U.S. Department of Justice
Federal Bureau of Investigation
Washington, D.C. 20535
Washington, D.C. 20036

January 26, 2018

MR. BENJAMIN WITTES
THE BROOKINGS INSTITUTION
1775 MASSACHUSETTES AVENUE, NW
WASHINGTON, DC 20036

Civil Action No.: 17-CV-01883
FOIPA Request No.: 1378563-0
Subject: All Records of Communications from FBI
Addressing the Firing of Director James Comey

Dear Mr. Wittes:

The enclosed documents were reviewed under the Freedom of Information Act (FOIA), Title 5, United States Code, Section 552. Deletions have been made to protect information which is exempt from disclosure, with the appropriate exemptions noted on the page next to the excision. In addition, a deleted page information sheet was inserted in the file to indicate where pages were withheld entirely. The exemptions used to withhold information are marked below and explained on the enclosed Explanation of Exemptions:

Section 552

- (b)(1)
- (b)(2)
- (b)(3)

Section 552a

- (d)(5)
- (j)(2)
- (k)(1)
- (k)(2)
- (k)(3)
- (k)(4)
- (k)(5)
- (k)(6)
- (k)(7)

116 page(s) were reviewed and 103 page(s) are being released.

- Document(s) were located which originated with, or contained information concerning, other Government Agency (ies) [OGA].
- This information has been referred to the OGA(s) for review and direct response to you.
- We are consulting with another agency. The FBI will correspond with you regarding this information when the consultation is completed.
- In accordance with standard FBI practice and pursuant to FOIA exemption (b)(7)(E) and Privacy Act exemption (j)(2) [5 U.S.C. § 552/552a (b)(7)(E)/(j)(2)], this response neither confirms nor denies the existence of your subject's name on any watch lists.

For your information, Congress excluded three discrete categories of law enforcement and national security records from the requirements of the FOIA. See 5 U.S.C. § 552(c) (2006 & Supp. IV (2010). This response is limited to those records that are subject to the requirements of the FOIA. This is a standard notification that is given to all our requesters and should not be taken as an indication that excluded records do, or do not, exist. Enclosed for your information is a copy of the Explanation of Exemptions.
Although your request is in litigation, we are required by law to provide you the following information:

You may file an appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, Suite 11050, 1425 New York Avenue, NW, Washington, D.C. 20530-0001, or you may submit an appeal through OIP’s FOIA online portal by creating an account on the following website: https://foiaonline.regulations.gov/foia/action/public/home. Your appeal must be postmarked or electronically transmitted within ninety (90) days from the date of this letter in order to be considered timely. If you submit your appeal by mail, both the letter and the envelope should be clearly marked “Freedom of Information Act Appeal.” Please cite the FOIPA Request Number assigned to your request so that it may be easily identified.

You may seek dispute resolution services by contacting the Office of Government Information Services (OGIS) at 877-684-6448, or by emailing ogis@nara.gov. Alternatively, you may contact the FBI’s FOIA Public Liaison by emailing foipaquestions@fbi.gov. If you submit your dispute resolution correspondence by email, the subject heading should clearly state “Dispute Resolution Services.” Please also cite the FOIPA Request Number assigned to your request so it may be easily identified.

☐ The enclosed material is from the main investigative file(s) in which the subject(s) of your request was the focus of the investigation. Our search located additional references, in files relating to other individuals, or matters, which may or may not be about your subject(s). Our experience has shown when ident, references usually contain information similar to the information processed in the main file(s). Because of our significant backlog, we have given priority to processing only the main investigative file(s). If you want the references, you must submit a separate request for them in writing, and they will be reviewed at a later date, as time and resources permit.

☑ See additional information which follows.

Sincerely,

David M. Hardy
Section Chief
Record/Information
Dissemination Section
Records Management Division

Enclosure(s)

All documents responsive to FOIA Request Number 1378563-0 are included in this release. The documents were Bates stamped FBI 17-CV-01883 -1 through FBI 17-CV-01883 -116. This concludes the processing of this FOIA request.

The portions processed for your request were those documents which contained information concerning the items in your FOIA request. Pages were not considered for processing if no information concerning your request was in the body of the page itself.

To minimize costs to you and the FBI, duplicate copies of the same document were not processed.

This material is being provided to you at no charge. Accordingly, it is unnecessary to adjudicate your request for a fee waiver as no fees are being assessed.
EXPLANATION OF EXEMPTIONS

SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552

(b)(1) (A) specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy and (B) are in fact properly classified to such Executive order;

(b)(2) related solely to the internal personnel rules and practices of an agency;

(b)(3) specifically exempted from disclosure by statute (other than section 552b of this title), provided that such statute (A) requires that the matters be withheld from the public in such a manner as to leave no discretion on issue, or (B) establishes particular criteria for withholding or refers to particular types of matters to be withheld;

(b)(4) trade secrets and commercial or financial information obtained from a person and privileged or confidential;

(b)(5) inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency;

(b)(6) personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;

(b)(7) records or information compiled for law enforcement purposes, but only to the extent that the production of such law enforcement records or information (A) could reasonably be expected to interfere with enforcement proceedings, (B) would deprive a person of a right to a fair trial or an impartial adjudication, (C) could reasonably be expected to constitute an unwarranted invasion of personal privacy, (D) could reasonably be expected to disclose the identity of confidential source, including a State, local, or foreign agency or authority or any private institution which furnished information on a confidential basis, and, in the case of record or information compiled by a criminal law enforcement authority in the course of a criminal investigation, or by an agency conducting a lawful national security intelligence investigation, information furnished by a confidential source, (E) would disclose techniques and procedures for law enforcement investigations or prosecutions, or would disclose guidelines for law enforcement investigations or prosecutions if such disclosure could reasonably be expected to risk circumvention of the law, or (F) could reasonably be expected to endanger the life or physical safety of any individual;

(b)(8) contained in or related to examination, operating, or condition reports prepared by, on behalf of, or for the use of an agency responsible for the regulation or supervision of financial institutions; or

(b)(9) geological and geophysical information and data, including maps, concerning wells.

SUBSECTIONS OF TITLE 5, UNITED STATES CODE, SECTION 552a

(d)(5) information compiled in reasonable anticipation of a civil action proceeding;

(j)(2) material reporting investigative efforts pertaining to the enforcement of criminal law including efforts to prevent, control, or reduce crime or apprehend criminals;

(k)(1) information which is currently and properly classified pursuant to an Executive order in the interest of the national defense or foreign policy, for example, information involving intelligence sources or methods;

(k)(2) investigatory material compiled for law enforcement purposes, other than criminal, which did not result in loss of a right, benefit or privilege under Federal programs, or which would identify a source who furnished information pursuant to a promise that his/her identity would be held in confidence;

(k)(3) material maintained in connection with providing protective services to the President of the United States or any other individual pursuant to the authority of Title 18, United States Code, Section 3056;

(k)(4) required by statute to be maintained and used solely as statistical records;

(k)(5) investigatory material compiled solely for the purpose of determining suitability, eligibility, or qualifications for Federal civilian employment or for access to classified information, the disclosure of which would reveal the identity of the person who furnished information pursuant to a promise that his/her identity would be held in confidence;

(k)(6) testing or examination material used to determine individual qualifications for appointment or promotion in Federal Government service the release of which would compromise the testing or examination process;

(k)(7) material used to determine potential for promotion in the armed services, the disclosure of which would reveal the identity of the person who furnished the material pursuant to a promise that his/her identity would be held in confidence.

FBI/DOJ
FEDERAL BUREAU OF INVESTIGATION
FOI/PA DELETED PAGE INFORMATION SHEET
FOIPA Request No.: 1378563
Civil Action No.: 17-cv-01883

Total Withheld Page(s) = 13

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FBI COMMUNICATIONS MBX

From: FBI COMMUNICATIONS MBX
Sent: Friday, May 12, 2017 4:49 PM
To: FBI ALL
Subject: Message from Acting Director Andrew McCabe --- UNCLASSIFIED

Classification: UNCLASSIFIED

Folks:

As we come to the end of a tough week, there are a few things that I would like to share.

First, thank you. Thank you for continuing to do the great work of this organization. Thank you for doing it professionally, competently, and independently, despite the fact that we are still trying to adjust to an FBI without Director Comey. We all miss him. And I know that he misses us. But the thing that makes us so unique, the DNA we all share, is our commitment to the mission — our unbending devotion to protect the American people and uphold the Constitution. That's the reason each of us wanted to be a part of the FBI, and it is the thing that keeps us together today. Thank you for your continued focus on our mission.

Second, I want to reassure you that even though we will have a new director, our priorities and core values will never change. Respect, compassion, fairness, integrity, accountability, leadership, diversity, and rigorous obedience to the Constitution will continue to be the lights that guide us. And we will continue to march toward those lights through our case work, intelligence analysis, priority initiatives, development programs, and institutional focus that have helped us become the FBI we are today. Those things won't change.

So please — hang in there. As men and women of the FBI, we are at our best when times are tough. Please stay focused on the mission, keep doing great work, be good to each other and we will get through this together.

