

Office of the Inspector General of the Intelligence Community Investigations Division Washington, DC 20511

REPORT OF INVESTIGATION

CASE NUMBER: 2013-0034 SEP 10, 2014

SUBJECT

(U/FOUO) (AIN b6 b7C - IG Subject

ALLEGATIONS

- 1. (U//FOUO) Subject engaged in conflicts of interest.
- 2. (U//FOUO) Subject engaged in improper or unauthorized outside employment.
- 3. (U//FOUO) Subject engaged in falsification and misrepresentation.
- 4. (U/\overline{FOUO}) Subject misused government information and information systems.
- 5. (U//FOUO) Subject engaged in sexual misconduct while on duty.

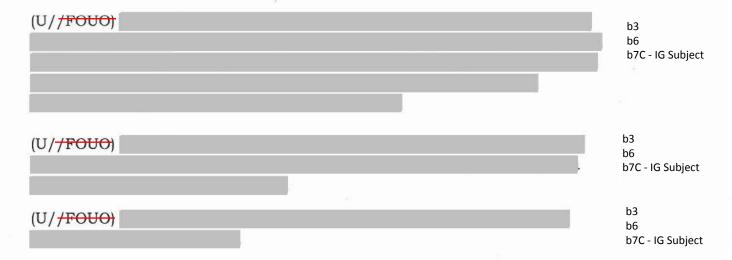
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Classified By: - IC IG b3
Derived From: ODNI MET S-12
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BACKGROUND

(S//NF) On August 23, 2012, the Clearance Division of the CIA Office of Security contacted the Special Investigations Branch (SIB) regarding	
(AIN), a Senior Security Database Program Officer for the	b3 b6
Office of the Director of National Intelligence National Counterintelligence Executive (NCIX). During a re-adjudication investigation for the	b7C - IG Subject
Clearance Division found evidence that engaged in unreported	
outside activities. As part of the standard operating procedure for the	
Clearance Division, the matter was referred to SIB.	
(S//NF) During the SIB investigation, case reviewers discovered that	
had two unreported part-time facility security officer (FSO) consulting	h 2
contracts, in addition to five part-time FSO consulting contracts she had	b3 b6
reported. Based on that discovery, SIB audited her computer use to determine	b7C - IG Subject
if she was engaged in personal business during duty hours.	
(C//NE) CID discound AIN coldens that	
(S//NF) SIB discovered AIN evidence that had part-time FSO business relationships with approximately 14 companies. SIB also discovered	
archived time and attendance sheets for work performed for these companies	b1
and documentation noting her FSO relationship to those companies.	b3
and the same of th	b6 b7C - IG Subject
revealed that averaged in	
excess of five hours per day on personal affairs and unofficial business.	b3
(S//NF) Based on information and belief, SIB suspected that used	b6
her security officer privileges to query whether SIB was investigating her.	b7C - IG Subject
(U/ /FOUO)	
	b3
	b6
	b7C - IG Subject
(U/ /FOUO)	b3 b6
	bb b7C - IG Subject

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SCOPE

(U//FOUO) The Investigations Division (INV) of IC IG conducted this investigation pursuant to 50 USC § 3033, Inspector General of the Intelligence Community, effective 7 October 2010; ODNI Instruction 10.34, Office of the Inspector General of the Intelligence Community, dated 22 Sept 2013; and, the Quality Standards for Investigations, dated 15 November 2011, set forth by the Council of the Inspectors General on Integrity and Efficiency.

ALLEGATION 1

(U//FOUO) Subject engaged in a conflict of interest.

APPLICABLE LAW AND POLICY

(U) Compensation to Members of Congress, officers, and others in matters affecting the Government. Title 18, United States Code, Section 203 provides that, with certain exceptions, "whoever...directly or indirectly demands, seeks, receives, accepts, or agrees to receive or accept any compensation for any representational services, as agent or attorney or otherwise, rendered or to be rendered either personally or by another at a time when such person is an officer or employee...of the United States in the executive...branch of the Government...in relation to any proceeding, application, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, or other particular matter in which the United States is a party or has a direct and substantial interest, before any department..." is guilty of a federal offense.

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(U) Activities of officers and employees in claims against and other matters affecting the Government. Title 18, United States Code, Section 205 provides that, with certain exceptions, "whoever, being an officer or employee of the executive branch of the United States Government... acts as agent or attorney for anyone before any department, agency, court, court-martial, officer, or civil, military, or naval commission in connection with any covered mater in which the United States is a party or has a direct interest" is guilty of a federal offense.

(U) Use of Nonpublic Information. 5 C.F.R. § 2635.703 provides that "an employee shall not engage in a financial transaction using nonpublic information, nor allow the improper use of nonpublic information to further his own private interest or that of another, whether through advice or recommendation, or by knowing unauthorized disclosure."

ANALYSIS

(U/ /FOUO)	began her ter	iure at the	ODNI on May 10, 2010. She	
entered the ODNI as a	GS-14 in the	role of Ser	nior Security Database Program	
Officer at the Office of	the National (Counterint	elligence Executive (NCIX). In	
her role as a program of	officer,	is exp	ected to "managethe Scattered	
Castles repository,		, and	I the Sensitive Compartmented	b3
Information Facility (SC	CIF) Database	e."¹ Her ro	ole also requires her to "monitor	b6
the Security Databases	Program bud	dget and a	uthor and compile well-reasoned	b7C - IG Subject
budget planning and ex	xecution reco	mmendati	ons to the Security Databases	
Program Manager."2	rol	e at the O	DNI allows her unfettered access	
to Scattered Castles,	JPAS, a	nd a host	of other security related	
databases and sites. A	ccording to		due to her role at the ODNI, she	
has the ability to chang	ge information	n within th	nese security databases to	
include resolving redur	idancies, cha	nging date	es, or changing access for those	
with security clearance	s. ³			
(U/ /FOUO) According	to	and	Standard Form 86 (SF86),	
			cer since December 2007 for	b3 b6
			(FSO) administers and assures	b7C - IG Subject
			edures in accordance with a	
	_			b3
ODNI Vacancy Notices, OL		y Databases	Program Officer 20747,	b6 b7C - IG Subject
Personnel File, 19 August 2	009.			b/C - IO Subject

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personal interview with IC IG, 30 July 2014.

