Doc ID: 6600619

NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

INVESTIGATIVE REPORT

22 March 2013

IV-12-0051

Alleged Timecard Fraud

This is a PRIVILEGED DOCUMENT. Further dissemination of this report outside of the Office of Inspector General, NSA, is PROHIBITED without the approval of the Assistant Inspector General for Investigations.

Approved for Release by NSA on 12-01-2017, FOIA Case # 79204 (litigation)

Doc ID: 6600619

I. (U) SUMMARY

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

(b) (6)

(U//~~FOUO~~) The NSA/CSS Office of the Inspector General (OIG) received an allegation that [redacted] former NSA employee, [redacted] had engaged in timecard fraud. Specifically, it was alleged that [redacted] may have falsified her arrival times and weekend work on her timesheets. An initial review of [redacted] timesheets and access control records revealed discrepancies that supported the allegation that she worked fewer hours than she had claimed.

(U//~~FOUO~~) After investigation, the OIG concluded that during the period of February 16, 2010, through November 4, 2011, [redacted] knowingly and willfully submitted false and inaccurate timesheets, for a total shortfall to the government of 329 hours (approximately $18,200). The OIG identified 256 erroneous timesheet entries made by [redacted] in her favor during the period reviewed. Her actions were in violation of 5 Code of Federal Regulations (C.F.R.) § 2635.101, Subpart A (b) (1) and (5), 5 C.F.R . § 2635.705, Subpart G, (a), the NSA/CSS Personnel Management Manual (PMM) 30-2, Chapter 360, Section 1-3 (a), and Section 2-7 (a) and (b), NSA/CSS PMM 30-2, Chapter 362, Section 2-19 (a), and NSA/CSS PMM 30-2, Chapter 366, Section 2-1 (K) and Section 2-2 (B).

(U//~~FOUO~~) A copy of the OIG report will be forwarded to the Office of General Counsel for information. A summary of the investigative findings will be provided to Q2, the Office of Personnel Security, for information as well as to BF, Resources Management, for debt collection.

II. (U) BACKGROUND

(U) Introduction

(U//~~FOUO~~) began her employment with the NSA the week of and resigned from the Agency on She worked in for the entire duration of her employment, but in different branches for different managers.

(U//~~FOUO~~) Commencing in worked as a at under branch was eliminated and was reassigned.

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

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

(U//~~FOUO~~) subsequently went to work for Operations Coordinator) in until the end of when she requested reassignment.

(U//~~FOUO~~) In took on a management role as Branch Chief, directly reporting to Deputy Chief, Shortly after her arrival, transferred out of the division and was replaced by Both and reported to Chief, remained a Branch Chief until she

(b) (6)

(U//~~FOUO~~) Upon return went to work for Branch Chief until she left the Agency in

(U//~~FOUO~~) On August 22, 2011, the OIG received a complaint alleging that had engaged in timecard fraud. Specifically, it was alleged that may have falsified her arrival times and weekend work on her timesheets. An initial review of timesheets and access control records revealed discrepancies that supported the allegation that she worked fewer hours than she had claimed; therefore the OIG opened an investigation.

(U) Applicable Authorities

(U) The investigation looked at possible violations of the following authorities. See Appendix A for the full citations.

-- (U) 5 C.F.R. § 2635.101, Subpart A (b) (1) and (5)

-- (U) 5 C.F.R . § 2635.705, Subpart G, (a)

-- (U) PMM 30-2, Chapter 360, Section 1-3 (a), and Section 2-7 (a) and (b)

-- (U) PMM 30-2, Chapter 362, Section 2-19 (a)

-- (U) PMM 30-2, Chapter 366, Section 2-1 (K) and Section 2-2 (B)

III. (U) FINDINGS

(U//~~FOUO~~) Did [redacted] submit inaccurate timesheets during the period of February 16, 2010, through November 4, 2011, and were any discrepancies deliberate?

(U//~~FOUO~~) ***CONCLUSION: Substantiated.*** *The preponderance of the evidence supports the conclusion that, during the period of February 16, 2010, through November 4, 2011, [redacted] deliberately submitted false and inaccurate timesheets, for a total shortfall to the Government of 329 hours, in violation of 5 C.F.R. § 2635.101, Subpart A (b) (1) and (5), 5 C.F.R . § 2635.705, Subpart G, (a), the NSA/CSS PMM 30-2, Chapter 360, Section 1-3 (a), and Section 2-7 (a) and (b), NSA/CSS PMM 30-2, Chapter 362, Section 2-19 (a), and NSA/CSS PMM 30-2, Chapter 366, Section 2-1 (K) and Section 2-2 (B).*

(U) Documentary Evidence

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

(U//~~FOUO~~) **Timekeeping Records**
The OIG obtained and reviewed [redacted] timesheets and access control records for the time period of February 16, 2010 to November 4, 2011. We subsequently completed an analysis of those records, at Appendix B. Of the 337 days under examination, the OIG identified 256 erroneous timesheet entries made by [redacted] in her favor.

(U//~~FOUO~~) **Training Records**
The OIG obtained and reviewed [redacted] training records. [redacted] was credited 78 hours for Agency training, as noted on the comparison chart, Appendix B.

[redacted] (b) (6)

(U//~~FOUO~~) **Travel Records**
Agency travel records show that [redacted] was TDY from [redacted] [redacted] was credited 24.5 hours for the discrepancy, as noted on the comparison chart. No other official travel was noted during the period under review.

(U//~~FOUO~~) **Outlook Calendar Files**
The OIG obtained and reviewed [redacted] Outlook Calendar files dating from February 1, 2010, through November 30, 2011. Of the 128 calendar entries reviewed, three were found that

partially mitigated [redacted] discrepant hours. She was credited 4.5 hours for calendar appointments, as noted on the comparison chart.

(U//~~FOUO~~) **Outlook Email Files**

There were 11 duty days where [redacted] claimed some amount of duty time but there was no corresponding access control data. Seven of the 11 days could be accounted for with travel and training records. The OIG reviewed [redacted] Outlook Email files to determine whether there was any evidence of her presence in the office on the remaining four days. No evidence was found to support [redacted] assertion that she had worked on those days.

(U) Testimonial Evidence

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

(U//~~FOUO~~) [redacted] Chief, was interviewed on June 22, 2012, and provided the following sworn testimony:

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

(U//~~FOUO~~) [redacted] *Schedule.* [redacted] was a full-time employee. Her schedule was quite flexible, like everyone else in the office. All the people in the office worked Alternative Work Schedule (AWS) 4 or 5. [redacted] normally came in at 0700, but sometimes earlier or later. Normally [redacted] would call in if she was going to be much later than that, but not always. [redacted] said he had to call [redacted] at home many times to inquire about her whereabouts when she did not come in as expected. On those occasions, [redacted] said that she had called and left a message. However, according to [redacted] there was no message. Furthermore, leaving a message without speaking to a person was contrary to policy. [redacted] frequently did not follow policy for reporting her absences.

(U//~~FOUO~~) *Timecards.* [redacted] recommends everyone complete his or her timecard daily, because memory is unreliable. He does not strictly enforce it, though. He does not recall any conversations with [redacted] about filling out her timecard – it was always filled out. [redacted] first began to suspect that [redacted] was falsifying her timecards when he did not see any evidence of productivity from her during her weekend hours. [redacted] sometimes missed time during the week due to medical and

Doc ID: 6600619

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

family issues and [redacted] authorized her to "flex" her time and make up the missed hours on the weekend or late evening. However, [redacted] saw no emails from her during these makeup hours and ordinarily would have expected some. [redacted] and [redacted] had a few conversations with [redacted] about her time and attendance. Specifically, they told her that managers need to be in the office during normal business hours and that they expected to see more productivity from her during the late evening and early morning hours.

(U//~~FOUO~~) *Time Outside of Access Control.* [redacted] speculated that during her last six months at the Agency, [redacted] may have attended infrequent meetings with contractors, during normal business hours. However, [redacted] could not provide any details regarding dates. He confirmed that [redacted] took training at the [redacted] which is outside of access control, and would have been reflected in her training profile.

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

(U//~~FOUO~~) At the conclusion of the interview, [redacted] was asked to review the spreadsheet analysis of [redacted] timesheets and access control records and provide any mitigating information to the OIG. [redacted] was unable to provide any mitigating information.

(U//~~FOUO~~) [redacted] was interviewed on June 25, 2012, and provided the following testimony:

(U//~~FOUO~~) *Timecards.* [redacted] was surprised about the allegation because she was usually at work before her supervisors got there and was often there when they left. In the beginning, [redacted] did not know that she was supposed to put the exact hours she worked on her timecard. She would put down 0600-1500 every day even if she worked 7 hours one day and 9 the next.[1] As long as she completed 40 hours in a week, she thought this practice was acceptable. It was not until she had been at OPS for several months when she was told that she was supposed to record her time on her timecard daily. After that, she began writing her time down on her hard-copy flip calendar, which she destroyed when she left. She knows that she recorded her time on her timecard accurately because she maintained the flip calendar daily. Ms.

[1] (U//~~FOUO~~) A review of [redacted] timecards contradicts her testimony. From the very beginning of her career at NSA, she recorded variable start and stopping times as well as variable hours worked on her timecard.

[redacted] said she was never given any instruction on filling out her timecard, except in orientation. No one in her management chain ever spoke to her about her time and attendance practices. For planned leave, she either spoke with or emailed her management chain. If she was going to be out unexpectedly, she called into the main number at the office. One time she was told by [redacted] and [redacted] that they were "getting ready to call" Security claiming that she had not phoned the office. No one ever called her at home looking for her.

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

(U//~~FOUO~~) *Clocks.* [redacted] complained that the clocks she used to record her time were erroneous. None of the clocks at the Agency were synchronized. The wall clocks did not match the time on the phones, which did not match the time on the computers. [redacted] thought this was a problem and asked her supervisors which clock she should use, since they were all different. Her supervisors told her not to worry about it. When asked why not just use a wristwatch for consistency, she said she did not wear one.

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

(U//~~FOUO~~) *Lunch.* [redacted] usually brought her lunch from home and ate it at her desk, avoiding having to take a lunch break. Because she lived far away, [redacted] told her that if she came in late, she could work through lunch and take it at the end of the day (in order to leave early).

(U//~~FOUO~~) *Parking.* [redacted] also told her that if she had to park far away in satellite parking, she could count the 15 minutes it took her to get into the building as work time. [redacted] told her that he personally followed these practices and allowed everyone else to do so, too. She did not ask [redacted] if she could skip lunch and count parking time. However, she did ask [redacted] who said the practices were acceptable. [redacted] said it was okay if only done occasionally. [redacted] could not quantify how many times she took lunch at the end of the day, but said for the first year to year and a half, she did it frequently. She also could not quantify how frequently she counted parking time as work time. If she waited a particularly long time for the shuttle, she "started the clock" in the parking lot, since she was told that it was acceptable to claim that time. Although [redacted] began work at 0600-0630 daily, she frequently parked very far away and rode the shuttle. At [redacted] she parked in satellite parking [redacted] and rode the shuttle. At OPS she either parked at the airplanes, or one of the satellite lots, or even

Doc ID: 6600619

National Business Parkway. When asked why she did not park closer, she said that the lots were full and she did not know about all the lots.

(U//~~FOUO~~) *Grace Periods.* [redacted] sometimes worked fewer than 8 hours in a day, but usually made it up the next day. On a few occasions, when she was having medical problems, she asked for permission to make up the hours she missed on other days. She received approval to do so. While she seldom worked weekends, she did so a few times to make up hours she was short during the week. On other occasions, if she had some kind of emergency that necessitated her leaving early, her bosses gave her a "pass" and let her leave to take care of it. The atmosphere was really relaxed and employees could make up the time or not. People did it all the time, including her supervisors, [redacted] and [redacted] herself gave her subordinates "graces" from time to time. When [redacted] did make up missed time on weekends or evenings, she did "stuff" or projects for [redacted] These were projects, like writing an SOP, she had trouble getting to during the regular work week because of frequent meetings.

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

(U//~~FOUO~~) *Time Outside of Access Control.* [redacted] periodically had meetings, work-related functions, and training outside of the access control system. She recalled going to 3rd party corporate training - [redacted] training. She also took [redacted] training at the [redacted]. She twice went out in the local area for [redacted] teambuilding activities. She also recalls offsite meetings for all of [redacted] once or twice went to offsite meetings to help [redacted] and also attended the offsite conference itself, which lasted 2-3 days. Finally, she remembers going twice to the store with [redacted] to pick up "stuff" for a function. When she asked [redacted] about her time away from the office, [redacted] told her not to worry about it.

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

(U//~~FOUO~~) [redacted] agreed to take the spreadsheet and timecards home and review them. She agreed to provide any information she could to help mitigate the discrepant hours.

(U//~~FOUO~~) [redacted] was invited for a second interview to discuss any mitigating information related to the discrepant hours. She declined in a phone call on August 1, 2012, and added the following:

(U//~~FOUO~~) She could not provide any mitigating documents because she could not explain the alleged absences. She had no specific information about any of the discrepant hours. She speculated that the access control entrance and exit times might be wrong. Furthermore, she did not know which days she had permission to leave early and which days she had permission to skip lunch, but was certain she only did so when permitted. She was willing to help with the investigation, but had no new information to present beyond what she had discussed at the first interview.

(U//~~FOUO~~) Subsequent to the phone call, on August 8, 2012, [redacted] sent the OIG an email (Appendix C). In it, she reiterated that she had no documentation to provide to mitigate the discrepant hours. She complained that she no longer had access to her Agency documents and also that the time period under review was too far in the past. She provided no new rationale for her absences.

