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NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

REPORT OF INVESTIGATION

10 January 2013

IV-12-0064

Misuse of Government Communications Systems and Conduct Unbecoming

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Approved for Release by NSA on 02-28-2018, FOIA Case # 79204 (litigation)
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(U) Chartered by the NSA Director and by statute, the Office of the Inspector General conducts audits, investigations, inspections, and special studies. Its mission is to ensure the integrity, efficiency, and effectiveness of NSA operations, provide intelligence oversight, protect against fraud, waste, and mismanagement of resources by the Agency and its affiliates, and ensure that NSA activities comply with the law. The OIG also serves as an ombudsman, assisting NSA/CSS employees, civilian and military.

(U) AUDITS

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

(U) INVESTIGATIONS

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

(U) INTELLIGENCE OVERSIGHT

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

(U) FIELD INSPECTIONS

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

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I. (U) SUMMARY

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(U//~~FOUO~~) On 07 February 2012, the NSA/CSS Office of the Inspector General (OIG) received allegations that while serving as the deputy chief of [redacted] sexually harassed four females in [redacted] It was further alleged that [redacted] misused Agency communications systems by sending sexually suggestive or otherwise inappropriate emails.

(U//~~FOUO~~) During his interview with the OIG, [redacted] acknowledged sending inappropriate emails using his OUTLOOK email account on the NSA classified computer network. The inappropriate emails between [redacted] and various female NSA affiliates, both civilian and contractor, included sexually suggestive, racially offensive, or otherwise inappropriate comments. He also acknowledged using his supervisor's Agency email account to send himself sexually suggestive email. While none of the four alleged victims of sexual harassment testified to feeling sexually harassed by [redacted] the investigation disclosed that he otherwise acted inappropriately. [redacted] was flirtatious, made occasional comments during staff meetings that female subordinates found sexist or otherwise offensive, asked questions about a female applicant's marital and parental status during an employment interview, engaged in a sexual relationship with a female contractor employee on a project for which he was a Government program manager, sent a female subordinate a sexually suggestive email, and sent another female subordinate a romantically suggestive email.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that [redacted] misused Government communications systems by sending sexually suggestive and otherwise inappropriate emails, in violation of DoD 5500.07-R, *the Joint Ethics Regulation* (JER), Chapter 2, Section 2-301a. The preponderance of the evidence does not support the conclusion that [redacted] sexually harassed women in [redacted] by making repeated offensive or unwelcome comments, advances, remarks, touching, or questions of a sexual nature, thereby creating a hostile work environment for them, in violation of the NSA/CSS *Personnel Management Manual* (PMM), Chapter 366, Section 2-1(B.). However, it does support the conclusion that [redacted] used words that denigrate individuals, used offensive language, and engaged in other conduct that could affect his subordinates' work performance or otherwise impact the work environment, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(A.).

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(U//~~FOUO~~) [redacted] resigned from the Agency effective [redacted] Therefore, a copy of the NSA/CSS OIG report will be forwarded to the Associate Directorate for Security and Counterintelligence (ADSCI) and Employee Relations (ER)

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for information. The NSA/CSS Office of General Counsel has concurred with this report.

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II. (U) BACKGROUND

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(U) Introduction

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(U//~~FOUO~~)

Until personnel were physically located in two different buildings, and

(U//~~FOUO~~) On 06 June 2011, the OIG received allegations that had used NSA's Top Secret communications network to send sexually explicit chat messages and an OIG investigation (IV-11-0057) was conducted. The allegations were substantiated in a report of investigation dated 18 August 2011. On 02 September 2011, NSA/CSS Employee Relations issued a letter of counseling for this misconduct.

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(U//~~FOUO~~) On 07 February 2012, the OIG received allegations that had sexually harassed four women in and in doing so had also misused Agency communications systems. The complainant specifically alleged that had sent sexually inappropriate and harassing emails using his OUTLOOK email account and had sent himself an inappropriate email from the OUTLOOK account of Further, had sexually harassed and

(U//~~FOUO~~) On 28 November 2012, the OIG received notification from NSA/CSS Human Resources that was resigning from the Agency effective

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(U) Applicable Authorities

(U) Joint Ethics Regulation (JER), DoD5500.07-R, Chapter 2: Standards of Ethical Conduct

Section 3. DoD GUIDANCE

2-301. *Use of Federal Government Resources*.

a. Communication Systems. Federal Government communication systems and equipment (including Government owned telephones, facsimile machines, electronic mail, internet systems, and commercial systems when use is paid for by the Federal Government) shall be for official use and authorized purposes only.

(1) Official use includes emergency communications and communications that the DoD Component determines are necessary in the interest of the Federal Government.

(2) Authorized purposes.... They also include personal communications from the DoD employee's usual work place that are most reasonably made while at the work place...when the Agency Designee permits categories of communications, determining that such communications:

(a) Do not adversely affect the performance of official duties...;

(b) Are of reasonable duration and frequency...;

(c) Serve a legitimate public interest...;

(d) Do not put Federal Government communications systems to uses that would reflect adversely on DoD or the DoD Component (such as uses involving pornography; chain letters; unofficial advertising; soliciting or selling except on authorized bulletin boards established for such use; violations of statute or regulation; inappropriately handled classified information; and other uses that are incompatible with public service); and

(e) Do not overburden the communication system....

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

Section 2-Personnel and Security Standards

Part 2-1-*Work Environment*:

A. Harassment/Intimidation – Employees will not use actions or words that denigrate or show hostility toward an individual for any reason, but especially because of race, color, religion, gender, national origin, age, or disability. Likewise, employees will not use abusive or offensive language, gestures, or other conduct (e.g. display of

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offensive writings, objects or pictures) directed against other employees that could affect the individual's work performance or impact the work environment.

B. Sexual Harassment - Employees will not: 1) make sexual advances or engage in physical conduct of a sexual nature (whether welcome or not) in the workplace; 2) make unwelcome sexual advances, requests for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature, explicitly or implicitly, as a term or condition of an individual's employment or the basis for an employment decision such as promotion or job assignment; or 3) engage in conduct that interferes with work performance or creates an intimidating, hostile, or offensive working environment, including sexual teasing (repeated offensive or unwelcome comments, advances, propositions, remarks, gestures, touching, or questions of a sexual nature); degrading words used to describe an individual; and the display in the workplace of sexually offensive writings, objects or pictures, including the use of software or computers for such display.

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III. (U) FINDINGS

(U//~~FOUO~~) Did [redacted] misuse Government communications systems by sending sexually suggestive and otherwise inappropriate emails?

(U//~~FOUO~~) ***CONCLUSION:*** *Substantiated. The preponderance of the evidence supports the conclusion that [redacted] misused Government communication systems by sending sexually suggestive and otherwise inappropriate emails, in violation of the JER, Chapter 2, Section 2-301a.*

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(U//~~FOUO~~) Did [redacted] sexually harass women in [redacted] by making repeated offensive or unwelcome comments, advances, remarks, touching, or questions of a sexual nature, thereby creating a hostile work environment for them? Did he use actions or words that denigrate individuals, use abusive or offensive language, or engage in other conduct that could affect his subordinates' work performance or otherwise impact the work environment?

(U//~~FOUO~~) ***CONCLUSION:*** *Partially substantiated. The preponderance of the evidence does not support the conclusion that [redacted] sexually harassed women in [redacted] by making repeated offensive or unwelcome comments, advances, remarks, touching, or questions of a sexual nature, thereby creating a hostile work environment for them, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(B.). However, it does support the conclusion that [redacted] used words that denigrate individuals, used offensive language, and engaged in other conduct that could affect his subordinates' work performance or otherwise impact the work environment, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(A.).*

(U) Evidence

Documents

(U//~~FOUO~~) In an **email to Employee Relations [redacted] management was cc'd) dated 01 February 2012, SUBJECT: "Highlights from Our Meeting – Jan 31st," [redacted] (and [redacted] former supervisor), equated [redacted] to a pathological social deviant and alleged that he had sexually harassed four females. According to the email, [redacted] had sent multiple inappropriate emails to [redacted] and had referred to her repeatedly as [redacted] Furthermore, he

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had once rubbed [redacted] back and on several occasions had also rubbed [redacted] shoulders. In addition, [redacted] had asked [redacted] questions regarding her marital status during her employment interview. Furthermore, subsequent to her hiring in [redacted] had sent [redacted] an inappropriate email and requested that she [redacted] for his going-away party.

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(U//~~FOUO~~) According to the information in [redacted] email, [redacted] responded to the harassment by not attending weekly staff meetings. Although [redacted] reported her concerns and discomfort to the prime contractor lead, [redacted] no action was taken. [redacted] reported the harassment to her contractor supervisors and requested to be moved to another contract. Her supervisors referred the matter to [redacted] who spoke with [redacted] [redacted] subsequently asked [redacted] whether he made her feel uncomfortable. [redacted] responded to [redacted] harassment by volunteering for a position that kept her out of the office and away from [redacted] He stopped harassing [redacted] after younger females joined the office. The email is attached as Appendix A.

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(U//~~FOUO~~) The OIG obtained and reviewed [redacted] **OUTLOOK email account on the NSA classified computer network.** The emails revealed that by 23 August 2011, [redacted] had assumed [redacted] and by 12 September 2011 he had physically relocated from [redacted] to [redacted]

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(U//~~FOUO~~) Emails from [redacted] account disclosed that he engaged in personal correspondence with multiple females, both contractors and civilian, and that some of the correspondence was sexually suggestive or otherwise inappropriate. Furthermore, when one female asked [redacted] in an email dated 28 November 2011, whether he used [redacted] or [redacted] to chat, [redacted] responded in the negative: "No. I got yelled at by the PC police for swearing in [redacted]." Several examples of relevant emails between [redacted] and females, including a November 2011 email exchange in which [redacted] both told a female that [redacted] are attached as Appendix B.

(U//~~FOUO~~) Additionally, December 2011 and January 2012 email correspondence setting up and discussing outcomes of [redacted] between [redacted] and [redacted] civilian physically assigned to [redacted] involved sexual

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innuendo, as well as the one-time use of a racially-charged expression. (NOTE: An OIG substantiated contact, CO-12-0517, involving computer misuse by [redacted] was closed on 27 March 2012).

(U//~~FOUO~~) [redacted] emailed [redacted] to let him know that she would be in Maryland for a week and asked whether he had [redacted] After [redacted] wrote that [redacted] wrote that while her main reason for coming to NSAW on temporary duty (TDY) was to meet with her coach, her "real reason" was something else entirely: [redacted] They subsequently arranged personal meetings. The provocative email conversations continued, with [redacted] calling [redacted]

(U//~~FOUO~~) In an email subsequent to her TDY, [redacted] mentioned that [redacted] was an important person and [redacted] responded that while important, he was [redacted] agreed: [redacted] In later correspondence, [redacted] used the acronym [redacted] and when [redacted] asked what it stood for, he said he could not tell her, but to GOOGLE the term. He subsequently explained that it meant [redacted] The relevant email correspondence between [redacted] and [redacted] is attached as Appendix C.

(U//~~FOUO~~) Emails from [redacted] account disclosed that he and [redacted] corresponded several times after [redacted] left [redacted] In December 2011, [redacted] asked him his opinion of several organizational changes that might impact her position and [redacted] assured her that she had nothing to worry about. In January 2012, [redacted] thanked [redacted] for helping her obtain her Joint Duty Assignment (JDA) and asked his advice in applying for promotion, as well as his assistance in reviewing her promotion package. In agreeing to help, [redacted] wrote that he had been [redacted] for [redacted] ever since he was a contractor. [redacted] responded, "You're a mess!! [redacted] I wouldn't be here today if you hadn't recruited me, I can't 'Thank you' enough for that." These emails are attached as Appendix D.

(U//~~FOUO~~) [redacted] account also revealed emails between [redacted] and [redacted] On 29 June 2011, [redacted] complimented [redacted] on a [redacted] she had brought in to work and they corresponded back and forth about [redacted] In a later email that same date, [redacted] again referenced [redacted] response was succinct: [redacted]

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(U//~~FOUO~~) In emails during the following month, [redacted] and [redacted] discussed [redacted] concerns about a possible reorganization and resultant reductions in the workforce and [redacted] asked, "BTW, can I get [redacted] as a going away gift?" [redacted] responded affirmatively, adding that [redacted] would have to share [redacted] with the office. In follow-on emails, [redacted] told [redacted] that he would have to take her with him to his new job, so that he could continue to have access to her [redacted] I can't possibly let you go." [redacted] expressed concern that her job might be going away and received [redacted] assurances that she was "secure from all harm." [redacted] subsequently brought in [redacted] for [redacted] going away party.

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(U//~~FOUO~~) In September 2011, after he had left [redacted] sent [redacted] a cryptic email telling her that they should stop using "chat," as it was monitored. [redacted] responded affirmatively and jokingly told [redacted] that her answer remained "no": "So sorry! LOL." Subsequent joking emails followed, with [redacted] offering to make [redacted] and [redacted] stating that she had no weaknesses to exploit. A week later, [redacted] shared with [redacted] that she had been recognized with a Star Award ("I just had to share."). The emails between [redacted] and [redacted] are attached as Appendix E.

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(U//~~FOUO~~) Emails in [redacted] email account between him and [redacted] demonstrated that they had a very close and friendly working relationship. Several such emails involved sexual innuendo, sexual jokes, and racial comments. Relevant emails are attached as Appendix F. Examples of discussions follow:

(U//~~FOUO~~) In emails dated 24 November 2010, [redacted] and [redacted] discussed their relationship and how well they got along. [redacted] told [redacted] that [redacted] then speculated about [redacted]

(U//~~FOUO~~) In emails dated 06 May 2011, [redacted] joked about submitting an incorrect timecard, which initiated a sexually suggestive conversation. He wrote that mistakes happened when [redacted] When [redacted] responded that she should have started at the top, [redacted] continued the theme: [redacted] then responded in the affirmative. An email dated 22 September 2011 (SUBJECT:

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"can't…") from [redacted] to [redacted] was also suggestive: [redacted]

(U//~~FOUO~~) In an email dated 10 May 2011 (SUBJECT: "good laugh"), [redacted] told [redacted] responded succinctly: "Good one!" Additionally, in response to a 28 September 2011 email exchange (SUBJECT: [redacted] Replacement in [redacted]) in which [redacted] was pressuring a contractor to make a hiring decision, [redacted] told [redacted] the following: "He can't just pick them and [redacted] The exchange continued with [redacted] apologizing and saying that she had not meant to nag. When [redacted] wrote that his statement was meant to make [redacted] laugh [redacted] responded that it had.

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(U//~~FOUO~~) In multiple emails on various dates, [redacted] also complimented [redacted] on her looks. [redacted] tended to respond positively, on several occasions thanking [redacted] for his observations. On 19 July 2011 (SUBJECT: "the thing is"), [redacted] emailed [redacted] that if [redacted] During the email conversation [redacted] told [redacted] that he needed to do what was best for his career: [redacted]

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(U//~~FOUO~~) [redacted] **provided to the OIG and Employee Relations several relevant emails between her and** [redacted]. In one dated 28 July 2011 (SUBJECT: "seriously"), [redacted] told [redacted] that he [redacted] responded by writing that [redacted] might be [redacted] [redacted] also provided emails dated 10 August 2011 (SUBJECT: "fyi"). In the initial email, sent from [redacted] email account, [redacted] was told that [redacted] response was that [redacted] During her interview with the OIG detailed below, [redacted] asserted that both emails were written by [redacted] and that he had sent himself the initial email using her OUTLOOK email account). These email exchanges are attached as Appendix G.

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(U//~~FOUO~~) [redacted] **provided to the OIG an email exchange between her and** [redacted]. In a 12 July 2011 email to the "DL

[redacted]' alias (SUBJECT: Laptop reduction), [redacted] requested that he be provided information regarding the number of laptop computers each [redacted] had reduced in each product line. On 14 July 2011, [redacted] responded that she had not removed any laptops from product lines. On 15 July 2011, [redacted] emailed back: [redacted] These emails are attached as Appendix H.

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(U//~~FOUO~~) Subsequent to her interview with the OIG, [redacted] **provided the OIG the continuation of the June 2011 email exchange in which** [redacted] **asked** [redacted] After [redacted] had responded that [redacted] had written back that while her explanation was a good one, [redacted] (During her interview with the OIG detailed below, [redacted] stated that she did not respond to [redacted] comment.). The entire email exchange is attached as Appendix I.

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(U//~~FOUO~~) [redacted] **Employee Relations (ER), provided the OIG an email, dated 27 January 2012, that she had received from** [redacted] In the email, which is attached as Appendix J, [redacted] stated that she was unable to bring up any offensive emails ("I am sure there was something in there.") she had received from [redacted]

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> You may have heard the story that he called me [redacted] at a luncheon we had. Everyone heard it was most of the females were offended by it (sic). He always drew attention to me when I was around and it was obvious. Since someone mentioned my name to you and witnessed these incidents I guess you will have to use that information as your resource.

(U//~~FOUO~~) **An OIG investigation (IV-11-0057) dated 18 August 2011 substantiated that** [redacted] **had used NSA's Top Secret communications network to send sexually explicit chat messages.** The OIG informed [redacted] of the allegations in an email dated 11 August 2011 and in an interview that same date he admitted to typing the sexually explicit messages. On 11 August 2011, the OIG provided [redacted] an Intranet link to the standards related to the proper use of Government communications systems and he responded by email that he had reviewed the guidance and would adhere to it: "I regret my actions and wish that I had had the wisdom to not only stop the activity, but also to have not engaged in it at all." The relevant email exchanges are attached as Appendix K.

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Testimony

(U//~~FOUO~~) [redacted] NSA, was interviewed by the OIG on 27 February 2012. According to [redacted] she has known [redacted] since she came into [redacted] as the chief in March 2009. He served as her deputy until his departure to [redacted] in approximately August 2011.

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(U//~~FOUO~~) According to [redacted] after [redacted] left [redacted] she began interacting more directly with her subordinates. Through conversations, she learned that [redacted] had been undermining her authority. [redacted] told their subordinates in the office to avoid speaking with [redacted] as she was a poor manager and could not be trusted. Furthermore, he failed to enforce the office dress code and gave her incorrect information regarding who had earned a bonus. When [redacted] reported [redacted] conduct to her management chain, they expressed disbelief that she had not been aware of the situation and, further, implied that she had not been doing her job. This upset [redacted] who in January 2012 questioned her subordinates to obtain further details.

(U//~~FOUO~~) [redacted] said that during her discussions with subordinates, she learned that [redacted] had sexually harassed [redacted] contractor in the office. This information prompted her "to ask every female in the office," including [redacted] whether they had been sexually harassed by [redacted] subsequently determined that four had been.

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(U//~~FOUO~~) [redacted] stated that [redacted] told her that there was one occasion on which [redacted] had acted inappropriately towards her. [redacted] came into the office and rubbed her back as he spoke with her. This made [redacted] uncomfortable and she reported the incident to her [redacted] supervisors and asked to be moved to another contract. [redacted] then reported the incident to [redacted] the prime contractor. [redacted] subsequently approached [redacted] to ask whether he made her uncomfortable [redacted] speculated that the [redacted] contract personnel lead, [redacted] had spoken to [redacted] about the incident). [redacted] did not know [redacted] response.

(U//~~FOUO~~) [redacted] had told [redacted] that even as a civilian employee, he frequently massaged the backs of women in his previous organization (in which he had been a contractor with [redacted] He had a reputation as a good masseuse. [redacted] never told [redacted] that such conduct was

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inappropriate for a civilian manager and that he should stop. Rather, she said nothing: "I think that you should know that [such behavior was inappropriate]."

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(U//~~FOUO~~) a former contractor in the office, told that called her which made her uncomfortable. Further, he had sent her some inappropriate emails. said that it was because of this behavior that she avoided attending staff meetings at which was present. did not say what was in the emails, which she was unable to open. She also told that had not touched her inappropriately. did not know whether ever expressed her discomfort to . However, said that she had mentioned misconduct to who took no action.

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(U//~~FOUO~~) According to told her that she was also made uncomfortable by who rubbed her shoulders "a couple of times." Furthermore, specifically picked a desk that would keep from sneaking up on her from behind. She also chose a position that allowed her to be out of the office frequently in order to avoid told that after the younger women joined the office (such as they became targets, rather than

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(U//~~FOUO~~) said that told her that had sent her sexually harassing emails. In an email discussion about that she had brought into the office, had asked When she replied that it was told he would be

(U//~~FOUO~~) In November 2010, was the manager who interviewed for the position for which she was subsequently hired. told that during the interview he had asked inappropriate questions regarding her marital status. Further, after accepting his new position in had demanded that for his going away party. did not ask whether she had ever told that his conduct made her uncomfortable.

(U//~~FOUO~~) According to knowing what she knows now, she too was sexually harassed by While serving as her deputy, was flirtatious with her. However,

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[redacted] believed that he was just being "a suck-up" in order to get promoted and she never took it seriously. [redacted] sent numerous flirty emails to her, which she basically ignored. Furthermore, he frequently told her [redacted] At the time, his behavior did not make her uncomfortable and she never told him to stop.

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(U//~~FOUO~~) According to [redacted] on the day he accepted his new position, [redacted] told her that he was accepting the position because [redacted] was upset when [redacted] reaction was to laugh. It was only after he left [redacted] that [redacted] attempted to physically touch [redacted] While in transition between offices during the [redacted] timeframe, [redacted] on several occasions snuck up behind [redacted] at her desk and attempted to hug her from behind. However, she ultimately told him to stop because it made her uncomfortable and he discontinued the behavior. In addition, on one occasion after a meeting at NBP, [redacted] walked [redacted] to her car. At the car, [redacted]

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(U//~~FOUO~~) While this particular behavior made [redacted] uncomfortable, she had not previously reported it because she [redacted] It was only after she was humiliated in front of her supervisors and then became aware of the sexual harassment perpetrated against other females that she decided to come forward to leadership about [redacted] sexually inappropriate behavior. She was very upset that her reputation had been tarnished by him and wanted clarify who was actually at fault. "It was to clear my name with my bosses."

(U//~~FOUO~~) According to [redacted] believed that he had the type of friendly relationship with others in the office that allowed him to make personal requests of them, such as [redacted] without them taking offense. "I think he thinks he has that [type of] relationship with everyone." Further, "on the surface" everyone in [redacted] behaved as if they had a good relationship with [redacted]

(U//~~FOUO~~) Prior to learning of [redacted] efforts to undermine her while serving as her deputy; [redacted] also had a good and friendly relationship with [redacted] She speculated that it was because she was physically located [redacted] and [redacted] was physically located [redacted] (until approximately

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July 2011 when they became collocated) that she had been unaware of [redacted] sexually harassing behavior towards others. When asked if any of the women she spoke with had actually used the term "sexual harassment" in reference to [redacted] conduct in the workplace, [redacted] acknowledged that the term was hers: "Although they don't dispute it when I say, 'Well, you were sexually harassed.'"

(U//~~FOUO~~) Separate from the sexual harassment allegations, [redacted] was asked about possible computer and communication systems misuse by [redacted] She was specifically asked about her favorable responses to two emails sent by [redacted] The first was the 10 May 2011 inappropriate sexual joke email (SUBJECT: "good laugh") to which she responded favorably: "Good one!" During the second email exchange, dated 28 September 2011 (SUBJECT: [redacted] Replacement in [redacted] had been pressuring a contractor to make a hiring decision and [redacted] told her the following: [redacted] response was to both apologize for having nagged and acknowledge that [redacted] comment had made her laugh.

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(U//~~FOUO~~) [redacted] acknowledged that the two emails from [redacted] were inappropriate and that as his supervisor she should have told him not send such communications. However, at the time, she had not been thinking in those terms: "But I guess when I got those emails I wasn't thinking 'manager.' I was thinking more like 'friend.'"

