

**FEDERAL BUREAU OF INVESTIGATION  
FREEDOM OF INFORMATION ACT (FOIA)  
DELETED PAGE INFORMATION SHEET  
FOIA Request No.: 1409143-000  
Civil Action No.: 18-cv-1800**

**Total Withheld Page(s) = 370**

<b>Bates Page Reference</b>	<b>Reason for Withholding</b> (i.e., exemptions with coded rationale, duplicate, sealed by order of court, etc.)
FBI(18-cv-1800)-15 thru FBI(18-cv-1800)-30	b5-1
FBI(18-cv-1800)-48 thru FBI(18-cv-1800)-52	b5-1
FBI(18-cv-1800)-58 thru FBI(18-cv-1800)-62	b5-1
FBI(18-cv-1800)-64 thru FBI(18-cv-1800)-67	Referral/Consult
FBI(18-cv-1800)-76 thru FBI(18-cv-1800)-80	Referral/Consult
FBI(18-cv-1800)-85 thru FBI(18-cv-1800)-141	b5-1
FBI(18-cv-1800)-143 thru FBI(18-cv-1800)-170	b5-1
FBI(18-cv-1800)-173 thru FBI(18-cv-1800)-202	b5-1
FBI(18-cv-1800)-204 thru FBI(18-cv-1800)-232	b5-1
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FBI(18-cv-1800)-264	b5-1
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FBI(18-cv-1800)-276 thru FBI(18-cv-1800)-278	b5-1
FBI(18-cv-1800)-282	b5-1; b7E-4
FBI(18-cv-1800)-283	b5-1
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FBI(18-cv-1800)-285 thru FBI(18-cv-1800)-286	b5-1
FBI(18-cv-1800)-290	b5-1

FBI(18-cv-1800)-291	b5-1; b7E-4
FBI(18-cv-1800)-292	b5-1; b7E-5
FBI(18-cv-1800)-293	b5-1
FBI(18-cv-1800)-302	b6-2, 4
FBI(18-cv-1800)-303	b6-2
FBI(18-cv-1800)-307 thru FBI(18-cv-1800)-308	Referral/Consult
FBI(18-cv-1800)-316 thru FBI(18-cv-1800)-330	b5-1
FBI(18-cv-1800)-355 thru FBI(18-cv-1800)-359	b5-1
FBI(18-cv-1800)-363 thru FBI(18-cv-1800)-367	b5-1
FBI(18-cv-1800)-369 thru FBI(18-cv-1800)-374	b5-1
FBI(18-cv-1800)-376 thru FBI(18-cv-1800)-381	b5-1
FBI(18-cv-1800)-388 thru FBI(18-cv-1800)-393	b5-1
FBI(18-cv-1800)-395 thru FBI(18-cv-1800)-409	b5-1
FBI(18-cv-1800)-411 thru FBI(18-cv-1800)-425	
FBI(18-cv-1800)-446	b6/b7C-1
FBI(18-cv-1800)-451 thru FBI(18-cv-1800)-453	b5-1
FBI(18-cv-1800)-461 thru FBI(18-cv-1800)-462	b5-1
FBI(18-cv-1800)-463	b5-1; b7E-4
FBI(18-cv-1800)-464 thru FBI(18-cv-1800)-467	b5-1
FBI(18-cv-1800)-470 thru FBI(18-cv-1800)-526	b6-6

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

X Deleted Page(s) X  
X No Duplication Fee X  
X For this Page X

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

**Giuliano, Mark F.**

---

**From:** Giuliano, Mark F.  
**Sent:** Sunday, May 18, 2014 3:49 PM  
**To:** Kortan, Michael P.; [REDACTED] Comey, James B.; Rosenberg, Chuck P.  
**Subject:** RE: NYT

b6 -1

Thanks

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

From: "Kortan, Michael P."  
Date: 05/18/2014 3:02 PM (GMT-05:00)  
To: [REDACTED] "Comey, James B." , "Giuliano, Mark F." , "Rosenberg, Chuck P."  
Subject: NYT

b6 -1

Just got word the NY Times Director story will run in tomorrow's paper, (and will go up on their website sometime in the early evening). M.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, December 19, 2013 1:01 PM  
**To:** Rosenberg, Chuck P.  
**Subject:** Fwd: Teachers info

b6 -1

Chuck:

These are two American teachers who are in [REDACTED] who are also there teaching. I would like to see about the status of this record check requests, which they need to be finalize the [REDACTED] visa process. How can I do that?

b6 -2

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Mon, Dec 16, 2013 at 9:52 AM  
**Subject:** Teachers info  
**To:** [REDACTED]

b6 -1,2

Here is the information for the [REDACTED] If it is at all possible, they would be interested in knowing the following:

- Have their requests for new FBI background checks been received by the FBI?
- Have their new fingerprints been received as well? Are the applications complete?
- Is it possible to expedite the process so they receive the report by Jan. 2 [REDACTED]
- If the process will take longer, or if the documents won't reach [REDACTED] by Jan. 2, can the mailing address be modified from the original application document, so that the reports are sent to U.S. addresses instead of to [REDACTED]

b6 -2

**Full Name:** [REDACTED]  
**Date of Birth:** [REDACTED]  
**Social Security Number:** [REDACTED]

b6 -2

**Full Name:** [REDACTED]  
**Date of Birth:** [REDACTED]  
**Social Security Number:** [REDACTED]  
**Place of Birth:** [REDACTED]

b6 -2



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

From: "Rosenberg, Chuck P."

Date: 02/02/2014 9:07 PM (GMT-05:00)

To: [REDACTED], "Kortan, Michael P."

b6 -1

Subject: RE: Fake twitter account

CyD has a contact for things such as this. Alerting them now. We will work it that way. [REDACTED] you may have a separate piece. Chuck

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

From: [REDACTED]

Date: 02/02/2014 20:24 (GMT-05:00)

To: [REDACTED] "Rosenberg, Chuck P.", "Kortan, Michael P."

b6 -1

Subject: Fwd: Fake twitter account

Depressed here at halftime, so figured I would alert you to what appears to be a fake Twitter account in my name.

----- Forwarded message -----

From: [REDACTED]

Date: 2014-02-02

Subject: Fake twitter account

b6 -1,2

To: [REDACTED]

Sent from my iPhone

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Friday, March 28, 2014 12:45 PM  
**To:** [REDACTED]  
**Subject:** Fwd: Leadership talk

b6 -1

Need to pick one of these dates.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Friday, March 28, 2014  
**Subject:** Leadership talk  
**To:** [REDACTED]

b6 -1,2

Hi,

Were you able to check on the dates of May 5<sup>th</sup> or June 9<sup>th</sup>.

[REDACTED]

b6 -2

[REDACTED]

[REDACTED] | Global Products & Solutions

[REDACTED]

b6 -2

[REDACTED]

*Please think of the environment before printing this email.*

---

**From:** [REDACTED]  
**Sent:** Friday, March 14, 2014 5:24 PM  
**To:** [REDACTED]  
**Subject:** RE: Leadership talk

b6 -1,2

Hi,

Leadership talk dates... Can you check out Monday 5/5 and Monday 6/9... You could do first thing and then head to DC.

[Redacted]

b6 -2

[Redacted]

b6 -2

[Redacted]

[Redacted]

b6 -2

[Redacted]

Global Products & Solutions

[Redacted]

b6 -2

[Redacted]

*Please think of the environment before printing this email.*

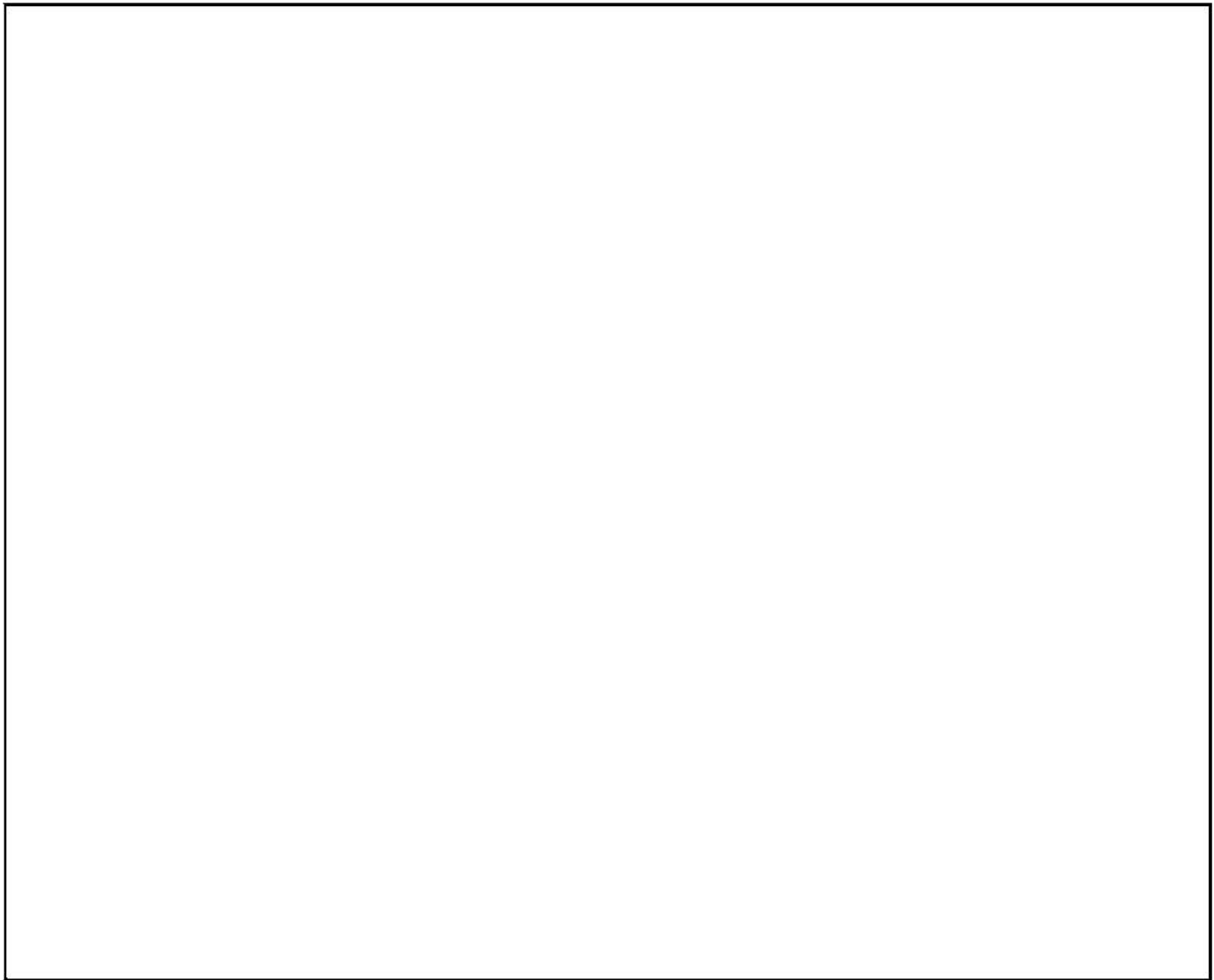
**From:** [Redacted]

**Sent:** Monday, March 10, 2014 12:4

b6 -1

I am clear to do it. Let me know possible dates. Friday or Monday preferred.

CONFIDENTIALITY NOTICE This e-mail message and any attachments are only for the use of the intended recipient and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient, any disclosure, distribution or other use of this e-mail message or attachments is prohibited. If you have received this e-mail message in error, please delete and notify the sender immediately. Thank you.



**From:** Kortan, Michael P.

**To:** Rosenberg, Chuck P. [redacted];

Giuliano, Mark F.; [redacted]

b6 -1

**Sent:** Sat May 17 16:24:01 2014

**Subject:** Media update for Cyber Monday, New York

Director, Chuck:

At this point, we have ABC News for a short, sit-down following the Bar speech (approx. 2:10 p.m.). The interview would be conducted by Pierre Thomas, our regular correspondent who will be in NY on Monday, and can be done at the Bar in a room close to the speech venue. The interview would be part of stories for World News Tonight and Good Morning America.

For print, am planning Bloomberg, most likely Greg Farrell who will be at the Bar speech. Ideally for timing and logistical purposes, if we can squeeze him in prior to driving to the airport, it would allow for 2-3 short, telephonic interviews from the vehicle en route to the airport: specifically Devlin Barrett, Wall Street Journal, which has an interest in Blackshades; Kevin Johnson (or Diana Leiwald), USA Today, which has done some excellent cybercrime reporting recently; and from the cyber press, Joe Krebs, KrebsOnSecurity, who is someone the cyber/tech media world follows very closely.

Carrie Johnson, NPR is committed to a second/third day story upon her return from foreign travel on

Tues/Wed.

We will, of course, provide major coverage on [FBI.gov](http://FBI.gov) and our social media sites, which alerts hundreds of media subscribers as well as the public.

[redacted] Not sure how much flexibility is built into the departure time frame follow the Bar speech, and I know it's tight, but we can keep things moving as quickly as we need to. b6 -1

If this sounds OK, we will move ahead along these lines.

Attached are prep sheets for the media interviews, and will update as necessary as the events publicly unfold on Monday.

FYI, at this time, the Wash, DC, press conference is scheduled for 9:30 am; NY at noon.

Thanks. Mike

---

**From:** Rosenberg, Chuck P.  
**Sent:** Friday, May 16, 2014 12:09 PM  
**To:** Kortan, Michael P.; [redacted]  
**Subject:** RE: White collar speech attached

b6 -1

What specific media outlets will the Director speak with on Monday?

---

**From:** Kortan, Michael P.  
**Sent:** Friday, May 16, 2014 12:08 PM  
**To:** [redacted] Rosenberg, Chuck P.  
**Subject:** RE: White collar speech attached

b6 -1

Got it

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

**From:** [redacted]  
**Date:** 05/16/2014 11:57 AM (GMT-05:00)  
**To:** "Rosenberg, Chuck P."  
**Cc:** "Kortan, Michael P."  
**Subject:** Re: White collar speech attached

b6 -1

No need. [redacted] gave me a notebook with plastic pages. I'm going to use that and the text.

On Friday, May 16, 2014, Rosenberg, Chuck P. <[Chuck.Rosenberg@ic.fbi.gov](mailto:Chuck.Rosenberg@ic.fbi.gov)> wrote:  
Mike: Are your folks converting the speech into note cards for the Director and, if so, we need to discuss how we will get those to him for the Monday speech? Thanks. Chuck

---

**From:** [redacted]  
**Sent:** Friday, May 16, 2014 11:48 AM  
**To:** Rosenberg, Chuck P.; Kortan, Michael P.  
**Subject:** White collar speech attached

b6 -1

I significantly reworked this to capture better what I want to say. Also, the first draft was aa little scattered without a good thematic spine and structure.

Never let it be said that I only lavish the great Ms. Goldsmith with praise. :)

[REDACTED]

**From:**

b6 -1

**Sent:**

Tuesday, October 21, 2014 7:50 PM

**To:**

Rosenberg, Chuck P.; Rybicki, James E.

**Subject:**

A classic

This piece absolutely nails our current culture and its impact on the Ebola crisis. <http://www.nytimes.com/2014/10/21/opinion/david-brooks-what-the-ebola-crisis-reveals-about-culture.html?smid=nytcore-iphone-share&smprod=nytcore-iphone>

[REDACTED] b6 -1

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**From:** [REDACTED]  
**Sent:** Thursday, February 26, 2015 6:01 PM  
**To:** Kortan, Michael P. (DO) (FBI)  
**Cc:** Rosenberg, Charles P. (DO) (FBI); Barnhart, Eric K. (DO) (FBI); Rybicki, James E. (DO) (OGA)  
**Subject:** Tweet  
**Attachments:** IMG\_6235.jpg

[REDACTED] I told her I don't get it but I love it when we are  
funny.

b6 -2

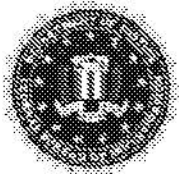


b6 -1

Obtained by Cause of Action Institute via FOIA



IMG\_1823



FBI  
@FBI

Your ways were unconventional,  
but you'll be missed Macklin.  
#ParksFarewell To learn about a  
real FBI career, visit [FBIjobs.gov](http://FBIjobs.gov).

2/25/15, 12:51 PM

25.6K RETWEETS 23.1K FAVORITES



b6 -2

1d

Reply to FBI



Timelines



Notifications



Messages



Me

**Kortan, Michael P. (DO) (FBI)**

---

**From:** Kortan, Michael P. (DO) (FBI) b6 -1  
**Sent:** Thursday, February 26, 2015 6:12 PM  
**To:** [REDACTED]  
**Cc:** Rosenberg, Charles P. (DO) (FBI); Barnhart, Eric K. (DO) (FBI); Rybicki, James E. (DO) (OGA)  
**Subject:** RE: Tweet

And the actor who plays the FBI agent on Parks and Rec (his character ended on the episode last night) re-tweeted ours for even more visibility.

---

**From:** [REDACTED] b6 -1  
**Sent:** Thursday, February 26, 2015 6:01 PM  
**To:** Kortan, Michael P. (DO) (FBI)  
**Cc:** Rosenberg, Charles P. (DO) (FBI); Barnhart, Eric K. (DO) (FBI); Rybicki, James E. (DO) (OGA)  
**Subject:** Tweet

[REDACTED] I told her I don't get it but I love it when we are funny.

b6 -2

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, April 14, 2015 6:42 AM  
**To:** Rybicki, James E. (DO) (OGA)  
**Subject:** Re: Phone tonight

b6 -1

Don't work too hard to fill in schedule today because I need to practice my holocaust speech.

On Monday, April 13, 2015, Rybicki, James E. (DO) (OGA) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:

Sir: The DAG is going to call tmrw on the topic I mentioned earlier. Jim B is running down the issues and should be able to give you and the DD high level points in the morning. I'm trying to get staff to make the call in the afternoon as you are booked solid in the morning.

--

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

b6 -1

**From:** [REDACTED]  
**Date:** 04/13/2015 7:10 PM (GMT-05:00)  
**To:** "Rosenberg, Charles P. (DO) (FBI)" <[Chuck.Rosenberg@ic.fbi.gov](mailto:Chuck.Rosenberg@ic.fbi.gov)>, "Giuliano, Mark F. (DO) (FBI)" <[Mark.Giuliano@ic.fbi.gov](mailto:Mark.Giuliano@ic.fbi.gov)>, "Rybicki, James E. (DO) (OGA)" <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Subject:** Phone tonight

men:

I left the g-phone in my office so if you need me this is way to get me tonight.