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

(U//~~FOUO~~) [redacted] Operations Coordinator, was interviewed on June 28, 2012, and provided the following sworn testimony:

(U//~~FOUO~~) *Timecards.* [redacted] has a standing policy that employees are supposed to note what time they come in and complete their timesheets daily. Start time is not when employees come off of Rt. 32, and it is not what time they reach the parking lot. The [redacted] welcome packet includes this guidance as well as how to complete the timesheet. Additionally, [redacted] leadership frequently provides follow-up time and attendance guidance, whenever a question arises about how to annotate time.[2]

(U//~~FOUO~~) *Clocks.* [redacted] did not discuss which clock to use when recording time with [redacted]

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

(U//~~FOUO~~) *Lunch.* [redacted] never gave anyone permission to skip lunch so that they could leave early. [redacted] recalls one email string with [redacted] about lunch. On this occasion, [redacted] had worked about 6 hours and was claiming "no lunch." [redacted] reminded [redacted] that in accordance with the PMM, if you work 5-6 hours, you need to take lunch. [redacted]

[2] (U//~~FOUO~~) [redacted] provided the OIG emails that confirmed that [redacted] received the welcome packet and subsequent [redacted] guidance regarding time and attendance.

also forwarded [redacted] an email from the office manager explaining the policy on mandatory lunch breaks.[3]

(U//~~FOUO~~) *Parking.* [redacted] did not discuss parking time with [redacted] [redacted] never permitted anyone to count time finding parking or riding the shuttle from the remote lots as part of his/her work day.

(U//~~FOUO~~) *Grace Periods.* [redacted] never told any of her employees it was acceptable to go home early or come in late without taking leave.

(U//~~FOUO~~) *Time Outside of Access Control.* In preparation for the interview, [redacted] was provided a copy of the spreadsheet analysis and asked to search her files for mitigating information. [redacted] checked the [redacted] division calendar, the [redacted] office calendar, her personal Outlook calendar, and her email files for evidence of meetings, offsites, training, and travel but could find no specific information. [redacted] did not know of any reason [redacted] would have had to work outside of access controlled areas.

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

(U//~~FOUO~~) [redacted] Chief, [redacted] Office, was interviewed on July 5, 2012, and provided the following sworn testimony:

(U//~~FOUO~~) *Timecards.* [redacted] said he never told his staff how to fill out their timecards. He issued no formal rule about how often it should be done. He does recall the office putting out guidance on core hours and how to implement the AWS 4 schedule. [redacted] had no conversations with [redacted] about how to document her time. He had no issues with [redacted] time and attendance and therefore, would have had no reason to speak with her about it.

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

(U//~~FOUO~~) *Clocks.* [redacted] never had a conversation with [redacted] about which clock to use (wall versus computer versus wristwatch) when recording her time.

(U//~~FOUO~~) *Lunch.* [redacted] never discussed the mandatory 30 minute lunch period with [redacted] [redacted] also never gave anyone permission to skip lunch so that they could leave early.

[3] (U//~~FOUO~~) [redacted] provided the OIG with a copy of the email she sent to [redacted] on July 2, 2010, regarding mandatory meal periods with the office manager's guidance attached.

(U//~~FOUO~~) *Parking.* [redacted] did not recall any specific conversations with [redacted] about having to park far away and ride the shuttle. However, [redacted] never permitted anyone to count time finding parking or riding the shuttle from the remote lots as part of their work day.

(U//~~FOUO~~) *Grace Periods.* [redacted] never told any of his employees it was acceptable to go home early or come in late without taking leave (with the exception of military personnel).

(U//~~FOUO~~) *Time Outside of Access Control.* In preparation for the interview, [redacted] was provided a copy of the spreadsheet analysis and asked to search his files for mitigating information. [redacted] reviewed his Outlook personal folders (emails and calendar) but could not find any information to mitigate the discrepant hours.

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

(U//~~FOUO~~) [redacted] speculated that [redacted] may have participated in morale building events, offsites, meetings, and training outside of access control, but could provide no direct evidence.

(U//~~FOUO~~) [redacted] Deputy Chief, was interviewed on July 11, 2012, and provided the following sworn testimony:

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

(U//~~FOUO~~) *Timecards.* [redacted] said that employees in her division should fill out their timecards daily, particularly if they are on a flex schedule. However, she never personally instructed her employees to fill out their timecards daily and recalls no formal guidance to the employees. [redacted] initially did not have a problem with [redacted] time and attendance. However, that changed when [redacted] began calling in late to work frequently. [redacted] started to make note of the times [redacted] called in, because she was concerned about [redacted] lack of reliability. [redacted] did not speak with [redacted] about this, because shortly after [redacted] began taking notes, [redacted] left on [redacted]

(b)(6)

(U//~~FOUO~~) *Clocks.* [redacted] never had a conversation with [redacted] about which clock to use (wall versus computer versus wristwatch) when recording her time.

(U//~~FOUO~~) *Lunch.* [redacted] recalled a staff meeting with branch chiefs (including [redacted], wherein branch

chiefs were reminded about the mandatory 30 minute lunch period. The purpose of the meeting was to ensure that branch chiefs were giving their employees correct information about how to handle lunch on their timecards. In reviewing [redacted] timecards, [redacted] observed that for a period of 6-7 days or so, [redacted] was not claiming lunch and leaving around 1 or 2 p.m. [redacted] does not recall the reason that [redacted] was departing early.

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

(U//~~FOUO~~) *Parking.* [redacted] does not recall any conversations with [redacted] about having to park far away and ride the shuttle. [redacted] never permitted anyone to count time finding parking or riding the shuttle from the remote lots as part of their work day.

(U//~~FOUO~~) *Grace Periods.* [redacted] never told any of her employees it was acceptable to go home early or come in late without taking leave.

(U//~~FOUO~~) *Time Outside of Access Control.* In preparation for the interview, [redacted] was provided a copy of the spreadsheet analysis and asked to search her files for mitigating information. [redacted] did not think that [redacted] would have had routine occasion to work outside of access control areas. Nevertheless, she checked her own and [redacted] records for any legitimate work-related functions outside of access control, including travel, training, meetings, and offsites. [redacted] was able to provide evidence of work-related functions that mitigated 11.75 hours, as noted on the comparison chart.

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

(U//~~FOUO~~) Subsequent to the interview, on July 12, 2012, [redacted] responded to two questions the OIG sent her via email. In her response, [redacted] stated that she did not tell [redacted] it was okay to skip lunch to leave early occasionally, to the best of her recollection. She also stated that she did not recall sending or accompanying [redacted] to pick up supplies for a function.

(U//~~FOUO~~) [redacted] Branch Chief, was interviewed on July 12, 2012, and provided the following sworn testimony:

(U//~~FOUO~~) *Timecards.* [redacted] does not recall telling his employees to record their time daily; he thought it was just "a given" that they should do it every day. He does remember going over timecard procedures with [redacted] when she first came on board. He recalls emphasizing to her that she needed to follow timecard

Doc ID: 6600619

procedures properly, because it is taken very seriously. Overall, [redacted] had no issues with [redacted] time and attendance.

(U//~~FOUO~~) *Clocks.* [redacted] never had a conversation with [redacted] about which clock to use (wall versus computer versus wristwatch) when recording her time.

(U//~~FOUO~~) *Lunch.* During her new employee instruction, [redacted] recalls discussing the mandatory 30 minute lunch period with [redacted] He explained to her that she should not exceed 30 minutes for lunch and would have to work extra to make up any additional time taken for lunch. [redacted] also told [redacted] that employees are not allowed to skip lunch so that they can go home early; this could only be done in special circumstances with supervisory approval. He did not recall giving [redacted] supervisory approval to skip lunch.

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

(U//~~FOUO~~) *Parking.* [redacted] does not recall any conversations with [redacted] about having to park far away and ride the shuttle. [redacted] never permitted anyone to count time finding parking or riding the shuttle from the remote lots as part of their work day. [redacted] never told [redacted] she could count 15 minutes for parking toward her workday.

(U//~~FOUO~~) *Grace Periods.* [redacted] never told any of his employees it was acceptable to go home early or come in late without taking leave. When people did call in with emergencies, it was expected that they would take some kind of leave to cover the time missed.

(U//~~FOUO~~) *Time Outside of Access Control.* In preparation for the interview, [redacted] was provided a copy of the spreadsheet analysis and asked to search his files for mitigating information. However, his Outlook personal folders from the period had errors, so he could not access his email or calendar.

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

(U//~~FOUO~~) When asked about work-related reasons [redacted] may have spent time out of access control spaces, [redacted] could think of few. He knew of no contractor meetings, conferences, offsites, or morale-building activities. He speculated that she may have done some "relationship building" off-campus, but had no records to substantiate this theory.

(U//~~FOUO~~) Subsequent to the interview, [redacted] was able to restore and review his email files. On July 26, 2012, he

sent evidence of a work-related function that mitigated .75 hours, as noted on the comparison chart.

(U//~~FOUO~~) [redacted] Technical Director, was interviewed on July 13, 2012; and provided the following sworn testimony:

(U//~~FOUO~~) *Timecards.* As [redacted] Deputy, [redacted] was responsible for many administrative functions, including signing branch timecards. He had no concerns about signing [redacted] timecards, because he observed no anomalies when she provided the timecards to him. Her absences or late arrivals seemed to match up with what was on the timecard. Overall, [redacted] reported no time and attendance problems with [redacted]

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

[redacted] tells all new employees that they should annotate their time in and out daily. He does not specifically recall advising [redacted] to record her time daily; he may have assumed she knew to do so since she had been in [redacted] for a long time. However, [redacted] was certain he had discussed time and attendance policies with [redacted] since [redacted] was responsible for signing branch timecards. If she had questions, like what leave type an employee should use in a given circumstance, he would advise her. [redacted] was certain [redacted] understood how to properly account for time and even recalls an instance in which [redacted] sent out a branch email on how to record travel compensatory time.

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

(U//~~FOUO~~) *Clocks.* [redacted] never had a conversation with [redacted] about which clock to use (wall versus computer versus wristwatch) when recording her time.

(U//~~FOUO~~) *Lunch.* [redacted] does not recall ever discussing the mandatory 30 minute lunch period with [redacted] never gave anyone permission to skip lunch so that they could leave early.

(U//~~FOUO~~) *Parking.* [redacted] does not recall any conversations with [redacted] about having to park far away and ride the shuttle, though commented that it would have been strange for her to have to do so, given how early she came to work. [redacted] never permitted anyone to count time finding parking or riding the shuttle from the remote lots as part of their work day.

(U//~~FOUO~~) *Grace Periods.* [redacted] never told any of his employees it was acceptable to go home early or come in

Doc ID: 6600619

late without taking leave (with the exception of military personnel).

(U//~~FOUO~~) *Time Outside of Access Control.* In preparation for the interview, [redacted] was provided a copy of the spreadsheet analysis and asked to search his files for mitigating information. [redacted] reviewed his personal outlook calendar, the branch calendar, and the division calendar for meetings, vacation schedules, and other mitigating information. He found only one appointment, which had previously been reported by [redacted]

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

(U//~~FOUO~~) When asked about work-related reasons [redacted] may have spent time outside of access control spaces, [redacted] knew of no training, contractor meetings, conferences, or morale-building activities that would have taken [redacted] outside of access control. He thought meetings at NBP were possible, but were held in NSA buildings.

(U//~~FOUO~~) Subsequent to the interview, on July 30, 2012, [redacted] sent evidence of a work-related function that mitigated 1.5 hours, as noted on the comparison chart.

(U) Analysis and Conclusions

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

(U//~~FOUO~~) **Pattern and Intent**

(U//~~FOUO~~) [redacted] regularly submitted false and inaccurate timesheets during the period of February 16, 2010, through November 4, 2011. Although [redacted] contended that her time and attendance discrepancies were the result of erroneous clocks, misunderstandings about timecards, and prior approval from supervisors, the weight of the evidence suggests otherwise.

(U//~~FOUO~~) Our analysis shows that [redacted] claimed that she arrived earlier and left later than she actually did on so many occasions and for such long durations that it simply could not have been a matter of erroneous clocks or misunderstandings.

- On 106 of the 337 days under review (or 31% of the time), [redacted] arrived more than 30 minutes later than she claimed she did.

- On 40 days (or 12% of the time), [redacted] arrived more than 60 minutes later than she claimed she did.
- On 128 days (or 38% of the time), [redacted] departed more than 30 minutes before she claimed did.
- On 66 days (or 20% of the time), [redacted] departed more than 60 minutes before she claimed she did.

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

(U//~~FOUO~~) Furthermore, the contention that her supervisors approved of her early departures and late arrivals is not borne out by testimony. None of the six supervisors interviewed stated that they had given [redacted] approval to arrive late or leave early without taking appropriate leave. None had told her it was acceptable to count the time parking or riding the shuttle from the parking lots as work-related. [redacted] assertion that she had to park very far away and often ride the shuttle is implausible given her typical arrival times.

(U//~~FOUO~~) None of her supervisors had told her she could skip lunch so that she could leave early. Contrary to her testimony, three of [redacted] former supervisors testified that they had emphasized to her that the 30 minute meal period was mandatory. One had even sent her written guidance on the subject of the mandatory meal period. Given these statements, in combination with her late arrivals and early departures, the OIG concludes that [redacted] knowingly and willfully submitted false and inaccurate timesheets.

(U//~~FOUO~~) **Mitigation**

(U//~~FOUO~~) The OIG credited [redacted] 121 hours for approved work conducted outside of access control. The number is comprised of travel (24.5 hours), training (78 hours), a review of [redacted] Outlook Calendar (4.5 hours), and the testimony of her supervisors (14 hours).

(U//~~FOUO~~) The OIG also noted a few access control record anomalies in the comparison chart (Appendix B). Those errors and how they were resolved are discussed in detail on page 18 and in Appendix E. The errors did not impact [redacted] final tally of discrepant hours.