Thanks,

Andrew McCabe
To all,

I wanted to thank all of you who were involved in efforts to bring home former Director Comey from Los Angeles on Tuesday evening. As Acting Director McCabe has stressed, following Tuesday's announcement, our mission has not changed. At times like this, we must remind ourselves to remain focused on the enduring mission for all CIRG employees to serve and protect the American people and uphold the Constitution. We have navigated transitions like these in the past and will endure this one too. As we move forward, I will keep you as up to date as possible. I want to thank all of you for your professionalism, dedication to excellence, and resilience. Remember, we will continue to be judged and defined by our performance. Our way forward will be characterized by strong leadership at all levels of the organization. We will remain agile and integrated in facing any threat posed to the United States and the American people.

Thanks again for your efforts,
Gregg

Classification: UNCLASSIFIED
CJIS,

This has been a momentous week for the FBI. I just returned from the Compact Council Meetings today, so this is my first chance to talk to you directly about the firing of Director Comey. I participated in the Lync call with new Acting Director McCabe on Tuesday night with SAC Johnson of Pittsburgh Division. There was a somber tone to the call, but Acting Director McCabe reminded everyone that the FBI will continue to perform our mission as we have for the past 109 years, "...to protect the American People and uphold the Constitution of the United States." The next day, I addressed the Compact Council members and also reiterated our commitment to continue to provide the same quality CJIS services and support that our partners rely on to do their jobs.

We are facing uncertainty and challenge in the months ahead, but I know you can continue to make a difference for our partners by continuing to focus on our mission.

Thanks for all you do,
Doug

Douglas E. Lindquist
Assistant Director
CJIS Division

Classification: UNCLASSIFIED
To all:

I have long believed that a President can fire an FBI Director for any reason, or for no reason at all. I'm not going to spend time on the decision or the way it was executed. I hope you won't either. It is done, and I will be fine, although I will miss you and the mission deeply.

I have said to you before that, in times of turbulence, the American people should see the FBI as a rock of competence, honesty, and independence. What makes leaving the FBI hard is the nature and quality of its people, who together make it that rock for America.

It is very hard to leave a group of people who are committed only to doing the right thing. My hope is that you will continue to live our values and the mission of protecting the American people and upholding the Constitution. If you do that, you too will be sad when you leave, and the American people will be safer.

Working with you has been one of the great joys of my life. Thank you for that gift.

Jim Comey
classification: unclassified

hrd team,

i wanted to share the below farewell letter from director comey with you all. you will not be surprised by the eloquence and grace of director comey, or by the genuineness of his message. he will be missed.

in homage to director comey our plan is to ensure we carry out his vision of getting the fbi fully staffed, increasing the diversity of our workforce and leadership team, turning the fbi into a world-class leadership factory, and truly taking care of all members of the fbi family. if we do all of those things as director comey intended, then i know he would be proud of us. as you know, no one ever leaves the fbi family, and that will be very true of director comey.

dave

classification: unclassified
The past two days have been a whirlwind of shock at the suddenness of the departure of Director Comey and concern with what the future will hold.

While we do not have all of the answers at the moment, one truth remains – We will continue to do our jobs every day, to uphold the Constitution of the United States and to protect the American people.

Please be mindful of what information you share, especially in writing and on social media. Your actions should be reflective of our great organization and uphold the professionalism that is a hallmark of the FBI.

I am sure our foreign partners will have questions, especially for our Legat personnel. Please do not offer speculation. Rather, reassure our partners that we will advise appropriately when we are able.

Now is the time for strong, stable, and consistent leadership. We are in good hands with Acting Director Andrew McCabe.

I know each of you will continue to do your job at the highest level.

Thank you.

Carlos
All - As we move through this challenging time, please continue to provide focus and leadership for the STB Team. AD McCall, DAD Brooks, and I viewed a SVTC hosted by Acting Director McCabe this evening (from the US Embassy in Wellington New Zealand) where the Acting Director asked everyone to hold close to our mission and values while continuing to protect the American people and upholding the Constitution of the United States.

In addition, instruction was provided to refrain from making open statements to media on the events surrounding former Director Comey.

STB will continue to move forward and support FBI mission objectives and organizational requirements. I look to all of you as senior branch leaders to serve as sources of strength and stability in keeping our folks focused and engaged on the persistent national security and crime problem operating environments.

When I return to CONUS, we will have a brief STB business meeting to evaluate the current operating environment and to determine how we will proceed in line with updated guidance and direction that may form in the near future. I thank you all in advance for your support.

Please share with your staff members. Thank you.
From: FBI_COMMUNICATIONS

Date: 5/10/17 11:57 AM (GMT+12:00)

To: FBI_ALL

Subject: Message from Attorney General Sessions

--- Original message ---

Message from the Attorney General

The President of the United States has exercised his lawful authority to remove James B. Comey, Jr., as the Director of the Federal Bureau of Investigation. By operation of law and effective immediately, Deputy Director Andrew McCabe assumed the position of Acting Director of the FBI. As you well know, the FBI is an exceptional law enforcement and intelligence agency. It is made so by you, the devoted men and women who work tirelessly to keep our country safe. Thank you for your steadfast dedication and commitment during this time of transition.

Jeff Sessions
AD Todd Doss:

The last couple of weeks have been tumultuous with the changes in the leadership of the FBI, however now is the time that all eyes will be on us. We must demonstrate the strength and professionalism for which the FBI is known, and continue to do our vital work with the same integrity, competence and zeal the country has come to expect. Thank you for your enduring commitment to our mission, and please support one another during this uncertain time.

I have attached a copy of Director Comey’s farewell letter.

DAD Alice Isenberg:

We are rapidly approaching a few milestones regarding the accreditations earned by the Laboratory Division that I would like to bring to your attention. First, however, I want to make sure that you are aware that we have received multiple accreditations in various components of the LD. Many are aware that the Quantico lab facility is accredited by the American Society of Crime Laboratory Directors/Laboratory Accreditation Board (ASCLD/LAB). We will have an annual surveillance visit on May 18 to meet the requirements of this accreditation and will also have to file an application to renew this accreditation in October of this year. The LD is also accredited by the American Association for Laboratory Accreditation (A2LA) in the work done by the Scientific Response Analysis Unit (SRAU). This is an ISO 17020 accreditation with different requirements that are more appropriate for the work done in SRAU compared to those required for the ASCLD/LAB (ISO 17025) accreditation. SRAU is preparing for a reaccreditation visit from A2LA in June of this year. The LD Chemistry Unit is accredited by the American Board of Forensic Toxicology (ABFT) in the discipline of toxicology; and the Forensic Science Response Section has earned...
OVA - I have spoken a couple of times this evening with the EAD. Acting Director McCabe held a conference call with senior leaders and hour or so ago. The work of the FBI goes on as always. Our hearts may be heavy but we must continue to do what we do best, which is to protect and serve the American people. I am closely monitoring events from home and Karen will attend the regular Wednesday Director's meeting tomorrow. She will meet with you afterwards and we will do our best to keep you informed. Hang in there.

Thanks
Kathryn
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Thanks
Kathryn
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Please share with your staff members. Thank you.

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to keep our country safe. Thank you for your steadfast dedication and commitment during this time of transition.

Jeff Sessions
All:

As we face the next couple of days in the FBI, you will be questioned by family, friends and acquaintances about the events and circumstances surrounding Director Comey. What you say to them should be straightforward and simple: We will continue to execute the mission of the FBI – Protect the American people and uphold the Constitution of the United States. When an Interim Director or new Director is named, we will fully support him or her and get them up to speed rapidly. We have a rich history of managing and working through significant challenges and we will do so again.

Please refrain from any messaging to external partners other than what is stated above. A single voice is important and that will come from Acting Director McCabe. Please reach out to your Section Chiefs, myself or Rand if you have any concerns.

~Tracey
From: Ritzman, Marlin L. (AN) (FBI)
Sent: Tuesday, May 09, 2017 4:46 PM
To: AN_ALL_EMPLOYEES

I had a phone conversation with A/Director Andrew McCabe today. The president did fire Director Comey today. The Attorney General and the President both asked the Deputy to be the A/Director and he accepted. Despite the surprise to everyone our mission tomorrow will remain the same as it was today, "The mission of the FBI is to protect the American people and uphold the constitution of the United States" that will not change. As I learn more information I will keep everyone informed.

Marlin L. Ritzman
Special Agent in Charge
Anchorage Division
All,

As you are all aware from the news, President Trump dismissed FBI Director James Comey today. Until a new Director is appointed, President Trump has appointed current Deputy Director Andrew McCabe as the Interim Director of the FBI. Although the recent change is unsettling, I expect it to have little impact on the work we do each and every day. We will continue protect the American people and the events of today should not change the way you carry out that mission.

Please be mindful of your position in the community and how damaging your remarks could be to the reputation of this wonderful FBI if they are not proper. What you say and how you say it could further erode people’s perception of the FBI. Men and women of the Atlanta Division, in the coming weeks all eyes and ears will be on you; please be mindful to represent the Atlanta Division and the FBI well in all your interactions.

