

Defense Intelligence Agency Office of the Inspector General

SEMIANNUAL REPORT TO CONGRESS

APRIL 1, 2024 - SEPTEMBER 30, 2024



Semiannual Report to Congress

3rd and 4th Quarters, Fiscal Year 2024

Additional Information and Copies

The Defense Intelligence Agency (DIA) Office of the Inspector General (OIG) has strived to make this report as transparent as possible while safeguarding sensitive information. Where appropriate, we have removed or rephrased information to avoid disclosing classified material. Although we have worked to provide a comprehensive unclassified report, the classified addendum contains additional reports and details that are not publicly releasable.

This report, with its classified addendum, is posted on our websites located on classified systems. Excluding its addendum, a copy of this report, as well as report summaries of our audits, evaluations, inspections, investigations, and announcements of ongoing work can also be found on the Internet at <https://oig.dia.mil/> and at <https://www.oversight.gov>.

To request physical copies of this report, contact the DIA OIG at (202) 231-1010 or at the below address:

Defense Intelligence Agency
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Washington, DC 20301-7400

A Message from the IG

Jeremy Kirkland

I am pleased to present the Defense Intelligence Agency (DIA) Office of the Inspector General (OIG) Semiannual Report (SAR) to Congress covering the period from April 1, 2024 to September 30, 2024.

As we close out Fiscal Year (FY) 2024 and look ahead to the challenges and opportunities for the next FY, I am reminded of the importance of agility in our work. Given DIA's global reach, the Agency must be able to surge in response to geopolitical events—as evidenced by DIA's response to the crisis in the Middle East—while maintaining focus on long-term national security priorities such as strategic competition with China and Russia. Likewise, OIG must have the capacity to respond to new requests for oversight work while continuing to fulfill our statutory requirements.

Agility compels us to gain early insight from stakeholders into potential mission impediments, which in turn will enable us to prioritize our work better. During this reporting period, OIG staff visited each of the United States-based combatant commands (CCMDs). We learned firsthand from CCMD leaders and the DIA workforce about the challenges they face meeting increasingly complex mission requirements. We also continued regular engagements with congressional overseers to keep them apprised of our major efforts and to hear their concerns.

Responding to a continually changing threat environment requires that DIA be mission ready each and every day. OIG can directly support mission preparedness by identifying areas where the Agency can improve its operations. I want to highlight a few such projects.

- The Audit of DIA's Research, Development, Testing, and Evaluation (RDT&E) Funds determined whether DIA managed its RDT&E funds to align with mission priorities and to optimize their use. We found that, while RDT&E funding aligned with mission priorities, DIA may lose the opportunity to allocate at least \$10 million annually toward additional mission needs. With more effective monitoring processes, DIA may be able to make more informed decisions on how it allocates resources, and potentially better prioritize the research needed to advance capabilities.



- The Audit of DIA's Efforts to Adopt and Implement Artificial Intelligence (AI) Capabilities for Intelligence Collection and Analysis is looking at DIA's strategic efforts to develop AI capabilities to improve intelligence collection and analysis. By making sense of the vast amounts of data collected through the different platforms, AI has the potential to enable analysts to more quickly corroborate intelligence and reach more accurate and timely conclusions. This project looks to determine if DIA has the appropriate governance in place to manage the risk associated with this emerging technology and realize the promise it holds.

DIA exercises many authorities across the Defense Intelligence Enterprise, with the Director, DIA serving as Defense Intelligence Enterprise Manager for eight intelligence functions. Given the Agency's wide reach, OIG may partner with other inspectors general in order to provide effective oversight of DIA operations. During this reporting period, the Inspections & Evaluations Division concluded two such efforts:

- The Joint Evaluation of the Department of Defense Foreign Materiel Program in partnership with the Department of Defense Office of the Inspector General.
- Support to the Office of the Inspector General of the Intelligence Community's Special Review of Intelligence Community Support to Screening and Vetting of Persons from Afghanistan.

In the future, we will proactively look for more partnering opportunities to address interagency or enterprise-wide challenges that may impact DIA's ability to carry out its mission most effectively in this strategic competition environment.

Since our last SAR, our Audits and Inspection and Evaluations (I&E) Divisions completed 6 projects, issued 18 recommendations, and closed 12 recommendations. Our Investigations Division closed 7 cases in this reporting period.

This report, along with other unclassified summaries and reports, can be found on our DIA website, <https://oig.dia.mil>, and the IG community site operated by CIGIE, <https://www.oversight.gov>.



Jeremy Kirkland
Inspector General

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Defense Intelligence Agency

About the Agency



Mission Statement: To provide intelligence on foreign militaries to prevent and decisively win wars.

Defense Intelligence Agency's Strategic Lines of Effort

- **Intelligence Advantage:** Enable global and functional insights in the competition space to understand and illuminate opportunities for warfighters, policymakers, and the acquisition community, to disrupt, degrade, deter, and defeat the adversary's willingness and ability to compete and fight. Integrate planning, collection, and analysis to secure Department of Defense (DoD) first-mover advantage.
- **Culture of Innovation:** Institutionalize an anticipatory environment incorporating risk acceptance, a forward-leaning mindset, and the systems necessary to field advanced interoperable and innovative methods to address the challenges posed by strategic competitors in the current and future operational and technological landscape.
- **Allies and Partnerships:** Develop and strengthen alliances and partnerships to serve as force multipliers that generate strategic and operational advantage across the competition continuum, enabling DIA to outpace United States (U.S.) adversaries.

- **Adaptive Workforce:** Develop a trusted workforce through recruitment, development, and retention of vetted, diverse, inclusive, digital-ready, and proactive officers postured for the global operating environment.

Defense Intelligence Agency's Strategic Objectives:

1. Agile, integrated, and resilient organization that operationalizes tradecraft-compliant defense intelligence for warfighters, decisionmakers, policy makers, and the acquisition community in order to outpace our strategic competitors and enable integrated deterrence.
2. Sustained global overwatch to identify, track, and provide timely strategic indication and warning on evolving threats to national interests.
3. Innovative and modernized management processes that direct mission-focused activities and investments for DIA and the broader Defense Intelligence Enterprise.
4. Mastery of emerging technologies to provide organizational resilience for the rapidly changing operational environment.
5. Expanded and impactful integration with international allies and partners, other Federal agencies, industry, and academia.
6. Inclusive, diverse, equitable, adaptive, and resilient workforce; strategically recruited, adept in their tradecraft, and skilled in leadership.