contract's guidelines. They serve as the point of contact for contractor security matters and are familiar with all aspects of security including personnel, physical, operations, industrial, communications, information, and information technology security. An FSO directs and advises all departments regarding security regulations and procedures, and routinely interacts with Government	
agencies relative to security matters. ⁴ FSOs are considered Key Management	
Personnel (KMP), and must be at least part-time employees in order for a	
contractor to properly maintain a facility's security. According to	b3 b6
and an audit of her US Government system, one of the primary functions of her	b7C - IG Subject
job as an FSO, is working within security databases and providing assistance	
to employees regarding their clearance paperwork and processing.	
(III / FOLIO) On Annil 20, 2012, the IC IC control of multiplicate instruments	
(U/ /FOUO) On April 29, 2013, the IC IG opened a preliminary inquiry into upon receiving a referral from CIA OIG and SIB due to the subject's	
failure to adhere to and any subsequent laws or policies. The initial	b3
information included in the referral regarded unreported outside activities. As	b6 b7C - IG Subject
standard procedure,	b7E - IG Tech
(EXHIBIT M)	
/II / /POLIO) #I	
(U/ /FOUO) The over 856 files pertaining to outside activities,	b3
including classified contracts (DD254s); time and attendance records; SF86s for employees; JPAS documents; offer letters; and invoices. In total, there was	b6 b7C - IG Subject
337.54 MB ⁵ of outside activity related documents on AIN account.	b7E - IG Tech
7.54 MB- of outside activity related documents on	
(U //FOUO) The	
web activity associated with FSO work, and the	
maintenance of over 600 files on a US Government system pertaining to FSO	b1
work. ⁶ , the IC IG found several instances where	b3 b6
accessed JPAS from a US Government system while on duty as a	b7C - IG Subject
federal employee for the purposes of FSO related activity. ⁷ Furthermore, the	b7E - IG Tech
multiple instances of communication between government	
⁴ Derived from vacancy notices at different government contractor websites and the Department of Security Services website.	
⁵ 337.538MB is 1/3 of a GB, or the complete works of Shakespeare, 100 times.	b3 b6
6 Although outside the scope of the investigation, it should be noted that engaged in sexually explicit with a contractor for the first year of working at ODNI. Please	b7C - IG Subject
see	
⁷ Improper maintenance of PII and improper use of government systems is discussed in the	

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following allegations.

agencies and	in her role as an FS	O on a US Government system	n b3
during duty hours	. Specifically, the	communic	
between	in her role as FSO repres	senting a company back to the	b7C - IG Subject
federal governmen	t through DSS as the poir	nt of contact for the company	while b7E - IG Tech
on duty as a federa	al employee. (EXHIBIT AA	, DD)	
(U //FOUO) During	the investigation,	continued to act as key	b3 b6
management perso	onnel for the companies, a	and continued working on the	
activities while on	US Government systems	during duty hours.	
(U //FOUO) In or a	round May 3, 2013,	second line supervisor	
(U//FOUO) In or a overheard		second line supervisor contract on the phone while a	₊ b3
overheard		contract on the phone while a	t 63 66
overheard work.8 The second	negotiating terms of a old line supervisor was told	contract on the phone while a	t b3 b6 visor b7C - IG Subject
overheard work.8 The second that she maintained	negotiating terms of a of line supervisor was told ed outside activities. Out	contract on the phone while a by first line super	t b3 b6 visor b7C - IG Subject § 205,
overheard work.8 The second that she maintaine the second line support	negotiating terms of a of line supervisor was told ed outside activities. Out	contract on the phone while a by first line super of concern regarding 18 USC for a list of the companies she	t b3 b6 visor b7C - IG Subject § 205,

Company	Start Date	Title
Wheeler Network Design	December 2007	FSO
Link Solutions Inc	October 2007	FSO
Twin Soft Corp	May 2009	FSO
IncaTech	April 2010	FSO
Geographic Services Inc	October 2010	"not FSO"
C5i Federal	May 2012	FSO
GuROO IT	July 2012	FSO
Technology Science Corporation	November 2012	FSO

8 Date was derived an email dated May 9, 2013 to , in where she tells she met with "on Friday."

b6 b7C - IG Subject, Witnesses b7E - IG Tech

b1

b3

Maverick LLC	November 2012	FSO
FS-ISAC	January 2013	FSO
Augusta Westland	2008	"not FSO"

(U//FOUO) The second line supervisor met with and went over the company list, duties, as well as looked at her 879s. told the second line supervisor that she was told "just don't list you're an FSO and you'll be fine" by OGC, and that is why her 879s were vague. The supervisor found this to be unbelievable and asked that put a hold on all outside activities until it was resolved. He also alerted Office of Security and OGC to his concerns.	b3 b6 b7C - IG Subject
(U//FOUO) In an email dated May 8, 2013, the second line supervisor wrote to the Office of Security, "[was notified of an approval for outside activities today, the problem is no one in her supervisory line approved the outside activity. The outside employment is very questionable regarding conflict of interest and we are still collecting information regarding relationship and exact duties with these companiesI am requesting that you withdraw your approval of Ms. outside activities until you receive an approval from her supervisor." (EXHIBIT CCCC, DDDD)	b3 b6 b7C - IG Subject
(U/ FOUO) On May 8, 2013, the Office of Security responded, "We will add a note to Ms. 879 request noting that it is in pending status while we wait for more information from you."	b3 b6 b7C - IG Subject
(U//FOUO) After the initial confrontation with her second line supervisor maintained that there were conflicts of interest. On August 14, 2013, the IC IG interviewed the supervisor. He stated that after meeting with in May, and asking more questions regarding her outside activities, he felt that her FSO duties were clearly in conflict with her role as a government employee. He described as "problematic:" received counseling on several issues including time and attendance issues and poor leave time management.	b3 b6 b7C - IG Subject
(U/ /FOUO) On August 15, 2013, the supervisor wrote an email to the IC IG	b3 b6