We don’t know very much beyond what is being reported in the news. As more information becomes available, I’ll pass it along.

Semper Progredi! (Always forward!)

David J. LeValley
Federal Bureau of Investigation
Atlanta Division

Classification: UNCLASSIFIED

====================================================================
-If you could get below passed to the Boston Division, it would be appreciated.

All,

As you've likely heard within the media, President Trump has removed FBI Director Comey this afternoon. I'm actively working to get any additional information, and will immediately pass to keep you updated.

Our mission continues and we'll deal with the unexpected change and eventual transition.

Wish I had more to share at this point. Once I get anything new, will update accordingly.

Hank

Harold H. Shaw
Special Agent in Charge
FBI-Boston
Boston,

I just got off a conference call with FBI DD McCabe. Approximately 1730 this afternoon, following President Trump’s removal of Director Comey, DD McCabe met with AG Sessions who asked him to serve as acting Director of the FBI. Additionally, Mr. McCabe advised that he received a call from President Trump who indicated that McCabe would serve in the acting capacity as a new FBI Director is sought.

During these surprising and tumultuous times within the FBI, a few points were discussed that need to be highlighted and relayed:

1. We all need to understand that “our mission does not change!”
2. Stay focused on our responsibilities of “protecting and upholding the constitution.”
3. No matter what your role is within the FBI (Special Agent, TFO, IA, LA, and Professional Staff), we all need to realize the “eyes of the country” are on us and we need to be mindful of “what we say and what we do.”
4. We must maintain our professionalism and continue to strive for excellence.
5. There will be no public statements made to the media by this office and I ask all of you to refrain from any commentary in public.

As you can expect, there will be some changes on the horizon. Please stay focused, continue to get the job done, and know that your country depends on you. We all joined this organization to make a difference, give back, and take the bad guys off the street. No matter who’s leading the FBI, our mission and what we strive for on a daily basis will never change.

I have another conference call scheduled for tomorrow at 1500. More to follow and will keep you informed.

Thanks for your support.

Hank
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Hank
According to the news, Director Comey has resigned. That's all I know.

John
I just got off a Lync call for all SACs, ADs, and EADs that was led by Deputy Director McCabe. The DD met with the Attorney General late this afternoon and was told that the President was exercising his executive privilege to remove the Director. The AG and later the President asked the DD to serve as the Acting Director until a new Director is named and confirmed.

The DD stressed that our mission has not changed. We are still here to uphold the constitution and protect the American people. I know you will continue to do that with the professionalism and excellence you have always displayed.

The DD directed that there be no public comments by the SACs. I wish I had more details to share, but you now have everything that I have been provided.

John
I know this is out in the media, but I wanted to make sure each of you had it.

John
Byers, Angela L. (CI) (FBI)

From: Byers, Angela L. (CI) (FBI)
Sent: Tuesday, May 09, 2017 8:01 PM
To: CI_ALL
Subject: Director Comey

I'm sure by now, all of you are aware that President Trump fired Director Comey. Tonight the SACs has a Lync call with the Deputy Director. He informed us that at approximately 5:30pm tonight, he was asked to meet with AG Sessions. (The Director was on travel in Los Angeles visiting the field office.) During that meeting, AG Sessions informed DD McCabe that President Trump exercised his right/privilege to fire Director Comey and asked DD McCabe to be the Acting Director until a selection of the new Director is made. Thereafter, DD McCabe spoke to President Trump.

Acting Director McCabe knows this comes as a surprise to all of us as it was to everyone at HQ. He wants to make sure the men and women of the FBI understand our mission does not change. We will be doing the same work tomorrow as we did today, to protect the American people and uphold the constitution of the United States.

Despite the surprise and changes the organization will go through, we need to continue to provide strong, stable leadership both internally as well as for our law enforcement partners and remain professional. If I learn anything further, I will share that information.

Keep doing the great work you are doing! Our great work is what maintains our reputation in the community and will continue to do so during this tumultuous time.

Angela L. Byers
Special Agent in Charge
FBI Cincinnati
I'm sure by now, all of you are aware that President Trump fired Director Comey. Tonight the SACs has a Lync call with the Deputy Director. He informed us that at approximately 5:30pm tonight, he was asked to meet with AG Sessions. (The Director was on travel in Los Angeles visiting the field office.) During that meeting, AG Sessions informed DD McCabe that President Trump exercised his right/privilege to fire Director Comey and asked DD McCabe to be the Acting Director until a selection of the new Director is made. Thereafter, DD McCabe spoke to President Trump.

Acting Director McCabe knows this comes as a surprise to all of us as it was to everyone at HQ. He wants to make sure the men and women of the FBI understand our mission does not change. We will be doing the same work tomorrow as we did today, to protect the American people and uphold the constitution of the United States.

Despite the surprise and changes the organization will go through, we need to continue to provide strong, stable leadership both internally as well as for our law enforcement partners and remain professional. If I learn anything further, I will share that information.

Keep doing the great work you are doing! Our great work is what maintains our reputation in the community and will continue to do so during this tumultuous time.

Angela L. Byers
Special Agent in Charge
FBI Cincinnati
Steve

From: ANTHONY, STEPHEN D. (CV) (FBI)
Sent: Wednesday, May 10, 2017 2:19 PM
To: CV_All_Cleveland_FBI_Employees
Subject: Change in FBI Leadership --- UNCLASSIFIED

Classification: UNCLASSIFIED

All,

Everyone received the message last night from AG Sessions about the change in FBI leadership. I recognize many desire additional information about the transition to a new Director. At this time, I have no details to provide but we may possibly have more information in the near future. Anyone interested is welcome to attend today’s regularly scheduled 3pm Lync call with HQ in the SAC 4th floor conference room.

We will of course continue to do the great work the citizens of Northern Ohio deserve and expect of us.

Thanks as always for everything you and your families do each and every day for our great organization.

Steve

Classification: UNCLASSIFIED

Classification: UNCLASSIFIED

Classification: UNCLASSIFIED
All,

The media is reporting that Director Comey has been fired. I have not received any confirmation of such from FBI Headquarters. As more information becomes available, I will advise Dallas of such. Please be patient and continue to do the outstanding work you do here in the Dallas Division.

Eric Jackson
All,

For your review.

Eric
Ladies and Gentlemen,

By now you've heard President Trump has exercised his lawful authority to remove James Comey as Director of the FBI. This has come as a surprise to all of us, yet I ask that you continue to work hard and support Deputy Director Andrew McCabe as the Acting Director until a new Director is appointed. There are a lot of questions we do not yet have the answers to; however, I promise to be up front and pass along any information I have. I respectfully request you refrain from any comments about the situation, both personally and professionally (on social media), and if approached by any personnel from the media requesting a comment please direct them to our Media Affairs representatives; SA or

Again, I want to thank you all for your steadfast loyalty and dedication to the FBI and the American people. No matter the situation, our mission never changes; protect the American people and uphold the laws of Constitution of the United States.

Regards,

Perrye
Classification: UNCLASSIFIED

I was as surprised by yesterday’s events as all of you were. Director Comey was in Jacksonville yesterday for the LEEDA conference and I spent a few hours with him, during this time he commented on what great work the Jacksonville Division was doing.

Director Comey was a man of integrity and vision, he made a lasting impact on FBI leadership, diversity and our embracing of new technology.

In this turbulent time it is more important than ever that we remember our credo of Fidelity, Bravery, Integrity, and to do what we have been doing for over 100 years, keep the American public safe and uphold the Constitution.

You are all entitled to your opinions on all matters, however remember when you are talking with people outside the FBI you are always seen as the face of the FBI, as such I do not recommend any of us be vocal about this issue in public.

Please join me in wishing Director Comey well in the future.

Charles P. Spencer
Special Agent in Charge
Jacksonville Division
SAC McDermott is at TLEEDS this week. She sent the below message on the low side last evening and asked me to forward to you all on the high side:
All.

Tonight the Deputy Director (DD) Andy McCabe had a VTC with all SACs/ADICs in the field to summarize the events of the day.

He was called to a meeting with Attorney General (AG) Sessions at 5:30 pm where he was informed that the President had fired Director Comey. DD McCabe was told he had been appointed the Acting Director until a new Director takes office. This was later confirmed by the President during a conversation with Acting Director McCabe.

Acting Director McCabe strongly emphasized that these personnel actions do not change the mission nor the day to day activities of the FBI. He wants all employees to continue to perform their duties protecting the American people in a professional and stable manner we have in the past. The FBI needs to remain an agency of stable law enforcement leadership even during times of change.

The press and normal citizens will want to learn more as soon as possible. There will be no public comments made on this matter by field office personnel and we are reminded to be judicious when speaking privately. No one wants to have comments intended for a personal conversation only appearing in the press in the wrong context.

When I have more information, I will share it with you as soon as possible. I am at TLEEDS this week and thought it right to email you as soon as possible instead of having an all employee gathering for only a few minutes.

We are not going to let this defeat us and like I said it will only make us stronger. Unexpected news such as this is hard to understand but I know you all know our Director stood for what is right and what is true!! It’s our job to continue along and continue to make him proud of the finest law enforcement agency in the world. He truly made us better when we needed it the most.

