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NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE

INSPECTOR GENERAL

REPORT OF INVESTIGATION

25 August 2014

IV-13-0061

Alleged Labor Mischarging

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(U) OFFICE OF THE INSPECTOR GENERAL

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

(U) AUDITS

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

(U) INVESTIGATIONS

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

(U) INTELLIGENCE OVERSIGHT

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

(U) FIELD INSPECTIONS

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

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I. (U) SUMMARY

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(U//~~FOUO~~) The NSA Office of the Inspector General (OIG) opened an investigation based on an allegation made in March of 2013, that [redacted] an NSA contractor employee of [redacted] claimed labor hours on NSA contract [redacted] that were not actually performed. [redacted] is the prime contractor for [redacted]

(U//~~FOUO~~) The OIG concluded that [redacted] knowingly claimed false and inaccurate labor charges on her company timesheets, totaling 129.50 hours, during the period of 26 March 2012 through 22 March 2013.

(U//~~FOUO~~) Based upon labor rates provided to the OIG by [redacted] Contracting Officer, the 129.50 discrepant hours claimed by [redacted] equates to an approximate loss to the Agency of $10,510.22. The OIG will issue letters to the prime contractor and the Maryland Procurement Office (BA3) outlining the false labor charges. The OIG will also provide a summary of the investigative findings to Security, Special Actions (Q242).

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II. (U) BACKGROUND

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(U) Introduction

(U//~~FOUO~~) was a contractor at NSA and was assigned to the contract was removed from and returned to in May 2014.

(U//~~FOUO~~) was assigned to a project called from November 2009 through May 2013. is located in

(U) Applicable Authorities

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

(U) 18 U.S.C. §1001 – Statements or Entries Generally

(U) 18 U.S.C. §287 – False, Fictitious or Fraudulent Claims

(U) 31 U.S.C. § 3802 – False Claims and Statements; liability

(U) F.A.R. 31.201-2 – Determining Allowability

(U) F.A.R. 52.216-7 – Allowable Cost and Payment (June 2013)

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III. (U) FINDINGS

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(U//~~FOUO~~) ALLEGATION: Did [redacted] knowingly submit false timesheets to her company, causing the government to be billed for labor hours she did not actually perform, in violation of 18. U.S.C. § 1001, § 287, and 31 U.S.C. § 3802?

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

(U) Evidence

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(U) **Documentary Evidence**

(U//~~FOUO~~) **Contract [redacted] Delivery Order (DO) [redacted]**. The OIG obtained and reviewed a copy of the Agency contract to which [redacted] was assigned. The contract states:

> *(U) Unless the written approval of the Contracting Officer is obtained in advance, the work herein shall not be performed at any facility, other than the Government site.*
>
> *(U) Level of Effort (LOE). Effort performed in fulfilling the total level of effort specified above shall only include effort in direct support of this contract and shall not include effort expended on such things as local travel to and from an employee's usual work location, uncompensated effort while on travel status, truncated lunch periods, work (actual or inferred) at the employee's residence or other non-work location, or other effort which does not have a specific and direct contribution to tasks described herein.*

(U//~~FOUO~~) **Statement of Work (SOW) for [redacted]** The Contracting Officer's Representative (COR), [redacted] provided the OIG the SOW that [redacted] is assigned to. The SOW contains the following sections relevant to this investigation.

> *(U//~~FOUO~~) **Scope**. This Statement of Work (SOW) describes the tasks required to*
>
> [redacted]
>
> [redacted] *The Contractor shall also* [redacted]
>
> [redacted]

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(U//~~FOUO~~) ***Personnel Management****. Throughout the life of the contract, the Contractor team shall provide personnel that possess the necessary training; qualifications and clearances to accomplish all tasks identified in this SOW. The list of specific labor categories anticipated to accomplish the work is available in the Appendix of this SOW. The Contractor shall provide fully-qualified personnel in accordance with the skills and levels as defined in this SOW. Personnel working in NSAW spaces and or having access to NSANet shall sign a Non Disclosure Agreement (NDA). All personnel shall also be requ ired to sign a BF NDA authorizing access to the*

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(U//~~FOUO~~) ***Training****. Contractor personnel shall have the training and expertise necessary to perform the contract requirements upon contract award. It is the responsibility of the Contractor to keep all personnel current on commercial technology and trends through contractor-provided education. The Contractor shall also ensure that training provided to contractor personnel does not negatively impact the schedule of efforts and deliverables for the effort.*

(U//~~FOUO~~) Government training of contractor personnel may be proper when knowledge of a particular subject matter is essential to contract performance and appropriate training is available only via the Government. This limited exception typically involves NSA/CSS-unique training that is not commercially available and provides education on agency-specific rules, procedures, systems, software, etc. For instance, a contractor employee's performance may require use of internally developed NSA software, and training in this software may be available only through the National Cryptologic School (NCS). NSA/CSS-unique training that is essential to contractor performance ideally should be identified during the pre-contract planning stages, and expressly addressed in the contract. All requests for the NSA/CSS-unique training of contractor personnel shall be coordinated in advance with the CO responsible 'for the contract under which such personnel perform. Contractor personnel should first direct their requests for NSA/CSS-unique training to their contractor management, who can coordinate such requests with the appropriate COR.

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(U//~~FOUO~~) **Charge Activity Report.** On 1 April 2014, COR [redacted] provided the OIG [redacted] charge activity report covering the period 26 March 2012 through 22 March 2013. [redacted] obtained the report from [redacted] on 1 April 2014. The report shows how many hours [redacted] claimed to have worked each day, and that those same hours were charged to the contract. The report is attached at Appendix B.

(U//~~FOUO~~) **Access Control Records.** NSA access control records for [redacted] covering the period 26 March 2012 through 22 March 2013 were obtained and compared to her charge activity report for that same period. The initial comparison, provided to [redacted] on 2 May 2013, revealed 137.25 discrepant hours. [redacted] was given credit for 7.75 hours for a [redacted] that was conducted outside of NSA spaces and approved by the COR. The final analysis revealed 129.50 discrepant hours. The analysis shows that [redacted] overcharged time on 122 of the 185 days that she worked. [redacted] overcharged approximately 1 hour each day. There were nine days where [redacted] was inside access control for more hours than she claimed on her company timesheets. There are 48 days that contain discrepancies when [redacted] was out of the building midday for 30 minutes or more. The comparison is attached at Appendix C.

(U//~~FOUO~~) **Email from** [redacted] On 18 April 2014, [redacted] Contracting Officer's Representative (COR) [redacted] emailed the OIG a list of three external activities the [redacted] team may have attended. On 24 May 2012, from 0930 to 1130 hours, there was a [redacted] [redacted] was not given credit for this day because [redacted] access control records show that [redacted] was within NSA spaces from 0923 to 1201. On 14 June 2012, from 1230 to about 1630, there was a [redacted] at a Government Leased facility. The access control records show that [redacted] left [redacted] on the 14th June at 1213 and claimed to have worked 10 hours resulting in 5.25 discrepant hours. [redacted] was given 5.25 hours credit on 14 June 2012 for attending the [redacted] This email is attached at Appendix D.

(U//~~FOUO~~) [redacted] **Calendar Archive.** On 2 July 2013, [redacted] provided the OIG a copy of the calendar used by the [redacted] team, which he retrieved from archive. The calendar shows that [redacted] entered 49 events into the calendar. The entries relate to [redacted] taking sick leave, annual leave, or leaving early for personal appointments. A copy of [redacted] entries in the [redacted] calendar is attached at Appendix E.

(U//~~FOUO~~) [redacted] **Tickets.** On 29 July 2013 the OIG requested that [redacted] determine if [redacted] contractors on the [redacted] contract) submitted an [redacted] ticket concerning issues with accessing websites on their

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unclassified network.[1] reviewed the data for the last three years and did not find any tickets submitted by these individuals related to gaining access to blocked websites.

(U//~~FOUO~~) **Response to the OIG**. On 30 May 2013, provided the OIG a large volume of documents containing emails and her monthly accomplishment reports in response to the OIG's request on 2 May 2013 that she review the OIG analysis spreadsheet and provide any mitigating information for the discrepant hours by 30 May 2013. She also provided a five-page explanation for the discrepant hours. In this summary states that access to research and support sites are restricted in the used her personal laptop in her car daily team encountered with said she is a former employee and often utilized her contacts, who would point her in the right direction to solve a problem. stated that she was able to successfully link approximately 105 hours to mission critical work activities based on emails and other documentation. Additionally, response stated that she would never intentionally bill the government for time not worked. attributes most of her discrepant hours to and researching on her personal laptop.

(U//~~FOUO~~) stated during the period of 31 December 2012 through 10 January 2013 and thinks during this period that she "forgot to go back and modify" her hours.[2]

(U//~~FOUO~~) response to the OIG contained a copy of an email from On 3 January 2012 emailed stated the following:

> *you are going to have to work with to gain permission to work off site for members of the team but I am sure he would want a definite plan and schedule rather than a free for all approach. So the above applies before we can approach him.*[3]

(U//~~FOUO~~) provided a copy of a email sent to COR, and containing information about a occurring on 3 May 2012 at the facility. was given credit for 2.50 hours for attending the The remaining documents provided the OIG do not provide evidence of external contract-approved activities. summary response is attached at Appendix F.

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(U//~~FOUO~~) **Email to the OIG.** On 20 June 2013, emailed the OIG in response to the OIG's request for information related to time and attendance training, facility access records, and whether ever worked at the facility in support of the NSA contract. He provided the following information.

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[1] The OIG requested review their tickets for those related to blocked websites because and testified that they could not access unclassified websites needed to do their job, and that was contacted to obtain access.

[2] This period consists of 5.75 discrepant hours.

[3] stated that she thought was so the OIG interviewed him.

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(U//~~FOUO~~) The Government facilities and infrastructure [redacted] however, they were not authorized to bring it into the building. [redacted] employees are told how to properly document their time when they are hired. The [redacted] facility has an access control system but, off site employees, such as the [redacted] contractors, are not provided access cards. The [redacted] receptionist allows them access during normal business hours.

(U) **Interviews:**

(U//~~FOUO~~) [redacted] was interviewed on 23 April 2013, and provided the following sworn testimony.

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(U//~~FOUO~~) [redacted] was a [redacted] employee assigned to [redacted] and worked on [redacted] from 2006 through [redacted] In 2011 she became a Government employee and the COR for [redacted]

(U//~~FOUO~~) The contract states that all work must be performed inside NSA spaces. [redacted] requested NSANet access at their facility so that some of their contractors could work at the [redacted] facility, however, [redacted] denied the request because she works with the contractors daily and needs them at NSAW. Since [redacted] does not have any personnel with NSA accesses, most unclassified [redacted] issues are discussed over the phone. One time, [redacted] the [redacted] team had to meet with a [redacted] employee at the [redacted] facility for one or two days. [redacted] was "fully" aware of that external meeting.

(U//~~FOUO~~) [redacted] and the Program Manager (PM) for [redacted] funnels all of the tasks and requirements through [redacted] is a [redacted] that handles [redacted] is good at completing tasks but requires more assistance since she is less experienced. [redacted] and [redacted] go out for lunch often during the summer and spring.

(U//~~FOUO~~) [redacted] never talked to the [redacted] contractors about billable hours and expects them to know not to charge for time they are out of the building. They are supposed to use JSignout and a [redacted] team calendar to show when they are going to be out of the office.

(U//~~FOUO~~) All of the [redacted] contractors have an unclassified account at their desk so they can access the [redacted] website to search for answers to [redacted] problems and to submit tickets for [redacted] issues. [redacted] Chief of Staff, [redacted] complained to [redacted] that he noticed the [redacted] contractors were often on the unclassified system. [redacted] first brought it to her attention about 6 months ago. [redacted] emailed the contractors on 28 September 2012,

[4] No one provided evidence that supports [redacted] comment.

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informing them of the need to work more diligently and use the unclassified system less often. never specifically told them not to use it for personal use but she expects them to know better.

(U//~~FOUO~~) Due to the were removed from the contract.

(U//~~FOUO~~) former Technical Task Order Manger (TTOM) for was interviewed telephonically on 31 May 2013, and provided the following information:

(U//~~FOUO~~) was the TTOM for from 2008 through October 2011. was responsible for award fee write-ups, providing requirements to and reviewing the invoices. did not feel comfortable approving the invoices reflecting the labor hours billed by and because she worked a different schedule than they did. asked COR, if she could request their timecards and was told that she could not. created a calendar instead that she asked them to keep it updated to reflect early departures and personal leave.

(U//~~FOUO~~) The team's place-of-performance was at only recalls two days in 2010 or 2011 when they worked outside of (b)(3) - P.L. 86-36

(U//~~FOUO~~) recalls people complaining that and often "disappeared" into the hallway. does not think they ever left the building because she sometimes saw them talking in the hallway. thinks was probably mentor. does not know how often they left their desks to talk but it occurred often enough to make her a little concerned when she reviewed their invoices.

(U//~~FOUO~~) estimates that the team may have reasonably performed about 15 minutes of research per day but that it probably was not an everyday occurrence. thinks most of their researching in support of the contract would have occurred which only occurred a "handful" of times a year.

(U//~~FOUO~~) does not think it sounds "right" that any of them performed research outside of because they were never authorized to do so, and they have unclassified workstations at their desks to perform such researching. is not aware of any websites they used that was inaccessible at their workstation in No one on the team asked her if they could use their personal lap tops or computers to perform research.

(U//~~FOUO~~) and PM, was interviewed twice, 2 May 2013 and 18 June 2013, and provided the following sworn testimony.

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[5] The OIG briefly reviewed internet use and, while there was minimal personal use, we did not think it warranted a more full review, especially since addressed it with an email.

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(U//~~FOU~~) is responsible for distributing tasks to the team and he corresponds with often. Occasionally, uses the at the facility or walks to his vehicle and uses a personal laptop uses his personal laptop to view Youtube videos or other websites that he could not access at yet were required to resolve contract-related issues.