[REDACTED]  
b6 -1

**From:** [REDACTED]  
**Sent:** Friday, April 17, 2015 8:57 PM  
**To:** Barnhart, Eric K. (DO) (FBI); Kortan, Michael P. (DO) (FBI); Rybicki, James E. (DO) (OGA); Rosenberg, Charles P. (DO) (FBI)  
**Subject:** Re: Small changes  
**Attachments:** 04.19.15 Director's Remarks for Oklahoma City 20th Anniversary Memorial Service (JBC).docx

For some reason, this didn't send. This is the final for Sunday. I have made small changes [REDACTED]

On Fri, Apr 17, 2015 at 1:04 PM, [REDACTED] wrote:

b5 -1  
b6 -1

[REDACTED] This is what I will go with. Reads very well. Please share with the team.

**Kortan, Michael P. (DO) (FBI)**

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**From:** Kortan, Michael P. (DO) (FBI)  
**Sent:** Friday, April 17, 2015 9:06 PM  
**To:** Barnhart, Eric K. (DO) (FBI); [REDACTED] Rybicki, James E. (DO) (OGA); b6 -1  
Rosenberg, Charles P. (DO) (FBI)  
**Subject:** RE: Small changes

Thank you. M.

---

**From:** Barnhart, Eric K. (DO) (FBI)  
**Sent:** Friday, April 17, 2015 8:59 PM  
**To:** [REDACTED] Kortan, Michael P. (DO) (FBI); Rybicki, James E. (DO) (OGA); Rosenberg, Charles P. (DO) (FBI)  
**Subject:** RE: Small changes b6 -1

Copy sir, we'll have the new cards for you when you arrive

--

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

**From:** [REDACTED]  
**Date:** 04/17/2015 8:56 PM (GMT-05:00) b6 -1  
**To:** "Barnhart, Eric K. (DO) (FBI)" [REDACTED] "Kortan, Michael P. (DO) (FBI)"  
<Michael.Kortan@ic.fbi.gov>, "Rybicki, James E. (DO) (OGA)" <James.Rybicki@ic.fbi.gov>, "Rosenberg, Charles P. (DO) (FBI)" <Chuck.Rosenberg@ic.fbi.gov>  
**Subject:** Re: Small changes

For some reason, this didn't send. This is the final for Sunday. I have made small changes [REDACTED]

b5 -1

On Fri, Apr 17, 2015 at 1:04 PM, [REDACTED]  
[REDACTED] > wrote:  
[REDACTED] This is what I will go with. Reads very well. Please share  
with the team.

b5 -1  
b6 -1

[REDACTED]

---

**From:** [REDACTED] (SECD) (FBI)  
**Sent:** Tuesday, May 12, 2015 6:25 PM  
**To:** [REDACTED]  
**Subject:** RE: [REDACTED]

b6 -1

Breaks my heart, Sir.

On another matter...I wanted to update you on [REDACTED] Passport situation, all good:

- IOD will handle both the renewal (Tourist Passport) and new application for the Official Passport
- \$0 charge for the Official as it is associated with an official invitation
- For the renewal of the Tourist Passport, two options:
  - Regular Service = \$110 (should be fine for this as London will be covered by Official PP)
  - Expedited = \$170
  - Check made out to "Department of State"
- Will need two new passport photos for each passport; 4x total
- Passport photos can typically be done at CVS, Post Office, etc.
- For the application we just need a few additional pieces of information:
  - Job Title?
  - Emergency Contact (Name, Address, Tel#.. [REDACTED])

b6 -2  
b7E -1

That should complete the requirements to obtain both passports for [REDACTED] Sir.

b6 -1,2  
b7E -1

V/R,

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Tuesday, May 12, 2015 6:10 PM  
**To:** [REDACTED] (SECD) (FBI)  
**Subject:** Re: [REDACTED]

b6 -1

Thanks. I will miss him very much.

On Tuesday, May 12, 2015, [REDACTED] (SECD) (FBI) [REDACTED] wrote:

Sir,

I just wanted to inform you that [REDACTED] received his orders to SF Division under the enhanced DPD exit benefits plan. He'll be assigned to the [REDACTED] and working CT matters. Great move for him [REDACTED]

b6 -1,2

[REDACTED] Needless to say, a tremendous loss in leadership to the DPD. [REDACTED]

[REDACTED] for tomorrow morning via [REDACTED] Thank you in advance.

V/R,

[REDACTED]

SSA [REDACTED]  
FBI Director's Protection Detail  
Tel: [REDACTED]  
BB: [REDACTED]

b6 -1

[redacted]

---

**From:** [redacted] b6 -1  
**Sent:** Sunday, June 07, 2015 11:46 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd:

----- Forwarded message -----

From: [redacted]  
Date: Sunday, June 7, 2015  
Subject: [redacted] b6 -1,6  
To: [redacted]

Lovely. Thx!

I don't know whether the clearance is done. I had the feeling that the security people only moved when chuck asked them to. Then they jumped. And now silence

[redacted]

b6 -1,6

On Jun 7, 2015, at 11:43 AM, [redacted] wrote:

Yup. I spoke to Jim Rybicki, new COS, yesterday to be sure he picks up the torch fr Chuck. He will contact you this week. Are you officially cleared and ready to go?

On Sunday, June 7, 2015, [redacted] wrote:

[redacted]  
[redacted] but still ..... While I suspect you're a bit busy protecting our nation from threats foreign and legislative, I think I need you to do some wand waving to get me into the mix at the bu. It was Chuck who prodded the clearance process into action and I fear that, with him gone, no one but you thinks I can be of much use on any projects. (Yes, maybe I'm being impatient, but every June 1 I start worrying that the summer won't have been productive enough.)

b6 -6



[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Saturday, June 27, 2015 2:04 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re: Another security failure.

Indeed. Unrelated, let's about Dan Richman and how we might use his him. I'm sensing he is having trouble getting anything going with Jim Baker.

On Saturday, June 27, 2015, Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:  
| Looks like the signs they put up under the netting on E street.

[REDACTED]

OTHER -Non-records/Non-responsive to FOIA Request

Giuliano, Mark F. (DO) (FBI)

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**From:** Giuliano, Mark F. (DO) (FBI)  
**Sent:** Saturday, June 27, 2015 4:24 PM  
**To:** [REDACTED] Kortan, Michael P. (DO) (FBI); Rybicki, James E. (DO) (FBI)  
**Subject:** RE: Draft July 4 message

b6 -1

Great message. Right on point!

...

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

**From:** [REDACTED]  
**Date:** 06/27/2015 4:13 PM (GMT-05:00)  
**To:** "Kortan, Michael P. (DO) (FBI)" <Michael.Kortan@ic.fbi.gov>, "Giuliano, Mark F. (DO) (FBI)" <Mark.Giuliano@ic.fbi.gov>, "Rybicki, James E. (DO) (FBI)" <James.Rybicki@ic.fbi.gov>  
**Subject:** Draft July 4 message

b6 -1

***I showed this to Mike and Jim and have made a couple very small changes and attached the image. I will check the quotations from the book before you launch. I'm thinking we should send it out Wednesday.***

To all:

On a flight home from overseas last week, I did two seemingly unrelated things:

(1) I finished a book a number of you have recommended to me -- "*The Road to Character*" by David Brooks; and

(2) I retrieved from my folio the envelope in which I carry the Declaration of Independence pieces I will hand out Saturday for the annual family reading. Piece #1 is reproduced below. (As you can see, my kids have given it an "authentic look" by

pouring coffee on it and burning the edges.) You may recall that boyfriends typically get a boring part, which is as it should be. But, given that one of them is becoming my son-in-law this summer and I like the guy, I may upgrade him to something more stirring.

These two things actually connect.

In his excellent book, Brooks writes about many things, including a modern tendency to lose connection to common traditions and history. He writes of something he thinks is increasingly rare:

*"[P]eople [who] seem to have been born into this world with a sense of indebtedness for the blessing of being alive. They are aware of the transmission of generations, what has been left to them by those who came before, their indebtedness to their ancestors, their obligations to a set of moral responsibilities that stretch across time."*

To illustrate the kind of person he means, he quotes from an American soldier's letter home to his wife and children on the eve of the first great battle of the Civil War. The soldier writes of his "*unbounded love*" for them. They are the center of his life and he is deeply afraid of being killed and leaving the kids to grow up, as he did, without a father.

But the soldier explains, "*I know how strongly American Civilization now leans upon the triumph of the government and how great a debt we owe to those who went before us through the blood and suffering of the Revolution. And I am willing -- perfectly willing -- to lay down all my joys in this life, to help maintain this Government, to help pay that debt.*"

The next day in Manassas, he made that final sacrifice.

Brooks may be right about broader societal trends, but I believe the FBI is full of people who have what he describes. I believe our organization attracts those who remember our inheritance and its cost and have made it their life's work to safeguard that precious legacy.

That's what makes this place special. We attract folks who will have fun on July 4 but, with a lump in their throats, stand and really remember what this day means.

This has been a year of incredible hard work to protect our country and its people, across all our responsibilities. Many of you are bone tired, and seeing too little of your loved ones. And the work of many will continue on July 4, standing watch and not looking at fireworks or passing parades.

Thank you all for your support of our mission. I know this country is grateful. And I also know we, in turn, are grateful for the chance to serve this great country as she turns 239.

Happy Independence Day.

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Saturday, June 27, 2015 5:02 PM  
**To:** Kortan, Michael P. (DO) (FBI); Rybicki, James E. (DO) (FBI); Giuliano, Mark F. (DO) (FBI)  
**Subject:** Fwd: Draft July 4 message  
**Attachments:** Declaration part one.pdf

I checked the quotations, which are good, except [REDACTED]

[REDACTED]

b5 -1

----- Forwarded message -----

**From:** [REDACTED] b6 -1  
**Date:** Sat, Jun 27, 2015 at 4:12 PM  
**Subject:** Draft July 4 message  
**To:** "Kortan, Michael P." <Michael.Kortan@ic.fbi.gov>, "mark.giuliano@ic.fbi.gov" <mark.giuliano@ic.fbi.gov>, "Rybicki, James E." <James.Rybicki@ic.fbi.gov>

***I showed this to Mike and Jim and have made a couple very small changes and attached the image. I will check the quotations from the book before you launch. I'm thinking we should send it out Wednesday.***

To all:

On a flight home from overseas last week, I did two seemingly unrelated things:

(1) I finished a book a number of you have recommended to me -- "*The Road to Character*" by David Brooks; and

(2) I retrieved from my folio the envelope in which I carry the Declaration of Independence pieces I will hand out Saturday for the annual family reading. Piece #1 is reproduced below. (As

you can see, my kids have given it an "authentic look" by pouring coffee on it and burning the edges.) You may recall that boyfriends typically get a boring part, which is as it should be. But, given that one of them is becoming my son-in-law this summer and I like the guy, I may upgrade him to something more stirring.

These two things actually connect.

In his excellent book, Brooks writes about many things, including a modern tendency to lose connection to common traditions and history. He writes of something he thinks is increasingly rare:

*"[P]eople [who] seem to have been born into this world with a sense of indebtedness for the blessing of being alive. They are aware of the transmission of generations, what has been left to them by those who came before, their indebtedness to their ancestors, their obligations to a set of moral responsibilities that stretch across time."*

To illustrate the kind of person he means, he quotes from an American soldier's letter home to his wife and children on the eve of the first great battle of the Civil War. The soldier writes of his "*unbounded love*" for them. They are the center of his life and he is deeply afraid of being killed and leaving the kids to grow up, as he did, without a father.

But the soldier explains, "*I know how strongly American Civilization now leans upon the triumph of the government, and how great a debt we owe to those who went before us through the blood and suffering of the Revolution. And I am willing -- perfectly willing -- to lay down all my joys in this life, to help maintain this Government, to help pay that debt.*"

The next day in Manassas, he made that final sacrifice.

Brooks may be right about broader societal trends, but I believe the FBI is full of people who have what he describes. I believe our organization attracts those who remember our inheritance and its cost and have made it their life's work to safeguard that precious legacy.

That's what makes this place special. We attract folks who will have fun on July 4 but, with a lump in their throats, stand and really remember what this day means.

This has been a year of incredible hard work to protect our country and its people, across all our responsibilities. Many of you are bone tired, and seeing too little of your loved ones. And the work of many will continue on July 4, standing watch and not looking at fireworks or passing parades.

Thank you all for your support of our mission. I know this country is grateful. And I also know we, in turn, are grateful for the chance to serve this great country as she turns 239.

Happy Independence Day.



## Declaration of Independence

IN CONGRESS, July 4, 1776.

**The unanimous Declaration of the thirteen united States of America,**

When in the Course of human events, it becomes necessary for one people to dissolve the political bands which have connected them with another, and to assume among the powers of the earth, the separate and equal station to which the Laws of Nature and of Nature's God entitle them, a decent respect to the opinions of mankind requires that they should declare the causes which impel them to the separation.



[REDACTED] (SECD) (FBI)

---

**From:** [REDACTED] (SECD) (FBI)  
**Sent:** Wednesday, July 01, 2015 10:51 AM  
**To:** [REDACTED]  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Info

b6 -1

Good morning, Sir.

I know you are busy today, so wanted to send you a few DPD updates for your situational awareness:

- [REDACTED]
- We have completed a FBI PD TDY/Driver rotation; you will be seeing [REDACTED] supporting your motorcade assignments within the NCR.
- [REDACTED] will compete in the 2000m Rowing competition at the Fire and Police Games on Friday morning.
- [REDACTED] will officially depart DPD for SF on 8/1. His last operational trip will be on advance to London.

b6 -1,2

Any specific plans for you [REDACTED] Sir?

Thanks much,

b6 -1

[REDACTED]

SSA [REDACTED]  
FBI Director's Protection Detail  
Tel: [REDACTED]  
BB: [REDACTED]

**James B. Comey**

---

**From:** James B. Comey  
**Sent:** Sunday, July 05, 2015 4:22 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** [REDACTED] b6 -1  
**Subject:** Re: RE:

Sure. Who is the Korean you mention? Love autocorrect.

On Jul 5, 2015, at 4:06 PM, Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:

Perfect. OK if I share with Korean and the GD team?

--

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

**From:** [REDACTED] b6 -1  
**Date:** 07/05/2015 4:02 PM (GMT-05:00)  
**To:** "Rybicki, James E. (DO) (FBI)" <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Cc:** "James B. Comey" <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)>  
**Subject:** Re:

Agree which is why I told [REDACTED]

[REDACTED] What I like about it is that I get to frame it in a tiny but influential forum and then build on this throughout the week. Let's see why reaction [REDACTED] gives me before I post.

b5 -1  
b6 -2

On Sunday, July 5, 2015, Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:

Substance is great - [REDACTED]

[REDACTED]

b5 -1

--

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

**From:** [REDACTED] b6 -1  
**Date:** 07/05/2015 3:17 PM (GMT-05:00)  
**To:** "Rybicki, James E. (DO) (FBI)" <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Cc:** "James B. Comey" <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)>  
**Subject:** Re:

Adding my FBI address.

On Sunday, July 5, 2015, [REDACTED] wrote:

b6 -1

I sent this to Ben Wittes for lawfare after reading a blog post replying to his article about our conversation. I think it frames the issue the way I like. Let me know if I should pull it back for any reason.

I am worried we are talking past each other with respect to "Going Dark," so let me try to frame it in a way that I hope is fair-minded and provides a basis for healthy discussion:

These are things I believe to be true:

1. **The logic of encryption** will bring us, in the not-to-distant future, to a place where devices and data in motion are protected by universal strong encryption. That is, our conversations and our "papers and effects" will be locked in such a way that permits access only by participants to a conversation or the owner of the device holding the data.
2. **There are many benefits to this.** Universal strong encryption will protect all of us -- our innovation, our private thoughts, and so many other things of value -- from thieves of all kinds. We will all have lock-boxes in our lives that only we can open and in which we can store all that is valuable to us. There are lots of good things about this.
3. **There are many costs to this.** Public safety in the United States has relied for a couple centuries on the ability of the government, with predication, to obtain permission from a court to access the "papers and effects" and communications of Americans. The Fourth Amendment reflects a trade-off inherent in ordered liberty: To protect the public, the government sometimes needs to be able to see an individual's stuff, but only under appropriate circumstances and with appropriate oversight.
4. **These two things are in tension in many contexts.** When the government's ability -- with appropriate predication and court oversight -- to see an individual's stuff goes away, it will affect public safety. That tension is vividly illustrated by the current ISIL threat, which involves ISIL operators in Syria recruiting and tasking dozens of troubled Americans to kill people, a process that increasingly takes part through mobile messaging apps that are end-to-end encrypted, communications that may not be intercepted, despite judicial orders under the Fourth Amendment. But the tension could as well be illustrated in criminal investigations all over the country. There is simply no doubt that bad people can communicate with impunity in a world of universal strong encryption.
5. **Democracies resolve such tensions through robust debate.** I really am not a maniac (or at least my family says so). But my job is to try to keep people safe. In universal strong encryption, I see something that is with us already and growing every day that will inexorably affect my ability to do that job. It may be that, as a People, we decide the benefits here outweigh the costs and that there is no sensible, technically feasible way to optimize privacy and safety in this particular context, or that public safety folks will be able to do their job well enough in the world of universal strong encryption. Those are decisions Americans should make, but I think part of my job is make sure the debate is informed by a reasonable understanding of the costs.

[Redacted]

**From:** [Redacted]  
**Sent:** Monday, July 06, 2015 10:51 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** James B. Comey

<http://www.lawfareblog.com/encryption-public-safety-and-going-dark>

**Rybicki, James E. (DO) (FBI)**

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Thursday, July 09, 2015 10:04 PM  
**To:** James B. Comey  
**Subject:** RE: Draft of my remarks tomorrow

Do you want a large map of Columbia as a visual for tomorrow so you can explain the geography easier?