Thank you,

Renae

FBI 17-CV-01883-37
SAC McDermott asked me to forward this to you.
All,

Tonight the Deputy Director (DD) Andy McCabe had a VTC with all SACs/ADICs in the field to summarize the events of the day. He was called to a meeting with Attorney General (AG) Sessions at 5:30 pm where he was informed that the President had fired Director Comey. DD McCabe was told he had been appointed the Acting Director until a new Director takes office. This was later confirmed by the President during a conversation with Acting Director McCabe.

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Thank you,
Renae
All,

Please talk to your folks and reinforce the message I sent that we are going to be OK. I'm confident saying that and right now our folks need to see us calm and marching forward like we did before Director Comey became our Director. Nothing changes how we operate and investigate.

After talking with your folks and checking the climate overall, if you think I need to come back to the office to have talks with anyone please let me know. Otherwise, I plan to stop in the office Friday after TLEEDS. I do not like being out of the office during this situation but I need for all of you to make sure our/your folks are doing OK. Check with them today, tomorrow ...you get the idea.

I will send out emails as I get additional information. As soon as I know you all and the office will know.

Appreciate you all and thank you for stressing this to your folks. Our jobs are to let them know this isn't going to stop us from doing our jobs and moving forward.

Renae
All,

During the SAC VTC today no new information was provided which I have to share with you.

Can't stress enough that we will be OK as an organization/division but I also know the shock and disappointment surrounds you with the constant news being reported.

Do yourself a favor and try to stop watching and just think about the FBI without this being your only thoughts right now. We are the FBI and nothing changes that.

Thank you all for what you do, we will move forward together calmly, consistently and professionally which will allow us to keep the fidelity, integrity and bravery of the FBI intact and maintain the faith of those we protect and serve daily.

Renae
From: Mcdermott, Renae M. (KX) (FBI)
Sent: Thursday, May 11, 2017 8:10 AM
To: KX All
Subject: Director Comey Farewell
Attachments: JBC Farewell.pdf
ADIC Fike and the SAC are currently meeting regarding recent events involving Director Comey.

Further information will be provided as soon as possible.

Thank you for patience and support.
All,
This letter was disseminated in response to all the encouragement Director Comey has received from his Bureau family. I know many have already received it and others are inquiring about him so I am sharing this with the LAFO. He continues to exhibit the grace, dignity and character we have all observed through his leadership.
Best,
D.

Deirdre L. Fike
Assistant Director in Charge
Los Angeles Field Office
11000 Wilshire Blvd.
Los Angeles, CA 90024
All,
Just wanted to follow up with you after last week’s events with Director Comey. I continue to receive calls and emails about his appreciation for the LAFO Family upon learning the news. I will tell you that he truly felt the warmth from the employees as he walked out of that room. He will never forget that, nor the professionalism of the team who accompanied him back to the airport for his return to WDC.

Many of you have inquired about how to get a message to Director Comey. I have spoken to his staff that assured me any emails and letters sent to the Director’s Office will be collected and delivered to him. I also am going to steal an idea from the New Haven office who is putting together a book of letters to be delivered. If anyone would like to write a letter that could be included in a book from the LAFO, please forward it to and we will compile and deliver.

Again, thank you for your continued focus on the mission as we do the Bureau’s work for the American people. I will keep you informed of any developments I learn about a transition in leadership.

Take care of yourselves and each other.

D.

Deirdre L. Fike
Assistant Director in Charge
Los Angeles Field Office

Classification: UNCLASSIFIED
From: Upchurch, L. D. (LR) (FBI)
Sent: Tuesday, May 09, 2017 7:45 PM
To: LR All
Subject: FBI

Good evening, LR-

As you may know by now, Jim Comey has been removed as our Director, and Deputy Director McCabe has been named the Acting Director by the AG. Regardless of all of this change, we will continue to do the great work of the FBI.

Rumors will be flying, so please refrain from involvement with that. Also, please do not make any comments to the media, or to anyone who could relay comments to the media. Our responsibility is to remain professional, as always.

I appreciate your help and patience as the FBI goes through these challenging times. As I learn things, I will let you know.

Thank you- Diane
Please see the attached letter from Comey.

Have a good evening - Diane
Good morning.

As I was preparing this week's edition, I found it odd & a bit surreal to think that just last Monday, we were talking about the Derby & other operations with no idea what was about to happen Tuesday evening. Director Comey's firing launched what has seemed like non-stop news coverage, conjecture, & questions about the FBI. I'm sure you, like me, were asked many times this weekend by family, friends, & even total strangers what you think about this turn of events, who will lead the FBI, & what it means for our future. As I said at the Town Hall last week, I wish I had more information to share, but we all seem to be learning of events as they unfold. Nonetheless, I couldn't agree more with what the Deputy Director told the Senate Select Committee on Intelligence (SSCI) on Thursday: "Simply put... you cannot stop the men & women of the FBI from doing the right thing." We will continue to do our jobs, to seek the truth, & pursue justice. It's who we are. And it's what brought us together to work here. The people of this great organization are what have made it great, regardless of who's in charge. I hope you find some solace in knowing that, despite the upheaval & uncertainty of what lies ahead, this part doesn't change. We will forge ahead to uphold the reputation of the FBI & the legacy of those who came before us.

To drive home this point, I think it's important to highlight all the great work that continued to occur last week - work that didn't stop after Tuesday evening. So without further ado, here's the round-up:

On the efforts of SA & the rest of the resulted in the indictment of 2 members of the Victory Park Crips: was indicted on 2 counts of being a Felon in Possession (FIP) of a firearm, while was indicted on one count of FIP & 3 counts of threatening a federal officer. The threats were made against Detective The team also arrested Bloods members on Tuesday night, after they fled a drive-by shooting on the Victory Park Crips & crashed their vehicle, were charged with receiving stolen property, including a stolen handgun & car, plus wanton endangerment.

Over on Tuesday, met with
From: Hess, Amy S. (DO) (FBI)
Sent: Tuesday, May 09, 2017 6:15 PM
To: LS_Supervisors
Subject: FBI Director
Importance: High

Please forward to all personnel. For some reason, I cannot access the division-wide email distro right now.

All,

At approximately 5:50 pm, major media outlets began reporting that Director Comey was fired by President Trump via letter delivered to FBHQ this afternoon. There was no internal notification nor prior indication provided to us. I just received the attached information from FBHQ at 6:09pm. We will update you with more information as it is received.

- Amy
Statement from the Press Secretary

Today, President Donald J. Trump informed FBI Director James Comey that he has been terminated and removed from office. President Trump acted based on the clear recommendations of both Deputy Attorney General Rod Rosenstein and Attorney General Jeff Sessions.

"The FBI is one of our Nation’s most cherished and respected institutions and today will mark a new beginning for our crown jewel of law enforcement,” said President Trump.

A search for a new permanent FBI Director will begin immediately.

###
Dear Director Comey:

I have received the attached letters from the Attorney General and Deputy Attorney General of the United States recommending your dismissal as the Director of the Federal Bureau of Investigation. I have accepted their recommendation and you are hereby terminated and removed from office, effective immediately.

While I greatly appreciate you informing me, on three separate occasions, that I am not under investigation, I nevertheless concur with the judgment of the Department of Justice that you are not able to effectively lead the Bureau.

It is essential that we find new leadership for the FBI that restores public trust and confidence in its vital law enforcement mission.

I wish you the best of luck in your future endeavors.

Donald J. Trump
President Donald J. Trump  
The White House  
Washington, DC 20500

Dear Mr. President:

As Attorney General, I am committed to a high level of discipline, integrity, and the rule of law to the Department of Justice—an institution that I deeply respect. Based on my evaluation, and for the reasons expressed by the Deputy Attorney General in the attached memorandum, I have concluded that a fresh start is needed at the leadership of the FBI. It is essential that this Department of Justice clearly reaffirm its commitment to longstanding principles that ensure the integrity and fairness of federal investigations and prosecutions. The Director of the FBI must be someone who follows faithfully the rules and principles of the Department of Justice and who sets the right example for our law enforcement officials and others in the Department. Therefore, I must recommend that you remove Director James B. Comey, Jr. and identify an experienced and qualified individual to lead the great men and women of the FBI.

Sincerely,

Jeff Sessions  
Attorney General

Attachment
MEMORANDUM FOR THE ATTORNEY GENERAL

FROM: ROD J. ROSENSTEIN
DEPUTY ATTORNEY GENERAL

SUBJECT: RESTORING PUBLIC CONFIDENCE IN THE FBI

The Federal Bureau of Investigation has long been regarded as our nation's premier federal investigative agency. Over the past year, however, the FBI's reputation and credibility have suffered substantial damage, and it has affected the entire Department of Justice. That is deeply troubling to many Department employees and veterans, legislators and citizens.

The current FBI Director is an articulate and persuasive speaker about leadership and the immutable principles of the Department of Justice. He deserves our appreciation for his public service. As you and I have discussed, however, I cannot defend the Director's handling of the conclusion of the investigation of Secretary Clinton's emails, and I do not understand his refusal to accept the nearly universal judgment that he was mistaken. Almost everyone agrees that the Director made serious mistakes; it is one of the few issues that unites people of diverse perspectives.