About DIA OIG

Mission, Vision, Values



Mission: To promote the efficiency, effectiveness, and integrity of DIA operations and activities through transparent and independent oversight.

Vision: Deliver impactful oversight that drives accountability and positive change in defense of the Nation.

Values:

- Integrity: Courageously adhere to the highest ethical principles, confidentiality, objectivity, and trustworthiness.
- Excellence: Provide the best services, products, and oversight.
- Accountability: Take pride in meeting commitments and hold each other to those commitments.
- Initiative: Take ownership to solve problems and challenges and identify opportunities to better the organization.
- Teamwork: Collaborate internally (working together) and across organizations to achieve common goals.

Strategic Goals and Objectives

OIG Strategic Goal 1: Maximize the Value of OIG Oversight for Stakeholders and Partners Through Impactful and Relevant Work

- Objective 1.1. Strengthen Relationships to Increase Trust.
- Objective 1.2. Increase Capability to Do the Right Oversight Work at the Right Time.
- Objective 1.3. Improve Timeliness and Quality of Work to Enhance Oversight Value.

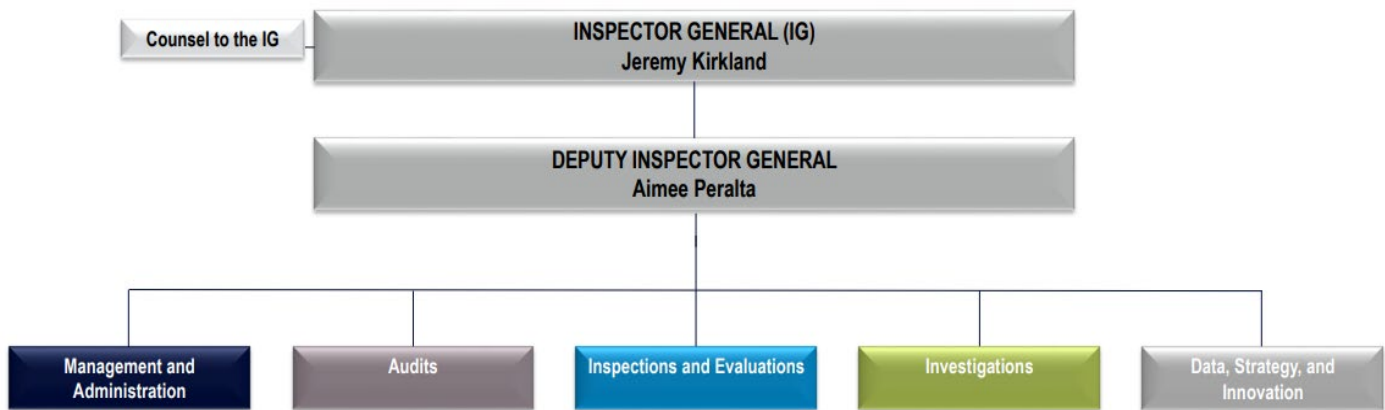
OIG Strategic Goal 2: Cultivate a Diverse, Inclusive, and Inspired Workforce with the Skills to Anticipate and Resolve Future Challenges

- Objective 2.1. Adapt, Formalize, and Implement Our Talent Management Program to Grow and Retain a Highly-Skilled Workforce.
- Objective 2.2. Increase Mission Literacy, Digital Literacy, and Core Competencies to Create a Ready and Agile Workforce.
- Objective 2.3. Inspire a Culture of Innovation to Meet Future Challenges.

OIG Strategic Goal 3: Optimize OIG Business Operations

- Objective 3.1. Adapt the Organization and Mature Repeatable Processes to Meet the Challenges of a Dynamic Environment.
- Objective 3.2. Enhance OIG's Use of Technology and Data to Improve Organizational Efficiency and Performance.
- Objective 3.3. Align Strategic and Resource Planning to Meet Current and Future Requirements.

Office of the Inspector General Organization



Audits

The Audits Division conducts independent, objective, and nonpartisan oversight of the stewardship, performance, or cost of DIA's operations, programs, and policies. Audits provide essential accountability and transparency over government programs and enable decisionmakers to improve program performance and operations, reduce costs, facilitate decision making by parties responsible for overseeing or initiating corrective action, and contribute to public accountability.

Inspections and Evaluations

The Inspections and Evaluations Division (I&E) conducts systematic and independent assessments of the design, implementation, and results of DIA's and the Defense Intelligence Enterprise's operations, programs, and policies. The division offers a flexible and effective mechanism for conducting oversight utilizing a multidisciplinary staff and multiple data gathering and analysis methodologies. Through its projects, I&E provides factual and analytical information. In addition, I&E measures performance; assesses internal controls; identifies savings opportunities; highlights best practices; assesses and refers allegations of fraud, waste, abuse, and mismanagement; as well as determines compliance with applicable laws, regulations, and policies. In FY 2024, I&E stood up a new Intelligence Oversight branch with a focus on Agency compliance with intelligence oversight matters including the reporting of questionable intelligence activities and significant or highly sensitive matters.

Investigations

The Investigations Division conducts proactive and reactive criminal, civil, and administrative investigations to detect, deter, and report fraud, waste, and abuse within DIA. The division develops sufficient evidence to successfully resolve all allegations, and when appropriate, its Reports of Investigation (ROI) facilitates successful criminal prosecution or management-directed disciplinary action. The Investigations Division also identifies and reports internal control weaknesses that could render DIA programs and systems vulnerable to exploitation. Additionally, at its discretion, the division investigates questionable intelligence activities, as defined by Executive Order 12333, "United States Intelligence Activities," as amended.

Hotline Program

The Hotline Program is a confidential and reliable means for DIA personnel and the public to report fraud, waste, gross mismanagement, and abuse of authority within DIA and intelligence enterprise operations. The program's primary role is to receive and evaluate concerns or complaints and to determine whether an OIG investigation is warranted or to refer the matter to the Agency element best suited to resolve the issue. To be effective, the Agency requires all personnel to be vigilant against illegal or improper acts and report any improprieties to the chain of command or an OIG representative.