(U//~~FOUO~~) In view of the above, the OIG finds that the preponderance of the evidence supports the conclusion

that, during the period of February 16, 2010, through November 4, 2011, [redacted] deliberately submitted false and inaccurate timesheets, for a total shortfall to the Government of 329 hours (approximately $18,200), in violation of 5 C.F.R. § 2635.101, Subpart A (b) (1) and (5), 5 C.F.R . § 2635.705, Subpart G, (a), the NSA/CSS Personnel Management Manual (PMM) 30-2, Chapter 360, Section 1-3 (a), and Section 2-7 (a) and (b), NSA/CSS PMM 30-2, Chapter 362, Section 2-19 (a), and NSA/CSS PMM 30-2, Chapter 366, Section 2-1 (K) and Section 2-2 (B).

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

Doc ID: 6600619

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(b) (6)

(U//~~FOUO~~) On November 30, 2012, the OIG sent [redacted] the tentative conclusion reached in the investigation. [redacted] retained an attorney, [redacted] who responded on her behalf on December 13, 2012.

(U//~~FOUO~~) [redacted] wrote that he and [redacted] "emphatically disagree with your conclusion that [redacted] has knowingly and willfully submitted false and inaccurate timesheets."

(U//~~FOUO~~) [redacted] pointed out some anomalies with the access control records that he believed demonstrated that the data, as a whole, was unreliable. The OIG subsequently reviewed the data, paying particular attention to the 10 examples he referenced as being erroneous. A breakdown of those days is included in Appendix E.

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

(U//~~FOUO~~) What [redacted] observed were small (between 2-5 minute) discrepancies between the turnstile times of different buildings. However, a review of our calculations reconfirmed that such incidental differences would not have impacted our conclusion for the following reasons:

1) (U//~~FOUO~~) The OIG rounded its figures in 15 minute increments in the employee's favor. For instance, if the comparison between the employee's timesheet and access control records indicates a total day discrepancy of 55 minutes, the OIG assesses this disparity as 45 minutes. [redacted] discrepancies were consistently rounded in her favor.

2) (U//~~FOUO~~) Any absences during the workday of less than one hour that were not reflected in the timesheets were not counted against [redacted] Therefore, a 5 minute lag between building times during the day was irrelevant.

3) (U//~~FOUO~~) The calculations were based on the total time in the building from the first time recorded until the last time recorded – even if the earliest time recorded was an outdoor pedestrian turnstile. However, an employee's business day technically begins and ends at her desk. Therefore, the OIG had already credited [redacted] for the time it took her to get to and depart from her workstation.

4) (U//~~FOUO~~) As long as [redacted] entered and exited from the same building, it is not important whether the building access control was synchronized with any other device. The OIG compared the total time she was within access control with the total time she claimed on her timecard.

(U//~~FOUO~~) Had the discrepancies between [redacted] access control records and timecards only amounted to 2-5 minutes per day, an OIG investigation would never have been initiated. Instead, [redacted] consistently wrote her time of entry on her timecard as 30-60 minutes before she actually entered the building and wrote her time of departure as 30-60 minutes after she exited the building.

(U//~~FOUO~~) As [redacted] provided no new information that would impact the OIG analysis, the preliminary conclusion that [redacted] had deliberately submitted false and inaccurate timesheets became final.

(U//~~FOUO~~) A copy of [redacted] response is in Appendix D.

(b) (6)

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

V. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that, during the period of February 16, 2010, through November 4, 2011, [redacted] deliberately submitted false and inaccurate timesheets, for a total shortfall to the Government of 329 hours, in violation of 5 C.F.R. § 2635.101, Subpart A (b) (1) and (5), 5 C.F.R . § 2635.705, Subpart G, (a), the NSA/CSS Personnel Management Manual (PMM) 30-2, Chapter 360, Section 1-3 (a), and Section 2-7 (a) and (b), NSA/CSS PMM 30-2, Chapter 362, Section 2-19 (a), and NSA/CSS PMM 30-2, Chapter 366, Section 2-1 (K) and Section 2-2 (B).

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

VI. (U) DISTRIBUTION OF RESULTS

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

A. D23, Office of General Counsel, for information.

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

A. Q234, ADS & CI (Special Actions) for information.

B. BF, Resources Management, for debt collection.

[redacted]

Investigator

[redacted]

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

Concurred by:

[redacted]

Assistant Inspector General
for
Investigations

APPENDIX A

(U) Applicable Authorities

(U) 5 C.F.R. § 2635.101, Code of Ethics for Government Service, — *Basic Obligation of Public Service*

(b) (1) Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.

(5) Employees shall put honest effort in the performance of their duties.

(U) 5 C.F.R. § 2635.705, Code of Ethics for Government Service, — *Use of Official Time*

(a) Use of an employee's own time. Unless authorized in accordance with law or regulations to use such time for other purposes, an employee shall use official time in an honest effort to perform official duties. An employee not under a leave system, including a Presidential appointee exempted under 5 U.S.C. 6301 (2), has an obligation to expend an honest effort and a reasonable proportion of his time in the performance of official duties.

(U) NSA/CSS PMM 30-2, Chapter 360 — *Time and Attendance*

Section 1-3 — (U) *Policy:*

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

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

Section 2-7 — (U) *Responsibilities*:

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 30-2, Chapter 362—*Hours of Duty*

Section 2-19 — (U) Meal Periods

(a) The regular authorized meal period is 30 minutes. Meal periods, when the employee is entirely free of duty in connection with his or her job, may not be considered duty time and must be scheduled outside the hours established for the daily hours of duty. Meal periods must be scheduled as close to the middle of the daily work hours as possible. (A shift 0815-1645 includes 8 hours of duty and 30 minutes free time for a meal.)

(U) NSA/CSS PMM 30-2, Chapter 366—*Personal Conduct*

Section 2.1 — (U) Work Environment:

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

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

Section 2.2 — (U) *Personnel and Security Standards:*

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

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

APPENDIX B

(U) OIG Comparison Chart of Access Control Records and Timesheets

Doc ID: 6600619

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

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

(Y)

329:00

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM.	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
16-Feb-10	Tue	10:31										
16-Feb-10		16:03		5:31			5:01	8:00	2.75	(2.75)	-	
17-Feb-10	Wed	7:52										
17-Feb-10		8:02										
17-Feb-10		16:27										
17-Feb-10		16:31		8:38			8:08	8:00	-		-	
18-Feb-10	Thu	7:28										
18-Feb-10		11:09										
18-Feb-10		11:13										
18-Feb-10		12:23										
18-Feb-10		12:32										
18-Feb-10		15:20		7:52	1:10		6:12	7:00	0.75	(0.75)	-	
19-Feb-10	Fri	7:46										
19-Feb-10		14:00										
19-Feb-10		14:02										
19-Feb-10		14:36		6:50			6:20	5:30	(0.75)		(0.75)	
22-Feb-10	Mon	7:20										
22-Feb-10		7:26										
22-Feb-10		7:31										
22-Feb-10		8:59										
22-Feb-10		9:12										
22-Feb-10		9:49										
22-Feb-10		11:07										
22-Feb-10		11:47										
22-Feb-10		12:29										
22-Feb-10		16:11		8:51			8:21	9:00			-	CONFIRM error
24-Feb-10	Wed	6:58										
24-Feb-10		9:42										
24-Feb-10		9:48										
24-Feb-10		10:42										
24-Feb-10		10:47										
24-Feb-10		13:40										
24-Feb-10		13:45										
24-Feb-10		15:50		8:52			8:22	9:00	0.50		0.50	
25-Feb-10	Thu	8:55										
25-Feb-10		9:00										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
25-Feb-10		10:48										
25-Feb-10		10:56										
25-Feb-10		11:53										
25-Feb-10		11:58										
25-Feb-10		16:17										
25-Feb-10		16:24		7:29			6:59	9:00	2.00		2.00	
26-Feb-10	Fri	6:55										
26-Feb-10		12:06										
26-Feb-10		12:17										
26-Feb-10		14:54		7:58			7:28	9:00	1.50		1.50	
1-Mar-10	Mon	6:57										
1-Mar-10		16:04		9:07			8:37	9:00	0.25		0.25	
2-Mar-10	Tue	9:19										
2-Mar-10		16:04		6:44		Y	6:44	7:15	0.50		0.50	
3-Mar-10	Wed	6:48										
3-Mar-10		10:49										
3-Mar-10		10:56										
3-Mar-10		12:11										
3-Mar-10		12:16										
3-Mar-10		16:20		9:31	1:15		7:46	9:00	1.00	(0.50)	0.50	5 credit for lunch
4-Mar-10	Thu	8:30										
4-Mar-10		8:34										
4-Mar-10		11:25										
4-Mar-10		11:32										
4-Mar-10		12:09										
4-Mar-10		14:08										
4-Mar-10		14:44										
4-Mar-10		14:48										
4-Mar-10		15:17										
4-Mar-10		15:24		6:54		Y	6:54	7:00	-		-	
5-Mar-10	Fri	5:55										
5-Mar-10		10:31		4:36		Y	4:36	4:45	-		-	
8-Mar-10	Mon	8:43										
8-Mar-10		8:47										
8-Mar-10		16:15										
8-Mar-10		16:23		7:40			7:10	8:00	0.75		0.75	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
9-Mar-10	Tue	7:59										
9-Mar-10		8:04										
9-Mar-10		11:04										
9-Mar-10		11:14										
9-Mar-10		11:53										
9-Mar-10		11:58										
9-Mar-10		14:28										
9-Mar-10		14:38										
9-Mar-10		14:50										
9-Mar-10		14:52										
9-Mar-10		16:18										
9-Mar-10		16:26		8:26			7:56	8:00	-		-	
10-Mar-10	Wed	6:36										
10-Mar-10		10:53										
10-Mar-10		11:00										
10-Mar-10		12:00										
10-Mar-10		12:05										
10-Mar-10		16:16		9:40			9:10	9:30	0.25		0.25	
11-Mar-10	Thu	5:57										
11-Mar-10		10:49										
11-Mar-10		12:47										
11-Mar-10		14:55		8:58	1:57	Y	7:00	7:30	0.25		0.25	
12-Mar-10	Fri	6:00										
12-Mar-10		16:10		10:10			9:40	10:00	0.25		0.25	
15-Mar-10	Mon	6:06										
15-Mar-10		11:35										
15-Mar-10		11:55										
15-Mar-10		16:18		10:11			9:41	10:00	0.25		0.25	
16-Mar-10	Tue	8:09										
16-Mar-10		8:13										
16-Mar-10		8:16										
16-Mar-10		8:23										
16-Mar-10		8:48										
16-Mar-10		12:11										
16-Mar-10		12:14										
16-Mar-10		13:40										
16-Mar-10		14:32		6:23			5:53	9:00	3.00		3.00	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
17-Mar-10	Wed	5:55										
17-Mar-10		10:52										
17-Mar-10		10:59										
17-Mar-10		11:57										
17-Mar-10		12:02										
17-Mar-10		16:07		10:12			9:42	10:00	0.25		0.25	
18-Mar-10	Thu	9:34										
18-Mar-10		9:39										
18-Mar-10		10:36										
18-Mar-10		10:43										credit
18-Mar-10		12:11										45 min to pick up
18-Mar-10		15:03		5:29	1:27	Y	4:01	7:30	3.25	(0.75)	2.50	
22-Mar-10	Mon	8:17										
22-Mar-10		8:21										
22-Mar-10		8:55										
22-Mar-10		8:58										
22-Mar-10		17:26										
22-Mar-10		17:34		9:17			8:47	8:30	(0.25)		(0.25)	
23-Mar-10	Tue	10:17										
23-Mar-10		16:28		6:11		Y	6:11	7:30	1.25		1.25	
25-Mar-10	Thu	8:16										
25-Mar-10		8:20										
25-Mar-10		16:17										
25-Mar-10		16:25		8:09			7:39	9:00	1.25		1.25	
26-Mar-10	Fri	6:20										
26-Mar-10		15:21		9:01			8:31	10:30	1.75		1.75	
29-Mar-10	Mon	6:47										
29-Mar-10		10:42										
29-Mar-10		10:50										
29-Mar-10		11:59										
29-Mar-10		12:03										
29-Mar-10		17:23		10:35	1:08		8:56	10:00	1.00	(0.50)	0.50	5 credit for lunch
30-Mar-10	Tue	7:58										
30-Mar-10		8:02										
30-Mar-10		12:59										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
30-Mar-10		13:06										
30-Mar-10		13:39										
30-Mar-10		15:36										
30-Mar-10		16:27										
30-Mar-10		17:57		9:59			9:29	10:00	0.50		0.50	
31-Mar-10	Wed	7:31										
31-Mar-10		7:36										
31-Mar-10		10:51										
31-Mar-10		10:59										
31-Mar-10		11:52										
31-Mar-10		11:56										
31-Mar-10		15:51										
31-Mar-10		15:59		8:27			7:57	10:00	2.00		2.00	
5-Apr-10	Mon	10:36										
5-Apr-10		10:47										
5-Apr-10		11:53										
5-Apr-10		11:58										
5-Apr-10		15:14										
5-Apr-10		17:05										
5-Apr-10		18:49		8:12			7:42	10:30			-	CONFIRM error
6-Apr-10	Tue	8:58										
6-Apr-10		9:03										
6-Apr-10		16:18										
6-Apr-10		16:26										
6-Apr-10		16:59										
6-Apr-10		19:09		10:10			9:40	9:30	-		-	
7-Apr-10	Wed	6:06										
7-Apr-10		7:40										
7-Apr-10		7:51										
7-Apr-10		11:31										
7-Apr-10		11:35										
7-Apr-10		12:13										
7-Apr-10		12:22										
7-Apr-10		16:10										
7-Apr-10		16:11										
7-Apr-10		17:51		11:45			11:15	11:15	-		-	
8-Apr-10	Thu	6:05										
8-Apr-10		11:01										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
8-Apr-10		11:08										
8-Apr-10		11:55										
8-Apr-10		11:59										
8-Apr-10		17:06		11:00			10:30	10:45	-		-	
9-Apr-10	Fri	6:35										
9-Apr-10		7:53										
9-Apr-10		8:25										
9-Apr-10		9:48										
9-Apr-10		10:27										
9-Apr-10		14:33		7:58		Y	7:58	8:00	-		-	
13-Apr-10	Tue	7:37										
13-Apr-10		7:42										
13-Apr-10		15:20										
13-Apr-10		15:28		7:50		Y	7:50	9:30	1.50		1.50	
14-Apr-10	Wed	9:08										
14-Apr-10		9:13										
14-Apr-10		16:05										
14-Apr-10		16:12		7:04		Y	7:04	9:30	2.25		2.25	
15-Apr-10	Thu	10:18										
15-Apr-10		10:45										
15-Apr-10		14:59										
15-Apr-10		16:20		6:02	4:13	Y	1:48	7:30	5.50		5.50	
19-Apr-10	Mon	8:14										
19-Apr-10		8:19										
19-Apr-10		16:18										
19-Apr-10		16:26		8:11		Y	8:11	10:00	1.75		1.75	
20-Apr-10	Tue	9:29										
20-Apr-10		9:34										
20-Apr-10		10:35										
20-Apr-10		10:43										
20-Apr-10		11:32										
20-Apr-10		16:16		6:46			6:16	8.00	1.50		1.50	
21-Apr-10	Wed	5:56										
21-Apr-10		8:58										
21-Apr-10		9:00										
21-Apr-10		16:19		10:22		Y	10:22	11:30	1.00		1.00	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
22-Apr-10	Thu	9:49										
22-Apr-10		9:54										
22-Apr-10		10:21										
22-Apr-10		10:29										
22-Apr-10		11:02										
22-Apr-10		11:05										
22-Apr-10		12:44										
22-Apr-10		12:46										
22-Apr-10		13:32										
22-Apr-10		13:37										
22-Apr-10		15:13										
22-Apr-10		15:21		5:31		Y	5:31	8:30	2.75		2.75	
23-Apr-10	Fri	7:20										
23-Apr-10		7:25										
23-Apr-10		14:48										
23-Apr-10		14:55		7:35		Y	7:35	7:30	-		-	
26-Apr-10	Mon	6:32										
26-Apr-10		10:01										
26-Apr-10		10:48										
26-Apr-10		10:48										
26-Apr-10		10:48										
26-Apr-10		11:55										
26-Apr-10		12:25										
26-Apr-10		15:26										
26-Apr-10		15:54										
26-Apr-10		16:14		9:42			9:12	11:30	2.25		2.25	
27-Apr-10	Tue	9:40										
27-Apr-10		9:45										
27-Apr-10		15:58										
27-Apr-10		16:06		6:25			5:55	8:00	2.00		2.00	
28-Apr-10	Wed	6:21										
28-Apr-10		10:05										
28-Apr-10		11:39										
28-Apr-10		16:52		10:31	1:34		8:26	9:30	1.00	(0.50)	0.50	5 credit for lunch
29-Apr-10	Thu	8:45										
29-Apr-10		8:50										
29-Apr-10		10:57										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
29-Apr-10		11:05										
29-Apr-10		13:56										
29-Apr-10		16:09										
29-Apr-10		16:17		7:32	2:51		4:10	11:00	6.75	(0.50)	6.25	.5 credit for lunch
30-Apr-10	Fri					Y	0:00	8:00	8.00		8.00	
3-May-10	Mon	7:02										
3-May-10		7:07										
3-May-10		9:17										
3-May-10		9:25										
3-May-10		10:01										
3-May-10		10:58										
3-May-10		12:50										
3-May-10		18:43		11:41	1:52		9:18	12:30	3.00	(0.50)	2.50	.5 credit for lunch
4-May-10	Tue	7:08										
4-May-10		9:57		2:49			2:19	3:30	1.00		1.00	
10-May-10	Mon	7:08										
10-May-10		7:13										
10-May-10		10:38										
10-May-10		10:40										
10-May-10		14:12										
10-May-10		14:20		7:11			6:41	10:30	3.75		3.75	
11-May-10	Tue					Y	0:00	8:00	8.00		8.00	
12-May-10	Wed	6:33										
12-May-10		16:38		10:04			9:34	10:30	0.75		0.75	
13-May-10	Thu	9:07										
13-May-10		9:12										
13-May-10		17:07										
13-May-10		17:15		8:07			7:37	11:00	3.25		3.25	
14-May-10	Fri	8:50										
14-May-10		8:55										
14-May-10		10:09										
14-May-10		10:17		1:26			0:56	4:30	3.50		3.50	
17-May-10	Mon	8:49										
17-May-10		17:25		8:36			8:06	8:30	0.25		0.25	