--

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

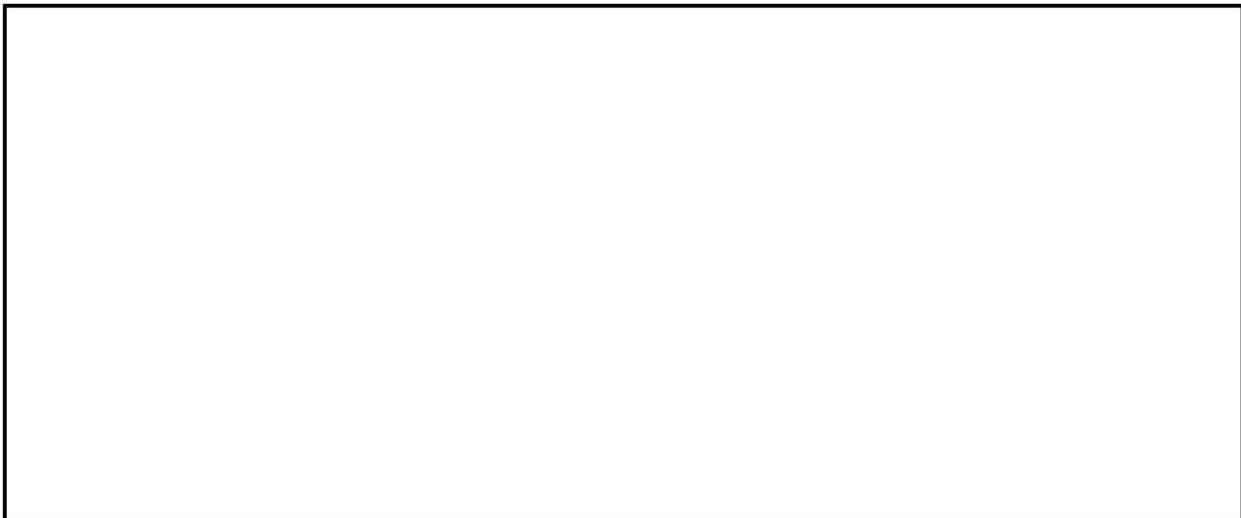
From: "James B. Comey" <jcb.dir@ic.fbi.gov>  
Date: 07/09/2015 9:41 PM (GMT-05:00)  
To: "Rybicki, James E. (DO) (FBI)" <James.Rybicki@ic.fbi.gov>, "Kortan, Michael P. (DO) (FBI)" <Michael.Kortan@ic.fbi.gov>, "Giuliano, Mark F. (DO) (FBI)" <Mark.Giuliano@ic.fbi.gov>, "Hess, Amy S. (DO) (FBI)" [REDACTED] "Baker, James A. (OGC) (FBI)" <James.Baker@ic.fbi.gov>  
Subject: Fwd: Draft of my remarks tomorrow

b6 -1

Begin forwarded message:

**From:** [REDACTED]  
**Date:** July 9, 2015 at 9:40:42 PM EDT  
**To:** "James B. Comey" <jcb.dir@ic.fbi.gov>  
**Subject:** Draft of my remarks tomorrow

b6 -1



b5 -1

[redacted]  

---

**From:** [redacted]  
**Sent:** Thursday, July 30, 2015 8:49 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Resume sent to BICS

A former secret service guy [redacted] and wants to be one of our background investigators. How do I endorse him?

----- Forwarded message -----

b6 -1,2

From: [redacted]  
Date: Tuesday, July 28, 2015  
Subject: Fwd: Resume sent to BICS  
To: [redacted]

----- Forwarded message -----

From: [redacted]  
Date: Tuesday, July 28, 2015  
Subject: Resume sent to BICS  
To: [redacted]  
Cc: [redacted]

b6 -1,2

Jim- Hope all is well with you and you get to take a much desired and I am sure needed vacation this summer.

FYI that I emailed my resume today to BICS@LEO.GOV attention to a [redacted]  
SAC John Strong of the Charlotte FO suggested I email my resume to the above BICS email address and speak with [redacted]  
I hope the mess at OPM does not negatively impact having my background check updated for the clearance required to participate in this program.

b6 -1

Thanks and best regards,

[redacted]

b6 -2

[REDACTED]

---

**From:** [REDACTED] b6 -1  
**Sent:** Wednesday, August 19, 2015 3:49 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Departing DPD...

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Wednesday, August 19, 2015 b6 -1  
**Subject:** Departing DPD...  
**To:** [REDACTED] (SECD) (FBI)" [REDACTED]

I completely agree with your priorities and your analysis of the DPD's progress. You have left it far better than you found it but now you should leave it, for all the reasons you say. I'm so sorry for the

b6 -1

This is absolutely the right decision at right time. I support it with some sadness, because I will miss you, but without reservation, because it makes good sense.

On Wednesday, August 19, 2015, [REDACTED] (SECD) (FBI) [REDACTED] wrote: b6 -1

Sir,

I hope this finds you well as you [REDACTED] Jim informed me that he talked to you on the phone about my decision to depart DPD in the near future and turn-over to a greater leader who can take the Team to the next level for you [REDACTED] As you are out of the office through tomorrow, and I must be [REDACTED]

b6 -1,2  
b7E -1

b6 -1,2

b6 -1,2

• Mission/Team: It has been a fast-paced and rewarding [redacted] [redacted] and now FBI), I NEVER-EVER would leave a unit behind in worse shape than I found it. Unfathomable in my mind. I really feel good about the Team's current state and future. If we needed to get from steps zero to 10...we've gotten to a solid seven. Our leadership Team has implemented so many positive changes, from true leadership structure/billets to driving towards a true refinement of our [redacted] [redacted] and most importantly, engaging and truly talking to our people. The unit was in a significant personnel crisis two years ago. Thanks to the unified efforts of [redacted], the true leaders, lead up, down and laterally. We direct-recruited and replaced 50% of the personnel all in the course of operating at three-times the operational tempo. I cannot possibly give enough credit to these leaders. They believe in the mission and they drive the same expectations of perfection they hold themselves to, to each junior member. The Team is awesome. I truly believe that I am leaving is better than I found it and that by turning it over to the loyal and trusty hands of [redacted] will result in an improved level of protection and service to you [redacted] Sir. I am confident in that.

b6 -1,2  
b7E -2

• Professional: Thanks to Jim Yacone and DJ Hathaway, [redacted]

b6 -1

[redacted] I respectfully seek your approval to pursue this option.

Thank you for your leadership, mentorship and caring. Thank you and [redacted] for your patience with me and DPD and our hard-headedness at times. You and [redacted] have made it easier for us than you'll know with the level of detailed planning you provided to facilitate the Team's support. [redacted]

b6 -1,2  
b7E -1



[redacted]  
serve such an honorable man who everyday leads through truly living the example of putting your family above all, while at the same time managing the ultimate burden of command in the Law Enforcement world. It is the best example of what is important in life and [redacted]

b6 -1,2  
b7E -1

[redacted] My best to you and [redacted]  
[redacted]

Very respectfully,

[redacted]

SSA [redacted]

b6 -1

FBI Director's Protection Detail

Tel: [redacted]

BB: [redacted]

[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Saturday, August 29, 2015 3:40 PM  
**To:** Rybicki, James E. (DO) (FBI); rosenbergchuck  
**Cc:** James B. Comey  
**Subject:** Speech version 2 is attached  
**Attachments:** IACP speech draft v 2.docx

**Mcdermott, Renae M. (DO) (FBI)**

---

**From:** Mcdermott, Renae M. (DO) (FBI)  
**Sent:** Monday, August 31, 2015 1:31 PM  
**To:** Rybicki, James E. (DO) (FBI); [REDACTED] b6 -1  
**Subject:** RE: New recruit

Copy

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

**From:** "Rybicki, James E. (DO) (FBI)" <James.Rybicki@ic.fbi.gov>  
**Date:** 08/31/2015 1:20 PM (GMT-05:00)  
**To:** [REDACTED] "Mcdermott, Renae M. (DO) (FBI)" b6 -1  
[REDACTED]  
**Subject:** RE: New recruit

We should also loop in Kortan.

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

**From:** [REDACTED]  
**Date:** 08/31/2015 10:40 AM (GMT-07:00)  
**To:** "Mcdermott, Renae M. (DO) (FBI)" [REDACTED] b6 -1  
**Cc:** "Rybicki, James E. (DO) (FBI)" <James.Rybicki@ic.fbi.gov>  
**Subject:** New recruit

Renae:

This is no joke. Let's find out where she lives and have that office reach out to her. Would be a great way to show the women and girls of America that they should join FBI.

[http://espn.go.com/espnw/athletes-life/the-buzz/article/13542292/federal-agent?ex\\_cid=espnFB](http://espn.go.com/espnw/athletes-life/the-buzz/article/13542292/federal-agent?ex_cid=espnFB)

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Sunday, September 06, 2015 4:17 PM  
**To:** Rybicki, James E. (DO) (FBI); James B. Comey  
**Subject:** 9/11 message DRAFT

To all:

I was reflecting on this 14th anniversary of 9/11 and wondering whether folks find it odd that we still mark the date each year.

For people who were adults 14 years go, and especially for those who were working for the government, the event is seared into our memories and our identities. We all know where we were that morning, how we felt, and what we did next. It changed who many of us were. But it goes beyond the adults of 2001. A whole lot of kids decided that day what they would do with their lives, and we are lucky so many have chosen to do it with us.

I don't know whether a future Director will send an email marking the 34th anniversary of 9/11, but given how large that day looms in the life of this institution and so many who work here, it makes good sense to pause and mark this day.

It was on this day 14 years ago that the FBI made a promise to the American people that we would do all we could to stop it from happening again. And we have kept that promise, which has required extraordinary effort, and change.

We have worked very, very hard. We have also changed in many ways. And yet we have stayed the same in the ways that matter most: our fidelity to doing things the right way; our bravery in the

face of evil; and our integrity -- the determination to always be honest and independent.

I hope you will take a moment today to reflect on those who were killed and wounded 14 years ago, to thank those who have been in the fight since that day, and to be grateful that we are part of the FBI.

*Jim Comey*

[REDACTED]

**From:** [REDACTED]  
**Sent:** Wednesday, September 30, 2015 9:52 PM  
**To:** Rybicki, James E. (DO) (FBI)

Need to be sure our colleagues across the street don't think I actually said most of the stuff they attribute to me.

<http://www.foxnews.com/politics/2015/09/30/emails-russia-linked-hackers-tried-to-access-clinton-server/>

[REDACTED] (DO) (FBI)

**From:** [REDACTED] (DO) (FBI)  
**Sent:** Monday, October 05, 2015 4:22 PM  
**To:** [REDACTED]  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** RE:

b6 -1

Sir,

[REDACTED]

b7E -3

Let me know if this works.

[REDACTED]

b6 -1

---

**From:** [REDACTED]  
**Sent:** Monday, October 05, 2015 3:52 PM  
**To:** [REDACTED] (DO) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:**

[REDACTED]

My mobile is not sending emails and [REDACTED]

[REDACTED]  
[REDACTED] Would you ask our

b6 -1  
b7E -3

team to check, thanks.

[redacted] (DO) (FBI)

---

**From:** [redacted] (DO) (FBI)  
**Sent:** Wednesday, October 07, 2015 7:12 PM b6 -1  
**To:** [redacted]  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** RE: Re:

Will have [redacted] send the testimony to Jim or me and we will forward to you.....

---

**From:** [redacted]  
**Sent:** Wednesday, October 07, 2015 7:06 PM b6 -1  
**To:** [redacted] (DO) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re:

Okay but [redacted] was going to email my written testimony to me. He will need to send to personal email I suppose. Embarrassing for us.

On Wednesday, October 7, 2015, [redacted] (DO) (FBI) [redacted] wrote: b6 -1  
Sorry, we will have to resolve when arrive in the morning, if that's ok.

---

**From:** [redacted]  
**Sent:** Wednesday, October 07, 2015 6:56 PM  
**To:** [redacted] (DO) (FBI)  
**Subject:** Re:

Nope. Doesn't work.

On Wednesday, October 7, 2015, [redacted] (DO) (FBI) [redacted] wrote: b6 -1  
[redacted] b7E -3  
Hopefully, it will get you in and we will fix this on tomorrow. Let me know.....

---

**From:** [redacted] b6 -1  
**Sent:** Wednesday, October 07, 2015 6:47 PM  
**To:** [redacted] (DO) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re:

[redacted]

On Wednesday, October 7, 2015 [redacted] (DO) (FBI) [redacted] wrote: b6 -1,2  
Working on it.....

---

**From:** [redacted]  
**Sent:** Wednesday, October 07, 2015 5:34 PM b6 -1  
**To:** [redacted] (DO) (FBI); Rybicki, James E. (DO) (FBI)



**Subject:**

[REDACTED]

b7E -3

so I am without email.

[REDACTED]

---

**From:** [REDACTED] b6 -1  
**Sent:** Wednesday, October 07, 2015 7:14 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re:

Haven't down here and don't think i have [REDACTED] Can they send it on fhinet

On Wednesday, October 7, 2015, [REDACTED] (DO) (FBI) [REDACTED] wrote:  
Ugh. Do you ever use [REDACTED]

b6 -1  
b7E -3

--

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

**From:** [REDACTED] b6 -1  
**Date:** 10/07/2015 7:05 PM (GMT-05:00)  
**To:** [REDACTED] (DO) (FBI)" [REDACTED]  
**Cc:** "Rybicki, James E. (DO) (FBI)" <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Subject:** Re:

Okay but [REDACTED] was going to email my written testimony to me. He will need to send to personal email I suppose. Embarrassing for us.

b6 -1

On Wednesday, October 7, 2015, [REDACTED] (DO) (FBI) [REDACTED] wrote:

Sorry, we will have to resolve when arrive in the morning, if that's ok.

---

**From:** [REDACTED] b6 -1  
**Sent:** Wednesday, October 07, 2015 6:56 PM  
**To:** [REDACTED] (DO) (FBI)  
**Subject:** Re:

Nope. Doesn't work.

On Wednesday, October 7, 2015, [REDACTED] (DO) (FBI) [REDACTED] wrote:

b6 -1  
b7E -3

[REDACTED] Hopefully, it will get you in and we will fix this on tomorrow. Let me know.....

---

**From:** [REDACTED] b6 -1  
**Sent:** Wednesday, October 07, 2015 6:47 PM  
**To:** [REDACTED] (DO) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re:

[REDACTED]

On Wednesday, October 7, 2015, [REDACTED] (DO) (FBI), [REDACTED] wrote: b6 -1,2

Working on it....

---

**From:** [REDACTED] b6 -1  
**Sent:** Wednesday, October 07, 2015 5:34 PM  
**To:** [REDACTED] (DO) (FBI); Rybicki, James E. (DO) (FBI)  
**Subject:**

[REDACTED]

b7E -3

[REDACTED] so I am without email.

[REDACTED]

**From:** [REDACTED]  
**Sent:** Monday, October 19, 2015 5:10 PM  
**To:** Rybicki, James E. (DO) (FBI); Kortan, Michael P. (DO) (FBI)  
**Subject:** Note from LT

She's in. Her name is [REDACTED]  
[REDACTED] Let me know what else you may need to know. Looking  
forward to the event- [REDACTED]

b6 -1,2

---

**From:**  
**Sent:** Thursday, October 22, 2015 10:45 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Attachments:** IMG\_8134.jpg



comey



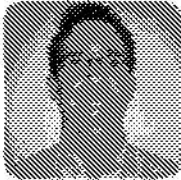
Top Tweets

All Tweets



67

28



**Josh Gerstein** @joshgerstein

7h

Comey called FBI's Clinton server probe an 'investigation[]'--previously "the matter" 1.usa.gov/1OL6AFN



Most Clinton spam message...  
Her private server intercept...  
politico.com



6

1



Home



Notifications



Moments



Messages



Me

**From:** [REDACTED]  
**Date:** October 22, 2015 at 7:02:15 PM CDT  
**To:** "James B. Comey" <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)>  
**Subject:** Re:

b6 -1

On Thu, Oct 22, 2015 at 4:48 PM, James B. Comey <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)> wrote:

|

[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Saturday, October 24, 2015 10:08 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** James B. Comey  
**Subject:** New draft  
**Attachments:** 10 23 15 Director's Talking Points for IACP v4.docx

Actually required quite a bit of chopping to get it to 30 minutes, but this gets us there. Take a look.



[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Saturday, October 24, 2015 11:23 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** James B. Comey  
**Subject:** Re: New draft

Tomorrow is good. Going to sleep.

On Saturday, October 24, 2015, Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:  
I have comments if you want them tonight. If not, I'll give to you in the morning.

--

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

**From:** [REDACTED]  
**Date:** 10/24/2015 9:08 PM (GMT-06:00)  
**To:** "Rybicki, James E. (DO) (FBI)" <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Cc:** "James B. Comey" <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)>  
**Subject:** New draft

b6 -1

Actually required quite a bit of chopping to get it to 30 minutes,  
but this gets us there. Take a look.

[Redacted]

---

**From:** [Redacted]  
**Sent:** Sunday, October 25, 2015 2:03 PM  
**To:** Rybicki, James E. (DO) (FBI); James B. Comey  
**Subject:** My talkers for tomorrow  
**Attachments:** 10 23 15 Director's Talking Points for IACP v4.docx

---

**From:**   
**Sent:** Sunday, October 25, 2015 4:21 PM  
**To:** Rybicki, James E. (DO) (FBI); James B. Comey  
**Subject:** My talkers for tomorrow  
**Attachments:** 10 23 15 Director's Talking Points for IACP v4.pdf

[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Sunday, October 25, 2015 7:43 PM  
**To:** Rybicki, James E. (DO) (FBI); James B. Comey  
**Attachments:** 10 23 15 Director's Talking Points for IACP v5.docx

Take a look at the attached. I have tightened up sections to get me to 30 minutes. Most importantly, [REDACTED]

b5 -1

[REDACTED]

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Wednesday, October 28, 2015 3:17 PM  
**To:** Rybicki, James E. (DO) (FBI); Kortan, Michael P. (DO) (FBI)  
**Subject:** What about this as an op/ed to the Times

b5 -1

[REDACTED]

**From:** [REDACTED]  
**Date:** November 1, 2015 at 2:58:48 PM EST  
**To:** "James B. Comey" <jcb.dir@ic.fbi.gov>  
**Subject:** Fwd: Annual Invitation to Commencement

b6 -1

Would like to seriously consider this.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Wed, Oct 28, 2015 at 11:23 AM  
**Subject:** Annual Invitation to Commencement  
**To:** [REDACTED]

b6 -1,6

Hi Jim,

I'm writing to pass along an invitation. Just as they did last year, the student committee that plans for Law School graduation has put you at the top of their list for commencement speaker. The event is Saturday, May 7. If you're available and interested, I'll put them in touch for a more formal invitation.

