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**NATIONAL SECURITY AGENCY/CENTRAL SECURITY  
SERVICE**



**INSPECTOR GENERAL  
REPORT OF INVESTIGATION**

**19 June 2015**

**IV-14-0116**

**Alleged Timecard Fraud**

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

(U) This report might not be releasable under the Freedom of Information Act or other statutes and regulations. Consult the NSA/CSS Inspector General Chief of Staff before releasing or posting all or part of this report.

Approved for Release by NSA on 10-31-2019,  
FOIA Case # 85643 (litigation)

On 7 September 2016, an administrative correction was made to the final paragraph of page 13 (modifying the dollar amount in the parenthetical to \$12,822). No other modifications were made. /s/ [redacted]

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## **(U) OFFICE OF THE INSPECTOR GENERAL**

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

### **(U) AUDITS**

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

### **(U) INVESTIGATIONS**

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

### **(U) INTELLIGENCE OVERSIGHT**

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

### **(U) FIELD INSPECTIONS**

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

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## I. (U) SUMMARY

(U//~~FOUO~~) On 27 February 2014, the NSA/CSS Office of Inspector General (OIG) received an allegation that [redacted] was falsifying his timesheets by claiming time spent caring for his children as time worked.

(U//~~FOUO~~) Analysis of [redacted] access control records and timesheets from 8 April 2013 to 5 April 2014 revealed that he routinely submitted false and inaccurate timesheets. He regularly claimed to arrive at work earlier and depart later than he actually did. On some days, he claimed on his timesheet that he returned to work in the evening for several hours or worked on a weekend, despite no access control data to support his claim.

(U//~~FOUO~~) Although [redacted] claimed that the discrepancies between access control and his timesheets were due to his inadvertent timekeeping errors, the OIG found evidence to the contrary. The data showed that [redacted] claimed more time on his timesheet than he was within access control 186 times. Meanwhile, there were only ten occasions in which he claimed less time on his timesheet than he was within access control. The number of "errors" in his favor were so much higher than those not in his favor, that it is reasonable to conclude that he did it deliberately. This pattern reflects an intentional effort to receive pay for hours not worked.

(U//~~FOUO~~) [redacted] acted with reckless disregard to whether his timesheets were true by failing to fill out his timesheet daily and estimating his entrance and exit times based upon his memory. Furthermore, he failed to accurately record his time even after his supervisors pointed out discrepancies on his timecards and instituted a requirement that he email them upon arrival and departure.

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(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that, during the period 8 April 2013 through 5 April 2014, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 312.75 hours (approximately \$12,822). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7(a)(b); and NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B).

(U//~~FOUO~~) A copy of the NSA/CSS OIG report will be forwarded to Employee Relations for information and appropriate action. A summary of the findings will also be forwarded to the Associate Directorate for Security and Counterintelligence (ADS&CI) and [redacted] supervisor.

<sup>1</sup> (U//~~FOUO~~) [redacted] may have also violated 18 U.S.C. §1001 and 18 U.S.C. §287 through his actions. The OIG reported this potential violation to the United States Attorney's Office for the District of Maryland on [redacted]

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**II. (U) BACKGROUND**

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**(U) Introduction**

(U//FOUO) [redacted] worked in the [redacted] from the time he was hired at NSA [redacted] until he transferred to NSA Texas [redacted]. [redacted] was [redacted] supervisor from November 2010 until August 2012, when [redacted] assumed that responsibility. [redacted] remained his supervisor until his transfer to Texas. Although [redacted] became [redacted] supervisor in August 2012, she did not begin signing his timecards until she was promoted from Branch Chief to Division Chief [redacted]. Prior to that, former Division Chief [redacted] signed them.

(U//FOUO) For the purposes of this investigation, the OIG reviewed [redacted] time and attendance from 8 April 2013 to 5 April 2014.

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**(U) Applicable Authorities**

(U) See Appendix A for the full citations.

- (U) NSA/CSS PMM, Chapter 360, §1-3(a) and §2-7 (a) and (b)
- (U) NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B)

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**III. (U) FINDINGS**

~~(U//FOUO)~~ **ALLEGATION:** During the period of 8 April 2013 through 5 April 2014, did [redacted] knowingly submit false and inaccurate timesheets, for a total shortfall to the Government of 312.75 hours, in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §§2-7 (a) & (b); NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B)?

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

**(U) Testimonial Evidence**

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

~~(U//FOUO)~~ [redacted] was interviewed on 23 July 2014, and provided the following sworn testimony.

~~(U//FOUO)~~ From April 2013-April 2014, [redacted] worked at [redacted]. His work schedule was "crazy." In the morning, he took his children to their schools in Glen Burnie and Brooklyn Park. Usually, he came to work after dropping the children off, around 0845-0900. Sometimes, though, he came to work first, then departed to pick up the children at home (in Glen Burnie), then took them to school, and finally returned to work.

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~~(U//FOUO)~~ In the afternoons, [redacted] had to pick up his children at the end of their school day. He departed work around 1400, picked up the children from their respective schools, dropped them off at home, and finally returned to work around 1600. How late he stayed in the evening varied. He might work a few more hours or until the building closed.

~~(U//FOUO)~~ [redacted] picked the children up from school "pretty much every day" between April 2013-April 2014 because his wife lost her license and did not drive. When he left work to drop off or pick up his children, [redacted] signed himself out on his timecard, "every time that I could remember." When it was pointed out that his timecards reflected frequent, but not daily departures, [redacted] stated that there were times when other arrangements were made to pick up the children. For instance, sometimes his wife walked to his son's school to pick him up and his daughter took the bus. On other occasions, a friend from church picked them up.

~~(U//FOUO)~~ [redacted] frequently had to leave work unexpectedly to attend to an emergency. For instance, his wife had to undergo unforeseen medical tests or his daughter was sent home from school. He updated JSignout as he left.

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(U//FOUO) [redacted] knew that [redacted] had to leave frequently and approved of the staggered schedule as long as he "made up his hours." [redacted] made sure to adhere to the core hours of 10-2.

(U//FOUO) [redacted] usually ate lunch at his desk. On payday Fridays, he and a co-worker took turns picking up Chinese food for the office. It was usually ready when he arrived, so took only 30-45 minutes round trip. On a rare occasion, the restaurant was backed up and it took up to 90 minutes. [redacted] may have signed out on his timecard when it took a long time. Usually, he tried to run out quickly and return within the 30 minute window. Sometimes he ran out to delis in the immediate neighborhood. He did not sign out on his timesheet because it only took 30 minutes.

(U//FOUO) [redacted] admitted that he did not fill out his timecard daily. Every two weeks, when his timecard was due, he tried to fill it out from memory. He reviewed his email to see what appointments he had and hoped what he put was accurate. Overall, he just tried to "get it done and get it turned in." [redacted] was unaccustomed to filling out timecards because he did not do it in the military. When [redacted] instructed [redacted] to keep better track of his hours, he began to write them on his white board, but then accidentally rubbed them off with his chair. Other times, the electronic timecard file crashed and he lost his data.

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(U//FOUO) [redacted] maintained that he was not trying to falsify his timecards. He just failed to keep good enough records of his absences. If he did not think to make a note of the time when he left work, he might not remember when timecards came due. He might have thought he was gone for an hour, when in reality it was an hour and a half. It was not intentional and he tried to make up any hours he was short during the week by working on Saturday. His "head hasn't been on straight for the past year with the things going on." His wife and son were diagnosed with serious illnesses, his wife has drug abuse problems, his house was foreclosed on, his car was repossessed, and he is going through a divorce. He is moving to Texas, in hopes of starting fresh with his children. After reviewing his access control records and timecards, [redacted] realizes he probably owes the government money and he wants to rectify the situation.

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(U//FOUO) [redacted] seldom had business outside the building between April 2013-April 2014. Occasionally, he attended a working group or a conference within access control at OPS or FANX. He did not go to buildings for business-related purposes that lacked access control. He recalled a meeting at CIA, and going through their turnstiles, but could not remember the date.<sup>2</sup> However, [redacted] went to EAS at least three times toward the end of the year. He also went to training at [redacted] but could not recollect the title of the class; it should be in his training profile. He did not recall any TDY during the time period.

(U//FOUO) [redacted] destroyed all of his hard copy calendars in preparation for his PCS to Texas. His Outlook calendar did not contain any relevant appointments; he only started using it within the last couple of months.

<sup>2</sup> (U//FOUO) The OIG searched [redacted] top secret email archive for any evidence of meetings at CIA. The OIG found evidence of two meetings, however both took place in Fall 2012, prior to the period under review.

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(U//FOUO)

(U//FOUO) On 23 January 2015, [redacted] Production Center Manager, [redacted] [redacted] was interviewed and provided the following sworn testimony.

(U//FOUO) [redacted] had concerns about [redacted] timecards "off and on." Because [redacted] was having problems at home (an ill wife, an impending divorce, and childcare problems) [redacted] afforded him flexibility with his schedule. For instance, he was permitted to work on weekends. He was also permitted to leave work in the afternoon to pick up his children from school. He was expected to return later to finish his shift. However, [redacted] heard rumors that [redacted] was not returning to work after he picked up his children. He also began to notice discrepancies between what [redacted] reported on his timecard and when he was actually present. When [redacted] drew those discrepancies to his attention, [redacted] always made a correction to his timesheet and explained that he made a mistake. [redacted] never admitted to purposely making false entries on his timesheet. [redacted] estimated that he sent "a half dozen" timecards back to [redacted] for correction.

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(U//FOUO) [redacted] eventually required [redacted] to send him an email when he arrived in the morning, when he departed in the afternoon, when he returned again, and when he finally left for the day.<sup>3</sup> [redacted] instituted this practice for about 60-90 days.<sup>4</sup> If [redacted] perceived that he was being watched, his behavior improved. However, when he wasn't being watched, he "drifted." [redacted] reminded him that he had to make up any time that he missed or take leave. He recommended Employee Assistance Services (EAS) as an employee resource.

(U//FOUO) [redacted] had the impression that [redacted] did not fill his timecard out on a daily basis. He believed this because when [redacted] reminded him to turn in his timecard, he said he needed some time because he had to "put it together."

(U//FOUO) [redacted] thought that [redacted] had occasional meetings at OPS and National Business Parkway. He knew of no meetings or other work-related business that would take [redacted] outside of access control. He thought that [redacted] had gone to EAS a few times, however.

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(U//FOUO)

(U//FOUO) On 7 January 2015, [redacted] Division Chief, [redacted] was interviewed and provided the following sworn testimony.

(U//FOUO) Concerns about [redacted] time and attendance pre-dated [redacted] arrival in [redacted] in July 2012. She thought that [redacted] had met with [redacted] at least once to counsel him

<sup>3</sup> (U//FOUO) After reviewing his email files, [redacted] determined that he made this request on 9 January 2012.

<sup>4</sup> (U//FOUO) After reviewing his email files, [redacted] corrected this number to 30 days.

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about his time and attendance. Within six months of her arrival, in roughly January 2013, she herself began to question [redacted] attendance. [redacted] was not answering emails, was not getting his work done, and was absent when [redacted] went to his desk. She also received complaints from his co-workers about his absences. When she asked [redacted] where he was, he claimed that he was at work, working. He did say that he was having numerous problems at home, principally his wife's illness. However, he made no admission that he was missing work. Consequently, [redacted] had his desk moved to be directly across from her (until she moved into an office as Division Chief), so she could observe him more closely.