Doc ID: 6600619

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
18-May-10	Tue	11:00										
18-May-10		17:13		6:12		Y	6:12	6:45	0.50		0.50	
19-May-10	Wed	5:58										
19-May-10		18:35		12:37			12:07	12:00	-		-	
20-May-10	Thu	5:40										
20-May-10		15:56		10:15			9:45	9:45	-		-	
21-May-10	Fri	8:01										
21-May-10		14:33		6:31			6:01	6:30	0.25		0.25	
24-May-10	Mon	7:36										
24-May-10		16:15		8:39			8:09	9:45	1.50		1.50	
25-May-10	Tue	5:58										
25-May-10		16:27		10:29			9:59	10:00	-		-	
26-May-10	Wed	11:25										
26-May-10		15:32		4:06		Y	4:06	5:00	0.75		0.75	
27-May-10	Thu	8:11										
27-May-10		14:53		6:42			6:12	8:00	1.75		1.75	
28-May-10	Fri	5:54										
28-May-10		9:14		3:20		Y	3:20	3:30	-		-	
1-Jun-10	Tue	6:07										
1-Jun-10		15:04		8:57			8:27	9:00	0.50		0.50	
2-Jun-10	Wed	7:00										
2-Jun-10		17:29		10:28			9:58	11:00	1.00		1.00	
3-Jun-10	Thu	7:38										
3-Jun-10		9:29										
3-Jun-10		15:28										
3-Jun-10		15:42		8:04	5:58	Y	2:05	4:00	1.75		1.75	
4-Jun-10	Fri	9:56										
4-Jun-10		15:00		5:03		Y	5:03	5:15	-		-	
8-Jun-10	Tue	6:51										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
8-Jun-10		15:41		8:49			8:19	10:15	1.75		1.75	
9-Jun-10	Wed	6:25										
9-Jun-10		7:53										
9-Jun-10		13:19										
9-Jun-10		14:21										
9-Jun-10		16:29		10:04			9:34	10:00	0.25		0.25	
10-Jun-10	Thu	7:46										
10-Jun-10		11:17										
10-Jun-10		13:03										
10-Jun-10		15:39										
10-Jun-10		15:48										
10-Jun-10		16:32		8:45	1:45		6:29	9:30	3.00	(0.50)	2.50	5 credit for lunch
11-Jun-10	Fri	5:56										
11-Jun-10		7:51										
11-Jun-10		10:53		4:56		Y	4:56	5:00	-		-	
14-Jun-10	Mon	7:47										
14-Jun-10		14:59		7:12			6:42	9:00	2.25		2.25	
15-Jun-10	Tue	6:13										
15-Jun-10		9:32										
15-Jun-10		9:47										
15-Jun-10		15:18										
15-Jun-10		15:21										
15-Jun-10		15:45		9:31			9:01	10:15	1.00		1.00	
16-Jun-10	Wed	8:53										
16-Jun-10		9:44										
16-Jun-10		9:55										
16-Jun-10		11:18										
16-Jun-10		14:12										
16-Jun-10		14:29										
16-Jun-10		18:27		9:34			9:04	9:00	-		-	
17-Jun-10	Thu	7:55										
17-Jun-10		9:51										
17-Jun-10		13:47										
17-Jun-10		14:11										
17-Jun-10		15:10		7:15			6:45	7:45	0.75		0.75	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
18-Jun-10	Fri	5:42										calendar
18-Jun-10		13:51		8:09			7:39	9:15	1.50	(1.50)	-	
21-Jun-10	Mon	6:16										
21-Jun-10		11:48										
21-Jun-10		14:26		8:09			7:39	9:15	1.50		1.50	
22-Jun-10	Tue	5:28										
22-Jun-10		13:32										
22-Jun-10		14:01										
22-Jun-10		14:46		9:17			8:47	9:45	0.75		0.75	
24-Jun-10	Thu	6:21										
24-Jun-10		14:07		7:45			7:15	9:00	1.50		1.50	
28-Jun-10	Mon	8:19										
28-Jun-10		8:55										
28-Jun-10		15:34		7:15			6:45	8:00	1.00		1.00	
29-Jun-10	Tue	5:55										
29-Jun-10		15:27		9:31			9:01	9:15	-		-	
30-Jun-10	Wed	8:48										
30-Jun-10		17:26										
30-Jun-10		17:27										
30-Jun-10		17:47		8:59			8:29	8:30	-		-	
1-Jul-10	Thu	7:11										
1-Jul-10		11:13										
1-Jul-10		12:57										
1-Jul-10		17:56		10:45	1:44		8:30	9:45	1.00	(0.50)	0.50	5 credit for lunch
2-Jul-10	Fri	5:37										
2-Jul-10		7:06										
2-Jul-10		8:56										
2-Jul-10		12:07		6:29			5:59	6:30	0.50		0.50	
6-Jul-10	Tue	6:18										
6-Jul-10		6:58										
6-Jul-10		12:56										
6-Jul-10		13:16										
6-Jul-10		14:35		8:16			7:46	8:30	0.50		0.50	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
7-Jul-10	Wed	6:34										
7-Jul-10		14:27		7:53			7:23	8:30	1.00		1.00	
8-Jul-10	Thu	10:59										
8-Jul-10		12:56										
8-Jul-10		14:54		3:55		Y	3:55	4:15	0.25		0.25	
9-Jul-10	Fri	6:04										
9-Jul-10		8:48										
9-Jul-10		10:19										
9-Jul-10		10:54										
9-Jul-10		15:01		8:56			8:26	9:15	0.75		0.75	
12-Jul-10	Mon	8:06										
12-Jul-10		8:49										
12-Jul-10		15:59		7:52			7:22	7:30	-		-	
13-Jul-10	Tue	5:00										
13-Jul-10		6:32										
13-Jul-10		7:07										
13-Jul-10		8:54										
13-Jul-10		10:23										
13-Jul-10		15:02		10:02			9:32	10:00	0.25		0.25	
14-Jul-10	Wed	6:18										
14-Jul-10		8:52										
14-Jul-10		14:09		7:51			7:21	7:15	-		-	
15-Jul-10	Thu	7:29										
15-Jul-10		10:55										
15-Jul-10		15:45										
15-Jul-10		16:05										
15-Jul-10		16:26		8:56			8:26	8:00	(0.25)		(0.25)	
16-Jul-10	Fri	7:23										
16-Jul-10		7:23										
16-Jul-10		8:53										
16-Jul-10		13:42		6:18			5:48	6:45	0.75		0.75	
20-Jul-10	Tue	6:41										
20-Jul-10		8:46										
20-Jul-10		13:48										
20-Jul-10		15:45		9:03			8:33	9:30	0.75		0.75	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
21-Jul-10	Wed	6:18										
21-Jul-10		8:50										
21-Jul-10		14:42										
21-Jul-10		15:25		9:07			8:37	10:00	1.25		1.25	
22-Jul-10	Thu	6:36										
22-Jul-10		8:50										
22-Jul-10		12:00										
22-Jul-10		12:49										
22-Jul-10		15:36		8:59			8:29	10:00	1.50		1.50	
27-Jul-10	Tue	7:29										
27-Jul-10		8:43										
27-Jul-10		13:13		5;43			5:13	9:15	4.00		4.00	
28-Jul-10	Wed	6:14										
28-Jul-10		11:43										
28-Jul-10		12:30										
28-Jul-10		14:08										
28-Jul-10		17:41		11:26	1:38		9:18	11:15	1.75	(0.50)	1.25	5 credit for lunch
29-Jul-10	Thu	6:39										
29-Jul-10		15:14		8:34			8:04	9:00	0.75		0.75	
30-Jul-10	Fri	8:06										
30-Jul-10		9:50										
30-Jul-10		10:04										
30-Jul-10		13:16		5:10		Y	5:10	5:00	-		-	
2-Aug-10	Mon	6:41										
2-Aug-10		6:41										
2-Aug-10		6:42										
2-Aug-10		8:49										
2-Aug-10		14:31		7:49			7:19	9:00	1.50		1.50	
3-Aug-10	Tue	10:25										
3-Aug-10		10:26										
3-Aug-10		10:26										
3-Aug-10		10:27										
3-Aug-10		10:27										
3-Aug-10		18:14		7:48			7:18	8:00	0.50		0.50	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
4-Aug-10	Wed	5:49										
4-Aug-10		14:57		9:08			8:38	9:15	0.50		0.50	
5-Aug-10	Thu	6:09										
5-Aug-10		9:15										
5-Aug-10		10:01										
5-Aug-10		14:45		8:35			8:05	9:30	1.25		1.25	
6-Aug-10	Fri	6:43										
6-Aug-10		13:51		7:08			6:38	8:45	2.00		2.00	
9-Aug-10	Mon	6:14										
9-Aug-10		6:14										
9-Aug-10		17:02		10:48			10:18	11:00	0.50		0.50	
11-Aug-10	Wed	6:30										
11-Aug-10		15:35		9:04			8:34	9:00	0.25		0.25	
12-Aug-10	Thu	6:29										
12-Aug-10		13:30		7:01			6:31	7:30	0.75		0.75	
16-Aug-10	Mon	7:19										
16-Aug-10		18:07		10:47			10:17	10:45	0.25		0.25	
17-Aug-10	Tue	6:26										
17-Aug-10		13:44										
17-Aug-10		14:02		7:35			7:05	7:45	0.50		0.50	
18-Aug-10	Wed	8:24										
18-Aug-10		9:14		0:49			0:19	9:00	8.50	(8.50)	-	
19-Aug-10	Thu					Y	0:00	8:00	8.00	(8.00)	-	
20-Aug-10	Fri					Y	0:00	8:00	8.00	(8.00)	-	
24-Aug-10	Tue	5:43										
24-Aug-10		15:15		9:31			9:01	9:15	-		-	
25-Aug-10	Wed	7:43										
25-Aug-10		10:08										
25-Aug-10		12:30										calendar 1 hr mtg
25-Aug-10		18:46		11:03	2:21		8:11	11:00	2.75	(1.50)	1.25	5 credit given for lunch