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opinion back to the out withou	that I have decided to non-concur on her request for outside ment for all ten firms. I cited my reasons as conflict of interest and my of her not adhering to OGC guidance on representing a third party of the government. When [her first line supervisor] attempted to reply to teside activities request we found it had once again been approved to our approval. I asked the outside activities branch to reactivate the to so we can record our decision."	b	93 96 97C - IG Subjec
the Spe a meetin	OUO) On August 19, 2013, the IC IG spoke with the Deputy Director of ecial Security Directorate. She emailed the investigators to alert them to ing she was scheduled to have with requested the g to appeal the non-concur by second line supervisor. After the meeting, puty Director wrote again to update the investigators:	k k	o3 o6 o7C - IG Subjec
M control of the second of the	The decision hasn't changed, but there have been complications. Infortunately, the Outside Activities reporting system had generated an automatic concurrence for at some point in May after it got no input from the designated supervisor after a certain amount of time (I believe 5 days) (this is actually the second time this has happened). Last week, second line supervisor] reached out to the office responsible for the system and told them he wished to non-concur as the supervisor, and they said would have to generate another Outside Activities report, and resend it through the process. They also instructed she had to do this. [He] still intends to non-concur (actually ne is directing [the first line supervisor] as her supervisor to non-concur) and he has told that.	b3 b6 b7C	- IG Subject
a v s c a m s e s (i t	When met with me today she was looking for some way to appeal [the] decision. She said there was an appeal process for when OGC non-concurs, but nothing in the regs re when the supervisor non-concurs. She said she has spoken to the Ombudsman because she thinks [he] is being biased against her and she said they told her this might need to be an issue she needs to resolve with HR involvement. We ultimately decided: 1) she would send me the documentation on her outside employments that she's provided to [her supervisor]; 2) [The supervisor] would send his written concerns to her and me justification for his non-concur); 3) I would send both of the above to the OGC rep who concurred on the Outside Activity report (since the nature of [his] concerns have to do with conflict of interest); 4) I would set up a meeting with me, [the supervisor], and OGC	b3 b6 b7C	- IG Subject

to discuss the concerns. Out of that meeting, either [he] would still have his concerns and OGC could give clarification/guidance, or OGC will explain to [him] why his concerns don't apply and [he] will likely be comfortable concurring. And finally 5) regardless of the outcome of the meeting, would generate another Outside Report listing all of her outside employments and then OGC and [he] would chop on it documenting their final concurrence or non-concurrence for the record." (EXHIBIT VV)	b3 b6 b7C - IG Subject
(U//FOUO) On August 20, 2013, the IC IG spoke with OGC concerning the upcoming meeting with and her supervisors. In the call, OGC explained to the IC IG that OGC would not be meeting with as the decision was at the management level. If management did not concur, then the 879 would be non-concurred on and never be received or reviewed by OGC,	b3 b6 b7C - IG Subject
(U//FOUO) By August 20, 2013, had been admonished by OGC to maintain strict distance from outside activities that would have conflicts of interest, had been told by her first and second line supervisor to cease all outside activities, and had been told by OGC that the matter was not for appeal, and that was to oblige her management's decisions.	b3 b6 b7C - IG Subject
(U//FOUO) On July 30, 2014, the IC IG interviewed In the interview,	b3 b6 b7C - IG Subject
(U/ /FOUO)	b3 b6 b7C - IG Subject
Conclusion	b3
(U/ /FOUO)	b6 b7C - IG Subject

ALLEGATION 2

(U//FOUO) Subject engaged in improper or unauthorized outside employment.

APPLICABLE LAW AND POLICY

(U) Acts Affecting a Personal Financial Interest. Title 18, United States Code, Section 208 provides that, "except as permitted by subsection (b) hereof, whoever, being an officer or employee of the executive branch of the United States Government...participates personally and substantially as a Government officer or employee, through decision, approval, disapproval, recommendation, the rendering of advice, investigation, or otherwise, in a judicial or other proceeding, application, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, or other particular matter in which, to his knowledge, he, his spouse, minor child, general partner, organization in which he is serving as officer, director, trustee, general partner or employee, or any person or organization with whom he is negotiating or has any arrangement concerning prospective employment, has a financial interest" is guilty of a federal offense.

(U) Salary of Government Officials and Employees payable only by United States. Title 18, United States Code, Section 209 provides that, "whoever receives any salary, or any contribution to or supplementation of salary, as compensation for his services as an officer or employee of the executive branch of the United States Government, of any independent agency of the United States, or of the District of Columbia, from any source other than the Government of the United States, except as may be contributed out of the treasury of any State, county, or municipality" is guilty of a federal offense."

(U) Use of Nonpublic Information. 5 C.F.R. § 2635.703 provides that "an employee shall not engage in a financial transaction using nonpublic information, nor allow the improper use of nonpublic information to further his own private interest or that of another, whether through advice or recommendation, or by knowing unauthorized disclosure."

ANALYSIS

(U//FOUO) Form 879 Outside Activities Form ("879") is required to be submitted by any member of the ODNI under

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The policy is in place to ensure, among other things, no conflicts of interest exist between the federal employee and the outside activity. (U///FOUC) Furthermore, as stated (U)
to ensure, among other things, no conflicts of interest exist between the federal employee and the outside activity. (U//FOUO) Furthermore, as stated
to ensure, among other things, no conflicts of interest exist between the federal employee and the outside activity. (U//FOUO) Furthermore, as stated
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to ensure, among other things, no conflicts of interest exist between the federal employee and the outside activity. (U//FOUO) Furthermore, as stated
employee and the outside activity. (U//FOUO) Furthermore, as stated
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b3
Energies 2
Energies 2
(U)
, and the same of
No further information is sought; thus, the
information on the 879 is the sole source in the determination.
information on the 675 is the sole source in the determination.
(U //FOUO) On May 12, 2010, two days after joining the ODNI,
submitted an 879 to OGC/ELD for approval regarding work as a Facility
Security Officer for four companies: Link Solutions, Inc; Wheeler Network Design; Twin Soft Corporation; and IncaTech LLC. She wrote, "I work for four b3
small US Government contractors in my free timeThey do not have any
contracts with the IC. I am paid a minimal amount by them." On May 20,
2010, ten days after joining ODNI, submitted a second 879 for
approval regarding work as a Facility Security Officer for Augusta Westland
North America. In the second 879, wrote, "I am requesting approval
prior to consulting for Augusta Westland North AmericaI would be doing
purely administrative work for themI would do this work after my regular
scheduled duty hours with ODNI." (EXHIBIT CCCC, DDDD)
/II / /POLIO) P
(U//FOUO) Form 879 is automatically approved by a supervisor, should the request for approval remain in the supervisor's email inbox, unread, for five
0b
OGC/ELD. According to first and second line supervisors, the