(U//FOUO) Toward the end of 2013, [redacted] counseled [redacted] verbally about his attendance. [redacted] the team lead who managed [redacted] day-to-day work, had sent her his observations of the times that [redacted] arrived and departed. When she compared the observed times to what [redacted] put on his timecard, there were discrepancies. When she pointed them out to [redacted], he claimed that he was not keeping good track of hours he worked. He corrected the timesheets and returned them to her. He made no admission of intentional falsification.

(U//FOUO) [redacted] then imposed restrictions upon [redacted]. For instance, she required him to have prior approval to go to other buildings for work and she required him to obtain approval to work on Saturdays, although he was on a flexible schedule.<sup>5</sup> She also required him to send her an email when he left to pick up his children for school and upon return. She warned him that if he did not comply with her requirements, she would be forced to put him on a fixed schedule. She also reminded him that he was responsible for ensuring the accuracy of his timesheets.

(U//FOUO) However, these measures were only partially successful. [redacted] began keeping track of his hours on his whiteboard, but soon discontinued the practice. A couple of times he notified her when he had to leave to pick up his children, but did not do so regularly.

(U//FOUO) [redacted] was not certain what [redacted] approved schedule was, but usually observed him arrive for work around 0900 or 1000. He typically left at 1400 to pick up his children from school. He was expected to come back to work after dropping off his children at home. However, [redacted] made a point to walk around the office at 1600 and seldom saw him. [redacted] was not aware that [redacted] left the office in the morning to take his children to school.

(U//FOUO) [redacted] went out for lunch daily. He was usually gone for an hour and occasionally signed out on his timecard. He was rarely accompanied.

(U//FOUO) Employees in her division kept track of leave on her calendar. Work appointments outside the building were noted in JSignout. However, the only other place [redacted] went was to [redacted] he had no meetings outside of access control.

<sup>5</sup> (U//FOUO) The only other building [redacted] worked from was [redacted] where he conducted training and had meetings with curriculum managers. [redacted] imposed this restriction because she suspected that [redacted] sometimes went to [redacted] when he had no legitimate reason.

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(U//FOUO) Prior to the interview, [redacted] reviewed her records for mitigating information. She knew of only 3 potential occasions that [redacted] would have had to be outside of access control. He visited EAS twice. There was also one day when she had authorized [redacted] to go on an IC agency trip. It was an educational-type visit and it would have been for the entire day.<sup>6</sup> However, she could find no record that he went and could find no emails referencing the trip, so she was not sure if the trip took place.

(U//FOUO) [redacted] assessed [redacted] performance as "not good." She gave him an ACE rating of 3.0, but wished to give him a lower score. Her management would not support a lower score since she had not taken all of the appropriate steps required by Human Resources.

(U//FOUO) [redacted]

(U//FOUO) On 21 January 2015, [redacted] Acting Branch Chief, [redacted] [redacted] was interviewed and provided the following sworn testimony.

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(U//FOUO) [redacted] has worked in [redacted] since June 2010. In approximately June 2013, [redacted] became acting Branch Chief. [redacted] has known [redacted] since June 2010, when [redacted] worked as a contractor in the same organization. Since they first met, [redacted] has been seated within 8 feet of [redacted]. The majority of the time, he sat right beside [redacted].

(U//FOUO) [redacted] who arrived for work between 0630-0730 daily, observed [redacted] arrive for work typically between 0900-1000. Less than one time per month, [redacted] arrived earlier in the morning. [redacted] typically left the office between 1400-1500. [redacted] stated that he planned to return to work in the evening after picking up his children from school. However, [redacted] did not observe his return, because he himself left between 1530-1600. [redacted] also claimed to work on Saturdays, but [redacted] did not observe that as he seldom worked weekends.

(U//FOUO) [redacted] also took a lunch break every day, often leaving the building. His breaks varied from 30 minutes to over an hour.

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(U//FOUO) As an analyst who had no access to [redacted] timesheets, [redacted] assumed that [redacted] was making up the shortfalls by working on weekends and evenings or by taking leave. As an acting Branch Chief, [redacted] grew concerned that [redacted] was missing so much work that he simply could not be making up the time on weekends; there were not enough hours in the day. However, he still could not validate his suspicions because he did not have access to [redacted] timesheets. He brought his concerns to the Division Chief, [redacted] who told him that he would need to provide evidence to support his suspicions. After that, [redacted] began to keep a journal of [redacted] arrival and departure times. It was difficult to track him because he kept such erratic hours that spanned multiple shifts. [redacted] asked another

<sup>6</sup> (U//FOUO) The only day that [redacted] claimed a full day's work, but did not enter through access control at all was 19 November 2013, when he was enrolled in class at FANX.

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individual, who worked a later shift, to send him [redacted] arrival and departure times in the evening. He then sent the information to [redacted]

(U//FOUO) [redacted] subsequently counseled [redacted] at least two or three times about his time and attendance. After one such session, [redacted] met with [redacted] complained that he and his wife were separating, that she was ill, and that he had problems getting childcare.

[redacted] advised [redacted] to "get your time in," whether that meant taking leave or working later. [redacted] never admitted to doing anything improper with regards to his time and attendance.

(U//FOUO) For a short time, after being counseled by [redacted] [redacted] began writing down his arrival and departure times on his white board, "as if he had memory problems." However, this practice lasted at most a week.

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(U//FOUO) [redacted] observed other questionable behavior from [redacted]. For instance, on days when the Division Chief was out of the office, [redacted] would come in to work for an hour or two and then leave for the day. One time, when [redacted] went to FANX to work on a course (he was an adjunct professor) [redacted] called FANX looking for him but he could not be found. [redacted] also suspected that [redacted] was taking measures not to be seen when he left and also to make it appear that he was still present after he had left.

(U//FOUO) [redacted] also remarked that it is possible to circumvent access control at [redacted] [redacted] on weekends and after hours. At these off-peak hours, there are no access control specialists present and one can walk around the turnstiles.

(U//FOUO) [redacted] had no work-related reason to be outside of access control:

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**(U) Documentary Evidence**

**(U//FOUO) Timesheets and Access Control Record Comparison**

(U//FOUO) The OIG compared [redacted] access control records and timesheets for 8 April 2013 through 5 April 2014 (Appendix B). The analysis showed that he regularly claimed he arrived at work earlier and departed work later than he actually did. On some days, he claimed on his timesheet that he returned to work in the evening for several hours or worked on a weekend when there is no access control data to support his claim. On 186 of the 235 days under analysis, 79% [redacted] claimed more time on his timesheet than he was within access control. In contrast, on 10 of the 235 days under analysis, 4% [redacted] claimed less time on his

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timesheet than he was within access control. In total, the OIG comparison reflects 312.75 hours claimed by [redacted] that he did not work.<sup>7</sup>

(U//FOUO) [redacted] Written Statements

(U//FOUO) On 27 July 2014, [redacted] wrote a statement regarding the discrepant hours identified by the OIG (Appendix C).<sup>8</sup> [redacted] indicated that he had attended an NSA offsite on 5 March 2014, for which the OIG credited him 12.25 hours. [redacted] explained that, due to his wife and son's illnesses and a pending divorce, he had been under considerable stress.

[redacted] wrote:

All of this combined with a bad habit of filling out my timesheet right before I turn it in has [led] to not remembering the hours correctly at times. I would never intentionally claim hours I have not worked and will gladly pay back any hours that I can't find explanations for.... I am willing to correct my timesheet practices to include entering my time daily to my timesheet and accepting any kind of probation the agency feels necessary to show that there is no intention on my part to defraud the government.

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(U//FOUO) On 29 August 2014, 19 December 2014, and 7 January 2015, [redacted] emailed additional information which he believed mitigated the discrepancies. His emails included the following:

- In preparation for his PCS to NSA Texas, [redacted] "mass deleted" emails. Because this took place prior to the initiation of the OIG investigation, he has few records remaining with which to defend his absences.
- The (access control) turnstiles were inoperative on one of the days when he attended class [redacted].
- He had been authorized to "take 59 minutes" on two occasions, but could not recall the dates.<sup>10</sup>
- On two occasions when he worked late or on a weekend, he was informed by the guards that the access control terminals were inoperative.

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(U//FOUO) The OIG investigated [redacted] claims and found the following:

- Because [redacted] claimed to have deleted relevant emails prior to the investigation, the OIG conducted an independent review of his top secret email archive from April 2013- April 2014. See below.

<sup>7</sup> (U//FOUO) The OIG arrived at 312.75 hours after crediting [redacted] for work-related and approved absences and assuming that time spent within access control was time "worked."

<sup>8</sup> (U//FOUO) [redacted] statement of 27 July 2014 only addresses discrepancies between 6 January 2014 and 5 April 2014. This is because the OIG initial investigative steps include a three-month "snapshot" of the subject's access control records and timesheets upon receipt of a complaint

<sup>9</sup> (U//FOUO) [redacted] made this observation only after he reviewed the OIG's comparison of his access control records and timesheets.

<sup>10</sup> (U//FOUO) "Take 59 minutes" is a reference to a provision of the PMM that allows supervisors, under special circumstances, to excuse absences from duty of less than one hour without charge to leave.

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- Access control data was available for [redacted] on 18, 20, 21, and 22 November 2013. However, on 19 November 2013, [redacted] did not appear to enter or exit access control. The OIG found no evidence of any access control system outages on 19 November 2013. The OIG also obtained the class roster for [redacted]. The "remarks" section indicated that [redacted] would be "in late Tuesday- after lunch." However, [redacted] never signed in on 19 November 2013.
- In an email dated 8 May 2015, [redacted] denied ever authorizing [redacted] to "take 59 minutes."
- The OIG found seven occasions when [redacted] entered, but did not exit, through access control. [redacted] was not charged for any discrepant hours on those dates.<sup>11</sup>

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~~(U//FOUO)~~ Employee Assistance Service (EAS) Letters

(U//FOUO) [redacted] provided letters from EAS confirming [redacted] appointments on 16 October 2013 and 4 November 2013. [redacted] claimed he had a third appointment on 2 December 2013. The OIG asked [redacted] on 8 January 2015 and 26 January 2015 to provide verification from EAS, but he did not.<sup>12</sup> The OIG also reviewed [redacted] email archives for evidence of a 2 December 2013 EAS appointment and found none. [redacted] was credited 4.5 hours for the October and November EAS appointments and associated travel.

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~~(U//FOUO)~~ Training Records

(U//FOUO) The OIG reviewed [redacted] training record from April 2013- April 2014 and found no classes conducted outside of access control.

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(b) (6)~~(U//FOUO)~~ Calendar and Emails

(U//FOUO) Because [redacted] claimed that he had deleted the bulk of his email prior to his PCS to Texas, the OIG conducted a review of [redacted] top secret email archive. The OIG searched [redacted] email messages and calendar entries dating between 1 April 2013-30 April 2014 for any evidence of external meetings, visits, appointments, events, seminars, trips, or training. The vast majority of work-related appointments took place within NSA spaces and did not mitigate discrepancies between access control and timesheets. The exceptions were:

- the NSA offsite on 5 March 2014, which [redacted] had told the OIG about and for which the OIG had credited him 12.25 hours,

<sup>11</sup> (U//FOUO) The OIG suspects that [redacted] walked around the turnstiles upon departure on these dates. Five of the seven departures were on a Saturday and two were on a Friday evening, days and times when access control personnel are frequently absent at [redacted]. The OIG verified that there were no access control system outages at [redacted] on these dates. Nevertheless, because the OIG lacked verifiable departure times, we credited him for any discrepant hours on those dates.

<sup>12</sup> (U//FOUO) Per EAS policy, they will only provide verification to the recipient of their services.