Given that graduation falls about a week after parents [REDACTED]  
[REDACTED] can imagine that date may be less  
than convenient, and (more importantly) [REDACTED]  
[REDACTED] If that invitation doesn't work out,  
we'll find other opportunities for a visit.

b6 -2

[REDACTED] I remain available any time  
for unsolicited and poorly considered advice.

b6 -2,6



b6 -6

**From:** [REDACTED]  
**Sent:** Tuesday, November 03, 2015 4:13 PM  
**To:** [REDACTED] (DO) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Kenyon College invitation

b6 -1

Please tell this fellow we are going to try to do it.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Tuesday, November 3, 2015  
**Subject:** Fwd: Kenyon College invitation  
**To:** [REDACTED]

b6 -1

Sent from my iPhone

Begin forwarded message:

**From:** [REDACTED]  
**Date:** November 3, 2015 at 3:32:35 PM EST  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Kenyon College invitation

b6 -1,6

Dear Director Comey:

I write to follow up on the speaking invitation extended by Sean Decatur, president of Kenyon College. We hope that you might consider joining us as a keynote speaker for an April 6-8, 2016 conference on issues related to privacy. The title of the conference is "Expectation of Privacy: Encryption, Surveillance, and Big Data." The invitation with additional details is attached again here.

As the head of the Center for the Study of American Democracy here at Kenyon, I am putting the conference together and would be happy to follow up with you further about the details. I know these are issues about which you speak frequently.



We would be be privileged to have you join us to give remarks on anything related to the topic, whether on encryption, intelligence collection policy, or surveillance more generally. We had followed up with your office including by phone, but had heard no response. Given your relation to Kenyon College, I trust this more personal outreach is acceptable.

Please let me know if this is something you might consider, and if there is anything we might be able to tell you about the event.

Best regards,

[Redacted]

--

[Redacted]

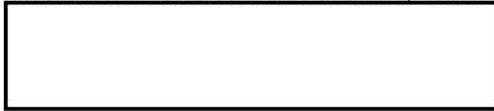
b6 -6

Kenyon College

[Redacted]

September, 4, 2015

Mr. James Comey  
 Director, Federal Bureau of Investigations



b6 -1

Dear Director Comey:

Greetings from Gambier. I hope that we [redacted]  
 [redacted] In the meantime, however, it is my pleasure to see if you might be interested in visiting Kenyon in April 2016, for a special event that I hope will interest you

b6 -2

Every two years, the Center for the Study of American Democracy at Kenyon College hosts a three day conference on a major topic that touches upon some major issue of the day. It is a campus-wide affair that generates conversations for the better part of the semester. The topic for the April 6-8, 2016 conference will be *The Expectation of Privacy: Encryption, Surveillance, and Big Data*.

Given recent events in this policy area, we thought perhaps you might wish to speak to encryption and the role of surveillance in assisting federal law enforcement, as well as the Bureau's efforts to balance national security and constitutional rights. Of course, any general set of remarks you would wish to address related to privacy would be quite welcome.

Given your current position and distinguished experience in this highly salient area, we would be honored if you might consider delivering a keynote address. In that capacity, we would ask you to deliver one public presentation related generally to the question of democracy promotion. This would be a non-ticketed public event located here on campus, designed primarily for Kenyon students, faculty, and community members. Consistent with the requirements of your position, the Center would of course offer to provide you with travel expenses and lodging, and of course work to help accommodate your security requirements.

We could be relatively flexible about the timing of your remarks within the conference. The optimal times would be for you to open the conference on the evening of Wednesday April 6, to present sometime during the day or evening on April 7, or at midday on April 8. I would be honored to host a small and private reception and dinner with yourself and other conference participants, should your schedule also permit. Naturally we would be happy to work with your team and accommodate your security requirements.

By way of background, the Center for the Study of American Democracy (CSAD) was created in 2008 with a "We the People" endowment by the National Endowment for the Humanities. The Center is dedicated to providing a bipartisan forum to discuss both timely and enduring questions, as part of Kenyon's commitment to the liberal arts.

We would be delighted and honored to have you serve as our conference keynote speaker in April, and hope you may be able to do so. Please let me know if this is something that may interest you, and if there is anything you feel we might need to discuss. You or your office may reach me at [redacted]  
 You may reach my assistant, [redacted] directly at [redacted]

Sincerely yours,

b6 -2,6

  
 Sean Decatur  
 President, Kenyon College



[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Friday, November 13, 2015 5:28 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** This is likely source of interest

[FBI head doubles down on 'Ferguson effect' | TheHill](#)

[REDACTED] (DO) (FBI)

b6 -1

**From:** [REDACTED] (DO) (FBI)  
**Sent:** Sunday, November 22, 2015 12:56 PM  
**To:** [REDACTED]  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re: First Massive Director's Holiday party

Yes, sir! Will get it all squared away for you!

---

**From:** [REDACTED]  
**Sent:** Sunday, November 22, 2015 12:11 PM  
**To:** [REDACTED] (DO) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** First Massive Director's Holiday party

b6 -1

[REDACTED]

[REDACTED] and I are having a scheduling meeting [REDACTED]

b6 -2

We want to have a holiday party for staff and DPD on Monday December 21 at HQ. We were thinking about the Webster room at 1 - 3 pm. We will cater it with our cafeteria staff. She just needs the name of the person to deal with and contact info.

I'm thinking we invite:

1. All DPD staff and families
2. All Director's staff and families (including DCOU)
3. DD, ADD, EADs, and ADs and families
4. All staff who work inside the 7th floor SCIF

[REDACTED] would also like to play holiday tunes off an iphone and wants to consider hiring a balloon person to keep kids distracted. Wondering if there is a vetted balloon person.

b6 -2

I'm guessing this is more than 100 people, which is fine. Copying the COS so he can help us think about who to invite.

We want to send out invites on November 30 so people have 3 weeks notice. Let's discuss best way to do that.

That is all.

b6  
b7C

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 23, 2015 11:32 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Draft of year-end letter  
**Attachments:** 2015 Year in Review.docx

This is still a bit rough, but wanted to get it to you to stimulate your thinking. [REDACTED]

b5 -1

[REDACTED]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 23, 2015 9:04 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Favor

b6 -1

For consideration, although I have no connection to the dude inviting me.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Sat, Dec 19, 2015 at 4:02 PM  
**Subject:** Fwd: Favor  
**To:** [REDACTED]

b6 -1,2

Jim

The below email us from the [REDACTED] He mentions that [REDACTED] was sworn in as a U.S. Assistant attorney [REDACTED] He was at the event. Not sure if you remember [REDACTED] Anyway he is looking to see if you could speak at an event. Details below. I told him I would forward but you have schedulers who handle these decisions and calendar.

b6 -2

People LOVE you and say you are doing such a great job! Everyday people stop to tell me. Just passing on

[REDACTED]  
b6 -2

Sent from my iPhone

Begin forwarded message:

**From:** [REDACTED]  
**Date:** December 17, 2015 at 11:18:59 AM EST  
**To:** [REDACTED]  
**Subject:** Favor

b6 -2

Hi [REDACTED]

b6 -2

Hope all is going well with you both personally and professionally. I'm wondering if I could

ask you a favor. I'm not sure if you know, [REDACTED]  
a nonprofit [REDACTED]

[REDACTED] We are focused on improving the way disputes are resolved around the world. Our organization has an annual meeting which brings together leaders in the dispute resolution arena and my hope is that [REDACTED] James Comey might be able to be our keynote speaker. There is little doubt that our attendees would be thrilled by his presence. The meeting is in New Orleans this year and the address would be on February 16. I don't mean to be presumptuous but I'm wondering if you could make an introduction. [REDACTED]  
[REDACTED]

b6 -2

Thanks so much for our consideration.

Best regards,

[REDACTED]

b6 -2

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[REDACTED]

---

b6 -1

**From:** [REDACTED]  
**Sent:** Wednesday, December 30, 2015 2:09 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** James B. Comey  
**Subject:** My final  
**Attachments:** 2015 Year in Review JBC FINAL.docx

Here it is. Read it carefully because [REDACTED]

[REDACTED]

b5 -1

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 30, 2015 2:41 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** James B. Comey  
**Attachments:** NICS\_Firearm\_Checks\_Top\_10\_Highest\_Days\_Weeks.pdf

Was looking at the NICS section on our website and saw a variety of attached PDFs with info. Take a look at the attached. Doesn't that seem inconsistent with me being told Black Friday and Valentine's Day are the too biggest NICS days each year?

### NICS Firearm Background Checks Top 10 Highest Days

November 30, 1998 - November 30, 2015

<u>Rank</u>	<u>Date</u>	<u>Total Checks</u>
1	Fri, Nov 27, 2015	185,345
2	Fri, Dec 21, 2012	177,170
3	Fri, Nov 28, 2014	175,754
4	Tue, Mar 04, 2014	167,585
5	Thu, Dec 20, 2012	159,604
6	Fri, Nov 23, 2012	154,873
7	Sat, Dec 22, 2012	153,697
8	Wed, Dec 19, 2012	153,672
9	Fri, Feb 28, 2014	153,451
10	Wed, Mar 05, 2014	148,225

### NICS Firearm Background Checks Top 10 Highest Weeks

November 30, 1998 - November 30, 2015

<u>Rank</u>	<u>Dates</u>	<u>Total Checks</u>
1	12/17/2012 - 12/23/2012	953,613
2	02/24/2014 - 03/02/2014	783,620
3	03/03/2014 - 03/09/2014	697,770
4	01/14/2013 - 01/20/2013	641,501
5	11/23/2015 - 11/29/2015	640,022
6	02/11/2013 - 02/17/2013	618,361
7	01/07/2013 - 01/13/2013	603,882
8	12/10/2012 - 12/16/2012	602,003
9	12/15/2014 - 12/21/2014	595,201
10	02/04/2013 - 02/10/2013	592,542

NOTE: These statistics represent the number of firearm background checks initiated through the NICS. They do not represent the number of firearms sold. Based on varying state laws and purchase scenarios, a one-to-one correlation cannot be made between a firearm background check and a firearm sale.

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Wednesday, December 30, 2015 4:42 PM  
**To:** James B. Comey; Rybicki, James E. (DO) (FBI)  
**Subject:** Re: 2015 Year in Review JBC FINAL  
**Attachments:** 2015 Year in Review JBC FINAL (1).docx

[REDACTED]  
[REDACTED] Please read it over  
carefully. [REDACTED]

b5 -1

[REDACTED] Only addition is the [REDACTED]  
[REDACTED] If that is too hard, we can bag it. Again, this MUST go out  
no later than 9 a.m. Monday morning, and preferably earlier.

On Wed, Dec 30, 2015 at 4:09 PM, James B. Comey <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)> wrote:

Begin forwarded message:

**From:** "Rybicki, James E. (DO) (FBI)" <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Date:** December 30, 2015 at 3:22:30 PM EST  
**To:** "James B. Comey" <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)>  
**Subject:** 2015 Year in Review JBC FINAL

Current version. Mark and Andy believe that [REDACTED]  
[REDACTED] I  
see the point, but folks also like how you speak directly to them, so I'm torn on this one.

b5 -1  
b7E -4

From:

[REDACTED]

b6 -1

**Date:** January 24, 2016 at 4:03:11 PM EST

**To:** "James B. Comey" <jcb.dir@ic.fbi.gov>

**Subject:** Too Many Captains Could Undermine Armed Occupation

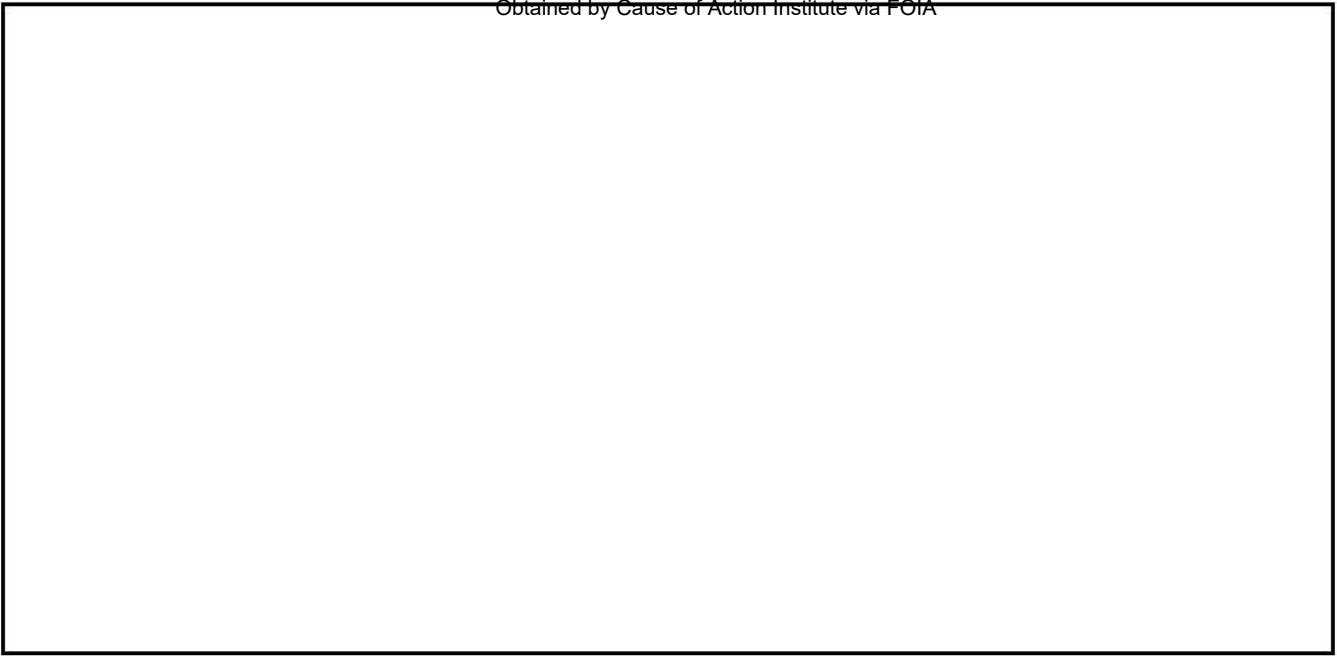
<http://www.opb.org/news/series/burns-oregon-standoff-bundy-militia-news-updates/npr-too-many-captains-could-undermine-armed-occupation/#.VqU8BldyFTg.gmail>

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, February 11, 2016 10:11 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Cc:** James B. Comey  
**Subject:** draft all employee email

[REDACTED]



b5 -1

[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Saturday, March 12, 2016 6:19 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Non-important question

Let's see if we can find someone smart to talk to this student.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Friday, March 11, 2016  
**Subject:** Non-important question  
**To:** [REDACTED]

b6 -1, 6

Jim, I have a student, a 1L, who has been accepted to be an FBI agent for after law school. He wants to know how he can make best use of his law school years to prepare himself to be the best possible agent. He's a very bright young man and I want to advise him but in truth I have no idea how to. Do you have any quick tips, or could you point me to someone who might? Thx [REDACTED]

--

[REDACTED]

b6 -6

**Web Page:** [REDACTED]  
**National Security Blog:** <http://www.lawfareblog.com/>  
**Twitter:** [REDACTED]



[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Friday, April 01, 2016 8:40 AM  
**To:** Rybicki, James E. (DO) (FBI); Kortan, Michael P. (DO) (FBI)  
**Subject:** April fools from lawfare

Wonder whether ACLU will condemn me.

<https://www.lawfareblog.com/comey-announces-going-dark-early-intervention-initiative>

[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Sunday, April 17, 2016 8:21 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: info

[REDACTED] are being harassed. Would you see if anyone at NVRA can offer advice to the Fairfax police investigator on how to go after this? Thanks.

----- Forwarded message -----

b6 -1,2

**From:** [REDACTED]  
**Date:** Sunday, April 17, 2016  
**Subject:** Fwd: info  
**To:** [REDACTED]

Sent from my iPhone

Begin forwarded message:

**From:** [REDACTED]  
**Date:** April 17, 2016 at 6:53:20 PM EDT  
**To:** [REDACTED]  
**Subject:** Info

b6 -2

[REDACTED]

We are so grateful that Jim is willing to pass on this info to someone at the FBI, whether anything comes of it or not. We are just so grateful for another set of eyes.

[REDACTED]

Best,

b6 -2

[REDACTED]

[REDACTED]

b6 -2

[REDACTED]

**From:**

[REDACTED]

b6 -1

**Sent:**

Monday, April 25, 2016 7:59 AM

**To:**

Rybicki, James E. (DO) (FBI)

**Subject:**

Of interest

<http://www.nytimes.com/2016/04/23/business/on-encryption-battle-apple-has-advocates-in-ex-national-security-officials.html?smid=nytcore-iphone-share&smprod=nytcore-iphone>

[REDACTED]

---

**From:**

[REDACTED]

b6 -1,2

**Sent:**

Monday, May 02, 2016 7:19 PM

**To:**

Rybicki, James E. (DO) (FBI)

[REDACTED] Would you check with WFO to ask them to make contact? Thanks.

Forwarded text:

[REDACTED]

b6 -2

[REDACTED] Would you mind asking if there is anyone I could contact? [REDACTED] Thanks so very much!!!

[REDACTED] (DO) (FBI)

---

**From:** [REDACTED] (DO) (FBI) b6 -1  
**Sent:** Monday, May 02, 2016 8:13 PM  
**To:** [REDACTED] Rybicki, James E. (DO) (FBI)  
**Subject:** RE: Police Unity Tour

Ok

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

**From:** [REDACTED]  
**Date:** 05/02/2016 8:11 PM (GMT-05:00) b6 -1  
**To:** [REDACTED] (DO) (FBI)" [REDACTED] "Rybicki, James E. (DO) (FBI)"  
<James.Rybicki@ic.fbi.gov>  
**Subject:** Fwd: Police Unity Tour

Would like to try to see chuck and hundreds of others finish.