Management and Administration

The Management and Administration Division (M&A) provides advisement, guidance, and integrated institutional support on key mission-critical functions that enable OIG components to conduct their work efficiently and effectively. This responsibility includes managing budget and acquisition, human resources, space, information technology, strategic communications, and production, comprising editorial support and graphic design. Additionally, it includes staff operations, encompassing an array of administrative support services. M&A strives to create and improve administrative and business processes to meet the challenges of a dynamic working environment.

Data, Strategy, & Innovation

The Data, Strategy, and Innovation Division (DSI) plays a key role in formulating strategic direction for the OIG by developing the 5-year strategic plan and annual strategic implementation plans. DSI leads the office-wide Agency Risk Evaluation via a Table Top Exercise that identify topics for the development of the Agency's Top Management Challenges and Emerging Risks. DSI also leads the publication of the Agency's Top Management Challenges and Emerging Risk Report and the OIG Annual Plan. In addition, DSI provides analytical services to optimize OIG operations, advance strategic decision making, and elevate OIG oversight work. DSI partners with stakeholders to identify and procure suitable data tools and techniques. DSI also facilitates the sourcing of new ideas

leading to the production of innovative solutions to enhance products, processes, and performance. The division is staffed with strategists and experts in the data analytics space.

Headquarters

Headquarters comprises the Inspector General (IG), Deputy IG, and Counsel to the IG (IGC). IGC provides independent and objective legal advice and counsel to the IG directly and to all OIG elements on a variety of legal and policy issues that impact the OIG mission. IGC reviews all proposed new and revised policies and legislative proposals for impact on OIG's roles and responsibilities and the effectiveness and efficiency of Agency activities. IGC also serves as the DIA Whistleblower Protection Coordinator. Additionally, IGC oversees OIG's processing of Freedom of Information Act and Privacy Act requests.



§405(b)(1) – A description of significant problems, abuses, and deficiencies¹

A description of the significant problems, abuses, and deficiencies relating to the administration of programs and operations of DIA are listed in the specific oversight projects listed below along with the recommendations for corrective action made by the OIG. Each project ties directly to one of our DIA Top Management Challenges and Emerging Risks themes: Resource Planning and Management, Information Technology Security and Management, and Resilience and Readiness. These themes are essential to DIA's ability to integrate the people, processes, partners, and technology to provide Defense Intelligence capabilities that outpace our strategic competitors.

Summary of Audits Division Activity

Completed Projects

Evaluation of DIA's Compliance with the Payment Integrity Information Act for Fiscal Year 2023, Project 2024-1004, issued May 15, 2024

What We Did. We evaluated DIA's compliance with the Payment Integrity Information Act (PIIA) for Fiscal Year (FY) 2023. The evaluation was conducted from January 2024 to April 2024. To conduct the evaluation, we interviewed personnel from the Office of the Chief Financial Officer (CFO), reviewed the Agency Financial Report and supporting documentation, and reviewed a selection of samples tested by CFO to support its risk assessment. We retested 37 samples from the 150 tested by CFO for the Commercial Non-Contract Pay (Vendor Pay) program transactions to verify CFO's conclusion that the program is not susceptible to significant improper and unknown payments.

What We Found. DIA complied with PIIA requirements for FY 2023 and made efforts to prevent and reduce improper and unknown payments.

For FY 2023, we verified CFO's conclusion that DIA's payment programs are not susceptible to significant improper and unknown payments. Based on a sample of Vendor Pay Program transactions, we validated CFO's projection of potential improper and unknown payments for the program was less than \$10 million dollars and 1.5 percent of program outlays as prescribed by the Office of Management and Budget.

¹ A "description of significant problems, abuses, and deficiencies" in a semiannual report to Congress refers to a detailed account of major issues, improper practices, and shortcomings discovered by an agency's Inspector General within the previous six months, regarding the administration of programs and operations, which are then presented to Congress for review and potential corrective action.

Additionally, we found that DIA made efforts to prevent and reduce improper and unknown payments, and evaluated payment programs as part of its Managers' Internal Control Program with quarterly and annual control testing.

Finally, we took into consideration prior year PIIA evaluations, and our recent audit of DIA's Commercial Contract Pay Program, issued February 2023, which did not identify significant improper and unknown payments. This statutory project addresses some of the risks related to the FY 2023 Top Management Challenge of Financial Management by showing the reliability of DIA's payment information.

What We Recommend. No recommendations were issued for this evaluation.

Evaluation of DIA's Compliance with the Federal Information Security Modernization Act Project 2024-1002, issued August 2, 2024

What We Did. We evaluated the effectiveness of DIA's overall information security program based on DIA's implementation of the Federal Information Security Modernization Act.

What We Found. For more information on the project and results, please see the "Classified Summary of Audit Division Activity" section on page 3 of the Classified Addendum.

What We Recommend. Our results can be found in the "Classified Audit Recommendations" table A-4 located on page 8 of the Classified Addendum.

Audit of DIA's Research, Development, Testing, and Evaluation Funds, Project 2023-1002, issued August 21, 2024

What We Did. We evaluated whether DIA managed its Research, Development, Testing, and Evaluation (RDT&E) funds to align with Agency mission priorities and optimize their use.

What We Found. For more information on the project and results, please see the "Classified Summary of Audit Division Activity" section on page 4 of the Classified Addendum.

What We Recommend. Our results can be found in the "Classified Audit Recommendations" table A-7 located on page 13 of the Classified Addendum.

Ongoing Projects

Audit of DIA's Financial Statements for Fiscal Year 2024, Project 2024-1003

Overview. Our objective is to evaluate the reliability of data supporting DIA's financial statements, determine the reasonableness of the statements produced, and examine disclosures in accordance with applicable guidance. We engaged an Independent Public Accountant (IPA) to conduct this

audit. The IPA will also review the reliability of financial systems, effectiveness of internal controls, and compliance with laws and regulations. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2023 DIA Top Management Challenge—Financial Management as well as DIA Top Management Challenge—Leadership Controls and Oversight.