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- a retirement luncheon on 24 April 2013, for which the OIG credited him 2 hours,<sup>13</sup>
- EAS appointments, for which the OIG credited him 4.5 hours (see above).

~~(U//FOUO)~~ **Email Correspondence between [redacted] and [redacted] Concerning his Time and Attendance**

~~(U//FOUO)~~ On 15 November 2011, [redacted] emailed [redacted] and told him that he was concerned that, based on [redacted] attendance that pay period, he was not going to be able to "make" his hours for the pay period.

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~~(U//FOUO)~~ On 9 January 2012, [redacted] emailed [redacted] and told him that his absences from the office were a concern and that he wanted [redacted] to send an email when he arrived and departed every day.<sup>14</sup> He also asked [redacted] to send additional arrival and departure emails if he should return in the evening to work.

~~(U//FOUO)~~ On 30 January 2012, 23 April 2012, and 16 July 2012, [redacted] emailed [redacted] to question his timesheet. In the 30 January 2012 email, [redacted] stated that his timesheet did not match the entry and exit times that [redacted] had emailed him. In the latter two emails, [redacted] questioned whether [redacted] had worked at all on days he had claimed time.<sup>15</sup>

~~(U//FOUO)~~ **Email Correspondence between [redacted] and [redacted] Concerning his Time and Attendance**

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~~(U//FOUO)~~ On 20 September 2013, [redacted] emailed [redacted] and outlined her time and attendance expectations for him including: 1) that he develop and consistently adhere to a schedule; 2) that he obtain approval prior to attending any meeting outside of [redacted] and 3) that he email [redacted] everyday upon returning to the office after 1600 and again before leaving for the day. [redacted] replied that he understood and beginning the following Monday, intended to work "continuous 8 hour days."

~~(U//FOUO)~~ On 10 October 2013, [redacted] recapped in an email to [redacted] a discussion they had had concerning his time and attendance. She informed him that effective immediately, when he worked on the weekend, he was required to email when he arrived and departed. He was further required to email [redacted] when he left after 1600 during the week. Finally, if he returned to work after 1600 on any given day, he was required to email both when he arrived and

<sup>13</sup> ~~(U//FOUO)~~ Per Office of General Counsel guidelines, under certain circumstances, civilian employees may attend retirement ceremonies in duty status. The OIG erred in [redacted] favor and assumed he had the requisite approvals.

<sup>14</sup> ~~(U//FOUO)~~ [redacted] told the OIG that the check-in/out emails were required for 30 days.

<sup>15</sup> ~~(U//FOUO)~~ [redacted] told the OIG that [redacted] amended his timesheets when [redacted] questioned his hours.

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departed. She indicated that if he failed to follow her directions, [redacted] would be placed on a more restrictive work schedule. [redacted] replied, "got it."

(U//FOUO) On 18 October 2013, [redacted] informed [redacted] that she expected advance notification when [redacted] availed himself of EAS. She further required that he provide written verification for every visit to EAS during duty time.

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(U//FOUO) On 13 January 2014, [redacted] emailed [redacted] to remind him of the email/agreement of 20 September 2013. She wrote that [redacted] had not consistently emailed when he returned to work after 1600 and when he departed for the day. She also added an additional requirement: that when [redacted] worked over the weekend, that he provide a status report concerning what he had worked on. [redacted] acknowledged receipt of her message.

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### (U) Analysis and Conclusions

(U//FOUO) The NSA/CSS PMM, Chapter 366, §2-1(K) prohibits employees from "knowingly making or presenting a false or fraudulent statement or claim." NSA/CSS PMM, Chapter 366, §2-2(B); prohibits "deliberate misrepresentations, falsifications, or omission of material facts in any Agency document." The law defines "knowingly" as acting with knowledge of the falsity, acting with reckless disregard of whether the statement is true, or making a conscious effort to avoid learning the truth. The preponderance of the evidence shows that the timesheets submitted by [redacted] were false and that [redacted] knew they were false.

(U//FOUO) Between 8 April 2013 and 5 April 2014, [redacted] routinely submitted false and inaccurate timesheets. He regularly claimed to arrive at work earlier and depart later than he actually did. On some days, he claimed on his timesheet that he returned to work in the evening for several hours or worked on a weekend, when there is no access control data to support his claim. As reflected in Appendix B, on 186 of the 235 days under analysis, 79%, [redacted] claimed more time on his timesheet than he was within access control. In total, the OIG comparison reflects 312.75 hours claimed by [redacted] that he was not within access control working, demonstrating that the timesheets were false.

(U//FOUO) [redacted] denied knowingly making a false claim; he attributed the discrepancies between access control and his timesheets to "errors" and his failure to keep good records. [redacted] admitted that he did not fill out his timecard daily. Every two weeks, when his timecard was due, he tried to fill it out from memory and hoped what he entered was accurate. [redacted] actions demonstrated a reckless disregard to whether his statements (timesheets) were true. Furthermore, by taking these actions, [redacted] also violated NSA/CSS PMM, Chapter 360, §2-7 (a), which requires employees to ensure that all information relevant to their time and attendance is recorded accurately and NSA/CSS PMM, Chapter 360, §1-3(a) and §2-7 (b), which requires employees to maintain timesheets on a daily basis.

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(U//~~FOUO~~) Furthermore, the OIG does not find it credible that [redacted] could have continued to make so many mistakes once problems were brought to his attention. Since November 2011, two different supervisors had raised concerns with him about his time and attendance practices. On several occasions, [redacted] supervisors pointed out discrepancies between his timesheet and when he had arrived and departed. Even after they instructed him to record his entry and exit times in a daily email, [redacted] still failed to accurately record his time. He blamed his whiteboard (that got erased), his computer (that crashed overnight), his lack of familiarity with timecards (because he did not use them in the military), and ultimately, his personal domestic problems for his failure to accurately record his time, none of which relieved him of his responsibility.

(U//~~FOUO~~) Further evidence that the discrepancies were not due to errors was the pattern of the supposed errors. The data showed that [redacted] claimed more time on his timesheet than he was within access control 186 times. Meanwhile, there were only 10 occasions in which he claimed less time on his timesheet than he was within access control. The number of "errors" in his favor were so much higher than those not in his favor, that it is reasonable to conclude that he did it deliberately. This pattern reflects an intentional effort to receive pay for hours not worked.

(U//~~FOUO~~) In light of the above, we find that the preponderance of the evidence supports the conclusion that, during the period 8 April 2013 through 5 April 2014, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 312.75 hours (approximately \$12,822). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a); §§ 2-7 (a) & (b); and NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B).

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**IV. (U) RESPONSE TO TENTATIVE CONCLUSION**

(U//~~FOUO~~) On 17 June 2015, [redacted] responded to the tentative conclusions reached in the investigation. [redacted] denied intentionally falsifying his timesheets, but did admit to being "reckless" when filling them out. He attributed this recklessness to domestic problems. [redacted] emphasized that his life is now "on track" and that he is a hardworking and valuable asset to NSAT.

(U//~~FOUO~~) [redacted] response was considered; however, it did not change the conclusions in this case. His entire response is in Appendix D.

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**V. (U) CONCLUSION**

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that, during the period 8 April 2013 through 5 April 2014, [REDACTED] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 312.75 hours (approximately \$12,822). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a); §§ 2-7 (a) & (b); and NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B).

[REDACTED]

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**VI. (U) DISTRIBUTION OF RESULTS**

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

1. M/ER for information and any appropriate action,
2. Q234, Special Actions, for information and any appropriate action
3. [redacted] supervisor for information.

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[redacted]

Investigator

Concurred by:

[redacted]

Assistant Inspector General  
For Investigations

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## APPENDIX A

### (U) Applicable Authorities

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**(U) NSA/CSS PMM, Chapter 360 — *Time and Attendance*****Section 1-3 — (U) *Policy***

All NSA/CSS civilian personnel receive compensation based on federal law. The Comptroller General of the United States determines the procedures that govern the administration of timesheets for civilian employees. To ensure full compliance with these procedures, the Agency has established the following policies:

- a. Timesheets are maintained on a daily basis;...
- e. Timecard fraud is a federal crime and must be reported to the Inspector General.

**Section 2-7 — (U) *Employee Responsibilities:***

- (a) Ensure that all information relevant to their time and attendance is recorded accurately.
- (b) Sign in and out daily on the timesheet.

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**(U) NSA/CSS PMM, Chapter 366—*Personal Conduct*****Section 2.1 — (U) *Work Environment:***

Employees will not engage in any conduct that creates a hostile work environment and/or interferes with an individual's work performance.

...

K. False Statements – Employees will not knowingly make or present a false or fraudulent statement or claim; enter into an agreement or conspiracy to defraud the Government by obtaining or aiding in the payment or allowance of a false or fraudulent claim; or, knowingly and willfully falsify or conceal a material fact by a trick, scheme, or device.....

**Section 2.2 — (U) *Personnel and Security Standards:***

Employees granted access to classified information and Sensitive Compartmented Information must be stable; trustworthy; reliable; of excellent character, judgment and discretion; and of unquestioned loyalty to the United States. Any conduct, including off-duty conduct that brings into question these character traits may be cause for appropriate security action and in some cases administrative action. The following illustrations are provided as examples and are not inclusive:

...

B. Deliberate misrepresentations, falsifications, or omission of material facts in any Agency document.....

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**APPENDIX B**

(U) Comparison of  Timesheets and Access Control Records

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 (b) (6)

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
4/8/13	Mon	10:19:46	[Redacted]											
		10:22:05												
		12:56:10												
		12:58:02												
					2:38:16			2:08:16	3:30	1.25	-0.50	0.75	30 min credit for lunch	
4/9/13	Tue	9:13:20												
		9:15:06												
		15:12:44												
		15:14:34												
					6:01:14			5:31:14	6:00	0.25		0.25		
4/10/13	Wed	6:24:59												
		7:55:58												
		9:01:15			1:05									
		9:03:20												
		10:48:09												
		10:49:40												
		11:24:30		0:34										
		15:19:50												
		15:23:33		0:03										
		15:23:38												
		15:25:57			9:00:58	1:05:17		7:25:41	7:45	0.25		0.25		
4/11/13	Thu	6:02:59												
		7:37:43												
		9:06:43		1:29										
		9:08:22												
		10:28:24												
		10:42:08		0:13										
		11:31:12												
		11:33:01												
		11:58:43		0:25										
		13:13:03			7:10:04	1:29:00		5:11:04	6:30	1.25		1.25		
4/12/13	Fri	6:35:22												
		6:55:28												
		9:41:19		2:45										
		9:43:15												
		10:48:16												
		10:49:49												
		11:07:13		0:17										
		12:37:46												
		12:39:15												
		12:55:25		0:16										
		12:59:32												
		13:16:55		0:17										
		13:18:26												
		13:25:45												
		15:00:22		1:34										
		16:49:49			10:14:27	4:20:28		5:23:59	8:15	2.75		2.75		