(U//~~FOUO~~) had told when they needed to leave the building "real quick" for work purposes, but occasionally she was out and could not be notified. and have joined outside on occasion, to use his laptop to resolve issues. was unable to provide an estimate of how often he performs work in support of the contract outside of but stated it was not daily.

(U//~~FOUO~~) called before about issues with websites on the unclassified machine at and he spoke to people in about the issues; however, he was told that nothing could be done to resolve the matter. is not sure whether or not his call to resulted in a ticket.

(U//~~FOUO~~) was interviewed on 7 June 2013, and provided the following sworn testimony.

(U//~~FOUO~~) sometimes purchased lunch at a restaurant off of Route 198. During the warmer months of the year picked up lunch two to three times a week, and less often during the colder months. usually did so with before left the contract in May 2013. occasionally ate lunch inside of the restaurant, although that was rare. She was unable to estimate how often that occurred. usually brought the food back to her desk.

(U//~~FOUO~~) was interviewed on 2 May 2013, and provided the following sworn testimony.

(U//~~FOUO~~) All of work is completed in does not have any "physical work" to perform outside of but the team has to work with un-cleared personnel and have had offsite meetings to discuss issues they are having with cannot provide an estimate of how often the meetings occurred until she is able to look at her calendar and the OIG's spreadsheet analysis. visited customers at and to conduct has been cleaning out all her emails and documents because the contract ends on so she does not have much documentation for the meetings. She believes her team lead, may have some. thinks the false billing allegation is a "big mistake."

(U//~~FOUO~~) said she has been accurate in her timekeeping. told and her co-workers that they need to keep accurate time.

(U//~~FOUO~~) sometimes packs her lunch and sometimes leaves the building to pickup lunch. does not pickup lunch every day, but she cannot estimate how often she leaves

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the building for lunch. If she was away for half an hour or more she would make up or not charge for that time. would be surprised if there were discrepancies on days she picked up lunch.

(U//~~FOUO~~) does not want to say anything about the discrepant hours until she reviews the OIG's analysis spreadsheet.

(U//~~FOUO~~) submits a timesheet twice a month and sometimes inputs her hours daily and other times inputs her time every other day. considers the start of her workday to be when she gets to her desk; however, there were occasions when she met someone outside of the building to discuss work-related matters.

(U//~~FOUO~~) uses the unclassified computer at her desk to access the website. Also, uses the unclassified computer for personal matters such as accessing her bank account and checking personal email. thinks her personal use is reasonable amount and not an issue.

(U//~~FOUO~~) was provided a copy of the spreadsheet analysis of her labor charges and access control records. was asked to review it and provide any mitigating information for the discrepant hours to the OIG by 9 May 2013. called the OIG on 9 May 2013 and asked for more time to look over the analysis. The OIG gave her until 22 May 2013 to provide the OIG any mitigation information. The OIG received her response to the analysis on 30 May 2013.

(U//~~FOUO~~) was interviewed again on 19 June 2013 to discuss any mitigating information and provided the following sworn testimony.

(U//~~FOUO~~) has been on the team since late 2009, when she took over former position on the team.

(U//~~FOUO~~) believes the amount of time she had to review the spreadsheet was "tight" but she did the best she could. does not think she was able to access all the information she needed to give a complete response to the allegations. There are emails she no longer has that may have helped. Also, there was a calendar they used the last three years to document times they would be out of the office, but all the data is in that calendar is gone.[6]

(U//~~FOUO~~) believes she can document 105 hours of work-related activities conducted outside of The team performed all of their work inside but they worked some of the issues externally. The team sometimes used GOOGLE to search for solutions to problems and sometimes when they clicked on links that GOOGLE located they got an error that denied access to the website. It was a hassle to deal with so she usually walked outside to use her personal cell phone or lap top to perform GOOGLE

[6] The OIG retrieved the calendar. See Calendar Archive" under Evidence above.

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searches. Sometimes [redacted] walked out with [redacted] to use his laptop in his car. [redacted] cannot provide the website addresses of the websites she was unable to access because they were not specific websites, they were websites that GOOGLE found.

(U//~~FOUO~~) [redacted] always had her personal laptop in her car at work because they had a lot of issues with [redacted] and were under a lot of stress to get work done. [redacted] was aware they were having issues with [redacted] and [redacted] would tell them "I don't care how it gets done." [redacted] was rarely around and only came around to ask if the task had been completed. [redacted] could have raised red flags about [redacted] because things happened to them that were unfair. They rarely saw [redacted] and [redacted] does not understand why it was okay for them to go to a meeting outside of [redacted] but it was not acceptable for them to go anywhere else. [redacted] never told them they could not work outside [redacted] however, no one asked [redacted] for authorization to do so. They never directly asked anyone for permission, and no one told them that doing so was unauthorized. [redacted] was aware they were charging time for work performed outside [redacted]

(U//~~FOUO~~) The [redacted] team tried to use the unclassified network in [redacted] but they were unable to do so. [redacted] does not remember if someone submitted an [redacted] ticket to correct that issue, but she did recall that someone on the [redacted] team looked into the possibility of [redacted] and determined that it could not be done. Also, [redacted] usually takes days to fix problems and the [redacted] team did not have time for that.

(U//~~FOUO~~) [redacted] never asked for a government cell phone or laptop even though she was performing government related work on her personal equipment. She did not believe it was necessary, since she "has unlimited everything" on her personal cell phone.

(U//~~FOUO~~) [redacted] conducted a couple of conference calls outside of access control, but the majority took place within [redacted] Instances of the [redacted] were installed on [redacted] laptop as well as on computers at the [redacted] facility; therefore, she was able to [redacted] outside of access control. [redacted] recalls a strategy meeting about a [redacted] issue at [redacted] in August.

(U//~~FOUO~~) When discussing the January 2012 email from [redacted] to the [redacted] contractors, wherein [redacted] asked [redacted] to work with [redacted] to obtain permission for the team to work off site, [redacted] confirmed that [redacted] refers to [redacted] does not remember if [redacted] ever talked to [redacted] about this matter, but she knows that the email related to the future of their team because outside resources were required to complete tasks.

(U//~~FOUO~~) There were times when [redacted] picked up lunch and then worked out of her car, but most of the time she got something from the cafeteria and brought it to her desk.

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(U//~~FOUO~~) never knowingly submitted false time. would be willing to take a polygraph to verify her testimony and thinks she would do fine, however, does not see the necessity of a polygraph.

(U//~~FOUO~~) was interviewed again on 2 July 2013 to discuss the responses the OIG received from the contractors, and she provided the following sworn testimony.

(U//~~FOUO~~) When was a employee assigned to she was considered an the same role that had on performed all of her work at her desk in When ran into problems she used the unclassified network at her desk to access the website and submit a ticket. representatives contacted her via her work email or telephone. does not have cleared personnel so all unclassified resolutions are done over the phone, email, or resolved by someone on the team. It is difficult with being an outside vendor, but most of the time they can work around it. is not aware of anything that has changed since she was a contractor unless restricted more websites.

(U//~~FOUO~~) knows that the current contractors talk to representatives and have conference calls with at their desks in is contacted more often during The team usually refers to the website for solutions because it has a blog where other users post similar issues and resolutions. The entire team has access to the website from their desks in

(U//~~FOUO~~) The contractors with technical roles may conduct more research online than the other team members or would know better because they were on the team. has never heard anyone from the team say they had issues researching at their desks.

(U//~~FOUO~~) There was was not completed There was an issue with the and the During this timeframe there was more communication with The team was under a lot of pressure to fix the problem. This may have caused them to work after-hours but it does not make sense that they would use their personal devices instead of working at Contractually, they are not allowed to work outside of was not aware of any of the contractors using their personal lap tops, cell phones, or home computers to contact or conduct research. When was a contractor on the team she never accessed the website on her personal computer. performed some research, possibly at home, but it was to help her "grow as a person" and not directly in support of the contract. knew she could not charge for time outside of

(U//~~FOUO~~) The facility has uses it for their business. The team could possibly use the to assist them.

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(U//~~FOUO~~) has been partners with for a long time. The contractors know some of the employees well and they sometimes called them directly to escalate the tickets submitted via the website.

(U//~~FOUO~~) The contract does not allow for any training.[7] offers online training but they can access that at their desks. did not authorize any external training.

(U//~~FOUO~~) was interviewed on 3 June 2013, and provided the following sworn testimony.

(U//~~FOUO~~) was on the team from 2006 through October 2011, employed by The team changed to all employees when he left in 2011. and Task Lead. gave day-to-day direction to the team and provided monthly status reports to worked in where the team has always been located.

(U//~~FOUO~~) had an unclassified account at his desk. He had to perform a lot of research, but was able to do so from the unclassified computer or telephone at his desk. had to log into website constantly, He does not recall having any issues accessing the websites required for may have looked up something at his home on a rare occasion to print something out and bring it into work. was not aware of anyone on the team performing research outside of nor is he aware of any work that was conducted outside of in support of this contract, except for "a handful of meetings." The contract specified that the place of work was the Unless was doing something for when he charged overhead, he had to be at

(U//~~FOUO~~) employed by was interviewed on 3 June 2013, and provided the following sworn testimony.

(U//~~FOUO~~) worked on for one year and left in October 2010. He was an employee at the time. was the and managed the All of his work was performed at

(U//~~FOUO~~) hardly interacted with other than occasionally submitting a ticket to for assistance. was able to submit tickets from his desk on the unclassified computer.

[7] The contract allows certain training. The SOW of work states that Government training of contractor personnel may be proper when knowledge of a particular subject matter is essential to contract performance and appropriate training is available only via the Government.

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(U//~~FOUO~~) had one or two meetings with outside of did not take any training. performed some research on the unclassified network at his desk in support of the contract. Everyone on the team had access to the unclassified network from their desk. does not recall having any issues accessing websites at that location. He was able to access websites related to issues and access the website for issues. does not recall having to leave to perform research on a personal computer.

(U//~~FOUO~~) Deputy Chief, was interviewed on 16 July 2013, and provided the following sworn testimony.

(U//~~FOUO~~) has been the Deputy Chief, for two and a half years. does not have responsibilities regarding the contractors but their activities are reported to him by understanding is that their place of performance is at the Agency. It is important that the team is co-located with them. thinks the contractors are allowed to work outside of the Agency occasionally, and provided the example of offsite meetings at for Their primary work should be at . There is a very little work they can perform outside of would expect a government employee to be present when the contractors worked outside of

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

(U//~~FOUO~~) The team just completed Although they all have unclassified access at could see them performing external work to see how best to While it is possible they performed research outside of it would still be a "stretch" if that is their justification for time worked outside. No one communicated to that they were working outside

(U//~~FOUO~~) holds the contractors in high regard, and thinks they are individuals who understand the rules. can see how might have external work because he is the Team Lead and may have to meet with others outside. does not understand why would use his personal phone to make work-related phone calls when he has an unclassified phone at his desk in does not understand why would need to use his personal laptop to perform work.

(U//~~FOUO~~) The OIG showed a copy of an email from to asking to work with to gain permission to work off site for members of the team…" does not recall seeing that email or talking to or about it. never had a conversation with or about working offsite, and never implied that they could work offsite. If they would have asked, he would have told them to work within the scope of the contract. does not think he or ever gave them approval to work offsite except for

(b) (6)

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

(U) Analysis and Conclusions

(U//~~FOUO~~) 18 U.S.C. § 1001[8] and 31 U.S.C. § 3802 prohibit a person from knowingly or willfully making a false statement or claim to the Government. Under applicable legal standards, a person "knowingly" makes a false statement whenever he or she acts with knowledge of its falsity or acts with reckless disregard of whether the statement is true. At a minimum, [redacted] acted with reckless disregard when documenting on her timecards hours worked on an NSA contract.

(U//~~FOUO~~) Our initial analysis revealed 137.25 discrepant hours where [redacted] claimed more hours on her timecard than records reflect she was within NSA access controlled facilities. The discrepant hours were adjusted by 7.75 hours for [redacted] attendance at a [redacted] and a [redacted] outside of NSA spaces. The final analysis revealed 129.50 discrepant hours.

(b)(6)

(U//~~FOUO~~) The documentation that [redacted] provided the OIG on 30 May did not provide any additional mitigating information. While [redacted] testified that she was able to determine that 105 hours of the 129.50 discrepant hours were a result of external work-related activities conducted outside of [redacted] the contract did not permit work outside NSA buildings and [redacted] never received or requested approval to perform work related activities outside of [redacted] provided the OIG an email she received from [redacted] in January 2012 asking for permission for the [redacted] team to work offsite, indicating that [redacted] was aware that they did not have the permission.

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(U//~~FOUO~~) Additionally, while [redacted] testified that she used her personal laptop in her car daily to [redacted] team encountered with [redacted] it is unlikely that [redacted] did this on a daily or consistent basis because the analysis reveals that [redacted] was out of the building midday for 30 minutes or more on 52 days, and 48 of the 52 days contain a discrepancy, totaling 53.25 discrepant hours. Since testimony revealed that [redacted] left the building to pick up lunch and [redacted] purchased lunch outside of [redacted] with [redacted] two to three times a week during warmer months, it is likely that most or all of the 52 days are related to [redacted] leaving the building to purchase lunch. Also, the contract states that effort performed in fulfilling the total level of effort shall only include effort in direct support of this contract and shall not include effort expended on such things as work (actual or inferred) at the employee's residence or other non-work location, or other effort which does not have a specific and direct contribution to tasks described herein. [redacted] vehicle was not an authorized work location and [redacted] did not provide sufficient evidence that activities she claimed to perform in her car had a specific and direct contribution to the tasks described in the SOW. Additionally, former [redacted] and [redacted] individuals testified they were able to perform all of their work at [redacted] except for a handful of external meetings, and none of them expressed issues with researching online at their desks.

