 7/7 (2.5) = **8.75 – 2.0 (lunch) = 6.75**

TDY meetings during lunchtime not credited:
7/18 (2), 9/12 (.75), 11/18 (1.25), 12/11 (1.25) = **5.25**

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