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
4/15/13	Mon	9:16:13	[REDACTED]											
		9:18:00												
		15:13:36												
		15:15:21												
						5:59:08		5:29:08	6:00	0.50		0.50		
4/16/13	Tue	9:38:26												
		9:40:13												
		11:58:32												
		12:08:38		0:10										
		14:14:03												
		14:16:19												
		14:30:22		0:14										
		14:32:09												
		16:47:02												
		16:48:58				7:10:32		6:40:32	7:30	0.75		0.75		
4/17/13	Wed	9:10:36												
		9:12:26												
		11:54:05												
		12:11:47	0:17											
		14:29:16												
		14:37:33	0:08											
		15:06:12												
		15:07:52			5:57:16		5:27:16	6:00	0.50		0.50			
4/18/13	Thu	9:16:41												
		9:19:00												
		12:20:49												
		12:22:35												
		14:14:35	1:52											
		15:28:41			6:12:00	1:52:00	3:50:00	6:00	2.00		2.00			
4/19/13	Fri	9:14:34												
		9:16:29												
		11:50:21												
		11:52:13	0:01											
		14:39:34												
		14:41:25												
		20:37:46	5:56											
		23:47:37			14:33:03	5:56:21	8:06:42	10:00	1.75		1.75			
4/22/13	Mon	9:05:42												
		9:07:18												
		12:34:13												
		12:35:38				3:29:56		Y	3:29:56	4:00	0.50		0.50	
4/23/13	Tue	6:19:48												
		6:40:16												
		6:49:06	0:08											

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		6:52:52												
		7:35:43												
		7:39:50												
		9:07:37			1:27									
		9:09:25												
		10:44:55												
		10:46:25												
		11:35:39			0:49									
		15:04:42				8:44:54	1:27:47		6:47:07	7:45	0.75	-0.25	0.50	15 min credit for travel time
4/24/13	Wed	9:12:55												
		9:15:08												
		11:20:48												
		11:22:28												
		13:23:06			2:00									
		15:06:10				5:53:15	2:00:38		3:22:37	6:00	2.50	-2.00	0.50	Credited for calendar office luncheon
4/25/13	Thu	9:07:24												
		9:09:17												
		9:34:45												
		9:36:19			0:28:55			0:00:00	6:00	6.00		6.00		
4/26/13	Fri	9:26:36												
		9:28:40												
		9:45:26												
		9:46:51												
		10:02:21		0:15										
		10:05:57												
		10:29:35												
		10:33:10												
		10:42:58		0:09										
		10:44:33												
		14:03:18												
		14:05:01			4:38:25			4:08:25	6:00	1.75		1.75		
4/29/13	Mon	7:01:40												
		7:05:16												
		11:11:15												
		11:24:09		0:12										
		15:56:30												
		16:02:06			9:00:26			8:30:26	9:00	0.25		0.25		
4/30/13	Tue	7:13:31												
		7:17:10												
		15:18:43												
		15:22:49			8:09:18			7:39:18	8:30	0.75		0.75		
5/1/13	Wed	7:29:15												
		11:25:33												
		11:33:16		0:07										

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		11:47:41												
		11:48:50												
		11:51:12		0:02										
		11:53:51												
		12:01:52		0:08										
		12:05:39												
		15:45:13												
		15:49:46				8:20:31			7:50:31	8:15	0.25		0.25	
5/2/13	Thu	7:24:49												
		7:28:16												
		15:51:40												
		15:55:08			8:30:19			8:00:19	8:15	0.00		0.00		
5/3/13	Fri	7:26:28												
		7:30:12												
		15:59:54												
		16:03:51			8:37:23			8:07:23	8:15	0.00		0.00		
5/6/13	Mon	7:26:45												
		7:30:18												
		11:14:23												
		11:18:02												
		11:25:04	0:07											
		11:26:41												
		14:12:13												
		14:13:48												
		14:25:47	0:11											
		14:29:25												
		15:29:56												
		15:33:24			8:06:39			7:36:39	8:15	0.50		0.50		
5/7/13	Tue	7:29:57												
		7:33:26												
		16:02:01												
		16:05:44												
		16:14:37	0:08											
		16:16:14												
		16:19:37												
		16:21:05			8:51:08			8:21:08	8:15	0.00		0.00		
5/8/13	Wed	7:17:14												
		7:21:12												
		15:56:49												
		16:00:29												
		17:13:16	1:12											
		17:21:58			10:04:44	1:12:47		8:21:57	8:45	0.25	-0.25	0.00	15 min credit for travel time	
5/9/13	Thu	7:41:28												
		7:45:47												

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		15:51:04												
		15:55:26				8:13:58			7:43:58	8:15	0.50		0.50	
5/10/13	Fri	7:26:31												
		7:30:15												
		8:41:10												
		8:49:20												
		8:54:01			0:04									
		8:55:35												
		9:04:21												
		9:05:57												
		9:19:02			0:13									
		9:22:52												
		15:25:03												
		15:29:17				8:02:46			7:32:46	8:15	0.50		0.50	
5/13/13	Mon	7:31:48												
		7:35:38												
		15:47:31												
		15:51:51				8:20:03			7:50:03	8:15	0.25		0.25	
5/14/13	Tue	7:18:09												
		7:22:11												
		13:12:24												
		13:17:28												
		13:19:00		0:01										
		13:28:18												
		13:31:15		0:02										
		13:36:39												
		13:41:45												
		13:48:41			6:30:32			6:00:32	5:30	-0.50		-0.50		
5/15/13	Wed	7:22:17												
		7:26:06												
		16:40:28												
		16:44:15			9:21:58			8:51:58	8:15	-0.50		-0.50		
5/16/13	Thu	9:25:56												
		9:29:51												
		15:50:14												
		15:54:07			6:28:11			5:58:11	8:15	2.25		2.25		
5/20/13	Mon	7:20:47												
		7:24:36												
		16:28:30												
		16:32:36												
		16:44:32		0:11										
		16:46:06												
		16:49:41												
		16:51:12			9:30:25			9:00:25	8:15	-0.75		-0.75		

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
5/21/13	Tue	7:11:32												
		7:15:18												
		15:55:30												
		15:59:35				8:48:03		8:18:03	8:15	0.00			0.00	
5/22/13	Wed	7:29:09												
		7:32:53												
		8:10:54												
		8:14:37												
		9:22:06			1:07									
		9:26:39												
		15:16:04												
		15:20:41				7:51:32	1:07:29	6:14:03	8:15	2.00			2.00	
5/23/13	Thu	7:25:22												
		7:29:08												
		11:49:50												
		11:54:19												
		12:04:26			0:10									
		12:06:06												
		15:00:38												
		15:02:15				7:36:53		7:06:53	8:15	1.00			1.00	
5/24/13	Fri	9:44:07												
		9:46:22												
		13:36:46												
		13:38:40			3:54:33		3:24:33	6:00	2.50			2.50		
5/29/13	Wed	9:22:58												
		9:25:19												
		11:13:39												
		11:15:29												
		12:46:01		1:30										
		12:47:49												
		15:11:39												
		15:13:25												
		19:15:24		4:01										
		20:43:35			11:20:37	5:32:31	5:18:06	9:00	3.50			3.50		
5/31/13	Fri	9:42:19												
		9:44:31												
		14:59:58												
		15:01:44												
		16:08:12		1:06										
		16:09:54												
		18:15:31												
		18:17:06			8:34:47	1:06:28	6:58:19	9:00	2.00			2.00		
6/3/13	Mon	9:05:21												

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

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

NSAW		(Y)												
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		9:07:06												
		11:11:54												
		11:13:30												
		12:35:34			1:22									
		15:11:03				6:05:42	1:22:04		4:13:38	6:00	1.75		1.75	
6/4/13	Tue	9:04:49												
		9:06:35												
		13:28:48												
		13:30:38												
		13:46:00			0:15									
		15:01:28			5:56:39			5:26:39	6:00	0.50		0.50		
6/6/13	Thu	9:12:53												
		9:15:03												
		11:31:07												
		11:33:02												
		12:13:09			0:40									
		12:14:55												
		12:51:05												
		12:52:52												
		13:44:28		0:51										
		15:04:25			5:51:32			5:21:32	6:00	0.50		0.50		
6/7/13	Fri	11:25:15												
		12:46:45												
		12:48:09												
		13:03:53			0:15									
		13:11:26												
		13:22:55			0:11									
		13:59:49												
		14:01:27												
		15:52:54		1:51										
		20:40:05			9:14:50	1:51:27		6:53:23	9:30	2.50		2.50		
6/11/13	Tue	9:21:30												
		9:24:57												
		11:28:09												
		11:29:52												
		11:42:33			0:12									
		12:14:51												
		17:25:44												
		17:29:12		0:03										
		18:14:25												
		18:16:11			8:54:41			8:24:41	11:30	3.00		3.00		
6/12/13	Wed	9:26:30												
		9:28:15												
		18:15:48												
		18:17:18												

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		18:38:19		0:21										
		18:39:56												
		20:51:01												
		20:52:41				11:26:11			10:56:11	11:30	0.50		0.50	
6/13/13	Thu	11:20:28												
		11:22:10												
		20:13:52												
		20:15:33				8:55:05			8:25:05	8:30	0.00		0.00	
6/15/13	Sat	7:59:04						Y		5:00	5:00	-5.00	0.00	No Access Control Exit Data Discrepancy eliminated
6/17/13	Mon	9:44:40												
		9:46:29												
		14:09:21												
		14:11:06				4:26:26			3:56:26	5:00	1.00		1.00	
6/18/13	Tue	9:52:01												
		9:53:39												
		17:47:26												
		17:48:47			7:56:46			7:26:46	8:00	0.50		0.50		
6/19/13	Wed	9:02:41												
		9:04:59												
		11:06:06												
		11:07:59												
		13:19:12		2:11										
		13:20:53												
		13:54:54												
		13:56:24			4:53:43	2:11:13		2:12:30	6:00	3.75		3.75		
6/20/13	Thu	8:19:54												
		8:21:37												
		9:32:33												
		9:33:50												
		10:10:31		0:36										
		10:12:34												
		14:06:23												
		14:08:12			5:48:18			5:18:18	7:00	1.50		1.50		
6/21/13	Fri	7:11:11												
		9:22:58												
		9:26:56		0:03										
		11:05:04												
		11:07:38		0:02										
		12:47:40			5:36:29			5:06:29	8:30	3.25		3.25		
6/25/13	Tue	7:54:07												
		11:32:32												
		11:37:22												

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		11:45:22		0:08										
		11:47:06												
		14:24:04				6:29:57		5:59:57	7:00	1.00			1.00	
6/26/13	Wed	8:51:44												
		8:55:06												
		11:17:14												
		11:18:50												
		15:59:53			4:41									
		19:10:30				10:18:46	4:41:03	5:07:43	8:30	3.25			3.25	
6/27/13	Thu	8:48:35												
		8:50:29												
		15:10:18												
		15:11:41				6:23:06		5:53:06	8:00	2.00			2.00	
6/28/13	Fri	9:46:54												
		9:48:37												
		11:18:28												
		11:20:00												
		12:04:09		0:44										
		13:39:10												
		16:09:25		2:30										
		16:37:31			6:50:37	2:30:15	3:50:22	7:00	3.00			3.00		
7/1/13	Mon	9:49:27												
		9:51:14												
		15:30:28												
		15:32:09			5:42:42		5:12:42	7:00	1.75			1.75		
7/2/13	Tue	8:52:54												
		8:54:26												
		9:28:53												
		9:30:23												
		9:41:41		0:11										
		9:45:41												
		9:49:01												
		9:50:47		0:01										
		13:03:10												
		13:09:14			4:16:20		3:46:20	8:00	4.00			4.00		
7/3/13	Wed	7:56:49												
		10:25:49												
		10:29:39		0:03										
		11:36:05												
		11:46:39		0:10										
		13:01:45			5:04:56		4:34:56	6:00	1.25			1.25		
7/5/13	Fri	9:40:47												
		11:41:26												