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request for outside activities by was automatically approved and sent to OGC/ELD.	b3 b6 b7C - IG Subject
(U//FOUO) On May 24, 2010, and June 4, 2010, respectively, the 879s submitted by were concurred by OGC/ELD. The notification that an outside activities form has been approved includes several admonishments from OGC/ELD regarding 18 USC § 205 and CFR 2635. Among the	
admonishments, OGC/ELD advises, "Restriction on representation of private interest before the USG Executive branch employees are subject to criminal statutes that prohibit the representation of private interest before the Government. One of these laws prohibits an employee from acting as the agent or attorney of a private party before the government in connection with a particular matter in which the United States is a party of has a direct and substantial interest. See 18 USC 205." The guidance continues to specifically state, "The type of representation that is prohibited would include any personal appearance or communication to any federal agency on behalf of any of the four companies. For example, you could not sign documents or letters to be sent to any federal agency (not just ODNI) on behalf of any of the companies." was also told that "an employee shall not allow the improper use of nonpublic information to further his own private interest."	b3 b6 b7C - IG Subject
(U//FOUO) On April 24, 2013, submitted a third 879 stating, "I work for 10 small US Government contractors in my free time. I provide them personnel security support (initiating, and submitting their clearance, fingerprinting their personnel for clearances and any general security questions/concerns). They all hold Secret & Top Secret facility clearances, issued by Department of Defense. None have foreign employees or foreign contracts. They do work for Department of State, WHCA, DHS, Army and DoD. They do not have any contracts with any agencies in the IC. They are: Link Solutions, Inc, employed since October 2007. Wheeler Network Design, employed since Dec 2007. Twin-Soft Corporation employed since May 2009. Incatech, one-woman company, employed since April 2010. Geographic Services, Inc, employed since October 2010. C5i Federal, employed since May 2012, GuROO IT, employed since July 2012, Maverick LLC, employed since November 2012 and Financial Services-ISAC, employed since Jan 2013."	b3 b6 b7C - IG Subject
(U //FOUO) The form asks a series of prompts. One prompt asks "Indicate if you will be required to interact verbally or in writing with any federal government agency/department; please explain." wrote, "During my	b3 b6 b7C - IG Subject

own time, I send Visit Requests and Visit Authorization Letters using my	
personal email to government agencies for the company contractors to visit	
their facilities." At the bottom of the page, the form states "I understand I must	b3 b6
report any changes to this particular Outside Employment activity" to which	b7C - IG Subjec
responded, "Yes." OGC/ELD sought clarification on this particular	
answer from The OGC/ELD representative dealing with	
879 asked, "When you refer to DoD contracting agencies, do you mean other	
DoD contractors or DoD agencies?" to which responded, "I mean	
other DoD contractors such as Lockheed Martin, Northrup Grumman and	
SAIC."	
(U//FOUO) Between EOD and March 11, 2013, the IC IG found	b3
of communication between DoD agencies and while she was	b6
on US Government systems during duty hours, and zero emails between	b7C - IG Subject
and Lockheed Martin, SAIC, or Northrup Grumman. (EXHIBIT M)	b7E - IG Tech
(U //FOUO)	
	b3
	b6
	b7C - IG Subject
	b7E - IG Tech
On one occasion, used Scattered	
Castles for her duties as an FSO: On September 6, 2013, wrote to	
one company she represents, "JPAS still shows the 2007 investigation. In	
Scatter Castles, the FBI shows the 2013." On the same day,	
communicated with a DSS official while on duty at ODNI and provided him	
with her contact information so that they could further discuss the facility	
clearance for a company. (EXHIBIT N)	
	€
(U //FOUO) On November 20, 2013, DCIS and IC IG	b3
of personal email. The revealed over six	b6 b7C - IG Subject
gigabytes of information, including communication between and	b7E - IG Tech
fourteen companies. ⁹ , ¹⁰ In one email dated October 2, 2013, wrote	
⁹ C5i Federal; AWNA; Maverick LLC; Twin Soft Corporation; IncaTech LLC; Link Solutions Inc;	b3
GuROO IT; FS-ISAC; Electromagnetic Systems; GSI; Wheeler Network; Technology Science Corporation; Red Arch Solutions; Century Link.	b6
¹⁰ The list of fourteen companies is non-exhaustive. Several times in the emails reviewed,	b7C - IG Subject
referred to her "work email" in regards to different companies. The personal email	

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an email to contractors with the subject header "Leave (a furloughed vacation I suppose):" "Good morning everyone, I am writing to let you know next Tuesday, Oct 8 through Monday, October 14 I will not have access to JPAS. However, I will have access to email and regular internet connectivity." The email indicates that was unable to perform her duties as an FSO while on furlough.			
(U/ /FOUO) On January 8, 2014, the IC IG and DCIS requested	b3 b6		
Several tax documents were sent by the companies represents over the 30 day period. However, some companies did not send tax documentation, raising suspicion in regard to tax fraud.	b7C - IG Subject b7E - IG Tech		
(U//FOUO) The as well as a review of the search warrant revealed several instances where she referred to her LinkedIn account and used it to solicit new work. On March 4, 2014, DCIS, IRS, and IC IG executed a search warrant on LinkedIn account. The LinkedIn account search warrant results confirmed the use of LinkedIn as a means to garner business, and confirmed connections to some of the key management personnel at the companies.	b3 b6 b7C - IG Subject b7E - IG Tech		
(U/ /FOUO) After the IRS joined the investigation, on March 11, 2014, DCIS, IRS, and IC IG	b3 b6 b7C - IG Subject b7E - IG Tech		
a. b.			
d.			
communications indicated that would use the account when her company email was unavailable is a law enforcement investigative technique in which	b3 b6 b7C - IG Subject b7E - IG Tech		

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e.			
f.			
g.			
h.		b.	
i.			7E - IG Tech
j.			
k.			
1.			
m.			
	UO)	-In total,	b3
	·	(counting only	b6 b7C - IG Subject
full, 36 outside		y years that she has been employed by ODNI, and falsely reported vities),	b7E - IG Tech
(U //FO	UO)	From March 5, 2014 to March 25, 2014,	b3 b6 b7C - IG Subject
(EXHIB	IT W	WW, XXX, YYY):	b7E - IG Tech
	a.	March 5, 2014 – An envelope addressed to	
		, from 99999 Consulting	5
		LLC, 7032 Lee Mills Court, Springfield, VA. A pay stub was found in the opened envelope. The pay stub listed and her Employee ID as 4. The pay period was listed as February 1, 2014 to February 15, 2014 and a check date of February 14, 2014. Gross pay on the pay stub was \$400.00 and a net pay of \$367.95. Year to date earnings as \$367.95;	b3 b6 b7C - IG Subjec
	b.	March 25, 2014 - An envelope addressed to at	b3 b6
		, from Maverick Cyber	b7C - IG Subject
¹² A		is an undercover investigative technique.	b7E - IG Tech
		. Law enforcement officers	