The Director was wrong to usurp the Attorney General's authority on July 5, 2016, and announce his conclusion that the case should be closed without prosecution. It is not the function of the Director to make such an announcement. At most, the Director should have said the FBI had completed its investigation and presented its findings to federal prosecutors. The Director now defends his decision by asserting that he believed Attorney General Loretta Lynch had a conflict. But the FBI Director is never empowered to supplant federal prosecutors and assume command of the Justice Department. There is a well-established process for other officials to step in when a conflict requires the recusal of the Attorney General. On July 5, however, the Director announced his own conclusions about the nation's most sensitive criminal investigation, without the authorization of duly appointed Justice Department leaders.

Compounding the error, the Director ignored another longstanding principle: we do not hold press conferences to release derogatory information about the subject of a declined criminal investigation. Derogatory information sometimes is disclosed in the course of criminal investigations and prosecutions, but we never release it gratuitously. The Director laid out his version of the facts for the news media as if it were a closing argument, but without a trial. It is a textbook example of what federal prosecutors and agents are taught not to do.
Memorandum for the Attorney General
Subject: Restoring Public Confidence in the Federal Bureau of Investigation

In response to skeptical questions at a congressional hearing, the Director defended his remarks by saying that his “goal was to say what is true. What did we do, what did we find, what do we think about it.” But the goal of a federal criminal investigation is not to announce our thoughts at a press conference. The goal is to determine whether there is sufficient evidence to justify a federal criminal prosecution, then allow a federal prosecutor who exercises authority delegated by the Attorney General to make a prosecutorial decision, and then – if prosecution is warranted – let the judge and jury determine the facts. We sometimes release information about closed investigations in appropriate ways, but the FBI does not do it sua sponte.

Concerning his letter to the Congress on October 28, 2016, the Director cast his decision as a choice between whether he would “speak” about the FBI’s decision to investigate the newly-discovered email messages or “conceal” it. “Conceal” is a loaded term that misstates the issue. When federal agents and prosecutors quietly open a criminal investigation, we are not concealing anything; we are simply following the longstanding policy that we refrain from publicizing non-public information. In that context, silence is not concealment.

My perspective on these issues is shared by former Attorneys General and Deputy Attorneys General from different eras and both political parties. Judge Laurence Silberman, who served as Deputy Attorney General under President Ford, wrote that “it is not the bureau's responsibility to opaque on whether a matter should be prosecuted.” Silberman believes that the Director’s “performance was so inappropriate for an FBI director that [he] doubt[s] the bureau will ever completely recover.” Jamie Gorelick, Deputy Attorney General under President Clinton, joined with Larry Thompson, Deputy Attorney General under President George W. Bush, to opine that the Director had “chosen personally to restructure the balance between transparency and fairness, departing from the department’s traditions.” They concluded that the Director violated his obligation to “preserve, protect and defend” the traditions of the Department and the FBI.

Former Attorney General Michael Mukasey, who served under President George W. Bush, observed that the Director “stepped way outside his job in disclosing the recommendation in that fashion” because the FBI director “doesn’t make that decision.” Alberto Gonzales, who also served as Attorney General under President George W. Bush, called the decision “an error in judgment.” Eric Holder, who served as Deputy Attorney General under President Clinton and Attorney General under President Obama, said that the Director’s decision “was incorrect. It violated long-standing Justice Department policies and traditions. And it ran counter to guidance that I put in place four years ago laying out the proper way to conduct investigations during an election season.” Holder concluded that the Director “broke with these fundamental principles” and “negatively affected public trust in both the Justice Department and the FBI.”

Former Deputy Attorneys General Gorelick and Thompson described the unusual events as “real-time, raw-take transparency taken to its illogical limit, a kind of reality TV of federal criminal investigation,” that is “antithetical to the interests of justice.”

Donald Ayer, who served as Deputy Attorney General under President George H.W. Bush, along with other former Justice Department officials, was “astonished and perplexed” by the decision to “break[] with longstanding practices followed by officials of both parties during
past elections.” Ayer’s letter noted, “Perhaps most troubling ... is the precedent set by this departure from the Department’s widely-respected, non-partisan traditions.”

We should reject the departure and return to the traditions.

Although the President has the power to remove an FBI director, the decision should not be taken lightly. I agree with the nearly unanimous opinions of former Department officials. The way the Director handled the conclusion of the email investigation was wrong. As a result, the FBI is unlikely to regain public and congressional trust until it has a Director who understands the gravity of the mistakes and pledges never to repeat them. Having refused to admit his errors, the Director cannot be expected to implement the necessary corrective actions.
All --
Please see attached email which I just sent out on FBINET. I will share more information tomorrow as it is received.

- Amy
HESS, AMY S. (LS) (FBI)
FBI Director --- UNCLASSIFIED/FOUO

To: LS-EVERYONE-GL

This message was sent with high importance.

Classification: UNCLASSIFIED/FOUO

---------------------------------------------
TRANSITORY RECORD

All ---

As stated in an email which I sent out earlier tonight on the low side, major news outlets began reporting at approximately 5:50pm that Director Comey had been fired by the President. No internal notifications were received prior to this public reporting. In light of events, the Deputy Director (DD) held an emergency Lync call for all ADICs, SACs, EADs and ADs, at 7:30 p.m. EST. Here are the key points from that call:

- At ~5:30pm, the DD was asked to meet with Deputy Attorney General (DAG) Rod Rosenstein.
- The DAG informed the DD that POTUS was exercising his right to fire Director Comey. He asked the DD to serve as Acting Director.
- The DD subsequently discussed the matter with POTUS who confirmed the above.
- For the men and women of the FBI, our mission does not change. What we do tomorrow is the same thing we did yesterday & for the past 109 years.
- All eyes will be on the FBI for the near future & many people will be watching to see how you respond to this turn of events.
- Refrain from making any comments to the media. Be very careful about making comments to anyone, even to friends & family.
- HQ will share more information as it becomes available.

Attached are the documents which I disseminated earlier on the low side, including the memorandum from the DAG, the letter from the Attorney General to the President, and the letter from the President to Director Comey.

This is obviously an unprecedented and tumultuous time for our organization. On a personal note, I vehemently disagree with any negative assertions about the credibility of this institution or the people herein. As you have demonstrated time and again, the FBI has earned its reputation as "one of our nation's most cherished and respected institutions" through your actions, words, and values. I ask for your continued strength, resilience, and professionalism as we forge through this together.

- Amy

FBI 17-CV-01883-61
From: Hess, Amy S. (DO) (FBI)
Sent: Thursday, May 11, 2017 8:01 AM
To: LS_SA_DL LS_Support_DL LS_TFO_DL
Subject: FW: Farewell Letter

For anyone who has not already seen this......

--------- Original message ---------

From: 
Date: 5/10/17 7:29 PM (GMT-05:00)
To: 
Subject: Farewell Letter

Friends:

Former Director Comey asked this evening that I share the attached note in reply to those who have reached out inquiring about him.

Thanks for all the words of support for such an inspirational leader.

Respectfully,
TRANSITORY RECORD

As many of you are learning, the President fired Director Comey today. Deputy Director Andrew G. McCabe is now the Acting Director of the FBI until a replacement has been named and confirmed by Congress.

I know I can count on all of you to continue the mission of the FBI because it hasn’t changed; protect the American people and uphold the Constitution.

All public statements regarding this matter will come from OPA at FBIHQ.

As more information becomes available I will let you know, but if you have any questions, please don’t hesitate to ask.

Aaron

Classification: UNCLASSIFIED
A few minutes ago, FBIHQ Executive Management and the SACs concluded a Lync call with Deputy Director (DD) McCabe concerning various reports in the news media regarding FBI Director Comey. Rather than see it in the news media and wonder about the accuracy of the reporting, I am writing to give you the official word that FBI Director Comey was fired this afternoon and that DD Andrew McCabe is the Acting Director until further notice or until a new Director is appointed.

Our mission from here is the same as it has always been ... to keep America safe. I know you will stay focused and true to our mission. Thanks to each of you, from me, for your dedication to the FBI and our great nation.

Thank you,
Michael
Michael T. Gavin
SAC Memphis
Like many of you, I have seen the media reports indicating that Director Comey was fired today by the President. I have seen no official communication regarding this from FBIHQ, or with respect to what the transition in leadership will look like. I would certainly expect we will receive some sort of all employee communication soon regarding this matter. I will pass on any information or details I receive.

Rick

Rick Thornton
Special Agent in Charge
Minneapolis Division
First of all, thank you to everyone who made time to attend the All Employee meeting this morning. There was an observation I made last night while watching the media coverage and I meant to share it with you this morning, but unfortunately I forgot. Because I think it truly speaks to the type of person Director Comey is, I decided it was worth sharing via email.