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		11:48:14		0:06										
		11:55:22												
		12:06:14		0:10										
		12:38:22			2:57:35		Y	2:57:35	5:00	2.00			2.00	
7/8/13	Mon	11:09:53												
		11:24:40												
		15:47:24												
		15:49:09			4:39:16			4:09:16	5:00	0.75			0.75	
7/9/13	Tue	9:46:20												
		9:47:59												
		11:38:55												
		11:40:30												
		13:12:51		1:32										
		13:14:29												
		15:43:24												
		15:44:54												
		15:56:10		0:11										
		15:57:27												
		15:58:59		6:12:39	1:32:21		4:10:18	6:00	1.75			1.75		
7/10/13	Wed	9:46:40												
		9:48:43												
		11:39:51												
		11:41:22												
		13:38:57		1:57										
		13:40:36												
		18:23:03												
		18:24:34												
		18:37:28	0:12											
		18:42:27		8:55:47	1:57:35		6:28:12	9:00	2.50			2.50		
7/11/13	Thu	12:24:58												
		15:35:02												
		15:41:04		0:06										
		16:57:11		4:32:13		Y	4:32:13	5:00	0.25			0.25		
7/12/13	Fri	9:41:30												
		9:43:15												
		10:11:37												
		10:13:20												
		13:19:15		3:05										
		18:41:58		9:00:28	3:05:55	Y	5:54:33	8:00	2.00			2.00		
7/16/13	Tue	9:25:15												
		9:26:54												
		11:32:22												
		11:33:58												
		12:37:48		1:03										

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		14:22:16			4:57:01	1:03:50		3:23:11	6:30	3.00		3.00	
7/17/13	Wed	9:41:09											
		9:42:51											
		16:42:35											
		16:44:14			7:03:05			6:33:05	8:00	1.25		1.25	
7/18/13	Thu	10:32:25											
		10:32:27											
		10:32:35											
		10:38:35											
		12:42:23		2:03									
		13:17:28											
		13:18:56											
		13:25:18		0:06									
		13:48:55											
		13:52:54											
		13:56:40											
		14:14:51		0:18									
		14:28:18											
		15:57:01			5:24:36	2:03:48		2:50:48	8:00	5.00	-0.25	4.75	15 minute credit travel time
7/22/13	Mon	14:10:42											
		15:35:25											
		19:49:49		4:14									
		23:09:08			8:58:26	4:14:24		4:14:02	8:00	3.75		3.75	
7/23/13	Tue	9:49:38											
		9:51:23											
		12:02:19											
		12:03:56											
		12:25:26		0:21									
		13:48:19											
		14:47:59		0:59									
		16:09:04			6:19:26	0:59:40		4:49:46	7:30	2.50		2.50	
7/24/13	Wed	9:21:14											
		9:22:59											
		10:06:58											
		10:08:31											
		11:11:31		1:03									
		13:15:15											
		13:26:40		0:11									
		14:54:33											
		14:58:15		0:03									
		15:10:02			5:48:48	1:03:00		4:15:48	6:30	2.00		2.00	
7/25/13	Thu	9:38:42											
		9:40:24											
		13:31:38											

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



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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		13:33:13			3:54:31			3:24:31	6:30	3.00		3.00	
7/26/13	Fri	9:44:19											
		11:09:40											
		11:37:06		0:27									
		13:48:21											
		16:26:21		2:38									
		18:39:24			8:55:05	2:38:00		5:47:05	10:30	4.50		4.50	
7/27/13	Sat	15:33:01							5:30	5:30	-5.50	0.00	No Access Control Exit Data Discrepancy eliminated
7/29/13	Mon	9:01:14											
		9:02:59											
		13:27:24											
		13:29:44			4:28:30			3:58:30	6:15	2.25		2.25	
7/31/13	Wed	9:09:26											
		9:11:07											
		14:11:11											
		14:12:52			5:03:26			4:33:26	5:00	0.25		0.25	
8/1/13	Thu	9:26:10											
		9:27:50											
		12:58:16											
		12:59:50			3:33:40			3:03:40	4:00	0.75	-0.50	0.25	30 min credit for lunch
8/2/13	Fri	9:50:49											
		12:04:36											
		12:11:11		0:06									
		13:58:11											
		14:03:05		0:04									
		15:59:01			6:08:12			5:38:12	7:00	1.25		1.25	
8/5/13	Mon	10:19:24											
		10:20:57											
		12:16:02											
		12:17:33											
		12:28:09		0:10									
		12:35:34											
		12:54:46		0:19									
		12:56:26											
		16:48:11											
		16:49:47			6:30:23			6:00:23	6:30	0.25		0.25	
8/6/13	Tue	7:37:17											
		16:31:59			8:54:42			8:24:42	9:00	0.50		0.50	
8/7/13	Wed	7:41:48											
		11:38:43											
		11:45:13											

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		11:57:00	[Redacted]	0:11										
		11:58:36												
		15:20:48				7:39:00			7:09:00	7:30	0.25		0.25	
8/8/13	Thu	9:17:04												
		9:18:58												
		12:28:15												
		12:29:51												
		20:13:49			7:43									
		23:07:18				13:50:14	7:43:58	Y	6:06:16	7:00	0.75		0.75	
8/9/13	Fri	9:25:03												
		11:04:06												
		11:05:43												
		11:28:08			0:22									
		11:29:22												
		11:32:13												
		11:33:30												
		11:44:33		0:11										
		11:46:16												
		15:33:02												
		15:44:09		0:11										
		16:08:08			6:43:05			6:13:05	7:30	1.25		1.25		
8/10/13	Sat	13:05:29												
		19:47:37												
		19:48:45			6:43:16			6:13:16	8:15	2.00		2.00		
8/12/13	Mon	7:17:21												
		10:25:29												
		14:03:26		3:37										
		15:45:00			8:27:39	3:37:57		4:19:42	8:15	3.75		3.75		
8/13/13	Tue	10:10:41												
		10:12:17												
		15:44:03												
		15:45:42			5:35:01			5:05:01	5:15	0.00		0.00		
8/14/13	Wed	9:25:59												
		9:27:40												
		11:04:42												
		11:06:09												
		12:06:33		1:00										
		12:16:45												
		12:47:19		0:30										
		12:49:14												
		12:52:48		0:03										
		14:37:45			5:11:46	1:00:24		3:41:22	6:00	2.25		2.25		
8/15/13	Thu	8:51:16												

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		8:52:53												
		10:15:58												
		10:17:34												
		11:45:53			1:28									
		15:30:48				6:39:32	1:28:19		4:41:13	7:00	2.25		2.25	
8/16/13	Fri	7:14:27												
		9:21:04												
		11:48:02			2:28									
		11:58:56												
		12:03:11			0:04									
		13:19:34				6:05:07	2:26:58		3:08:09	7:00	3.75		3.75	
8/19/13	Mon	9:57:58												
		9:59:43												
		12:06:21												
		12:07:56												
		12:23:50		0:15										
		12:30:13												
		12:48:54		0:18										
		12:50:27												
		14:36:09												
		14:37:51			4:39:53			4:09:53	5:00	0.75		0.75		
8/20/13	Tue	8:07:11												
		9:56:07												
		10:00:24		0:04										
		11:21:03												
		11:26:34		0:05										
		12:02:09												
		12:03:42												
		12:23:55		0:20										
		12:26:34												
		12:29:46												
		12:33:34		0:03										
		13:26:24												
		13:30:29												
		13:57:17		0:26										
		13:59:06												
		14:55:54												
		14:59:14		0:03										
		15:33:31			7:26:20			6:56:20	8:00	1.00		1.00		
8/21/13	Wed	8:51:08												
		8:52:49												
		13:45:46												
		13:47:24												
		14:04:43		0:17										
		14:11:14												
		14:16:25		0:05										

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		14:16:31												
		14:16:36												
		14:30:30												
		14:38:11			0:07									
		15:23:22				6:32:14			6:02:14	7:00	0.75		0.75	
8/22/13	Thu	8:00:19												
		11:35:17												
		12:41:44			1:06									
		15:42:47				7:42:28	1:06:27		6:06:01	8:00	1.75		1.75	
8/23/13	Fri	6:35:45												
		8:24:09												
		8:28:23			0:04									
		10:16:01												
		10:24:18			0:08									
		13:15:19												
		13:19:54			0:04									
		14:15:53			7:40:08			7:10:08	7:30	0.25		0.25		
8/26/13	Mon	9:03:16												
		9:04:55												
		12:17:59												
		12:19:38				3:16:22			2:46:22	6:00	3.00		3.00	
8/27/13	Tue	8:47:13												
		8:48:52												
		13:50:44												
		13:52:33				5:05:20			4:35:20	5:30	0.75		0.75	
8/28/13	Wed	9:46:49												
		9:48:24												
		11:15:19												
		11:16:50												
		12:52:43			1:35									
		14:15:56			4:29:07	1:35:53		2:23:14	5:30	3.00		3.00		
8/29/13	Thu	9:41:00												
		9:42:33												
		11:40:08												
		11:41:30												
		12:16:17			0:34									
		12:26:43												
		12:54:11			0:27									
		13:55:50			4:14:50			3:44:50	5:30	1.75		1.75		
9/3/13	Tue	10:53:01												
		10:54:37												
		14:42:38												
		14:44:14												

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

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

NSAW																
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes			
		17:07:46		2:23												
		19:58:24				9:05:23	2:23:32		6:11:51	8:30	2.25		2.25			
9/4/13	Wed	8:55:58														
		8:57:42														
		11:50:46														
		11:52:14														
		12:12:47			0:20											
		12:54:43														
		18:37:10			5:42											
		20:52:31				11:56:33	5:42:27		5:44:06	8:45	3.00		3.00			
9/5/13	Thu	10:14:10														
		10:15:46														
		15:08:15														
		15:09:45														
		15:44:18		0:34												
		15:54:17			5:40:07			5:10:07	8:30	3.25		3.25				
9/6/13	Fri	8:55:41														
		8:57:19														
		11:57:29														
		11:59:02														
		12:09:26		0:10												
		12:12:47														
		12:14:59														
		12:16:12														
		12:32:31		0:16												
		12:34:27														
		13:33:05														
		13:34:39														
		16:52:00		3:17												
		20:07:24			11:11:43	3:17:21		7:24:22	9:45	2.25		2.25				
9/7/13	Sat	12:22:06														
		16:27:51														
		18:07:41			5:45:35			5:15:35	6:00	0.50	-0.50	0.00		30 min credit for lunch		
9/9/13	Mon	9:11:37														
		9:13:45														
		11:04:45														
		11:06:22														
		11:27:00		0:20	2:15:23			1:45:23	5:45	3.75		3.75				
9/10/13	Tue	8:59:32														
		9:02:57														
		11:24:32														
		11:28:07														
		12:05:39		0:37												
		14:13:25			5:13:53			4:43:53	6:15	1.50		1.50				

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
9/12/13	Thu	8:53:12											
		8:54:53											
		14:14:39											
		14:16:15											
					5:23:03		4:53:03	4:45	0.00	-0.50	-0.50	30 min credit for lunch	
9/13/13	Fri	10:03:37											
		10:05:14											
		10:40:09											
		10:41:21											
		11:23:24		0:42									
		12:57:36											
		13:05:56		0:08									
		13:12:31											
		14:15:43											
		14:46:52											
					4:43:15	1:03:12		3:10:03	4:45	1.50	-0.25	1.25	15 min credit travel time
9/16/13	Mon	9:39:45											
		9:41:31											
		11:53:39											
		11:55:13											
		12:02:38		0:07									
		12:05:53											
		12:10:21											
		12:11:50											
		12:31:13		0:19									
		12:32:54											
		14:09:28											
		14:11:08											
					4:31:23		4:01:23	4:45	0.50	-0.50	0.00	30 min credit for lunch	
9/17/13	Tue	8:48:47											
		8:50:30											
		12:00:23											
		12:01:54											
		12:07:41		0:05									
		12:09:21											
		14:12:27											
		14:13:48											
					5:25:01		4:55:01	4:45	0.00	-0.50	-0.50	30 min credit for lunch	
9/18/13	Wed	14:12:34											
		16:17:43											
					2:05:09		1:35:09	4:00	2.25	-0.50	1.75	30 min credit for lunch	
9/19/13	Thu	10:01:24											
		10:03:00											
		11:49:11											
		11:50:41											
		18:50:12		6:59									
		19:57:23											
					9:55:59	6:59:31	Y	2:56:28	4:00	1.00		1.00	
9/20/13	Fri	9:50:15											