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	Defense, 1400 ostmarked Mar		nain Drive, Cen	terville, VA 20121,	
LI da	LC, 14408 Char at	ntilly Crossing	g Lane, Chantilly s for the pay per	n Maverick – Security y, Virginia 20151, for , pay riod are \$276.05 with	b3 b6 b7C - IG Subject
d. M	farch 25, 2014	- An envelope		at rom Link Solutions,	b3 b6 b7C - IG Subject
	nc. 12007 Sunri ecember 16, 20		e, Reston, VA 2	0191, postmarked	
represented by cla Intelligence Co contracts. For	tha aims that none ommunity, a nu r example, Mav igence Agency (at have Intellig of the compa- amber of comp erick LLC mai DIA); FS-ISAC mair	nies she represe panies she repre intained contrac	ty contracts. Despite ented worked for the esented held IC ets with ODNI and maintained as with DHS and	b3 b6 b7C - IG Subject
(U //FOUO) Be	etween March 2				
information the statements that to her supervised 2014, agree, clarify, a	nrough JPAS an rough time and sors regarding used her US	n AIN and CW ad Scattered C attendance v her outside ac Government the security p	eastles, and conterifications and ctivities. For ex system while or ortion of a bid for	suse of nonpublic	b3 b6 b7C - IG Subject b7E - IG Tech
that would allowas discovered	ow for a wider b	oreadth of info		contract databases sing to PURYEAR. It is listed in GuROO IT LLC;	b3 b6 b7C - IG Subject b7E - IG Tech
¹³ Information for data gathered from		and	gathered from	; all other contract	b1 b3 b7E - IG Tech

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Augusta Westland; Wheeler Network Design; INCATech LLC; FS-ISAC; Link Solutions; iKare Corporation; and Twin-Soft Corporation.

(U/ /FOUO) On July 30, 2014, the IC IG interviewed	In the	b3
interview,	b6 b7C - IG Subject	
•14		1 .)

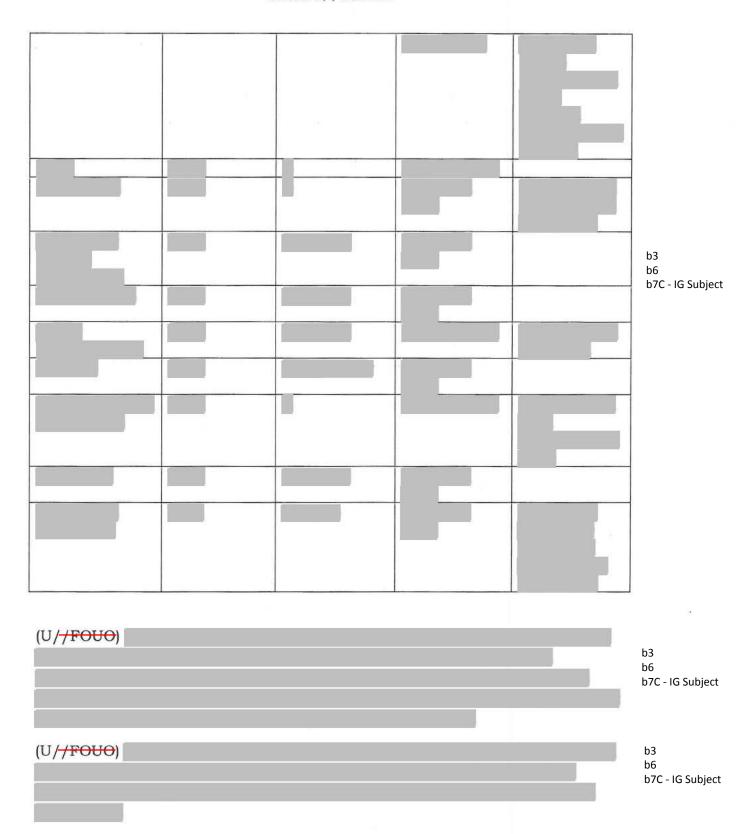
Company	Start Year	Pay Rate	879 Status	Notes	
			-		
7					
					b3
					b6 b7C - IG Subjec
	e.		»:		
	=				
		S .			

17

14

SECRET//NOFORN

b7C - IG Subject



18

(U/ /FOUO)	explained that she felt her second line supervisor was	L 2
singling her out, al	though she could not explain why. She cited his checking of	b3 b6
her time and atten	dance as evidence of his bullying and categorically denied	b7C - IG Subject
any time and atten	dance fraud when it came to her physical presence. 15	
A 50%	asked about time and attendance fraud and dual	
compensation in re	egard to working on FSO duties and game playing while at	b3
ODNI, s	aid she understood that by recording her time and	b6
attendance as nine	e hours, when she spent at least four of those nine working	b7C - IG Subject
on FSO duties, she	e was committing time and attendance fraud.	
Conclusion		
(II / /EOLIO)		b3
(U/ /FOUO)		b6
		b7C - IG Subject

ALLEGATION 3

(U//FOUO) Subject engaged in falsification and misrepresentation.

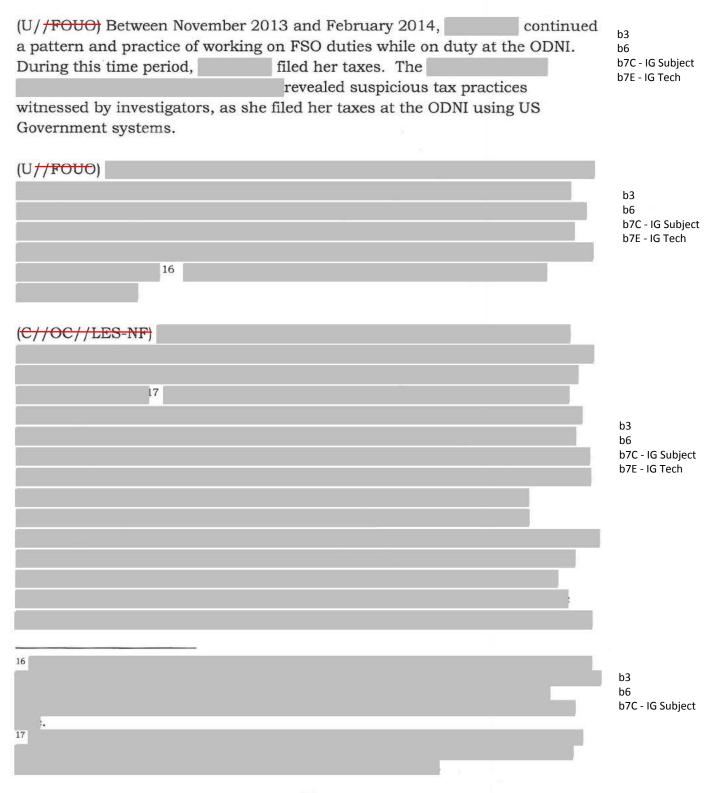
APPLICABLE LAW AND POLICY

(U) False Statements. Title 18, United States Code, Section 1001 provides that, with certain exceptions, "whoever, in any matter within the jurisdiction of the executive, legislative, or judicial branch 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 guilty of a federal offense.