----- Forwarded message -----

**From:** **Chuck Rosenberg** [REDACTED] b6 -1,3  
**Date:** Monday, May 2, 2016  
**Subject:** Police Unity Tour  
**To:** [REDACTED]

Target time for finish at the National Law Enforcement Memorial is 1400 on Thursday, May 12.

[REDACTED]

**From:** [REDACTED]  
**Sent:** Monday, May 09, 2016 5:36 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Follow-up on two things

b6 -1

I find this deeply frustrating and, unless you tell me otherwise, Wednesday, I would like to meet with the people responsible for failing even to contact this kid.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Mon, May 9, 2016 at 2:19 PM  
**Subject:** RE: Follow-up on two things  
**To:** [REDACTED]

b6 -1,6

Jim,

Just following up.

No response to date from the Bureau regarding any summer opportunities for [REDACTED]

b6 -2

No worries if nothing is available; he just wants to move ahead if this is not an option.

Best,

[REDACTED]

[REDACTED]

b6 -6

From: [REDACTED]

Sent: Thursday, April 14, 2016 1:52 PM

b6 -1,6

To: [REDACTED]

Subject: Re: Follow-up on two things

On it. Very glad you told me.

On Thursday, April 14, 2016, [REDACTED] wrote:

b6 -2

Jim,

I trust all is well. I wanted to follow-up on two things:

1) We wanted to share some photos from the Professorship earlier this year to give you a taste of the Pomp & Circumstance.

Please see:

[REDACTED]

b6 -2,6

2) [REDACTED] applied for an internship this summer with the Agency with no response to date. Any advice/direction would be most appreciated.

Best,

[REDACTED]

b6 -6

[REDACTED]

[Redacted]

b6 -1

**From:** [Redacted]  
**Sent:** Tuesday, May 10, 2016 6:59 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Follow-up on two things

This was yesterday. Will get to bottom of it.

----- Forwarded message -----

**From:** [Redacted]  
**Date:** Monday, May 9, 2016  
**Subject:** RE: Follow-up on two things  
**To:** [Redacted]

b6 -1,6

Jim,

Just following up.

No response to date from the Bureau regarding any summer opportunities for [Redacted]

b6 -2

No worries if nothing is available; he just wants to move ahead if this is not an option.

Best,

[Redacted]

b6 -6

[Redacted]



[REDACTED]

**From:** [REDACTED]  
**Sent:** Sunday, May 15, 2016 10:07 PM  
**To:** [REDACTED] (SECD) (FBI)  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Chicago  
**Attachments:** IMG\_9656.jpg

b6 -1  
b7C -1

Have attached photo of Facebook posting. [REDACTED] Chicago contact says FBI has already contacted CPD and they are down the kid and will have police at school.

b6 -2  
b7C -2

← Posts



Who Can See This?



[Redacted]

with

[Redacted]

and **12 others.**

18 mins ·



LISTEN UP BITCHES TODAY WAS MY PAST  
FUCKING STRAW YOU BITCHES AND NIGGAS  
ALL DYING TOMMROW AT [Redacted]  
[Redacted] ION GAF WHO YPU IS YALL  
BULLIED ME SINCE I GOT THERE BECAUSE  
THE WAY I LOOK DONT TRY TO SKIP SCHOOL  
CAUSE IMA FIND OUT AND KILL YO BITCH ASS  
ON THE SIDE [Redacted] IS GONE BE  
ANOTHER SANDYHOOK KILLING ALL YOU  
BITCH BANG BANG

b6 -5  
b7C -5



Like



Comment



Share

Be the first to like this.



[Redacted]



13 minutes ago · Like · Reply

b6 -5  
b7C -5



Write a comment...



[REDACTED]

---

b6 -1

**From:** [REDACTED]  
**Sent:** Monday, May 16, 2016 7:30 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Of interest

<http://www.theguardian.com/us-news/2016/may/13/ferguson-effect-real-researcher-richard-rosenfield-second-thoughts>

[REDACTED]

---

b6 -1

**From:** [REDACTED]  
**Sent:** Sunday, May 22, 2016 10:29 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Birmingham non-speaking text  
**Attachments:** 16th Street Baptist speech text.docx

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Sunday, May 22, 2016  
**Subject:** Birmingham non-speaking text  
**To:** "James B. Comey" <[jcb.dir@ic.fbi.gov](mailto:jcb.dir@ic.fbi.gov)>

b6 -1

b6 -1

[redacted]

---

**From:** [redacted]  
**Sent:** Monday, June 06, 2016 10:08 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: UNU invitation  
**Attachments:** 96B103FA-78FC-447D-A91E-72B3239FD19D.png; 3AC1C318-5668-4DC9-A4E0-CB21599EB173.png; UNUGuestInvitation\_DirectorComey copy.pdf

For consideration. Seems a tight turnaround so if we want to consider it will have to be soon. I don't know whether this is something CID would want me to do. There is no pressure from a personal connection. The woman sending invite is a [redacted] came to know.

b6 -2

----- Forwarded message -----

**From:** [redacted]  
**Date:** Jun 3, 2016 6:18 PM  
**Subject:** Fwd: UNU invitation  
**To:** [redacted]  
**Cc:**

b6 -1,2

Sent from my iPhone

Begin forwarded message:

**From:** [redacted]  
**Date:** June 3, 2016 at 4:41:23 PM EDT  
**To:** [redacted]  
**Subject:** UNU invitation

b6 -2

[redacted]

Hope all is well with you! I am attaching an invitation for Jim to attend and provide the dinner keynote remarks for the UN convening that we spoke about on the phone. We also have an invitation coming to you to attend on June 30th (which will come next week sometime) that will be sent to this email address. I have included some background (which is all known to the FBI) on why this convening is happening. If there is anything at all I can do to lobby both of you to attend, please let me know! I have asked the FBI to provide me with Jim's scheduler's contact information so that I can make sure the invitation also goes through proper channels. Obviously if Jim can only attend the dinner, we understand. The Nobel peace prize nominee Nadia Murad Basee Taha (who was enslaved in an ISIS rape camp) will be speaking in the morning. The Alvin Ailey Dance Company will also be performing "Cry," their signature piece which tells the story of a woman who has to endure American slavery after Nadia's talk. So hope you both can make it.

Best,

[redacted] b6 -2

## Background

Over 3,000 Yazidi women and girls are thought to be currently enslaved by ISIL, which is organizing slave contract registries and markets, advocating for the revival of slavery through social policy and media outlets, and even issuing 'how-to' manuals. The United Nations Special Representative on Sexual Violence in Conflict, Ms. Zainab Bangura, recently warned that ISIL has institutionalized slavery and sexual violence to increase recruitment by promising male fighters access to women and girls, to populate a new "caliphate" through forced pregnancy, to terrorize communities into compliance, displace populations from strategic areas and generate revenue through trafficking, slave trade and ransoms. ISIL's systematization of sexual slavery reportedly even extends to the promotion of the use of birth control drugs to prevent pregnancy interfering with enslaved women and girls' sexual availability to their captors.

Likewise, the 'emir' of Boko Haram, Abubakar Shekau, has publicly stated that Boko Haram intends to enslave civilian populations that it attacks, and to sell women and girls—perhaps several thousand women and girls have been kidnapped to date. The US State Department 2014 report on Trafficking of Persons suggests that some of these women have been "subjected to domestic servitude, forced labour, and sex slavery through forced marriages to its militants".

about this convening

Fortunately, there is a growing global movement to combat human trafficking in conflict. In an historic first, in December 2015, US Permanent Representative to the United Nations, Ambassador Samantha Power presided over the first ever thematic UN Security Council debate on Trafficking in Persons in Conflict. The Security Council adopted a Presidential Statement that "condemns in the strongest terms reported instances of trafficking in persons in areas affected by armed conflict", and notes that human trafficking may form part of terrorist groups' use of sexual and gender-based violence as part of their strategic objectives.

The Security Council is likely to discuss this issue again in December 2016, when it will consider a report of the UN Secretary-General on these issues. Ahead of that discussion, the United Nations University—a UN thinktank created by the General Assembly—is convening a discussion at Grace Farms on 30 June and 1 July 2016, to think about how the Security Council can encourage law enforcement actors—and the global financial sector—to shape and strengthen new tools to disrupt trafficking in conflict. This workshop will bring together a select group of approximately 100 senior diplomatic, law enforcement, academic, financial sector and UN experts and officials, for one and half days of in-depth discussion.

The United Nations University requests the honour of your presence for:

# fighting human trafficking in conflict

How can the UN Security Council, law enforcement and the financial sector  
work together to fight human trafficking by non-state armed groups?

30 June - July 1, 2016

United Nations New Campus, Conference Hall



Dear Director Carney:

It is my honor to invite you to participate in a one and half day workshop on fighting human trafficking in Conflict, to be held at Cause Farms in New Canaan, Connecticut.

On on June and July 2017, United Nations University will bring together a select group of approximately 100 law enforcement, academic, financial sector and U.N. experts and officials for one and half days of in depth discussion on How can the U.N Security Council, law enforcement and the financial sector work together to fight human trafficking by non-state armed groups?

This workshop is convened by U.N. University, with the support of Cause Farms Foundation, the Permanent Missions of the United Kingdom and of Luxembourg to the United Nations, and Thomson Reuters.

In December 2016 the U.N Security Council held its first thematic debate on Trafficking in Persons in Conflict, and tasked the U.N Secretary General to 'report back to the Council on progress made in 12 months'. This recent activity in the Security Council offers a powerful, but short, opening for draw-

ing attention to human trafficking, sexual slavery and human smuggling, and for driving forward efforts to improve a coordinated, multi-sectoral response. A research paper will be provided to participants as background, and the outcomes of the workshop will contribute to a substantive Workshop Report to be distributed among U.N Member States.

At the workshop, participants will engage with one another to improve: (i) knowledge and information sharing about human trafficking by and caused by ISIL, Daesh, Boko Haram, in Libya, and in other armed conflict(s); (ii) understanding of potential legal, counter terrorism, sanctions, intelligence-based, financial sector and financial regulatory responses; (iii) consideration of how the U.N Security Council can promote partnerships and a coordinated response to these issues; (iv) connections between relevant officials who can quickly drive forward and scale up response.



Confirmed speakers include

-----

Ms. Nadia Murad Haseir Laja, Nobel Peace Prize nominee and Yazidi survivor of ISIL / Daesh enslavement  
 H.E. Mr Gerard van Bohemen, Chair U.N Security Council ISIL / Daesh Sanctions Committee, Permanent Representative of New Zealand to the United Nations  
 H.E. Amb. Christian Wenaweser, Permanent Representative of Liechtenstein to the United Nations  
 H.E. Amb. Martin Shearnon, Permanent Mission of the United Kingdom of Great Britain and Northern Ireland  
 H.E. Amb. Sarah Mendelson, U.S Representative to the U.N Economic and Social Council  
 Ms. Hironie Guibree Seflassie, U.N Special Envoy of the Secretary General for the Sahel  
 Ms. Maria Grazia Giammarino, U.N Special Rapporteur on trafficking in persons  
 Ms. Leila Zerrougui, U.N Special Representative of the Secretary General for Children and Armed Conflict  
 Mr. Kevin Hyland, U.K. Independent Anti Slavery Commissioner  
 Dr. Hans-Jakob Schindler, Coordinator U.N Analytical Support and Sanctions Monitoring Team in support of the ISIL / Al Qaeda Sanctions Committee  
 Ms. Simone Monastchkin, Director, New York Office, U.NODC  
 Mr. Daniel Horcksholt, Head, Liechtenstein Financial Intelligence Unit  
 Mr. John Solomon, Thomson Reuters  
 Mr. Duncan Jepson, Liberty Asia  
 Ms. Lisa Shannon, Founder of Sister Somaliland author of *4 Thousand Sisters*

Special performers

-----

The program will also feature a special performance by the Afari Afari Youth and Arts Ensemble of Ethiopia, a separate performance by the Afari Afari Youth and Arts Ensemble of Ethiopia, a separate performance by the Afari Afari Youth and Arts Ensemble of Ethiopia.

your role

-----

We hope that you will be able to attend this unique convening. Should you accept our invitation, we will invite you to give remarks at dinner in the evening of 30 June. We also invite you to also participate in the plenary discussions as well as in a working group appropriate to your expertise. The recommendations resulting from this conference will be shared with member states of the United Nations, including the UN Security Council.

travel & accommodations

-----

A number of hotels are conveniently located in Norwalk, Connecticut, just 15 minutes from the venue. Ground transportation will be provided to and from the Hotel Zoro (203 750 9800) and Portchester by Hilton (203 854 4771). Additional hotels nearby include the FVNH Hotel Norwalk and Extended Stay America.

Additional logistical information will be provided after you confirm your participation.

We are pleased to provide all meals, tea and coffee service during the workshop.

various points

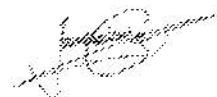
-----

We kindly request a signal of your availability by Friday, 30 June via email to [REDACTED]

Your participation is particularly important to us, and I invite you to contact me or [REDACTED] should you have any queries.

b6 -2

Yours Sincerely,



Dr. James Cockayne  
Head of Office at the United Nations  
United Nations University

connected with the program of

.....

graceland  
foundation



United Kingdom  
Mission to the  
United Nations



THOMSON REUTERS



PERMANENT MISSION  
OF THE PRINCIPALITY OF LIECHTENSTEIN  
TO THE UNITED NATIONS  
NEW YORK

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Thursday, June 09, 2016 7:15 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: UNU invitation

b6 -1

Unless somebody sees a strong reason to do this, I will blow them off today. Too hard to schedule on such short notice.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Thursday, June 9, 2016  
**Subject:** Fwd: UNU invitation  
**To:** [REDACTED]

b6 -1,2

I would like to go with you if you go to this.  
Thanks, [REDACTED]

Sent from my iPhone

Begin forwarded message:

**From:** [REDACTED]  
**Date:** June 9, 2016 at 6:53:01 AM EDT  
**To:** [REDACTED]  
**Subject:** Re: UNU invitation

b6 -2

THANK YOU!!!!

I really hope you both can make it. They are waiting on the dinner invites to see if Jim says yes. The UN is aware that if Jim is coming, that the Ambassadors will be more likely to stay for dinner to hear his talk:). Either way, we are targeting to get the final dinner invites out next week. If you both come, I will make sure you can come for the morning to hear the Nadia — the woman who was enslaved in an ISIS rape camp. Everyone should hear her story.

Thanks so much again.

---

**From:** [REDACTED]  
**Date:** Wednesday, June 8, 2016 at 10:10 PM  
**To:** [REDACTED]  
**Subject:** Re: UNU invitation

b6 -2

Hi [REDACTED]  
Jim took all the info you sent and gave it to his team. They should be getting back to you

soon. Thanks for your great work!

Best,

[REDACTED]

Sent from my iPhone

b6 -2

On Jun 3, 2016, at 4:41 PM, [REDACTED] wrote:

[REDACTED]

Hope all is well with you! I am attaching an invitation for Jim to attend and provide the dinner keynote remarks for the UN convening that we spoke about on the phone. We also have an invitation coming to you to attend on June 30th (which will come next week sometime) that will be sent to this email address. I have included some background (which is all known to the FBI) on why this convening is happening. If there is anything at all I can do to lobby both of you to attend, please let me know! I have asked the FBI to provide me with Jim's scheduler's contact information so that I can make sure the invitation also goes through proper channels. Obviously if Jim can only attend the dinner, we understand. The Nobel Peace Prize nominee Nadia Murad Basee Taha (who was enslaved in an ISIS rape camp) will be speaking in the morning. The Alvin Ailey Dance Company will also be performing "Cry," their signature piece which tells the story of a woman who has to endure American slavery after Nadia's talk. So hope you both can make it.

Best,

[REDACTED]

b6 -2

#### Background

Over 3,000 Yazidi women and girls are thought to be currently enslaved by ISIL, which is organizing slave contract registries and markets, advocating for the revival of slavery through social policy and media outlets, and even issuing 'how-to' manuals. The United Nations Special Representative on Sexual Violence in Conflict, Ms. Zainab Bangura, recently warned that ISIL has institutionalized slavery and sexual violence to increase recruitment by promising male fighters access to women and girls, to populate a new "caliphate" through forced pregnancy, to terrorize communities into compliance, displace populations from strategic areas and generate revenue through trafficking, slave trade and ransoms. ISIL's systematization of sexual slavery reportedly even extends to the promotion of the use of birth control drugs to prevent pregnancy interfering with enslaved women and girls' sexual availability to their captors.

Likewise, the 'emir' of Boko Haram, Abubakar Shekau, has publicly stated that Boko Haram intends to enslave civilian populations that it attacks, and to sell women and girls—perhaps several thousand women and girls have been kidnapped to date. The US State Department 2014 report on Trafficking of Persons suggests that some of these women have been "subjected to domestic servitude, forced labour, and sex slavery through forced marriages to its militants".

<96B103FA-78FC-447D-A91E-72B3239FD19D.png> <3AC1C318-5668-4DC9-A4E0-CB21599EB173.png>

about this convening

Fortunately, there is a growing global movement to combat human trafficking in conflict. In an historic first, in December 2015, US Permanent Representative to the United Nations, Ambassador Samantha Power presided over the first ever thematic UN Security Council debate on Trafficking in Persons in Conflict. The Security Council adopted a Presidential

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<UNUGuestInvitation\_DirectorComey copy.pdf>

[REDACTED]

**From:**

[REDACTED]

b6 -1

**Sent:**

Wednesday, June 15, 2016 7:34 AM

**To:**

Rybicki, James E. (DO) (FBI)

<http://www.npr.org/2016/06/15/482123552/murder-rate-spike-attributed-to-ferguson-effect-doj-study-says>

[redacted]  

---

**From:** [redacted] b6 -1,2  
**Sent:** Tuesday, July 12, 2016 4:40 PM  
**To:** Rybicki, James E. (DO) (FBI); [redacted] (DO) (FBI)  
**Subject:** Fwd: Dallas and [redacted]

Don't see this as a high priority item but FYI.