(U//~~FOUO~~) [redacted] was also shown two separate emails (dated 10 August 2011 and 22 September 2011 respectively) insinuating a sexual relationship between her and [redacted] She denied having sent either email. [redacted] speculated that they were actually sent by [redacted] using her email account. She indicated that she did not lock her computer when she stepped away for short periods: "People get on my computer and send me stuff…." [redacted] was aware of one of the emails (in which she appeared to be telling [redacted] "My heart burns with desire for you."), because [redacted] had responded to it from his email account ("You're the one playing hard to get, not me.") and she received the response. [redacted] denied any knowledge of the other email in which she appeared to be telling [redacted] "Wait… I need you sooo badly…. It hurts sooo much…."

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(U//~~FOUO~~) [redacted] said that she neither discussed these inappropriate emails with [redacted] nor confronted him with

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his apparent security violation [redacted] he already knew that such acts constituted misconduct. Further, she "just didn't want to talk to him about that kind of stuff." [redacted] acknowledged that as his supervisor she should have done so. When asked why [redacted] would send such emails to himself, [redacted] was succinct, "Because he's a narcissist." According to [redacted] would be lying if he claimed to the OIG that they had ever had a sexual relationship.

(U//~~FOUO~~) [redacted] was interviewed by the OIG on 13 September 2012. She stated that she met [redacted] sometime in 2008 when he first became the [redacted] where she worked as a [redacted] with [redacted] under [redacted] has had no contact with [redacted] since [redacted] when she left [redacted] to become a Government civilian in another organization. As a contractor in [redacted] did not have frequent interaction with [redacted] Further, he was located in the [redacted] offices while [redacted] was in [redacted] They interacted approximately once a week at staff meetings or when [redacted] came to [redacted] to speak with [redacted] who was co-located with [redacted] received her daily taskings from the contractor lead, [redacted]

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

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

(U//~~FOUO~~) While [redacted] did not believe there was any sexual motivation on the part of [redacted] she felt that he did engage in unprofessional behavior in the workplace by making jokes and side comments during staff meetings that could be considered sexist or otherwise inappropriate (specific examples not recalled). However, such comments and jokes were never directed at a particular individual. Because of [redacted] lack of professionalism, [redacted] tried to keep her distance from him.

(b) (6)

(U//~~FOUO~~) Furthermore, [redacted] said that she personally experienced two related incidents of inappropriate and strange conduct on the part of [redacted] [redacted] (she recalled the date because it was her birthday) [redacted] was in [redacted] with two female coworkers when [redacted] came into the office. He "inexplicably" came up to [redacted] stood for a moment, and then suddenly rubbed his hand up and down her back in the manner of a comforting pat. Without saying a word, he then left the office. It happened so quickly that [redacted] did not have time to say a word or otherwise react. Because she was not alone at the time and he did this openly, [redacted] did not feel that [redacted] was "making a pass" at her.

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(U//~~FOUO~~) Later that same day, [redacted] was again in the [redacted] and asked [redacted] to meet with him privately. He told [redacted] that he was worried about her because he had heard that she had requested to be moved to another contract and he wanted to know what was going on. [redacted] kept her response vague, telling [redacted] that she had discussed several work matters with [redacted] and did not feel comfortable discussing them with him. She considered it inappropriate that [redacted] tried to talk to her about the matter, given that he was the civilian deputy chief of the office.

(U//~~FOUO~~) According to [redacted], she had not felt comfortable in [redacted] for some time due to the general lack of professionalism. Therefore, before these incidents with [redacted] occurred, she had asked [redacted] whether she could be moved to another contract. [redacted] actions on [redacted] were so "strange," that she mentioned them contemporaneously to several colleagues.

(b) (6)

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

(U//~~FOUO~~) Although she never made any kind of formal complaint, [redacted] subsequently told her [redacted] supervisors about [redacted] behavior and asked whether she could be moved to another contract, but no other positions were available (She stayed in [redacted] until she obtained her Government position). Her supervisors told [redacted] that they would inform [redacted] about the incidents.

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

(U//~~FOUO~~) Approximately one or two weeks later, [redacted] approached [redacted] and said that he had heard that she had told [redacted] management that she had concerns related to him. Although [redacted] could not recall his exact wording, [redacted] asked whether he made her uncomfortable. At the time, [redacted] provided a vague response ("No, not really"), which she regretted: "That was my mistake. I probably should have said, 'yes.'" She speculated that [redacted] had discussed the situation with either [redacted] or [redacted] which led to [redacted] approaching her about her comfort level.

(U//~~FOUO~~) [redacted] described [redacted] as a flirtatious man who appeared to like female attention. However, she had no contemporaneous knowledge of any other inappropriate or offensive conduct on his part. Recently, [redacted] approached [redacted] said that she had received inappropriate emails from [redacted] (details unknown), and asked about [redacted] own experiences with him.

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(U//~~FOUO~~) Attempts to interview [redacted] contractor, [redacted] were unsuccessful. In a 06 September 2012 telephone conversation, [redacted] declined to be interviewed regarding the allegations against [redacted] She explained that someone was jealous and just wanted to "get someone in trouble" for no reason. According to [redacted] she knew who had provided her name to the OIG and that person was "jealous for their own reasons." She did not want to be involved in "the mess."

(U//~~FOUO~~) When told that she had specifically been identified as someone who had been harassed by [redacted] again declined to be interviewed. However, she also specifically denied having been sexually harassed by [redacted] "No, I never felt sexually harassed. This is jealousy." [redacted] added that if she had been sexually harassed, she would have reported it.

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

(U//~~FOUO~~) [redacted] was interviewed by the OIG on 12 September 2012. She stated that [redacted] never sexually harassed her or made her feel uncomfortable at work. Rather, she had a good working relationship with [redacted] who despite working in another building guided and mentored her professionally and was her rater in [redacted] from approximately [redacted] said that there was one occasion sometime in 2011 when "all the [other] ladies" in the office opined that [redacted] had attempted to sexually harass her. Upon her return to the office after having been away all day, her colleagues told [redacted] that [redacted] had come by looking for her while dressed inappropriately - in gym shorts and a muscle shirt.

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

(b)(6)

(U//~~FOUO~~) According to [redacted] never massaged or rubbed her shoulders. However, on one occasion he had startled her. She worked with her back to the door and on this particular occasion did not hear him come in. [redacted] came up behind her and placed his hands on her shoulders and squeezed while giving her a verbal greeting. [redacted] was so startled that she jumped out of her chair. However, she considered this an attempt by [redacted] to be friendly. She never switched her desk to keep him from sneaking up on her. Further, she did not recall [redacted] ever having sent her sexually inappropriate or offensive emails.

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(U//~~FOUO~~) stated that she did not volunteer for a job outside the office in an effort to avoid sexually harassing behavior on the part of Rather, she volunteered for the position as a career-move, as it counted as a JDA (she was acknowledged that she had also wanted to leave the office for other reasons. She neither liked nor participated in the extensive gossip shared by the females in the office ("There was a lot of drama.") and also did not particularly care for the management styles of either or

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

(U//~~FOUO~~) According to could be flirtatious and several women in the office had opined that he could get too friendly or close (in their personal space). When asked for an example, recalled that there had been hearsay gossip that had either said something offensive or sent an offensive email to Although she could recall no details, in early 2012 told that she was elevating the matter to management. neither witnessed nor experienced any sexually harassing behavior by and therefore asked not to include her in any complaint.

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

(U//~~FOUO~~) was interviewed by the OIG on 07 September 2012. She said that was her rater from her hiring in to approximately July 2011, when he left for a new position. first met him when he interviewed her for the position in either or was also supposed to have been present, but had been called away

(b)(6)

(U//~~FOUO~~) said that guided and mentored her within did not create a hostile work environment for her and his behavior never adversely impacted her ability to do her work. However, he did several things that considered inappropriate for a supervisor. During job interview, veered off from asking questions related to her job skills and qualifications and asked whether she was married and had any children. At the time, found the questions "odd" and the situation "awkward," but assumed that he wanted to learn more about her and whether her personal life would impact her ability to perform the job. However, in hindsight, believed it likely that

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[redacted] had actually been "scoping [out]" her potential availability as a romantic interest.

(U//~~FOUO~~) [redacted] was made "a little uncomfortable" by the personal nature of two emails [redacted] sent her while he was her supervisor. In one, in which he complimented her [redacted] she had made for an office going away party, [redacted] said that [redacted] was [redacted] He continued by asking [redacted] Because she did not wish to engage, [redacted] simply responded that [redacted] "I needed to end it." However, [redacted] subsequently emailed that [redacted] chose to send him a message by not responding: "That stopped everything." She considered such emails to have been completely inappropriate given his position.

(U//~~FOUO~~) When shown and asked to explain the context of emails between her and [redacted] that occurred on 07 September 2011 in which [redacted] told her not to use "chat" to communicate with him and she replied that she was now off of chat, but her answer remained "no," [redacted] said that she could not recall the particular circumstances of their chat and email conversation.

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

(U//~~FOUO~~) According to [redacted] other than the particular incidents already mentioned, [redacted] never acted inappropriately towards her. He neither touched her inappropriately nor made inappropriate sexual comments. [redacted] speculated that [redacted] actions were to ascertain her availability and whether [redacted] had any romantic interest in him. However, when she failed to engage, let alone respond positively, he understood that [redacted] was not interested and stopped. They maintained a normal, professional relationship. [redacted] never spoke directly to [redacted] about his behavior and never filed a complaint, as it was not necessary – [redacted] was flirtatious towards women, but that was just his personality.

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

(U//~~FOUO~~) [redacted] did not feel pressured to [redacted] going away because he was her supervisor. She explained that she [redacted] as a surprise for another colleague's going away in June 2011 that [redacted] had really liked. Therefore, when he asked her the following month whether she would also [redacted] she felt obliged to do so – just as she would have felt obliged if another colleague had made the same request. However, [redacted] preferred to choose when to make [redacted] rather than be asked to do so.

(b)(6)

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Therefore, she considered it presumptuous of [redacted] to have asked – just as she would consider it presumptuous of anyone to ask her [redacted] The situation had nothing to do with sexual harassment or misuse of position.

(U//~~FOUO~~) [redacted] said that it was only after [redacted] left [redacted] that she learned that he flirted with other women besides herself and [redacted] (with whom he enjoyed a mutual and consensual flirtatious relationship). She, [redacted] and [redacted] frequently ate lunch together. During their lunch discussions, [redacted] said that [redacted] had tried to flirt with her, but she "told him to leave her alone" and he stopped. However, [redacted] seemed shocked to learn that [redacted] had also flirted with [redacted].

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

(U//~~FOUO~~) During her lunches with [redacted] and [redacted] heard that [redacted] had also flirted with [redacted] and [redacted]. Details of what the flirting entailed were not discussed by her colleagues. However, based on these lunch discussions, [redacted] would now not want to be alone on an elevator with [redacted].

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

(U//~~FOUO~~) [redacted] was interviewed by the OIG on 27 September 2012. She said that she met [redacted] when she was first assigned to [redacted] in [redacted]. At the time, [redacted] and [redacted] were the contract's Government program managers (PMs). Within approximately four days of meeting [redacted], [redacted] became involved in a consensual romantic relationship with him. Initially, when he asked about her marital status and children, [redacted] thought that he was concerned about whether her status as a single parent would adversely impact her work schedule. However, "it quickly turned into more."

(b) (6)

(U//~~FOUO~~) According to [redacted] she and [redacted] flirted verbally and in emails and engaged in kissing (after [redacted] walked her to her car after work). However, they did not engage in sexual relations. At the time, [redacted] and [redacted] so she did not think there was anything wrong with their relationship. [redacted] enjoyed the attention and was not seeking a serious relationship.

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(U//~~FOUO~~) relationship with changed when she learned that

(b) (6)

Sometime in July 2009, an came to visit while he was out of the office and left a note on his desk, which read. Although she no longer recalled its details, the note made clear that the female, who was not wife, confronted and learned that broke off their casual romantic relationship and from July 2009 to July 2010 she and maintained a friendly working relationship.

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

(U//~~FOUO~~) In July 2010, was and vulnerable. She believed to be acting as a friend trying to console her when he asked whether she wanted to leave work and take a drive. They drove around in his car and then went walking in a park. and and they did not speak of it again. Instead, they resumed their professional relationship. with She had been and he took advantage of her vulnerable state ("He totally pounced and took advantage of the opportunity.").

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

(U//~~FOUO~~) said that in hired her as a civilian (was not involved in the process) and became her supervisor and rater. They maintained a purely professional relationship until July 2011, when in response to her work-related email regarding laptop accountability, emailed The request came "totally out of the blue" and found it so completely inappropriate that she purposely saved the email. She did not respond and never again brought up the matter.

(U//~~FOUO~~) stated that by the time of this email, she had grown wary of During a particular staff meeting (date unrecalled), concerns were expressed that some contractor personnel had been overstepping their bounds. At the time, did not comment. However, later on,

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[redacted] asked what she thought about the matter. When [redacted] told him that she thought he gave the contractors too much leeway, [redacted] "flipped." He yelled at her in the hallway, stating that he could not believe that she would say such a thing and that she had better not tell [redacted] or [redacted] would make her life a living hell and her performance would be downgraded. This so surprised and upset [redacted] that she asked [redacted] whether he was threatening her: "At that point, I didn't want anything to do with him." She had caller identification installed on her work phone so that she could avoid [redacted] calls, but did not tell anyone about the incident - in order to explain why she felt so threatened, she would also have to explain her history with [redacted] and did not want to do so.

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

(U//~~FOUO~~) According to [redacted] in spring 2011, [redacted] also lied to [redacted] about having passed on a particular direction to [redacted] During a staff meeting that [redacted] did not attend, [redacted] had told her subordinates [redacted] (b) (6)
[redacted] saw [redacted] and asked why, given that she had been informed not to do so by [redacted] who had been told to pass on her staff meeting direction. [redacted] protested, saying that she had not been told of [redacted] However, [redacted] who was also present, proceeded to lie, telling [redacted] that he had told [redacted] about the new policy. [redacted] then told [redacted] not to repeat the mistake and moved on to another topic.

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

(U//~~FOUO~~) The incident so upset [redacted] a former military member accustomed to following orders, that she went on leave for two days and almost quit. Upon her return to work, she spoke privately with and apologized to [redacted] repeating that if she had known of [redacted] direction, she would have followed it. [redacted] never discussed [redacted] incident with [redacted]

(U//~~FOUO~~) According to [redacted] was a bad manager in other more subtle ways. She provided as an example that during staff meetings, [redacted] would make degrading comments, such as "Do you really think you add value to our team?" while looking directly at [redacted] While he did not name names, it was obvious to [redacted] for whom such comments were meant.

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(U//~~FOUO~~) had a final blow up with in September 2011. At the time, she was alone working at a desk in the former offices of with her back to the office door when she was suddenly and unexpectedly hugged from behind. then had wrapped his arms around her. This so startled that she jumped up and turned to face him. However, she was now backed into the corner of the cubicle. When physically backed up he intentionally grabbed a chair and sat down in such a manner so as to block the cubicle's exit area and she felt trapped and unable to get past him.

(b) (6)

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

(U//~~FOUO~~) While the situation made her uncomfortable, did not feel physically threatened. Rather, she realized that really wanted to talk to her. He proceeded to talk about responded by yelling and screaming that had lied to her and she had moved on, regretted the incident, and had no interest in anything further to do with him. This seemed to upset who left the area crying. She received an email shortly thereafter in which he apologized and asked her forgiveness. Other than acknowledging each other while passing in the hall, they have had no subsequent contact.

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

(U//~~FOUO~~) In January 2012, found out that had pursued other females in the office. had told that had sent her an email telling her who would be receiving bonuses in Furthermore, although did not yet have the paperwork in hand, would be receiving a bonus. Sometime thereafter, who appeared furious at apologized and informed that the information provided by had been incorrect – would not be receiving a bonus. During their related conversation, told that after the meeting during which she had picked up the bonus documentation from he had walked her to her car and then tried to either hug or kiss her could not recall specifics).

(U//~~FOUO~~) According to revelation caused to reveal details regarding her own relationship with As a result, conducted an investigation to determine whether had behaved

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similarly towards other females in the organization and ultimately found out that he had. During subsequent group lunch discussions, all the office females shared their [redacted] stories. However, none of [redacted] colleagues specifically said that they had been sexually harassed by [redacted]

(U//~~FOUO~~) [redacted] said that previous to these lunch discussions, [redacted] had contemporaneously told her that [redacted] had asked "weird questions" that did not seem appropriate during [redacted] employment interview. [redacted] had telephoned [redacted] who was a close friend, immediately after the interview to find out how it went. Although she did not use the words "sexual harassment," [redacted] told [redacted] that she had found it odd that [redacted] had asked whether she was married, had kids, and was dating. In hindsight, the questions were similar to [redacted] own experience with [redacted] initial attempts to establish a relationship with her: "He's something."

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

(U//~~FOUO~~) [redacted] was interviewed by the OIG on 21 September 2012. [redacted] acknowledged that he had used Agency email accounts to send inappropriate emails and had continued to do so after 11 August 2011 when he became aware that he was under OIG investigation for misuse of Government communications systems. However, he denied sexually harassing females within [redacted]

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

(U//~~FOUO~~) According to [redacted] he sent two emails from [redacted] email account in order to teach [redacted] to lock her computer whenever she left her work area. On 10 August 2011, he used [redacted] account to send himself the email (SUBJECT: "fyi") in which it appeared that [redacted] had written that her heart "burns with desire" for him. [redacted] subsequently responded to the email from his account, writing that [redacted] was playing "hard to get," in order to jokingly demonstrate to her what could happen when she left her computer unlocked. Similarly, on 22 September 2011 upon again finding [redacted] computer unlocked, [redacted] sent another email (SUBJECT: "can't…") to himself from her account, in which it appeared that [redacted] was professing her physical desire for him. However, he subsequently "got busy" and forgot to send a

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response from his account so that [redacted] would know about the breach.

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

(U//~~FOUO~~) [redacted] said that he and [redacted] had a good relationship and joked and "flirted a lot" with each other: "I wasn't trying to get [redacted] to sleep with me. I was, here was somebody who was, who seemed to have an interest in me and I was enjoying it." He acknowledged that in a late September 2011 email exchange with [redacted] it had been inappropriate for him to joke about directing contractor personnel [redacted] as it was a race-based remark: "It would have been better if I had [redacted] stated that he was not a racist and did not intend to be offensive.

(b)(6)

(U//~~FOUO~~) [redacted] acknowledged that he had flirtatious relationships with various females at the Agency and sent them "harmless" and "completely joking" emails from his Government computer that included sexualized language and sexual innuendo that was inappropriate. For example, [redacted] acknowledged emailing with one woman regarding [redacted] email traffic with another woman: [redacted]

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

[redacted] also acknowledged exchanging "highly inappropriate" emails with [redacted] that included sexually suggestive innuendo. However, he said that his use of the term [redacted] and the phrase [redacted] in one particular email exchange with [redacted] were not inappropriate, as [redacted] was a "standard chat" term that he had defined only at [redacted] request.

(U//~~FOUO~~) [redacted] said that although he knew it was wrong to do so, he continued to send inappropriate emails even after being investigated for Government communication systems misuse. He discontinued his inappropriate use of chat, but continued to send inappropriate emails, as he did not believe such traffic was monitored. [redacted] and sending females sexually suggestive and otherwise inappropriate emails made him feel better: "[Authorized Agency personnel] don't track emails, so they'll never know." [redacted] acknowledged that it would "look really bad" for the Agency if such emails were known to the public.

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(U//~~FOUO~~) also acknowledged that his conduct as a supervisor has "not [been] up to NSA standards." However, he denied engaging in sexual harassment. stated that because of his previous time he occasionally uses "colorful language" that he should not as a civilian supervisor. Furthermore, while he did not specifically recall ever making statements or telling jokes during staff meetings that people might consider racist, sexist, or otherwise inappropriate, acknowledged that because he felt part of a tight-knit team in he might have occasionally said something "ignorant or foolish."

(U//~~FOUO~~) According to he was a "comforting kind of person" with a reputation for giving good back and shoulder massages to colleagues. However, he stopped such activity after learning of the current OIG investigation. When asked whether providing such back massages, even if they were consensual, was appropriate behavior for an NSA manager in which to engage in the workplace, responded that it evidently was not, as "somebody has taken this wrong."

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

(U//~~FOUO~~) said that he was blindsided by the allegations of harassment. He thought of as a daughter and was unaware of any problems in their relationship. said that he did not recall ever approaching in the rubbing her back, and discussing her desire to be switched to another contract or asking her whether she felt comfortable around him. He stated that he could very well have touched her on the back at some point, as that would "not be out of the ordinary" for him with anyone, given his outgoing personality: "I will go on record as saying it is very possible every last person in that office I rubbed their back or shoulders."

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

(b) (6)

(U//~~FOUO~~) According to while he did not recall specifically having done so, he could also have rubbed back and/or called her during a joking conversation ("I'm not known for having the tightest mouth."). While acknowledged that his use of such a nickname for a subcontractor working in the office on a contract for which he was both a Contracting Officer's Representative (COR) and the Government PM would have been inappropriate, he and had a joking

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relationship. [redacted] never expressed any feelings of discomfort and never told [redacted] that any of his behavior was inappropriate. Furthermore, [redacted] would have expected her to have done so if she felt that he had crossed any line, as she was not "a shrinking violet kind of person."

(U//~~FOUO~~) In regard to his relationship with [redacted] said that they maintain an ongoing professional relationship in which she asks him for advice and information. [redacted] acknowledged that on more than one occasion he stopped by [redacted] offices while dressed in gym clothes to visit [redacted] He explained that the Agency's SHAPE Center gym was [redacted] so he would drop into the office after working out to say "Hi." [redacted] did not consider this to be inappropriate and to his knowledge no one had ever expressed discomfort with the practice.

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

(U//~~FOUO~~) [redacted] said that he interviewed [redacted] for a civilian position within [redacted] He did not recall whether [redacted] was also present. He had heard about [redacted] from her friend, [redacted] did not specifically recall asking about [redacted] marital or parental status during the interview. However, he said that it was possible that he had done so, as such questions were inappropriate:

> (U//~~FOUO~~) That's sort of something that you could ask anybody by way of getting to know them. I mean, when I interview I interview for the skills and also the person, because if the person is not a fit for you, you know, you will know that by talking to them....

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

(U//~~FOUO~~) According to [redacted] it was inappropriate for him to have sent his subordinate, [redacted] the 29 June 2011 email in which he said that he would be [redacted] However, at the time he was simply making a joke and not thinking about its appropriateness. [redacted] denied that the interview questions and email exchange were attempts to gauge [redacted] availability for and interest in a sexual relationship. Furthermore, he had thought that he was on "really good terms" with all his subordinates, including [redacted] It was because of their good relationship that

(b) (6)

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[redacted] did not think it inappropriate to ask whether [redacted] would be willing to [redacted]

(U//~~FOUO~~) [redacted] said that [redacted] and [redacted] never told him that they were made uncomfortable or felt sexually harassed by him. The only female in [redacted] who did was [redacted] and it was after he had left the organization. According to [redacted] sometime in the fall of 2011, he came up behind [redacted] and gave her a hug. She told him that the hug made her uncomfortable and to stop. [redacted] did so and has made no subsequent attempts to hug [redacted] He denied ever asking her to kiss him.

(b) (6)

(U//~~FOUO~~) [redacted] acknowledged that "at some point" he [redacted] with [redacted] However, he could not recall the exact timeframe or whether she was a contractor or civilian at the time. [redacted] also acknowledged sending [redacted] the [redacted] as a joke in July 2011, when she was his civilian subordinate. He denied that [redacted] would have found the email harassing or offensive: "I think she would have thought it was funny." [redacted] denied having sexually harassed [redacted]

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

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

(U) Analysis and Conclusions

(U//~~FOUO~~) In 2011, previous to the most recent allegations, the OIG had investigated [redacted] for misuse of Government communications systems (in the form of sexually explicit chat messages). He was informed of that allegation on 11 August 2011. On that same date, the OIG specifically informed [redacted] that use of such systems for purposes that would reflect adversely on the Agency was prohibited and [redacted] confirmed his understanding of relevant standards. The allegations were subsequently substantiated and he was disciplined.