[8] The false statements on the timesheets submitted by [redacted] to [redacted] and then from [redacted] to NSA, which were subsequently paid by NSA, are matters within the jurisdiction of the executive branch under 18 U.S. Code §1001. *See U.S. v. Jackson*, 608 F.3d 193 (4th Cir. 2010), *cert. denied*, 131 S. Ct. 999 (2011).

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(U//~~FOUO~~) [redacted] testified that the [redacted] Calendar could have been helpful while reviewing the OIG's spreadsheet analysis but she was unable to view it. The OIG obtained the [redacted] Calendar entries and none of [redacted] entries pertained to external meetings. All of the entries were related to personal leave and appointments.

(U//~~FOUO~~) The final analysis of [redacted] timecards revealed that she claimed to have worked more hours than actually worked on 122 of 185 days with an average of 1 hour discrepancy each day that contained a discrepancy, and charged less time to the contract than she was within access control on nine days. [redacted] at the very least acted with reckless disregard when documenting on her timecards hours worked on an NSA contract.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that from 26 March 2012 through 22 March 2013, [redacted] knowingly claimed 129.50 hours on an NSA contract that were not actually performed. Her actions violated 18 U.S.C. § 1001, 18 U.S.C. §287 and 31 U.S.C. § 3802, and likely caused [redacted] to violate F.A.R. 31.201-2 thereby reducing allowable costs and payments under F.A.R. 52.216-7.

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

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

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IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) On12 August 2014, the OIG notified [redacted] of the tentative conclusions. On 19 August 2014, [redacted] emailed the OIG with her response attached in a two-page Word document. In summary, [redacted] stated that there was an error in the SOW that prohibited work outside of the Government spaces and that the COR did not communicate that prohibition to [redacted] stated that the incident happened under unique circumstances where others on her team had the same understanding, due to lack of any information to the contrary by the COR. Additionally, [redacted] stated that there were mitigating circumstances that led to offsite work which was subsequently billed. [redacted] response provided no new information relative to the conclusions or requiring additional investigation; therefore, the conclusions remain unchanged. [redacted] entire response to the OIG is attached at Appendix G.

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

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V. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that from 26 March 2012 through 22 March 2013, [redacted] knowingly claimed 129.50 hours on an NSA contract that were not actually performed. Her actions violated 18 U.S.C. § 1001, 18 U.S.C. §287 and 31 U.S.C. § 3802, and likely caused [redacted] to violate F.A.R. 31.201-2 thereby reducing allowable costs and payments under F.A.R. 52.216-7.

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

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

VI. (U) DISTRIBUTION OF RESULTS

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

A. Q242, ADS&CI, Special Actions, for information.

B. D25, Office of General Counsel, for information.

C. [redacted] for information.

C. BA3, Maryland Procurement Office, to recover the funds due to the government.

[redacted]

Investigator

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Concurred by:

[redacted]

Assistant Inspector General
for
Investigations

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APPENDIX A

(U) Applicable Authorities

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NSA: 03929

Doc ID: 6625892

(U) 18 U.S.C. §1001 — Statements or Entries Generally

(a) Except as provided in this section, whoever, in any matter within the jurisdiction of the executive … of the Government of the United States, knowingly and willfully—

(1) falsifies, conceals, or covers up by any trick, scheme, or device a material fact;

(2) makes any materially false, fictitious, or fraudulent statement or representation; or

(3) makes or uses any false writing or document knowing the same to contain any materially false, fictitious, or fraudulent statement or entry ;

shall be fined under this title, imprisoned not more than 5 years or … both.

(U) 18 U.S.C. §287 — False, Fictitious or Fraudulent Claims

Whoever makes or presents to any person or officer in the civil, military, or naval service of the United States, or to any department or agency thereof, any claim upon or against the United States, or any department or agency thereof, knowing such claim to be false, fictitious, or fraudulent, shall be imprisoned not more than five years and shall be subject to a fine in the amount provided in this title.

(U) 31 U.S.C. § 3802 – False Claims and Statements; liability

(a)(1) Any person who makes, presents, or submits, or causes to be made, presented, or submitted, a claim that the person knows or has reason to know—

(A) is false, fictitious, or fraudulent;

(B) includes or is supported be any written statement which asserts a material fact which is false, fictitious, or fraudulent;

(C) includes or is supported by any written statement that—

(i) omits a material fact;

(ii) is false, fictitious, or fraudulent as a result of such omission; and

(iii) is a statement in which the person making, presenting, or submitting such statement has a duty to include such material fact; or

(D) is payment for the provision of property or services which the person has not provided as claimed,

Shall be subject to, in addition to any other remedy that may be prescribed by law, a civil penalty of not more than $5,000 for each such claim. Except as provided in paragraph (3) of this subsection, such person shall also be subject to an assessment, in lieu of damages sustained by the United States because of such claim, of not more than twice the amount of such claim, or the portion of such claim, which is determined under this chapter to be in violation of the preceding sentence.

(2) Any person who makes, presents, or submits, or causes to be made, presented, or submitted, a written statement that –

(A) the person knows or has reason to know—

(i) asserts a material fact which is false, fictitious, or fraudulent; or

(ii) (I) omits a material fact; and

(II) is false, fictitious, or fraudulent as a result of such omission;

(B) in the case of a statement described in clause (ii) of subparagraph (A), is a statement in which the person making, presenting, or submitting such statement had a duty to include such material fact; and

(C) contains or is accompanied by an express certification or affirmation of the truthfulness and accuracy of the contents of the statement,

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Shall be subject to, in addition to any other remedy that may be prescribed by law, a civil penalty of not more than $5,000 for each such statement.

(U) Federal Acquisition Regulation 31.201-2 Determining Allowability:

(a) A cost is allowable only when the costs complies with all of the following requirements: (1) Reasonableness. (2) Allocability. (3) Standards promulgated by the CAS Board, if applicable; otherwise generally accepted accounting principles and practice appropriate to the circumstances. (4) Terms of the contract. (5) Any limitations set forth in this subpart.

...

(d) A contractor is responsible for accounting for costs appropriately and for maintaining records, including supporting documentation, adequate to demonstrate that costs claimed have been incurred, are allocable to the contract, and comply with applicable cost principles in this subpart and agency supplements.

(U) Federal Acquisition Regulation 52.216-7 Allowable Cost and Payment (June 2013)

(a) The Government will make payments to the Contractor when requested as work progresses, but (except for small business concerns) not more often than once every 2 weeks, in amounts determined to be allowable by the Contracting Officer in accordance with Federal Acquisition Regulation (FAR) Subpart 31.2 in effect on the date of this contract and the terms of this contract.

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APPENDIX B

(U) Charge Activity Report

Release: 2018-07
NSA: 03932

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

Charge Activity Report

Mar 28, 2013
1:05:59 PM

Contract	Employee Name	Date	Hours	Comments
		Jun 13, 2012	8.00	
		Jun 14, 2012	11.00	
		Jun 15, 2012	8.00	
Subtotal: [redacted]			606.00	
(b)(3) - P.L. 86-36 (b)(6)		Mar 2, 2012	10.00	
		Mar 5, 2012	8.00	
		Mar 6, 2012	8.00	
		Mar 7, 2012	8.00	
		Mar 8, 2012	8.00	
		Mar 9, 2012	8.00	
		Mar 12, 2012	8.00	
		Mar 13, 2012	8.00	
		Mar 14, 2012	4.00	
		Mar 19, 2012	8.00	
		Mar 20, 2012	8.00	
		Mar 21, 2012	8.00	
		Mar 22, 2012	9.00	
		Mar 23, 2012	6.00	
		Mar 26, 2012	8.00	
		Mar 27, 2012	8.00	
		Mar 28, 2012	8.00	
		Mar 29, 2012	5.00	
		Mar 30, 2012	8.00	
		Apr 2, 2012	8.00	
		Apr 3, 2012	8.00	
		Apr 4, 2012	8.00	
		Apr 11, 2012	8.00	
		Apr 12, 2012	8.00	
		Apr 13, 2012	8.00	
		Apr 16, 2012	8.00	
		Apr 17, 2012	8.00	
		Apr 18, 2012	8.00	
		Apr 19, 2012	6.00	
		Apr 20, 2012	8.00	
		Apr 23, 2012	8.00	

Cost Only hours are not included in the charge or report totals.

[redacted]

Charge Activity Report

Mar 28, 2013
1:05:59 PM

Contract	Employee Name	Date	Hours	Comments
		Apr 24, 2012	8.00	
		Apr 26, 2012	8.00	
		Apr 27, 2012	8.00	
		Apr 30, 2012	8.00	
		May 1, 2012	8.00	
		May 2, 2012	8.00	
		May 3, 2012	8.00	
		May 7, 2012	8.00	
		May 8, 2012	8.00	
		May 9, 2012	6.00	
		May 10, 2012	8.00	
		May 11, 2012	8.00	
		May 14, 2012	8.00	
		May 15, 2012	8.00	
		May 16, 2012	8.00	
		May 18, 2012	8.00	
		May 21, 2012	8.00	
		May 22, 2012	8.00	
		May 23, 2012	8.00	
		May 24, 2012	8.00	
		May 25, 2012	8.00	
		May 29, 2012	8.00	
		May 30, 2012	8.00	
		May 31, 2012	8.00	
		Jun 1, 2012	5.00	
		Jun 4, 2012	8.00	
		Jun 6, 2012	10.00	
		Jun 7, 2012	8.00	
		Jun 8, 2012	8.00	
		Jun 11, 2012	9.00	
		Jun 12, 2012	12.00	
		Jun 13, 2012	12.00	
		Jun 14, 2012	10.00	
		Jun 15, 2012	6.00	
	(b)(3) - P.L. 86-36			
Subtotal:	[redacted]		518.00	

Cost Only hours are not included in the charge or report totals.

Doc ID: 6625892

[redacted]

Charge Activity Report

Mar 28, 2013
12:47:43 PM

Contract	Employee Name	Date	Hours	Comments
[redacted]	[redacted]			
(b)(3) - P.L. 86-36		Jun 18, 2012	11.50	
		Jun 19, 2012	6.00	
		Jun 20, 2012	8.00	
		Jun 21, 2012	7.00	
		Jun 22, 2012	8.00	
		Jun 25, 2012	7.50	
		Jun 26, 2012	8.00	
		Jun 27, 2012	8.50	
		Jun 28, 2012	8.00	
		Jun 29, 2012	9.50	
		Jul 2, 2012	12.00	
		Jul 3, 2012		
		Jul 5, 2012		
		Jul 6, 2012	12.00	
		Jul 9, 2012	13.00	
		Jul 10, 2012	10.00	
		Jul 11, 2012	7.00	
		Jul 12, 2012	12.00	
		Jul 13, 2012	9.00	
Subtotal: [redacted]			**157.00**	
(b)(3) - P.L. 86-36 (b)(6)		Jun 18, 2012	8.00	
		Jun 19, 2012	7.00	
		Jun 20, 2012	8.00	
		Jun 21, 2012	9.00	
		Jun 22, 2012	4.00	
		Aug 1, 2012	8.00	
		Aug 2, 2012	8.00	
		Aug 3, 2012	8.00	
		Aug 6, 2012	8.00	
		Aug 7, 2012	8.00	
		Aug 8, 2012	8.00	
		Aug 9, 2012	8.00	

Cost Only hours are not included in the charge or report totals.

[redacted]

Charge Activity Report

Mar 28, 2013
12:47:43 PM

Contract	Employee Name	Date	Hours	Comments
		Aug 10, 2012	8.00	
		Aug 13, 2012	8.00	
		Aug 14, 2012	8.00	
		Aug 15, 2012	8.00	
		Aug 16, 2012	8.00	
		Aug 20, 2012	8.00	
		Aug 21, 2012	8.00	
		Aug 22, 2012	8.00	
		Aug 23, 2012	7.00	
		Aug 24, 2012	8.00	
		Aug 27, 2012	6.00	
		Aug 28, 2012	8.00	
		Sep 4, 2012	8.00	
		Sep 5, 2012	8.00	
		Sep 6, 2012	8.00	
		Sep 7, 2012	7.00	
		Sep 10, 2012	10.00	
		Sep 11, 2012	8.00	
		Sep 12, 2012	8.00	
		Sep 13, 2012	8.00	
		Sep 14, 2012	8.00	
		Sep 17, 2012	7.00	
		Sep 18, 2012	9.00	
		Sep 19, 2012	8.00	
		Sep 20, 2012	8.00	
		Sep 21, 2012	6.00	
		Sep 24, 2012	8.00	
		Sep 25, 2012	8.00	
	(b)(3) - P.L. 86-36	Sep 26, 2012	8.00	
		Sep 27, 2012	8.00	
		Sep 28, 2012	7.00	
Subtotal:	[redacted]		**335.00**	
		Jun 18, 2012	11.50	
		Jun 19, 2012	12.00	
		Jun 20, 2012	11.50	

Cost Only hours are not included in the charge or report totals.

[redacted]

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

[redacted]

Charge Activity Report

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12:50:20 PM

[redacted]

[redacted]

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

Contract	Employee Name	Date	Hours	Comments
		Oct 2, 2012	8.00	
		Oct 3, 2012	8.00	
		Oct 4, 2012	9.00	
		Oct 5, 2012	14.00	
		Oct 9, 2012	10.00	
		Oct 10, 2012	11.00	
		Oct 11, 2012	8.00	
		Oct 15, 2012	8.00	
		Oct 16, 2012	8.00	
		Oct 17, 2012	8.00	
		Oct 18, 2012	8.00	
		Oct 19, 2012	8.00	
		Oct 22, 2012	8.00	
		Oct 23, 2012	7.00	
		Oct 24, 2012	8.00	
		Oct 26, 2012	8.00	
		Nov 6, 2012	9.50	
		Nov 7, 2012	8.00	
		Nov 8, 2012	8.00	
		Nov 9, 2012	8.00	
		Nov 13, 2012	8.00	
		Nov 14, 2012	8.00	
		Nov 15, 2012	8.00	
		Nov 19, 2012	8.00	
		Nov 20, 2012	8.00	
		Nov 21, 2012	6.00	
		Nov 27, 2012	8.00	
		Nov 28, 2012	8.00	
		Nov 29, 2012	5.50	
		Nov 30, 2012	8.00	
		Dec 3, 2012	8.00	
		Dec 4, 2012	6.00	
		Dec 6, 2012	8.00	

Cost Only hours are not included in the charge or report totals.