----- Forwarded message -----

**From:** [redacted] b6 -1,2  
**Date:** Tuesday, July 12, 2016  
**Subject:** Dallas and [redacted]  
**To:** [redacted]

Jim, FYI, I sent the below yesterday to Jim Rybicki, but thus far haven't heard back from him. Sending to you in case he's on vacation:

Jim, Dallas attorney [redacted] called me today and asked for help in contacting the Director to invite him to Dallas to lead a major forum in the aftermath of the police murders. [redacted] and is working on a project in the wake of the murders called "Together Dallas" with Chief Brown, the Mayor, and others. [redacted] said that he was previously inspired by Jim's post-Ferguson speech, and that Chief Brown is also an admirer of Jim and the speech, and has made it required reading for new police recruits in Dallas. [redacted] says that if the Director can come to Dallas essentially any time in the next 4-5 months (hopefully sooner), he can make it happen. b6 -2

I thought I'd reach out to you for any guidance or initial reaction – thanks in advance for any direction you can provide. A link to [redacted] website is below.

[redacted] b6 -2

Best,

[redacted] b6 -2





b6 -2

Follow us on [LinkedIn](#), [Facebook](#), [Twitter](#) and [YouTube](#).

Sign up for legal email alerts [here](#).

NOTICE: Information contained in this transmission to the named addressee is proprietary and is subject to attorney-client privilege and work product confidentiality. If the recipient of this transmission is not the named addressee, the recipient should immediately notify the sender and destroy the information transmitted without making any copy or distribution thereof.

[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Friday, July 15, 2016 8:18 PM  
**To:** Rybicki, James E. (DO) (FBI); [REDACTED] (DO) (FBI)  
**Subject:** Ice cream social

We just had a family meeting about the ice cream social. Here is the vision: large 3 gallon tubs of vanilla, chocolate, coffee, and strawberry ice cream. [REDACTED] and I will scoop and serve. We need a table with toppings, including sprinkles, fudge, whipped cream, M&Ms, caramel and nuts etc. This is coming together. I was mocked for suggesting ice cream sandwiches.

b6 -2

See if the Sodexo peeps can pull this off.

Thanks.

[REDACTED]

**From:**

[REDACTED]

b6 -1

**Sent:**

Monday, July 25, 2016 1:12 PM

**To:**

Rybicki, James E. (DO) (FBI)

**Subject:**

Fyi

I suspect there will be more of these kinds of stories. Would like to discuss on Wednesday.

<https://www.lawfareblog.com/what-does-us-government-know-about-russia-and-dnc-hack>

[REDACTED]

---

**From:** [REDACTED] b6 -1,2  
**Sent:** Thursday, July 28, 2016 4:31 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re: From my buddy [REDACTED]

Yes. Let's get info. Want to be sure it isn't promoting a corporate gathering.

On Thursday, July 28, 2016, Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:

We may be able to do this if you are interested. Would you like the team to get additional information first?

**From:** [REDACTED]  
**Sent:** Wednesday, July 27, 2016 5:57 PM b6 -1,2  
**To:** Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)>  
**Subject:** From my buddy [REDACTED]

Hi, we are hosting a women in security event on insider threat on 9/7 at our NYC HQ 4-7pm. Panel with [REDACTED] and others wonder if you are free to do opening keynote? Will be about 125 external attendees. If you can how do we get your office engaged? Thanks [REDACTED]

b6 -1,2

Yeah I read it! Don't you miss it not! Thanks appreciate that! [REDACTED] is the office or my cell.

[REDACTED] (DO) (FBI)

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Friday, July 29, 2016 7:23 AM  
**To:** [REDACTED] Rybicki  
**Subject:** RE: My Mobile email is down

b6 -1

Copy. Please reboot and I'll get the team on it ASAP.

If you didn't get my e-mails from last night, please call me for a couple of items [REDACTED]

**From:** [REDACTED]  
**Sent:** Friday, July 29, 2016 7:22 AM  
**To:** J Rybicki [REDACTED] Rybicki, James E. (DO) (FBI) <James.Rybicki@ic.fbi.gov>  
**Subject:** My Mobile email is down

b6 -1

Rybicki, James E. (DO) (FBI)

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Wednesday, August 03, 2016 6:28 PM  
**To:** [REDACTED]  
**Subject:** RE: From [REDACTED]

b6 -1,2

Apologize. Don't know why the team hasn't reach out. Will do so ASAP.

**From:** [REDACTED]  
**Sent:** Wednesday, August 03, 2016 6:13 PM  
**To:** Rybicki, James E. (DO) (FBI) <James.Rybicki@ic.fbi.gov>  
**Subject:** From [REDACTED]

b6 -1,2

Hi Jim, sorry to chase but not heard from Your COS, If the dates dont work we need to approach another key note. Am at Stanford Business School this week but if he can reach out to My Chief of Staff [REDACTED] would be great. Thanks [REDACTED]

Rybicki, James E. (DO) (FBI)

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Thursday, August 04, 2016 9:30 AM  
**To:** [REDACTED]  
**Subject:** RE: From [REDACTED]

b6 -1,2

Talked to the team – they will make contact this morning to get more info.

**From:** [REDACTED]  
**Sent:** Wednesday, August 03, 2016 6:13 PM  
**To:** Rybicki, James E. (DO) (FBI) <James.Rybicki@ic.fbi.gov>  
**Subject:** From [REDACTED]

b6 -1,2

Hi Jim, sorry to chase but not heard from Your COS, If the dates dont work we need to approach another key note. Am at Stanford Business School this week but if he can reach out to My Chief of Staff [REDACTED] would be great. Thanks [REDACTED]

James.Rybicki@ic.fbi.gov

---

**From:** James.Rybicki@ic.fbi.gov  
**Sent:** Tuesday, August 09, 2016 8:21 PM  
**To:** [REDACTED] b6 -1  
**Subject:** RE:

Copy.

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

**From:** [REDACTED] b6 -1  
**Date:** 08/09/2016 8:17 PM (GMT-05:00)  
**To:** "Rybicki, James E. (DO) (FBI)" <James.Rybicki@ic.fbi.gov>  
**Subject:**



**Rybicki, James E. (DO) (FBI)**

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Thursday, August 18, 2016 7:01 PM  
**To:** [REDACTED]  
**Subject:** RE:

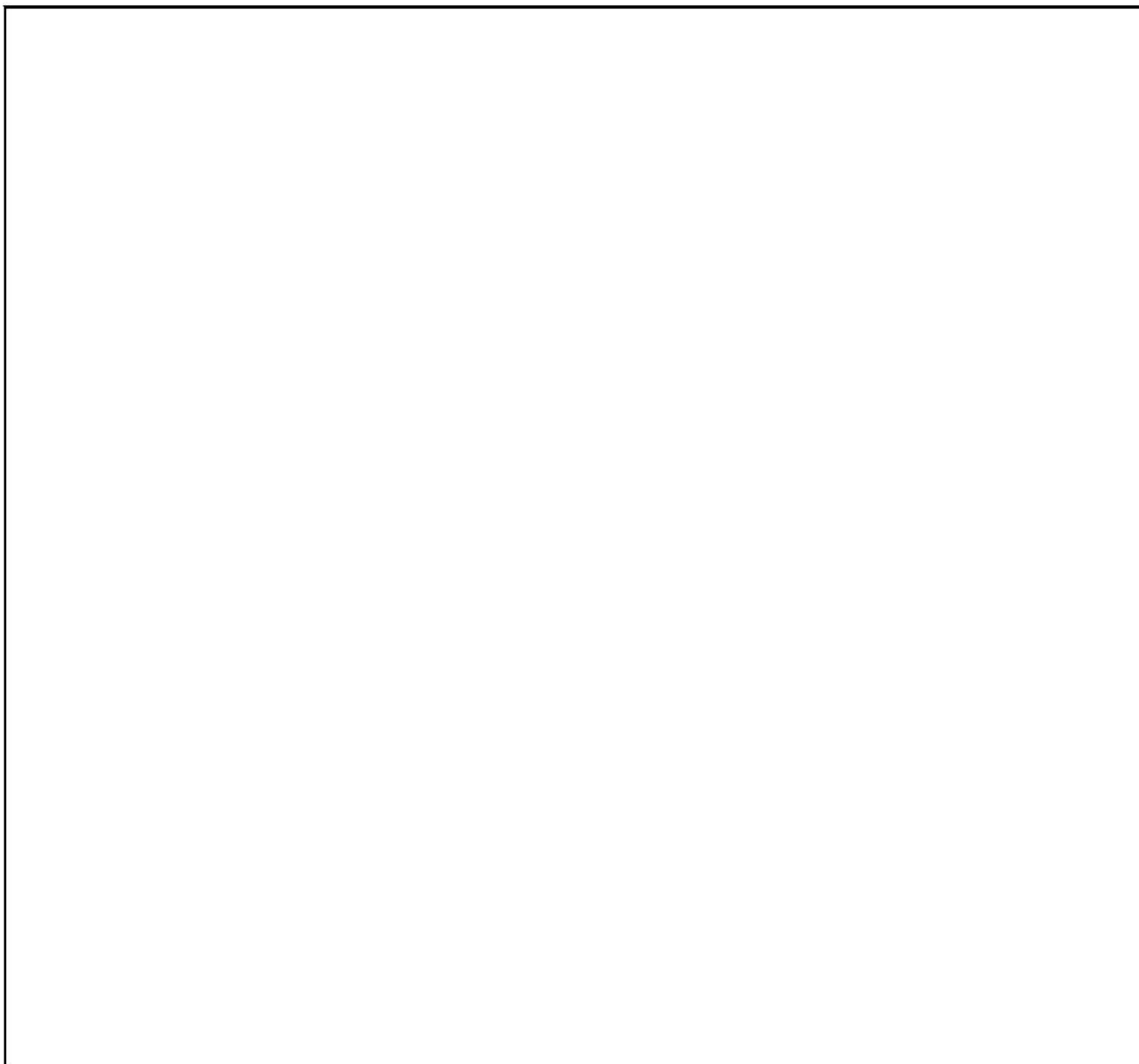
b6 -1

Copy. I'm on it.

**From:** [REDACTED]  
**Sent:** Thursday, August 18, 2016 7:00 PM  
**To:** Rybicki, James E. (DO) (FBI) <James.Rybicki@ic.fbi.gov>  
**Subject:**

b6 -1  
b7E -3

[REDACTED] is locked and says I need to contact administrator. Chuck seems busy. Help.



**From:** [redacted]

**Sent:** Tuesday, August 16, 2016 8:08 PM

**To:** Rybicki, James E. (DO) (FBI) <James.Rybicki@ic.fbi.gov>

b6 -1,2

**Subject:** Fwd: IBA invite

I like [redacted] who has done a lot for rule of law in Eastern Europe. Let's see what he has in mind.

----- Forwarded message -----

**From:** [redacted]

**Date:** Tuesday, August 16, 2016

**Subject:** IBA invite

**To:** [redacted]

b6 -1,2,3

Jim:

[redacted] has been trying (unsuccessfully) to get through to invite you to speak to the

International Bar Association next month at their annual conference in Washington. They are featuring a program on Combatting Terrorism and the Rule of Law. I guess he was afraid that if he just sent a letter to the FBI it might not make it to you in time.

I left a message on your private mobile phone, but this will fill you in on [redacted] contact information which is as follows: [redacted] I didn't want to give him your private contact information.

b6 -2,3

Let me know if you want me to tell him anything. My office number is [redacted]

I hope all is well. [redacted]

Best,

[redacted]



[redacted]  
[redacted]  
Honorable John M. Walker, Jr.  
U.S. Circuit Judge  
U.S. Court of Appeals for the  
Second Circuit  
157 Church Street  
New Haven, CT 06510

Telephone: [redacted]

email: [redacted]

b6 -3

[REDACTED]

**From:** [REDACTED]  
**Sent:** Sunday, September 11, 2016 12:01 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Draft for IACP  
**Attachments:** IACP 2016.docx

Let me know if it looks in shape to share with Kerry and others.

**Rybicki, James E. (DO) (FBI)**

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Wednesday, September 14, 2016 9:13 AM  
**To:** [REDACTED]  
**Subject:** RE: [REDACTED]

b6 -1,2

Copy - we'll reach out today and get more info.

**From:** [REDACTED]  
**Sent:** Wednesday, September 14, 2016 7:14 AM  
**To:** Rybicki, James E. (DO) (FBI) <James.Rybicki@ic.fbi.gov>  
**Subject:** Fwd: [REDACTED]

b6 -1,2

Let's see if I can speak to these kids.

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Sunday, September 11, 2016  
**Subject:** Fwd: [REDACTED]  
**To:** [REDACTED]

b6 -1,2

Would you want to do this?

Sent from my iPhone

Begin forwarded message:

**From:** [REDACTED]  
**Date:** September 10, 2016 at 11:58:26 AM CDT  
**To:** [REDACTED]  
**Subject:** [REDACTED]

b6 -2

Hi [REDACTED]

[REDACTED]  
[REDACTED]

b6 -2

[REDACTED]

[REDACTED]

b6 -2

we thought of Jim immediately. It struck us that the ethical and moral issues around the FBI would fit perfectly [redacted] If you think Jim might be open to the idea of speaking at the school and if he has the time, please let me know and I can facilitate an introduction [redacted] I know it would be a great honor and an amazing opportunity for the students to hear from The Director of the FBI or another representative from within the agency, who can address the moral and ethical issues of the work being done at this juncture in our country.

b6 -2

If I have over-stepped my bounds by inquiring, I completely understand and please forgive me.

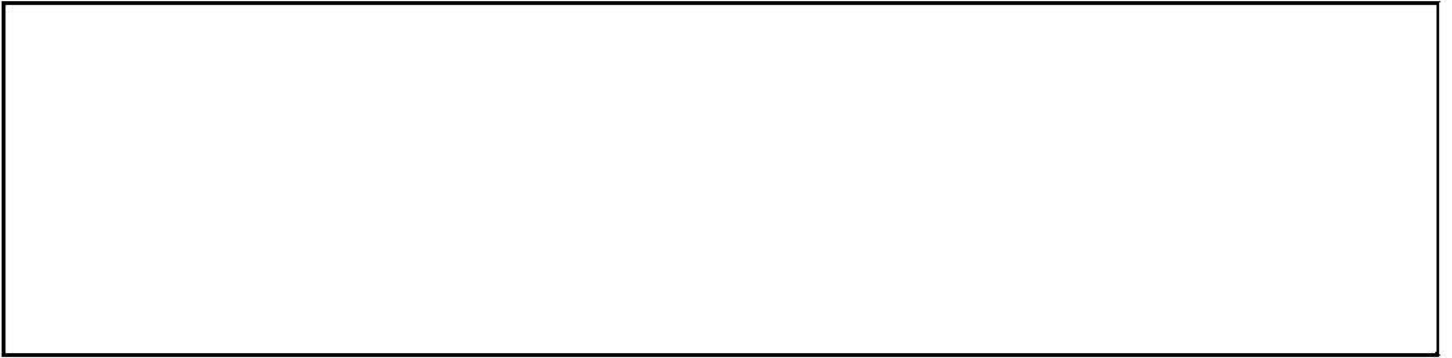
Thank you for entertaining this request. In our limited interaction thus far with [redacted] it is truly an extraordinary place. As I am sometimes unsure if you get my emails, I might follow up with you by calling next week. Once again, I hope you are all doing well. [redacted]

[redacted]

b6 -2

[redacted]

(cell)  
(home)



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

From: [REDACTED]  
Date: 9/16/16 7:51 PM (GMT-05:00)  
To: "James B. Comey" <jcb.dir@ic.fbi.gov>  
Subject: New draft

b6 -1

Reframed it. See what you think.

[REDACTED]

**From:** [REDACTED]  
**Sent:** Sunday, September 25, 2016 7:32 PM  
**To:** [REDACTED]  
**Cc:** Rybicki, James E. (DO) (FBI); James B. Comey  
**Subject:** Latest draft  
**Attachments:** IACP 2016 v2 (leaders).docx

b6 -1,2

Charles:

Here is my latest draft. Take a look and give me or Jim your feedback. Many thanks.



[REDACTED]

**From:** [REDACTED]  
**Sent:** Monday, September 26, 2016 8:16 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Latest draft  
**Attachments:** IACP 2016 v3 (leaders) (1).docx

b6 -1

Go ahead and share with Kerry. I put in nearly all of Chuck's suggestions.

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

From: [REDACTED]  
Date: 9/26/16 8:35 PM (GMT-05:00)  
To: "James B. Comey" <jcb.dir@ic.fbi.gov>  
Subject: Fwd: Stuff to think about re cyber

b6 -1

----- Forwarded message -----

From: [REDACTED]  
Date: Mon, Sep 26, 2016 at 8:36 PM  
Subject: Re: Stuff to think about re cyber  
To: Daniel Charles Richman [REDACTED]

b6 -1

Comments embedded. Feel free to share with this great guy.