(U//~~FOUO~~) Despite this history, [redacted] acknowledged that subsequent to 11 August 2011 he continued to misuse Government communications systems by sending inappropriate emails using his Agency OUTLOOK email account. These emails included sexually suggestive conversations with [redacted] an inappropriate comment about [redacted]

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in an email to [redacted] and several sexually suggestive or otherwise inappropriate email conversations with other females.

(b) (6)

(U//~~FOUO~~) While [redacted] also acknowledged using the term [redacted] during a 19 January 2012 email exchange with [redacted] he denied that the term could be considered offensive given its common usage in chat. We did not find this denial credible. Given [redacted] initial refusal to explain the acronym [redacted] to [redacted] early in their email exchange ("I can't repeat it."), we find it reasonable that he was well aware that such a term could be offensive and denigrating, particularly when used in a Government communication.

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

(U//~~FOUO~~) [redacted] also acknowledged having misused [redacted] Agency email account to send himself sexually suggestive and inappropriate emails, one of which was sent subsequent to 11 August 2011. While [redacted] asserted that he sent the two emails in order to teach [redacted] to lock her computer, we did not find his assertion credible. While [redacted] knew about the first email due to the response sent to her by [redacted] she testified that she had no knowledge of the second one. Further, we found no evidence that [redacted] ever responded to it from his account or otherwise notified [redacted] of the matter. Further, by the time he sent the second inappropriate email from [redacted] account on 22 September 2011, [redacted] had been disciplined for communication system misuse and was on notice that any such action on his part would be inappropriate.

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

(U//~~FOUO~~) We found [redacted] continued and knowing misuse of communications systems to be egregious. Subsequent to being disciplined, he did not cease his misconduct. Rather, [redacted] simply stopped misusing chat and relied solely on email to engage in inappropriate written exchanges with females, because he believed it was not monitored and he would not be caught. Furthermore, he warned women with whom he corresponded to avoid chat because it was monitored. Given his past OIG investigation, as well as his two positions as a supervisor and Agency leader during the misuse, that [redacted] would go so far as to continue to misuse [redacted] Agency email account to send himself a sexually suggestive and inappropriate email is particularly concerning. [redacted] behavior calls into question his judgment and reliability and therefore his ability to effectively function as an Agency leader.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that [redacted] misused Government communication systems by sending sexually suggestive and otherwise

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inappropriate emails, in violation of the JER, Chapter 2, Section 2-301a.

(U//~~FOUO~~) None of the four alleged victims in this case testified to feeling sexually harassed by [redacted] declined to be interviewed, but denied that harassment took place. [redacted] denied being sexually harassed or otherwise made to feel uncomfortable by [redacted] Further, while [redacted] considered [redacted] to have behaved inappropriately as a supervisor towards her, she stated that the misconduct did not adversely impact her ability to perform her work or otherwise create a hostile work environment for her. Finally, [redacted] described [redacted] behavior as generally inappropriate and unprofessional, but not sexually inappropriate.

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(b)(6)

(U//~~FOUO~~) [redacted] claimed that in hindsight she felt sexually harassed by [redacted] However, she testified that it was only after he left [redacted] that [redacted] engaged in conduct that made her uncomfortable. On these particular occasions, [redacted] had unexpectedly tried to hug [redacted] from behind. He immediately discontinued the behavior once told of [redacted] discomfort. Further, [redacted] had not felt so aggrieved as to contemporaneously report [redacted] hugs as misconduct. Finally, while [redacted] was her deputy, [redacted] found his various attempts at flirtation amusing and allowed them to continue. At the time, she was in a position of authority over [redacted] and could have directed that he stop the inappropriate flirtation with her, as well as the massaging of individuals' backs and shoulders, and misuse of her Agency OUTLOOK account.

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(U//~~FOUO~~) The PMM's definition of sexual harassment includes sexual advances made in the workplace, as well as repeated offensive or unwelcome comments, questions, or gestures of a sexual nature that interfere with work performance or create a hostile, offensive or intimidating work environment. Based on the evidence, [redacted] misconduct did not rise to the level of sexual harassment. His comments and questions of a sexual nature were not so repeated or offensive that they interfered with the work performance of witnesses. Further, testimony revealed that he discontinued any sexually inappropriate or otherwise offensive behavior when either told to stop or when witnesses were unresponsive.

(U//~~FOUO~~) However, while [redacted] behavior toward female civilians and contractors within [redacted] did not constitute sexual harassment, it was inappropriate for an Agency supervisor and leader. The principle reasons follow.

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

- [redacted] testified that she found it awkward that [redacted] asked about her marital and parental status during her employment interview. Her testimony was corroborated by that of [redacted] who had contemporaneously discussed the interview with [redacted] Furthermore, [redacted] testified that although he did not specifically recall asking such questions, he might well have done so in order to see whether [redacted] would be a good "fit" for the organization.
- [redacted] acknowledged that while serving as her direct supervisor, he sent [redacted] emails in which he asked [redacted] We found it reasonable that [redacted] was made "a little uncomfortable" by these emails. [redacted] conduct could potentially have affected her work performance or otherwise impacted the work environment within [redacted]
- [redacted] corroborated [redacted] testimony that [redacted] Although [redacted] said that he did not recall the date, [redacted] placed it as [redacted] – the first date she returned to work as a subcontractor in [redacted] following [redacted] We found her testimony regarding the date and [redacted] credible given the emotional event that had just occurred. At the time, [redacted] was a Government PM for the project on which [redacted] was assigned.
- [redacted] also acknowledged that while serving as her direct supervisor, he sent [redacted] at the time a civilian employee, an email in which he [redacted] Despite [redacted] speculation that [redacted] had found the email amusing, we found reasonable [redacted] testimony that she instead found it inappropriate.

(b) (6)

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

- [redacted] testified that [redacted] was flirtatious and made sexist and inappropriate comments in staff meetings. Similarly, [redacted] testified that he was flirtatious and made degrading comments during staff meetings. In an email, [redacted] told ER that most of the females had found it offensive when [redacted] called her [redacted] during a luncheon. [redacted] and [redacted] all described [redacted] as flirtatious.

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(b) (6)

- In emails, [redacted] made an offensive and denigrating remark and used an offensive phrase related [redacted] respectively. During his testimony, [redacted] also acknowledged that his behavior as a supervisor had "not [been] up to NSA standards." While he did not specifically recall making comments during staff meetings that others might consider racist, sexist, or otherwise inappropriate, [redacted] acknowledged that he might have said something "ignorant or foolish" given [redacted] and sense of comfort with his colleagues.

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

(U//~~FOUO~~) Given [redacted] testimony, emails, and the testimony of the other witnesses, we find it credible that [redacted] occasionally made comments that female subordinates found sexist or otherwise offensive. Furthermore, his interview questions related to a female's marital and parental status were not only inappropriate, they could also have left the Agency vulnerable to a finding of discrimination had the female not been hired and then filed a complaint. That a [redacted] such as [redacted] would not view such questions as inappropriate stretches credulity and calls his judgment and reliability into question.

(U//~~FOUO~~) Finally, [redacted] acknowledged behavior in both [redacted] with a contractor employee in his office and sending two subordinates romantically or sexually inappropriate emails was particularly concerning. A Government PM must maintain his or her professionalism and objectivity – even the appearance of partiality can reflect adversely on the Agency. A Government supervisor, by virtue of his or her position of authority, must also avoid any appearance of preferential treatment, sexual harassment, or misuse of position. That [redacted] with a contractor and considered the inappropriate emails to his civilian subordinates to be jokes again calls his judgment and reliability into question.

(U//~~FOUO~~) [redacted] behavior towards females within [redacted] was inappropriate and offensive. NSA employees are expected to always conduct themselves in a manner that reflects favorably on the Agency. When a leader who is expected to model appropriate behavior to others conducts himself in a manner that reflects adversely on the Agency and could adversely impact the work environment, it is particularly egregious.

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

(U//~~FOUO~~) The preponderance of the evidence does not support the conclusion that [redacted] sexually harassed women in [redacted]

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Doc ID: 6608182

by making repeated offensive or unwelcome comments, advances, remarks, touching, or questions of a sexual nature, thereby creating a hostile work environment for them, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(B.). However, it does support the conclusion that [redacted] used words that denigrate individuals, used offensive language, and engaged in other conduct that could affect his subordinates' work performance or otherwise impact the work environment, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(A.).

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

Release: 2018-03
NSA: 02252

Doc ID: 6608182

IV. (U) RESPONSE TO TENTATIVE CONCLUSIONS

(U//~~FOUO~~) On 20 December 2012, the OIG sent [redacted] the tentative conclusions reached in the investigation by registered mail to the forwarding address he had provided to the Agency upon his resignation. The letter was actually dispatched on 26 December 2012. [redacted] was provided the investigator's contact information (including telephone number and email address) and asked to provide any comments by close of business, 04 January 2013. As of 10 January 2013, the OIG had received no response from [redacted] therefore, the OIG conclusions became final.

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

Release: 2018-03
NSA: 02253

Doc ID: 6608182

VI. (U) CONCLUSIONS

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

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that [redacted] misused Government communications systems by sending sexually suggestive and otherwise inappropriate emails, in violation of the JER, Chapter 2, Section 2-301a. The preponderance of the evidence does not support the conclusion that [redacted] sexually harassed women in [redacted] by making repeated offensive or unwelcome comments, advances, remarks, touching, or questions of a sexual nature, thereby creating a hostile work environment for them, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(B.). However, it does support the conclusion that [redacted] used words that denigrate individuals, used offensive language, and engaged in other conduct that could affect his subordinates' work performance or otherwise impact the work environment, in violation of the NSA/CSS PMM, Chapter 366, Section 2-1(A.).

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

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NSA: 02254

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VII. (U) DISTRIBUTION OF RESULTS

(U//~~FOUO~~) A copy of this report of investigation will be provided to the ADS&CI and ER for information.

[redacted]
Senior Investigator

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

Concurred by:

[redacted]
Assistant Inspector General
for Investigations

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NSA: 02255

APPENDIX A

(U) [redacted] Email to Employee Relations, Dated 01 February 2012

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

Release: 2018-03
NSA: 02256

[redacted]

From: [redacted]
Sent: Monday, February 27, 2012 10:04 AM
To: [redacted]
Cc:
Subject: FW: (U) Reporting to EEOD
Signed By: [redacted]

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

[redacted]
Employee Relations
[redacted]
968-5378 (s[redacted]
[redacted]

Please consider using my DropBox for large files: [redacted]

From: [redacted]
Sent: Thursday, February 02, 2012 6:29 AM
To: [redacted] (b)(3) - P.L. 86-36
Subject: (U) Reporting to EEOD

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

[redacted]

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

[redacted]

Thank you for this information. Besides the sexual harassment, [redacted] mismanaged our employees by telling them many untrue statements to make them fearful of their management. Can this same link and phone number be used by the women and men subjected to this behavior as a reporting tool?

[redacted]

From: [redacted]
Sent: Wednesday, February 01, 2012 4:10 PM
To: [redacted]
Cc:
Subject: RE: (U) Highlights from Our Meeting - Jan 31st

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

Hi [redacted]

Release: 2018-03
NSA: 02257

I spoke to both the IG and Security today regarding your concerns with [redacted] The IG suggested that all of the women involved should file a formal complaint with EEOD. They can use the following link: [redacted] or call this number: 963-7677

I recommend that you provide this guidance to the women involved instead of having the meeting you scheduled on 8 Feb. It would be best to let the officials investigate this issue. Once a complaint is filed, they will investigate further. I believe that both Security and OIG will probably be investigating for different reasons. I will keep you informed as I get information and ask you to do the same. I'll be talking to you soon. Thanks!

[redacted]

Employee Relations

[redacted]

968-5378 (s) [redacted]

[redacted]

Please consider using my DropBox for large files:

[redacted]

From: [redacted]
Sent: Wednesday, February 01, 2012 11:22 AM
To: [redacted]
Cc: [redacted]
Subject: FW: (U) Highlights from Our Meeting - Jan 31st

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

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

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

Let me first start off by saying, I have always believed the Agency hires individuals based on their honesty and integrity. With the screening process the Agency puts in place you would like to assume that pathological social deviants are weeded out during the hiring process. Consequently, when a person's actions come into question, your first thought would be to assume "noble intent". Unfortunately, the downside of assuming noble intent is it takes longer to recognize misconduct. Having said that I know I dumped a lot of information on you yesterday, so to help clear my head and possibly help you with the facts, I have written down some of the highlights I shared with you yesterday.

(Contractor) [redacted], reported feeling uncomfortable to her Company [redacted], over a year ago. Apparently, [redacted] rubbed her back in front of [redacted] and [redacted] (both [redacted] contractors). [redacted] requested to be removed from the [redacted] contract. She didn't want to lodge a formal complaint. She just wanted to be moved. [redacted] consulted the [redacted] and [redacted] spoke to [redacted] about [redacted] [redacted] then went to [redacted] to ask if he made her feel uncomfortable.

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NSA: 02258

This set the stage for the rest of the women in the office to not take any official action. This is also why, under the advisement of her parents, she tried to walk with a fellow co-worker whenever possible. [redacted] was never moved, and I was never notified of the incident, until a couple of weeks ago. My first conversation with [redacted] about the incident took place on Friday Jan 27th.

(New Employee) [redacted] reported having her shoulders rubbed by [redacted] a couple of times very early in her Agency career. She said he stopped once the younger girls moved into the office. Plus, she picked a desk that didn't allow for somebody to sneak up from behind. She also reporting volunteering for a job that took her out of the office a good majority of the time to get away from him. She was also told that she needed to become friends with me if she ever wanted to get anywhere in this Agency. I spoke with [redacted] about this for the first time on Friday Jan 27th. [redacted] doesn't want to come forward.

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(New Employee) [redacted] was never harassed. [redacted] believes this is because she told him under no uncertain terms what she would if he ever touched her. [redacted] did consult with [redacted] and [redacted] on numerous occasions about his actions. Also, [redacted] in her exit interview with [redacted] on [redacted] told him of [redacted] actions. I learned of [redacted] knowledge on Jan 20th, and told my management on Jan 26th. [redacted] is willing to share all of her knowledge.

(b)(6)

(New Employee) [redacted] was told to get on my good side all she needed to do was to talk [redacted] because all I was really looking for was a new best friend. [redacted] was also told to never talk to me about any issue because I would make her life a living hell. [redacted] also told me that [redacted] was getting a bonus this year. I told [redacted] she was getting a bonus, when in fact she wasn't. This is really what started this whole impossible situation. I mentioned to my management how awkward it was to have to tell [redacted] that she wasn't receiving a bonus after all. [redacted] and [redacted] wanted to know how [redacted] took the news (this was Jan 6th). I told them "in stride" because he had lied to her before. In April of last year I requested [redacted] talk to [redacted] about the way she was dressing for work. [redacted] reported that he had spoken to [redacted] but he hadn't. A couple of weeks later, [redacted] and I went to talk to [redacted] and her attire hadn't changed. Turns out, [redacted] never told [redacted] but he wouldn't admit it.

[redacted] then rightfully wanted to know why I was handing out the bonuses in the right place, because [redacted] was their rater. I explained that when their performance appraisals were due, collectively they all requested I be in the room to hear what was said. At the time, I thought it was because they knew he was leaving and I was staying (this was late July or very Early August). Turns out, after he left and they began to see me for me, they starting telling me how they didn't trust him. Consequently, when [redacted] sent me an email about the bonuses, I said I would handle it. Not being their rater, I didn't have access to their sheets, so I ask for a list of individuals receiving them. [redacted] name was on the list.

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(b)(6)

Release: 2018-03
NSA: 02259

(New Employee) was privy to all the conversations taking place around the lunch table about the sexual harassment as well as the double talk concerning work issues. too was told not to talk to me about any issue because I would make his life a living hell. Again, I had no knowledge of this.

(b) (6)

(New Employee) to my knowledge received one email that I would consider sexual harassment. also stated that when he interviewed her for the job he asked inappropriate questions about her marital status etc (Nov 2011). I wasn't able to interview because I needed to that afternoon. I learned of his inappropriate questions on Jan 31st, 2012 also requested for his going-away gathering. felt like she needed to because he was her boss.

(Contractor) – stopped coming to the mandatory weekly meetings because she felt uncomfortable around Apparently, on several occasions he referred to her as . I never heard him say this, but I believe and did. also received around 10 emails containing inappropriate verbiage. Not, sure what these emails say because they couldn't be opened.

expressed her concerns to the contractor lead, but this information was never shared with me until Friday Jan 27, by was removed from the contract in December of last year, for other reasons. didn't press the issue because she knew complain wasn't dealt with.

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(Contractor) – knew and has known of his reputation for some time. His words "I see it caught up to him."

(Contractor now Civilian) – my new Deputy, was aware of reputation because they both worked for before became a Civilian.

(Contractor) – believes she was taken off the contract for her knowledge of activities. This wasn't true, she was removed because I was running low on funding and she was the last hired. Nevertheless, she probably has useful information.

Of course there is all my information and emails supporting my statements. All this information was first shared with my supervisors on July 26th. The assumption of "noble intent", and the fact that told me didn't like me, kept me from coming forward earlier. Please remember, the women subjected to his actions aren't 100% comfortable coming forward. Anything you can do to mitigate him being able to contact them will certainly ease their fears.

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(b)(6)

Release: 2018-03
NSA: 02260

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

Release: 2018-03
NSA: 02261

Doc ID: 6608182

APPENDIX B

(U) Relevant Emails Between [redacted] and Various NSA Affiliates

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

Release: 2018-03
NSA: 02262

From: [redacted]
Sent: Tuesday, December 06, 2011 6:43 AM
To: [redacted]
Subject: RE: (U) good morning

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

No, you didn't tell me. While that is not something I would be interested in, the thought of you [redacted] would make me laugh.

So, maybe Friday we can get together?

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Monday, December 05, 2011 9:49 AM
To: [redacted]
Subject: RE: (U) good morning

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

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

Didn't I tell you? [redacted]
It's nice stuff, reasonably priced.

(U//~~FOUO~~)

[redacted]

966-1073; [redacted]

From [redacted]
Sent: Monday, December 05, 2011 9:06 AM
To: [redacted]
Subject: RE: (U) good morning

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

What is a [redacted]

(b) (6)

(U//~~FOUO~~)

[redacted]

Release: 2018-03
NSA: 02263

From:
Sent: Monday, December 05, 2011 9:04 AM
To:
Subject: RE: (U) good morning

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

(b) (6)

LOL

(U//~~FOUO~~)

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

966-1073;

From:
Sent: Monday, December 05, 2011 8:59 AM
To:
Subject: RE: (U) good morning

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

(U//~~FOUO~~)

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

From:
Sent: Monday, December 05, 2011 8:57 AM
To:
Subject: RE: (U) good morning

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

(U//~~FOUO~~)

966-1073;

Release: 2018-03
NSA: 02264

From:
Sent: Monday, December 05, 2011 8:57 AM
To:
Subject: RE: (U) good morning

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

(U//~~FOUO~~)

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

From:
Sent: Monday, December 05, 2011 8:50 AM
To:
Subject: RE: (U) good morning

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

(b)(6)

(U//~~FOUO~~)

966-1073;

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

From:
Sent: Monday, December 05, 2011 8:48 AM
To:
Subject: RE: (U) good morning

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

(U//~~FOUO~~)

Release: 2018-03
NSA: 02265

From:
Sent: Monday, December 05, 2011 8:45 AM
To:
Subject: RE: (U) good morning

(b) (6)

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

(U//~~FOUO~~)

966-1073;

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

From:
Sent: Monday, December 05, 2011 8:42 AM
To:
Subject: RE: (U) good morning

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

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

(U//~~FOUO~~)

From:
Sent: Monday, December 05, 2011 8:37 AM
To
Subject: RE: (U) good morning

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

Release: 2018-03
NSA: 02266

(U//~~FOUO~~)

[redacted]

966-1073; [redacted]

From: [redacted]
Sent: Monday, December 05, 2011 8:35 AM
To: [redacted]
Subject: RE: (U) good morning

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

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From [redacted]
Sent: Monday, December 05, 2011 8:34 AM
To: [redacted]
Subject: (U) good morning

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

966-1073; [redacted]

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

Release: 2018-03
NSA: 02267

From: [redacted]
Sent: Tuesday, November 15, 2011 10:14 AM
To: [redacted]
Subject: RE: (U//~~FOUO~~) hello

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

[redacted]

(b)(6)

(U//~~FOUO~~)

[redacted]

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

-----Original Message-----
From: [redacted]
Sent: Tuesday, November 15, 2011 10:12 AM
To: [redacted]
Subject: Re: (U//~~FOUO~~) hello

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

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

[redacted]

[redacted]

966-6732 (s) [redacted]

On 11/15/11 10:10, [redacted] wrote:
> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted]

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

Release: 2018-03
NSA: 02268

> -----Original Message-----
> From:
> Sent: Tuesday, November 15, 2011 10:09 AM
> To:
> Subject: Re: (U//~~FOUO~~) hello
>
> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>
>
>
>
>
> 966-6732 (s)
>
> On 11/15/11 10:08, wrote:
>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>
>>
>>
>>
>>
>> (U//~~FOUO~~)
>>
>>
>>
>>
>>
>>
>> -----Original Message-----
>> From:
>> Sent: Tuesday, November 15, 2011 10:06 AM
>> To:
>> Subject: Re: (U//~~FOUO~~) hello
>>
>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>
>>
>>
>>
>>
>>
>>
>>
>> 966-6732 (s)
>>
>> On 11/15/11 10:05, wrote:
>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>
>>>

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

(b)(6)

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

Release: 2018-03
NSA: 02269

>>>
>>>
>>>
>>> (U//~~FOUO~~)
>>>
>>>
>>>
>>>
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>>>
>>> -----Original Message-----
>>> From:
>>> Sent: Tuesday, November 15, 2011 10:05 AM
>>> To:
>>> Subject: Re: (U//~~FOUO~~) hello
>>>
>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>
>>>
>>>
>>>
>>>
>>>
>>>
>>>
>>> 966-6732 (s)
>>>
>>> On 11/15/11 10:03, wrote:
>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>
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>>>
>>>> (U//~~FOUO~~)
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>>>>
>>>> -----Original Message-----
>>>> From:
>>>> Sent: Tuesday, November 15, 2011 10:03 AM
>>>> To:
>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>
>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>
>>>>
>>>>
>>>>
>>>>
>>>> 966-6732 (s)

(b)(6)

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

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

Release: 2018-03
NSA: 02270

>>>>
>>>> On 11/15/11 10:02, [redacted]
>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>
>>>>
>>>>
>>>>> (U//~~FOUO~~)
>>>>>
>>>>>
>>>>>
>>>>>
>>>>>
>>>>>
>>>>> -----Original Message-----
>>>>> From:
>>>>>
>>>>> Sent: Tuesday, November 15, 2011 10:02 AM
>>>>> To:
>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>
>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>
>>>>>
>>>>>
>>>>>
>>>>>
>>>>>
>>>>> 966-6732 (s)
>>>>>
>>>>> On 11/15/11 10:00, wrote:
>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>
>>>>>>
>>>>>>
>>>>>> (U//~~FOUO~~)
>>>>>>
>>>>>>
>>>>>>
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>>>>>>
>>>>>> -----Original Message-----
>>>>>> From:
>>>>>>
>>>>>> Sent: Tuesday, November 15, 2011 9:59 AM
>>>>>> To:
>>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>>
>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
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(b)(3) - P.L. 86-36
(b)(6)

(b)(6)