show 754.98 questionable hours b6 b7C - IG Subject b7E - IG Tech

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ANALYSIS



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18	b3 b6 b7C - IG Subject
(U//FOUO) On July 30, 2014, the IC IG interviewed During the interview,	
	b3 b6 b7C - IG Subject
(U/ /FOUO) For example, on May 9, 2013, emailed a coworker	
to discuss her meeting with second line supervisor regarding her outside activities. She explicitly states that she was working to allay his concerns by being vague. When talking about the list of companies she provided to him she wrote, "I was vague and am pretty sure I didn't include everything he asked for. LOL this was Friday." (EXHIBIT PP)	
(U/ /FOUO)	h2
	b3 b6 b7C - IG Subject
Conclusion	
(U/ /FOUO)	b3 b6
(U) /11000)	b7C - IG Subject
ALLEGATION 4	
(U//FOUO) Subject misused government information and information systems.	
18	b3 b6 b7C - IG Subject

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APPLICABLE LAW AND POLICY

(U) Computer fraud. Title 18, United States Code, Section 1030(a)(2)(B) provides
that whoever "intentionally accesses a computer without authorization or
exceeds authorized access, and thereby obtains information from any
department or agency of the United States" is guilty of a federal offense.

- (U) Privacy Act Violations. Title 5, United States Code, Section 552a(i)(2) provides that, "any officer or employee of any agency who willfully maintains a system of records without meeting the notice requirements of subsection (e)(4) of this section" is guilty of a misdemeanor and shall be fined not more than \$5,000.
- (U) Use of Nonpublic Information. 5 C.F.R. § 2635.703 provides that "an employee shall not engage in a financial transaction using nonpublic information, nor allow the improper use of nonpublic information to further his own private interest or that of another, whether through advice or recommendation, or by knowing unauthorized disclosure."

b3

b3

(U) Access to Personnel Security Information. provides that, "Agency personnel authorized to handle OS personnel security information as part of their official duties are expected to review the information only on a definite "need-to-know" bases as determined by the D/OS or designees. It is incumbent upon Agency personnel having access to personnel security information to preserve the confidential character of this information in accordance with the terms of this regulation and applicable law."

(U) Limited Use of G	overnment Office Equ	ipment Including Information
Technology.	provides that "	Agency personnel are permitted
limited use of gover	nment office equipm	ent for personal needs if the use does
not interfere with of	fficial business, invol	ves minimal additional expense to the
US Government,		
	."	

ANALYSIS

(U//FOUO) b7E - IG Tech

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from May 23, 2013 to May 23, 2	014. In that time period there	
were 12,121 instances of JPAS use. (EXHIBIT X		
	approximately	
59% of JPAS use was performed wh	ile at the ODNI on US	
Government systems. ¹⁹	pattern and	
practice of misusing the nonpublic information i	in JPAS by accessing JPAS	
records on a US Government system for non-gov	vernment purposes. According	
to her supervisor, the Deputy Director of the Spe	ecial Security Directorate, and	b3
her job at the ODNI requires no data	base searches within JPAS.	b6 b7C - IG Subject
The IC IG confirmed with the Defense Manpower	r Data Center (DMDC) –	b7E - IG Tech
proponent for JPAS—that does not m	aintain a DNI-based JPAS	
account. Therefore, every occasion us	sed JPAS while at the ODNI	
was improper. For example, on June 18, 2014,	used her US	
Government system to access JPAS and retrieve	clearance information on a	
contractor for Maverick LLC (on a DIA contract).	Corresponding emails were	
then sent from Maverick LLC to Red Arch Soluti	ons, onto DIA, on US	
Government systems, while on duty at the ODN	I. (EXHIBIT V)	
(U/ /FOUO) According to DSS, is expe	ected to maintain strict controls	
on the use of JPAS and any matters related to p		
information (PII) in her role as FSO. The data fo	TANKARA TANKARA	
Government system from May 10, 2010 to prese		b3
policies and regulations set forth by DSS. Furth		b6
	e policies and regulations that	b7C - IG Subject
she is expected to train clients on in her role as		
has with the security policies and reg		
found on her US Government system indicates a		
rules and regulations she is expected to uphold.	_	
Regulation Awareness		
(U //FOUO) Each time an employee of ODNI logs	onto a work computer, they	
are required to click "OK" under a banner that re	eads "This is a US Government	
system and shall be used for authorized purpose	es only. All information on this	
system is the property of the US Government an	d may not be accessed without	
prior authorization. Your use of this system may	y be monitored and you have	
19		b3

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no expectation of privacy. Violation of the information system security regulations and guidance may result in discipline by the Agency and the violators may be prosecuted." This banner is provided at the login screen of AIN and CWE.

(U//FOUO) Similar banners are located in Scattered Castles that read:

"Access to information in this system is restricted to authorized users for official US Government purposes only. All activity on this system is subject to monitoring. Should the data collected during monitoring provide evidence of criminal activity or activity exceeding privileges, such evidence may be provided to the authorities for use in criminal prosecution, administrative, or other adverse action. By continuing past this point, whether you are an authorized user or not, you expressly consent to this monitoring"

and

"NOTICE: Privacy Act Statement: This system maintains records subject to the Privacy Act, and no disclosures of records in the system shall be made without the prior written consent of the individual to whom the record pertains, except as provided in the Privacy Act declarations of routine use. Reasonable efforts must also be made to notify an individual when any record pertaining to him/her is made available to any person pursuant to court order when such order becomes a matter of public record.

This system shall maintain only such information about an individual as is relevant and necessary to accomplish a legally mandated purpose.

The Privacy Act provides for both civil remedies and for criminal penalties against individual officers for violations of various provisions of the Act.

If you have any questions regarding your obligations under the Privacy Act, please contact your legal advisory office."

(U //FOUO)	maintains an alternative work schedule. She works
what is referred to as	a 5/4/9 schedule in where an employee will work nine
days every pay period	rather than ten, and work nine and half hour days rather
than eight and half ho	ur days, save for one, each pay period. Each day,

b3 b6 b7C - IG Subject

accessed Scattered Castles and JPAS (which also has a banner) due	
to her ODNI and FSO duties. Assuming period—on the conservative end of estimates that		b3 b6 b7C - IG Subject
rules and regulations around 18 USC §1030 at le	ast 3,328 times since her	
EOD with ODNI.		