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
26-Aug-10	Thu	7:08										
26-Aug-10		18:59		11:51			11:21	11:30	-		-	
27-Aug-10	Fri	6:21										
27-Aug-10		10:30		4:08		Y	4:08	4:45	0.50		0.50	
30-Aug-10	Mon	6:06										
30-Aug-10		9:43										
30-Aug-10		9:48										
30-Aug-10		14:03		7:57			7:27	9:00	1.50		1.50	
31-Aug-10	Tue	6:32										
31-Aug-10		15:38		9:05			8:35	10:00	1.25		1.25	
1-Sep-10	Wed	6:44										
1-Sep-10		13:45										
1-Sep-10		15:11										
1-Sep-10		15:11		8:27			7:57	9:00	1.00		1.00	
2-Sep-10	Thu	5:50										
2-Sep-10		14:52		9:02			8:32	9:00	0.25		0.25	
3-Sep-10	Fri	5:51										
3-Sep-10		12:03		6:12			5:42	6:00	0.25		0.25	
8-Sep-10	Wed	6:36										
8-Sep-10		16:33		9:56			9:26	10:00	0.50		0.50	
9-Sep-10	Thu	6:40										
9-Sep-10		13:57		7:17			6:47	9:00	2.00		2.00	
13-Sep-10	Mon	5:46										
13-Sep-10		14:34		8:47			8:17	9:00	0.50		0.50	
14-Sep-10	Tue	8:23										
14-Sep-10		14:39		6:16			5:46	8:00	2.00		2.00	
15-Sep-10	Wed	6:24										
15-Sep-10		8:22										
15-Sep-10		13:21										
15-Sep-10		13:31		7:07	4:59	Y	2:07	3:00	0.75		0.75	
23-Sep-10	Thu	7:27										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
23-Sep-10		9:04										
23-Sep-10		9:13										
23-Sep-10		10:54										
23-Sep-10		11:04										
23-Sep-10		15:42		8:15			7:45	8:30	0.50		0.50	
24-Sep-10	Fri	7:16										
24-Sep-10		14:44		7:28			6:58	8:00	1.00		1.00	
27-Sep-10	Mon					Y	0:00	8:30	8.50	(8.50)	-	
28-Sep-10	Tue					Y	0:00	8:30	8.50	(8.50)	-	
29-Sep-10	Wed					Y	0:00	8:30	8.50	(8.50)	-	
30-Sep-10	Thu					Y	0:00	8:30	8.50	(8.50)	-	
1-Oct-10	Fri					Y	0:00	8:30	8.50	(8.50)	-	
4-Oct-10	Mon	9:38										
4-Oct-10		19:43		10:05			9:35	10:00	0.25		0.25	
5-Oct-10	Tue	7:56										
5-Oct-10		15:09		7:12			6:42	7:00	0.25		0.25	
6-Oct-10	Wed	7:51										
6-Oct-10		15:03		7:11			6:41	7:00	0.25		0.25	
7-Oct-10	Thu	6:11										
7-Oct-10		15:38		9:27			8:57	8:30	(0.25)		(0.25)	
8-Oct-10	Fri	6:22										
8-Oct-10		10:41		4:19		Y	4:19	5:00	0.50		0.50	
12-Oct-10	Tue	7:42										
12-Oct-10		9:32										
12-Oct-10		12:59										
12-Oct-10		17:37		9:54	3:27		5:57	7:45	1.75	(0.50)	1.25	5 credit given for lunch
13-Oct-10	Wed	8:55										
13-Oct-10		17:36		8:41			8:11	8:30	0.25		0.25	
14-Oct-10	Thu	7:12										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
14-Oct-10		15:30		8:18			7:48	9:00	1.00		1.00	
15-Oct-10	Fri	8:07										
15-Oct-10		13:53		5:45			5:15	8:30	3.00		3.00	
18-Oct-10	Mon	8:21										
18-Oct-10		18:27		10:05			9:35	10:00	0.25		0.25	
19-Oct-10	Tue	11:28										
19-Oct-10		17:00		5:31			5:01	6:00	0.75		0.75	
20-Oct-10	Wed	6:42										
20-Oct-10		14:58		8:15			7:45	9:00	1.00		1.00	
22-Oct-10	Fri	6:21										
22-Oct-10		7:08										
22-Oct-10		7:29										
22-Oct-10		16:26		10:05			9:35	8:45	(0.75)		(0.75)	
25-Oct-10	Mon	8:10										
25-Oct-10		10:29										
25-Oct-10		10:58										
25-Oct-10		15:33		7:22			6:52	8:15	1.25		1.25	
26-Oct-10	Tue	6:23										
26-Oct-10		15:37		9:13			8:43	9:15	0.50		0.50	
27-Oct-10	Wed	6:17										
27-Oct-10		15:06										
27-Oct-10		15:06		8:49			8:19	9:00	0.50		0.50	
28-Oct-10	Thu	5:54										
28-Oct-10		11:02										
28-Oct-10		13:38										
28-Oct-10		16:16		10:22	2:36		7:16	10:00	2.50	(0.50)	2.00	.5 credit given for lunch
29-Oct-10	Fri	7:27										
29-Oct-10		11:18										
29-Oct-10		11:20										
29-Oct-10		12:57		5:30			5:00	6:45	1.50		1.50	
1-Nov-10	Mon	8:05										
1-Nov-10		11:48										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
1-Nov-10		12:04										
1-Nov-10		15:06		7:00			6:30	6:45	-		-	
2-Nov-10	Tue	6:14										
2-Nov-10		16:31		10:16			9:46	10:30	0.50		0.50	
3-Nov-10	Wed	7:09										
3-Nov-10		14:52		7:42			7:12	9:00	1.75		1.75	
4-Nov-10	Thu	8:43										
4-Nov-10		9:32										
4-Nov-10		9:54										
4-Nov-10		11:53										
4-Nov-10		12:17										
4-Nov-10		18:07		9:24			8:54	10:00	1.00		1.00	
5-Nov-10	Fri	7:33										
5-Nov-10		13:25		5:51			5:21	7:30	2.00		2.00	
7-Nov-10	Sun	8:25										
7-Nov-10		11:33		3:08		Y	3:08	4:00	0.75		0.75	
9-Nov-10	Tue	9:41										
9-Nov-10		11:13										
9-Nov-10		11:20										
9-Nov-10		11:22										
9-Nov-10		11:22										
9-Nov-10		11:23										
9-Nov-10		15:02		5:20			4:50	6:00	1.00		1.00	
10-Nov-10	Wed	7:41										
10-Nov-10		7:56										
10-Nov-10		8:58										
10-Nov-10		14:56		7:14			6:44	8:30	1.75		1.75	
12-Nov-10	Fri	8:28										
12-Nov-10		13:32		5:04			4:34	6:30	1.75		1.75	
15-Nov-10	Mon	8:12										
15-Nov-10		15:02		6:50			6:20	8:30	2.00		2.00	
17-Nov-10	Wed	7:30										
17-Nov-10		7:58										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
17-Nov-10		15:05		7:34			7:04	8:00	0.75		0.75	
18-Nov-10	Thu	7:12										
18-Nov-10		7:56										
18-Nov-10		8:57										
18-Nov-10		9:55										
18-Nov-10		14:00										
18-Nov-10		18:37		11:25			10:55	12:00	1.00		1.00	
19-Nov-10	Fri	7:43										
19-Nov-10		7:56										
19-Nov-10		15:09		7:25			6:55	8:30	1.50		1.50	
20-Nov-10	Sat					Y	0:00	2:00	2.00		2.00	
23-Nov-10	Tue	7:14										
23-Nov-10		9:00										
23-Nov-10		12:13										
23-Nov-10		12:16										
23-Nov-10		12:20										
23-Nov-10		12:48										
23-Nov-10		12:48										
23-Nov-10		12:48										
23-Nov-10		15:22		8:07			7:37	10:30	2.75		2.75	
24-Nov-10	Wed	6:43										
24-Nov-10		7:57										
24-Nov-10		14:55		8:12			7:42	8:30	0.75		0.75	
29-Nov-10	Mon					Y	0:00	8:00	8.00	(8.00)	-	
30-Nov-10	Tue					Y	0:00	8:00	8.00	(8.00)	-	
1-Dec-10	Wed					Y	0:00	8:00	8.00	(8.00)	-	
2-Dec-10	Thu					Y	0:00	8:00	8.00	(8.00)	-	
3-Dec-10	Fri	7:48										
3-Dec-10		15:07		7:18			6:48	7:00	-		-	
6-Dec-10	Mon	7:03										
6-Dec-10		15:15		8:11			7:41	8:00	0.25		0.25	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
7-Dec-10	Tue	10:19										
7-Dec-10		16:20		6:01			5:31	7:30	1.75		1.75	
8-Dec-10	Wed	7:46										
8-Dec-10		7:59										
8-Dec-10		15:31		7:44			7:14	8:00	0.75		0.75	
9-Dec-10	Thu	7:43										
9-Dec-10		14:53		7:09			6:39	8:00	1.25		1.25	
10-Dec-10	Fri	8:16										
10-Dec-10		9:00										
10-Dec-10		13:11		4:54		Y	4:54	6:15	1.25		1.25	
13-Dec-10	Mon	7:50										
13-Dec-10		7:59										
13-Dec-10		11:42		3:52		Y	3:52	5:30	1.50		1.50	
14-Dec-10	Tue	7:48										
14-Dec-10		8:59										
14-Dec-10		17:32		9:44			9:14	10:15	1.00		1.00	
15-Dec-10	Wed	7:54										
15-Dec-10		7:59										
15-Dec-10		11:15										
15-Dec-10		11:15										
15-Dec-10		11:26										
15-Dec-10		17:33		9:38			9:08	10:30	1.25		1.25	
16-Dec-10	Thu	8:28										
16-Dec-10		12:40		4:11		Y	4:11	5:30	1.25		1.25	
17-Dec-10	Fri	8:29										
17-Dec-10		13:55		5:25		Y	5:25	6:30	1.00		1.00	
20-Dec-10	Mon	5:41										
20-Dec-10		7:55										
20-Dec-10		7:55										
20-Dec-10		11:39										
20-Dec-10		14:10		8:28			7:58	9:15	1.25		1.25	
21-Dec-10	Tue	7:03										
21-Dec-10		7:56										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
21-Dec-10		14:58		7:54			7:24	9:00	1.50		1.50	
22-Dec-10	Wed	8:01										
22-Dec-10		11:08		3:06		Y	3:06	5:15	2.00		2.00	
23-Dec-10	Thu	7:45										
23-Dec-10		9:38										
23-Dec-10		9:45										
23-Dec-10		10:08		2:22		Y	2:22	5:30	3.00		3.00	
30-Dec-10	Thu	10:31										
30-Dec-10		11:41		1:10		Y	1:10	3:00	1.75		1.75	
3-Jan-11	Mon	5:54										
3-Jan-11		7:57										
3-Jan-11		11:08										
3-Jan-11		12:09										
3-Jan-11		15:02		9:08	1:00		7:38	9:00	1.25	(1.25)	-	mtg with [redacted]
5-Jan-11	Wed	7:12										
5-Jan-11		14:45		7:33			7:03	9:00	1.75		1.75	
7-Jan-11	Fri	6:36										
7-Jan-11		7:58										
7-Jan-11		8:56										
7-Jan-11		9:38										
7-Jan-11		15:04		8:27			7:57	9:15	1.25		1.25	
10-Jan-11	Mon	7:07										
10-Jan-11		8:59										
10-Jan-11		15:27		8:19			7:49	9:30	1.50		1.50	
11-Jan-11	Tue	8:09										
11-Jan-11		14:10		6:01			5:31	8:45	3.00		3.00	
13-Jan-11	Thu	7:08										
13-Jan-11		15:02		7:53			7:23	8:30	1.00		1.00	
14-Jan-11	Fri	7:46										
14-Jan-11		14:42		6:56			6:26	10:00	3.50		3.50	
18-Jan-11	Tue	12:02										
18-Jan-11		15:02		3:00		Y	3:00	4:00	1.00		1.00	