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

[redacted]

Charge Activity Report

Mar 28, 2013
12:50:21 PM

Contract	Employee Name	Date	Hours	Comments
		Dec 7, 2012	6.00	
		Dec 10, 2012	7.00	
		Dec 11, 2012	8.00	
		Dec 12, 2012	6.00	
		Dec 13, 2012	8.00	
		Dec 14, 2012	3.00	
		Dec 17, 2012	8.00	
		Dec 18, 2012	9.00	
		Dec 19, 2012	8.00	
		Dec 21, 2012	8.00	
		Dec 27, 2012	5.00	
		Dec 28, 2012	8.00	
		Dec 31, 2012	8.00	
		Jan 7, 2013	8.00	
		Jan 8, 2013	9.00	
		Jan 10, 2013	7.00	
		Jan 11, 2013	7.00	
		Jan 14, 2013	12.00	
		Jan 15, 2013	12.00	
		Jan 16, 2013	4.00	
		Jan 17, 2013	8.00	
		Jan 23, 2013	8.00	
		Jan 24, 2013	7.00	
		Jan 25, 2013	7.00	
		Jan 28, 2013	7.00	
		Jan 29, 2013	8.00	
		Jan 30, 2013	8.00	
		Jan 31, 2013	8.00	
		Feb 1, 2013	8.00	
		Feb 4, 2013	8.00	
		Feb 5, 2013	8.00	
		Feb 6, 2013	6.00	
		Feb 7, 2013	6.00	
		Feb 8, 2013	8.00	
		Feb 12, 2013	8.00	
		Feb 13, 2013	8.00	

Cost Only hours are not included in the charge or report totals.

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[redacted]

Charge Activity Report

Mar 28, 2013
12:50:21 PM

Contract	Employee Name	Date	Hours	Comments
		Feb 14, 2013	8.00	
		Feb 15, 2013	8.00	
		Feb 19, 2013	8.00	
		Feb 20, 2013	7.50	
		Feb 21, 2013	7.00	
		Feb 22, 2013	4.00	
		Feb 26, 2013	8.00	
		Feb 27, 2013	7.00	
		Feb 28, 2013	8.00	
		Mar 1, 2013	3.00	
		Mar 4, 2013	8.00	
		Mar 7, 2013	8.00	
		Mar 8, 2013	8.00	
		Mar 12, 2013	8.00	
		Mar 13, 2013	8.00	
		Mar 14, 2013	8.00	
		Mar 15, 2013	8.00	
		Mar 18, 2013	8.00	
		Mar 19, 2013	8.00	
		Mar 20, 2013	7.00	
		Mar 21, 2013	8.00	
		Mar 22, 2013	8.00	
		Mar 25, 2013	6.50	
		Mar 26, 2013	8.00	
		Mar 27, 2013	8.00	
Subtotal:			**728.00**	
[redacted]				
	(b)(3) - P.L. 86-36	Oct 1, 2012	11.00	
		Oct 2, 2012	10.50	
		Oct 3, 2012	9.50	
		Oct 4, 2012	14.00	
		Oct 5, 2012	11.50	
		Oct 9, 2012	10.50	
		Oct 10, 2012	11.50	
		Oct 12, 2012	9.00	
		Oct 15, 2012	9.00	

Cost Only hours are not included in the charge or report totals.

Doc ID: 6625892

APPENDIX C

(U) Access Control Records

Release: 2018-07
NSA: 03940

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
3/26/12	Mon	9:31										
3/26/12		17:38			8:07		8:07	8:00	-		-	
									-		-	
3/27/12	Tue	8:45							-		-	
3/27/12		15:58			7:13		7:13	8:00	0.75		0.75	
									-		-	
3/28/12	Wed	9:09							-		-	
3/28/12		16:36			7:26		7:26	8:00	0.50		0.50	
									-		-	
3/29/12	Thu	7:11							-		-	
3/29/12		11:58							-		-	
3/29/12		11:58			4:46		4:46	5:00	-		-	
									-		-	
3/30/12	Fri	8:47							-		-	
3/30/12		11:28							-		-	
3/30/12		11:35		0:06					-		-	
3/30/12		13:49							-		-	
3/30/12		15:34		1:44					-		-	
3/30/12		16:41			7:54	1:51	6:03	8:00	1.75		1.75	
									-		-	
4/2/12	Mon	9:13							-		-	
4/2/12		11:45							-		-	
4/2/12		12:01		0:16					-		-	
4/2/12		12:47							-		-	
4/2/12		13:11		0:24					-		-	
4/2/12		16:15			7:02		7:02	8:00	0.75		0.75	
									-		-	
4/3/12	Tue	10:44							-		-	
4/3/12		16:12							-		-	
4/3/12		16:35		0:22					-		-	
4/3/12		17:00			6:15		6:15	8:00	1.50		1.50	
									-		-	
4/4/12	Wed	7:47							-		-	
4/4/12		15:13			7:26		7:26	8:00	0.50		0.50	
									-		-	
4/11/12	Wed	7:55							-		-	
4/11/12		15:05			7:10		7:10	8:00	0.75		0.75	
									-		-	
4/12/12	Thu	7:40							-		-	
4/12/12		15:02			7:21		7:21	8:00	0.50		0.50	
									-		-	
4/13/12	Fri	8:25							-		-	
4/13/12		9:47							-		-	
4/13/12		10:16							-		-	

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

Release: 2018-07
NSA: 03941

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
4/13/12		15:22			6:56		6:56	8:00	1.00		1.00	
									-		-	
4/16/12	Mon	9:31							-		-	
4/16/12		13:17							-		-	
4/16/12		13:58		0:40					-		-	
4/16/12		17:22			7:50	0:40	7:09	8:00	0.75		0.75	
									-		-	
4/17/12	Tue	9:22							-		-	
4/17/12		9:57							-		-	
4/17/12		11:19		1:21					-		-	
4/17/12		15:30			6:07	1:21	4:45	8:00	3.00		3.00	
									-		-	
4/18/12	Wed	9:24							-		-	
4/18/12		10:40							-		-	
4/18/12		11:01		0:21					-		-	
4/18/12		17:16			7:52		7:52	8:00	-		-	
									-		-	
4/19/12	Thu	10:50							-		-	
4/19/12		16:39			5:48		5:48	6:00	-		-	
									-		-	
4/20/12	Fri	8:54							-		-	
4/20/12		15:34			6:39		6:39	8:00	1.25		1.25	
									-		-	
4/23/12	Mon	7:45							-		-	
4/23/12		14:27			6:41		6:41	8:00	1.25		1.25	
									-		-	
4/24/12	Tue	9:08							-		-	
4/24/12		11:03							-		-	
4/24/12		11:42		0:38					-		-	
4/24/12		16:58			7:50	0:38	7:11	8:00	0.75		0.75	
									-		-	
4/26/12	Thu	8:08							-		-	
4/26/12		15:01							-		-	
4/26/12		15:06		0:05					-		-	
4/26/12		15:55			7:46		7:46	8:00	-		-	
									-		-	
4/27/12	Fri	8:00							-		-	
4/27/12		12:00							-		-	
4/27/12		14:01		2:00					-		-	
4/27/12		16:45			8:44	2:00	6:44	8:00	1.25		1.25	
									-		-	
4/30/12	Mon	8:33							-		-	
4/30/12		17:14			8:40		8:40	8:00	(0.50)		(0.50)	
									-		-	
5/1/12	Tue	8:24							-		-	

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

Release: 2018-07
NSA: 03942

Doc ID: 6625892

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

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
5/1/12		16:15			7:50		7:50	8:00	-		-	
									-		-	
5/2/12	Wed	9:04							-		-	
5/2/12		12:03							-		-	
5/2/12		13:21		1:18					-		-	
5/2/12		16:29			7:25	1:18	6:06	8:00	1.75		1.75	
									-		-	
5/3/12	Thu	9:10							-		-	
5/3/12		10:25							-		-	
5/3/12		12:52		2:27					-		-	
5/3/12		16:01			6:50	2:27	4:23	8:00	3.50	-2.50	1.00	1100
									-		-	
5/7/12	Mon	8:59							-		-	
5/7/12		11:55							-		-	
5/7/12		13:15		1:19					-		-	
5/7/12		16:56			7:56	1:19	6:36	8:00	1.25		1.25	
									-		-	
5/8/12	Tue	8:22							-		-	
5/8/12		15:37			7:15		7:15	8:00	0.50		0.50	
									-		-	
5/9/12	Wed	8:42							-		-	
5/9/12		14:31			5:49		5:49	6:00	-		-	
									-		-	
5/10/12	Thu	8:58							-		-	
5/10/12		17:02			8:04		8:04	8:00	-		-	
									-		-	
5/11/12	Fri	8:53							-		-	
5/11/12		16:55			8:02		8:02	8:00	-		-	
									-		-	
5/14/12	Mon	9:16							-		-	
5/14/12		11:37							-		-	
5/14/12		12:25		0:48					-		-	
5/14/12		16:24			7:07	0:48	6:19	8:00	1.50		1.50	
									-		-	
5/15/12	Tue	9:17							-		-	
5/15/12		17:06			7:49		7:49	8:00	-		-	
									-		-	
5/16/12	Wed	9:30							-		-	
5/16/12		11:52							-		-	
5/16/12		12:54		1:01					-		-	
5/16/12		15:56			6:26	1:01	5:24	8:00	2.50		2.50	
									-		-	
5/18/12	Fri	7:35							-		-	
5/18/12		15:26			7:50		7:50	8:00	-		-	
									-		-	

Release: 2018-07
NSA: 03943

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
5/21/12	Mon	9:31							-		-	
5/21/12		12:21							-		-	
5/21/12		13:07		0:45					-		-	
5/21/12		17:19			7:48	0:45	7:02	8:00	0.75		0.75	
									-		-	
5/22/12	Tue	9:08							-		-	
5/22/12		11:19							-		-	
5/22/12		12:51		1:31					-		-	
5/22/12		16:31			7:23	1:31	5:51	8:00	2.00		2.00	
									-		-	
5/23/12	Wed	8:05							-		-	
5/23/12		14:37			6:31		6:31	8:00	1.25		1.25	
									-		-	
5/24/12	Thu	9:23							-		-	
5/24/12		10:34							-		-	
5/24/12		10:41		0:06					-		-	
5/24/12		12:01							-		-	
5/24/12		12:51		0:49					-		-	
5/24/12		16:43			7:19	0:56	6:23	8:00	1.50		1.50	
									-		-	
5/25/12	Fri	7:37							-		-	
5/25/12		14:55			7:18		7:18	8:00	0.50		0.50	
									-		-	
5/29/12	Tue	8:29							-		-	
5/29/12		16:05			7:35		7:35	8:00	0.25		0.25	
									-		-	
5/30/12	Wed	9:23							-		-	
5/30/12		16:44			7:20		7:20	8:00	0.50		0.50	
									-		-	
5/31/12	Thu	9:46							-		-	
5/31/12		16:49			7:02		7:02	8:00	0.75		0.75	
									-		-	
6/1/12	Fri	9:22							-		-	
6/1/12		14:24			5:01		5:01	5:00	-		-	
									-		-	
6/4/12	Mon	10:17							-		-	
6/4/12		11:13							-		-	
6/4/12		12:00		0:47					-		-	
6/4/12		16:28			6:10	0:47	5:23	8:00	2.50		2.50	
									-		-	
6/6/12	Wed	6:25							-		-	
6/6/12		12:36							-		-	
6/6/12		13:51		1:15					-		-	
6/6/12		16:58			10:33	1:15	9:18	10:00	0.50		0.50	
									-		-	

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

Release: 2018-07
NSA: 03944

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
6/7/12	Thu	8:57							-		-	
6/7/12		12:17							-		-	
6/7/12		12:59		0:42					-		-	
6/7/12		15:52			6:55	0:42	6:12	8:00	1.75		1.75	
									-		-	
6/8/12	Fri	8:45							-		-	
6/8/12		12:28							-		-	
6/8/12		13:42		1:14					-		-	
6/8/12		15:58			7:13	1:14	5:58	8:00	2.00		2.00	
									-		-	
6/11/12	Mon	10:02							-		-	
6/11/12		10:50							-		-	
6/11/12		10:57		0:06					-		-	
6/11/12		11:18							-		-	
6/11/12		13:12		1:54					-		-	
6/11/12		17:01			6:58	2:01	4:57	9:00	4.00		4.00	
									-		-	
6/12/12	Tue	4:57							-		-	
6/12/12		10:18							-		-	
6/12/12		10:26		0:08					-		-	
6/12/12		16:42			11:45		11:45	12:00	-		-	
									-		-	
6/13/12	Wed	5:35							-		-	
6/13/12		7:27							-		-	
6/13/12		8:26		0:58					-		-	
6/13/12		16:22			10:46	0:58	9:48	12:00	2.00		2.00	
									-		-	
6/14/12	Thu	7:39							-		-	
6/14/12		12:13			4:34		4:34	10:00	5.25	-5.25	-	
									-		-	
6/15/12	Fri	5:22							-		-	
6/15/12		7:35							-		-	
6/15/12		11:09		3:34					-		-	
6/15/12		13:04							-		-	
6/15/12		13:13		0:08					-		-	
6/15/12		13:20			7:57	3:34	4:23	6:00	1.50		1.50	
									-		-	
6/18/12	Mon	9:14							-		-	
6/18/12		16:55			7:41		7:41	8:00	0.25		0.25	
									-		-	
6/19/12	Tue	7:52							-		-	
6/19/12		11:01							-		-	
6/19/12		12:07		1:06					-		-	
6/19/12		13:57			6:05	1:06	4:59	7:00	2.00		2.00	
									-		-	