(U//FOUO) Each time a person logs onto JPAS, they must click "Agree" under a banner that reads:

ATTENTION ALL JPAS USERS

It is a violation of DoD Regulations to share username/password, any Approved Active Public Key Infrastructure (PKI) Certificate, or allow an individual to access another person's JPAS account in any manner or form. Only the authorized account holder is permitted to access/use his/her account. Examples of Approved Active PKI Certificates are Common Access Cards (CAC) and Personal Identity Verification (PIV) cards, to include External Certificate Authority (ECA) cards. There are no combined or "company" JPAS user accounts. Users are required to have their own Approved Active PKI Certificate and JPAS account. Individuals cannot use another person's credentials. If you are not using your own account and certificate that are assigned to you. DISCONTINUE USING JPAS IMMEDIATELY and inform your Industrial Security Representative. Any Account Manager, authorized or unauthorized user who violates JPAS security and account management policies will risk immediate forfeiture and TERMINATION of their JPAS account, regardless of any access requirements that may exist to support mission-critical and jobessential tasks. When you select 'AGREE' at the bottom of this page, you are agreeing to comply with all JPAS administration policies, to include the forfeiture of JPAS access if terms of use are violated.

DATA YOU ARE ABOUT TO ACCESS COULD POTENTIALLY BE PROTECTED BY THE PRIVACY ACT OF 1974. You must:

- Have completed the necessary training with regards to Security Awareness and safe-guarding Personally Identifiable Information.
- Ensure that data is not posted, stored or available in any way for uncontrolled access on any media.
- Ensure that data is protected at all times as required by the Privacy Act of 1974 (5 USC 552a(I)(3)) as amended and other

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applicable DOD regulatory and statutory authority; data will not be shared with offshore contractors; data from the application, or any information derived from the application, shall not be published, disclosed, released, revealed, shown, sold, rented, leased or loaned to anyone outside of the performance of official duties without prior DMDC approval.

- Delete or destroy data from downloaded reports upon completion of the requirement for their use on individual projects.
- Ensure data will not be used for marketing purposes.
- Ensure distribution of data from a DMDC application is restricted to those with a need-to-know. In no case shall data be shared with persons or entities that do not provide documented proof of a need-to-know.
- Be aware that criminal penalties under section 1106(a) of the Social Security Act (42 USC 1306(a)), including possible imprisonment, may apply with respect to any disclosure of information in the application(s) that is inconsistent with the terms of application access. The user further acknowledges that criminal penalties under the Privacy Act (5 USC 552a(I)(3)) may apply if it is determined that the user has knowingly and willfully obtained access to the application(s) under false pretenses.
- The U.S. Department of Defense is committed to making its electronic and information technologies accessible to individuals with disabilities in accordance with Section 508 of the Rehabilitation Act (29 U.S.C. § 794d), as amended in 1999. Send feedback or concerns related to the accessibility of this website to: DoDSection508@osd.mil. For more information about Section 508, please visit the DoD Section 508 website.

UNDER THE PRIVACY ACT OF 1974, YOU MUST SAFEGUARD PERSONNEL INFORMATION RETRIEVED THROUGH THIS SYSTEM.

DOD NOTICE AND CONSENT BANNER

You are accessing a U.S. Government (USG) Information System (IS) that is provided for USG-authorized use only. By using this IS (which includes any device attached to this IS), you consent to the following conditions:

- The USG routinely intercepts and monitors communications on this IS for purposes including, but not limited to, penetration testing, COMSEC monitoring, network operations and defense, personnel misconduct (PM), law enforcement (LE), and counterintelligence (CI) investigations.

- At any time, the USG may inspect and seize data stored on this IS.
- Communications using, or data stored on, this IS are not private, are subject to routine monitoring, interception, and search, and may be disclosed or used for any USG authorized purpose.
- This IS includes security measures (e.g., authentication and access controls) to protect USG interests--not for your personal benefit or privacy.
- Notwithstanding the above, using this IS does not constitute consent to PM, LE or CI investigative searching or monitoring of the content of privileged communications, or work product, related to personal representation or services by attorneys, psychotherapists, or clergy, and their assistants. Such communications and work product are private and confidential. See User Agreement for details."

(U/ /FOUO)	works for a	pproximately	companies and	
maintains JPA	S accounts with ele	ven. Each time sh	e entered JPAS,	
was required t	o acknowledge these	e banners.	has entered JPAS	
sixty-two days	since January 1, 20	014. During her is	nterview	L 2
explained that	she frequently has	to re-enter JPAS a	fter automatic logoffs every	b3 b6
four minutes.	Assuming	entered (and re-	entered) onto JPAS four	b7C - IG Subject
times ²⁰ each d	ay she logged onto t	he system,	acknowledged the	
above warning	s 248 times since th	ne beginning of 201	4 alone. Furthermore, as	
the FSO for the	e companies she rep	presents, she is exp	ected to train all other	
employees on t	the policies and regu	ulations of JPAS, u	nderscoring her fiduciary	
duty and famil	iarity with the rules	and regulations w	hich she violated.	
Privacy Act Vio	lations		#	
(S//NF)				b1 b3
				b6
		AIN dr	ive held, among many	b7C - IG Subject
- 11 C11 11	fall and a lafama ati			b7E - IG Tech

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other files, the following information:

Pour times in four minute increments is approximately sixteen minutes of JPAS use. Using conservative amounts and circumstances, this assumes that used fifteen minutes to perform her work. JPAS records indicate actually spent approximately forty minutes to an hour each session she logged into JPAS at ODNI.

(U///FOUO)

Company	Number of SF86s	
Geographic Services Inc.	45	
iKare	3	
Link Solutions Inc.	123	
Twinsoft Corporation	86	
File named "SF86s"	22	