As you know, Director Comey maintained an aggressive travel schedule visiting field offices, speaking at conferences, doing partner engagement, etc. Because of his position, Director Comey’s Security Detail routinely utilized state and/or local law enforcement to provide an escort with marked units. At the end of a visit to a city, prior to boarding his plane, Director Comey made it a practice to greet and thank each officer personally who was a part of his police escort.

If you had the chance to watch the media coverage last night of Director Comey’s motorcade arriving at Los Angeles International Airport, you could see him take the time to greet and speak to the motorcade escort police officers/deputies prior to boarding the FBI’s Gulfstream 550. In spite of him just finding out he had been fired as the Director, he demonstrated his appreciation and respect for the FBI’s law enforcement partners.

Rick

Rick Thornton
Special Agent in Charge
Minneapolis Division
Classification: UNCLASSIFIED

Attached is the letter from Director Comey. While this has been widely reported in the media, here is the copy we received internally.

Rick

Rick Thornton
Special Agent in Charge
Minneapolis Division

Classification: UNCLASSIFIED
From: TCOLOMBO, R. J. (M/1) (FBI)  
To: M/1, All Milwaukee FBI Employees  
Subject: It has been quite the week --- UNCLASSIFIED  
Date: Friday, May 12, 2017 6:04:03 PM  
Attachments:  
Classification: UNCLASSIFIED

All,

We had a week everyone is likely not to forget. When the President removed Director Comey, I know we all thought about him and what the future would be for our organization. As I mentioned, our mission doesn't change—we protect the American people and uphold the Constitution. Please continue to focus on the FBI's mission and doing the best work you can. This will always keep us in good stead with the American people. A little about my week:

- On Monday, I started out the week with a meeting at HIDTA (a pre-meeting to the quarterly Executive Board meeting). I also conducted a number of mid-year reviews with employees.
- Tuesday we were all together at Miller Park for our annual employee conference. I hope you enjoyed the day and the venue. Major gave a great presentation on leadership and communication, and also shared some interesting stories about his time with the organization, and also of which was pretty entertaining. Special thanks to for all of their efforts in making this day such a success.
- Wednesday I drove to the Dells to give remarks at the CT Conference hosted by the U.S. Attorney's Office. It was very well attended and thanks to all of our folks who had a hand in setting it up. While I was in the Dells, ASAC Botsch attended the Greater Milwaukee Law Enforcement Memorial Ceremony at the Wisconsin Center, on behalf of the office.
- On Thursday I attended the HIDTA Executive Board meeting, caught up on email and returned a few phone calls.
- Today, we had an office-wide (apologies to the RAs, we had tech issues) meeting about the removal of the Director and the way forward. We had a good discussion and were able to talk about concerns.

I want to recognize a terrific outcome on a PC case this week as well as the service award given to by Milwaukee PD for their violent crime investigations.

Also, a big thank you to for conducting the office property audit. You all are doing a fantastic job!

Finally, I've attached some letters of thanks which were recently sent to FBIHQ regarding our work in Wausau and Janesville. Please know although some of us are mentioned by name, the letters clearly note it was a team effort by the FBI. You all deserve much credit for your professionalism and actions during these two events.

Best,

Justin

Classification: UNCLASSIFIED
From: Culbreth, Martin W. (NF) (FBI)
Sent: Tuesday, May 09, 2017 7:49 PM
To: NF Mail Users
Subject: Director Comey

Everyone,

It is now 7:37 pm on Tuesday night and I just got off a SVTC with Acting Director McCabe regarding today’s events. This afternoon Mr. McCabe was called into a meeting with AG Sessions. At that meeting AG Sessions told Mr. McCabe the President had decided to exercise his prerogative to remove Mr. Comey as Director of the FBI. Mr. Session then asked Mr. McCabe to serve as the Acting Director. Subsequently Mr. McCabe spoke to President Trump and the same request was made.

I know this unprecedented event has come as a surprise to you all. However, know that our jobs do change because of these events. We are still tasked with protecting the American people and upholding the Constitution of the United States. Unfortunately I do not have any additional information at this time, but have the confidence the Norfolk Division and our personnel will continue our mission with the highest level of professionalism.

I know we will speak more about these events in the coming days and I thank you all for your patience.

Martin

Martin W. Culbreth
SAC - Norfolk
Everyone,

Sorry for the multiple emails but as I stated before the unprecedented events continue to sink in for all of us.

With that being said I have decided to hold an all hands mtg tomorrow in the main classroom at 10 am.

PRA staff can attend via Lync call in lieu of traveling to the south side.

Thanks

Martin

-------- Original message --------
From: "Culbreth, Martin W. (NF) (FBI)"
Date: 5/9/17 7:48 PM (GMT-05:00)
To: "NF.Mail Users"
Subject: Director Comey

Everyone,

It is now 7:37 pm on Tuesday night and I just got off a SVTC with Acting Director McCabe regarding today's events. This afternoon Mr. McCabe was called into a meeting with AG Sessions. At that meeting AG Sessions told Mr. McCabe the President had decided to exercise his prerogative to remove Mr. Comey as Director of the FBI. Mr. Session then asked Mr. McCabe to serve as the Acting Director. Subsequently Mr. McCabe spoke to President Trump and the same request was made.

I know this unprecedented event has come as a surprise to you all. However, know that our jobs do change because of these events. We are still tasked with protecting the American people and upholding the Constitution of the United States. Unfortunately I do not have any additional information at this time, but have the confidence the Norfolk Division and our personnel will continue our mission with the highest level of professionalism.

I know we will speak more about these events in the coming days and I thank you all for your patience.

Martin

Martin W. Culbreth
SAC - Norfolk
For those who might not have seen the Director’s letter in the news already here is a copy.

Martin

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SAC - Norfolk
Everyone,

It is now 7:37 pm on Tuesday night and I just got off a SVTC with Acting Director McCabe regarding today’s events. This afternoon Mr. McCabe was called into a meeting with AG Sessions. At that meeting AG Sessions told Mr. McCabe the President had decided to exercise his prerogative to remove Mr. Comey as Director of the FBI. Mr. Session then asked Mr. McCabe to serve as the Acting Director. Subsequently Mr. McCabe spoke to President Trump and the same request was made.

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With that being said I have decided to hold an all hands mtg tomorrow in the main classroom at 10 am.

PRA staff can attend via Lync call in lieu of traveling to the south side.

Thanks

Martin

-------- Original message --------

From: "Culbreth, Martin W. (NF) (FBI)"
Date: 5/9/17 7:48 PM (GMT-05:00)
To: "NF.Mail Users"
Subject: Director Comey

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FBI 17-CV-01883-78
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Martin W. Culbreth
SAC - Norfolk
All,

As you may have already heard, the President has made the decision to relieve Director Comey of his duties. This decision comes as a complete shock to FBI Executive Management as well as the Director who is currently in LA engaged in a standard office visit. The Deputy Director Andrew McCabe will be the Acting Director and he held a SVTC this evening with no more news than we must remain true to our mission in spite of any emotional reaction to this announcement. I will hold an all employee conference at 11 am tomorrow for those wishing to attend (in person or via svtc as invites will go out to all RAs) which will include information contained herein and any other information I obtain before 11 am. We are the FBI and we will weather this storm!! Patti

Patricia M. Ferrick
Special Agent in Charge
New Haven Division
Federal Bureau of Investigation
Message from the Attorney General

The President of the United States has exercised his lawful authority to remove James B. Comey, Jr., as the Director of the Federal Bureau of Investigation. By operation of law and effective immediately, Deputy Director Andrew McCabe assumed the position of Acting Director of the FBI. As you well know, the FBI is an exceptional law enforcement and intelligence agency. It is made so by you, the devoted men and women who work tirelessly to keep our country safe. Thank you for your steadfast dedication and commitment during this time of transition.

Jeff Sessions

Classification: UNCLASSIFIED

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LAST NIGHT AT 7:30 SVTC by A/Director McCabe
- exercised the right to remove the Director
- 5:30 PM McCabe designated Director
- Imperative that we reiterate that the mission of the FBI has not changed today. It’s the same as it was yesterday “Protect the American people and to uphold the Constitution”
- Our staff has not changed. We will continue to live up to the great traditions that the FBI has earned over the past 109 years.

Classification: UNCLASSIFIED
What does this mean for us here in Newark?

- We continue to work diligently to disrupt terrorist plots, break up violent street gangs, foil foreign intelligence services, develop and disseminate intelligence, recruit five young women into this organization.

Through the government:

Transitions are turbulent. We, the FBI, need to be the people who are calm, reassuring, focused on getting to the truth. We need to be the ballast for the American people.

You are the FBI. I need for you to go out, stay calm, stay focused, obviously be measured in what you say to people. A lot of people are looking at you to see how you react. Remember, calm, focused, reassuring. Getting to the truth, protecting the American people.
Good Morning

Thank you for getting together and making time on such short notice.

Repeating of Events

- As you, I found out about yesterday's events on TV.
- Email @ 6:30 PM for a 7:30 SVTC. SAC only.
- Acting Director Andrew McCabe advised that he received a call from the AG at 5:30 PM.
- He had exercised his right to dismiss the Director.
- Andrew McCabe is the Acting Director.