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

Release: 2018-03
NSA: 02271

>>>>>> [redacted]
>>>>>> [redacted]
>>>>>> 966-6732 (s) [redacted]
>>>>>>
>>>>>> On 11/15/11 09:57, [redacted] wrote:
>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>
[redacted]
>>>>>>>
>>>>>>> (U//~~FOUO~~)
>>>>>>> [redacted]
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>> -----Original Message-----
>>>>>>> From: [redacted]
>>>>>>> [redacted]
>>>>>>> Sent: Tuesday, November 15, 2011 9:55 AM
>>>>>>> To: [redacted]
>>>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>>>
>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>
[redacted]
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>> [redacted]
>>>>>>>
>>>>>>>
>>>>>>>
>>>>>>> 966-6732 (s) [redacted]
>>>>>>>
>>>>>>> On 11/15/11 09:53, [redacted] wrote:
>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>
[redacted]
>>>>>>>>
>>>>>>>> (U//~~FOUO~~)
>>>>>>>> [redacted]
>>>>>>>>
>>>>>>>>
>>>>>>>>
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>>>>>>>>
>>>>>>>> -----Original Message-----
>>>>>>>> From: [redacted]
>>>>>>>> [redacted]
>>>>>>>> Sent: Tuesday, November 15, 2011 9:52 AM
>>>>>>>> To: [redacted]
>>>>>>>> Subject: Re: (U//~~FOUO~~) hello

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

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

(b)(6)

Release: 2018-03
NSA: 02272

>>>>>>>>
>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
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>>>>>>>>
>>>>>>>> 966-6732 (s)
>>>>>>>>
>>>>>>>> On 11/15/11 09:48, wrote:
>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>

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

>>>>>>>>>
>>>>>>>>> (U//~~FOUO~~)
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>>>>>>>>>
>>>>>>>>> -----Original Message-----
>>>>>>>>> From:
>>>>>>>>>
>>>>>>>>> Sent: Tuesday, November 15, 2011 9:47 AM
>>>>>>>>> To:
>>>>>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>>>>>
>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>
>>>>>>>>>
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>>>>>>>>>
>>>>>>>>> 966-6732 (s)
>>>>>>>>>
>>>>>>>>> On 11/15/11 09:45, wrote:
>>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>>

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

(b)(6)

>>>>>>>>>>>
>>>>>>>>>>> (U//~~FOUO~~)

Release: 2018-03
NSA: 02273

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>>>>>>>>>>
>>>>>>>>>> -----Original Message-----
>>>>>>>>>> From:
>>>>>>>>>>
>>>>>>>>>> Sent: Tuesday, November 15, 2011 9:45 AM
>>>>>>>>>> To:
>>>>>>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>>>>>>
>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>
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>>>>>>>>>>
>>>>>>>>>> 966-6732 (s)

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

>>>>>>>>>>
>>>>>>>>>> On 11/15/11 09:42, wrote:
>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>

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

>>>>>>>>>> -----Original Message-----
>>>>>>>>>> From:
>>>>>>>>>>
>>>>>>>>>> Sent: Tuesday, November 15, 2011 9:19 AM
>>>>>>>>>> To:
>>>>>>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>>>>>>
>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>
>>>>>>>>>> LOL....We are reorging..
>>>>>>>>>> We shall see what happens.
>>>>>>>>>>
>>>>>>>>>>
>>>>>>>>>>
>>>>>>>>>>

(b)(6)

Release: 2018-03
NSA: 02274

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>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>> 966-6732 (s)
>>>>>>>>>>>
>>>>>>>>>>> On 11/15/11 09:11,
>>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>>
>>>>>>>>>>> Hmmm... no it was not I have no beans to spill!
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>> (U//~~FOUO~~)
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>> -----Original Message-----
>>>>>>>>>>> From:
>>>>>>>>>>>
>>>>>>>>>>> Sent: Tuesday, November 15, 2011 9:10 AM
>>>>>>>>>>> To:
>>>>>>>>>>> Subject: Re: (U//~~FOUO~~) hello
>>>>>>>>>>>
>>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>>
>>>>>>>>>>> Reorg....that is news to me. But you would know more about it than I do.
>>>>>>>>>>> Now you have to spill the beans!
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>>
>>>>>>>>>>> 966-6732 (s)
>>>>>>>>>>>
>>>>>>>>>>> On 11/15/11 09:08, wrote:
>>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>>
>>>>>>>>>>> Oh, I'm still alive. How about you? Did I hear that you folks are going to reorg?
>>>>>>>>>>>
>>>>>>>>>>>

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

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

(b)(6)

Release: 2018-03
NSA: 02275

>>>>>>>>>>>>>
>>>>>>>>>>>>> (U//~~FOUO~~)
>>>>>>>>>>>>>
>>>>>>>>>>>>>
>>>>>>>>>>>>>
>>>>>>>>>>>>>
>>>>>>>>>>>>>
>>>>>>>>>>>>>
>>>>>>>>>>>>> -----Original Message-----
>>>>>>>>>>>>> From:
>>>>>>>>>>>>>
>>>>>>>>>>>>> Sent: Tuesday, November 15, 2011 8:23 AM
>>>>>>>>>>>>> To:
>>>>>>>>>>>>> Subject: (U//~~FOUO~~) hello
>>>>>>>>>>>>>
>>>>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>>>>>>>>>>>>>
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>>>>>>>>>>>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
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>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
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>>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
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>> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
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> Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~
>

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

Release: 2018-03
NSA: 02277

From: [redacted]
Sent: Monday, December 05, 2011 9:42 AM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

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

[redacted]

[redacted]

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

[redacted]

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

(b) (6)

992-4028s

[redacted]

[redacted]

From: [redacted]
Sent: Monday, December 05, 2011 7:44 AM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

Release: 2018-03
NSA: 02278

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

(U//~~FOUO~~)

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

(b)(6)

From:
Sent: Friday, December 02, 2011 10:27 AM
To:
Subject: RE: (U) You are awfully quiet over there...

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

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

Release: 2018-03
NSA: 02279

[redacted]

[redacted]

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

[redacted]

992-4028s

[redacted]

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

[redacted]

(b) (6)

From: [redacted]
Sent: Friday, December 02, 2011 7:10 AM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From [redacted]
Sent: Thursday, December 01, 2011 10:27 AM

Release: 2018-03
NSA: 02280

To: [redacted]

Subject: RE: (U) You are awfully quiet over there...

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

(b)(6)

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

[redacted]

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

Release: 2018-03
NSA: 02281

[redacted]

[redacted]

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

[redacted]

992-4028s

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

[redacted]

From: [redacted]
Sent: Thursday, December 01, 2011 9:25 AM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

[redacted]

(U//~~FOUO~~)

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

(b)(6)

From: [redacted]

Release: 2018-03
NSA: 02282

Sent: Tuesday, November 29, 2011 4:07 PM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

(b)(6)

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

[redacted]

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

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

[redacted]

Release: 2018-03
NSA: 02283

[redacted]

992-4028s

[redacted]

[redacted]

From: [redacted]
Sent: Tuesday, November 29, 2011 3:07 PM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, November 29, 2011 12:59 PM

Release: 2018-03
NSA: 02284

To: [redacted]

Subject: RE: (U) You are awfully quiet over there...

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

(b)(6)

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

[redacted]

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

[redacted]

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

992-4028s

[redacted]

Release: 2018-03
NSA: 02285

[redacted]

From: [redacted]
Sent: Tuesday, November 29, 2011 9:55 AM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, November 29, 2011 9:23 AM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

[redacted]

Release: 2018-03
NSA: 02286

(b) (6)

(U/~~FOUO~~)

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

992-4028s

Release: 2018-03
NSA: 02287

From: [redacted]
Sent: Monday, November 28, 2011 2:18 PM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

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

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

[redacted]

(U//~~FOUO~~)

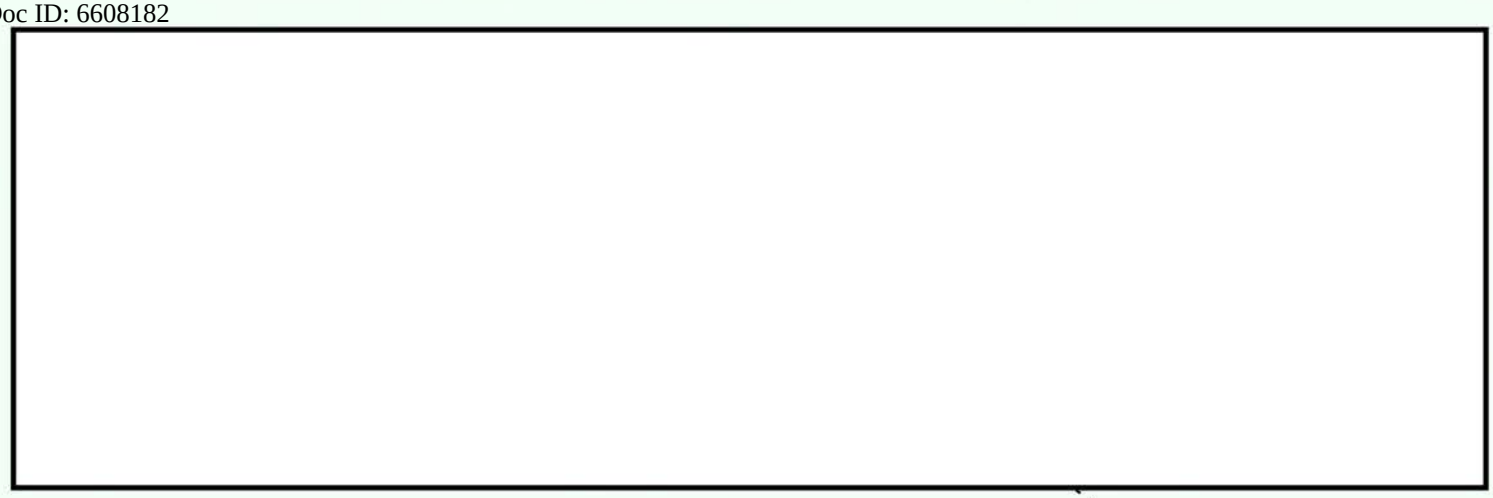
[redacted]

(b)(6)

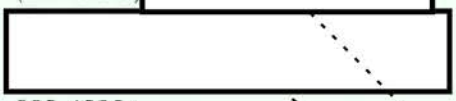
From: [redacted]
Sent: Monday, November 28, 2011 2:01 PM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

[redacted]

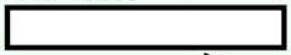


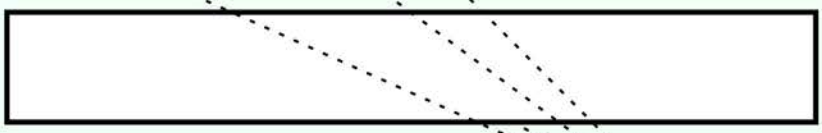
(U//FOUO)



(b) (6)

992-4028s

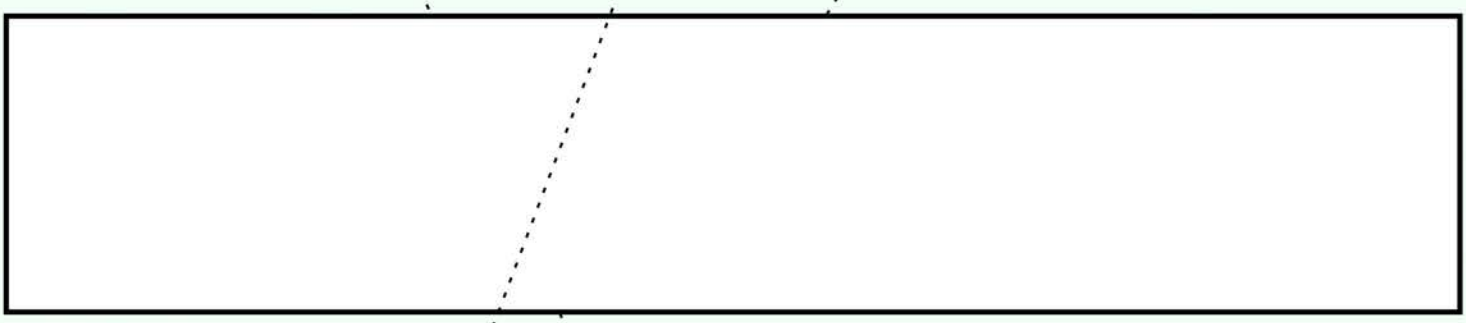




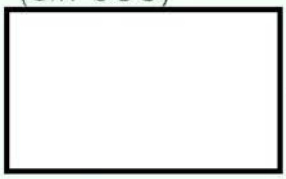
From:
Sent: Monday, November 28, 2011 1:43 PM
To
Subject: RE: (U) You are awfully quiet over there...

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

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



(U//FOUO)



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

From:
Sent: Monday, November 28, 2011 1:38 PM

Release: 2018-03
NSA: 02289

To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

[redacted]

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

[redacted]

(b) (6)

992-4028s

[redacted]

[redacted]

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

From: [redacted]
Sent: Monday, November 28, 2011 1:33 PM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

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

[redacted]

No. I got yelled at by the PC police for swearing in [redacted]

[redacted]

(U//~~FOUO~~)

[redacted]

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

From [redacted]
Sent: Monday, November 28, 2011 1:31 PM
To: [redacted]
Subject: RE: (U) You are awfully quiet over there...

Release: 2018-03
NSA: 02290

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

LOL – I keep passing work off to the minions. Right now, I'm reading…. Besides, got in @ midnight, so I'm working on 3 hours sleep!

(b) (6)

(U//~~FOUO~~

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

992-4028s

From
Sent: Monday, November 28, 2011 1:30 PM
To:
Subject: (U) You are awfully quiet over there…

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

(U//~~FOUO~~)

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

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

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

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

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

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

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

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

Release: 2018-03
NSA: 02291

From:
Sent: Wednesday, September 07, 2011 8:41 AM
To:
Subject: RE: (U) so

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

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

(b)(6)

(U//FOUO)

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

From:
Sent: Wednesday, September 07, 2011 8:39 AM
To:
Subject: RE: (U) so

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

(U//FOUO)

Release: 2018-03
NSA: 02292

From: [redacted]
Sent: Wednesday, September 07, 2011 8:37 AM
To: [redacted]
Subject: RE: (U) so

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

[redacted]

[redacted]

992-6221(s)
(U//FOUO)

(b) (6)

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

From: [redacted]
Sent: Wednesday, September 07, 2011 8:34 AM
To: [redacted]
Subject: (U) so

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

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

Release: 2018-03
NSA: 02293

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

From: [redacted]
Sent: Thursday, January 26, 2012 9:16 AM
To: [redacted]
Subject: RE: (U) hello

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

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

[redacted]

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

(b)(6)

[redacted]

Release: 2018-03
NSA: 02294

From: [redacted]
Sent: Wednesday, January 25, 2012 1:46 PM
To: [redacted]
Subject: RE: (U) hello

(b) (6)

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

[redacted] I've already missed one meeting today……

[redacted]

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

992-6221(s) [redacted]
(U//~~FOUO~~)

From: [redacted]
Sent: Wednesday, January 25, 2012 1:42 PM
To: [redacted]
Subject: RE: (U) hello

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, January 25, 2012 1:41 PM
To: [redacted]
Subject: RE: (U) hello

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

Ok…….just swamped myself. This being a supervisor….sucks so far because I don't know what I'm not doing. Then there's the EPA crap……have not even started…… ☹

[redacted]

Release: 2018-03
NSA: 02295

[redacted] (b) (6)

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

Hey [redacted] How are you? I've been swamped with trying to get ready to go on leave. My mind hurts! What are you doing???

[redacted]

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

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

Release: 2018-03
NSA: 02296

From:
Sent: Friday, December 09, 2011 10:34 AM
To:
Subject: RE: (U) Untitled Message

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

(b) (6)

(U//~~FOUO~~)

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

From
Sent: Friday, December 09, 2011 10:29 AM
To:
Subject: RE: (U) Untitled Message

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

992-3598 (s)

From:
Sent: Friday, December 09, 2011 10:26 AM
To:
Subject: RE: (U) Untitled Message

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

(U//~~FOUO~~)

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

From:
Sent: Friday, December 09, 2011 10:25 AM
To:
Subject: RE: (U) Untitled Message

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

Release: 2018-03
NSA: 02297

[redacted]

[redacted]

[redacted]

From: [redacted]
Sent: Friday, December 09, 2011 10:25 AM
To: [redacted]
Subject: RE: (U) Untitled Message

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

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

[redacted]

(b)(6)

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Friday, December 09, 2011 10:23 AM
To: [redacted]
Subject: RE: (U) Untitled Message

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

[redacted]

[redacted]

[redacted]

From: [redacted]
Sent: Friday, December 09, 2011 10:22 AM
To: [redacted]
Subject: RE: (U) Untitled Message

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

[redacted]

(U//~~FOUO~~)

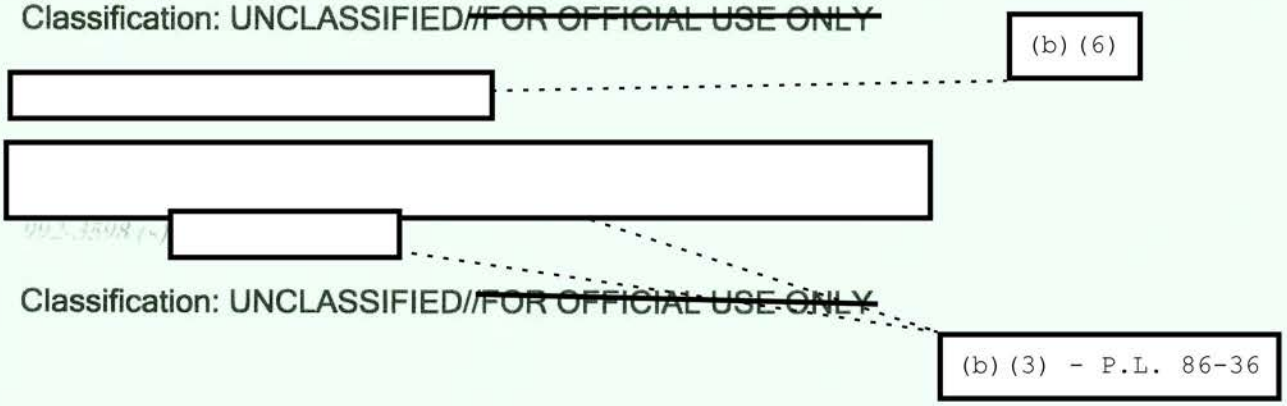
[redacted]

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

From: [redacted]
Sent: Friday, December 09, 2011 10:21 AM
To: [redacted]
Subject: (U) Untitled Message

Release: 2018-03
NSA: 02298

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



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

Release: 2018-03
NSA: 02299

From:
Sent: Thursday, December 22, 2011 10:27 AM
To:
Subject: RE: (U) hey

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

(b) (6)

(U//~~FOUO~~)

992-3016 (s)

From:
Sent: Thursday, December 22, 2011 10:23 AM
To:
Subject: RE: (U) hey

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

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

(U//~~FOUO~~)

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

From:
Sent: Thursday, December 22, 2011 10:22 AM
To:
Subject: RE: (U) hey

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

Release: 2018-03
NSA: 02300

Hi [redacted]

[redacted]

[redacted]

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

(b) (6)

~~(U//FOUO)~~

[redacted]

992-3016 (s) [redacted]

<< OLE Object: Picture (Device Independent Bitmap) >>

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

From: [redacted]
Sent: Thursday, December 22, 2011 8:50 AM
To: [redacted]
Subject: (U) hey [redacted]

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

Release: 2018-03
NSA: 02301

From: [redacted]
Sent: Friday, December 09, 2011 8:59 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

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

[redacted]

(U//~~FOUO~~)

[redacted]

992-3016 (s) [redacted]

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

From [redacted]
Sent: Friday, December 09, 2011 8:58 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

(b) (6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From [redacted]
Sent: Friday, December 09, 2011 8:57 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

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

[redacted]

Release: 2018-03
NSA: 02302

~~(U//FOUO)~~

[redacted]

992-3016 (s) [redacted]

<< OLE Object: Picture (Device Independent Bitmap) >>

From: [redacted]
Sent: Friday, December 09, 2011 8:56 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

(b) (6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Friday, December 09, 2011 8:54 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

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

[redacted]

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

~~(U//FOUO)~~

[redacted]

992-3016 (s) [redacted]

<< OLE Object: Picture (Device Independent Bitmap) >>

From: [redacted]
Sent: Friday, December 09, 2011 8:54 AM

Release: 2018-03
NSA: 02303

To: [redacted]
Subject: RE: (U) Why did I have the idea

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

(b) (6)

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Friday, December 09, 2011 8:53 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

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

[redacted]

(U//~~FOUO~~)

[redacted]

992-3016 (s) [redacted]

<< OLE Object: Picture (Device Independent Bitmap) >>

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

From: [redacted]
Sent: Friday, December 09, 2011 8:52 AM
To: [redacted]
Subject: RE: (U) Why did I have the idea

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

[redacted]

(U//~~FOUO~~)

[redacted]

Release: 2018-03
NSA: 02304

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

From: [redacted]
Sent: Friday, December 09, 2011 8:51 AM
To: [redacted]
Subject: (U) Why did I have the idea

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

[redacted] (b) (6)

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

(U//~~FOUO~~)

[redacted]

992-3016 (s) [redacted]

<< OLE Object: Picture (Device Independent Bitmap) >>

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

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

Release: 2018-03
NSA: 02305

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

APPENDIX C

(U) Relevant Emails Between [redacted] and [redacted]

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

From:
Sent: Friday, December 09, 2011 9:43 AM
To:
Subject: RE: (U) Next Week

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

(U//~~FOUO~~)

(b) (6)

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

From
Sent: Friday, December 09, 2011 9:42 AM
To:
Subject: RE: (U) Next Week

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

973-7128

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

From
Sent: Friday, December 09, 2011 8:37 AM
To:
Subject: RE: (U) Next Week

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

Release: 2018-03
NSA: 02307

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Friday, December 09, 2011 9:35 AM
To: [redacted]
Subject: RE: (U) Next Week

(b) (6)

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

[redacted]

[redacted]

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

973-7128

[redacted]

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

From [redacted]
Sent: Friday, December 09, 2011 8:28 AM
To: [redacted]
Subject: RE: (U) Next Week

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Friday, December 09, 2011 9:27 AM

Release: 2018-03
NSA: 02308

To: [redacted]
Subject: RE: (U) Next Week

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

(b) (6)

[redacted]

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Friday, December 09, 2011 8:26 AM
To: [redacted]
Subject: RE: (U) Next Week

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

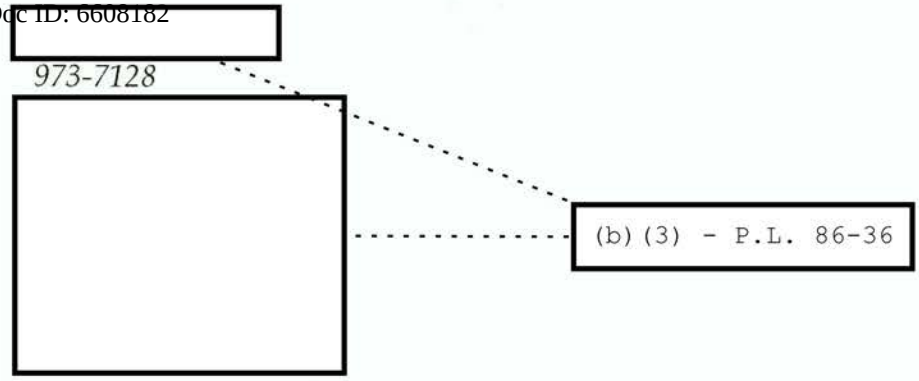
From: [redacted]
Sent: Friday, December 09, 2011 9:25 AM
To: [redacted]
Subject: (U) Next Week

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

[redacted]

[redacted]

Release: 2018-03
NSA: 02309



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

Release: 2018-03
NSA: 02310

From: [redacted]
Sent: Monday, December 12, 2011 9:03 AM
To: [redacted]
Subject: RE: (U) Untitled Message

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

Good. I'd like to see you today if possible. I have a meeting over there at 11. I can probably swing by 1 or so. Will you be there?