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

Release: 2018-07
NSA: 03945

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
6/20/12	Wed	8:34							-		-	
6/20/12		12:24							-		-	
6/20/12		13:25		1:00					-		-	
6/20/12		17:17			8:43	1:00	7:42	8:00	0.25		0.25	
									-		-	
6/21/12	Thu	8:40							-		-	
6/21/12		12:08							-		-	
6/21/12		12:47		0:38					-		-	
6/21/12		16:30			7:49	0:38	7:10	9:00	1.75		1.75	
									-		-	
6/22/12	Fri	8:39							-		-	
6/22/12		11:15			2:35		2:35	4:00	1.25		1.25	
									-		-	
8/1/12	Wed	8:40							-		-	
8/1/12		11:52							-		-	
8/1/12		12:50		0:58					-		-	
8/1/12		16:17			7:37	0:58	6:38	8:00	1.25		1.25	
									-		-	
8/2/12	Thu	8:48							-		-	
8/2/12		10:05							-		-	
8/2/12		10:09		0:03					-		-	
8/2/12		15:56			7:07		7:07	8:00	0.75		0.75	
									-		-	
8/3/12	Fri	8:41							-		-	
8/3/12		12:48							-		-	
8/3/12		13:38		0:49					-		-	
8/3/12		16:05			7:24	0:49	6:34	8:00	1.25		1.25	
									-		-	
8/6/12	Mon	8:31							-		-	
8/6/12		12:45							-		-	
8/6/12		13:32		0:46					-		-	
8/6/12		16:46			8:14	0:46	7:27	8:00	0.50		0.50	
									-		-	
8/7/12	Tue	8:50							-		-	
8/7/12		11:10							-		-	
8/7/12		11:10							-		-	
8/7/12		12:35		1:25					-		-	
8/7/12		16:46			7:55	1:25	6:30	8:00	1.25		1.25	
									-		-	
8/8/12	Wed	8:51							-		-	
8/8/12		16:43			7:51		7:51	8:00	-		-	
									-		-	
8/9/12	Thu	9:15							-		-	
8/9/12		12:15							-		-	
8/9/12		13:48		1:32					-		-	

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

Release: 2018-07
NSA: 03946

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
8/9/12		17:39			8:23	1:32	6:50	8:00	1.00		1.00	
									-		-	
8/10/12	Fri	9:10							-		-	
8/10/12		16:00			6:49		6:49	8:00	1.00		1.00	
									-		-	
8/13/12	Mon	8:52							-		-	
8/13/12		11:28							-		-	
8/13/12		12:34		1:05					-		-	
8/13/12		17:11			8:18	1:05	7:12	8:00	0.75		0.75	
									-		-	
8/14/12	Tue	9:09							-		-	
8/14/12		16:09			6:59		6:59	8:00	1.00		1.00	
									-		-	
8/15/12	Wed	9:07							-		-	
8/15/12		17:06			7:59		7:59	8:00	-		-	
									-		-	
8/16/12	Thu	11:07							-		-	
8/16/12		16:19			5:11		5:11	8:00	2.75		2.75	
									-		-	
8/20/12	Mon	8:37							-		-	
8/20/12		16:37							-		-	
8/20/12		16:41		0:04					-		-	
8/20/12		16:46			8:08		8:08	8:00	-		-	
									-		-	
8/21/12	Tue	9:15							-		-	
8/21/12		16:36			7:21		7:21	8:00	0.50		0.50	
									-		-	
8/22/12	Wed	10:17							-		-	
8/22/12		10:25							-		-	
8/22/12		10:26		0:01					-		-	
8/22/12		11:56							-		-	
8/22/12		12:42		0:46					-		-	
8/22/12		17:20							-		-	
8/22/12		17:20							-		-	
8/22/12		17:43			7:26	0:46	6:40	8:00	1.25		1.25	
									-		-	
8/23/12	Thu	8:45							-		-	
8/23/12		16:42							-		-	
8/23/12		16:42			7:57		7:57	7:00	(0.75)		(0.75)	
									-		-	
8/24/12	Fri	8:36							-		-	
8/24/12		14:35			5:58		5:58	8:00	2.00		2.00	
									-		-	
8/27/12	Mon	9:00							-		-	
8/27/12		13:06			4:06		4:06	6:00	1.75		1.75	

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

Release: 2018-07
NSA: 03947

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
									-		-	
8/28/12	Tue	8:02							-		-	
8/28/12		16:04			8:02		8:02	8:00	-		-	
									-		-	
9/4/12	Tue	8:54							-		-	
9/4/12		15:21			6:27		6:27	8:00	1.50		1.50	
									-		-	
9/5/12	Wed	9:00							-		-	
9/5/12		11:05							-		-	
9/5/12		12:07		1:02					-		-	
9/5/12		15:50			6:49	1:02	5:47	8:00	2.00		2.00	
									-		-	
9/6/12	Thu	9:12							-		-	
9/6/12		15:04							-		-	
9/6/12		15:23		0:18					-		-	
9/6/12		17:07			7:54		7:54	8:00	-		-	
									-		-	
9/7/12	Fri	8:54							-		-	
9/7/12		11:01							-		-	
9/7/12		12:29		1:27					-		-	
9/7/12		16:02			7:07	1:27	5:40	7:00	1.25		1.25	
									-		-	
9/10/12	Mon	9:11							-		-	
9/10/12		11:42							-		-	
9/10/12		12:24		0:42					-		-	
9/10/12		18:40			9:29	0:42	8:47	10:00	1.00		1.00	
									-		-	
9/11/12	Tue	9:14							-		-	
9/11/12		11:09							-		-	
9/11/12		11:54		0:45					-		-	
9/11/12		16:58			7:44	0:45	6:58	8:00	1.00		1.00	
									-		-	
9/12/12	Wed	10:50							-		-	
9/12/12		18:08			7:18		7:18	8:00	0.50		0.50	
									-		-	
9/13/12	Thu	9:22							-		-	
9/13/12		12:20							-		-	
9/13/12		13:05		0:45					-		-	
9/13/12		17:05			7:42	0:45	6:57	8:00	1.00		1.00	
									-		-	
9/14/12	Fri	7:35							-		-	
9/14/12		10:23							-		-	
9/14/12		13:28		3:04					-		-	
9/14/12		17:01			9:26	3:04	6:21	8:00	1.50		1.50	
									-		-	

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

Release: 2018-07
NSA: 03948

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
9/17/12	Mon	9:00							-		-	
9/17/12		15:59			6:58		6:58	7:00	-		-	
									-		-	
9/18/12	Tue	9:12							-		-	
9/18/12		18:00			8:47		8:47	9:00	-		-	
									-		-	
9/19/12	Wed	7:53							-		-	
9/19/12		16:03			8:10		8:10	8:00	-		-	
									-		-	
9/20/12	Thu	7:46							-		-	
9/20/12		12:06							-		-	
9/20/12		13:14		1:07					-		-	
9/20/12		16:06			8:20	1:07	7:12	8:00	0.75		0.75	
									-		-	
9/21/12	Fri	7:33							-		-	
9/21/12		13:38			6:05		6:05	6:00	-		-	
									-		-	
9/24/12	Mon	9:35							-		-	
9/24/12		11:53							-		-	
9/24/12		12:30		0:37					-		-	
9/24/12		18:08			8:33	0:37	7:56	8:00	-		-	
									-		-	
9/25/12	Tue	8:57							-		-	
9/25/12		15:13							-		-	
9/25/12		15:17		0:03					-		-	
9/25/12		16:23			7:26		7:26	8:00	0.50		0.50	
									-		-	
9/26/12	Wed	8:54							-		-	
9/26/12		13:20							-		-	
9/26/12		13:58		0:37					-		-	
9/26/12		16:16			7:21	0:37	6:43	8:00	1.25		1.25	
									-		-	
9/27/12	Thu	8:53							-		-	
9/27/12		13:59							-		-	
9/27/12		14:17		0:17					-		-	
9/27/12		16:50			7:56		7:56	8:00	-		-	
									-		-	
9/28/12	Fri	8:43							-		-	
9/28/12		10:21							-		-	
9/28/12		10:29		0:08					-		-	
9/28/12		15:44			7:00		7:00	7:00	-		-	
									-		-	
10/2/12	Tue	7:51							-		-	
10/2/12		16:10			8:18		8:18	8:00	(0.25)		(0.25)	
									-		-	

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

Release: 2018-07
NSA: 03949

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
10/3/12	Wed	7:52							-		-	
10/3/12		12:38							-		-	
10/3/12		13:20		0:41					-		-	
10/3/12		16:07			8:15	0:41	7:33	8:00	0.25		0.25	
									-		-	
10/4/12	Thu	7:54							-		-	
10/4/12		13:05							-		-	
10/4/12		13:45		0:39					-		-	
10/4/12		16:52			8:57		8:57	9:00	-		-	
									-		-	
10/5/12	Fri	7:57							-		-	
10/5/12		21:43			13:45		13:45	14:00	-		-	
									-		-	
10/9/12	Tue	9:53							-		-	
10/9/12		19:22			9:28		9:28	10:00	0.50		0.50	
									-		-	
10/10/12	Wed	9:14							-		-	
10/10/12		12:46							-		-	
10/10/12		13:32		0:45					-		-	
10/10/12		20:49			11:34	0:45	10:49	11:00	-		-	
									-		-	
10/11/12	Thu	9:21							-		-	
10/11/12		11:04							-		-	
10/11/12		11:08		0:04					-		-	
10/11/12		11:48							-		-	
10/11/12		11:58		0:09					-		-	
10/11/12		12:13							-		-	
10/11/12		12:28		0:14					-		-	
10/11/12		16:57			7:36		7:36	8:00	0.25		0.25	
									-		-	
10/15/12	Mon	7:35							-		-	
10/15/12		15:54			8:19		8:19	8:00	(0.25)		(0.25)	
									-		-	
10/16/12	Tue	7:49							-		-	
10/16/12		10:46							-		-	
10/16/12		11:17		0:31					-		-	
10/16/12		11:19							-		-	
10/16/12		11:37		0:18					-		-	
10/16/12		12:20							-		-	
10/16/12		12:28		0:08					-		-	
10/16/12		15:23			7:33	0:31	7:02	8:00	0.75		0.75	
									-		-	
10/17/12	Wed	7:54							-		-	
10/17/12		11:34							-		-	
10/17/12		12:25		0:50					-		-	

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

Release: 2018-07
NSA: 03950

Doc ID: 6625892

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

[redacted]

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
10/17/12		16:19	[redacted]		8:24	0:50	7:34	8:00	0.25		0.25	
									-		-	
10/18/12	Thu	7:51							-		-	
10/18/12		15:07			7:16		7:16	8:00	0.50		0.50	
									-		-	
10/19/12	Fri	10:23							-		-	
10/19/12		18:01			7:37		7:37	8:00	0.25		0.25	
									-		-	
10/22/12	Mon	9:41							-		-	
10/22/12		16:43			7:02		7:02	8:00	0.75		0.75	
									-		-	
10/23/12	Tue	9:13							-		-	
10/23/12		16:01			6:48		6:48	7:00	-		-	
									-		-	
10/24/12	Wed	8:08							-		-	
10/24/12		15:28			7:19		7:19	8:00	0.50		0.50	
									-		-	
10/26/12	Fri	9:32							-		-	
10/26/12		15:51			6:18		6:18	8:00	1.50		1.50	
									-		-	
11/6/12	Tue	8:11							-		-	
11/6/12		16:46			8:34		8:34	9:30	0.75		0.75	
									-		-	
11/7/12	Wed	9:09							-		-	
11/7/12		11:41							-		-	
11/7/12		12:23		0:42					-		-	
11/7/12		17:39			8:30	0:42	7:47	8:00	-		-	
									-		-	
11/8/12	Thu	9:34							-		-	
11/8/12		16:48			7:13		7:13	8:00	0.75		0.75	
									-		-	
11/9/12	Fri	9:13							-		-	
11/9/12		11:00							-		-	
11/9/12		12:30		1:30					-		-	
11/9/12		18:36			9:22	1:30	7:52	8:00	-		-	
									-		-	
11/13/12	Tue	9:08							-		-	
11/13/12		17:26			8:18		8:18	8:00	(0.25)		(0.25)	
									-		-	
11/14/12	Wed	6:57							-		-	
11/14/12		14:51			7:54		7:54	8:00	-		-	
									-		-	
11/15/12	Thu	9:22							-		-	
11/15/12		17:13			7:50		7:50	8:00	-		-	
									-		-	

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

Release: 2018-07
NSA: 03951

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
11/19/12	Mon	8:12							-		-	
11/19/12		15:55			7:43		7:43	8:00	0.25		0.25	
									-		-	
11/20/12	Tue	9:16							-		-	
11/20/12		17:19			8:03		8:03	8:00	-		-	
									-		-	
11/21/12	Wed	8:58							-		-	
11/21/12		12:57			3:58		3:58	6:00	2.00		2.00	
									-		-	
11/27/12	Tue	9:21							-		-	
11/27/12		16:36			7:15		7:15	8:00	0.50		0.50	
									-		-	
11/28/12	Wed	9:39							-		-	
11/28/12		11:18							-		-	
11/28/12		12:25		1:06					-		-	
11/28/12		16:04			6:25	1:06	5:19	8:00	2.50		2.50	
									-		-	
11/29/12	Thu	9:36							-		-	
11/29/12		14:12			4:36		4:36	5:30	0.75		0.75	
									-		-	
11/30/12	Fri	9:41							-		-	
11/30/12		11:03							-		-	
11/30/12		11:09		0:06					-		-	
11/30/12		17:11			7:29		7:29	8:00	0.50		0.50	
									-		-	
12/3/12	Mon	9:02							-		-	
12/3/12		11:33							-		-	
12/3/12		12:11		0:37					-		-	
12/3/12		15:56			6:54	0:37	6:17	8:00	1.50		1.50	
									-		-	
12/4/12	Tue	10:00							-		-	
12/4/12		14:46			4:45		4:45	6:00	1.00		1.00	
									-		-	
12/6/12	Thu	9:03							-		-	
12/6/12		10:43							-		-	
12/6/12		10:52		0:08					-		-	
12/6/12		15:57			6:54		6:54	8:00	1.00		1.00	
									-		-	
12/7/12	Fri	9:18							-		-	
12/7/12		15:02			5:44		5:44	6:00	0.25		0.25	
									-		-	
12/10/12	Mon	11:08							-		-	
12/10/12		17:25			6:16		6:16	7:00	0.50		0.50	
									-		-	
12/11/12	Tue	9:17							-		-	