Impressive that we reiterate to you that the mission of the FBI has not changed today. It is the same as it was yesterday. “Protect the American People and to uphold the Constitution.”

That has not changed. We will continue to live up to the great tradition that the FBI has earned over the next 109 years.
- What does this mean to us here in Newark?
- No changes in management.
- We will continue to work diligently to disrupt terrorist plots, break up street gangs, foil foreign intelligence services, develop and disseminate intelligence and to recruit and draw fire young women and men to this great organization.

Director Comey's own words:

"Transitions in government are turbulent.
We, the FBI, need to be the people who are calm, reassuring, focused on getting to the truth. We need to be the ballast for the American people. Defend. Detain. Defeat. Heavy weather stabilizes.

You are the FBI. I need you to go out, stay calm, stay focused on our mission, which has not changed but be measured in what you say. People are looking at you to see how you react. Remember: calm, focused, reassuring, stay on mission. Protecting American people.

FBI 17-CV-01883-90
Team,

This is the latest information we have. In an effort to be transparent I wanted to send you a quick email.

We will push out any information we receive.

Best,
Jeff

Jeffrey S. Sallet
Special Agent in Charge
FBI New Orleans
(Serving the State of Louisiana)

-------- Original message --------
From: FBI_COMMUNICATIONS
Date: 5/9/17 6:56 PM (GMT-06:00)
To: FBI_ALL
Subject: Message from Attorney General Sessions

Message from the Attorney General

The President of the United States has exercised his lawful authority to remove James B. Comey, Jr., as the Director of the Federal Bureau of Investigation. By operation of law and effective immediately, Deputy Director Andrew McCabe assumed the position of Acting Director of the FBI. As you well know, the FBI is an exceptional law enforcement and intelligence agency. It is made so by you, the devoted men and women who work tirelessly to keep our country safe. Thank you for your steadfast dedication and commitment during this time of transition.

Jeff Sessions
All,

Reputable media sources are reporting that James Comey has been terminated as Director of the FBI by President Trump.

I have a conference call with Deputy Director McCabe in approximately one hour. As I receive any further information, I will keep you informed.

The FBI has a long, proud tradition of protecting the American people and upholding the Constitution. We will fulfill that mission tomorrow, just as we are doing today. Please keep this focus in mind as we work through this transition.

Regards,
Loren (Renn) Cannon
Special Agent in Charge
Portland Division
Federal Bureau of Investigation
From: Cannon, Loren G. (PD) (FBI)
Sent: Tuesday, May 09, 2017 5:39 PM
To: PD-EVERYONE
Subject: RE: Director Comey

All,

During the All-SAC VTC, DD McCabe let us know both Attorney General Sessions and President Trump advised him this evening that effective immediately, he is the Acting Director of the FBI. As you know, AG Sessions confirmed this transition in an e-mail to all FBI employees.

Acting Director McCabe reiterated our mission, priorities and work have not changed. We will come to work tomorrow to protect the American people and uphold the Constitution, just as we did today.

Additionally, Acting Director McCabe asked us all to model FBI professionalism and judgment and to refrain from public comment on this transition. As a reminder, please remember that social media accounts, e-mails and texts may feel private, but they often are not. Please demonstrate the high standards of FBI professionalism in these forums as well as in more overtly public situations.

As I have any new information, I will get it to you as soon as possible. And I will see you all tomorrow as we continue to protect and serve.

Best Regards,
Loren (Renn) Cannon
Special Agent in Charge
Portland Division
Federal Bureau of Investigation

-----Original Message-----
From: Cannon, Loren G. (PD) (FBI)
Sent: Tuesday, May 09, 2017 3:23 PM
To: PD-EVERYONE
Subject: Director Comey

All,

Reputable media sources are reporting that James Comey has been terminated as Director of the FBI by President Trump.

I have a conference call with Deputy Director McCabe in approximately one hour. As I receive any further information, I will keep you informed.
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Special Agent in Charge
Portland Division
Federal Bureau of Investigation
Title: (U) ALL HANDS MEETING - WEDNESDAY, 5/10/2017

Date: 05/10/2017

CC: 

From: PITTSBURGH

Contact: 

Approved By: Robert Johnson

Drafted By: 

Case ID #: 80-PG-A74221 (U) SAC PITTSBURGH LIAISON - SAC LIAISON - EXECUTIVE CONTACTS

Synopsis: (U) To document that SAC Johnson had an "All Hands Meeting" on Wednesday, 5/10/2017.

Package Copy: (U) copy of email from AG Sessions

Enclosure(s): Enclosed are the following items:
1. (U) copy of email

Details:

On Wednesday, 5/10/2017, 10:00 a.m., SAC Johnson pulled together an emergency All Hands Meeting. The meeting was held in the atrium of Pittsburgh Headquarters City and the employees assigned to the RAs participated via lync. The purpose of the meeting was to hear direct from SAC the timeline, start 5:00 p.m., of the "firing" of FBI Director James B. Comey by the President of the United States. Attorney General Jeffrey Sessions received the letter from the President. CNN reported at around 6:20 p.m., then SAC Johnson participated in an all AD/SAC SVTC out brief at 7:30 p.m.

SAC Johnson talked of the possible impact this announcement would have on the office; an official visit from new director once
named. The process has started for an interim director. SAC Johnson acknowledged that every employee has their own opinion but must be watchful from media seeking input regarding this news. SAC Johnson also stated that the mission of the FBI continues and the work of the office will keep moving forward.

Meeting concluded at 10:10 a.m.
Message from the Attorney General

The President of the United States has exercised his lawful authority to remove James B. Comey, Jr., as the Director of the Federal Bureau of Investigation. By operation of law and effective immediately, Deputy Director Andrew McCabe assumed the position of Acting Director of the FBI. As you well know, the FBI is an exceptional law enforcement and intelligence agency. It is made so by you, the devoted men and women who work tirelessly to keep our country safe. Thank you for your steadfast dedication and commitment during this time of transition.

Jeff Sessions
I just completed a SVTC with FBIHQ for all SACs, ADs, and EADs. Deputy Director McCabe announced that the removal of Director Comey came as a surprise. The AG called McCabe over to DOJ today and told him Director Comey has been removed and that McCabe will be the Acting Director until a new Director is confirmed. McCabe also spoke with the President.

I know this is surprising and shocking to many of us. What we must remember is that we are here to protect the American public. We will continue to do that mission in everything that we do.

As I learn more in the days ahead I will pass it to all of you.

Christopher Combs
Special Agent in Charge
Federal Bureau of Investigation
San Antonio Division
San Antonio - Austin - Waco - Del Rio - Laredo - McAllen - Brownsville
This afternoon, President Trump dismissed Director Comey from his position as head of the FBI. While this action comes as a surprise for most of us, an organization as large and important as ours must act quickly to ensure our mission to protect the American people and uphold the constitution continues without delay. I ask each of you to continue to focus on your outstanding work in this regard as we enter a transitional period in our leadership.

Until a new Director is selected, Deputy Director Andy McCabe will serve as Acting Director. I'll keep you informed as new details about the transition become known.

Thanks. Eric
Classifcation: UNCLASSIFIED

As the Attorney General has announced, this afternoon the President fired Director Comey. The Attorney General and President have asked Deputy Director Andrew McCabe to serve as the Acting Director of the FBI until a new director can be confirmed.

Acting Director McCabe held a conference call with all the SACs and Executive Management of FBIHQ this afternoon. He emphasized that the most important thing right now is still our mission: To protect the American people and uphold the Constitution of the United States. Our mission has not changed - and will not change - in light of today's news.

Thank you for your dedication and service to our country.

Carlos L. Mojica

ASAC

Classification: UNCLASSIFIED
Folks, I just got off a STC with Deputy Director Andrew McCabe. Today at 5:30 pm EST, the President acted on his right to terminate the Director of the FBI. Jim Comey was asked to leave his position immediately. We have not been told details as to why. DD McCabe will commence as Acting Director until a replacement is found and confirmed by Congress. These events are hard to hear and harder to comprehend. However, our mission will not change. We will protect the people of this Nation and uphold the Constitution of the United States. We have a one hundred and nine year proud tradition of doing this and it does not change with leadership...ever.

My expectations for each and every one of us is to live up to this honored tradition by maintaining professionalism and employing great judgment in everything we do. I ask every person in the San Francisco Division to refrain from making any public comments on any platform.

I will provide additional communications as soon as I have updated information.

Jack:

John F. Bennett

Special Agent In Charge

San Francisco

Classification: UNCLASSIFIED
Everyone,

As I know all of you are watching the news, I am not the first to tell you Director Comey was dismissed from his position. I know of nothing more than what has been reported in the media. I will be participating in a conference call this evening. If I learn of anything new I will advise after the call.