(U//~~FOUO~~)

[redacted]

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

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

From: [redacted]
Sent: Monday, December 12, 2011 9:01 AM
To: [redacted]
Subject: RE: (U) Untitled Message

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

[redacted]

Main reason is to meet with [redacted] was accepted into the [redacted] that [redacted] is doing, and I am allowed [redacted] to meet with [redacted] She suggested that the first meeting be face to face, so I am here...

[redacted]

(b) (6)

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02311

From:
Sent: Monday, December 12, 2011 8:55 AM
To:
Subject: RE: (U) Untitled Message

(b) (6)

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

(U//~~FOUO~~)

From:
Sent: Monday, December 12, 2011 8:48 AM
To:
Subject: FW: (U) Untitled Message

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

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

973-7128

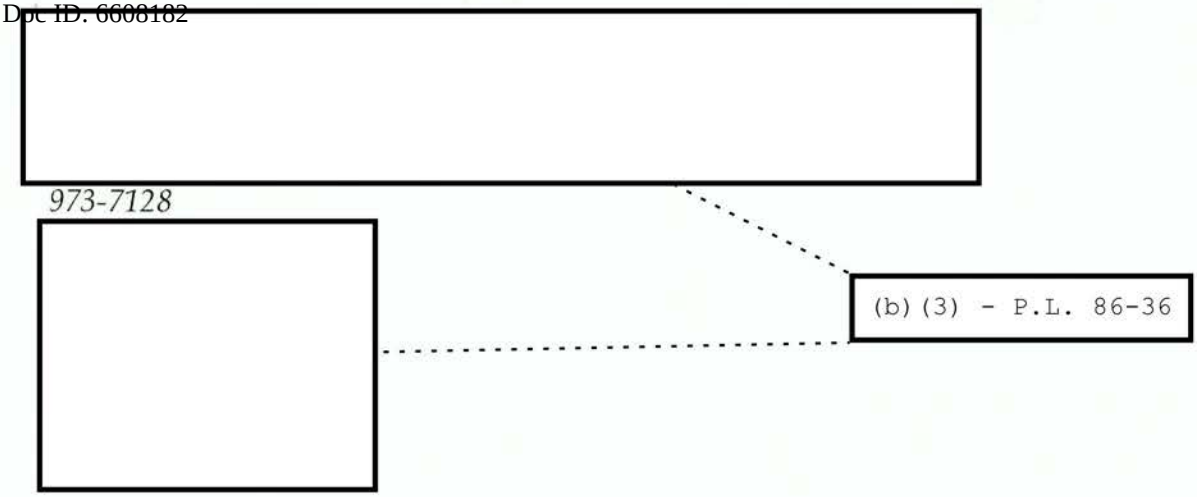
(b) (3) - P.L. 86-36

From:
Sent: Friday, December 09, 2011 11:22 AM
To:
Subject: (U) Untitled Message

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

OK. I'll be at work Monday...

Release: 2018-03
NSA: 02312



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

Release: 2018-03
NSA: 02313

From: [redacted]
Sent: Wednesday, December 14, 2011 4:26 PM
To: [redacted]
Subject: (U) :)

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

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

[redacted]

[redacted]

(b) (6)

[redacted]

973-7128

[redacted]

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

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

Release: 2018-03
NSA: 02314

From: [redacted]
Sent: Thursday, December 15, 2011 12:06 PM
To: [redacted]
Subject: RE: (U) called

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

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

[redacted]

(b) (6)

[redacted]

973-7128

[redacted]

From: [redacted]
Sent: Thursday, December 15, 2011 6:23 AM
To: [redacted]
Subject: (U) called

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

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

Called you… call me…

(U//~~FOUO~~)

[redacted]

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

Release: 2018-03
NSA: 02315

Release: 2018-03
NSA: 02316

From:
Sent: Thursday, December 15, 2011 6:43 PM
To:
Subject: (U) :)

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

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

(b) (6)

973-7128

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

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

Release: 2018-03
NSA: 02317

From:
Sent: Wednesday, January 04, 2012 3:15 PM
To:
Subject: RE: (U) Miss You

(b) (6)

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

973-7128

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

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

From:
Sent: Wednesday, January 04, 2012 12:22 PM
To:
Subject: RE: (U) Miss You

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

(U//~~FOUO~~)

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

Release: 2018-03
NSA: 02318

From: [redacted]
Sent: Friday, January 06, 2012 12:29 PM
To: [redacted]
Subject: RE: (U) Happy Friday !!

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

(b) (6)

[redacted]

[redacted]

973-7128

[redacted]

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

From [redacted]
Sent: Friday, January 06, 2012 11:25 AM
To: [redacted]
Subject: RE: (U) Happy Friday !!

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

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

When I get travel money.

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Friday, January 06, 2012 12:23 PM
To: [redacted]
Subject: RE: (U) Happy Friday !!

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

[redacted]

[redacted]

Release: 2018-03
NSA: 02319

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Friday, January 06, 2012 11:12 AM
To: [redacted]
Subject: RE: (U) Happy Friday !!

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From [redacted]
Sent: Friday, January 06, 2012 11:54 AM
To: [redacted]
Subject: RE: (U) Happy Friday !!

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

[redacted]

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02320

From:
Sent: Friday, January 06, 2012 10:06 AM
To:
Subject: RE: (U) Happy Friday !!

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

(U//~~FOUO~~)

(b) (6)

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

From:
Sent: Friday, January 06, 2012 10:45 AM
To:
Subject: RE: (U) Happy Friday !!

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

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

973-7128

From:
Sent: Friday, January 06, 2012 9:37 AM
To:
Subject: RE: (U) Happy Friday !!

Release: 2018-03
NSA: 02321

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

[redacted]

(U//~~FOUO~~)

[redacted]

(b) (6)

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

From: [redacted]
Sent: Friday, January 06, 2012 9:27 AM
To: [redacted]
Subject: (U) Happy Friday !!

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

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

[redacted]

[redacted]

973-7128

[redacted]

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

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

Release: 2018-03
NSA: 02322

From:
Sent: Friday, January 06, 2012 2:24 PM
To:
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

(b) (6)

973-7128

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

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

From:
Sent: Friday, January 06, 2012 1:03 PM
To:
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

I haven't really looked at classes. I don't really have the time in my day lately.

(U//~~FOUO~~)

From:
Sent: Friday, January 06, 2012 2:02 PM

Release: 2018-03
NSA: 02323

To:
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

(b) (6)

973-7128

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

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

From:
Sent: Friday, January 06, 2012 12:45 PM
To:
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

(U//~~FOUO~~)

From:
Sent: Friday, January 06, 2012 1:23 PM
To:
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

Release: 2018-03
NSA: 02324

[redacted]

(b) (6)

[redacted]

973-7128

[redacted]

From: [redacted]
Sent: Friday, January 06, 2012 12:12 PM
To: [redacted]
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

From: [redacted]
Sent: Friday, January 06, 2012 1:11 PM
To: [redacted]
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

[redacted]

[redacted]

Release: 2018-03
NSA: 02325

973-7128

[redacted]

From: [redacted]
Sent: Friday, January 06, 2012 12:08 PM
To: [redacted]
Subject: RE: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

I will have to get it in my ITP, but ya, probably.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Friday, January 06, 2012 1:05 PM
To: [redacted]
Subject: FW: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

Hey – you going to this one????

(b)(6)

[redacted]

[redacted]

973-7128

[redacted]

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

Release: 2018-03
NSA: 02326

From: [redacted]
Sent: Wednesday, November 23, 2011 10:20 AM
To: [redacted]
Cc: [redacted]

Subject: (U) LEAD2501 Intermediate Conflict Management course now available for enrollment in ELM

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

Good morning Front Line Leaders,

(U) You are receiving this email because you have completed either LEAD2600 Leading With Impact (LWI) or LEAD2003 Supervisory Leadership Seminar (SLS), the Front Line Leader foundational seminars.

LEAD2501 Intermediate Conflict Management

(U//~~FOUO~~) Registration is now open for LEAD2501 - Intermediate Conflict Management. This seminar is specifically designed to bring Mid-level and Front-line leaders together to discover and practice strategies and tools to manage conflict constructively. Required for participants in the Mid-level Development Program, LEAD2501 is a valuable elective course for Front-line leaders as you continue to expand, develop, and strengthen your leadership skills. Nine offerings are scheduled for FY12, and a more detailed course description, dates, and times can be found in ELM at [redacted]

(U) Front line leaders must have completed LEAD2600 Leading with Impact or its predecessor, LEAD2003 SLS to register. Any requests for waivers should be addressed to MLDP Program Manager [redacted]

To enroll, please follow these steps: (b)(3) - P.L. 86-36

1. Go Connect
2. Click ADET (top left menu bar)
3. Click [redacted] (right side Quick Links)
4. Type LEAD2501 (no spaces between) in Designator field

Note: If you have not yet added this course to your ITP, you will be directed to the ITP form in ELM before you will be allowed to register. Your supervisor will be required to approve your new ITP entry online before you are officially enrolled.

**Extended Enterprise: Although ADCL is unable to fund your TDY, perhaps you can coordinate with a future NSAW trip to attend. With enough notice, we will do our very best to reserve a seat for you!

[redacted]
(U//~~FOUO~~)
[redacted]
303 -1039s (direct) 303 -1260s (shared)
[redacted] (direct) [redacted] (shared)

Release: 2018-03
NSA: 02327

*Engage*Connect*Inspire*Thrive*

This e-mail may contain information subject to the Privacy Act.

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

Release: 2018-03
NSA: 02328

From:
Sent: Wednesday, January 11, 2012 9:10 AM
To:
Subject: RE: (U) Hello !!

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

(b) (6)

973-7128

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

From:
Sent: Wednesday, January 11, 2012 8:04 AM
To:
Subject: RE: (U) Hello !!

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

(U//~~FOUO~~)

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

From:
Sent: Wednesday, January 11, 2012 9:03 AM
To:
Subject: RE: (U) Hello !!

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

Release: 2018-03
NSA: 02329

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Wednesday, January 11, 2012 8:02 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted] Very cool.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, January 11, 2012 8:46 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(b) (6)

What is [redacted]

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02330

From: [redacted]
Sent: Wednesday, January 11, 2012 7:37 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

Sorry.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, January 11, 2012 8:36 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

What are you going to [redacted] for????

No – that doesn't count.

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Wednesday, January 11, 2012 7:33 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

Release: 2018-03
NSA: 02331

Nope. Not going to [redacted] I'm going to [redacted] in a few weeks. Does that count????

(U//~~FOUO~~)

[redacted]

(b) (6)

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

From: [redacted]
Sent: Wednesday, January 11, 2012 8:30 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Wednesday, January 11, 2012 4:23 AM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Tuesday, January 10, 2012 5:06 PM
To: [redacted]
Subject: RE: (U) Hello !!

Release: 2018-03
NSA: 02332

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

[redacted]

[redacted]

(b) (6)

973-7128

[redacted]

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

From: [redacted]
Sent: Tuesday, January 10, 2012 2:03 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, January 10, 2012 2:57 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

[redacted]

Release: 2018-03
NSA: 02333

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Tuesday, January 10, 2012 1:25 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(b) (6)

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, January 10, 2012 2:21 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02334

From: [redacted]
Sent: Tuesday, January 10, 2012 1:18 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted] (b) (6)

(U//~~FOUO~~)

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

From: [redacted]
Sent: Tuesday, January 10, 2012 2:13 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

[redacted]

973-7128

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

From: [redacted]
Sent: Tuesday, January 10, 2012 12:58 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(U//~~FOUO~~)

[redacted]

Release: 2018-03
NSA: 02335

[redacted]

From: [redacted]
Sent: Tuesday, January 10, 2012 1:57 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(b) (6)

[redacted]

973-7128

[redacted]

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

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

From: [redacted]
Sent: Tuesday, January 10, 2012 12:56 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

(U//~~FOUO~~)

[redacted]

From [redacted]
Sent: Tuesday, January 10, 2012 1:55 PM
To: [redacted]
Subject: RE: (U) Hello !!

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

[redacted]

Release: 2018-03
NSA: 02336

[redacted]

973-7128

[redacted]

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

From [redacted]
Sent: Tuesday, January 10, 2012 12:38 PM
To: [redacted]
Subject: RE: (U) Hello !!

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, January 10, 2012 12:16 PM
To: [redacted]
Subject: (U) Hello !!

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

[redacted]

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02337

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

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

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

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

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

Release: 2018-03
NSA: 02338

From: [redacted]
Sent: Tuesday, January 17, 2012 3:04 PM
To: [redacted]
Subject: RE: (U) :(

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

[redacted]

[redacted]

(b) (6)

973-7128

[redacted]

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

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

From: [redacted]
Sent: Tuesday, January 17, 2012 2:01 PM
To: [redacted]
Subject: RE: (U) :(

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Tuesday, January 17, 2012 8:54 AM
To: [redacted]
Subject: RE: (U) :(

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

[redacted]

Release: 2018-03
NSA: 02339

[redacted]

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Tuesday, January 17, 2012 5:47 AM
To: [redacted]
Subject: RE: (U) :(

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

[redacted]

(U//~~FOUO~~)

[redacted]

(b)(6)

From: [redacted]
Sent: Friday, January 13, 2012 9:09 AM
To: [redacted]
Subject: (U) :(

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

[redacted]

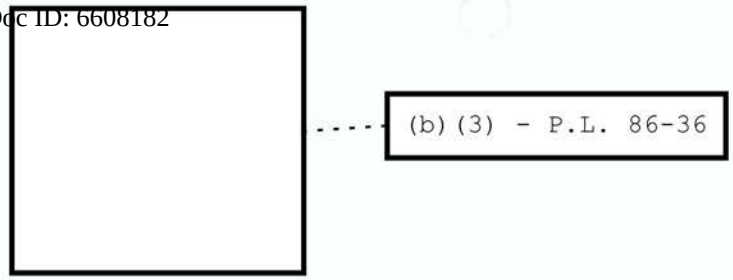
[redacted]

973-7128

[redacted]

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

Release: 2018-03
NSA: 02340



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

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

Release: 2018-03
NSA: 02341

From: [redacted]
Sent: Friday, January 20, 2012 8:54 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

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

973-7128

[redacted]

(b) (6)

From: [redacted]
Sent: Friday, January 20, 2012 7:48 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

(U//~~FOUO~~)

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

From: [redacted]
Sent: Friday, January 20, 2012 8:48 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

[redacted]

Release: 2018-03
NSA: 02342

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Friday, January 20, 2012 5:42 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

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

I was out of my office all day. Did you note my out of office message???

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Thursday, January 19, 2012 4:32 PM
To: [redacted]
Subject: RE: (U) Talk to me

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

(b) (6)

[redacted]

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02343

From: [redacted]
Sent: Thursday, January 19, 2012 8:59 AM
To: [redacted]
Subject: RE: (U) Talk to me

(b) (6)

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

[redacted]

[redacted]

973-7128

[redacted]

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

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

From: [redacted]
Sent: Thursday, January 19, 2012 8:54 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Thursday, January 19, 2012 9:46 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

Release: 2018-03
NSA: 02344

[redacted]

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Thursday, January 19, 2012 8:41 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Thursday, January 19, 2012 9:39 AM
To: [redacted]
Subject: RE: (U) Talk to me

(b)(6)

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

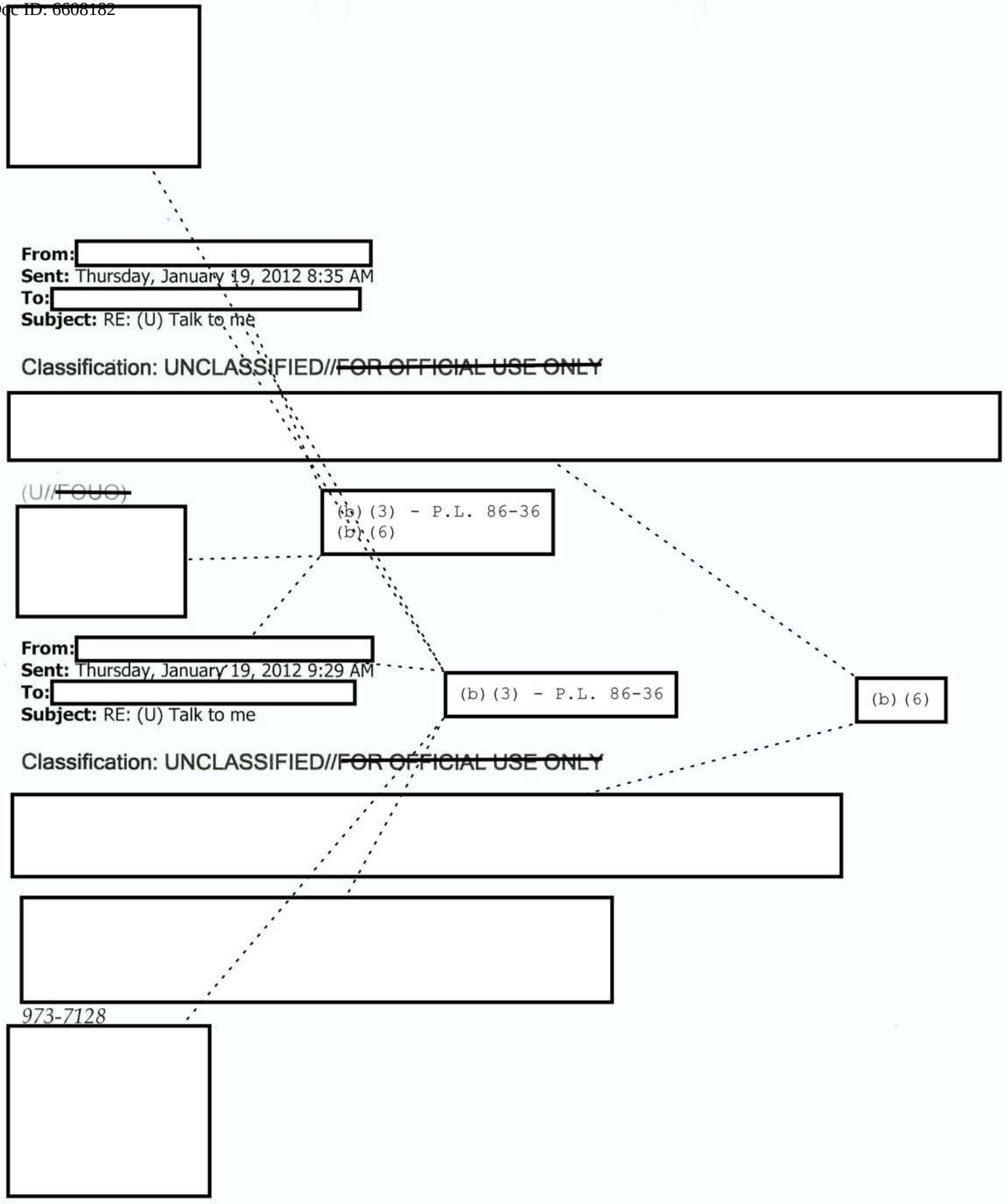
[redacted]

[redacted]

973-7128

[redacted]

Release: 2018-03
NSA: 02345



From:
Sent: Thursday, January 19, 2012 8:35 AM
To:
Subject: RE: (U) Talk to me

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

(U//~~FOUO~~)

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

From:
Sent: Thursday, January 19, 2012 9:29 AM
To:
Subject: RE: (U) Talk to me

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

(b)(6)

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

973-7128

Release: 2018-03
NSA: 02346

From: [redacted]
Sent: Thursday, January 19, 2012 8:25 AM
To: [redacted]
Subject: RE: (U) Talk to me

(b) (6)

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

[redacted]

Yes, that does sound like you need a job change. So do I. I am applying to [redacted] This project is making me nuts and I can't get out of it if I stay here.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Thursday, January 19, 2012 9:24 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

[redacted]

[redacted] It is really getting hard for me to keep coming into work. Does that mean it is time for a job change?????

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Thursday, January 19, 2012 8:20 AM
To: [redacted]
Subject: RE: (U) Talk to me

Release: 2018-03
NSA: 02347

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Thursday, January 19, 2012 9:18 AM
To: [redacted]
Subject: RE: (U) Talk to me

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

(b)(6)

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

[redacted]

When is your trip to [redacted]

[redacted]

973-7128

[redacted]

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

From: [redacted]
Sent: Thursday, January 19, 2012 6:03 AM
To: [redacted]
Subject: RE: (U) Talk to me

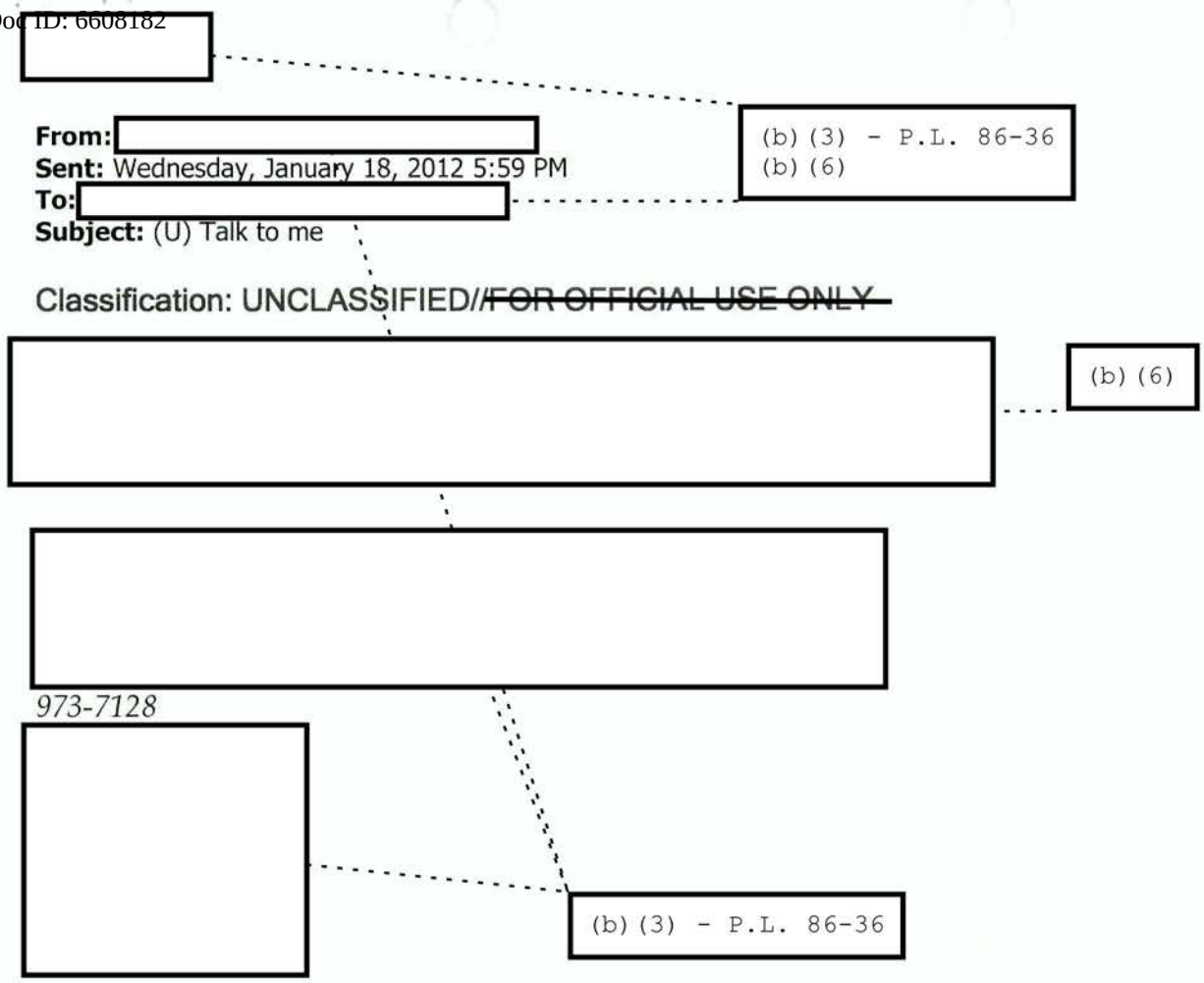
Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted]

(U//~~FOUO~~)

[redacted]

Release: 2018-03
NSA: 02348



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

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

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

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

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

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

Release: 2018-03
NSA: 02349

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

APPENDIX D

(U) Relevant Emails Between [redacted] and [redacted]

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

Release: 2018-03
NSA: 02350

From:
Sent: Monday, December 19, 2011 9:23 AM
To:
Subject: RE: (U) Update on Intelligence Community Activities

Classification: ~~CONFIDENTIAL//PROPIN~~

Listen, for every meeting I sit in I wonder 'who is doing what'. I just received word that is coming to the for . Didn't he just leave what was his role or do you know his background, is he easy to work with?