Status. The project was in the fieldwork phase at the end of the reporting period.

Audit of DIA’s Efforts to Adopt and Implement Artificial Intelligence (AI) Capabilities for Intelligence Collection and Analysis, Project 2023-1008

Overview. Our objective is to determine the extent to which DIA’s strategic efforts to timely develop, acquire, adopt, and maintain secure and reliable artificial intelligence (AI) capabilities improve intelligence collection and analysis in accordance with applicable policies, standards, and requirements. Additionally, we will assess whether there are any administrative or technical barriers to DIA’s accelerated adoption of AI capabilities. Project results will provide insight to Agency progress in applying AI to their intelligence mission in accordance with the Intelligence Authorization Act for FY 2023, and address risks identified in the FY2023 DIA Emerging Risk – Effective Use of Technology as well as the FY2023 DIA Top Management Challenge—Information Technology Modernization and Cybersecurity.

Status. The project was in the reporting phase at the end of the reporting period.

Audit of DIA’s Utilization of Funds, Project 2024-1001

Overview. Our objective is to determine whether DIA continuously applied strategies to optimize the use of funds and took timely monitoring actions to maximize funding of mission requirements. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2023 DIA Top Management Challenge—Financial Management and Top Management Challenge—Leadership Controls and Oversight.

Status. The project was in the fieldwork phase at the end of the reporting period.

Summary of Inspections and Evaluations Division Activity

Completed Projects

Support to the Office of the Inspector General of the Intelligence Community Special Review of Intelligence Community Support to Screening and Vetting of Persons from Afghanistan, Project INS-2022-2003, issued June 28, 2024

What We Did: In partnership with the Office of the Inspector General of the Intelligence Community (IC IG) and in coordination with the Department of Homeland Security OIG, we assessed Intelligence Community Support to Vetting of Persons from Afghanistan in August 2021.

What We Found: For more information on the project and results, please see the "Classified Summary of Inspections and Evaluations Division Activity" section on page 5 of the Classified Addendum.

What We Recommend: The report, published in June 2024, contained one recommendation. The recommendation is intended to designate IC Vetting Support Agencies; review, validate, reconcile, and update IC vetting support responsibilities; develop contingency plans for emergency situations; and define data standards to facilitate results communication.

Joint Evaluation of the Department of Defense Foreign Materiel Program, Project D2023-DEV0SI-015.000, issued September 18, 2024

What We Did: In partnership with the DoD Office of the Inspector General, we assessed the efficiency and effectiveness of the DoD Foreign Materiel Program's policy and resources for integrating Service and Combat Support Agency acquisition and exploitation of foreign materiel.

What We Found: For more information on the project and results, please see the "Classified Summary of Inspections and Evaluations Division Activity" section on page 5 of the Classified Addendum

What We Recommend: Our results can be found in the "Classified Summaries of Inspections and Evaluations Division Activity" section on page 5 of the Classified Addendum.

Management Alerts

Management Alert – Review of DIA’s Nondisclosure Policies, Forms, Agreements, and Related Documents for the “Anti-Gag” Provision, Project 2024-2002, issued June 4, 2024

What We Did: In response to a March 2024 request from Senator Charles E. Grassley related to the “anti-gag” provision codified in the Whistleblower Protection Enhancement Act, we conducted a review of the DIA’s nondisclosure policies, forms, agreements, and related documents to ensure they contain the “anti-gag” statement.

What We Found: Through our review, we determined that 33 percent of the Agency’s documents included the “anti-gag” statement.

What We Recommend: We recommended the Agency develop a plan to update responsive documents to include the “anti-gag” statement and to ensure future documents contain the statement.

Ongoing Projects

Inspection of DIA’s Military Equal Opportunity Program, Project 2023-2006

Overview. Our objective is to determine the Agency’s compliance of DIA’s Military Equal Opportunity Program with applicable statutory, regulatory, and policy requirements. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2022 DIA Top Management Challenge—Leadership Controls and Oversight and Human Capital Strategy and Talent Management.

Status. The project was in the reporting phase at the end of the reporting period.

Evaluation of DIA’s Recommendation Implementation for ROI 2020-1016-067568-CASE-07- Defense Attaché Office Bangkok, Project 2024-2004

Overview. Our objective is to evaluate the Defense Intelligence Agency’s implementation of specific recommendations issued by the Department of Defense’s Senior Intelligence Oversight Officer.

Status. This project was in the planning phase at the end of the reporting period.



Summary of Investigations Division Activity

Investigative Activity Overview

Investigative Statistical Table²

Investigation Reports Issued in Reporting Period	7
Number of Persons Referred to Prosecutorial Authority (Number of Cases)	0
Number of Persons Referred to State or Local Prosecuting Authorities for Criminal Prosecution (includes military authorities)	0
Number of Indictments and Criminal Prosecution Resulting from Prior Referral to Prosecuting Authorities	0
Number of active cases pending Prosecuting Authorities action	8

Investigations Dollar Recoveries in Reporting Period

Investigation	Case Number	Effective Recovery Date	Dollars Pending/Recovered
False Claims Act	2019-005078-OI	Ongoing	\$183,935.55 (P)
False Claims Act	2020-005021-OI	Ongoing	\$156,946.45(P)
Time and Labor Fraud	2024-000037-OI	Ongoing	\$10,282.18(P)

Hotline Program

DIA OIG Contacts Received during Reporting Period	3679
DIA OIG Hotline Contacts Closed in during Reporting Period	3266
DIA OIG Hotline Inquiries Opened during Reporting Period	218
DIA OIG Hotline Inquiries Closed during Reporting Period	195
Number of referrals to Agency management officials or to an Agency element	17

² Statistical table was developed by compiling data from DIA OIG's internal Investigations Division database.



Reprisal and Abuse of Authority Investigations

We completed four investigations involving allegations of reprisal. We did not substantiate the allegations in these investigations.

Investigations Substantiating Misconduct Involving Senior Officials

We completed two investigations involving a senior government official. We did not substantiate the allegations.