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		9:51:54												
		14:10:02												
		14:11:40												
		16:38:32			2:26									
		18:23:17												
		18:27:26			0:04									
		18:31:13				8:40:58	2:26:52		5:44:06	8:30	2.75		2.75	
9/21/13	Sat	12:05:19												
		12:07:28												
		23:06:39				11:01:20			10:31:20	12:30	1.75		1.75	
9/24/13	Tue	8:14:03												
		8:15:42												
		16:12:49												
		16:14:24			8:00:21			7:30:21	8:00	0.25		0.25		
9/25/13	Wed	8:39:42												
		8:41:19												
		13:53:16												
		13:54:47												
		14:03:58		0:09										
		14:05:40												
		17:01:42												
		17:03:16												
		17:13:05		0:09	8:33:23			8:03:23	8:00	0.00		0.00		
9/26/13	Thu	8:43:23												
		8:45:03												
		11:09:06												
		11:10:34			2:27:11			1:57:11	4:00	2.00	-0.50	1.50	30 min credit for lunch	
9/27/13	Fri	8:45:40												
		8:47:27												
		11:12:06												
		11:13:37												
		11:41:23		0:27										
		11:46:50												
		14:15:52												
		14:17:19												
		16:45:52												
		16:47:49												
		16:56:24												
				0:08	8:10:44	2:29:02	Y	5:41:42	8:00	2.25		2.25		
9/30/13	Mon	8:42:37												
		8:44:26												
		10:58:21												
		10:59:49												
		11:26:43												
		11:28:53		0:26										

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		11:44:21												
		11:47:56		0:03										
		11:51:33												
		11:53:44												
		12:51:42		0:57										
		12:53:10												
		14:39:27												
		14:40:56												
		15:59:46		1:18										
		17:08:24												
		17:15:37		0:07										
		17:18:50			8:36:13	1:18:50		6:47:23	8:00	1.00			1.00	
10/1/13	Tue	8:42:30												
		10:39:56			1:57:26			1:27:26	8:00	6.50	-6.50		0.00	FURLOUGH - discrepancy removed
10/2/13	Wed								8:00	8.00	-8.00		0.00	FURLOUGH - discrepancy removed
10/3/13	Thu							8:00	8.00	-8.00		0.00	FURLOUGH - discrepancy removed	
10/4/13	Fri							8:00	8.00	-8.00		0.00	FURLOUGH - discrepancy removed	
10/7/13	Mon	8:46:50												
		11:39:11												
		11:52:00	0:12											
		13:50:13		5:03:23			4:33:23	6:00	1.25			1.25		
10/8/13	Tue	12:36:33												
		15:54:10		3:17:37			2:47:37	4:00	1.00	-0.50		0.50	30 min credit for lunch	
10/9/13	Wed	8:57:38												
		8:59:22												
		14:02:18												
		14:03:38		5:06:00			4:36:00	5:30	0.75			0.75		
10/10/13	Thu	10:47:39												
		10:49:33												
		17:02:15												
		17:03:56												
		17:13:01	0:09											
		17:14:19												
		17:18:14												
		17:19:30												
		17:34:06	0:14											
		17:35:57												
		19:34:05												
		19:35:46		8:48:07			8:18:07	8:30	0.00			0.00		
10/11/13	Fri	9:08:32												
		9:10:34												

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



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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		12:20:06												
		12:21:37												
		13:42:56		1:21										
		13:44:48												
		17:05:10				7:58:16	1:21:19		6:06:57	8:00	1.75		1.75	
		17:06:48												
10/15/13	Tue	9:31:17												
		9:32:49												
		17:57:04												
		17:58:37												
		18:13:44	0:15											
		18:16:12			8:46:19			8:16:19	8:45	0.25		0.25		
		18:17:36												
10/16/13	Wed	8:48:48												
		8:50:23												
		9:50:32												
		13:02:15	3:11											
		13:04:01												
		14:56:21												
		14:57:48			6:09:00	3:11:43		2:27:17	6:00	3.50	-2.50	1.00	Credited for EAS appointment	
10/17/13	Thu	9:15:21												
		9:17:04												
		10:13:52												
		10:15:24												
		10:58:15	0:42											
		12:01:07												
		12:03:03												
		12:34:57	0:31											
		12:37:01												
		14:44:05												
		16:58:46	2:14											
		18:54:36			9:39:15	2:14:41		6:54:34	8:00	1.00		1.00		
10/18/13	Fri	6:11:44												
		11:12:46												
		12:45:01												
		12:57:10	0:12											
		12:58:25												
		13:05:05												
		13:06:17												
		13:23:31	0:17											
		13:25:07												
		15:16:42			9:04:58			8:34:58	9:00	0.25		0.25		
10/19/13	Sat	9:39:17												
		13:44:50			4:05:33		Y	4:05:33	4:15	0.00		0.00		

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
10/21/13	Mon	9:50:54												
		9:52:28												
		14:44:59												
		14:46:27												
		20:37:04			5:50									
		23:40:05				13:49:11	5:50:37	Y	7:58:34	8:15	0.25		0.25	
10/22/13	Tue	9:04:22												
		9:05:54												
		14:57:03												
		14:58:35				5:54:13			5:24:13	7:00	1.50		1.50	
10/28/13	Mon	7:13:47												
		7:17:08												
		7:18:00												
		7:18:58												
		7:19:11			0:00									
		12:18:20												
		12:22:13			5:08:26			4:38:26	8:30	3.75		3.75		
10/29/13	Tue	7:19:52												
		7:23:35												
		9:55:53												
		9:59:49			2:39:57			2:09:57	8:30	6.25		6.25		
10/30/13	Wed	7:33:02												
		7:37:05												
		11:05:46												
		11:25:13		0:19										
		15:11:19												
		15:25:12			7:52:10			7:22:10	8:30	1.00		1.00		
10/31/13	Thu	7:55:38												
		14:54:24			6:58:46			6:28:46	8:30	2.00		2.00		
11/1/13	Fri	7:58:44												
		8:02:50												
		11:06:27			3:07:43			2:37:43	6:00	3.25		3.25		
11/2/13	Sat	20:01:06												
		22:49:31												
		22:49:48		0:00										
		22:50:14			2:49:08		Y	2:49:08	3:45	0.75		0.75		
11/4/13	Mon	9:15:02												
		9:16:54												
		9:33:00												
		9:34:24												
		12:17:45		2:43										
		12:19:29												

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		14:51:35												
		14:53:25												
		15:18:39		0:25	6:03:37	2:43:21	Y	3:20:16	8:15	4.75	-2.00	2.75	2 hours credit for EAS appointment	
11/5/13	Tue	10:21:14												
		10:22:44												
		13:08:15												
		13:09:33		2:48:19				2:18:19	6:45	4.25		4.25		
11/6/13	Wed	9:29:41												
		9:31:39												
		11:34:13												
		11:36:00												
		13:33:56		1:57										
		14:48:17	5:18:36	1:57:56			2:50:40	5:45	2.75		2.75			
11/7/13	Thu	8:59:17												
		9:01:15												
		10:35:44												
		10:45:06		0:09										
		11:25:11												
		11:26:46		1:42										
		13:09:01	5:28:43	1:42:15			3:16:28	5:00	1.50		1.50			
		14:28:00												
11/8/13	Fri	9:06:55												
		9:59:34												
		10:09:25		0:09										
		10:22:43												
		10:36:10		0:13										
		11:05:22	1:58:27			Y	1:58:27	5:30	3.50		3.50			
11/12/13	Tue	9:31:07												
		9:32:45												
		11:27:01												
		11:32:48		0:05										
		11:41:39												
		11:43:15												
		12:04:25		0:21										
		12:40:15												
		19:47:36		7:07										
		20:53:35	11:22:28	7:07:21	Y	4:15:07	6:15	1.75			1.75			
11/13/13	Wed	9:22:56												
		9:24:32												
		10:52:15												
		10:53:46												
		11:04:44		0:10										
		11:08:06												
		11:10:16												

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:11:29											
		11:34:20		0:22									
		13:38:56											
		13:46:50		0:07									
		14:15:48											
		17:37:27		3:21									
		18:02:35											
		18:04:27		0:01									
		18:29:14			9:06:18	3:21:39		5:14:39	7:30	2.25		2.25	
11/14/13	Thu	9:20:51											
		9:22:32											
		11:23:34											
		11:25:22											
		11:38:53		0:13									
		11:44:28											
		12:00:40		0:16									
		14:03:57			4:43:06			4:13:06	5:00	0.75		0.75	
11/15/13	Fri	9:19:10											
		9:21:02											
		11:13:46											
		11:28:05		0:14									
		13:14:05											
		13:17:51		0:03									
		13:36:58											
		13:39:17			4:20:07			3:50:07	5:00	1.00		1.00	
11/16/13	Sat	16:19:26											
		22:13:50											
		22:17:06											
		22:23:25											
		22:25:09			6:05:43			5:35:43	6:00	0.25		0.25	
11/18/13	Mon	7:18:07											
		15:57:56			8:39:49			8:09:49	8:30	0.25		0.25	
11/19/13	Tue								8:15	8.25		8.25	was enrolled in [redacted] but did not sign in on roster
11/20/13	Wed	7:17:52											
		11:13:38											
		11:19:14		0:05									
		13:14:45											
		13:21:19		0:06									
		15:02:59											
		15:06:37		0:03									
		15:47:38											
		15:51:41											
		16:01:27		0:09									
		16:03:00											

(b) (6)

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		16:11:43												
		16:13:23												
		16:25:23			0:12	9:07:31			8:37:31	8:45	0:00		0:00	
11/21/13	Thu	7:21:19												
		10:55:29												
		10:59:12												
		11:15:07			0:15									
		11:16:42												
		11:56:54												
		11:58:32												
		12:08:11			0:09									
		12:12:09												
		15:23:47												
		15:27:48												
		15:44:49			0:17									
		15:46:32												
		16:10:16												
		16:12:01												
		16:25:08		0:13	9:03:49			8:33:49	8:30	0:00		0:00		
11/22/13	Fri	7:08:34												
		10:02:42			2:54:08			2:24:08	6:00	3:50		3:50		
11/25/13	Mon	6:34:51												
		8:29:17												
		8:33:03		0:03										
		10:55:58												
		11:03:22												
		11:19:58		0:16										
		11:23:36												
		11:32:30												
		11:36:38												
		11:48:10		0:11										
		11:51:47												
		12:51:52												
		13:06:17		0:14										
		14:03:03			7:28:12			6:58:12	8:00	1:00		1:00		
11/26/13	Tue	7:08:11												
		10:04:18												
		11:13:29		1:09										
		11:17:13												
		13:13:34												
		13:17:33			6:09:22	1:09:11		4:30:11	8:00	3:25	-0:25	3:00	15 min credit travel time	
11/29/13	Fri	8:37:16												
		10:26:37												
		10:38:14		0:11										
		11:35:40												