Doc ID: 6600619

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
19-Jan-11	Wed	6:40										
19-Jan-11		15:00		8:19			7:49	9:00	1.00		1.00	
20-Jan-11	Thu	7:39										
20-Jan-11		7:39										
20-Jan-11		15:09		7:30			7:00	8:30	1.25		1.25	
21-Jan-11	Fri	7:17										
21-Jan-11		14:48		7:30			7:00	8:30	1.25		1.25	
24-Jan-11	Mon	6:33										
24-Jan-11		15:32		8:58			8:28	9:00	0.50		0.50	
25-Jan-11	Tue	6:42										
25-Jan-11		15:15		8:32			8:02	9:00	0.75		0.75	
26-Jan-11	Wed					Y	0.00	2:00	2.00		2.00	
27-Jan-11	Thu	12:10										
27-Jan-11		13:35		1:25		Y	1:25	3:00	1.50		1.50	
31-Jan-11	Mon	7:10										
31-Jan-11		15:09		7:59			7:29	9:00	1.50		1.50	
1-Feb-11	Tue	7:57										
1-Feb-11		16:47		8:49			8:19	9:00	0.50		0.50	
2-Feb-11	Wed	9:44										
2-Feb-11		15:40										
2-Feb-11		15:41										
2-Feb-11		15:44		6:00			5:30	7:30	1.75		1.75	
3-Feb-11	Thu	5:37										
3-Feb-11		9:22										
3-Feb-11		9:31										
3-Feb-11		15:11		9:34			9:04	9:30	0.25		0.25	
4-Feb-11	Fri	7:05										
4-Feb-11		11:21		4:16		Y	4:16	5:30	1.00		1.00	
7-Feb-11	Mon	6:47										
7-Feb-11		18:31		11:43			11:13	12:00	0.75		0.75	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
8-Feb-11	Tue	7:20										
8-Feb-11		18:39		11:19			10:49	11:45	0.75		0.75	
9-Feb-11	Wed	6:37										
9-Feb-11		15:05										
9-Feb-11		18:50		12:13			11:43	11:30	-		-	
10-Feb-11	Thu	6:14										
10-Feb-11		15:05		8:51			8:21	8:45	0.25		0.25	
13-Feb-11	Sun	9:17										
13-Feb-11		15:11		5:53		Y	5:53	7:00	1.00		1.00	
14-Feb-11	Mon	7:43										
14-Feb-11		15:57		8:14			7:44	8:30	0.75		0.75	
15-Feb-11	Tue	7:28										
15-Feb-11		15:22		7:54			7:24	8:00	0.50		0.50	
17-Feb-11	Thu	9:12										
17-Feb-11		15:09		5:57			5:27	7:00	1.50		1.50	
18-Feb-11	Fri	7:52										
18-Feb-11		14:03		6:11			5:41	7:00	1.25		1.25	
23-Feb-11	Wed	8:15										
23-Feb-11		15:04		6:48			6:18	8:00	1.50		1.50	
24-Feb-11	Thu	6:40										
24-Feb-11		18:41		12:00			11:30	11:45	-		-	
25-Feb-11	Fri	7:48										
25-Feb-11		14:14		6:26			5:56	6:45	0.75		0.75	
28-Feb-11	Mon	5:30										
28-Feb-11		14:35		9:05			8:35	8:15	(0.25)		(0.25)	
1-Mar-11	Tue	9:49										
1-Mar-11		16:27		6:37			6:07	9:30	3.25		3.25	
2-Mar-11	Wed	7:41										
2-Mar-11		18:27		10:46			10:16	10:30	-		-	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
3-Mar-11	Thu	7:08										
3-Mar-11		11:28		4:20		Y	4:20	5:30	1.00		1.00	
8-Mar-11	Tue	6:06										
8-Mar-11		15:29		9:23			8:53	9:00	-		-	
9-Mar-11	Wed	6:27										
9-Mar-11		11:37		5:09		Y	5:09	5:00	-		-	
10-Mar-11	Thu	6:24										
10-Mar-11		15:21		8:56			8:26	9:00	0.50		0.50	
11-Mar-11	Fri	6:12										
11-Mar-11		12:03										
11-Mar-11		12:08										
11-Mar-11		14:19		8:06			7:36	7:15	(0.25)		(0.25)	
14-Mar-11	Mon	8:22										
14-Mar-11		15:50		7:27			6:57	8:30	1.50		1.50	
15-Mar-11	Tue	8:34										
15-Mar-11		14:56		6:22			5:52	6:30	0.50		0.50	
16-Mar-11	Wed	7:48										
16-Mar-11		14:07		6:18			5:48	7:30	1.50		1.50	
17-Mar-11	Thu	5:52										
17-Mar-11		17:46		11:54			11:24	12:30	1.00		1.00	
18-Mar-11	Fri	5:30										
18-Mar-11		13:43		8:13			7:43	8:30	0.75		0.75	
22-Mar-11	Tue	6:27										
22-Mar-11		10:56										
22-Mar-11		13:00										
22-Mar-11		18:24		11:56	2:04		9:22	12:00	2.50	(0.50)	2.00	.5 credit given for lunch
23-Mar-11	Wed	6:49										
23-Mar-11		14:00		7:10			6:40	7:30	0.75		0.75	
24-Mar-11	Thu	8:19										
24-Mar-11		18:40		10:21			9:51	10:00	-		-	

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
25-Mar-11	Fri	7:07										
25-Mar-11		9:05										
25-Mar-11		9:14										
25-Mar-11		10:58										
25-Mar-11		11:01										
25-Mar-11		15:10		8:03			7:33	8:00	0.25		0.25	
28-Mar-11	Mon	8:57										
28-Mar-11		14:56		5:58			5:28	7:30	2.00		2.00	
29-Mar-11	Tue	5:34										
29-Mar-11		17:46		12:12			11:42	12:45	1.00		1.00	
30-Mar-11	Wed	6:17										
30-Mar-11		7:09										
30-Mar-11		7:29										
30-Mar-11		11:30										
30-Mar-11		12:06										
30-Mar-11		13:57		7:40			7:10	9:30	2.25		2.25	
31-Mar-11	Thu	7:57										
31-Mar-11		12:00										
31-Mar-11		12:20										
31-Mar-11		15:23		7:25			6:55	8:30	1.50		1.50	
4-Apr-11	Mon	6:36										
4-Apr-11		14:59		8:23			7:53	9:00	1.00		1.00	
5-Apr-11	Tue	8:46										
5-Apr-11		10:11										
5-Apr-11		13:41										
5-Apr-11		18:37		9:50	3:29	Y	6:21	6:45	0.25		0.25	
6-Apr-11	Wed	7:44										
6-Apr-11		18:30		10:46			10:16	10:45	0.25		0.25	
7-Apr-11	Thu	8:02										
7-Apr-11		14:34		6:32			6:02	7:30	1.25		1.25	
8-Apr-11	Fri	7:45										
8-Apr-11		9:29										
8-Apr-11		9:39										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
8-Apr-11		15:08		7:23			6:53	7:45	0.75		0.75	
12-Apr-11	Tue	5:35										
12-Apr-11		17:47		12:12			11:42	12:30	0.75		0.75	
13-Apr-11	Wed	5:28										
13-Apr-11		7:02										
13-Apr-11		7:04										
13-Apr-11		15:21		9:53			9:23	9:30	-		-	
14-Apr-11	Thu	6:33										
14-Apr-11		15:57		9:23			8:53	10:30	1.50		1.50	
15-Apr-11	Fri	8:15										
15-Apr-11		9:12										
15-Apr-11		9:22										
15-Apr-11		12:05										
15-Apr-11		12:05										
15-Apr-11		12:09										
15-Apr-11		13:48		5:32			5:02	7:30	2.25		2.25	
18-Apr-11	Mon	8:03										
18-Apr-11		13:13										
18-Apr-11		13:18										
18-Apr-11		14:03		5:59			5:29	9:30	4.00		4.00	
19-Apr-11	Tue	5:45										
19-Apr-11		11:43		5:57		Y	5:57	6:30	0.50		0.50	
20-Apr-11	Wed	5:51										
20-Apr-11		16:00		10:08			9:38	10:00	0.25		0.25	
21-Apr-11	Thu	6:38										
21-Apr-11		18:00		11:22			10:52	12:00	1.00		1.00	
22-Apr-11	Fri	6:12										
22-Apr-11		13:25		7:12			6:42	8:00	1.25		1.25	
25-Apr-11	Mon	8:48										
25-Apr-11		13:57		5:09		Y	5:09	5:15	-		-	
26-Apr-11	Tue	6:39										
26-Apr-11		11:18										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
26-Apr-11		12:56										5 credit given for lunch
26-Apr-11		13:49		7:09	1:37		5:02	8:45	3.50	(2.50)	1.00	2 credit for travel
27-Apr-11	Wed	9:14										
27-Apr-11		13:56		4:41			4:11	7:45	3.50		3.50	
28-Apr-11	Thu	5:45										
28-Apr-11		18:33		12:47			12:17	12:30	-		-	
29-Apr-11	Fri	7:52										
29-Apr-11		12:57		5:04			4:34	7:30	2.75		2.75	
2-May-11	Mon	6:33										
2-May-11		15:19										
2-May-11		16:27										
2-May-11		18:43		12:10	1:08		10:31	12:15	1.50	(0.50)	1.00	5 credit given for lunch
3-May-11	Tue	5:53										
3-May-11		5:54										
3-May-11		9:38										
3-May-11		9:46										
3-May-11		15:05		9:11			8:41	9:00	0.25		0.25	
4-May-11	Wed	13:11										
4-May-11		14:49		1:38		Y	1:38	2:45	1.00		1.00	
5-May-11	Thu	8:49										
5-May-11		9:34										
5-May-11		9:43										
5-May-11		11:39										
5-May-11		11:44										
5-May-11		11:44										
5-May-11		11:44										
5-May-11		11:44										
5-May-11		11:45										
5-May-11		11:49										
5-May-11		12:22										
5-May-11		17:04		8:15			7:45	7:15	(0.50)		(0.50)	
6-May-11	Fri	6:14										
6-May-11		14:54		8:40			8:10	8:30	0.25		0.25	
9-May-11	Mon	7:52										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
9-May-11		10:30										
9-May-11		10:32										
9-May-11		15:08		7:15			6:45	11:30	4.50		4.50	
10-May-11	Tue	6:34										
10-May-11		12:27										
10-May-11		12:43										
10-May-11		13:51										
10-May-11		14:10										
10-May-11		16:51		10:16			9:46	12:00	2.00		2.00	
11-May-11	Wed	13:05										
11-May-11		20:18		7:13		Y	7:13	7:15	-		-	
12-May-11	Thu	7:13										
12-May-11		15:43		8:30			8:00	11:00	2.75		2.75	
13-May-11	Fri	7:57										
13-May-11		14:51		6:54			6:24	8:15	1.75		1.75	
16-May-11	Mon	8:37										
16-May-11		19:03		10:26			9:56	10:15	0.25		0.25	
17-May-11	Tue	6:06										
17-May-11		6:06										
17-May-11		17:05										
17-May-11		17:05		10:58			10:28	11:15	0.75		0.75	
18-May-11	Wed	6:47										
18-May-11		16:45		9:57			9:27	10:30	1.00		1.00	
19-May-11	Thu	9:25										
19-May-11		11:04										
19-May-11		11:10										
19-May-11		14:10		4:45		Y	4:45	5:00	-		-	
23-May-11	Mon	10:14										
23-May-11		10:40		0:25		Y	0:25	0:00	(0.25)		(0.25)	8 hrs CN taken
25-Jul-11	Mon	6:27										
25-Jul-11		6:30										
25-Jul-11		9:32										
25-Jul-11		9:46										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
25-Jul-11		16:17		9:49			9:19	9:45	0.25		0.25	
26-Jul-11	Tue	8:58										
26-Jul-11		14:12		5:14		Y	5:14	6:00	0.75		0.75	
27-Jul-11	Wed	5:48										
27-Jul-11		14:03										
27-Jul-11		14:26										
27-Jul-11		15:21		9:33			9:03	9:15	-		-	
28-Jul-11	Thu	7:39										
28-Jul-11		14:08		6:28			5:58	8:00	2.00		2.00	
29-Jul-11	Fri	7:04										
29-Jul-11		7:56										
29-Jul-11		8:56										
29-Jul-11		13:31		6:26			5:56	7:00	1.00		1.00	
1-Aug-11	Mon	6:25										
1-Aug-11		14:40		8:14			7:44	8:45	1.00		1.00	
2-Aug-11	Tue	9:28										
2-Aug-11		14:29		5:01		Y	5:01	6:15	1.00		1.00	
3-Aug-11	Wed	6:21										
3-Aug-11		10:25										
3-Aug-11		10:48										
3-Aug-11		12:31										
3-Aug-11		13:26										
3-Aug-11		14:55		8:34			8:04	8:45	0.50		0.50	
4-Aug-11	Thu	9:17										
4-Aug-11		11:24										
4-Aug-11		11:45										
4-Aug-11		13:30										
4-Aug-11		13:49										
4-Aug-11		15:38		6:20		Y	6:20	7:00	0.50		0.50	
5-Aug-11	Fri	6:16										
5-Aug-11		13:25		7:08			6:38	8:00	1.25	(1.25)	-	
8-Aug-11	Mon	6:18										
8-Aug-11		7:22										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
8-Aug-11		15:02		8:44			8:14	8:30	0.25		0.25	
9-Aug-11	Tue	5:39										
9-Aug-11		9:45										
9-Aug-11		10:00										
9-Aug-11		11:10										
9-Aug-11		11:22										
9-Aug-11		15:34		9:54			9:24	9:30	-		-	
10-Aug-11	Wed	6:13										
10-Aug-11		7:49										
10-Aug-11		9:43										
10-Aug-11		12:22										
10-Aug-11		12:25										
10-Aug-11		12:37										
10-Aug-11		14:46		8:33			8:03	8:45	0.50	(0.50)	-	
11-Aug-11	Thu	6:22										
11-Aug-11		12:01										
11-Aug-11		12:09										
11-Aug-11		14:05		7:42			7:12	8:00	0.75		0.75	
12-Aug-11	Fri	5:32										
12-Aug-11		8:44										
12-Aug-11		8:51										
12-Aug-11		9:51										
12-Aug-11		9:59										
12-Aug-11		11:36										
12-Aug-11		11:51										
12-Aug-11		12:30										
12-Aug-11		13:27										
12-Aug-11		13:37										
12-Aug-11		14:28		8:56			8:26	8:30	-		-	
15-Aug-11	Mon	6:19										
15-Aug-11		14:52		8:32			8:02	8:30	0.25		0.25	
16-Aug-11	Tue	6:43										
16-Aug-11		9:40										
16-Aug-11		9:56										
16-Aug-11		11:05										
16-Aug-11		11:21										
16-Aug-11		11:32										