Substantiated Investigations

Misuse of Position, Prohibited Personnel Practice, and DIA's Violation of Employment and Placement Policy Investigation, Case 2022-000021-OI, issued April 1, 2024

What Was Alleged. We investigated allegations of misuse of position, prohibited personnel practices, and violations of DIA's employment and placement policy by two DIA employees. Specifically, a Complainant alleged that a DIA employee, with the assistance of another DIA employee, circumvented DIA Office of Human Resources (OHR) staffing/hiring processes when they attempted to change the routing of candidates that were not approved by OHR.

What We Found. We determined that the two DIA employees committed acts of misuse of position, prohibited personnel practices, and violations of DIA's employment and placement policy.

What We Concluded. One of the DIA employees was in violation of the following statutes, directives, instructions and guide:

- Title 5, United States Code (U.S.C.), Section (§) 552a(i)(1 and 2) [5 U.S.C. § 552a(i)(1 and 2)], Records maintained on individuals
- 5 U.S.C. § 2302(b)(6) and (12) or (b)(6) and (b)(12), Prohibited personnel practices
- Title 5, Code of Federal Regulation (C.F.R.), § 2635.101(b)(8 and 14) [5 C.F.R. §2635.101(b)(8 and 14)], Basic obligation of public trust
- DIA Instruction (DIAI)1400.008, Employment and Placement, April 24, 2015
- DIA Directive (DIAD) 1100.700, Billet Management, July 2, 2020

The other DIA employee was in violation of the following statutes, directives, and instructions:

- 5 U.S.C. § 2302(b)(6) and (12) or (b)(6) and (b)(12), Prohibited personnel practices
- 5 C.F.R. § 2635.101(b)(8 and 14), Basic obligation of public trust
- DIAD 1100.700, Billet Management, July 2, 2020
DIAI 1400.008, Employment and Placement, April 24, 2015

False Claims Act Investigation, Case 2019-005078-OI, issued April 9, 2024

What Was Alleged. We investigated allegations of violations of 18 U.S.C. § 287, *False, Fictitious, or Fraudulent Claims*; 18 U.S.C. § 641, *Public Money, property or records*; 18 U.S.C. § 1001, *Statements or entries generally*; and 31 U.S.C. § 3729, *False Claims Act*, by a contractor employee. The Complainants alleged that the contractor employee reported work hours not actually worked.

What We Found. We determined that the contractor employee knowingly and fraudulently reported 983 hours in 2018 and 2019 that they did not work.

What We Concluded. The contractor employee violated 31 U.S.C. § 3729, 18 U.S.C. § 287, 18 U.S.C. § 641, and 18 U.S.C. § 1001 when they knowingly misreported work hours that they did not work. This led the vendor to unknowingly submit false claims to DIA. The Department of Justice (DOJ) did not accept prosecutorial jurisdiction in this matter. This matter is pending the reimbursement to DIA. Total government funds lost and pending recovery is \$183,935.55.

Time and Labor and Cost Mischarging Investigation, Case 2020-005021-OI, issued August 8, 2024

What Was Alleged. We investigated an allegation of cost-mischarging involving a DIA contractor employee for knowingly preparing and submitting inaccurate timesheets in support of a DIA IT project. The allegations included work hours that were not actually worked and the subsequent submission of the fraudulent hours to the vendor. This, in turn, led the vendor to submit false claims to the Government.

What We Found. We determined that the contractor employee knowingly submitted inaccurate timesheets from April 28, 2017 to July 31, 2022. This, in turn led the vendor to submit false claims to the Government.

What We Concluded. The contractor employee violated 18 U.S.C. § 287, 18 U.S.C. § 641, 18 U.S.C. § 1001, and 31 U.S.C. § 3729, when they knowingly submitted inaccurate work hours and fraudulent time sheets. This case was referred to the Department of Justice (DOJ), who declined to pursue Federal civil prosecution. This matter is pending the recoupment of the loss and the consideration of administrative remedies to reduce future risk to the Government. Total government funds lost and pending recovery is \$156,946.45.

Not Substantiated Investigations

Reprisal Investigation, Case 2021-000050-OI, issued April 16, 2024

What Was Alleged. A Complainant alleged that a United States Air Force (USAF) LtCol and two GG-15s retaliated against them by issuing an “unfair” referral officer performance report (OPR). Additionally, the Complainant alleged that a USAF Col retaliated against them by ordering a Command Directed Evaluation – Mental Health Evaluation (CDE/MHE). The Complainant alleged these actions occurred as a result of their protected communication (PC) that they made regarding pay issues, toxic work environment, leak of personal information, the use of an unauthorized electronic device in a secure area, and the submission of an Article 138, Uniform Code of Military Justice complaint.

What We Found. We determined that the USAF Col, USAF LtCol, and the two DIA GG-15s did not engage in the prohibited personnel practice of reprisal against the Complainant. Our review also determined that the Complainant’s communication met the elements of a PC and a personnel action (PA) and that the four responsible management officials had knowledge of the PC.

What We Concluded. We determined that the evidence failed to establish a causal connection between the PC and the PA. Evidence supports that the Complainant would have received the referral OPR, irrespective of the PC, because their performances and work products were rated “poor”

and below USAF standards. Additionally, there is substantial evidence that the Complainant was exhibiting concerning behaviors which resulted in the USAF Col seeking professional advice that subsequently led to ordering the Complainant to undergo a CDE/MHE.

Reprisal Investigation, Case 2022-000056-OI, issued April 29, 2024

What Was Alleged. A Complainant alleged that a DIA Senior Official retaliated against them by rescinding their reasonable accommodation (RA) agreement and assigning them to a rotational assignment that altered their work hours and modified their telework capabilities. The Complainant alleged that the Senior Official did this due to their protected disclosure (PD) they made to the Office of the Ombudsman (OMB), DIA.

What We Found. We determined that the DIA Senior Official did not engage in the prohibited personnel practice of reprisal against the Complainant in violation of 50 U.S.C. § 3234, *Prohibited personnel practices in the intelligence community*, and Presidential Policy Directive 19 (PPD-19), *Protecting Whistleblowers with Access to Classified Information*, October 10, 2012. Evidence supported that the Senior Official did not have knowledge of the PD at the time the RA was amended to fill out the rotational assignment. Therefore, the alleged PA did not meet the elements of the prohibited personnel practice of reprisal.