966-1156s

From:
Sent: Monday, December 19, 2011 9:21 AM
To:
Subject: RE: (U) Update on Intelligence Community Activities

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

Classification: ~~CONFIDENTIAL//PROPIN~~

It looks like those people *may* be responsible for the I wouldn't worry about anything right now. It will all be screwed up.

(U//~~FOUO~~)

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

From:
Sent: Monday, December 19, 2011 9:13 AM
To:
Subject: RE: (U) Update on Intelligence Community Activities

Classification: ~~CONFIDENTIAL//PROPIN~~

How do you interpret n my mind it looks like my job is going to

966-1156s

From
Sent: Monday, December 19, 2011 9:10 AM

Release: 2018-03
NSA: 02351

To: [redacted]
Subject: FW: (U) Update on Intelligence Community Activities

Classification: ~~CONFIDENTIAL//PROPIN~~

You will be very busy, I think…

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Friday, December 16, 2011 4:27 PM
To: [redacted]
Subject: (U) Update on Intelligence Community Activities

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

Classification: ~~CONFIDENTIAL//PROPIN~~

To All,

[redacted]

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

I will keep you all updated as thing unfold.

V/R,

[redacted]

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20361201~~

Release: 2018-03
NSA: 02352

Classification: ~~CONFIDENTIAL//PROPIN~~

Release: 2018-03
NSA: 02353

From: [redacted]
Sent: Thursday, January 05, 2012 8:42 AM
To: [redacted]
Subject: (U) Are you in Today:)

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

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

Just checking to see if your feeling better and check your schedule?????

[redacted]

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

966-1156s [redacted]

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

Release: 2018-03
NSA: 02354

From:
Sent: Tuesday, January 17, 2012 3:11 PM
To:
Subject: RE: (U) Update on organizational changes (UPDATE)

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

This is so intense with crazy deadlines and an evolving Who would have ever thought that I would ever need to sit in meetings in the front office conference room.... Honestly, I would have never believed it would be me☺

This is a fast moving train that constantly gets re-routed for whatever reason. I'm learning (slowly)... Just trying to catch on to the lingo and acronyms is mind boggling.

By the way I have a very Rough Draft of what I want to put into my promotion package can I email it to you for edits???

966-1156

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

From:
Sent: Tuesday, January 17, 2012 2:56 PM
To:
Subject: RE: (U) Update on organizational changes (UPDATE)

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

Anyhow, what is new over there in the office? Anything fun or useful?

(U//~~FOUO~~)

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

From:
Sent: Tuesday, January 17, 2012 2:31 PM
To:
Subject: RE: (U) Update on organizational changes (UPDATE)

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

Oh, I was talking about the but, it sounds like you don't want to move out of your current role.

966-1156

Release: 2018-03
NSA: 02355

From:
Sent: Tuesday, January 17, 2012 2:28 PM
To:
Subject: RE: (U) Update on organizational changes (UPDATE)

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

Because that is not part of the merger.

(U//~~FOUO~~)

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

From:
Sent: Tuesday, January 17, 2012 2:27 PM
To:
Subject: RE: (U) Update on organizational changes (UPDATE)

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

Why wouldn't you apply for the Chief position of since everyone has to forward ISRs and interview?

966-1156

From:
Sent: Tuesday, January 17, 2012 2:26 PM
To:
Subject: RE: (U) Update on organizational changes (UPDATE)

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

He's only talking about the merger, not anything you have.

(U//~~FOUO~~)

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

From:
Sent: Tuesday, January 17, 2012 8:54 AM
To:
Subject: FW: (U) Update on organizational changes (UPDATE)

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

Release: 2018-03
NSA: 02356

What is he really saying here, that anyone that is interested can apply for positions?

[redacted]
966-1156
[redacted]

From [redacted]
Sent: Tuesday, January 10, 2012 6:02 PM
To: [redacted]
Cc: [redacted]
Subject: (U) Update on [redacted] organizational changes (UPDATE)

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

All,

(U) I received some feedback regarding the branch level leadership positions. The plan is to determine the branch level structure following the selection of the division level leadership. Once the branch structure is complete, we will use the same selection process as below, to fill these positions.

[redacted]

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

(U//~~FOUO~~)
[redacted]
9-720-0780(s) [redacted]

For calendar appointments, please contact [redacted] *or the* [redacted] *front office at 9-720-0780s*

From [redacted]
Sent: Monday, January 09, 2012 5:33 PM
To: [redacted]
Cc: [redacted]
Subject: Update on [redacted] organizational changes

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

All,

(U//~~FOUO~~) We [redacted] wanted to provide you an update regarding [redacted] organizational changes.

(U//~~FOUO~~) We're still on target to initiate the restructure for [redacted] These changes will include some adjustments to the [redacted] By the end of this week, we intend to send out more details on the organizational construct, to include information on how to apply to leadership positions (leadership positions will be advertised at the Office and Division Level). You will

Release: 2018-03
NSA: 02357

have until 20 January to submit your application, which will include your most recent ISR. Interviews will be conducted 23-28 January.

(U//~~FOUO~~) Regarding the upcoming promotion process, since reorganization is not formally in system, the 2012 Promotion Process will fall under managers and organizations as they existed on 19 November 2011 (when the agency promotion snapshot was taken).

(U//~~FOUO~~) In addition, guidance on how the current ACE cycle will be conducted will be sent out to help current managers finalize close outs and begin new ACE plans under the new structure.

(U//~~FOUO~~) We truly value your commitment and contributions to the mission. Your services and support are greatly appreciated and will continue to be needed. Until that time please feel free to please contact your management chain or us with any questions.

(U//~~FOUO~~) Thanks, [redacted] and [redacted]

(U//~~FOUO~~)

[redacted]

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

9-720-0780(s) [redacted]

[redacted]

For calendar appointments, please contact [redacted] *or the* [redacted] *front office at 9-720-0780s*

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

Release: 2018-03
NSA: 02358

From: [redacted]
Sent: Wednesday, January 18, 2012 1:29 PM
To: [redacted]
Subject: RE: (U) Promo review

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

Will you have any time to review the rest of my paragraphs? I know it's a lot to ask but, I do value your input☺

[redacted]
966-1156
[redacted]

From: [redacted]
Sent: Wednesday, January 18, 2012 1:18 PM
To: [redacted]
Subject: RE: (U) Promo review

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

Yes, just submit to one.

LOL! Yes, it is.

(U//~~FOUO~~)

[redacted]

From [redacted]
Sent: Wednesday, January 18, 2012 10:52 AM
To: [redacted]
Subject: RE: (U) Promo review

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

Is it dumb to submit to both of them?

This is SOOO Much WORK!!!!

[redacted]
966-1156
[redacted]

From: [redacted]
Sent: Wednesday, January 18, 2012 10:40 AM

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

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

Release: 2018-03
NSA: 02359

To: [redacted]
Subject: RE: (U) Promo review

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

Nope. The person who submits you is who you work for as far as I know.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, January 18, 2012 10:20 AM
To: [redacted]
Subject: RE: (U) Promo review

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

I work for [redacted] but everything I'm writing about is work that I did while with [redacted] thought we submitted to the org. that we did the work for?

[redacted]
966-1156
[redacted]

From: [redacted]
Sent: Wednesday, January 18, 2012 10:16 AM
To: [redacted]
Subject: RE: (U) Promo review

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

Ask [redacted] to put you forward. Aren't you hers now?

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, January 18, 2012 10:15 AM
To: [redacted]
Subject: RE: (U) Promo review

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

Okay -- so I'll change my stuff to 2nd person.

Release: 2018-03
NSA: 02360

(b) (6)

What I mean by [redacted] acceptable; when [redacted] reviewed your package last year did you write as 2nd person and if you did and he didn't give you any negative comments about your package it must have been [redacted] acceptable because you got your promo☺ When [redacted] met with me the first thing she said was about my paragraphs markings were missing but, I didn't write in 2nd person and she didn't say anything about it?

I'm assuming [redacted] packages go to [redacted] again this year although, I was told by [redacted] that my package is not her first choice to go forward so, my package will most likely never be seen… Which is okay because as long as I know I put a package forward.

[redacted]
966-1156
[redacted]

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

From: [redacted]
Sent: Wednesday, January 18, 2012 10:08 AM
To: [redacted]
Subject: RE: (U) Promo review

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

I always right in the 2nd person. I think it sounds better. What do you mean [redacted] acceptable?

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, January 18, 2012 10:07 AM
To: [redacted]
Subject: RE: (U) Promo review

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

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

Wow!! That sounds real good…

So, do we right the package as a 2nd party person with [redacted] or she' instead of 'I or myself'? What is [redacted] acceptable here?

[redacted]
966-1156
[redacted]

From: [redacted]
Sent: Wednesday, January 18, 2012 9:35 AM
To: [redacted]
Subject: RE: (U) Promo review

Release: 2018-03
NSA: 02361

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

How about his? And no worries, my lips are sealed [redacted] is out to get me lately ad he is her flunky.

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

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

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

From: [redacted]
Sent: Wednesday, January 18, 2012 8:06 AM
To: [redacted]
Subject: (U) Promo review

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

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

[redacted] this is very rough draft but, I'm really running out of time. I'm hoping you can help me on words for my opening paragraph, I'm struggling with my opening. Any advice would be great.

Thank you in advance for your help. No pressure – if you get busy just let me know and I won't wait for your input.

Please (Don't share my stuff with [redacted] or [redacted]..)

[redacted]
966-1156
[redacted]

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

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

Release: 2018-03
NSA: 02362

From: [redacted]
Sent: Thursday, January 19, 2012 7:40 AM
To: [redacted]
Subject: RE: (U) Career Program Status Change

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

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

You're a Mess!! [redacted] I wouldn't be here today if you hadn't recruited me, I can't 'Thank you' enough for that.

BTW - [redacted] speaks with [redacted] and they have a 'positive' working relationship. You should send a 'shout out' to [redacted] and ask her to put in a good word for you with [redacted] ... It couldn't hurt:)

[redacted]
966-1156
[redacted]

-----Original Message-----
From: [redacted]
Sent: Thursday, January 19, 2012 7:20 AM
To: [redacted]
Subject: RE: (U) Career Program Status Change

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

Ok, I will try Monday to sit down to it. I can't help but help you. I've been a sucker for you ever since I was still running [redacted] :)

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

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

-----Original Message-----
From: [redacted]
Sent: Thursday, January 19, 2012 7:18 AM
To: [redacted]
Subject: RE: (U) Career Program Status Change

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

Thank you for your help on JDA!!!

Your review of my stuff means a lot to me. I'm still making changes but, I'm hoping you will be done Monday or Tuesday if possible. I'm really hoping to turn this in and get it over with. It's killing me:)

[redacted]

Release: 2018-03
NSA: 02363

966-1156
[redacted]

-----Original Message-----
From: [redacted]
Sent: Thursday, January 19, 2012 7:12 AM
To: [redacted]
Subject: RE: (U) Career Program Status Change

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

I knew you would.

BTW, I will try to go over the rest of your work, but I am really swamped today. It will take some time. When is the suspense?

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

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

-----Original Message-----
From: [redacted]
Sent: Thursday, January 19, 2012 7:11 AM
To: [redacted]
Subject: RE: (U) Career Program Status Change

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

Thank you, Thank you:) I never thought I'd get it!!!!

[redacted]
966-1156
[redacted]

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

-----Original Message-----
From: [redacted]
Sent: Thursday, January 19, 2012 7:04 AM
To: [redacted]
Subject: FW: (U) Career Program Status Change

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

Congrats! :) Aren't you glad you kept after it?

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

-----Original Message-----

Release: 2018-03
NSA: 02364

From: [redacted]
Sent: Wednesday, January 18, 2012 7:05 PM
To: [redacted]
Cc: [redacted]
Subject: (U) Career Program Status Change

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

Message to Employee and Supervisor:

Employee: [redacted]
(U) Employee ID#: [redacted]
(U) Effective Date: [redacted]
(U) Career Program: JOINT DUTY ASSIGNMENT
(U) New Status: Completed

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

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

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

(b)(6)

Release: 2018-03
NSA: 02365

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

APPENDIX E

(U) Relevant Emails Between [redacted] and [redacted]

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

Release: 2018-03
NSA: 02366

From: [redacted]
Sent: Wednesday, June 29, 2011 7:25 AM
To: [redacted]
Subject: RE: (U) hey

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

[redacted]

U//~~FOUO~~

[redacted]

969-3760s

[redacted]

(b) (6)

From: [redacted]
Sent: Wednesday, June 29, 2011 7:23 AM
To: [redacted]
Subject: RE: (U) hey

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

From: [redacted]
Sent: Wednesday, June 29, 2011 7:21 AM
To: [redacted]
Subject: RE: (U) hey

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

[redacted]

Release: 2018-03
NSA: 02367

U//FOUO

969-3760s

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

From:
Sent: Wednesday, June 29, 2011 7:18 AM
To:
Subject: RE: (U) hey

Classification: UNCLASSIFIED//FOR OFFICIAL USE ONLY

(U//FOUO)

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

(b) (6)

From:
Sent: Wednesday, June 29, 2011 7:17 AM
To:
Subject: RE: (U) hey

Classification: UNCLASSIFIED//FOR OFFICIAL USE ONLY

U//FOUO

969-3760s

From:
Sent: Wednesday, June 29, 2011 7:15 AM
To:
Subject: RE: (U) hey

Release: 2018-03
NSA: 02368

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, June 29, 2011 7:14 AM
To: [redacted]
Subject: RE: (U) hey

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

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

[redacted]

U//~~FOUO~~

[redacted]

969-3760s

[redacted]

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

(b)(6)

From: [redacted]
Sent: Wednesday, June 29, 2011 7:02 AM
To: [redacted]
Subject: (U) hey

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

[redacted]

(U//~~FOUO~~)

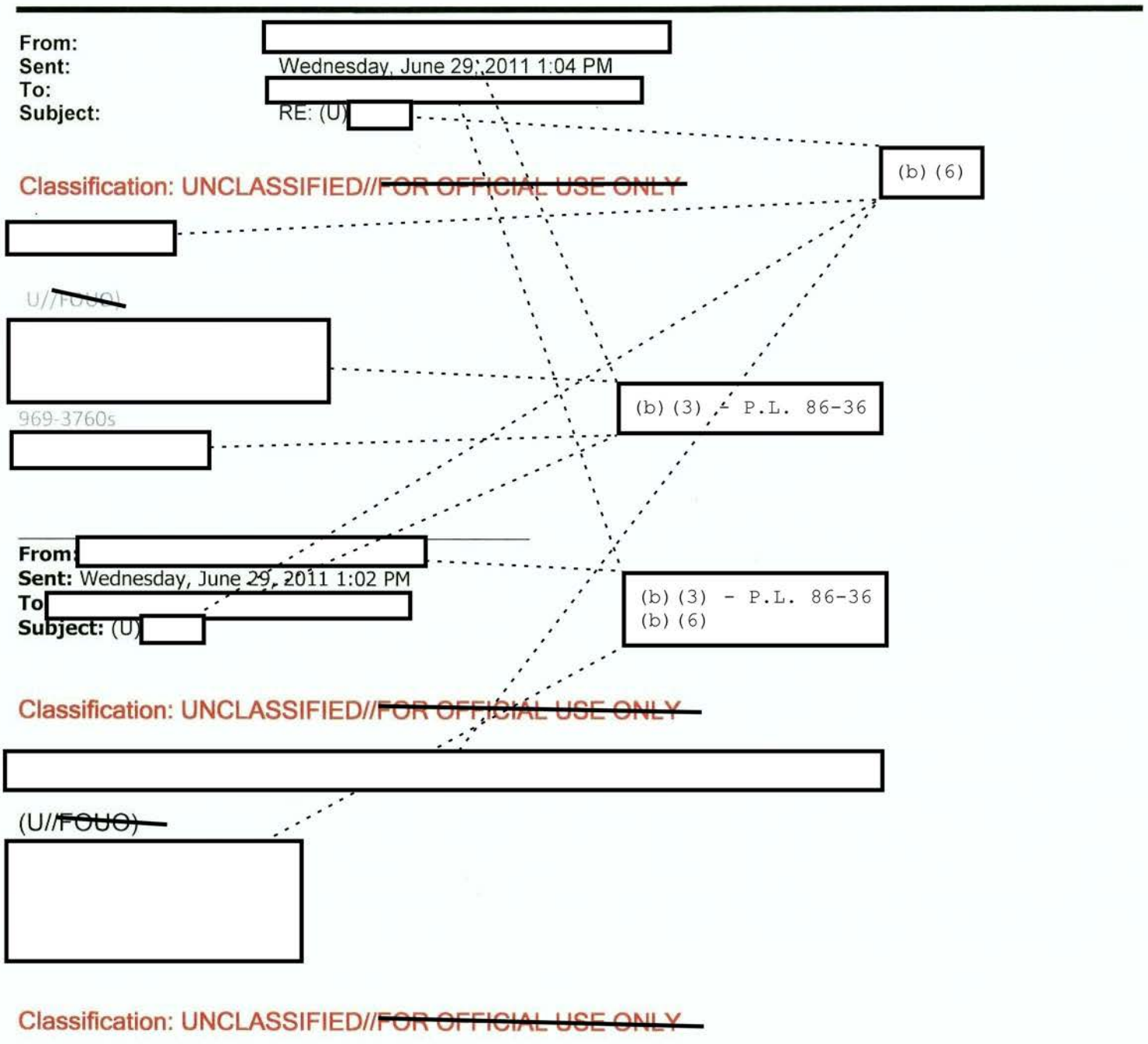
[redacted]

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

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

Release: 2018-03
NSA: 02369

Release: 2018-03
NSA: 02370



Release: 2018-03
NSA: 02371

From: [redacted]
Sent: Friday, July 22, 2011 8:46 AM
To: [redacted]
Subject: RE: (U) be honest

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

As long as I'm safe from "harm", then I'll stay. ☺

(U//~~FOUO~~)

[redacted]

969-3760s **new**

[redacted]

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

From: [redacted]
Sent: Friday, July 22, 2011 8:44 AM
To: [redacted]
Subject: RE: (U) be honest

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

Hmmm… now, I'm not sure what you meant by that. You are safe and secure from all harm. Besides, I know they'd take you back.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Friday, July 22, 2011 8:43 AM
To: [redacted]
Subject: RE: (U) be honest

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

"Can't possibly let me go"? Is there any truth to that statement? GULP! Should I contact my former company and see if they'll take me back??? ;)

(U//~~FOUO~~)

Release: 2018-03
NSA: 02372

[redacted]

969-3760s **new**

[redacted]

From [redacted]
Sent: Friday, July 22, 2011 8:35 AM
To: [redacted]
Subject: RE: (U) be honest

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

Of course, if [redacted] I can't possibly let you go. Hmmm I'm really the one leaving, so I'll need to take you with me [redacted] of course. ☺

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Friday, July 22, 2011 8:14 AM
To: [redacted]
Subject: RE: (U) be honest

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

BTW – before you go – you still need to work with me and [redacted] on my ACE!!!! If you don't – there will be [redacted] Ha ha ha

Remember – you said you needed to talk to [redacted] about her finishing up her portion in order for me to move on to the next step or something. I've entered all of the data I can think of for each objective.

Don't forget! ... [redacted] LOL!

(U//~~FOUO~~)

[redacted]

969-3760s **new**

[redacted]

From: [redacted]
Sent: Friday, July 22, 2011 8:04 AM

(b) (6)

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

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

Release: 2018-03
NSA: 02373

To: [redacted]
Subject: RE: (U) be honest

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

I leave Wednesday unless [redacted] needs me longer. ☹ So, I will have to be satisfied with [redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Friday, July 22, 2011 8:01 AM
To: [redacted]
Subject: RE: (U) be honest

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

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

Sure you can have [redacted] but you will have to share it with everyone else! I already have all of the ingredients – except for the strawberries, of course. Let me know when.....and no, you can't have one every day until you depart! LOL!

(U//~~FOUO~~)

[redacted]

(b)(6)

969-3760s **new**

[redacted]

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

From: [redacted]
Sent: Friday, July 22, 2011 7:55 AM
To: [redacted]
Subject: RE: (U) be honest

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

I love how diplomatic you can be. All you ever have to do is ask. I trust you.

BTW, can I get [redacted] as a going away gift?

(U//~~FOUO~~)

[redacted]

Release: 2018-03
NSA: 02374

[redacted]

From [redacted]
Sent: Friday, July 22, 2011 7:03 AM
To [redacted]
Subject: RE: (U) be honest

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

I like to be informed, but it can be unsettling if you don't have any answers to provide for those who don't have a clue on how this will impact them, especially when it comes to their job/paycheck. Folks will start flying the coop if they're feeling threatened with a job loss, or not getting to backfill a vacant position. Hopefully we'll learn more today at our govt mtg.

(U//~~FOUO~~)

[redacted]

969-3760s **new**

[redacted]

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

From: [redacted]
Sent: Thursday, July 21, 2011 8:10 AM
To: [redacted]
Subject: (U) be honest

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

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

Did I say more than I should have on Tuesday in the meeting about the reorg possibilities? I thought I was just prepping people for change, but it looks like it made things worse. I know you both will be truthful to me, so I am asking for what you think.

(U//~~FOUO~~)

[redacted]

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

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

Release: 2018-03
NSA: 02375

From:
Sent: Tuesday, July 26, 2011 11:09 AM
To:
Subject: RE: (U)

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

Glad you said to wait until after the meeting. Got stuck in a user's office problem, profile problem, etc. Looks like they've exhausted all avenues and will need to reimage if this last try doesn't work. ☹

How's about noon or 1pm?

(U//~~FOUO~~)

969-3760s **new**

From:
Sent: Tuesday, July 26, 2011 9:49 AM
To:
Subject: RE: (U)

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

Let's do it after the meeting. I do so

(U//~~FOUO~~)

From:
Sent: Tuesday, July 26, 2011 8:32 AM
To:
Subject: RE: (U)

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

Whatever time works for you. Just remember that and others might be at the meeting – so there will be LOL! Oh – but and won't be at our 10:00 meeting either.

You just let me know and I'll make sure

(U//~~FOUO~~)

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

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

(b) (6)

Release: 2018-03
NSA: 02376

[redacted]

969-3760s **new**

[redacted]

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

From: [redacted]
Sent: Tuesday, July 26, 2011 7:44 AM
To: [redacted]
Subject: RE: (U) [redacted]

(b) (6)

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

[redacted] haven't gotten official notice yet to move, so it might even be a few days more. I just don't know.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, July 26, 2011 7:40 AM
To: [redacted]
Subject: (U) [redacted]

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

I wasn't sure what you're schedule was for the week, [redacted]

Let me know what time works best for you and I'll finish getting it ready.