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:45:30			0:09								
		11:53:48				3:16:32		2:46:32	6:00	3:00		3:00	
12/2/13	Mon	5:41:00											
		6:37:38											
		13:08:40		0:31									
		14:02:33			8:21:33	6:31:02		1:20:31	8:00	6:50		6:50	
12/4/13	Wed	9:15:08											
		9:16:54											
		12:34:47											
		12:36:25											
		13:52:08		1:15									
		13:53:46											
		15:35:00											
		15:36:34			6:21:26	1:15:43	Y	5:05:43	4:00	-1:00		-1:00	
12/5/13	Thu	5:50:53											
		6:27:33			0:36:40			0:06:40	6:30	6:25		6:25	
12/6/13	Fri	11:55:52											
		13:36:55			1:41:03		Y	1:41:03	2:30	0:75		0:75	
12/9/13	Mon	11:01:04											
		11:02:54											
		14:02:56											
		14:05:55		0:02									
		14:10:10											
		14:11:35											
		19:18:29		5:06									
		20:34:56			9:33:52	5:06:54		3:56:58	6:00	2:00		2:00	
12/11/13	Wed	9:21:01											
		9:22:39											
		11:00:14											
		11:01:51											
		12:23:33		1:21									
		14:46:04			5:25:03	1:21:42		3:33:21	6:30	2:75		2:75	
12/12/13	Thu	9:45:47											
		9:47:21											
		11:02:09											
		11:03:58											
		11:22:46		0:18									
		11:24:18											
		14:11:34											
		14:13:06			4:27:19			3:57:19	5:00	1:00		1:00	
12/13/13	Fri	10:03:24											
		10:05:02											

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		11:00:53												
		11:02:26												
		11:22:20		0:19										
		12:16:36												
		19:51:53		7:35										
		19:52:20												
		19:53:40		0:01	9:50:16	7:35:17		1:44:59	10:30	8.75	-8.75		0.00	No Access Control Exit Data Discrepancy eliminated
12/14/13	Sat							Y	3:00	3.00			3.00	
12/15/13	Sun	16:46:47												
		18:34:35			1:47:48			Y	1:47:48	3:00	1.00		1.00	
12/16/13	Mon	5:15:54												
		5:29:13												
		9:16:15	3:47											
		9:17:44												
		13:51:44												
		13:53:19		8:37:25	3:47:02		4:20:23	5:00	0.50			0.50		
12/17/13	Tue	8:29:38												
		8:31:08												
		8:38:56												
		8:40:23												
		9:18:40	0:38											
		9:21:51												
		10:17:46												
		10:21:09												
		12:06:23	1:45											
		13:39:07		5:09:29	1:45:14		2:54:15	5:45	2.75	-0.75		2.00	45 min credit travel time	
12/18/13	Wed	9:01:04												
		9:02:45												
		12:00:21												
		12:05:28	0:05											
		12:37:35												
		12:39:11												
		17:46:32	5:07											
		19:43:48		10:42:44	5:07:21		5:05:23	6:15	1.00			1.00		
12/19/13	Thu	9:29:24												
		9:31:21												
		13:56:33												
		13:58:24		4:29:00			Y	4:29:00	5:30	1.00		1.00		
12/20/13	Fri	9:49:48												
		9:55:13												
		11:21:06												
		11:22:30												
		11:58:15	0:35											

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		13:59:29			4:09:41			3:39:41	5:00	1.25		1.25	
12/27/13	Fri	7:33:35											
		8:49:17											
		9:27:09		0:37									
		11:02:07											
		11:33:36		0:31									
		12:20:54											
		12:37:07		0:16									
		13:47:48											
		13:53:47		0:05									
		14:48:48											
		16:20:51		1:32									
		16:31:15											
		16:42:30		0:11									
		16:46:57											
		17:10:29		0:23									
		17:13:20			9:39:45	1:32:03		7:37:42	12:30	4.75		4.75	
12/28/13	Sat	13:03:42											
		19:37:53			6:34:11			6:04:11	11:30	5.25	-5.25	0.00	No Access Control Exit Data Discrepancy eliminated
12/30/13	Mon	6:58:54											
		11:34:53											
		11:49:56		0:15									
		12:37:19			5:38:25			5:08:25	5:30	0.25		0.25	
1/3/14	Fri	11:40:37											
		16:03:39			4:23:02		Y	4:23:02	4:30	0.00		0.00	
1/6/14	Mon	9:19:15											
		9:20:58											
		11:28:04											
		11:29:30											
		13:01:16		1:31									
		13:02:47											
		14:57:06											
		14:58:38			5:39:23	1:31:46		3:37:37	5:30	1.75		1.75	
1/7/14	Tue	12:16:59											
		14:16:51			1:59:52		Y	1:59:52	2:00	0.00		0.00	
1/8/14	Wed	10:00:49											
		10:02:25											
		14:11:28											
		14:12:57											
		14:20:34		0:07									
		14:24:37			4:23:48			3:53:48	4:45	0.75	-0.50	0.25	30 min credit lunch
1/9/14	Thu	9:29:11											

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



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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		9:30:44											
		11:22:44											
		11:24:16											
		12:24:22		1:00									
		14:09:31											
		16:45:03		2:35									
		18:55:20			9:26:09	3:35:38	Y	5:50:31	7:15	1.25		1.25	
1/10/14	Fri	10:11:07											
		10:12:49											
		12:00:19											
		12:06:08		0:05									
		13:20:36											
		13:23:13		0:02									
		14:01:41											
		14:03:30											
		18:42:13		4:38									
		22:50:08			12:39:01	4:38:43		7:30:18	10:00	2.25		2.25	
1/11/14	Sat	9:15:39											
		11:01:10											
		18:45:16		7:44	9:29:37	7:44:06		1:15:31	13:45	12.25	-12.25	0.00	No Access Control Exit Data Discrepancy eliminated
1/14/14	Tue	10:47:38											
		10:56:49		0:09									
		10:56:53											
		10:58:42											
		15:01:12											
		15:03:56		0:02									
		17:55:15											
		17:57:12											
		18:12:03		0:14	7:24:25			6:54:25	7:00	0.00		0.00	
1/15/14	Wed	11:15:27											
		11:20:39		0:05									
		11:22:17											
		15:17:53											
		15:23:26		0:05									
		16:12:40											
		16:14:01		0:01									
		16:21:37											
		16:23:19											
		16:32:36		0:09	5:17:09			4:47:09	4:30	-0.25	-0.50	-0.75	30 min credit for lunch
1/16/14	Thu	11:42:37											
		11:44:22											
		13:42:04											
		13:43:39											
		13:51:36		0:07	2:08:59		Y	2:08:59	2:15	0.00		0.00	

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
1/17/14	Fri	8:56:34												
		11:21:10												
		11:52:47		0:31										
		14:15:20												
		19:51:51		5:36	10:55:17	5:36:31		4:48:46	8:15	3.25	-3.25	0.00		No Access Control Exit Data Discrepancy eliminated
1/21/14	Tue	5:56:07												
		11:01:20			5:05:13			4:35:13	4:45	0.00	-0.50	-0.50		30 min credit lunch
1/22/14	Wed	10:12:01												
		12:29:27												
		12:31:49		0:02										
		15:38:26			5:26:25			4:56:25	5:00	0.00			0.00	
1/23/14	Thu	10:43:06												
		10:44:39												
		20:22:44												
		20:24:14			9:41:08			9:11:08	9:30	0.25			0.25	
1/24/14	Fri	6:31:36												
		8:34:51												
		11:16:37		2:41										
		12:02:49												
		12:04:20												
		12:10:45	0:06											
		12:12:21												
		14:20:06		7:48:30	2:41:46		4:36:44	5:45	1.00			1.00		
1/25/14	Sat	8:42:57												
		8:46:37												
		23:01:56												
		23:03:39		14:20:42			13:50:42	14:30	0.50			0.50		
1/27/14	Mon	9:13:34												
		9:15:34												
		12:09:59												
		12:11:34		2:58:00			2:58:00	3:15	0.25			0.25		
1/28/14	Tue	9:50:50												
		9:52:27												
		12:16:55												
		12:18:16												
		15:05:27	2:47											
		16:43:26		6:52:36	2:47:11		4:05:25	5:00	0.75			0.75		
1/29/14	Wed	5:40:31												
		6:45:03												
		7:03:00	0:17											
		10:05:14												
		12:01:05	1:55											

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		15:02:40			9:22:09	1:55:51	- Y	7:26:18	8:45	1.25		1.25	
1/30/14	Thu	5:44:14											
		5:48:11											
		5:52:32		0:04									
		11:09:34											
		11:11:14											
		11:17:40		0:06									
		11:19:22											
		13:58:40			8:14:26			7:44:26	8:30	0.75		0.75	
2/4/14	Tue	6:41:08											
		6:43:47											
		7:30:07		0:46									
		7:33:40											
		10:33:00											
		10:36:20											
		11:16:30		0:40									
		11:18:08											
		12:12:18											
		12:13:37											
		16:53:53		4:40									
		18:05:55			11:24:47	4:40:16		6:14:31	11:00	4.75		4.75	
2/5/14	Wed	6:44:46											
		6:46:26											
		6:57:08											
		6:58:35											
		7:26:29		0:27									
		7:30:07											
		15:43:15											
		15:46:10											
		16:34:44		0:48									
		16:36:18											
		16:40:21											
		16:41:37			9:56:51			9:26:51	10:15	0.75		0.75	
2/6/14	Thu	6:59:39											
		7:00:52											
		7:04:09											
		7:05:16											
		7:32:50		0:27									
		7:36:11											
		11:14:19											
		11:17:11											
		11:50:02		0:32									
		11:51:33											
		14:06:56											
		14:08:36			7:08:57			6:38:57	7:30	0.75		0.75	

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
2/7/14	Fri	9:04:21												
		9:05:55												
		14:17:40												
		14:19:06												
		19:14:54			4:55									
		19:45:44				10:41:23	4:55:48		5:15:35	6:45	1.25		1.25	
2/8/14	Sat	10:07:19												
		12:32:40				2:25:21		Y	2:25:21	3:00	0.50		0.50	
2/10/14	Mon	9:56:02												
		9:57:40												
		13:30:00												
		13:31:32												
		17:03:44			3:32									
		17:25:45				7:29:43	3:32:12		3:27:31	5:00	1.50		1.50	
2/11/14	Tue	10:15:53												
		10:17:27												
		10:59:23												
		11:00:50												
		11:56:50												
		12:03:57			0:07									
		12:07:44												
		12:44:43												
		12:48:26												
		12:58:42			0:10									
		13:00:18												
		14:18:07			4:02:14			3:32:14	4:30	0.75	-0.50	0.25	30 min credit lunch	
2/12/14	Wed	14:57:38												
		15:12:23				0:14:45			#####	0:00	0.25	-0.25	0.00	No hours claimed
2/14/14	Fri	12:09:02												
		16:00:22				3:51:20		Y	3:51:20	4:00	0.00		0.00	
2/18/14	Tue	10:59:01												
		11:00:39												
		11:24:28												
		11:25:49												
		12:15:40			0:49									
		12:50:05												
		13:01:10		0:11										
		14:15:36			3:16:35		Y	3:16:35	3:45	0.25		0.25		
2/19/14	Wed	9:37:16												
		9:38:56												
		14:30:24												
		14:32:03				4:54:47			4:24:47	5:00	0.50		0.50	