What We Concluded. We determined that the elements of the prohibited personnel practice of reprisal were not met due to the alleged PA occurring prior to the Complainant's PD.

Reprisal Investigation, Case 2023-000032-OI, issued May 22, 2024

What Was Alleged. A Complainant alleged that three members of their chain of command, a GG15, GG-14 and GG-13, reprised against them by recommending their promotion be deferred, issuing them a letter of counseling (LOC), and altering their approved RA agreement. The Complainant alleged these actions occurred as a result of a PD that they made alleging harassment and hostile work environment.

What We Found. We determined the members of the complainant's chain of command did not engage in the prohibited personnel practice of reprisal. Our review determined that the Complainant's communication met the elements of a PD and that the three officers had knowledge of the PD. We further determined that the deferral of promotion and LOC met the elements of PAs. In regards to the altering of the RA letter, we determined that no alteration of the document occurred, therefore did not meet the elements of a PA.

What We Concluded. We determined that the evidence failed to establish a causal connection between the PD and the PAs. Evidence supports that the Complainant's promotion would have been

deferred, irrespective of the PD, and appropriate justification was provided for issuance of the LOC, due to their work performance and production rated as below the office's standards.

Organizational Conflict of Interest, Violation of the Basic Obligations of Public Service, and Reprisal Investigation, Case 2022-000005-OI, issued August 21, 2024

What Was Alleged. A Complainant alleged an organizational conflict of interest, a violation of the basic obligations of public service; retaliation by being removed from the contract, and a violation of 50 U.S.C. § 3234 concerning a vendor, a contractor employee, and a Government employee.

What We Found. We determined that the vendor's management did not engage in the prohibited personnel practice of reprisal against the Complainant and evidence did not support that an organizational conflict of interest existed concerning the vendor, or that a violation of the basic obligations of public service occurred concerning the Government employee.

What We Concluded. We determined that evidence failed to establish a causal connection between the PD and the PAs. Evidence supports that the Complainant would have been removed from the contract, irrespective of the PD, due the Complainant violating the vendor's non-disclosure agreement. We further determined that evidence did not support a violation of basic obligations of public service by the Government employee.

Investigative Activity Support

Pandemic Response Accountability Committee Inquiries

The Investigations Division has worked with the Small Business Administration (SBA), along with other law enforcement partners, and the DOJ's COVID-19 Fraud Enforcement Task Force to conduct investigations related to \$5.4 billion identified in potential fraud and identity theft from COVID-19 Economic Injury Disaster Loan and Payment Protection Program loans. Since April 1, 2024, DIA OIG completed 13 inquiries which contain no fraud indicators, and initiated an investigation with potential fraud involving the receipt of federal funds issued under the Coronavirus Aid, Relief, and Economic Security Act and received by DIA employees. Notwithstanding, DIA OIG continues its collaborative investigative efforts involving improperly obtained funds by DIA personnel. As of September 30, 2024, 26 inquiries or investigations are on-going.

Appendix A: Reports with Recommendations Pending Corrective Actions

Per §405 (b)(7), we are identifying each recommendation made before the reporting period, for which corrective action has not been completed, including the potential costs savings associated with the recommendation.³ For more information, report summaries of our audits, evaluations, inspections, investigations, and announcements of ongoing work are available online at <https://oig.dia.mil> and <https://oversight.gov>. Full reports are posted on our JWICS and SIPR websites.

I&E Recommendations

Table A-1: Evaluation of DIA's Management of Reserve Military Intelligence Capabilities, Project 2020-2005, issued October 29, 2021

Recommendation 01: Military Integration Office, develop and implement codified processes and procedures to comprehensively guide strategic program implementation, coordination efforts, and oversight of the Agency's management of the DoD on Joint Reserve Intelligence Program, in alignment with DoD and DIA policy.

Recommendation 02: Military Integration Office, in coordination with the Deputy Director for Global Integration, develop and implement codified procedures for consistent engagement with all DoD Components, including combatant commands, integrated intelligence centers, combat support agencies, and Military Services on Joint Reserve Intelligence Program participation and use of Reserve Military Intelligence Capabilities in alignment with DoD and DIA policy.

Recommendation 03: Military Integration Office, in coordination with the Chief Information Office and the Office of the Chief Financial Officer, develop and implement codified processes to conduct quarterly budget execution reviews in alignment with DIA policy requirements.

Recommendation 04: Military Integration Office, in coordination with the Chief of Staff and the Directorate for Mission Services, develop a Reserve Military Human Capital Strategy in alignment with DIA's Human Capital Strategy to refine reservist workforce integration.

Recommendation 05: Military Integration Office, develop and implement codified roles and responsibilities for management and use of reserve military intelligence capabilities across the Agency.

³ Please note that the recommendations included in this section represent only our unclassified recommendations. For a complete list, including classified recommendations, please refer to the classified addendum.

Table A-2: Evaluation of DIA's Enhanced Personnel Security Program, Project 2022-2001, issued February 10, 2023

Recommendation 01: Directorate for Mission Services, in coordination with the Chief of Staff, the Chief Information Office, and the Office of the Chief Financial Officer, develop a comprehensive Agency-wide investment plan to include scalable resourcing and IT modernization to ensure the Agency is resourced for the implementation and sustainment of Trusted Workforce requirements.

Recommendation 02: Directorate for Mission Services, develop and implement standard operating procedures to ensure the consistent and lawful application of continuous vetting.

Table A-3: Evaluation of Analytic Talent Management: Recruiting and Hiring, Project 2021-2003, issued February 06, 2023

Recommendation 01: Directorate for Mission Services, in coordination with the Career Field Managers and the Equal Opportunity and Diversity Office, update the Integrated Talent Requirements Board charter to require the inclusion of performance metrics and monitoring in annual recruitment and hiring plans to measure the efficacy of recruitment activities against hiring priorities, including diversity.

Table A-4: Enterprise Management Capstone, Project 2022-2003, issued March 13, 2023

Recommendation 02: Chief of Staff, develop and implement:

- policies and procedures for a consistent Agency approach to program management of the Defense Intelligence Agency's enterprise functions in accordance with Intelligence Community and DoD policy; and
- a governance structure to measure performance and consistency of these functions.