Doc ID: 6600619

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
16-Aug-11		11:38										
16-Aug-11		13:37		6:53			6:23	8:00	1.50		1.50	
18-Aug-11	Thu	6:06										
18-Aug-11		15:55										
18-Aug-11		16:00										
18-Aug-11		18:46		12:39			12:09	12:15	-		-	
19-Aug-11	Fri	5:18										
19-Aug-11		12:29		7:10			6:40	8:15	1.50	(1.50)	-	research meeting
22-Aug-11	Mon	6:13										
22-Aug-11		14:08		7:54			7:24	7:30	-		-	
23-Aug-11	Tue	8:52										
23-Aug-11		12:23										
23-Aug-11		12:31									-	
23-Aug-11		14:44										
23-Aug-11		14:59										
23-Aug-11		15:34		6:41			6:11	6:00	-		-	
24-Aug-11	Wed	6:05										
24-Aug-11		14:00		7:54			7:24	8:00	0.50		0.50	
25-Aug-11	Thu	5:07										
25-Aug-11		18:42		13:35			13:05	13:00	-		-	
26-Aug-11	Fri	5:33										
26-Aug-11		14:32		8:59			8:29	8:30	-		-	
29-Aug-11	Mon	9:35										
29-Aug-11		10:38										
29-Aug-11		10:45										
29-Aug-11		14:40		5:05		Y	5:05	5:30	0.25		0.25	
30-Aug-11	Tue	6:42										
30-Aug-11		9:50										
30-Aug-11		9:59										
30-Aug-11		12:57										
30-Aug-11		13:06										
30-Aug-11		14:40		7:58			7:28	9:00	1.50		1.50	
31-Aug-11	Wed	6:11										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
31-Aug-11		7:52										
31-Aug-11		12:57										
31-Aug-11		13:04										
31-Aug-11		14:20										
31-Aug-11		14:27										
31-Aug-11		15:22		9:11			8:41	9:00	0.25		0.25	
1-Sep-11	Thu	5:05										
1-Sep-11		9:42										
1-Sep-11		15:21		10:16			9:46	10:00	-		-	
2-Sep-11	Fri	6:06										
2-Sep-11		7:55										
2-Sep-11		8:06										
2-Sep-11		8:59		2:53		Y	2:53	4:00	1:00		1:00	
7-Sep-11	Wed	6:34										
7-Sep-11		14:09		7:34			7:04	8:00	0.75		0.75	
8-Sep-11	Thu	10:23										
8-Sep-11		15:25										
8-Sep-11		15:48										
8-Sep-11		17:27		7:03			6:33	7:15	0.50		0.50	
9-Sep-11	Fri	6:03										
9-Sep-11		6:22										
9-Sep-11		6:28										
9-Sep-11		16:06		10:02			9:32	11:15	1.50		1.50	
10-Sep-11	Sat	6:14										
10-Sep-11		12:05		5:50		Y	5:50	6:00	-		-	
12-Sep-11	Mon	7:10										
12-Sep-11		13:58										
12-Sep-11		13:59										
12-Sep-11		14:23		7:13			6:43	8:15	1.50		1.50	
13-Sep-11	Tue	5:11										
13-Sep-11		15:28		10:16			9:46	9:45	-		-	
14-Sep-11	Wed	9:06										
14-Sep-11		9:40										
14-Sep-11		9:48										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
14-Sep-11		10:58										
14-Sep-11		11:05										
14-Sep-11		16:23		7:16			6:46	10:00	3.00		3.00	
15-Sep-11	Thu	10:23										
15-Sep-11		17:47		7:23			6:53	8:00	1.00		1.00	
19-Sep-11	Mon	6:09										
19-Sep-11		16:00		9:51			9:21	9:45	0.25		0.25	
20-Sep-11	Tue	6:53										
20-Sep-11		7:55										
20-Sep-11		8:02										
20-Sep-11		9:35										
20-Sep-11		9:44										
20-Sep-11		15:00		8:06			7:36	8:30	0.75		0.75	
21-Sep-11	Wed	6:13										
21-Sep-11		14:36		8:22			7:52	8:00	-		-	
22-Sep-11	Thu	5:09										
22-Sep-11		15:21		10:12			9:42	9:45	-		-	
26-Sep-11	Mon	6:38										
26-Sep-11		10:46										
26-Sep-11		10:56										
26-Sep-11		12:45										
26-Sep-11		12:50										
26-Sep-11		14:12		7:34			7:04	9:00	1.75		1.75	
28-Sep-11	Wed	6:22										
28-Sep-11		8:01										
28-Sep-11		14:06		7:44			7:14	9:00	1.75		1.75	
3-Oct-11	Mon	6:09										
3-Oct-11		9:04										
3-Oct-11		9:09										
3-Oct-11		11:14										
3-Oct-11		11:21										
3-Oct-11		15:02		8:52			8:22	8:45	0.25		0.25	
4-Oct-11	Tue	6:20										
4-Oct-11		7:37										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
4-Oct-11		7:54										
4-Oct-11		10:45										
4-Oct-11		14:25										
4-Oct-11		14:37										
4-Oct-11		18:33		12:12			11:42	12:30	0.75		0.75	
5-Oct-11	Wed	6:11										
5-Oct-11		8:32										
5-Oct-11		9:01										
5-Oct-11		9:47										
5-Oct-11		10:29										
5-Oct-11		15:25										
5-Oct-11		15:28										
5-Oct-11		15:43										
5-Oct-11		16:37										
5-Oct-11		16:37		10:25			9:55	11:00	1.00		1.00	
6-Oct-11	Thu	6:45										
6-Oct-11		7:19		0:33			0:03	9:00	8.75	(8.75)	-	
7-Oct-11	Fri	6:22										
7-Oct-11		15:36		9:14			8:44	9:00	0.25		0.25	
11-Oct-11	Tue	6:21										
11-Oct-11		10:28										
11-Oct-11		13:48										
11-Oct-11		13:48		7:27			6:57	9:15	2.25		2.25	
13-Oct-11	Thu	9:53										
13-Oct-11		14:06										
13-Oct-11		18:48		8:55			8:25	8:45	0.25		0.25	
14-Oct-11	Fri	7:38										
14-Oct-11		14:09		6:30			6.00	9:00	2.75		2.75	
17-Oct-11	Mon	5:57										
17-Oct-11		7:06										
17-Oct-11		7:13										
17-Oct-11		9:55										
17-Oct-11		10:03										
17-Oct-11		12:58										
17-Oct-11		13:27										
17-Oct-11		14:47										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
17-Oct-11		14:48										
17-Oct-11		15:04										
17-Oct-11		15:22										
17-Oct-11		15:31										
17-Oct-11		15:36										
17-Oct-11		18:48		12:51			12:21	12:30	-		-	
18-Oct-11	Tue	6:18										
18-Oct-11		12:06										
18-Oct-11		12:13										
18-Oct-11		18:50		12:32			12:02	12:30	0.25		0.25	
19-Oct-11	Wed	6:53										
19-Oct-11		15:02										
19-Oct-11		15:03										
19-Oct-11		15:53		9:00			8:30	10:00	1.25		1.25	
20-Oct-11	Thu	5:36										
20-Oct-11		18:48		13:11			12:41	13:00	0.25		0.25	
24-Oct-11	Mon	5:33										
24-Oct-11		10:16										
24-Oct-11		10:25										
24-Oct-11		15:16		9:42			9:12	12:30	3.25		3.25	
25-Oct-11	Tue	6:31										
25-Oct-11		10:06										
25-Oct-11		10:49										
25-Oct-11		11:28										
25-Oct-11		11:42										
25-Oct-11		14:37		8:05			7:35	11:00	3.25		3.25	
26-Oct-11	Wed	6:20										
26-Oct-11		11:42										
26-Oct-11		11:49										
26-Oct-11		12:32										
26-Oct-11		12:40										
26-Oct-11		16:12		9:51			9:21	12:00	2.50		2.50	
27-Oct-11	Thu	6:18										
27-Oct-11		10:45										
27-Oct-11		10:50										
27-Oct-11		17:04										

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

DATE	DOW	TIME	LOCATION	CONFIRM TOTAL	TIME GAP(s)	NO LUNCH CLAIMED	NET CONFIRM	Hours Worked	DISCREPANT HOURS	ADJ.	DISCREPANT HOURS (NET)	Notes
27-Oct-11		17:13										
27-Oct-11		20:07		13:49			13:19	14:00	0.50		0.50	
28-Oct-11	Fri	6:07										
28-Oct-11		13:59		7:52			7:22	9:00	1.50		1.50	
4-Nov-11	Fri	6:07										
4-Nov-11		7:59										
4-Nov-11		10:55										
4-Nov-11		13:50										
4-Nov-11		14:03										
4-Nov-11		14:32										
4-Nov-11		15:02										
4-Nov-11		17:38										
4-Nov-11		18:42		12:35	2:55		9:09	11:30	2.25		2.25	
TOTAL DISCREPANT HOURS											329	
NUMBER OF DISCREPANCIES IN EMPLOYEE'S FAVOR											256	
TOTAL # OF DAYS IN ANALYSIS											337	

APPENDIX C

(U) Email from [redacted] dated 8/8/12

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

(b) (6)

I received an email from you on Thursday, 21 June 2012 indicating that I had allegedly claimed 360 hours between the time frame of 16 February 2010 and 4 November 2011. I deny that I have done any wrong doing and promptly asked to meet you in order to provide you any information that I could in order to help assist with clearing this matter up. I have been a government employee since [redacted] and highly value the government service as well as my integrity, my clearance, and my work ethic. We scheduled a meeting on [redacted] I met you in the company of your colleague and [redacted]

At this meeting I provided you answers to the questions you asked as best I could remember. It has been [redacted] since I was last with NSA and to remember from June 2012 as far back as [redacted] is very difficult. I remember some instances, however specific things such as dates, times, length, etc is just not possible. You followed up by asking me if I had any documentation, including calendars, journals, etc that I reference my whereabouts during these hours. I do not have any documents. I provided you with a wealth of information (listed below). At the close of the meeting, you provided me with copies of my time sheets and the print out of the turnstile entries to review.

My next communication from you was via email on 26 July 2012 which quoted the hours to be mitigated as 361.50, instead of 360.00, however you had done some research and it had now been lowered to 333. I am calculating that you further reduced the amount a 28.5 hours leaving an actual balance of 331.50, which I still completely negate.

In our phone conversation on 2 August, 2012, you offered to meet me again in the event that I could provide you more specifics with dates, times, etc, in which to mitigate the allegation. I advised you again, that I did not have any documentation in which to do this, nor could I remember specifics. I also expressed my concern that I found it pretty near impossible to compare the time sheets with the log in of the turnstile entries because they were very difficult to correlate. I also noted that there were times that I know I was there that the turnstile did not badge me in at all and I knew I was there. I do not have a way to prove it except for my word. You did not provide me a copy of the entire log in and log off times of my computer or access to my account in the NSA computers, to help provide more information.

- I also mentioned to you that I have concerns that I told you about with regard to the accuracy of the NSA security turnstiles, as I never knew when the time assessed was accurate as compared to the clocks and I noted that the in my duration of my employment, of which I commented multiple times to upper management, that there was not one clock that matched another, one telephone time that matched another nor one computer clock that matched another, nor did they match other components. I was told by upper management that it wasn't a big deal just do the best you can. I told them that I didn't know if things were accurate from 5 – 15 minutes off, and received the answer that it would be okay, no one worries about the few minutes off. I found this as odd and quite disturbing. I asked you if there were any calibration documentation as to the turnstile accuracy because there were many, many times that at least one turnstile where I badged in was out of order or under repair. Suggestions why I believe that the turnstile information was accurate (I will provide 2), but there were others.

- Turnstile indicated I came in at 10:30 AM something, and my time sheet indicated I was there at 6:00 AM. This is very odd to me. As you notice on that same time sheet, should I come in at 6:05 or 5:57 I would put on my time sheet that I did not arrive until later, 6:15 or 6:00 respectively.
- Turnstile from [redacted] indicated I left and then arrived at [redacted] turnstile approximately 2 hours later. This completely baffles me. I was not close friends with anyone at NSA. I did not really know anyone. It is a 10 min walk, at most from [redacted] to [redacted] and that is if you are walking slowly. I never sat or walked around outside the [redacted] for lunch, breaks, meetings, or etc. So this completely baffles me.

The many items that I told you about in our meeting on 25 June include the following list. There have been more items added because I have had time to think and brainstorm. I still do not have specifics dates and times. I did not think it was necessary as I received approval and instruction from my supervisory chain of what I should do. As a matter of fact, and a couple of times, I was told by [redacted] (b) (6) [redacted] I should not come to him and ask for approval because I was a [redacted] and I should have the knowledge to know what is best. I told him I did not feel comfortable and wanted to get approval. Some of the actions within NSA were foreign to me and no other DOD agency does. I wanted the approval for time situations always. He got quite exasperated with this and still commented to me that he should not have to give his approval. Nevertheless, below is a list of the items I have remembered. They may repeat, in part, of what we had during our conversation, however, I have remembered more things. I still do not have any specific dates, times, etc to give to you, but the items are listed below in bullets. There are possibly more items to provide you, but as time as passed, I just do not remember everything.