(U //FOUO) The Privacy Act of 1974 requires that "data is not posted, stored or available in any way for uncontrolled access on any media." In the case of the 279 SF86s listed above, wiolated the Privacy Act.			
(U//FOUO) Between June 10, 2013 and July 2, 2013, and July 2 ran JPAS record searches for Edward Snowden 357 times under three of her accounts (Link Solutions, Augusta Westland, and Twin Soft Corporation) while at ODNI facilities during duty hours. According to the Defense Manpower Data Center's Manual on JPAS Account Management, one of the most common JPAS user violations is "querying the JPAS application for 'celebrity' records." This policy is explicitly forbidden in the manuals for JPAS. In the case of 357 unauthorized JPAS queries, violated the Privacy Act. (EXHIBIT X)	b3 b6 b7C - IG Subject		
(U// FOUO) In total, regarding only maintenance of records and JPAS queries mentioned above, violated the Privacy Act 636 times while at an ODNI facility, acting as an FSO, during duty hours for NCIX.	b3 b6 b7C - IG Subject		
Exceeding Access to Systems			
(U//FOUO) Between June 10, 2013, and May 19, 2014, and JPAS record-searches for her own record 442 times under four accounts (Link Solutions, Augusta Westland, 99999 Consulting, and Wheeler Network Design). 324 of the 442 JPAS violations in this case were performed while at ODNI facilities during duty hours. According to the Defense Manpower Data Center's Manual on JPAS Account Management, one of the most common JPAS user violations is "querying the JPAS application for your own record." This policy is explicitly forbidden in the manuals for JPAS. (EXHIBIT X)			
(U/ /FOUO) On March 14, 2013, a member of the Office of Security for CIA, spoke with after a meeting at NCIX. inquired after her	b3 b6 b7C - IG Subject		

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clearance re-adjudication. She witnessed search own name. She stated that she	
"tried to hide [her] disbelief" in order to observe how much access	
had to the database. She stated that she believed accesses would	
have allowed her to know	b3
	b6
When confronted with this information in the interview, took a lax	b7C - IG Subject
attitude toward the violation. She admitted that she queried her own record.	
shrugged, explained that did not hold enough information to	
be considered important to her, and that "everybody" runs queries on their own	
records. strictly states, "Agency personnel authorized to handle OS	
personnel security information as part of their official duties are expected to	
review the information only on a definite "need-to-know" basis" On March	
14, 2013, violated .	
(U//FOUO) On May 20, 2014, the IC IG was alerted by the Deputy Director of	
the Special Security Directorate that was found to have downloaded	
illegal executables on her computer. When confronted, strongly	
denied the accusation and attempted to blame other members of the IT staff or	
security personnel. In a risk assessment of by NCIX, management	b3
stated, "Her actions also reflect a pattern of poor judgment and a willingness to	b6
break the rules. For example, when AIN user account was found to	b7C - IG Subject
have several unauthorized executable files (programs) including game	
programs, she denied any knowledge of how the programs were installed on her	
computer and denied ever playing the games. She attempted to blame the	
desktop support personnel saying the programs may have been installed when	
they were installing software for her DOD CAC card reader."	
(U/ /FOUO) On August 6, 2014, JPAS suspended all of JPAS	
accounts until further notice and notified companies with which she is	h-2
associated due to the issues discussed above. JPAS representatives -through	b3 b6
DMDC—have emphasized the seriousness of the violations committed by	b7C - IG Subject
by explaining that one instance of the actions taken by	
discussed above would constitute a JPAS revocation. An administrative	
investigation by DMDC is underway into and the companies	
that she represents.	

Other computer related issues

(U//FOUO) Several personnel, administrative, and counterintelligence issues	b3			
were discovered aside from criminal	b6 b7C - IG Subject			
violations:	b7E - IG Tech			
(II / (POYO)				
(U //FOUO) from October 2010 to March				
2013, revealed websites that	b3			
used for gaming, for example. (EXHIBIT EE) A counterintelligence	b6 b7C - IG Subject			
analyst remarked of in an assessment of the audits from May 2010	b7E - IG Tech			
to May 2013, "I have highlighted the subject's game playing, and noted the				
trends. Subject appears to use specific gaming sites for a set period of time				
and then switches to a new siteThere do not appear to be any major gaps in	l			
time where subject was not visiting some type of gaming site."				
(U //FOUO)				
	b3 b6			
EXHIBIT BB, CC)	b7C - IG Subject			
DATE DE, CO	b7E - IG Tech			
(U //FOUO)	*			
. (EXHIBIT ZZZ)				
(U//FOUO) When confronted with the issue of illegal executables, games, and	1.2			
inappropriate chats on her account during the interview, admitted	b3 b6			
that she spends approximately "all day" on Facebook and plays games at worl	k b7C - IG Subject			
from four to six hours per day. She also admitted that she engaged in sexual	ly			
explicit Sametimes with a contractor for the first year of her employment with				
ODNI.				
(U/ /FOUO) In or around the same time of discovering the illegal executable	*			
files on system, unrelated to the investigation on NCIX	(– b3 b6			
in an effort to lower costs—removed AIN from employees' desks and set up a				
kiosk in the lobby. For the month of June 2014,	b7E - IG Tech			
despite lacking access to AIN in her office, 95%				
of her computer usage was on the AIN system, including continued				
communication with her outside employers, highlighting the lack of respect				
has for her duties at ODNI. (EXHIBIT V)				

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CONCLUSION

(U//FOUO) The allegation that Subject misused government information and information systems is substantiated.

ALLEGATION 5

(U//FOUO) Subject engaged in sexual misconduct while on duty

(U//FOUO) Referred to ODNI management – See Exhibit (ZZZ)

RECOMMENDATION			
(U //FOUO) ODNI management should take appropriate action to discipline and ensure appropriate security clearance and access reviews occur.			
PREPARED BY:	APPROVED BY:		
	b3 b6 b7C - IG Subject		

Investigator

Assistant Inspector General for Investigations

LIST OF EXHIBITS (IN ORDER REFERENCED)

1.	EXHIBIT M:				
ti				<u> </u>	
	EXHIBIT AA:				
3.	EXHIBIT DD:				
4.	EXHIBIT CCCC:	docume	ntatio	on regarding outside activities Part	
	1				
5.	EXHIBIT DDDD:	docume	entatio	on regarding outside activities Part	
	2				
6.	EXHIBIT VV:	Unclas	s ema	ails_Personnel Issue_Aug	
	2013_INV-2013-0034			V157 WW	b1
7.	EXHIBIT N:				b3
					b6
8.	EXHIBIT QQQ:	D	NI (2)		b7C - IG Subjec b7E - IG Tech
9.	EXHIBIT WWW: T			-05MAR14 (ATTACH)-1	D/L - IG Tech
10	EXHIBIT XXX:	r		-25MAR14	
11	EXHIBIT YYY: Items	3-25-14			
12	EXHIBIT WW: List of Co	ompanies	with	EIN and FEIN	
13	EXHIBIT XX:				
14	EXHIBIT Z:				
15	EXHIBIT K: _2013 to	2014			
16	EXHIBIT X: JPAS Record	rds			
	EXHIBIT V:			3)	
18	EXHIBIT EE:				
	EXHIBIT BB: Facebook				
20	EXHIBIT CC: Facebook	Games 2	2 May	2010 to March 2013	
21	EXHIBIT ZZZ:				