(U//~~FOUO~~)

[redacted]

969-3760s **new**

[redacted]

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

Release: 2018-03
NSA: 02377

From:
Sent: Tuesday, July 26, 2011 11:57 AM
To:
Subject: (U)

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

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

☺

(U//~~FOUO~~)

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

969-3760s **new**

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

(b)(6)

Release: 2018-03
NSA: 02378

From:
Sent: Wednesday, September 07, 2011 1:42 PM
To:
Subject: RE: (U) chat

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

(U//~~FOUO~~)

969-3760s

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

From
Sent: Wednesday, September 07, 2011 1:41 PM
To:
Subject: RE: (U) chat

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

(U//~~FOUO~~)

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

(b) (6)

From:
Sent: Wednesday, September 07, 2011 1:40 PM
To:
Subject: RE: (U) chat

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

(U//~~FOUO~~)

Release: 2018-03
NSA: 02379

[redacted]

969-3760s

[redacted]

From: [redacted]
Sent: Wednesday, September 07, 2011 1:39 PM
To: [redacted]
Subject: RE: (U) chat

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

[redacted] (b) (6)

(U//~~FOUO~~)

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

From: [redacted]
Sent: Wednesday, September 07, 2011 1:36 PM
To: [redacted]
Subject: RE: (U) chat

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

[redacted]

(U//~~FOUO~~)

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

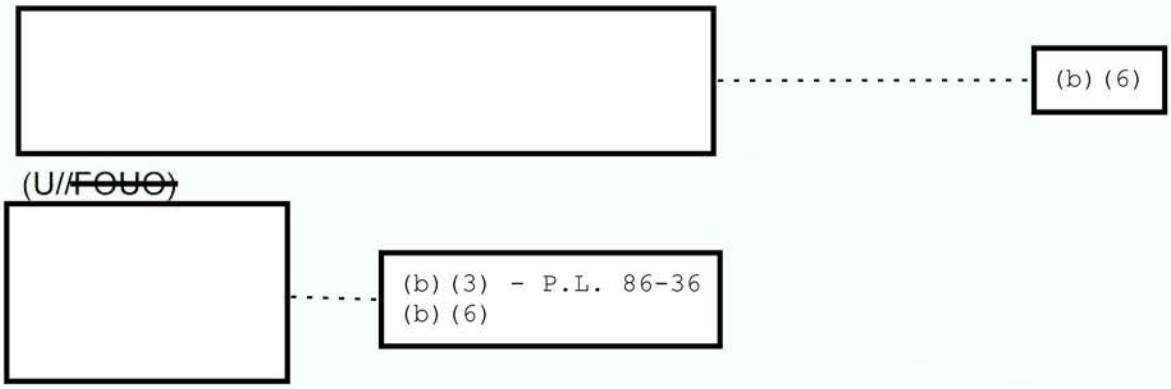
969-3760s

[redacted]

From: [redacted]
Sent: Wednesday, September 07, 2011 1:35 PM
To: [redacted]
Subject: (U) chat

Release: 2018-03
NSA: 02380

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



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

Release: 2018-03
NSA: 02381

From: [redacted]
Sent: Thursday, September 15, 2011 8:11 AM
To: [redacted]
Subject: RE: (U) I was recognized.....

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

I'm cool with everything. I don't disagree with what you typed. It's all good. ☺

(U//~~FOUO~~)

[redacted]

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

969-3760s

[redacted]

From: [redacted]
Sent: Thursday, September 15, 2011 8:08 AM
To: [redacted]
Subject: RE: (U) I was recognized.....

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

Ok, I called [redacted] I ensured she understands she cannot take any action. She knows this. I will not be draconian to the point that people can't feel free to express themselves. She wanted to speak with [redacted] about [redacted] concerns (she feels bad for [redacted] and both wants and understands she needs to go). I have already told [redacted] He **will** comply (unspoken or else). [redacted] wants to leave sooner rather than later. I'm still coming over in a bit, but this is a moot point IMO. We can talk though, if you disagree. Bottom line, [redacted] is leaving. End of discussion. I just ask that you keep coming to me if you hear things like that. You did the right thing.

Thanks!

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Thursday, September 15, 2011 7:33 AM
To: [redacted]
Subject: RE: (U) I was recognized.....

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

Thanks!!

(b) (6)

Yes, a [redacted]

Release: 2018-03
NSA: 02382

I'm doing okay. I was just asked by [redacted] to meet with her in the hallway (freight elevator area). She told me she heard mine and [redacted] brief conversation about [redacted]

[redacted] I grumbled at her comment.

I say all of this to fill you in on some background, and to tell you that [redacted] said she's going to [redacted] today about getting [redacted] removed because [redacted] isn't happy here, and to expedite this request.

I thought you were in charge of the [redacted]???

(U//FOUO)

[redacted]

969-3760s

[redacted]

(b) (6)

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

From: [redacted]
Sent: Thursday, September 15, 2011 6:59 AM
To: [redacted]
Subject: RE: (U) I was recognized.....

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

Congratulations! You really do make a difference, [redacted] When [redacted] recommended you so highly, I thought you'd do great. But, when I saw you in action that is when I KNEW you'd do well.

A [redacted] ????

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

I was going to come by and talk to [redacted] but she's out. Are ya'll doing ok over there? Anything I need to know or work on?

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, September 14, 2011 2:12 PM
To: [redacted]
Subject: (U) I was recognized.....

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

Release: 2018-03
NSA: 02383

.....with a Star Award today by [redacted] was looking for you and [redacted] earlier, but when I told her you had moved over to [redacted] for a new position, and [redacted] was out today – [redacted] and thanked me for my work supporting [redacted] ☺ She also [redacted]

I just had to share.

I will tell [redacted] tomorrow when I see her in the morning.

(U//~~FOUO~~)

[redacted]

969-3760s

[redacted]

(b) (6)

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

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

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

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

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

Release: 2018-03
NSA: 02384

APPENDIX F

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

(U) Relevant Emails Between [redacted] and [redacted]

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

Release: 2018-03
NSA: 02385

From: [redacted]
Sent: Wednesday, November 24, 2010 11:48 AM
To: [redacted]
Subject: RE: (U) so,

(b) (6)

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

[redacted]

From: [redacted]
Sent: Wednesday, November 24, 2010 11:47 AM
To: [redacted]
Subject: RE: (U) so,

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

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, November 24, 2010 11:45 AM
To: [redacted]
Subject: RE: (U) so,

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

[redacted]

From: [redacted]
Sent: Wednesday, November 24, 2010 11:43 AM
To: [redacted]
Subject: RE: (U) so,

Release: 2018-03
NSA: 02386

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

[redacted]

(U//~~FOUO~~)

[redacted]

From [redacted]
Sent: Wednesday, November 24, 2010 11:39 AM
To: [redacted]
Subject: RE: (U) so,

(b) (6)

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

[redacted]

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

From: [redacted]
Sent: Wednesday, November 24, 2010 11:35 AM
To: [redacted]
Subject: RE: (U) so,

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

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

You too, chief. Thanks for everything this morning.

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, November 24, 2010 11:34 AM
To: [redacted]
Subject: RE: (U) so,

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

Well, that's okay – have a Great Thanksgiving!

Release: 2018-03
NSA: 02387

From: [redacted]
Sent: Wednesday, November 24, 2010 11:32 AM
To: [redacted]
Subject: (U) so,

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

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

It's all hurry up and wait. Now she can't leave for another 30 minutes…

(U//~~FOUO~~)

[redacted]

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

963-8832

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

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

Release: 2018-03
NSA: 02388

From:
Sent: Wednesday, April 13, 2011 11:41 AM
To:
Subject: RE: (U)

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

Thanks, so we need to go look again. said he might be able to meet us at 1:00.

From:
Sent: Wednesday, April 13, 2011 11:36 AM
To:
Subject: RE: (U)

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

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

(U//~~FOUO~~)

(b)(6)

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

From
Sent: Wednesday, April 13, 2011 11:34 AM
To:
Subject: RE: (U)

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

Calling now.

From:
Sent: Wednesday, April 13, 2011 11:29 AM
To:
Subject: FW: (U)

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

FYI – Give me a call when you have a minute to discuss.

Thanks

Release: 2018-03
NSA: 02389

[redacted]

966-5812(s) / [redacted]

From: [redacted]
Sent: Friday, April 08, 2011 6:23 AM
To: [redacted]
Cc:
Subject: (U) [redacted]

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

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

[redacted]

Please let me know if you have any questions.

Thanks,

[redacted]

(U//~~FOUO~~)

[redacted]

969-3599, Main line 969-3618 & 3619

[redacted]

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

Release: 2018-03
NSA: 02390

From: [redacted]
Sent: Thursday, April 21, 2011 6:14 AM
To: [redacted]
Subject: RE: (U) hey

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

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

[redacted]

(b) (6)

From: [redacted]
Sent: Wednesday, April 20, 2011 2:28 PM
To: [redacted]
Subject: (U) hey

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

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

Release: 2018-03
NSA: 02391

From:
Sent: Monday, April 25, 2011 7:35 AM
To:
Subject: RE: (U) Latest Results

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

okay

From
Sent: Monday, April 25, 2011 7:33 AM
To:
Subject: RE: (U) Latest Results

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

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

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

I will be down...

(U//~~FOUO~~)

From:
Sent: Monday, April 25, 2011 7:23 AM
To:
Subject: RE: (U) Latest Results

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

That all sounds good!
stressed out today, long story involving ou should have waited, now it is just becoming my latest challenge. I'm sure is happy that I have a new pl of focus.

(b) (6)

From:
Sent: Monday, April 25, 2011 7:19 AM
To:
Subject: RE: (U) Latest Results

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

Let's see.

Release: 2018-03
NSA: 02392

(U//~~FOUO~~)

(b) (6)

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

From:
Sent: Monday, April 25, 2011 7:15 AM
To:
Subject: RE: (U) Latest Results

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

Good Morning!

No, she didn't get back to me - she was off Friday.

From:
Sent: Monday, April 25, 2011 7:09 AM
To:
Subject: RE: (U) Latest Results

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

Did she ever reply to you?

Good morning,

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

(U//~~FOUO~~)

From:
Sent: Friday, April 22, 2011 11:44 AM
To:
Cc:
Subject: FW: (U) Latest Results

Release: 2018-03
NSA: 02393

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

[redacted]

From: [redacted]
Sent: Friday, April 22, 2011 11:28 AM
To: [redacted]
Cc: [redacted]
Subject: (U) Latest Results

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

Everyone,
Attached are the results from this morning's upload.

[redacted]

Thanks

[redacted]

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

(U//~~FOUO~~)

[redacted]

(s) 963-2793

[redacted]

[redacted]

Release: 2018-03
NSA: 02394

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

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

Release: 2018-03
NSA: 02395

From: [redacted]
Sent: Wednesday, May 04, 2011 6:21 AM
To: [redacted]
Subject: RE: (U) hey

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

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

I know, Monday was a strange day. Let me know how the meeting went yesterday afternoon and I'll catch you up on the scanner stuff if [redacted] haven't already done so. Also, need to tell you about our meeting with [redacted] if hasn't filled you in.

From: [redacted]
Sent: Monday, May 02, 2011 3:10 PM
To: [redacted]
Subject: (U) hey

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

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

Well, it was a freaking long day, and [redacted]

(U//~~FOUO~~)

[redacted]

(b)(6)

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

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

Release: 2018-03
NSA: 02396

From: [redacted]
Sent: Friday, May 06, 2011 10:46 AM
To: [redacted]
Subject: RE: (U) timesheet

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

Correct

-----Original Message-----
From: [redacted]
Sent: Friday, May 06, 2011 10:45 AM
To: [redacted]
Subject: RE: (U) timesheet

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

[redacted]

(U//~~FOUO~~)

[redacted]

(b) (6)

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

-----Original Message-----
From: [redacted]
Sent: Friday, May 06, 2011 10:40 AM
To: [redacted]
Subject: RE: (U) timesheet

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

[redacted]

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

-----Original Message-----
From: [redacted]
Sent: Friday, May 06, 2011 10:39 AM
To: [redacted]
Subject: RE: (U) timesheet

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

That happens when you go from bottom up :)

(U//~~FOUO~~)

[redacted]

-----Original Message-----
From: [redacted]

Release: 2018-03
NSA: 02397

Sent: Friday, May 06, 2011 10:33 AM
To: [redacted]
Subject: RE: (U) timesheet

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

Oops, was reading from the bottom up.

-----Original Message-----
From: [redacted]
Sent: Friday, May 06, 2011 10:30 AM
To: [redacted]
USA CIV
Subject: RE: (U) timesheet

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

Oops. Wrong copy.

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

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

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

-----Original Message-----
From: [redacted]
Sent: Friday, May 06, 2011 10:27 AM
To: [redacted]
Subject: (U) timesheet

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

Thank you.

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

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

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

Release: 2018-03
NSA: 02398

From: [redacted]
Sent: Tuesday, May 10, 2011 8:12 AM
To: [redacted]
Subject: RE: (U) good laugh

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

It is a good class, you will enjoy it. I don't think they would let me take it again.

From: [redacted]
Sent: Tuesday, May 10, 2011 8:08 AM
To: [redacted]
Subject: RE: (U) good laugh

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

You can come join me. I'll make you laugh in class.

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

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

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

From: [redacted]
Sent: Tuesday, May 10, 2011 8:07 AM
To: [redacted]
Subject: RE: (U) good laugh

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

Oh crap, I'll be all alone.

From: [redacted]
Sent: Tuesday, May 10, 2011 8:06 AM
To: [redacted]
Subject: RE: (U) good laugh

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

Hey, just to remind you, I am off on Thursday and in class (Lead 2600) next week.

(U//~~FOUO~~)

Release: 2018-03
NSA: 02399

[redacted]

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

From: [redacted]
Sent: Tuesday, May 10, 2011 8:01 AM
To: [redacted]
Subject: RE: (U) good laugh

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

Good one!

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

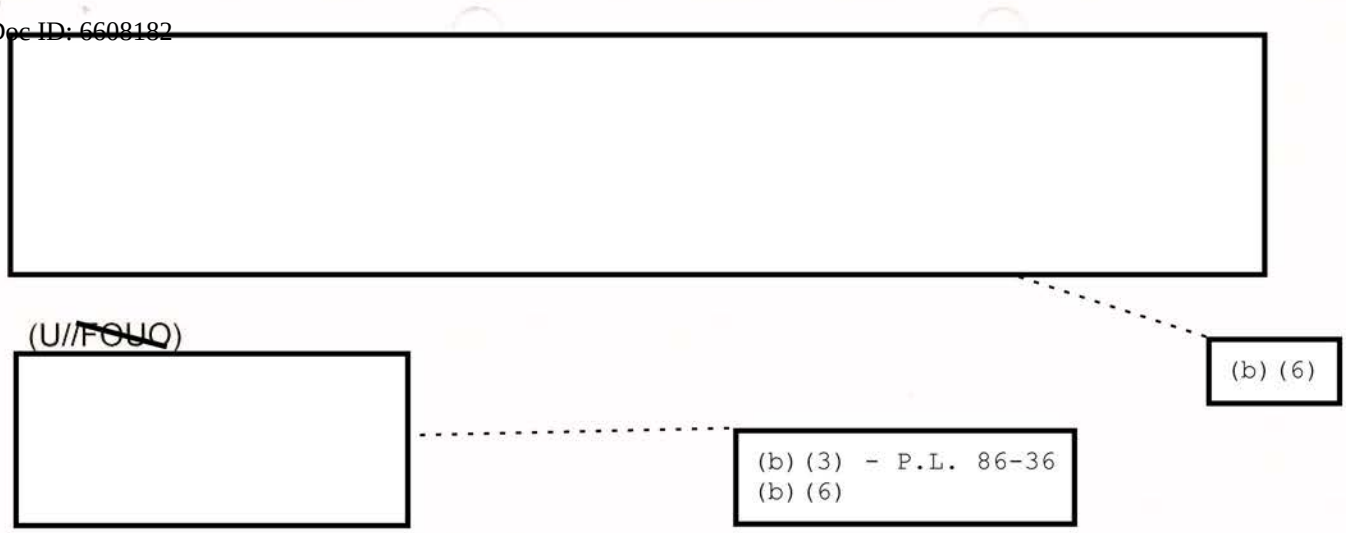
From [redacted]
Sent: Tuesday, May 10, 2011 7:54 AM
To: [redacted]
Subject: (U) good laugh

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

(b)(6)

[redacted]

Release: 2018-03
NSA: 02400



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

Classification: UNCLASSIFIED//F~~OR OFFICIAL USE ONLY~~

Release: 2018-03
NSA: 02401

From: [redacted]
Sent: Tuesday, June 14, 2011 7:05 AM
To: [redacted]
Subject: RE: (U) Invitation

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

Deal!

From: [redacted]
Sent: Tuesday, June 14, 2011 7:05 AM
To: [redacted]
Subject: RE: (U) Invitation

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

Oh, ok. I'll tell you all about it in the afternoon.

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

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

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

From [redacted]
Sent: Tuesday, June 14, 2011 6:58 AM
To: [redacted]
Subject: RE: (U) Invitation

(b) (6)

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

Thanks, but I think one of us should be at the staff meeting. [redacted]

[redacted]

From: [redacted]
Sent: Tuesday, June 14, 2011 6:46 AM
To [redacted]
Subject: RE: (U) Invitation

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

I wouldn't say I'd *miss* that. ☺ [redacted]

[redacted]

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

Release: 2018-03
NSA: 02402

[redacted]

From: [redacted]
Sent: Tuesday, June 14, 2011 6:45 AM
To: [redacted]
Subject: RE: (U) Invitation

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

Fine with me, the only thing you will miss is the staff meeting

From: [redacted]
Sent: Tuesday, June 14, 2011 6:40 AM
To: [redacted]
Subject: FW: (U) Invitation

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

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

Hmm…. I might need to take some leave on Thursday, if you don't mind.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Monday, June 13, 2011 3:41 PM
To: [redacted]
Subject: (U) Invitation

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

[redacted] invite you to be the first to see Green Lantern, in 3-D!!

Please join [redacted] at the private showing of "Green Lantern in 3-D" on Thursday, June 16th at the AMC Columbia Mall 14 Theaters. We will have a continental breakfast and brief 30 minute presentation, followed by the movie itself.

If you are interested in attending, please let me know and I will email the registration link to you on the unclass side.

Agenda:

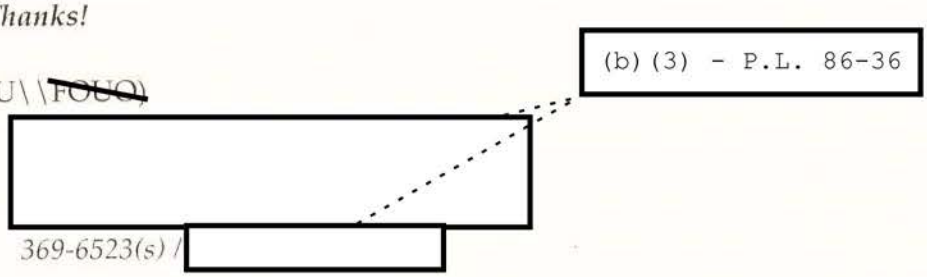
8:30-9:30	Continental Breakfast
9:30-10:00	Presentation
10:00 -10:15	Break
10:15	Movie showing

Release: 2018-03
NSA: 02403

Venue:
AMC Columbia 14
10300 Little Patuxent Pkwy
Columbia, MD 21044

Thanks!

(U\ \~~FOUO~~)



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

Release: 2018-03
NSA: 02404

From: [redacted]
Sent: Wednesday, June 15, 2011 12:04 PM
To: [redacted]
Subject: (U) RE: I do have to say

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

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

[redacted]

(b) (6)

From [redacted]
Sent: Wednesday, June 15, 2011 12:02 PM
To [redacted]
Subject: I do have to say

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

Release: 2018-03
NSA: 02405

From: [redacted]
Sent: Wednesday, June 22, 2011 7:28 AM
To: [redacted]
Subject: RE: (U) heading out

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

Thanks! Hey, did you look at the list I sent out on the people she has in the que for hiring?

From: [redacted]
Sent: Wednesday, June 22, 2011 7:15 AM
To: [redacted]
Subject: RE: (U) heading out

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

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

No. I value your opinion. You are much smarter than you give yourself credit for and I believe your assessments of people are generally on the money.

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, June 22, 2011 7:13 AM
To: [redacted]
Subject: RE: (U) heading out

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

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

Yes, but it isn't something that should bother you.

From: [redacted]
Sent: Wednesday, June 22, 2011 7:12 AM
To: [redacted]
Subject: RE: (U) heading out

Release: 2018-03
NSA: 02406

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

Do you really think I am too nice?

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, June 22, 2011 7:10 AM
To: [redacted]
Subject: RE: (U) heading out

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

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

Remember you were promoted – no need to s-up anymore!

From [redacted]
Sent: Wednesday, June 22, 2011 7:08 AM
To: [redacted]
Subject: RE: (U) heading out

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, June 22, 2011 7:07 AM
To: [redacted]
Subject: RE: (U) heading out

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

Oh, you aren't leaving that was last night's msg

Release: 2018-03
NSA: 02407

From: [redacted]
Sent: Wednesday, June 22, 2011 7:05 AM
To: [redacted]
Subject: RE: (U) heading out

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

No, she is added to my list for this training. People keep switching out and it is killing me.

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, June 22, 2011 7:04 AM
To: [redacted]
Subject: RE: (U) heading out

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

No, why do you have to go see her?

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

From: [redacted]
Sent: Wednesday, June 22, 2011 7:01 AM
To: [redacted]
Subject: RE: (U) heading out

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

Hey, do you know a [redacted] in [redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, June 21, 2011 3:06 PM

Release: 2018-03
NSA: 02408

To: [redacted]
Subject: RE: (U) heading out

[redacted] (b) (6)

From: [redacted]
Sent: Tuesday, June 21, 2011 3:03 PM
To: [redacted]
Subject: (U) heading out

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

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

Release: 2018-03
NSA: 02409

From: [redacted]
Sent: Tuesday, July 19, 2011 7:53 AM
To: [redacted]
Subject: RE: (U) the thing is

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

[redacted]

From: [redacted]
Sent: Tuesday, July 19, 2011 7:49 AM
To: [redacted]
Subject: RE: (U) the thing is

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

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Tuesday, July 19, 2011 7:46 AM
To: [redacted]
Subject: RE: (U) the thing is

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

Thank you! Ultimately you need to do what is best for your career and I don't fault you for that. It sucks, but I understand.

From: [redacted]
Sent: Tuesday, July 19, 2011 7:43 AM
To: [redacted]
Subject: (U) the thing is

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

Release: 2018-03
NSA: 02410

[redacted]

(U//~~FOUO~~)

[redacted]

(b) (6)

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

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

Release: 2018-03
NSA: 02411

From:
Sent: Tuesday, August 09, 2011 8:35 AM
To:
Subject: RE: (U) again

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

From
Sent: Tuesday, August 09, 2011 8:34 AM
To:
Subject: RE: (U) again

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

(U//~~FOUO~~)

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

(b)(6)

From
Sent: Tuesday, August 09, 2011 8:34 AM
To:
Subject: RE: (U) again

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

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

From:
Sent: Tuesday, August 09, 2011 8:32 AM
To:
Subject: RE: (U) again

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

Release: 2018-03
NSA: 02412

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2011 8:31 AM
To: [redacted]
Subject: RE: (U) again

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

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

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2011 8:29 AM
To: [redacted]
Subject: (U) again

(b)(6)

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

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

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

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

Release: 2018-03
NSA: 02413

From:
Sent: Friday, August 12, 2011 7:11 AM
To:
Subject: RE: (U)

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

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

From
Sent: Friday, August 12, 2011 7:09 AM
To:
Subject: RE: (U)

(b) (6)

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

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

(U//~~FOUO~~)

From:
Sent: Friday, August 12, 2011 7:08 AM
To:
Subject: RE: (U)

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

From:
Sent: Friday, August 12, 2011 7:05 AM
To:
Subject: RE: (U)

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

Release: 2018-03
NSA: 02414

(U//~~FOUO~~)

From:
Sent: Friday, August 12, 2011 6:14 AM
To:
Subject: RE: (U)

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

I was wondering the same thing. Now you have an out

From:
Sent: Thursday, August 11, 2011 4:02 PM
To:
Subject: FW: (U)

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

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

So, there are two of us??? How does that work? Please don't repeat it, but why?