- There is a shortage of 7.5 hours for [redacted] while at NSA. I was in the [redacted] (b)(3) - P.L. 86-36 [redacted] and we were instructed to do the time sheets by NSA representatives. I am not sure why there are so many hours difference, but it doesn't make sense.
- When hired, I worked at the [redacted] This time frame was from [redacted] (?). My immediate supervisor/branch chief was [redacted] He was [redacted] Supervision was not assigned to anyone else however another senior person advised me to leave early some days. During this time, I was told to mark time sheets if I was not taking lunch but don't do it every day, just make up the time as needed because the time sheet 'police' did not want to see that. I was told this by [redacted] During the time while [redacted] was out, she also told me several times to leave early or come in later than normal because there was no one there to train me or give me the insights to what the branch was doing.
- I was also given approval to leave early instead of taking lunch as I had an extensive drive. This approval was not for one day, but whenever I felt necessary. I received approval from each of my supervisors throughout my duration with NSA. These supervisors were [redacted]. Typically I would not eat lunch or eat at my desk and take the ½ hour at the beginning of the day or leave early at the end of the day. I sometimes had medical appointments and was told I could use my lunch ½ hour to make up for those times. At one point, I was told that If I had to walk to where my car was parked (separate lots, etc), I could

mark my time as being on the clock since I was still on NSA property. This information was provided by my supervisor. When I questioned this, I was told everyone does it, so it's no big deal. He stated he did it every day too. Throughout my career at NSA, I orally asked permission to leave or arrive late as long as I did my 8 hours. I received approval. The supervisors that provided this approval also signed my time card. I would think if this had ever become a problem, I would have been told and I would have corrected the action. As I asked you, how can the person who provided me approval and sign my time cards not notice if there was a discrepancy or a problem.

- I have concerns about the validity of the time keepers input. There were several instances that I was alarmed when I received an email about my time cards. I brought these to the attention of both the time keepers and my supervisors via email. I was information that there was nothing for me to worry about just resend them to the time keeper of [redacted] (Specifics include)
  - I received emails indicating that audits were being conducted on time sheets. The emails indicated that I either my social security number was missing or some time had been altered or my name was missing, however when I had placed them into the public folder as required by my supervisor, they were accurate. I was just told to resubmit. I had copies of these timesheets on my computer and could verify what I had placed in the public folder. I could not figure out why there was such a problem.
  - There quite turmoil with a girl that under my supervision and whom I also rated. Her name was [redacted] I did not promote her, but had been advised to not promote her by my supervisor, [redacted] When I did not do so, [redacted] became very upset and unprofessional and yelled at [redacted] and [redacted] as well as their immediate supervisors, [redacted] and [redacted] They, saying that they had history with her, granted her promotion to be processed to the next point in the promotion process. [redacted] stayed very angry with me and my branch was quite unsettled to this behavior. Oddly enough, [redacted] was very good friends with the time keepers, [redacted] and [redacted] (I can't remember her last name). [redacted] was also very good friends with [redacted] All of these women interacted socially out of NSA often. I am not accusing any of them of doing anything; however, I do find it odd that issues with my time sheet began after the promotion fiasco.

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

- Other instances for mitigation purposes :
  - In the fall of 2011, [redacted] had mission management conference. These were all day sessions. (2.5 – 3 days?)
  - [redacted] had a leadership meeting. This was either two or three days in another building without badging access. It belonged to [redacted]
  - Picnics – 2010 and 2011
  - Various travel days (two?)
  - [redacted] requested that [redacted] or team building events and functions within the office. This happened one or two times. I told her I could not take the time. She told me not to worry about it and it was considered to be work related and she signed my time card.

(b) (6)

Doc ID: 6600619

- Multiple meetings in different buildings. However I either took the shuttle or walked. There were many times that the wait for the shuttle was 20+ min, especially after the morning rush hour. The return trip was often just as long or longer. One time I tracked and walked as I just missed the shuttle, and I made it to the [redacted] building faster from [redacted] than it took for the shuttle to arrive.
- Went to a counseling offered by NSA. It was offsite and I cannot remember what the name of it is. I asked [redacted] and [redacted] what to do about my time and was informed by [redacted] that it was a NSA function to bill my hours.
- There was an offsite team building meeting
- Evacuation due to the earthquake. I left that day as ordered, came back because of the traffic back up and left maybe an hour later
- Dismissal for snow, ice, or other weather hazards
- Mentoring meetings. Some were with higher level GS NSA members in [redacted] and [redacted] These meetings occurred within office space, but there were several times that we went outside of the gates and sat near the smokers gazebos. These sessions were often times lengthy.
- Occasional times when I went to either the bank or the pharmacy or smoke breaks

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

APPENDIX D

(U) Response to Tentative Conclusion

Doc ID: 6600619

[redacted]

(b) (6)

[redacted]

December 13, 2012

VIA EMAIL & REGULAR MAIL

National Security Agency
ATTN: [redacted]
9800 Savage Rd., Suite 6247
Ft. George G. Meade, MD 20755

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

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

Re: [redacted]

Dear [redacted]

I have been retained by [redacted] to assist her in commenting on the investigation which you recently undertook. We emphatically disagree with your conclusion that [redacted] has knowingly and willfully submitted false and inaccurate timesheets. [redacted] denies that she has been dishonest in any manner, has been unable to obtain the necessary information to adequately demonstrate the veracity of her timesheets, and can easily demonstrate that your recommendation is based on faulty assumptions and data. Most importantly, considering her position as a salaried employee, the agencies' assertion that there are financial repercussions may be a violation of the law.

As you are aware, [redacted] does not have access to the information she needs to easily demonstrate the error of this analysis and her own innocence. As she has maintained throughout her discussions with you, her responses are hampered in large part due to a lack of access to her email and computer which will confirm working history and times as well as her presence at the jobsite. If you have that information or can provide [redacted] with that access, please let us know so that we can more easily respond in light of your conclusions. We also are requesting access to [redacted] computer so that she can obtain copies of the files she maintained which contained an electronic copy of her timesheet.

In addition to this evidence, as [redacted] has also shared with you, she did not believe that the electronic turnstiles were synchronized with other time stamped devices. The report you prepared with the time stamps from various locations confirms her belief. These records show multiple entries and exits on the same day with no corresponding exits or entries, entries and exits at various points which could not chronologically occur and basically confirm that the times shown cannot be relied upon.

[redacted]

(b) (6)

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

For example, on February 19, your report suggests that entered two minutes before she left. Almost the same scenario exists on March 9. March 3 is equally confusing because it actually shows her exiting one hour and twenty minutes before it claims she entered. Similar scenarios exist on March 10, 17, 22, 29, April 5 and many others. One of the more confusing records is on August 23 which shows her entry at 12:31 and no exit at all. Unless she had assistance from Dr. Emmett Brown, you would have to agree that these electronic records are flawed.

In order to more fully analyze the reliability of these time stamps to verify time worked, we would obviously have to see and verify the operational records for the turnstiles and electronic points to verify that these were synchronized and properly operational on each of the occasions in which you contend submitted an improper timesheet. If you are going to proceed further with this investigation, we would like access to this information.

I note that has also previously provided you with a litany of individuals with whom she spoke who provided her with direction on completing her timesheets. I am certain that this direction was not intended to and did not perpetrate any fraud and was geared only to ensuring that the time logged on the timesheets showed a total of 8 hours. These salaried individuals were not paid based on the timesheets and they served no purpose for them beyond confirming work on any given day as opposed to vacation, etc. These conversations also suggest that the problem which you were investigating may be much larger than NSA has chosen to admit.

By the same token, it cannot go without pointing out that each of timecards were approved by her superiors before submitting them. The execution of these timecards by that individual should be more than sufficient to demonstrate that had represented, and NSA had concluded, that her timecard was accurate and appropriately submitted.

More importantly, the value of the timesheets and your use of the time reflected through electronic checkpoints does nothing to demonstrate any fraud or impropriety by As I am sure you recognize, was an exempt salaried individual who was paid in accordance with the Fair Labor Standards Act. As such, whether she worked 10 hours in a week or 100 hours in a week, took lunch, waited for long periods for shuttles or simply walked slowly from one building or location to another, her pay could not be impacted. As a salaried employee, it is illegal for any employer to suggest that her pay should be docked or she should suffer any financial penalty for not having an easily confirmed record of working any number of hours in a day. If her employer is now suggesting that she was not exempt, there are overtime hours which need to be paid appropriately to her as well as other similarly situated employees.

In considering all of this evidence and appropriately assessing its reliability, we continue to believe that you have incorrectly concluded that was involved in any impropriety and want to ensure that your file correctly states this conclusion.

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

Doc ID: 6600619

[redacted]

[redacted]

December 13, 2012
Page 3

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

If you wish to discuss this further, feel free to call me at any time.

Sincerely,

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

(b)(6)

[redacted]

cc: [redacted]

[redacted]

Doc ID: 6600619

APPENDIX E

(U) OIG Review of Access Control Data Anomalies

OFFICE OF THE INSPECTOR GENERAL
NATIONAL SECURITY AGENCY
CENTRAL SECURITY SERVICE

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

MEMORANDUM FOR THE RECORD

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

(U//~~FOUO~~) On December 13, 2012, [redacted] attorney, [redacted] sent a response to the OIG's tentative conclusions. [redacted] argued, "These records show multiple entries and exits on the same day with no corresponding exits or entries, entries and exits at various points which could not chronologically occur and basically confirm that the times shown cannot be relied upon. For example, on February 19, your report suggests that [redacted] entered [redacted] two minutes before she left [redacted] Almost the same scenario exists on March 9. March 3 is equally confusing because it actually shows her exiting [redacted] one hour and twenty minutes before it claims she entered. Similar scenarios exist on March 10, 17, 22, 29, April 5 and many others. One of the more confusing records is on August 23 which shows her entry at 12:31 and no exit at all. Unless she had assistance from Dr. Emmett Brown, you would have to agree that these electronic records are flawed."

(U//~~FOUO~~) I (undersigned) reviewed the dates in question and following are my observations:

(b) (6)

February 19, 2010
[redacted] argues: Report suggests [redacted] entered [redacted] two minutes before she left [redacted]
Response: Correct, the times between the buildings are not synchronized. However, a 2 minute gap in between the buildings does not impact the discrepancy. What matters is the beginning time and ending time for that day compared with her timesheets. On that day, she actually has a credit for working more hours than she claimed.

March 3, 2010
[redacted] argues: Shows her exiting [redacted] one hour and twenty minutes before it claims she entered.
Response: No, the records do not show her exiting [redacted] before she entered. She entered [redacted] then exited for lunch. On her return from lunch, the records show her entering the building 5 minutes before she went through the pedestrian turnstyle. The turnstyle was not synchronized with the building. If her lunch break had taken 1 hour 10 minutes as opposed to 1 hour 15 minutes, the discrepancy would have been 1 hour 9 minutes as opposed to 1 hour 14 minutes. We had already rounded the discrepancy in her favor to 1 hour.

March 9, 2010
[redacted] argues: Report suggests [redacted] entered [redacted] two minutes before she left [redacted]

Response: Correct, the times between the buildings are not synchronized. However, a 2 minute gap in between the buildings does not impact the discrepancy. What matters is the beginning time and ending time for that day compared with her timesheets. We recorded her having been within government spaces for 8 hours. 26 minutes. Minus the mandatory meal period, that was 7 hours, 56 minutes. She claimed 8 hours labor. There is no discrepancy on this day.

March 10, 2010

[redacted] argues: Flawed electronic record.

Response: On her return from lunch, the records show her entering the building 5 minutes before she went through the pedestrian turnstyle. The turnstyle was not synchronized with the building. However, we did not count this mid-day gap at all, because it was not over an hour. The .25 hour discrepancy on this day is attributed to her late arrival and early departure.

March 17, 2010

[redacted] argues: Flawed electronic record.

Response: On her return from lunch, the records show her entering the building 5 minutes before she went through the pedestrian turnstyle. The turnstyle was not synchronized with the building. However, we did not count this mid-day gap at all, because it was not over an hour. The .25 hour discrepancy on this day is attributed to her early departure.

March 22, 2010

(b) (6) [redacted] argues: Flawed electronic record.

Response: At the beginning of the day, the records showed her entering the building 4 minutes before she went through the pedestrian turnstyle. The turnstyle was not synchronized with the building. However, we used the earliest time through CONFIRM to calculate the discrepancy. [redacted] received a .25 CREDIT for this day, even though she obviously didn't start working when she went through the building or the turnstyle.

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

March 29, 2010

[redacted] argues: Flawed electronic record.

Response: On her return from lunch, the records show her entering the building 4 minutes before she went through the pedestrian turnstyle. The turnstyle was not synchronized with the building. If we credit her those 4 minutes (for the synchronization issue), the discrepancy for the day would be 1 hour as opposed to 1 hour 4 minutes. We had already rounded the discrepancy in her favor to 1 hour, so nothing would change. Also, we used the earliest time that she returned from lunch, even though she obviously didn't start working when she went through the building or the turnstyle.

April 5, 2010

[redacted] argues: Flawed electronic record.

Response: Correct. CONFIRM was likely down in the morning, reflecting an "exit" rather than an "entry" as the first notation of the day. Because of the lack of an entry

time, we assumed that [redacted] worked the number of hours she claimed. There were no discrepancies on this day. However, I made this correction after I met with the subject very early on in the process.

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

August 23, 2011

[redacted] argues: Entry with no exit

(b)(6)

Response: We went back to CONFIRM and asked them to revisit their records. They were able to locate the full record for this day. [redacted] in fact left for the day at 1534. There is no discrepancy on this day.

[redacted]

Investigator

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

(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.