Investigations Recommendations

Table A-5: False Claims Act Investigation, 2019-005078-OI

Recommendation 01: Office of the Chief Financial Officer, consider the recoupment of funds associated with the Subject's fraudulent work hours.

Recommendation 02: Office of the Chief Financial Officer, review all invoices under the contract to ensure only allowable costs were paid for by the Defense Intelligence Agency.

Recommendation 03: Office of the Chief Financial Officer, consider providing enhanced contracting officer oversight to the contracting officers representatives with little or no prior experience.

Recommendation 04: Chief Information Office, consider emphasizing to its workforce that only contracting officers' representatives, under the guidance and approval of contracting officers, can receive requests for work location modifications.

Appendix B: Projects Closed Since April 1, 2024

An audit or evaluation would typically be closed when all aspects of the review have been completed, findings have been documented, corrective actions (if necessary) have been implemented, and all relevant stakeholders have been informed, signifying that the corrective actions met the intent of the recommendations and no further action is required.

Table B-1:

Audits Closed Since April 1, 2024	
Audit of DIA's Information Technology Services Contracts, Project 2018-1006, closed May 9, 2024	
The objective of this audit was to determine whether information technology services acquired by DIA, as a service provider of Intelligence Community (IC) Enterprise Management (EMT), were cost effective, properly funded, and administered in accordance with the IC IT Enterprise strategy.	
Audit of DIA's Machine-assisted Analytic Rapid-repository System (MARS) Program, Project 2021-1006, closed August 15, 2024	
The objective of this audit was to determine whether the DIA's Machine-assisted Analytic Rapid-repository System (MARS) Program data would be maintained and structured to enable mission needs and security requirements.	

Table B-2:

Investigations Closed Since April 1, 2024⁴
Report Number 2022-000056-OI, closed July 16, 2024
We investigated an allegation of Reprisal involving a DIA Senior Official civilian employee.
Report Number 2023-000032-OI, closed July 17, 2024
We investigated an allegation of Reprisal involving one DIA Senior Official civilian employee and two DIA civilian employees.
Report Number 2021-000050-OI, closed July 18, 2024
We investigated an allegation of Military Whistleblower Reprisal involving two DIA Senior Official civilian employees and one DIA Senior Official military employee.
Report Number 2024-000006-OI, closed July 25, 2024
We investigated an allegation of Improper Hiring Practices involving two DIA Senior Official civilian employees.
Report Number 2024-000044-OI, closed July 25, 2024
We investigated an allegation of Reprisal involving a DIA Senior Official civilian employee.
Report Number 2024-000036-OI, closed June 27, 2024
We investigated an allegation of a Policy Violations involving one DIA Senior Official civilian employees and two DIA Senior Official military employee.

⁴ The data disclosed in Table B-2, "Investigations Closed Since April 1, 2024," discloses investigations that were closed after a report of investigation was issued, and after DIA management completed follow-on action. The data disclosed in the "Investigative Statistical Table," represents investigations that concluded with a report of investigation documenting the results of the investigation during the Reporting Period. The difference in data reported in both tables represents two different phases of the investigative process.

Appendix C: Statutory Reporting Requirements

Table C-1:

Requirement		Pages
§405 (b)(1)	A description of significant problems, abuses, and deficiencies relating to the administration of programs and operations of the Agency and associated reports and recommendations for corrective action made by the Office;	Pages 14-19 and pages 3-6 of Classified Addendum
§405 (b)(2)	An identification of each recommendation made before the reporting period, for which corrective action has not been completed, including the potential costs savings associated with the recommendation;	Pages 26-28 and pages 7-25 of Classified Addendum
§405 (b)(3)	A summary of significant investigations closed during the reporting period;	Pages 30
§405 (b)(4)	An identification of the total number of convictions during the reporting period resulting from investigations;	Page 20
§405 (b)(5)	Information regarding each audit, inspection, or evaluation report issued during the reporting period, including- A) a listing of each audit, inspection, or evaluation; B) if applicable, the total dollar value of questioned costs (including a separate category for the dollar value of unsupported costs) and the dollar value of recommendations that funds be put to better use, including whether a management decision had been made by the end of the reporting period;	Pages 14-19 and pages 5-6 of Classified Addendum
§405 (b)(6)	Information regarding any management decision made during the reporting period with respect to any audit, inspection, or evaluation issued during a previous reporting period;	No instances to report.
§405 (b)(7)	The information described under section 804(b) of the Federal Financial Management Improvement Act of 1996 (Public Law 104–208, §101(f) [title VIII], 31 U.S.C. 3512 note)	Page 35
§405 (b)(8)	A) an appendix containing the results of any peer review conducted by another OIG during the reporting period; or B) if no peer review was	Page 34

	conducted within that reporting period, a statement identifying the date of the last peer review conducted by another OIG;	
§405 (b)(9)	A list of any outstanding recommendations from any peer review conducted by another OIG that have not been fully implemented, including a statement describing the status of the implementation and why implementation is not complete;	Page 34
§405 (b)(10)	A list of any peer reviews conducted by the IG of another OIG during the reporting period, including a list of any outstanding recommendations made from any previous peer review (including any peer review conducted before the reporting period) that remain outstanding or have not been fully implemented;	Page 34
§405 (b)(11)	Statistical tables showing— A) the total number of investigative reports issued during the reporting period; B) the total number of persons referred to the Department of Justice for criminal prosecution during the reporting period; C) the total number of persons referred to State and local prosecuting authorities for criminal prosecution during the reporting period; and D) the total number of indictments and criminal information's during the reporting period that resulted from any prior referral to prosecuting authorities;	Page 20
§405 (b)(12)	A description of the metrics used for developing the data for the statistical tables under paragraph (11);	Page 20
§405 (b)(13)	A report on each investigation conducted by the Office where allegations of misconduct were substantiated involving a senior government employee or senior official, which shall include— A) the name of the senior government employee, if already made public by the Office; and B) a detailed description of— i) the facts and circumstances of the investigation; and ii) the status and disposition of the matter, including— (iii) if the matter was referred to the Department of Justice, the date of the referral; and (iv) if the Department of Justice declined the referral, the date of the declination;	Pages 21