(U//~~FOUO~~)

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

From:
Sent: Thursday, August 11, 2011 3:44 PM
To:
Cc:
Subject: (U)

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

and

Release: 2018-03
NSA: 02415

Effective immediately [redacted] and [redacted] They will be moving to the [redacted] where [redacted] and I are located. For the foreseeable future, [redacted] will be concentrating his efforts on [redacted] and [redacted] will be the [redacted] POC.

[redacted]

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

(U//FOUO) [redacted]

[redacted]

992-4783s [redacted]

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

[redacted]

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

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

Release: 2018-03
NSA: 02416

From:
Sent: Tuesday, August 23, 2011 8:19 AM
To:
Subject: RE: (U) monitors

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

Thanks!

From:
Sent: Tuesday, August 23, 2011 8:18 AM
To:
Subject: RE: (U) monitors

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

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

Ok, well, I guess can have them all. Thanks for noting that, chief.

(b) (6)

(U//~~FOUO~~)

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

From:
Sent: Tuesday, August 23, 2011 8:17 AM
To:
Subject: RE: (U) monitors

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

is on leave starting this Thursday thru September 6th.

From:
Sent: Tuesday, August 23, 2011 8:14 AM
To:

Release: 2018-03
NSA: 02417

Cc: [redacted]
Subject: (U) monitors

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

[redacted] and [redacted]

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

I'm going to arrange for a shipment of monitors for this Thursday. [redacted] will get hers and [redacted] will get the rest. Once they are all deployed, we will go ahead and get another order. [redacted] did [redacted] give you his spreadsheet of people who need the monitors?

[redacted]

PS. If in the course of business, you are going to excess any 22" monitors, let me know. I need 4.

Thanks.

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

Release: 2018-03
NSA: 02418

From:
Sent: Monday, September 12, 2011 12:20 PM
To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

No clue, so I sent an email. I think I told that I went.

From
Sent: Monday, September 12, 2011 12:18 PM
To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

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

Hmm… I'll ask her to take me off the September issue then. No need to do it twice. Why weren't you there?

(U//~~FOUO~~)

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

From:
Sent: Monday, September 12, 2011 12:15 PM
To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

You are listed as attending the first session. I wasn't but you were.

From
Sent: Monday, September 12, 2011 12:14 PM
To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

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

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

I have no idea if I did it twice. See, I need you to keep these things straight for me. I'll make sure she knows I don't need it twice.☺

(U//~~FOUO~~)

From:
Sent: Monday, September 12, 2011 12:10 PM

Release: 2018-03
NSA: 02419

To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

Yes and no, I just hate briefing. Question – how come you signed up to go to that training again in September? See latest email.

From:
Sent: Monday, September 12, 2011 12:05 PM
To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

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

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

It went well. A piece of cake. Are you nervous? If so,
☺

(U//~~FOUO~~)

(b) (6)

From:
Sent: Monday, September 12, 2011 11:41 AM
To:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

Thanks, how did your briefing go?

From:
Sent: Monday, September 12, 2011 8:57 AM
To:
Subject: RE: (U) F5/T3 July 2011 Monthly Meeting follow-up

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

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

Nice way to put it, chief ☺

(U//~~FOUO~~)

From:
Sent: Monday, September 12, 2011 8:39 AM
To:
Cc:
Subject: RE: (U) July 2011 Monthly Meeting follow-up

Release: 2018-03
NSA: 02420

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

[redacted]

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

From: [redacted]
Sent: Tuesday, September 06, 2011 3:27 PM
To: [redacted]
Cc: [redacted]
Subject: FW: (U) [redacted] July 2011 Monthly Meeting follow-up

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

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

[redacted]

[redacted]
963.0164s [redacted]

From: [redacted]
Sent: Wednesday, August 17, 2011 9:09 AM
To: [redacted]
Cc: [redacted]
Subject: RE: (U) [redacted] July 2011 Monthly Meeting follow-up

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

[redacted]

Release: 2018-03
NSA: 02421

[redacted]

Thanks.

[redacted]

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

My Links: |Dropbox | Spyspace | Tapioca |DSL-NOUT Status|

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

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

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

Release: 2018-03
NSA: 02422

From: [redacted]
Sent: Friday, September 16, 2011 6:56 AM
To: [redacted]
Subject: RE: (U) hey

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

(b) (6)

[redacted]

[redacted]

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

From: [redacted]
Sent: Thursday, September 15, 2011 9:49 AM
To: [redacted]
Subject: (U) hey

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

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

[redacted]

[redacted]

[redacted]

(U//~~FOUO~~)

[redacted]

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

Release: 2018-03
NSA: 02423

From: [redacted]
Sent: Monday, September 26, 2011 6:47 AM
To: [redacted]
Subject: RE: (U) Hiring

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

No rush, whenever is convenient.

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

From: [redacted]
Sent: Monday, September 26, 2011 6:44 AM
To: [redacted]
Subject: RE: (U) Hiring

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

Excellent. I'll be over in a bit.

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Monday, September 26, 2011 6:42 AM
To: [redacted]
Subject: RE: (U) Hiring

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

You know you are crazy [redacted] desk is open and so is [redacted] old desk.

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

From: [redacted]
Sent: Monday, September 26, 2011 6:41 AM
To: [redacted]
Subject: RE: (U) Hiring

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

[redacted]

(b) (6)

Release: 2018-03
NSA: 02424

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Monday, September 26, 2011 6:40 AM
To: [redacted]
Subject: RE: (U) Hiring

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

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

Yes, we have an open desk

From: [redacted]
Sent: Monday, September 26, 2011 6:34 AM
To: [redacted]
Subject: RE: (U) Hiring

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

I can come over this morning if you'd like. Do you have an open desk I can use for a bit?

Of course I was going to call [redacted] for you. I am still fanatically loyal to you.

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Monday, September 26, 2011 6:28 AM
To: [redacted]
Subject: RE: (U) Hiring

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

[redacted]

Release: 2018-03
NSA: 02425

Thanks for calling [redacted] I'm not sure where the breakdown is, but hopefully we are back on track. Also, do you plan on being over here anytime today? If so, can you stop by so we can do your ACE?

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

From: [redacted]
Sent: Friday, September 23, 2011 8:48 AM
To: [redacted]
Cc: [redacted]
Subject: (U) Hiring

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

[redacted]

[redacted] says she has been waiting to hear from HR, but no one has contacted her. Can you get a good phone number for her to call HR?

Thank you,

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

(U//~~FOUO~~)

[redacted]

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

Release: 2018-03
NSA: 02426

From: [redacted]
Sent: Thursday, September 22, 2011 9:54 AM
To: [redacted]
Subject: (U) can't...

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

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

[redacted]

(b)(6)

[redacted]

Phone: 963-8836(s)

[redacted]

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

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

Release: 2018-03
NSA: 02427

From: [redacted]
Sent: Wednesday, September 28, 2011 10:19 AM
To: [redacted]
Subject: RE: (U) [redacted]

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

(b) (6)

Thanks, [redacted] I'll talk to you tomorrow.

[redacted]

Phone: 963-88[illegible]

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

From: [redacted]
Sent: Wednesday, September 28, 2011 10:10 AM
To: [redacted]
Subject: RE: (U) [redacted]

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Wednesday, September 28, 2011 10:09 AM
To: [redacted]
Subject: RE: (U) [redacted]

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

[redacted]

[redacted]

Release: 2018-03
NSA: 02428

[redacted]

Phone: 963-8836(s) [redacted]

From: [redacted]
Sent: Wednesday, September 28, 2011 10:08 AM
To: [redacted]
Subject: RE: (U) [redacted]

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

[redacted]

(U//~~FOUO~~)

[redacted]

(b) (6)

From: [redacted]
Sent: Wednesday, September 28, 2011 9:12 AM
To: [redacted]
Subject: RE: (U) [redacted]

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

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

[redacted]

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

[redacted]

Phone: 963-8836(s) [redacted]

From: [redacted]
Sent: Wednesday, September 28, 2011 9:01 AM
To: [redacted]
Subject: RE: (U) [redacted]

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

They have to accept the job [redacted] He can't just

[redacted]

Release: 2018-03
NSA: 02429

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, September 28, 2011 8:59 AM
To: [redacted]
Cc: [redacted]
Subject: RE: (U) [redacted]

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

[redacted]

Have you made a decision?

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

[redacted]

Phone: 963-8836(s)

[redacted]

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

From [redacted]
Sent: Wednesday, September 28, 2011 8:57 AM
To: [redacted]
Cc: [redacted]
Subject: RE: (U) [redacted]

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

[redacted] s actually having [redacted] head hunt for the positions. I think he has a couple people in mind.

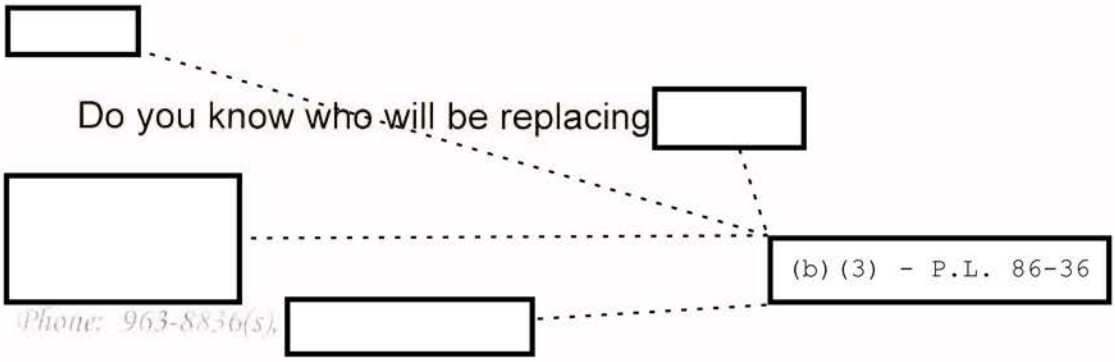
(U//~~FOUO~~)

[redacted]

From [redacted]
Sent: Wednesday, September 28, 2011 8:32 AM
To: [redacted]
Subject: (U) [redacted]

Release: 2018-03
NSA: 02430

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



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

Release: 2018-03
NSA: 02431

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

APPENDIX G

(U) Emails Provided by

Release: 2018-03
NSA: 02432

[redacted]

From: [redacted]
Sent: Wednesday, February 01, 2012 6:44 AM
To: [redacted]
Subject: FW: (U) RE: seriously [redacted] Explaining More on the Reason He Took the Job

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

From: [redacted]
Sent: Thursday, July 28, 2011 8:25 AM
To: [redacted]
Subject: RE: (U) RE: seriously

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

You are right. It made sense to my mad mind though. I would have the chance to go do something else, and at the same time [redacted]

(b)(6)

(U//~~FOUO~~)

[redacted]

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

From: [redacted]
Sent: Thursday, July 28, 2011 8:01 AM
To: [redacted]
Subject: (U) RE: seriously

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

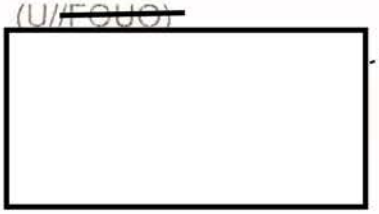
[redacted]

From: [redacted]
Sent: Thursday, July 28, 2011 7:59 AM
To: [redacted]
Subject: seriously

[redacted]

Release: 2018-03
NSA: 02433

(U//~~FOUO~~)



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

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

Release: 2018-03
NSA: 02434

[redacted]

From: [redacted]
Sent: Wednesday, February 01, 2012 7:02 AM
To: [redacted]
Subject: FW: (U) fyi - [redacted] on My PC Sending Email to Himself

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

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

-----Original Message-----
From: [redacted]
Sent: Wednesday, August 10, 2011 7:29 AM
To: [redacted]
Subject: RE: (U) fyi

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

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

[redacted]

(U//~~FOUO~~)

[redacted]

(b) (6)

-----Original Message-----
From: [redacted]
Sent: Wednesday, August 10, 2011 7:14 AM
To: [redacted]
Subject: (U) fyi

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

[redacted]

[redacted]

Phone: 963-8836(s) [redacted]

Release: 2018-03
NSA: 02435

Doc ID: 6608182

APPENDIX H

(U) Emails Provided by [redacted]

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

Release: 2018-03
NSA: 02436

From: [redacted]
Sent: Friday, July 15, 2011 6:19 AM
To: [redacted]
Subject: RE: (U) Laptop reduction

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

[redacted] (b) (6)

(U//~~FOUO~~)

[redacted]

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

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

From [redacted]
Sent: Thursday, July 14, 2011 6:30 AM
To: [redacted]
Subject: RE: (U) Laptop reduction

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

I haven't removed any laptops.

U//~~FOUO~~

[redacted]

[redacted] 983-1249 / [redacted]

From: [redacted]
Sent: Tuesday, July 12, 2011 2:26 PM
To: [redacted]
Subject: (U) Laptop reduction
Importance: High

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

All,

I know you have all been working to reduce the number of laptops deployed in the infrastructure. Please ensure the laptops you removed are annotated in your master. I

also need the number of laptops reduced in each product line. An answer is required even if the answer is "zero".

Thank you,

[redacted]

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

(U//~~FOUO~~)

[redacted]

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

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

APPENDIX I

(U) Emails Provided by [redacted]

Release: 2018-03
NSA: 02439

[redacted]

From: [redacted]
Sent: Friday, September 07, 2012 1:30 PM
To: [redacted]
Subject: FW: (U) [redacted]

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

Hi [redacted]

Here's the email about [redacted] It was all part of the [redacted] It was in his last message to me at 1:08pm (see below).

Have a fantastic weekend.

(U//~~FOUO~~)

[redacted]

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

969-3760s

[redacted]

Drop Box

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

(b) (6)

From: [redacted]
Sent: Wednesday, June 29, 2011 1:08 PM
To: [redacted]
Subject: RE: (U) [redacted]

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

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Wednesday, June 29, 2011 1:04 PM
To: [redacted]
Subject: RE: (U) [redacted]

Release: 2018-03
NSA: 02440

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

[redacted]

(U//~~FOUO~~)

[redacted]

969-3760s

[redacted]

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

(b) (6)

From: [redacted]
Sent: Wednesday, June 29, 2011 1:02 PM
To: [redacted]
Subject: (U) [redacted]

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

[redacted]

(U//~~FOUO~~)

[redacted]

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

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

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

Release: 2018-03
NSA: 02441

APPENDIX J

(U) Relevant Email Between [redacted] ER, and [redacted]

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

Release: 2018-03
NSA: 02442

[redacted]

From: [redacted]
Sent: Monday, February 27, 2012 10:03 AM
To: [redacted]
Cc:
Subject: FW: (U) emails
Signed By: [redacted]

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

Another one…

[redacted]
968-5378 (s) [redacted]
[redacted]

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

Please consider using my DropBox for large files: [redacted]

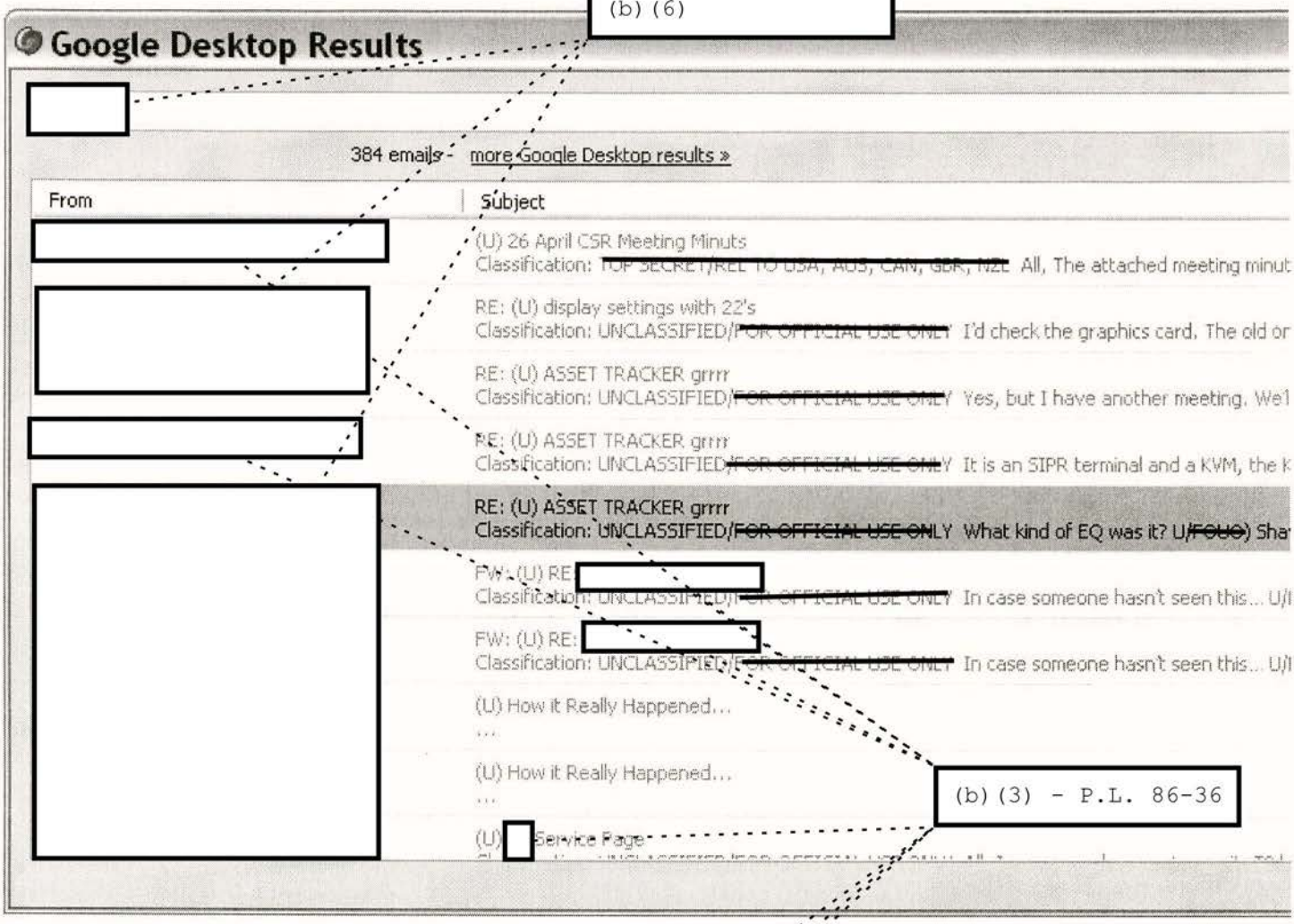
From: [redacted]
Sent: Friday, January 27, 2012 9:28 AM
To: [redacted]
Subject: (U) emails

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

So as I am using my googledesktop to pull up the emails they don't display. It pops up in IE with an error. I know he sent some and somehow they mysteriously disappeared. It is weird that I have the other emails from him but the offensive ones comes up with errors but are not in my inbox. For an example:

Release: 2018-03
NSA: 02443

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



. Those emails are not in my outlook but googledesktop picked them up and I am sure there was something in there.

You may have heard the story that he called me [redacted] at a luncheon we had. Everyone heard it was most of the females were offended by it.

He always drew attention to me when I was around and it was obvious. Since someone mentioned my name to you and witnessed these incidents I guess you will have to use that information as your resource.

(U//~~FOUO~~)

[redacted]

(b) (6)

(s)966-2366, (u[redacted]
DropBox for[redacted]
(U//~~FOUO~~)

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

Release: 2018-03
NSA: 02444

Doc ID: 6608182

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

APPENDIX K

(U) 11 August 2012 Email Exchanges Between the OIG and [redacted]

Release: 2018-03
NSA: 02445

[redacted]

From: [redacted]
Sent: Tuesday, September 25, 2012 6:57 AM
To: [redacted]
Subject: FW: (U) request for an interview (11-0057)

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

[redacted]
Investigator - NSA OIG
963-0924 - [redacted]

PRIVACY SENSITIVE – any misuse or unauthorized disclosure may lead to disciplinary action.

From: [redacted]
Sent: Thursday, August 11, 2011 7:22 AM
To: [redacted]
Subject: RE: (U) request for an interview (11-0057)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

OMW now.

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2011 7:21 AM
To: [redacted]
Subject: RE: (U) request for an interview (11-0057)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Ok.

(U//~~FOUO~~)

[redacted]
Investigator
Office of the Inspector General
[redacted] 963-0924

PRIVACY SENSITIVE – any misuse or unauthorized disclosure may lead to disciplinary action.

From [redacted]
Sent: Thursday, August 11, 2011 7:18 AM

(b)(3) - P.L. 86-36
(b)(6)

(b)(3) - P.L. 86-36

Release: 2018-03
NSA: 02446

To: [redacted]
Subject: RE: (U) request for an interview (11-0057)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

I can come now if you wish.

(U//~~FOUO~~)

[redacted]

(b)(3) - P.L. 86-36
(b)(6)

(b)(3) - P.L. 86-36

From: [redacted]
Sent: Thursday, August 11, 2011 7:13 AM
To: [redacted]
Subject: (U) request for an interview (11-0057)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

I need to set up an interview with you. Please let me know when is good for you. I work early. It should take about an hour or less in my office. This concerns your use of chat on the classified computer system.

(U//~~FOUO~~)

[redacted]
Investigator
Office of the Inspector General
[redacted] 963-0924

PRIVACY SENSITIVE – any misuse or unauthorized disclosure may lead to disciplinary action.

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Release: 2018-03
NSA: 02447

[redacted]

From: [redacted]
Sent: Tuesday, September 25, 2012 6:55 AM
To: [redacted]
Subject: FW: (U) Follow-up (11-0057)
Signed By: [redacted]

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Per your request

[redacted]
Investigator - NSA OIG
963-0924 - [redacted]

(b)(3) - P.L. 86-36

PRIVACY SENSITIVE – any misuse or unauthorized disclosure may lead to disciplinary action.

From: [redacted]
Sent: Thursday, August 11, 2011 8:02 AM
To: [redacted]
Subject: RE: (U) Follow-up (11-0057)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted]

I have reviewed the guidance and will adhere to it. I regret my actions and wish I had had the wisdom to not only stop the activity, but also to have not engaged in it at all.

[redacted]

(U//~~FOUO~~)

[redacted]

(b)(3) - P.L. 86-36
(b)(6)

From: [redacted]
Sent: Thursday, August 11, 2011 7:46 AM
To: [redacted]
Subject: (U) Follow-up (11-0057)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

To follow-up from our interview.

During routine monitoring of the NSA/CSS classified network, it was revealed that your account has been detected engaging in the sexually explicit conversations. This activity is in violation of the DoD Joint Ethics Regulation (JER).

Release: 2018-03
NSA: 02448

Specifically, JER 5500.7-R, subpart 2-301, Use of Federal Government Resources prohibits employees from using Federal Government communications systems for purposes that would reflect adversely on DoD or the DoD Component (such as uses involving pornography, etc).

All users of Government resources should use good judgment and common sense when accessing and/or communicating on these systems.

You are required to review guidance below and send me an email acknowledging that you have reviewed the guidance and will adhere to them in the future.

OGC Ethics Page: Government Communication Systems

[redacted]

(U//~~FOUO~~)

[redacted] (b)(3) - P.L. 86-36

Investigator
Office of the Inspector ~~General~~
[redacted] 963-0924

PRIVACY SENSITIVE – any misuse or unauthorized disclosure may lead to disciplinary action.

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Release: 2018-03
NSA: 02449