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

Release: 2018-07
NSA: 03952

Doc ID: 6625892

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

[redacted]

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
12/11/12		17:04	[redacted]		7:46		7:46	8:00	-		-	
									-		-	
12/12/12	Wed	11:02							-		-	
12/12/12		18:27			7:24		7:24	6:00	(1.25)		(1.25)	
									-		-	
12/13/12	Thu	9:05							-		-	
12/13/12		10:19							-		-	
12/13/12		10:42		0:23					-		-	
12/13/12		16:51			7:46		7:46	8:00	-		-	
									-		-	
12/14/12	Fri	8:10							-		-	
12/14/12		11:13			3:03		3:03	3:00	-		-	
									-		-	
12/17/12	Mon	8:37							-		-	
12/17/12		16:15			7:38		7:38	8:00	0.25		0.25	
									-		-	
12/18/12	Tue	9:15							-		-	
12/18/12		15:18			6:02		6:02	9:00	2.75		2.75	
									-		-	
12/19/12	Wed	9:38							-		-	
12/19/12		11:38							-		-	
12/19/12		11:45		0:07					-		-	
12/19/12		15:26			5:47		5:47	8:00	2.00		2.00	
									-		-	
12/21/12	Fri	9:42							-		-	
12/21/12		15:29			5:47		5:47	8:00	2.00		2.00	
									-		-	
12/27/12	Thu	9:02							-		-	
12/27/12		13:33			4:31		4:31	5:00	0.25		0.25	[redacted]
									-		-	GFTD @ 2:00pm"
12/28/12	Fri	5:15							-		-	
12/28/12		8:37							-		-	
12/28/12		9:53		1:16					-		-	
12/28/12		12:32							-		-	
12/28/12		12:35		0:03					-		-	
12/28/12		12:38			7:22	1:16	6:06	8:00	1.75		1.75	[redacted]n
									-		-	from 5-1 pm today"
12/31/12	Mon	10:10							-		-	
12/31/12		14:48			4:37		4:37	8:00	3.25		3.25	
									-		-	
1/7/13	Mon	7:54							-		-	
1/7/13		15:58			8:03		8:03	8:00	-		-	
									-		-	
1/8/13	Tue	10:10							-		-	
1/8/13		17:42			7:31		7:31	9:00	1.25		1.25	

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

Release: 2018-07
NSA: 03953

Doc ID: 6625892

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
									-		-	
1/10/13	Thu	10:53							-		-	
1/10/13		13:10							-		-	
1/10/13		14:08		0:58					-		-	
1/10/13		17:34			6:41	0:58	5:43	7:00	1.25		1.25	
									-		-	
1/11/13	Fri	10:54							-		-	
1/11/13		17:59			7:05		7:05	7:00	-		-	
									-		-	
1/14/13	Mon	7:15							-		-	
1/14/13		18:37			11:22		11:22	12:00	0.50		0.50	
									-		-	
1/15/13	Tue	7:02							-		-	
1/15/13		18:43			11:41		11:41	12:00	0.25		0.25	
									-		-	
1/16/13	Wed	7:54							-		-	
1/16/13		11:12			3:17		3:17	4:00	0.50		0.50	
									-		-	
1/17/13	Thu	8:32							-		-	
1/17/13		16:24			7:51		7:51	8:00	-		-	
									-		-	
1/23/13	Wed	6:12							-		-	
1/23/13		14:08			7:55		7:55	8:00	-		-	
									-		-	
1/24/13	Thu	8:58							-		-	
1/24/13		15:34			6:36		6:36	7:00	0.25		0.25	
									-		-	
1/25/13	Fri	9:58							-		-	
1/25/13		16:41			6:43		6:43	7:00	0.25		0.25	
									-		-	
1/28/13	Mon	9:34							-		-	
1/28/13		15:14			5:39		5:39	7:00	1.25		1.25	
									-		-	
1/29/13	Tue	8:28							-		-	
1/29/13		15:51			7:23		7:23	8:00	0.50		0.50	
									-		-	
1/30/13	Wed	8:59							-		-	
1/30/13		17:17			8:17		8:17	8:00	(0.25)		(0.25)	
									-		-	
1/31/13	Thu	8:40							-		-	
1/31/13		11:00							-		-	
1/31/13		11:05		0:04					-		-	
1/31/13		16:33			7:52		7:52	8:00	-		-	
									-		-	
2/1/13	Fri	10:28							-		-	

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

Release: 2018-07
NSA: 03954

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

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
2/1/13		16:42			6:14		6:14	8:00	1.75		1.75	
									-		-	
2/4/13	Mon	9:30							-		-	
2/4/13		9:30							-		-	
2/4/13		16:46			7:16		7:16	8:00	0.50		0.50	
									-		-	
2/5/13	Tue	9:53							-		-	
2/5/13		16:04			6:10		6:10	8:00	1.75		1.75	
									-		-	
2/6/13	Wed	12:15							-		-	
2/6/13		17:02			4:47		4:47	6:00	1.00		1.00	
									-		-	
2/7/13	Thu	13:26							-		-	
2/7/13		17:29			4:02		4:02	6:00	1.75		1.75	
									-		-	
2/8/13	Fri	9:36							-		-	
2/8/13		17:02			7:25		7:25	8:00	0.50		0.50	
									-		-	
2/12/13	Tue	8:01							-		-	
2/12/13		16:11			8:10		8:10	8:00	-		-	
									-		-	
2/13/13	Wed	8:25							-		-	
2/13/13		16:55			8:30		8:30	8:00	(0.50)		(0.50)	
									-		-	
2/14/13	Thu	10:33							-		-	
2/14/13		16:59			6:25		6:25	8:00	1.50		1.50	
									-		-	
2/15/13	Fri	8:29							-		-	
2/15/13		15:43			7:13		7:13	8:00	0.75		0.75	
									-		-	
2/19/13	Tue	8:36							-		-	
2/19/13		16:44			8:07		8:07	8:00	-		-	
									-		-	
2/20/13	Wed	8:32							-		-	
2/20/13		12:05							-		-	
2/20/13		12:38		0:33					-		-	
2/20/13		12:39							-		-	
2/20/13		14:10							-		-	
2/20/13		14:10							-		-	
2/20/13		16:01			7:29	0:33	6:55	7:30	0.50		0.50	
									-		-	
2/21/13	Thu	10:51							-		-	
2/21/13		18:06			7:14		7:14	7:00	-		-	
									-		-	
2/22/13	Fri	8:09							-		-	

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

Release: 2018-07
NSA: 03955

Doc ID: 6625892

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

[redacted]

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
2/22/13		11:12	[redacted]		3:02		3:02	4:00	0.75		0.75	
									-		-	
2/26/13	Tue	8:47							-		-	
2/26/13		10:54							-		-	
2/26/13		11:06		0:12					-		-	
2/26/13		14:41							-		-	
2/26/13		16:07		1:25					-		-	
2/26/13		17:45			8:58	1:38	7:19	8:00	0.50		0.50	
									-		-	
2/27/13	Wed	8:56							-		-	
2/27/13		15:46			6:49		6:49	7:00	-		-	
									-		-	
2/28/13	Thu	9:26							-		-	
2/28/13		16:55			7:28		7:28	8:00	0.50		0.50	
									-		-	
3/1/13	Fri	8:48							-		-	
3/1/13		11:48			3:00		3:00	3:00	-		-	
									-		-	
3/4/13	Mon	9:08							-		-	
3/4/13		11:24							-		-	
3/4/13		12:04		0:40					-		-	
3/4/13		17:08			8:00	0:40	7:20	8:00	0.50		0.50	
									-		-	
3/7/13	Thu	8:43							-		-	
3/7/13		16:29			7:46		7:46	8:00	-		-	
									-		-	
3/8/13	Fri	8:37							-		-	
3/8/13		16:31			7:54		7:54	8:00	-		-	
									-		-	
3/12/13	Tue	8:35							-		-	
3/12/13		17:22			8:46		8:46	8:00	(0.75)		(0.75)	
									-		-	
3/13/13	Wed	8:55							-		-	
3/13/13		16:57			8:01		8:01	8:00	-		-	
									-		-	
3/14/13	Thu	8:52							-		-	
3/14/13		8:52							-		-	
3/14/13		8:52							-		-	
3/14/13		8:52							-		-	
3/14/13		8:54							-		-	
3/14/13		8:55							-		-	
3/14/13		17:01			8:09		8:09	8:00	-		-	
									-		-	
3/15/13	Fri	9:04							-		-	
3/15/13		17:08			8:04		8:04	8:00	-		-	

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(b) (6)

Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	129.50 Empl. Disc. HOURS (NET)	NOTES
									-		-	
3/18/13	Mon	9:17							-		-	
3/18/13		16:54			7:36		7:36	8:00	0.25		0.25	
									-		-	
3/19/13	Tue	9:06							-		-	
3/19/13		14:07			5:00		5:00	8:00	2.75		2.75	
									-		-	
3/20/13	Wed	10:35							-		-	
3/20/13		16:09			5:34		5:34	7:00	1.25		1.25	
									-		-	
3/21/13	Thu	8:56							-		-	
3/21/13		10:05							-		-	
3/21/13		10:11		0:06					-		-	
3/21/13		16:55			7:59		7:59	8:00	-		-	
									-		-	
3/22/13	Fri	9:01							-		-	
3/22/13		12:09							-		-	
3/22/13		12:40		0:31					-		-	
3/22/13		16:49			7:48	0:31	7:16	8:00	0.50		0.50	
								185			129.50	
									Positive discrepancies		122	
									Average positive discrepancy		1.10	
										Undercharged	9	

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

Release: 2018-07
NSA: 03957

APPENDIX D

(U) Email From [redacted]

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

Release: 2018-07
NSA: 03958

From: [redacted]
To:
Subject: RE: (U) OIG Inquiries
Date: Thursday, April 18, 2013 3:40:28 PM

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

[redacted]

Appreciate the information! I will keep you in the loop and will try to expedite these inquiries.

Are you available on Monday or Tuesday next week for an interview? It usually lasts an hour or less. The interview is conducted in OIG spaces in [redacted] I don't have any meetings/interviews scheduled either day so let me know which time or day works best for you.

Thanks,

[redacted]

(U//~~FOUO~~)
[redacted]
Investigator
Office of the Inspector General
963-0947(s)
[redacted]

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

From: [redacted]
Sent: Thursday, April 18, 2013 3:37 PM
To: [redacted]
Subject: RE: (U) OIG Inquiries

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

[redacted]

Here are some dates that the team might have as charging but not in confirm:

1. 24 May 2012 / 0930 – 1130 – [redacted]
2. 14 June 2012 / 1230 – 1630ish – [redacted]

[redacted]

I looked at my calendar and the above is what I could find. I think that they might have had a meeting with [redacted] during the [redacted] I think most of that was actually handled as a telecom but I think one day was over at [redacted] Since I didn't attend, I don't have it on my calendar but I'm pretty sure [redacted] at least met with them.

Please let me know if you have any questions. v/r, [redacted]

PS
I sent an email to the CO today [redacted]

Regards,
[redacted]
(U//~~FOUO~~)**********
[redacted]
To send large files to my Dropbox:
[redacted]
****

From: [redacted]
Sent: Thursday, April 18, 2013 9:50 AM
To: [redacted]
Subject: (U) OIG Inquiris

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

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

[redacted]

I spoke to my management and he said what I expected... We can't give you any specifics on an ongoing case because in the end we may find that the contractor is able to mitigate enough of the time that would not warrant any action against him or her. The last thing we would want is for someone to take action on a contractor based on preliminary assumptions and then in the end find out the allegations are not true or not as bad as they originally seemed. When you make your decision on which contractors to remove and which to keep please only consider the factors that you normally would have and not on anything we have discussed. Again, this process can take months. I will try to get through these cases as soon as possible so that I can provide you and the CO the final conclusions but I am unable to provide an estimated time of completion at this time.

I would still appreciate your email regarding any work-related activity they may have attended outside of an NSA building.

Feel free to call me if you have any questions.

Thank you,

[redacted]

(U//~~FOUO~~)
[redacted]
Investigator
Office of the Inspector General

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

963-0947(s)

[redacted]

"PRIVACY SENSITIVE – any misuse or unauthorized disclosure may lead to disciplinary action."