Regards,

Sean

Sean M. Cox
Special Agent in Charge
Springfield Division
From: Cox, Sean M. (SI) (FBI)
Sent: Tuesday, May 09, 2017 6:53 PM
To: Holloway, Jon M. (SI) (FBI); Smith, Tracie L. (SI) (FBI);

Subject: News
Good evening all,

As all of you know Director Comey was dismissed this afternoon. I just finished a call with FBIHQ along with the other SACs and ADICs, Deputy Director Andrew McCabe has been asked by the Attorney General and the President to serve as the Acting Director of the FBI until a new Director is announced. As we go through this change one thing does not change and that is our mission. What we do tomorrow is what we do each and every day, it is what we have always done, we serve and protect the people of the United States and uphold our Constitution. I have no other news to share at this time and will see you at work tomorrow.

Regards,

Sean
From: Leff, Douglas A. (SJ) (FBI)  
To: ______________________   
Subject: FW: FBIHQ  
Date: Tuesday, November 28, 2017 11:16:13 AM

From: Leff, Douglas A. (SJ) (FBI)  
Sent: Tuesday, May 09, 2017 6:50 PM  
To: SJ All  
Subject: FBIHQ

The Deputy Director called for an emergency SVTC regarding the President's decision to fire our Director. I'll email everyone an update as soon as it ends.
From: Leff, Douglas A. (SJ) (FBI)
To: SJ All
Subject: Video conference with FBIHQ

We were just advised of the following:

The Attorney General has named Deputy Director McCabe as Acting Director until a new director is appointed. The removal of Director Comey came as a great surprise to everyone in the FBI. The most important thing for all of us right now is that our mission to serve the American people does not change and we must reflect that to the public. FBIHQ will give us real time updates as new developments take place. The regular weekly director SVTC will take place tomorrow, and I'll let you all know whatever is said.

Buenas Noches,

Dong
I'm sure we are all feeling a wide range of emotions regarding the firing of Director Comey by President Trump. I just participated in an all SAC SVTC with FBIHQ and acting Director Andrew McCabe. I'd like to stress one point, the FBI mission does not change. We must continue to protect the American People and uphold the Constitution of the United States. I'm sure most of you will be asked by friends, family, and possibly members of the press about your opinion of what has happened. I suggest you refrain from making public comments. I will provide more information regarding this situation as I receive it.

William P. Woods
Special Agent in Charge
St. Louis Division

Classification: UNCLASSIFIED/FOUO
Last week was a difficult week for our organization, but our mission to protect the American people and uphold the Constitution remains the same. You may have seen that Acting Director McCabe testified before Congress that Director Comey “enjoyed broad support across the Bureau.” I had a conversation with a couple of FBI Execs this week, and one indicated that despite the turmoil and constant media speculation, at the top of the organization, our leaders are transparent and working together to move forward. I told him I was glad to hear that, but knowing some of them, I never expected any different.

Thank you for continuing to move forward doing the great work that you do.

Regards,

PD

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Notes from the Director’s SVTC on Wednesday, May 10th, 2017:

- Acting Director McCabe led the meeting, as a result of the dismissal of former Director Comey. Given the recent news, McCabe urged everyone to continue marching forward, and to focus on our mission: protecting the American people and upholding the Constitution. There will be a lot of eyes and ears on how we conduct ourselves in this tumultuous period, and we must remain competent, professional, measured, and apolitical at all times. We are mitigating threats that we don’t have the luxury to look away from; if our focus drifts, we create a vulnerability for our adversaries. Change is inevitable, and is often painful, but this is an opportunity to show our resolve to the world, as the true test of one’s character is how one performs under difficult situations.

- ADD Bowdich highlighted the following exceptional field office work:
From: Delacourt, Paul D. (HN) (FBI)
To: HN_ALL
Subject: Farewell Letter

All-

I promised I would forward anything else I received. I hope you will appreciate the attached letter from Director Comey.

PD
As you would expect, the primary news from today's SVTC centered on the President's decision to remove Director Comey and what that means to the work of the FBI. As was discussed in this morning's all hands meeting, the mission and priorities of the FBI are the same today as they were yesterday. We will continue to protect the American people and uphold the Constitution. The FBI has over 36,000 employees dedicated to this mission and we will remained focused on doing our jobs in the same professional manner that the Bureau has established in the past 100 plus years.

The media is covering this very heavily, and on the off chance that any of our employees are approached by a member of the media, please remember that any press inquiry, even those not associated with this event, should be referred to or me.

The DD, Andy McCabe, has been named the Acting Director. The DOJ is looking at the possibility of naming an interim Director until a new Director is chosen and confirmed, but we do not currently know if an interim will be named and have no information on who it might be.

As soon as I get any further information I will share it. Obviously, some of this can be a little unsettling, as this is unprecedented and there seems to be a lot going on. However, it is a great opportunity to once again show the American people the high quality and professionalism of the men and women of the FBI. I know that our Albuquerque FO team will do just that. Keep up the outstanding work and let me know if you need anything.

Thanks,
TW

Classification: UNCLASSIFIED
Greetings PX Staff:

Like you, I am watching the news and getting information indicating Director Comey has been terminated. I have contacted FBIHQ for confirmation and am waiting for a response.

Once I have information from FBIHQ leadership, I will pass to you.

As you know, this has no bearing on how we do business. Thanks in advance for retaining a professional posture during these difficult times.

Thanks,
R/Mike

Michael D. DeLeon
SAC Phoenix Division

As promised, I want to provide you with any and all information I receive concerning the termination of our Director. I just concluded a SVTC with FBIHQ. As noted below, in the latest email from AG Sessions,
DD McCabe has been named as the Acting Director until the new Director is appointed. Information passed to all SACs during this SVTC was limited. Media outlets are providing details that were not covered in the SVTC.

According to A/Director McCabe, AG Sessions held a meeting with McCabe at 1730 hrs. EST today. During that meeting AG Sessions advised him Director Comey was terminated and McCabe was to serve as the Acting Director.

As noted in my previous email...everyone is surprised and we are certainly disappointed with the events surrounding this matter.

Please refrain from any comments to the media and refer all media inquiries to [redacted].

Again, we will rebound and recover from this. Stay the course and continue to do the great work you do every day. Thanks for your patience and professionalism.

Thanks,
R/Mike

Michael D. DeLeon
SAC Phoenix Division

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From: FBI_COMMUNICATIONS_MBX
Sent: Tuesday, May 09, 2017 4:54 PM
To: FBI_ALL
Subject: Message from Attorney General Sessions --- UNCLASSIFIED

Classification: UNCLASSIFIED

Message from the Attorney General

The President of the United States has exercised his lawful authority to remove James B. Comey, Jr., as the Director of the Federal Bureau of Investigation. By operation of law and effective immediately, Deputy Director Andrew McCabe assumed the position of Acting Director of the FBI. As you well know, the FBI is an exceptional law enforcement and intelligence agency. It is made so by you, the devoted men and women who work tirelessly to keep our country safe. Thank you for your steadfast dedication and commitment during this time of transition.

Jeff Sessions
Greetings Phoenix,

A lot has occurred within the DC beltway recently; to include the untimely and unfortunate termination of Director Comey. We all felt the pain associated with the loss of a leader who was fully engaged and took great pride in the FBI organization and our employees. Simply stated, Director Comey will be missed. I can assure you that Acting Director McCabe will continue to drive and lead the FBI. As you know, Acting Director McCabe has been driving the FBI since his promotion to the Deputy Director position. I have full faith in his leadership qualities and commitment to the FBI organization. As employees, we can expect the same tempo and priorities under Acting Director McCabe. Like many of you, I am tired of the FBI being in the spotlight. The media outlets follow stories that generate viewers. Unfortunately, the FBI has been the focus of much media generated drama and confusion. Do not get caught up in the drama and media hype. The FBI is doing what it always does... protecting citizens and upholding the constitution. As I have stated ....... it is business as usual for the FBI and the PX Division. The FBI organization will grow stronger as a result of recent events. I am proud of the work you do and the professional manner in which you do it. Please continue those positive traits and thanks for your patience and commitment during these rough times. I assure you the PX Division is strong and doing well. Thanks for all you do and stay the course.

Thanks,

R/Mike

Classification: UNCLASSIFIED
Good evening everyone. In the last 45 minutes, the DD provided information during a Lync call with all SACs and ADICs.

This is what I know:

Deputy Director McCabe met with AG Sessions this evening. The AG confirmed the President fired Director Comey and asked the DD to serve as the acting Director until a new one is appointed. DD McCabe also met with President Trump.

DD McCabe wants everyone to know the FBI's mission will not change during the transition period ahead of us. We will continue to protect the American people and uphold the Constitution. We are asked to keep doing the excellent work for which we are known and to continue to endeavor to ensure the safety of this nation.

The DD and the rest of the FBIHQ EM team have the utmost confidence in the men and women of the FBI and expect us to carry on in the finest tradition of the FBI.

I'll provide more updates as additional information becomes available.

Good night.

Dave
From: Gelios, David P. (DE) (FBI)
Sent: Tuesday, May 09, 2017 6:05 PM
To: DE_Ali
Subject: News Reporting

Fyi, I just saw CNN reporting that Director Comey has been fired by President Trump. I have no notification from HQ of any such thing. If I receive any information from HQ, I will advise. I'd ask all to stand by for clarification of this reporting. I am only sending this because I want everyone to know I have received no HQ confirmation of the reporting. I hope this is an instance of fake news.

Dave