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
2/20/14	Thu	9:05:32											
		9:07:25											
		11:04:51											
		11:06:25											
		12:18:41		1:12									
		14:19:51											
		19:17:54		4:58									
		20:50:36			11:45:04	6:10:19		5:04:45	7:30	2.25		2.25	
2/21/14	Fri	8:52:22											
		11:06:15											
		11:46:58		0:40									
		13:05:29											
		14:21:07		1:15									
		14:22:50											
		18:29:19											
		18:30:55											
		18:44:15		0:13									
		18:45:52											
22:40:59													
22:47:03				13:54:41	1:15:38		12:09:03	12:45	0.50		0.50		
2/22/14	Sat	9:34:28											
		12:01:02											
		17:09:30		5:08									
		18:58:47			9:24:19	5:08:28		3:45:51	9:30	5.50		5.50	
2/24/14	Mon	9:00:54											
		9:02:33											
		10:12:27											
		10:13:59											
		10:47:17		0:33									
		11:58:44			2:57:50		Y	2:57:50	3:30	0.50		0.50	
2/25/14	Tue	10:48:33											
		10:50:04											
		17:42:25											
		17:43:57			6:55:24		6:25:24	7:00	0.50		0.50		
2/26/14	Wed	8:58:54											
		9:00:23											
		14:46:55											
		14:48:36			5:49:42		5:19:42	5:30	0.00		0.00		
2/28/14	Fri	9:25:40											
		9:27:08											
		10:57:58											
		10:59:25											
		11:32:37		0:33									
		12:56:04											

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		13:18:26	[Redacted]	0:22										
		13:23:46												
		13:25:36												
		13:26:50				4:01:10		3:31:10	5:00	1.25			1.25	
3/4/14	Tue	9:54:10												
		14:19:54				4:25:44		3:55:44	3:45	0.00	-0.50		-0.50	30 min credit lunch
3/5/14	Wed	6:14:38												
		6:16:34												
		6:21:03												
		6:23:31			0:02									
		6:25:34												
		6:28:46			0:03									
		6:30:11												
		18:51:00			12:20									
		18:55:58				12:41:20	12:20:49	0:00:00	12:15	12.25	-12.25		0.00	Credited for Offsite
3/6/14	Thu	8:47:47												
		14:20:09			5:32:22		5:02:22	5:00	0.00			0.00		
3/7/14	Fri	8:39:36												
		14:16:57			5:37:21		5:07:21	5:15	0.00			0.00		
3/8/14	Sat	8:20:04												
		15:05:28			6:45:24		6:15:24	7:45	1.25	-1.25		0.00	No Access Control Exit Data Discrepancy eliminated	
3/10/14	Mon	12:31:43												
		14:41:10												
		19:33:42		4:52										
		20:00:09			7:28:26	4:52:32	2:05:54	2:30	0.25	-0.50		-0.25	30 min credit lunch	
3/11/14	Tue	8:54:49												
		8:56:24												
		10:28:51												
		10:30:19												
		11:48:40		1:18										
		14:27:26			5:32:37	1:18:21	Y	4:14:16	4:30	0.25		0.25		
3/12/14	Wed	9:36:18												
		9:37:59												
		14:29:53												
		14:31:30			4:55:12		4:25:12	5:00	0.50			0.50		
3/14/14	Fri	8:56:56												
		8:58:27												
		11:26:09												
		11:27:32												
		11:55:07		0:27										
		14:04:43												

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		17:03:22			2:58								
		20:57:00				12:00:04	2:58:39	8:31:25	10:15	1.50		1.50	
3/18/14	Tue	6:39:21											
		6:40:53											
		6:57:40											
		6:59:11											
		7:14:12			0:15								
		7:14:17											
		7:14:25											
		7:18:26											
		15:39:25											
		15:43:16											
		15:55:00			0:11								
		15:56:42											
		16:35:13											
		16:36:44											
		16:38:03			0:01								
		16:39:44											
		16:46:57											
		16:48:30											
		16:54:04			0:05								
		16:55:42											
		17:41:01											
		17:42:25				11:03:04		10:33:04	11:00	0.25		0.25	
3/19/14	Wed	7:04:55											
		7:09:00											
		11:13:33											
		11:17:31											
		11:48:36			0:31								
		11:52:45											
		13:36:01											
		13:39:32											
		13:44:45											
		13:46:24											
		13:50:18											
		13:53:55											
		13:59:11				6:54:16		6:24:16	8:30	2.00		2.00	
3/20/14	Thu	11:12:33											
		14:20:52				3:08:19		Y 3:08:19	3:30	0.25		0.25	
3/21/14	Fri	9:26:37											
		9:28:21											
		14:12:41											
		14:14:09				4:47:32		4:17:32	5:00	0.50		0.50	
3/22/14	Sat	8:38:12											
		11:24:08											

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		18:42:36		7:18										
		18:44:52												
		22:59:48												
		23:06:46												
		23:08:20				14:30:08	7:18:28	Y	7:11:40	9:45	2.50		2.50	
3/25/14	Tue	8:14:49												
		10:18:42												
		10:26:15			0:07									
		11:49:54												
		11:53:00			0:03									
		11:55:46												
		15:28:19		3:32										
		17:40:18			9:25:29	3:32:33		5:22:56	5:15	0.00		0.00		
3/26/14	Wed	8:59:04												
		9:00:40												
		10:34:19												
		10:35:41												
		11:32:57		0:57										
		14:27:43			5:28:39			4:58:39	8:00	3.00		3.00		
3/27/14	Thu	7:31:55												
		7:34:53												
		10:29:23												
		10:35:25												
		10:43:06		0:07										
		10:44:51												
		13:23:14												
		13:29:06		0:05										
		13:42:04												
		13:43:35												
		13:53:10		0:09	6:21:15			5:51:15	6:15	0.25		0.25		
3/28/14	Fri	8:53:04												
		8:54:46												
		11:18:41												
		11:20:05												
		12:07:19		0:47										
		13:56:31			5:03:27			4:33:27	4:45	0.00		0.00		
3/31/14	Mon	12:40:39												
		14:12:56												
		18:35:07		4:22										
		19:56:12			7:15:33	4:22:11	Y	2:53:22	4:00	1.00		1.00		
4/1/14	Tue	8:55:08												
		8:56:50												
		9:48:58												
		9:50:30												

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 (b) (6)

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		10:00:53		0:10										
		10:05:15												
		10:07:37												
		10:08:47												
		11:37:40			1:28									
		14:01:47				5:06:39	1:28:53		3:07:46	5:00	1.75	-0.25	1.50	15 min credit travel time
4/2/14	Wed	9:21:43												
		9:23:21												
		11:29:02												
		11:30:32												
		13:44:51			2:14									
		13:46:25												
		19:58:23												
		20:00:02				10:38:19	2:14:19		7:54:00	10:30	2.50		2.50	
4/3/14	Thu	8:51:02												
		8:52:37												
		11:10:42												
		11:12:14												
		13:57:26		2:45										
		13:59:01												
		15:29:03												
		15:30:48												
		15:42:22		0:11										
		15:44:05												
		16:37:43												
		16:39:07			7:48:05	2:45:12		4:32:53	7:45	3.00		3.00		
4/4/14	Fri	9:02:01												
		9:03:43												
		10:34:39												
		10:36:07												
		11:16:24		0:40										
		12:39:06												
		12:44:11		0:05										
		13:32:10												
		13:37:54		0:05										
		14:04:52			5:02:51			4:32:51	5:00	0.25		0.25		
4/5/14	Sat	7:19:15												
		17:13:40												
		19:06:15			11:47:00			11:17:00	11:30	0.00		0.00		
<b>Total Discrepant Hours</b>												<b>312.75</b>		
<b>Total Number of days in analysis</b>												<b>235.00</b>		
<b>Number of times claimed more hours on timesheet than within AC</b>												<b>186.00</b>		

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 (b) (6)

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
Number of times claimed same number of hours on timesheet as within AC												39.00	
Number of times claimed fewer hours on timesheet than within AC												10.00	

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IV-14-0116

**APPENDIX C**

(U)  Written Statement

**27 July 2014**

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(b) (6)

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To whom it may concern,

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

I have reviewed the discrepancies listed and the first major one I noticed was the 3/5/14 where I was on an agency trip to the [redacted] has pulled the email concerning that. I saw there were a total of 11 hours of discrepancies that were less than an hour (.75 or less). I am searching for any documentation on the longer discrepancies to explain them. I have been going through a rough time at home and the stress has been high. My wife has been diagnosed with [redacted] [redacted] and my youngest son with [redacted]. And I am preparing for a divorce that has been a long time coming. There have been many occasions where I have had to leave for medical reasons/appt. or calls from my children's schools. All of this combined with a bad habit of filling out my timesheet right before I turn it in has lead to not remembering the hours correctly at times. I would never intentionally claim hours I have not worked and will gladly pay back any hours that I can't find explanations for. My upcoming move to Texas was started because I needed to move to a place where I could afford the care my son needs along with the before and after care so I can work my 8 hours through each day when my children's mother is unavailable. I will continue to try and locate records beyond the 1 day deadline I had to return something to you. I have worked in the intelligence field for the D.O.D [redacted] [redacted] and would never intentionally do anything to jeopardize my career. I have never had a security or other violation in my 19 year career and I want to do whatever possible to correct this and continue on serving my country. I am willing to correct my timesheet practices to include entering my time daily to my timesheet and accepting any kind of probation the agency feels necessary to show that there is no intention on my part to defraud the government.

(b) (6)

[redacted]

27 JULY 2014

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**APPENDIX D**

(U)  **Response to the Tentative Conclusions**

**17 June 2015**

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I am writing this in hopes that the deciding party on this will look at everything to include the situations I was going through at the time as well as my 20 years of working NSA's Mission. My 20 years have been 14 years as a navy Cryptologist, 1 year as a contractor and 5 years as an NSA civilian. In all that time I have never received any type of security violations and have done great work for this agency. I have offered to provide the OIG with proof of the situations I was in to include [redacted]

[redacted]

(b) (6)

[redacted] It did work as you can check with the command here my life is back on track and I am doing great things here in Texas. I have expanded our mission and brought valuable training down here that was greatly needed. I am up for civilian of the quarter here and I am briefing our SID here on Friday on the improvements I have brought and how they relate to current mission. My life here in Texas is quiet and my children have adjusted well. I have never intentionally falsified any timesheets though I do admit that it was reckless filling them out on the last day of the time period. Time cards were new to me after 14 years of service but that's no excuse. My life was so chaotic during that time that I never knew when I would get a call and have to run out. [redacted]

[redacted]

[redacted] I tried going to EAS as well as a lawyer and multiple civilian help sources and therapist for my family. I want to stay a valuable asset to this agency and have the chance to pay back any money that is deemed that I owe. This process was started as I was walking out the door to transfer to Texas so a lot of evidence I could have had about some of the time discrepancies was gone. Even at least one EAS session is not noted. But I don't even care about that I will pay back whatever they say I just don't want to lose the 20 years I have spent serving this country because of the hell my life was in at the time. I would gladly go back on the 2 year probation and submit whatever daily time notes needed. Please talk to my co-workers and supervisors both past and present to see that I am not who I have been portrayed to be during that time. There is a reason that I was hired as a government civilian from being a contractor. Because I had a reputation of doing great work for the agency. And all the past chiefs of the [redacted] will attest to that. Again that's why they hired me. The only one of the three on the contract that was offered to stay. I am a good analyst who works hard every day and I am being recognized for that here in Texas. Please speak with me whether its via phone, VTC, or in person so you can see I can still be an asset to this agency. One last thing, why would I ever claim less hours if I was really trying to defraud the government? It just goes to show that all the chaos that my life was in at the time caused the mistakes that were made and that they were not intentional.

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[redacted]

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