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

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

APPENDIX E

(U) [redacted] Calendar Archives

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

Release: 2018-07
NSA: 03962

Doc ID: 6625892

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

EVENTID	TITLE	EVENTDATE	STIME	ETIME	POC_SID	POC_NAME	POC_PHO	STATUS
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516821		4/5/2012					961-8591	Approved
516824		4/6/2012					961-8591	Approved
516825		4/9/2012					961-8591	Approved
516830		4/10/2012					961-8591	Approved
527748		5/4/2012					961-8591	Approved
535453		5/17/2012					961-8591	Approved
547621		6/25/2012					961-8591	Approved
547621		6/26/2012					961-8591	Approved
547621		6/27/2012					961-8591	Approved
547621		6/28/2012					961-8591	Approved
547621		6/29/2012					961-8591	Approved
547621		7/2/2012					961-8591	Approved
547621		7/3/2012					961-8591	Approved
547621		7/4/2012					961-8591	Approved
547621		7/5/2012					961-8591	Approved
547621		7/6/2012					961-8591	Approved
547621		7/9/2012					961-8591	Approved
547621		7/10/2012					961-8591	Approved
547621		7/11/2012					961-8591	Approved
547621		7/12/2012					961-8591	Approved
547621		7/13/2012					961-8591	Approved
547621		7/16/2012					961-8591	Approved
547621		7/17/2012					961-8591	Approved
547621		7/18/2012					961-8591	Approved
547621		7/19/2012					961-8591	Approved
547621		7/20/2012					961-8591	Approved
547621		7/23/2012					961-8591	Approved
547621		7/24/2012					961-8591	Approved
547621		7/25/2012					961-8591	Approved
547621		7/26/2012					961-8591	Approved
547621		7/27/2012					961-8591	Approved
561181		8/30/2012					961-8591	Approved
561179		8/31/2012					961-8591	Approved
574356		9/14/2012	18-SEP-12 08.00.00. AM	18-SEP-12 08.30.00. AM			961-8591	Approved
580475		10/1/2012					961-8591	Approved
583474		10/12/2012	12-OCT-12 08.00.00. AM	12-OCT-12 08.30.00. AM			961-8591	Approved
564357		10/29/2012					961-8591	Approved
564357		10/30/2012					961-8591	Approved
564357		10/31/2012					961-8591	Approved
564357		11/1/2012					961-8591	Approved
564357		11/2/2012					961-8591	Approved
579366		11/16/2012					961-8591	Approved
579365		11/26/2012	28-NOV-12 08.00.00. AM	28-NOV-12 08.30.00. AM			961-8591	Approved
592834		11/29/2012					961-8591	Approved
586180		12/5/2012					961-8591	Approved
607381		12/20/2012					961-8591	Approved
592836		12/27/2012	28-DEC-12 08.00.00. AM	28-DEC-12 08.30.00. AM			961-8591	Approved
592837		12/28/2012	28-DEC-12 08.00.00. AM	28-DEC-12 08.30.00. AM			961-8591	Approved

Release: 2018-07
NSA: 03963

Doc ID: 6625892

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(b)(6)

APPENDIX F

(U) [redacted] Explanations

Release: 2018-07
NSA: 03964

During our last interview I briefly explained my role within the team. Allow me the opportunity to further clarify my role and responsibilities as the junior team member. I am responsible [redacted] and other tasks in support of our senior team members both [redacted] Tasks surrounding this support are very common and occur daily. Our team [redacted] during the period of this inquiry [redacted] encountered multiple issues. Inside the NSA workspace, access to research and support sites is restricted and limited, and no access to sites [redacted] Daily access to my personal laptop was critical to [redacted] was always a collaborative team effort. As a former [redacted] employee, I oftentimes utilized my personal phone book to locate a resource that would point me in the right direction to a resource that could possibly assist with solving specific issues. (b)(3) - P.L. 86-36

Upon reviewing the confirm/time and attendance data provided to me at the last interview, I have to the best of my knowledge been able to successfully link approximately 105 hours to mission critical work activities. This linkage was through limited emails and other documentation that I located with the help of my team. As I stated in my previous interview, attempts to locate certain documentation such as archived folders and team calendars that I believe would support additional time, had been deleted or removed during a system upgrade. In addition, since I was in the process of transition out of my current position; I was deleting emails in preparation to end my tenure on [redacted] I know this information would provide greater clarity to this inquiry. To compensate for

missing and deleted information, I have included status reports by month of ongoing activities. Also available are classified status reports that detail our participation in [redacted] At no time was there question or concern by the government lead, [redacted] as to the activities described in these routine status reports. The government continuously emphasized the need to do what was necessary to ensure [redacted] [redacted] Had any concerns been raised during the course of the year regarding our approach, I'm certain the team would have adjusted accordingly. At no time did I ever, or would I ever intentionally misrepresent the work done on behalf of the government.

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

Thank you,

[redacted]

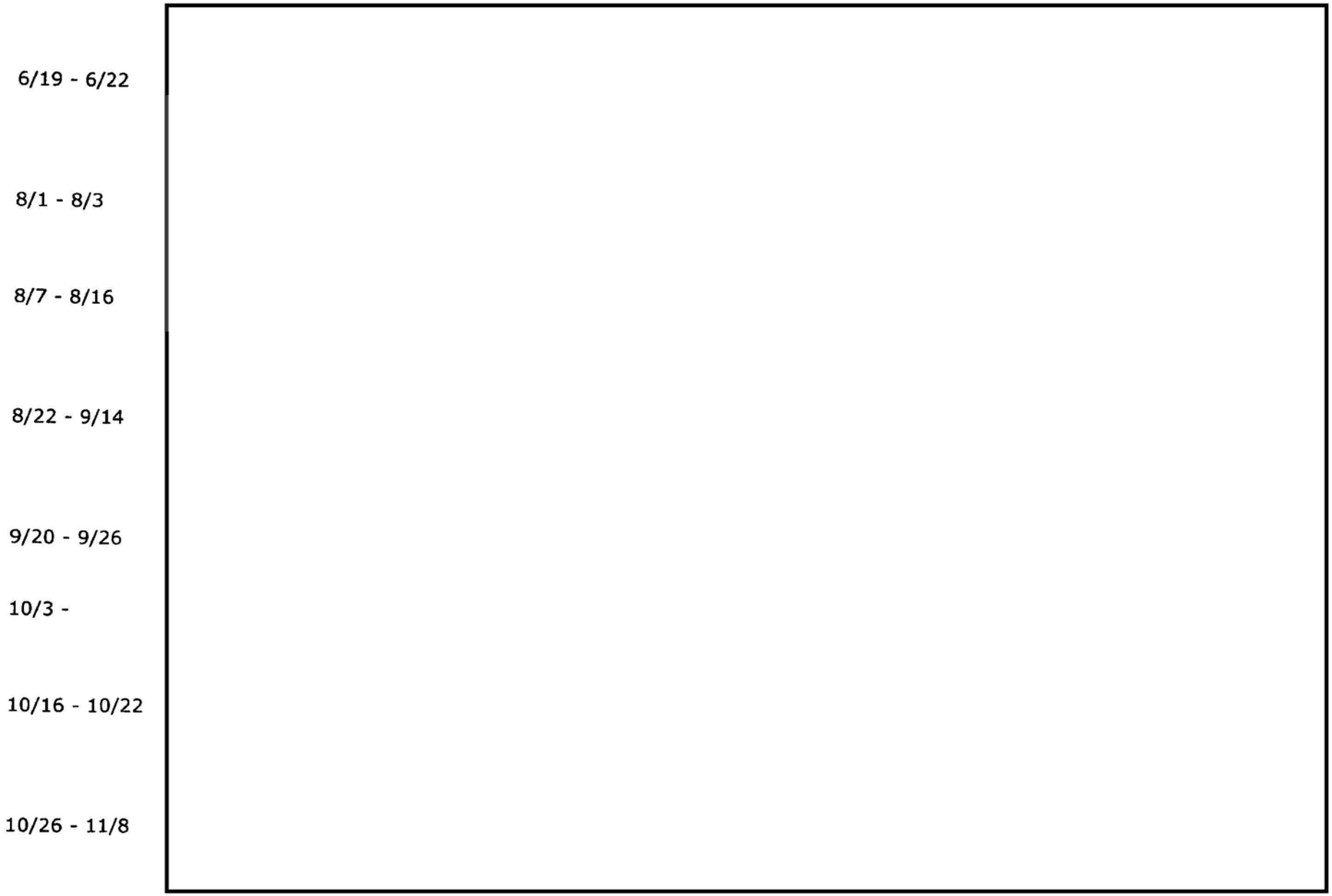
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Date	Comments
3/26 - 3/30	
4/3 - 4/13	
4/16 - 4/27	
5/3 - 5/16	
5/21 - 5/25	
6/4 - 6/8	
6/11 - 6/15	

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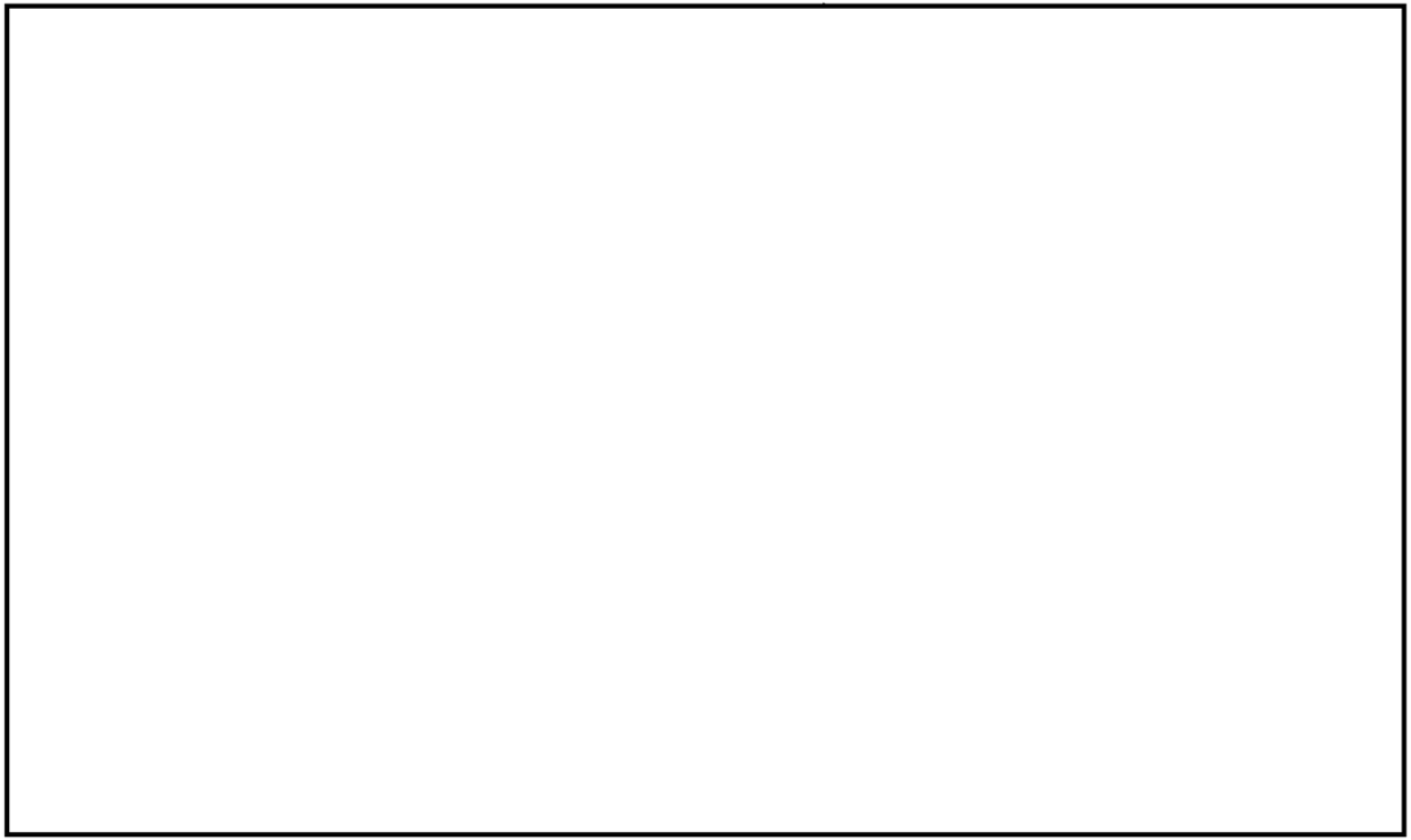
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January Monthly Accomplishments

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Release: 2018-07
NSA: 03974

January Monthly Accomplishments

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Release: 2018-07
NSA: 03975

January Monthly Accomplishments

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Release: 2018-07
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January Monthly Accomplishments

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Release: 2018-07
NSA: 03977

February Monthly Accomplishments

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Release: 2018-07
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February Monthly Accomplishments

Release: 2018-07
NSA: 03979

February Monthly Accomplishments

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Release: 2018-07
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February Monthly Accomplishments

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NSA: 03981

February Monthly Accomplishments

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Release: 2018-07
NSA: 03982

March Monthly Accomplishments

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Release: 2018-07
NSA: 03983

March Monthly Accomplishments

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March Monthly Accomplishments

Release: 2018-07
NSA: 03985

March Monthly Accomplishments

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July Monthly Accomplishments

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August Monthly Accomplishments

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August Monthly Accomplishments

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September Monthly Accomplishments

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September Monthly Accomplishments

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October Monthly Accomplishments

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October Monthly Accomplishments

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October Monthly Accomplishments

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November Monthly Accomplishments

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November Monthly Accomplishments

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December Monthly Accomplishments

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NSA: 03998

December Monthly Accomplishments

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December Monthly Accomplishments

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December Monthly Accomplishments

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NSA: 04014

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NSA: 04017

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Release: 2018-07
NSA: 04018

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Release: 2018-07
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Release: 2018-07
NSA: 04022

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Release: 2018-07
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Release: 2018-07
NSA: 04034

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Release: 2018-07
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Release: 2018-07
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Release: 2018-07
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Release: 2018-07
NSA: 04041

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NSA: 04047

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Release: 2018-07
NSA: 04050

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Release: 2018-07
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Release: 2018-07
NSA: 04052