Tactical Suggestions:

-Increase funding for computer scientists/technical contractors. I (and the agents I worked alongside) found these individuals to be incredibly useful on an operational level. The more technical people we have in this role, the less we need to train up agents on the bits and bytes. [REDACTED]

b5 -1

-Allow interns to work more than 16 hours a week during the school year. This sounds minor but some interns are real whiz kids and they can be giving a lot more to the organization than two days of time. If this is problematic to implement Bureau-wide, there should at least be a waiver option for special cases. [REDACTED]

b5 -1

-Stop working bogus DDOS cases. Some DDOS cases need to be worked. Others don't. It's typically a huge waste of resources and, in my opinion, mostly the result of a high powered

in-house GC/executive knowing someone important at the Bureau. I can tell you that this expenditure of resources really riles up the rank and file. **Don't know enough to react, but will get smarter.**

-Be more forward leaning with UCOs and UCO platforms. The only way to bring proactive cases (and not be solely reactive) is if the Bureau is willing to take some risks. Right now, UCO ideas aren't even being proposed because there's a perception that they will be either rejected outright or swallowed up by the bureaucracy (death by a thousand paper pushers). I understand the need for quality control on these platforms but I think Bureau may have over-corrected. I would streamline the bureaucracy here and give field offices with major cyber programs more local control over their planning and implementation. **Ah, youth. When I was his age I, too, did not appreciate how deadly an undercover over-reach would be before Congress, NY Times, ACLU, etc. Danger Will Robinson.**

Strategic Suggestions:

-HR needs to do a better job hiring the best and brightest and steering people with cyber skills to cyber squads. On the former point, I've met numerous engineers at top tech companies who are open to joining the Bureau but they didn't know that was even a possibility. On the latter point, anyone with any cyber experience should be gobbled up by a cyber squad. Right now, that's not happening. I just heard about a guy who was an IT consultant at Accenture for 5 years who was placed in NY Crim despite preferring to be in Cyber. That is not surprising considering that the HR contact for the NY field office is in West Virginia and has no understanding of Cyber's needs. [REDACTED]

[REDACTED] **What he may have experienced, however, is my insistence that all new agents spend 12 months in criminal because I want all to know that tool-set.**

b5 -1

-In the same vein, we need to make it easier to hire smart and technical people. Imagine you meet a 42 year old engineer at Google or JP Morgan. He's jazzed up about the idea of working for the gov't and open to a pay cut too. But how would we hire him? How long would it take? Consider the the creation of a new role: the Supervisory Computer Scientist. It would target people with technical skills and significant work experience. I would also give the local field office full hiring authority. [REDACTED]

b5 -1

[REDACTED] **That said, we simply must get faster at hiring.**

-Intelligence analysts need to provide more value to investigations. Right now, they are mostly focused outward, not inward. Their primary mission is not to help the agents/investigations, but to write reports for the IC (that are likely ignored). As such, they provide minimal value to the field offices and stand in stark contrast to the computer scientists/technical contractors. [REDACTED]

b5 -1

-Make it easier to come back. You've heard this one before so I won't go into it but I think there's a lot to gain from an FBI revolving door. The jury's still out regarding how many would come back but I get the sense that a lot of the guys that left miss the action. [REDACTED]

b5 -1

-We need to foster independent thinking and initiative for new agents. I met many bright and entrepreneurial agents who are so scared to do the wrong thing that they've lost their sense of initiative. I have to believe that the Quantico curriculum has something to do with that. I've spoken to some veteran agents who agreed with this analysis. [REDACTED]

[REDACTED] which is why the FBI's new vision statement mentions only three things, one of which is "agility." [REDACTED]

b5 -1

-Improve institutional memory for cyber investigations. There's a lot of reinventing the wheel happening right now. This is particularly acute because of the Cyber Division's retention problem. Top cyber field offices (NYC, Pittsburgh, etc.) should be sharing best practices across the Bureau. [REDACTED] **Just made the Pittsburgh SAC the new AD of Cyber.** [REDACTED]

b5 -1

Hope this is helpful!

[REDACTED] b6 -2

On Sun, Sep 25, 2016 at 2:58 PM, Daniel Charles Richman [REDACTED] wrote:

Following up on a request I made [REDACTED]

b6 -1,2

[REDACTED] sent me the following reflections/suggestions. Really interesting and I'm happy to help follow up if you'd like.

D

Begin forwarded message:

**From:** [REDACTED]

**Date:** September 25, 2016 at 12:40:03 AM EDT

**To:** Daniel Charles Richman [REDACTED]

b6 -1,2

**Subject:** Lovely to chat

**Reply-To:** [REDACTED]

Fascinating! Still making my way through the article but I'm really enjoying it. I just wish that I had read it before my time at the Bureau!

Per our conversation, here are some thoughts re cyber reforms. I divided the suggestions into two categories: tactical and strategic. By tactical, I mean reforms that are more bureaucratic in nature. This category is probably easier to fix (though some will be notably difficult). Strategic is more cultural, and will likely require more long-term thinking. I would be happy to go more in depth on each of these suggestions, if you'd like.

Tactical Suggestions:

-Increase funding for computer scientists/technical contractors. I (and the agents I worked alongside) found these individuals to be incredibly useful on an operational level. The more technical people we have in this role, the less we need to train up agents on the bits and bytes.

-Allow interns to work more than 16 hours a week during the school year. This sounds minor but some interns are real whiz kids and they can be giving a lot more to the organization than two days of time. If this is problematic to implement Bureau-wide, there should at least be a waiver option for special cases.

-Stop working bogus DDOS cases. Some DDOS cases need to be worked. Others don't. It's typically a huge waste of resources and, in my opinion, mostly the result of a high powered in-house GC/executive knowing someone important at the Bureau. I can tell you that this expenditure of resources really riles up the rank and file.

-Be more forward leaning with UCOs and UCO platforms. The only way to bring proactive cases (and not be solely reactive) is if the Bureau is willing to take some risks. Right now, UCO ideas aren't even being proposed because there's a perception that they will be either rejected outright or swallowed up by the bureaucracy (death by a thousand paper pushers). I understand the need for quality control on these platforms but I think Bureau may have over-corrected. I would streamline the bureaucracy here and give field offices with major cyber programs more local control over their planning and implementation.

#### Strategic Suggestions:

-HR needs to do a better job hiring the best and brightest and steering people with cyber skills to cyber squads. On the former point, I've met numerous engineers at top tech companies who are open to joining the Bureau but they didn't know that was even a possibility. On the latter point, anyone with any cyber experience should be gobbled up by a cyber squad. Right now, that's not happening. I just heard about a guy who was an IT consultant at Accenture for 5 years who was placed in NY Crim despite preferring to be in Cyber. That is not surprising considering that the HR contact for the NY field office is in West Virginia and has no understanding of Cyber's needs.

-In the same vein, we need to make it easier to hire smart and technical people. Imagine you meet a 42 year old engineer at Google or JP Morgan. He's jazzed up about the idea of working for the gov't and open to a pay cut too. But how would we hire him? How long would it take? Consider the creation of a new role: the Supervisory Computer Scientist. It would target people with technical skills and significant work experience. I would also give the local field office full hiring authority.

-Intelligence analysts need to provide more value to investigations. Right now, they are mostly focused outward, not inward. Their primary mission is not to help the agents/investigations, but to write reports for the IC (that are likely ignored). As such, they provide minimal value to the field offices and stand in stark contrast to the computer scientists/technical contractors.

-Make it easier to come back. You've heard this one before so I won't go into it but I think there's a lot to gain from an FBI revolving door. The jury's still out regarding how many would come back but I get the sense that a lot of the guys that left miss the action.

-We need to foster independent thinking and initiative for new agents. I met many bright and entrepreneurial agents who are so scared to do the wrong thing that they've lost their sense of initiative. I have to believe that the Quantico curriculum has something to do with that. I've spoken to some veteran agents who agreed with this analysis.

-Improve institutional memory for cyber investigations. There's a lot of reinventing the wheel happening right now. This is particularly acute because of the Cyber Division's retention problem. Top cyber field offices (NYC, Pittsburgh, etc.) should be sharing best practices across the Bureau.

Hope this is helpful!

[Redacted]

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** Saturday, October 01, 2016 2:26 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: more for IACP speech

b6 -1

----- Forwarded message -----

**From:** Daniel Charles Richman [REDACTED]

**Date:** Sat, Oct 1, 2016 at 2:04 PM

**Subject:** more for IACP speech

**To:** Jbd [REDACTED]

b6 -1

1. Note this new comment (in Sunday's NYT) supporting possibility of police pull back  
<http://www.nytimes.com/2016/10/02/opinion/sunday/is-there-a-ferguson-effect.html?action=click&pgtype=Homepage&clickSource=story-heading&module=opinion-c-col-right-region&region=opinion-c-col-right-region&WT.nav=opinion-c-col-right-region>
2. And this piece (drawing on a recent study) focusing on the other side of your "chasm" - effects of perceived injustice on citizen cooperation.  
<http://www.nytimes.com/2016/10/01/opinion/why-dont-you-just-call-the-cops.html?action=click&pgtype=Homepage&clickSource=story-heading&module=opinion-c-col-right-region&region=opinion-c-col-right-region&WT.nav=opinion-c-col-right-region>
3. The coverage of the second study [REDACTED] It moves from a depiction of the "narrative" of racist cops to (after the depolicing part) the decrease in citizen cooperation. Given that the point of departure for the study is not a "perceived" bad shooting but an actual case of really bad police violence, [REDACTED]  
[REDACTED]

b5 -1



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

From: [REDACTED]  
Date: 10/4/16 6:09 PM (GMT-05:00)  
To: "James B. Comey" <jcb.dir@ic.fbi.gov>  
Subject:

b6 -1

---

**From:**  
**Sent:** Wednesday, October 12, 2016 9:49 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Can you print this out  
**Attachments:** IACP 2016 Draft (10 10 16 Version).docx



[REDACTED]

b6 -1

**From:** [REDACTED]  
**Sent:** Thursday, October 13, 2016 10:48 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Latest draft  
**Attachments:** IACP 2016 Draft (10 13 16 Version).docx

Here is latest with some very minor tweaks. [REDACTED] may  
send me thoughts tomorrow. But what do they know, really.

b6 -2

Rybicki, James E. (DO) (FBI)

---

**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Thursday, October 13, 2016 11:11 PM  
**To:** [REDACTED] b6 -1  
**Subject:** RE: Latest draft

She may work in a malaprop to teach us a lesson.

...

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

**From:** [REDACTED]  
**Date:** 10/13/2016 7:46 PM (GMT-08:00) b6 -1,2  
**To:** "Rybicki, James E. (DO) (FBI)" <James.Rybicki@ic.fbi.gov>  
**Subject:** Latest draft

Here is latest with some very minor tweaks. [REDACTED] may send me thoughts tomorrow. But what do they know, really.



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

From: [REDACTED]  
Date: 10/15/16 2:04 PM (GMT-08:00)  
To: "James B. Comey" <jcb.dir@ic.fbi.gov>  
Subject: Speech final

b6 -1

IACP Plenary  
San Diego, California  
October 2016

One of the best things about my job is the opportunity to get to know the leadership of American law enforcement. Over the last three years, I have had the good fortune to know and talk with many of you. And although I haven't walked in your shoes, I thought it might be useful to share a perspective from where I am, as part of an organization that is in all of your communities, depends upon you, and constantly learns from you.

I have learned from you that this is a uniquely difficult time in American law enforcement. I realize that "unique" is an over-used word, but I think it applies here. And enough of you have told me that this is the hardest time in your career that I suspect you agree.

Your people are caught in difficult and dangerous riptides. Your patrol officers, your deputies, your detectives, your agents face challenges that those who came before them could hardly imagine.

There is water rushing in and water rushing out, and your people are standing where these unpredictable currents meet. They are being pulled in different directions. They are being pulled by the communities they serve, by their colleagues, by expectations, by their leaders, by the media.

There is a very real chance of drowning in the currents.

There is a need for leadership in the middle of those riptides. There is a need for people to stand tall, plant their feet, speak the truth, and calm the waters.

So what kind of leaders are we looking for among the riptides?

First of all, they are leaders who know their people. They know they became cops and sheriffs to do good. To help others. To serve their communities and to serve all the people who live there – whatever race, nationality, religion, gender, sexual orientation they may be. Your folks signed up to serve all of the people, all of the time.

Second, the leaders we need know what good policing looks like. They know it because they have lived it. Up-close, respectful, disciplined, firm, fair, lawful, and transparent law enforcement is what has always worked best, even in neighborhoods with the most significant crime problems. The leaders we need understand that a combination of kindness and toughness, of humility and confidence, of decency and determination, delivers the best results.

Third, the leaders we need know their neighborhoods with the greatest need for police and they know the people who live there. In particular, they know the history and journey of black America. They know the hopes, the dreams, the disappointments and the pain. They know that African-Americans, like all Americans, want good policing because they know it is the path to safety and prosperity.

Fourth, the leaders we need understand that our challenges are multiplied by a narrative that is forming about American policing. It is a narrative that has formed, in the absence of good information and in the absence of actual data and it is this: biased police are killing black men at

epidemic rates. It is a narrative driven by video images of real misconduct, possible misconduct, and perceived misconduct. It is a narrative given force by the power of empathy. It is also a narrative pushed forward by the surprise and shock of civilians at seeing how fast and complicated police activity can be.

The leaders we need know that many people of good will in this country – decent, caring people – believe with all their hearts that American law enforcement is using deadly force against black people at epidemic levels. The leaders we need know Americans believe that because those are the videos they see, over and over and over again. To these Americans, each video becomes further proof of nation-wide police brutality. People of good will are protesting – including here in San Diego – because they believe there is an epidemic of police violence against black people.

Of course, however good their hearts, Americans actually have no idea whether the number of black people or brown people or white people being shot by police is up, down, or sideways over the last ten years. They have no idea whether black people or brown people are

more likely to be shot during encounters than white people are. There is actually some recent Harvard research focused on ten major departments, analyzing over 1000 shootings showing lethal force is more likely to be used against white people, while non-lethal force is more likely to be used against black people. But we really don't know well enough on a national basis.

There were 10.5 million arrests in this country last year, and many times that number of encounters between officers and civilians. Out of those tens of millions of encounters, how many people were shot? What did they look like? What were the circumstances? Is deadly force use trending up or down? Where is it worst and where is it best? Nobody knows.

They have no idea of these things because we have no idea of these things. We simply don't know. As a country, we simply haven't bothered to collect the data, to gather the information. And in the absence of information, we have anecdotes, we have videos, we have good people believing something terrible is going on. In a nation of over 750,000 sworn law enforcement officers and tens



of millions of police encounters each year, a handful of videos serve as proof of an epidemic.

And that sense by good people that the police are doing terrible things has real costs.

The leaders we need know that this narrative makes it hard to gain our footing. It makes it hard for us to help people. Because in the absence of information, the narrative dominates and it changes everything. The leaders we need know we simply must change that and show ourselves and America what is true and accurate. Whatever that may be. We must have a national database about our use of deadly force. With accurate information, we can all get better.

The leaders we need also know that the narrative divides us, that it can keep good officers in their cars and good people in their homes, separated by a chasm of fear and distrust.

The leaders we need know that our officers are human beings, with families, obligations, hopes and dreams. They know our officers do not want to get famous or get dead. Our officers see the videos. They desperately do not want to be in one. They think about it all the time.

They also saw Dallas and Baton Rouge and Palm Springs and they follow every end-of-watch notification. They think about that all the time. They desperately don't want to leave their family behind, and their families desperately don't want to be left behind.

The leaders we need worry that self-initiated police activity is on the decline in our most violent cities. Of course officers respond to calls; of course they make arrests, comfort victims, and interview witnesses. They still "do their jobs." They still risk their lives. Because they are good people. But they are also people and a good leader knows that.

The leaders we need ask questions: Do my officers get out of their car at midnight to ask a group of kids what their business is on a street corner? Do they stop the car with tinted windows that just ran a stop sign in a high-crime neighborhood? Do they get out to pat down the known offender who has been standing for an hour on a known drug corner? Or, as you have told me, do they first ask themselves, "*Could this get me famous or dead?*" And the answer changes

policing and changes neighborhoods. The leaders we need see that.

But they also see that's only one side of the divide. On the other side of the divide, the chasm of distrust, they know stand good people who saw something, or suspect something, or know something. When homicides are up but clearance rates are down, the leaders we need think about the divide, the chasm. If people don't trust the police, they aren't going to offer the tips, they aren't going to whisper to the cop that they saw the up-close shooting, that they know who just left 20 shell casings on the sidewalk in broad daylight, that they know where the gun ended up. Instead, they are going to stay inside on their own side of the divide, the chasm. More murders, more unsolved.

And so into the chasm, into the gap of distrust, fall more dead young black men. Places like Chicago show us what the chasm looks like and how much pain it causes. The leaders we need ache over this, agonize over this, and refuse to stop speaking about it.

And so they keep talking, until they are hoarse. They talk to their citizens. They talk to the media. They talk to their local elected leaders. And, most of all, they talk to their officers. They love them and support them and hold them accountable. They fight for the equipment and training they need. They make clear what is expected of them, and make clear that they will have their back if they police well, even if it ends in tragedy, as it sometimes does.

And to their communities, they make clear that good policing is up-close and firm-but-respectful; that policing is really, really hard and sometimes bad things happen, but those things will be met with transparency and thoughtful judgment; that community leaders should support their officers because they are, after all, their officers, saving lives and creating spaces where good things can grow.

And in all that talking, the leaders we need show both sides they want and need the same policing. That is how the chasm will begin to close. That is how communities will find both healing and peace.

Those are the kind of leaders we need. The good news? Those are the kind of leaders so many of our communities have. I have come to know many of you personally as I have met with you and your troops, so I know we have these kinds of leaders. Thank you for planting your feet in the riptide, caring for your officers and for your community, and for helping calm the waters.

\* \* \*

But as you work to close the chasm, we face another threat from the narrative that policing is biased and violent and unfair. It threatens the future of policing so we have to talk about it as well.

Who would chose to do this work? Who would choose to do something decried as inherently racist? Who would choose to risk getting famous or dead? Why on earth would a talented young person choose that life when they could choose a “respectable” profession?

These questions should haunt us, because this country will be deeply sorry if that young talent – kids who want to help others – chooses some

other way to serve. We need great teachers, and nurses, and social workers. But we also need great people of character and talent out there where the stakes are highest – where single moms are trying to find a life for their families, where a good kid needs a second chance, where old people want to sit on the porch, where there really are predators trying to kill people.

If quality young people stop signing up, we may not notice it for a few years, but the day will come when we will be deeply sorry that we failed to explain to great young people why they should choose law enforcement, that we failed to show them the true heart of law enforcement.

There are bad cops. There are departments with troubled cultures. Unfortunately, people are flawed. In any large group, there will be bad ones. All professions want to find and root out the bad ones. There are bad bankers, bad lawyers, and bad software engineers. There are companies and firms with troubled cultures. But for law enforcement, the spotlight is brighter and the standards are higher. That is the way it should be, given the power and authority we are entrusted with. We accept those standards and



must work hard to measure ourselves against them.

And of course the pressure on cops is unique. There is no doubt that some cops come to see young men of color on their beat as perps because they see so many who have gone wrong. That's dumb and unjust and we have to constantly resist it, to train it out and root it out.

Cops are also only called to scenes of hurt and pain; that can be warping and we have to be conscious of that danger. We have to show the cops who only work the overnight that there are good people in that neighborhood going to school and work, pushing strollers, and sitting on park benches in the daylight, including good young men trying to make a life.

But I really can't give you an on-the-one-hand, on-the-other-hand thing here, because the truth is this: Police officers are overwhelmingly good people. They are overwhelmingly people who took exhausting, dangerous jobs because they want to help people. They chose lives of service and moral content because that's who they are. They want to stop bad guys from occupying

neighborhoods; they want to help old people off the floor and back into bed; they want to keep a young girl from a life on the street.