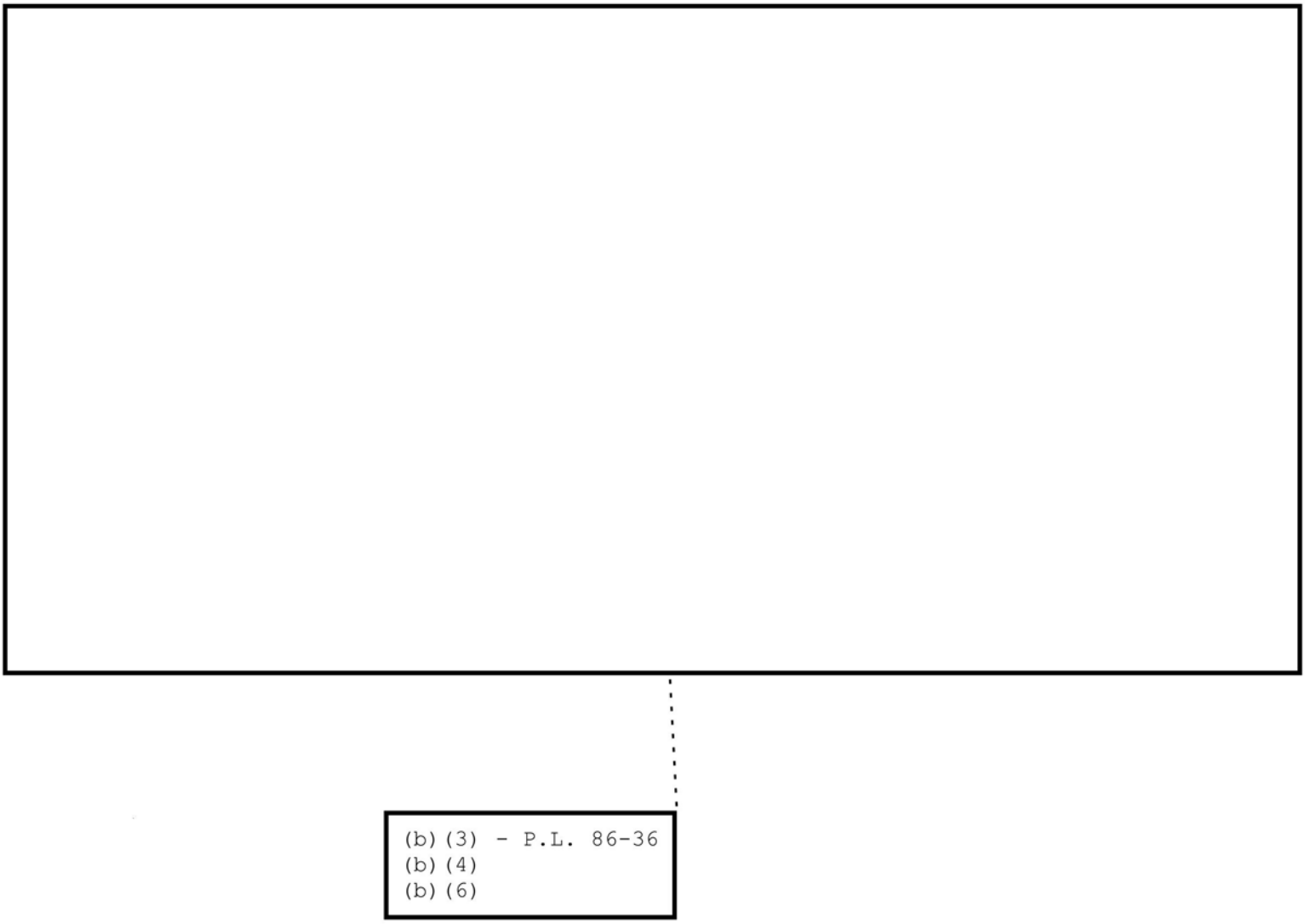
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Release: 2018-07
NSA: 04053

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Release: 2018-07
NSA: 04056

Doc ID: 6625892

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[redacted] Meeting Minutes

Date: February 28, 2013 - 11:00 a.m.

Objectives:

To discuss and start to solidify all aspects [redacted]

Talking Points:

[redacted]

To Do's:

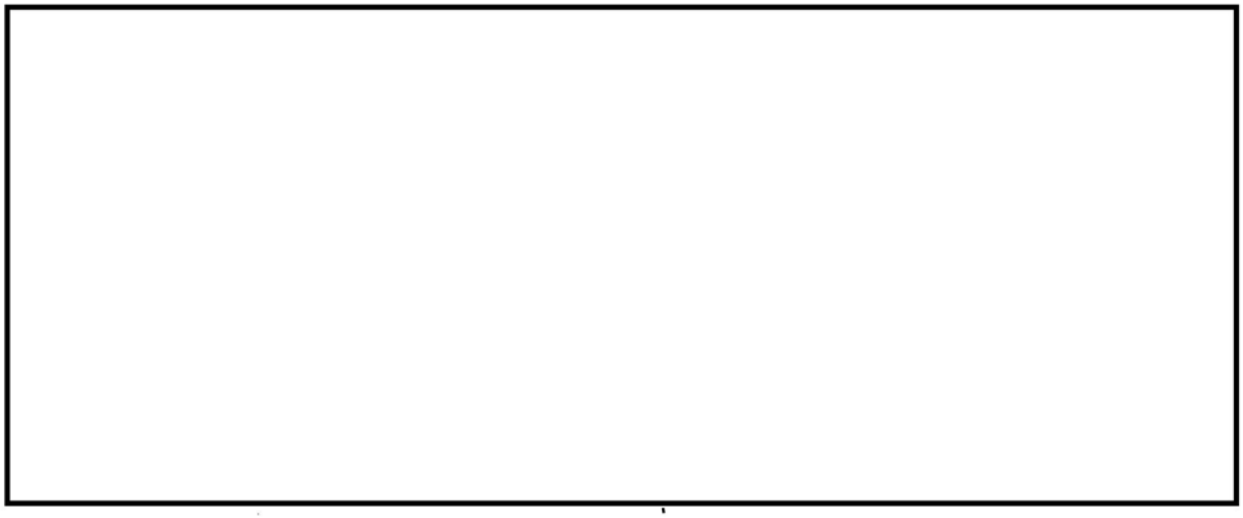
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- [redacted]
- [redacted]

Concerns:

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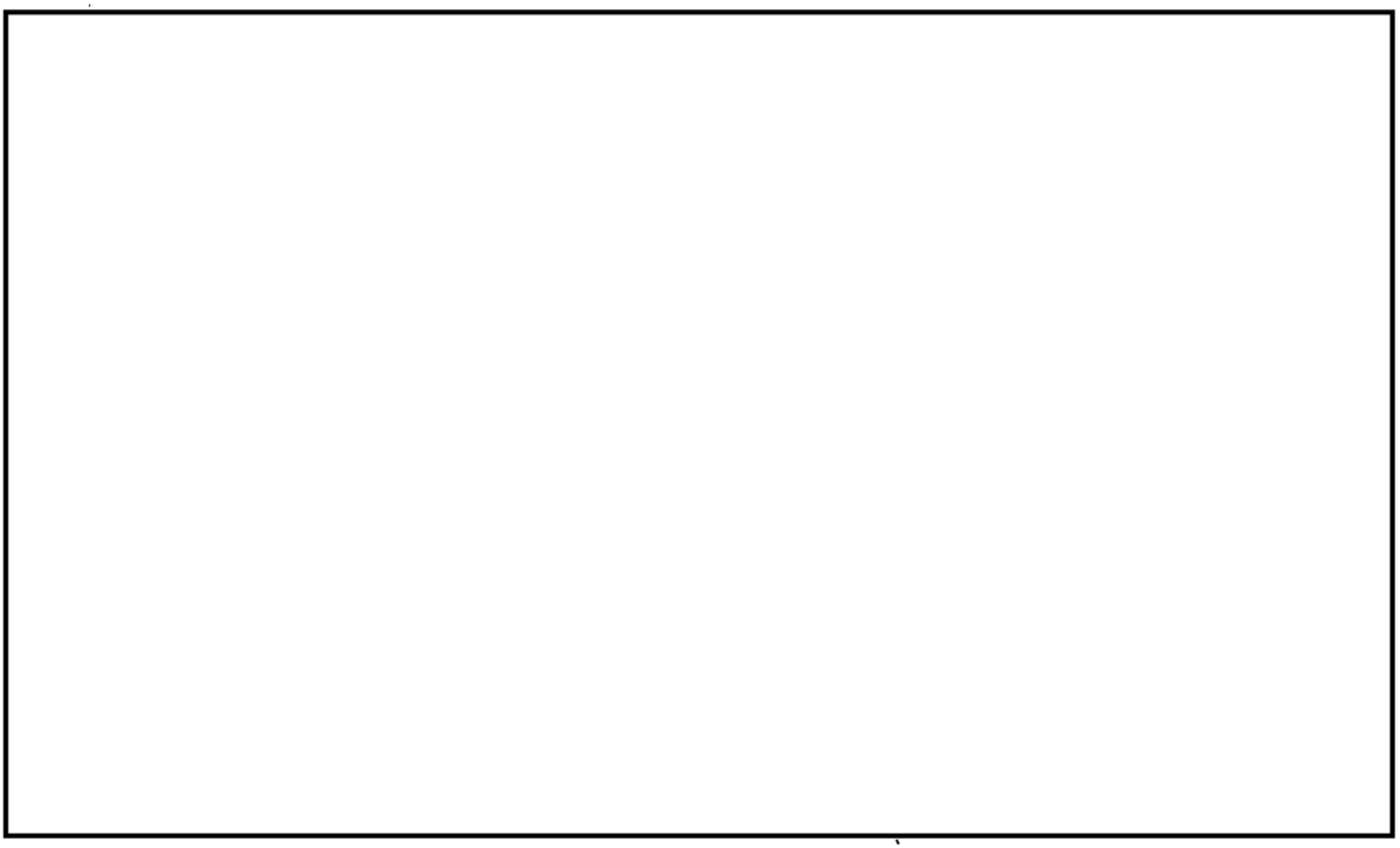
Next Meeting:

- March 14, 2013 [redacted] Conference Room

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NSA: 04068

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APPENDIX G

(U) [redacted] Response to the OIG's Tentative Conclusions

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August 19, 2014

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I assert that the statements made by me were truthful regardless of the SOW restrictions which would not have been readily known by me as it is the Government's COR responsibility to have communicated such restrictions to me, as she was responsible for day to day guidance of the staff's activities. The COR never questioned or prevented off site work using oral or written communication. The COR applied considerable pressures on our team to solve problems and meet deadlines associated with the [redacted] for which access to [redacted] was not fully accessible within the work spaces at NSA. So while the literal restrictions in the SOW precluded off site work based on the information provided to me, there was no reference to the SOW ever by the COR. The contract did not have or require a program manager from [redacted] so the team relied exclusively on directions, leadership and instructions from the Government's COR.

1-2. False Statements, 18 U.S.C. 1001.
a. This statute makes it illegal to engage in any of three types of activity in any matter within the jurisdiction of any department or agency of the United States.
(1) Falsifying, concealing, or covering up a material fact by any trick, scheme, or device;
(2) Making false, fictitious, or fraudulent statements or representations; or
(3) Making or using any false document or writing.
Any certification in a DoD contract which contains false, fictitious, or fraudulent information may be a violation of this statute.

The statue clearly relies on the words knowingly false, fraudulent or fictitious as its foundation. The guidelines also focus on the issue of whether a mischarge was a "mistake" or a crime and turns on the intent of the maker. There has been no lack of candor, dishonesty or unwillingness to cooperate on my part and the incident happened under unique circumstances where others on my team had the same understanding due to lack of any information to the contrary by the COR at any time.

An error related to an SOW restriction prohibiting work outside of the Government spaces is just that, an error and does not approach intentional fraud, fictitious or fraudulent actions. This case, by a preponderance of the circumstances facts and similarities associated with the other personnel on the program support that others assigned to the program had the same interpretation. This situation as the facts indicate is an error dealing with allowable work locations based on a document not generally available to the onsite staff and was a document never referred to by the Government COR during her tenure. The Government COR was new to her role in Government and as a COR. The COR also never raised an objection that could have easily prevented the situation from the first instance, which I think is an important fact. It has been stated that the COR did not authorize much of the offsite work but factually the COR never

objected to offsite work either. It is the CORs responsibility to ensure that the contractors perform and adhere to the SOW requirements and limitations. Furthermore, the DoD COR guidelines state that tit is the COR's responsibility to monitor contract performance and provide the CO with documentation that identifies compliance or noncompliance with the terms and conditions of the contract. It further states that this documentation becomes part of the official contract file. Also stated is that the COR is supposed document everything, including conversations and meetings with the contractor, contractor performance or any other issues. To date there has been no demonstration that the COR ever brought the issue of offsite work and time reporting to the COs attention.

The COR had the responsibility to review contractor invoices to ensure that labor hours and materials charged to the contract are accurate and that the hours worked equal the hours charged and invoiced to the contract. Policy states that this may be done by reviewing time cards or in/out signing cards, and, for materials obtaining copies of invoices. Over the span of the time covered by the OIG review, the COR had the responsibility to review the accuracy of over a dozen invoices and as such any discrepancies in time or even to dispute or correct any time associated with offsite labor and research. To my knowledge there was never a dispute regarding my time brought to the attention of the CO or my company by the COR until the OIG notification and after many months had gone by.

None of these facts are addressed in your tentative findings; In fact I find that your tentative findings are inconclusive. The preponderance of the evidence does not support the conclusion that, from 26 March 2012 through 22 March 2013, I knowingly submitted false and inaccurate billings totaling 129.50 hours. The preponderance of the evidence does support that there were mitigating circumstances that led to offsite work which was subsequently billed. These circumstances were not addressed or corrected by the Government COR over the course of an entire year, while the work was being performed so I had no idea that what I was doing was doing anything other than getting the solution implemented for the customer within the specified timeframes.

I have worked and continue to work to the best of my ability for this customer [redacted] and now document everything so that this type of issue never happens again.

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[redacted]

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