Someone once said that you make a living by what you get; you make a life by what you give. These cops don't make a great living. But they make a great life, for themselves, and for those they protect.

As we work to close the chasm, we need to show the young people of America what it is like to choose service over self. We need to show them what American law enforcement is really like. Because if they know what we know, they will want to be part of it. And we also need to show the people of America, especially people of color and especially the black community, what we are really like. Because if they see what we see, the chasm will start to close.

I saw the true heart of American law enforcement in a church in Orlando in June. I went down to have a private meeting with the first responders to the attack at the Pulse nightclub. I wanted to thank them, in person, and privately.



As I stood looking out at the sea of faces, a hand went up. A man in uniform stood up. He told me his name and then he said, *"I'm Jewish."* That confused me, but he went on. *"I was one of the first there that night, and as I ran toward the sound of gunfire, at my side was a Muslim officer. We were Jew and Muslim and Christian. We were white and black and Latino and Asian. We ran to help people we didn't know and we didn't care what they looked like. We ran toward the danger because that's who we are, that's what we do. I thought you should know that. I think people should know that."* And then he sat down.

That is the true heart of law enforcement.

We are flawed. We must – and we will – work to get better. But we are good people from all walks of life who have chosen service over self. I know that. I think all people should know that.

When I speak to young people I try to give them an odd perspective. Because life is filled with striving and stresses, with the need for money and the craving for recognition, all of which may obscure what really matters, I tell them to do something weird. I suggest that they

close their eyes and imagine themselves old and gray and about to die. I ask them to sit at the end of their lives and look back on their life and ask one question: "*Who do I want to have been?*" Because if you ask it that way, things like money and houses and cars and even human honor are stripped away. And what really matters will come into view.

I frame it that way for them because I hope some of them will answer the question as those in law enforcement have. You want to have been people who used what you had to help people who needed you – the bullied, the picked-on, the vulnerable, the weak, the frightened. That's who you will have been. And we must ensure that people of talent continue to understand that only in such a life is there real value, real wealth.

We need to lead well. We need to collect accurate and complete information to inform the policing debates in this country. We need to show people the true heart of law enforcement. And, we need to close the chasm. If we do those things, and we do them well, we will save lives. And we will ensure that other great men and women

follow into this frustrating, exhausting, dangerous and thoroughly wonderful career.

Thank you for your leadership. Thank you for the lives you have chosen to live. Thank you for the lives you shape and the lives you save. Thank you for choosing to do good for a living.

# # #

J Rybicki

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**From:** J Rybicki  
**Sent:** Thursday, October 27, 2016 10:21 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: Fw: CNAS

----- Forwarded message -----

**From:** Josh Campbell [REDACTED]  
**Date:** Tuesday, October 25, 2016  
**Subject:** Fw: CNAS  
**To:** [REDACTED] b6 -1

Hi Jim: Thanks again for the chat today and for your help with this. Below is the background and bio. As I mentioned, it is always painful to ask someone to take the time to write a letter of recommendation, but I do sincerely thank you for your time. I think the Bu & DOJ are very underrepresented in a lot of these thinktank programs (they are very heavy on State, DoD, and USIC participants), so I look forward to helping put our best foot forward and wave the Bureau flag if fortunate enough to be selected. Thanks again! -Josh

---

**From:** [REDACTED] b6 -1  
**Sent:** Monday, October 24, 2016 5:54 PM  
**To:** Josh Campbell  
**Subject:** Re: CNAS

You definitely shouldn't drop. We think you should do this program because it will be good for you and the Bu. We just want to accomplish the goal without creating a precedent that will be awkward with others.

On Mon, Oct 24, 2016 at 8:40 PM, Josh Campbell [REDACTED] wrote:

No problem at all. In hindsight, I probably should have approached him initially anyway in keeping with the chain of command. I definitely don't want to put anyone in an uncomfortable position or even appear to be benefitting personally from this amazing opportunity, so I'm honestly okay shelving the whole thing. Plenty of other opportunities available to meet and interact with my peers. Thx.

b6 -1

On Oct 24, 2016, at 8:22 PM, [REDACTED] wrote:

I drafted something, but think we should explore having Rybicki do the recommendation and say that I am fully supportive and willing to speak to them. He and I are both a little worried about the precedent of me writing a letter on behalf of an employee. He will discuss with you tomorrow. We will get you into the program.

On Sat, Oct 22, 2016 at 3:58 PM, Josh Campbell [REDACTED] wrote:

b6 -1

Hope you're enjoying the weekend. Thanks again for your willingness to write a letter of rec in support of my application to the CNAS Next Generation Leaders program, which has an application deadline of 11/1. This is a great opportunity to meet other peers in national security positions outside the FBI. (I'll also be applying for CFR Term Membership, which is similar to the CNAS program, but the deadline for CFR isn't until January and I can essentially use the same letter content for both organizations.)

It is quite painful to ask someone to write a letter recommending me for an emerging leaders program, but since they wouldn't just take my word for it like we do on the 954, I appreciate you taking the time to pen some thoughts. Once completed, I can attach the letter to the electronic application, or you can send it separately if you prefer confidentiality.

In short, they are looking for your observations on my potential for leadership in the field of national security. Some recent practitioner-level examples might include my serving as interagency comms coordinator for our investigation of the Sony & OPM breaches, as well as the San Bernardino attack, which all required significant interaction with the WH and IC. Additionally, background on my previous field work is included in the bio pasted below.

Since this is a program geared towards "young" leaders, they'll particularly be looking for evidence of leadership positions attained at a faster rate than one's peers might normally achieve [REDACTED]

b6 -1

Thanks again sir. I'm very grateful for your time.

Josh

<https://www.cnas.org/next-generation-programs/nextgeneration>

[REDACTED]

**From:** [REDACTED]  
**Sent:** Sunday, November 06, 2016 7:39 PM  
**To:** Rybicki, James E. (DO) (FBI); rosenbergchuck  
**Subject:** Trending g  
**Attachments:** IMG\_0462.jpg

b6 -1

[REDACTED] just sent me the attached summary de facebook. Lady just passed me in a local restaurant and said "go Hillary." I acted like a blind deer in the headlights and ignored her. b6 -2

When will this end?

Done

10 of 10

## Trending

**James Comey**

1M people talking about this

**CoverGirl**

26K people talking about this

**Dana Carvey**

11K people talking about this

**Dak Prescott**

16K people talking about this

**Audrina Patridge**

1K people talking about this

**Floyd Mayweather Jr.**

79K people talking about this

**Diyarbakir, Turkey**

1M people talking about this

**Marshawn Lynch**

16K people talking about this

**Google Search**

180K people talking about this



**Chuck Rosenberg**

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**From:** Chuck Rosenberg  
**Sent:** Sunday, November 06, 2016 7:42 PM  
**To:** [REDACTED] b6 -1  
**Cc:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re: Trending g

Audrina Partridge (whoever the hell that is) has a lot of ground to make up.

> On Nov 6, 2016, at 19:38, [REDACTED] wrote: b6 -1,2

>  
> [REDACTED] just sent me the attached summary de facebook. Lady just passed me in a local restaurant and said "go Hillary." I acted like a blind deer in the headlights and ignored her.

>  
> When will this end?

>  
> <IMG\_0462.jpg>



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**From:**  b6 -1  
**Sent:** Tuesday, November 08, 2016 2:37 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Two draft emails  
**Attachments:** Midyear thoughts.docx; veterans day 2016.docx

James:

Attached are two draft emails, one for tomorrow and the other for Thursday. I have come around to the view that I need to do the message tomorrow in written form so people are able to digest it better and return to it more easily as a reference for themselves. See what you think and we can discuss.

[REDACTED]

**From:**

[REDACTED]

b6 -1

**Sent:**

Sunday, November 20, 2016 7:00 PM

**To:**

Rybicki, James E. (DO) (FBI)

**Subject:**

Draft Thanksgiving Message attached

**Attachments:**

Thanksgiving 2016.docx

Some of you may recall my family tradition of taking a coffee can that the kids decorated years ago to resemble a turkey (if you don't look closely and the room is dimly lit) and asking every family member to write what they are thankful for on colored paper "turkey feathers," which I pull out and read during dinner. I won't be able to fit mine on the feather this year, because there is so much I am thankful for.

I have never been prouder of the FBI – and of my good fortune to share a decade of my life with you – than I am at this Thanksgiving.

I hope that doesn't surprise you. Sure, there has been a fair amount of controversy this year, as we have found ourselves doing our work in the spotlight of an election year. But we have done it throughout, just as you would expect us to, in an honest, competent, and independent way.

And what the spotlight sometimes obscures is just how much other work we are doing to protect the American people and uphold the Constitution of the United States. There is too much to list here, but there is one case I can't get out of my mind, even weeks later, because it so vividly illustrates why we chose this life.

This fall, a beautiful six-year-old North Carolina girl was kidnapped off her front lawn by a stranger. Our folks rolled out immediately to help local law enforcement and used our expertise to track the phone of a known sex offender, which led to a remote, wooded area. The next morning searchers found her – alive – without her clothes, chained by the neck to a tree deep in the woods, where the kidnapper had intended to return. The picture of her wide eyes looking up at her rescuers as worked to free her has stayed with me since the moment I first saw it. I called our Charlotte Division folks and the Sheriff who led the search to thank them for their work. The Sheriff told me that the rescuers, grown law enforcement officers, stood together at the end in the command center and cried uncontrollably, because it almost never ends this way. I cried during that phone call for the same reason.

I am thankful to be part of a group dedicated to protecting the innocent and finding the truth. I am thankful that we do it the right way, always. That's what would be on my feather, if it were big enough. Happy Thanksgiving.

*Jim Comey*

**Rybicki, James E. (DO) (FBI)**

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**From:** Rybicki, James E. (DO) (FBI)  
**Sent:** Monday, November 21, 2016 4:36 PM  
**To:** [REDACTED] James B. Comey b6 -1  
**Subject:** Re: Draft Thanksgiving Message attached  
**Attachments:** Thanksgiving%202016.docx

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**From:** [REDACTED] b6 -1  
**Sent:** Sunday, November 20, 2016 6:59 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Draft Thanksgiving Message attached

Some of you may recall my family tradition of taking a coffee can that the kids decorated years ago to resemble a turkey (if you don't look closely and the room is dimly lit) and asking every family member to write what they are thankful for on colored paper "turkey feathers," which we pull out and read during dinner. I won't be able to fit mine on the feather this year, because there is so much I am thankful for.

I have never been prouder of the FBI – and of my good fortune to share a decade of my life with you as Director – than I am at this Thanksgiving.

I hope that doesn't surprise you. Sure, there has been a fair amount of controversy this year, as we have found our work being viewed through the lens of an election year. But we have done it throughout, just as the public would expect us to, in an honest, competent, and independent way.

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I am thankful to be part of a group dedicated to protecting the innocent and finding the truth. I am thankful that we do it the right way, always. That's what would be on my feather, if it were big enough. Happy Thanksgiving to you and your families and loved ones who sacrifice so much for this great institution.

*Jim Comey*

[REDACTED]

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**From:** [REDACTED] **b6 -1**  
**Sent:** Monday, November 21, 2016 6:17 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re: Draft Thanksgiving Message attached  
**Attachments:** Thanksgiving 2016 FINAL.docx

No wonder it looked okay to me; I didn't see your comments, which make it better. Final is attached.

On Mon, Nov 21, 2016 at 6:06 PM, [REDACTED] wrote: **b6 -1**  
no. let me check on laptop.

On Mon, Nov 21, 2016 at 5:24 PM, Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:

Could you see the comments in the version I sent?

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**From:** [REDACTED] **b6 -1**  
**Sent:** Monday, November 21, 2016 4:57 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Re: Draft Thanksgiving Message attached

Looks good. A " they" is missing in the part where " they worked to free her".

On Mon, Nov 21, 2016 at 4:36 PM Rybicki, James E. (DO) (FBI) <[James.Rybicki@ic.fbi.gov](mailto:James.Rybicki@ic.fbi.gov)> wrote:

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**From:** [REDACTED] **b6 -1**  
**Sent:** Sunday, November 20, 2016 6:59 PM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Draft Thanksgiving Message attached

Some of you may recall my family tradition of taking a coffee can that the kids decorated years ago to resemble a turkey (if you don't look closely and the room is dimly lit) and asking every family member to write what they are thankful for on colored paper "turkey feathers," which we pull out and read during dinner.

I have never been prouder of the FBI – and more grateful that I get to share a decade of my life with you as Director – than I am at this Thanksgiving.

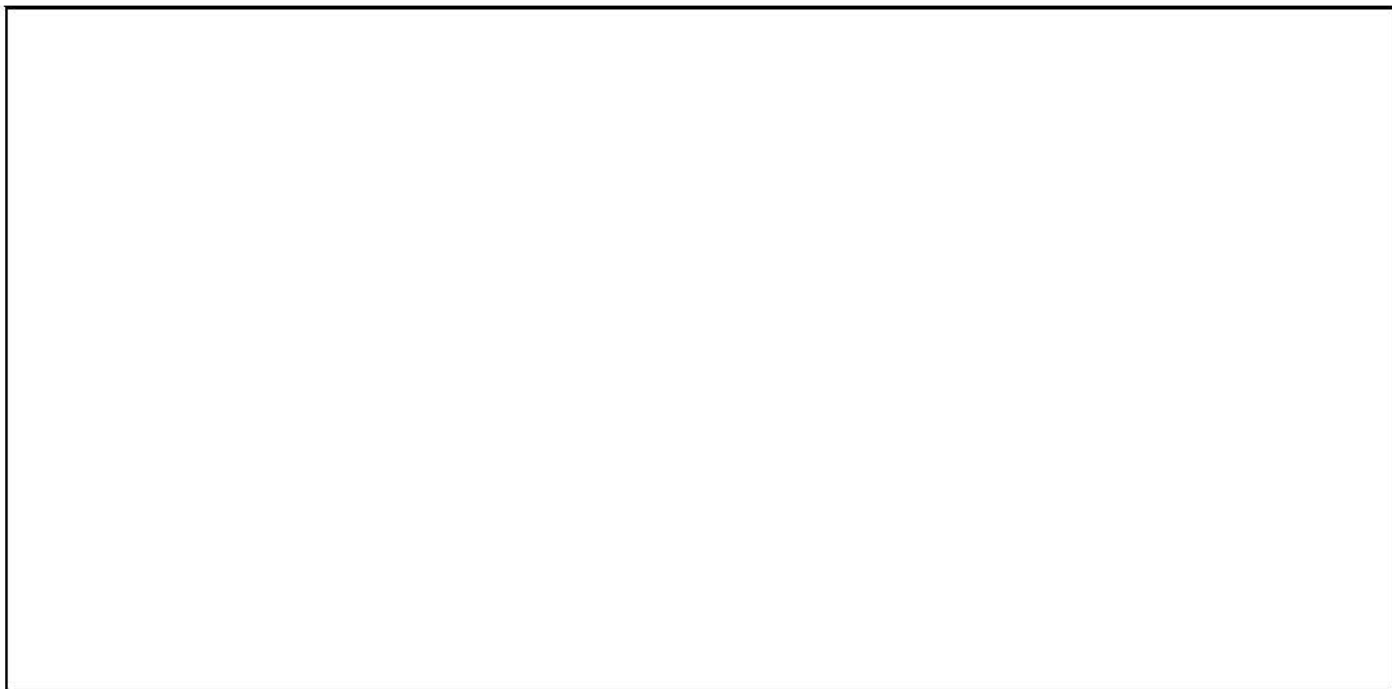
I hope that doesn't surprise you. Sure, there has been a fair amount of controversy this year, as we have found our work being viewed through the lens of an election year. But we have done it throughout, just as the public would expect us to, in an honest, competent, and independent way.

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I am thankful to be part of a group dedicated to protecting the innocent and finding the truth. I am thankful that we do it the right way, always. That's what would be on my feather, if it were big enough. Happy Thanksgiving to you and your families and loved ones who sacrifice so much for this great institution.

*Jim Comey*



**From:**

[Redacted]

b6 -1

**Sent:** Saturday, December 31, 2016 10:56 AM

**To:** Rybicki, James E. (DO) (FBI); James B. Comey

**Subject:** Year end message FINAL is attached



[REDACTED]

**From:** [REDACTED] b6 -1,2  
**Sent:** Wednesday, January 04, 2017 9:18 AM  
**To:** Rybicki, James E. (DO) (FBI)  
**Subject:** Fwd: [REDACTED]

Let's discuss. Also, let's discuss a limited role [REDACTED] can play on cyber.

----- Forwarded message -----

From: Daniel Charles Richman [REDACTED]  
Date: Tue, Jan 3, 2017 at 3:25 PM b6 -1  
Subject: [REDACTED]  
To: Jbd [REDACTED]

Talked to [REDACTED] who might be persuaded to work as a gd bridge person.

He said last time there were discussions about him working for you,

the fact that he was "political" at doj was a stumbling block. My

personal take [REDACTED]

b5 -1

D

Daniel Richman

Paul J. Kellner Professor of Law

Columbia Law School

b6 -1

b6 -1,2

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

From: [REDACTED]  
Date: 1/7/17 3:47 PM (GMT-05:00)  
To: "James B. Comey" <jcb.dir@ic.fbi.gov>  
Subject: Fwd: negative take on your policing speeches

b6 -1

----- Forwarded message -----

From: Daniel Charles Richman [REDACTED]  
Date: Sat, Jan 7, 2017 at 3:39 PM  
Subject: negative take on your policing speeches  
To: Jbc [REDACTED]

b6 -1

I realize that you've got plenty of other stuff on your mind. But you ought to know about (if only to pass on to others) about the attached first draft that [REDACTED] as part of the "minisymposium" on the murder spike that I mentioned to you. [REDACTED] is OK with my sending it to you). [REDACTED] and is one of the most respected law & econ people writing about crime. So this is likely to get decent play within academia. And as you can see it has some quite hostile aspects, coming down hard on your de-policing musings, even as giving you credit for noting the homicide spike.

b6 -6

Given the tight nature of law review deadlines (this will come out in June but you know law rev lead times) and the likelihood that you and your crew have plenty on your plates, I'm not suggesting that you consider a response (tho if you really wanted to do that, I could try to facilitate it). But if [REDACTED] has made factual errors in characterizing your position, we should try to point them out. And at the very least, your crew might consider some of his analysis going forward.

b6 -6