§405 (b)(14)	<p>A) a detailed description of any instance of whistleblower retaliation, including information about the official found to have engaged in retaliation; and</p> <p>B) what, if any, consequences the establishment actually imposed to hold the official described in subparagraph (A) accountable;</p>	No instances to report.
§405 (b)(15)	<p>Information related to interference by the establishment, including-</p> <p>A) a detailed description of any attempt by the establishment to interfere with the independence of the Office, including-</p> <p>(i) with budget constraints designed to limit the capabilities of the Office; and</p> <p>(ii) incidents where the establishment has resisted or objected to oversight activities of the Office or restricted or significantly delayed access to information, including the justification of the establishment for such action; and</p> <p>B) a summary of each report made to the head of the establishment under section 6(c)(2) during the reporting period;</p>	No instances to report.
§405 (b)(16)	<p>Detailed descriptions of the particular circumstances of each—</p> <p>A) inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public; and</p> <p>B) investigation conducted by the Office involving a senior government employee that is closed and was not disclosed to the public.</p>	No instances to report.
50 U.S.C. § 3235	Investigations of unauthorized public disclosures of classified information.	No instances to report.
5.U.S.C. §404 (a)(2)	Recommendations concerning the impact of existing and proposed legislation and regulations on the economy and efficiency in the administration of programs and operations administered or financed by DIA, or the prevention and detection of fraud and abuse in the programs and operations.	Page 37

Appendix D: Peer Reviews

§405(b)(8): (A) An appendix containing the results of any peer review conducted by another OIG during the reporting period; or (B) if no peer review was conducted within that reporting period, a statement identifying the date of the last peer review conducted by another OIG.

- The last peer review of OIG's Audits Division was completed on September 15, 2023 by the Central Intelligence Agency (CIA). CIA issued a pass rating.
- The last peer review of the Investigations Division was completed on March 31, 2023 by the National Reconnaissance Office (NRO). NRO issued a pass rating.
- The last peer review of OIG's I&E division was completed on August 1, 2022 by CIA. CIA issued a pass rating.

§405(b)(9): A list of any outstanding recommendations from any peer review conducted by another OIG that have not been fully implemented, including a statement describing the status of the implementation and why implementation is not complete.

- We do not have any outstanding recommendations from any peer review conducted by another OIG that have not been fully implemented.

§405(b)(10): A list of any peer reviews conducted by our office of another OIG during the reporting period, including a list of any outstanding recommendations made from any previous peer review (including any peer review conducted before the reporting period) that remain outstanding or have not been fully implemented.

- We did not conduct any peer reviews of another OIG during this reporting period and there are no outstanding recommendations made from any previous peer review.

Appendix E: Federal Financial Management Improvement Act of 1996

Section 5(a) (13) of the IG Act of 1978 requires IGs to provide information described under section 804(b) of the Federal Financial Management Improvement Act (FFMIA) of 1996. This involves instances when an agency has not met the intermediate target dates established in its remediation plans as required by the FFMIA. DIA management stated, in the DIA Agency Financial report for FY 2023, that it is not in full compliance with FFMIA Section 803(a). The DIA financial management systems are not in full compliance with (1) Federal financial management system requirements, and (2) applicable Federal accounting standards. The DIA has identified remediation actions to include: (1) identifying Federal financial management system requirements that are pertinent to DIA financial management systems, (2) evaluating DIA FFMIA compliance utilizing the FFMIA compliance framework, (3) assessing risk, identifying deficiencies, and developing and implementing corrective actions, (4) evaluating the business process controls that align with Federal financial management system requirements, and (5) identifying and remediating any identified deficiencies within business process controls. DIA management's stated goal is to complete corrective actions in FY 2025.

Appendix F: Whistleblower Protections

OIG recognizes the critical role whistleblowers play in identifying waste, fraud, abuse, or mismanagement within DIA's activities and operations. Therefore, Counsel to the Inspector General, as the Whistleblower Protection Coordinator (WPC), executes a comprehensive strategy to educate all DIA employees about the means to report allegations of wrongdoing and the protections afforded to those making such reports. DIA employees include service members assigned to DIA, contractors' and subcontractors' employees assigned to a DIA facility or working under a contract awarded or funded by DIA, grantees, sub-grantees, and civilian appropriated fund and non-appropriated fund instrumentality employees.

To educate this broad and large group of employees, the WPC employs multifaceted outreach efforts through various venues and methods. During this reporting period, the WPC personally addressed every Touchstone class, a mandatory program for all new DIA employees, reaching over 500 employees in this reporting period. Other in-person trainings included the new staff officers' course, Partners in Resolution, and Art of Supervision. These trainings expand on the type of information to be reported, the various offices to whom an allegation may be reported, the roles of the OIG, and the protections afforded to whistleblowers. The trainings stress the importance of whistleblowing and how it supports the national security. Also, in recognition of Whistleblower Protection Day, the WPC implemented a robust campaign to further educate employees about whistleblowing. On Whistleblower Protection Day, the WPC established tables in the lobby of the two buildings with the largest number of DIA employees, to address employees about whistleblowing, answer questions, and hand out OIG and whistleblowing paraphernalia. Additionally, we provided remarks for an Agency wide communique and posted information on the Agency's social media accounts about the significance of whistleblowing and the value it provides to the Intelligence Community and national security.

During this reporting period, we received 34 complaints alleging reprisal or retaliation (27 from DIA personnel and 7 referrals from the DoD IG):

- Eleven complaints are under active investigation by our office;
- Twenty complaints did not meet the *prima facie* elements of reprisal;
- The remaining three complaints are presently under review to determine if they meet the *prima facie* elements of reprisal.

When we determined that a reprisal complaint does not meet the *prima facie* elements of reprisal, we notified the Complainant in writing of our determination and of their right to an external review by the DoD IG and/or the IC IG, as appropriate. We also provided copies of the notifications to the DoD IG and/or IC IG, as appropriate, for their awareness in those cases where the employee sought external review of our determination.

Appendix G: Summary of Legislative and Regulatory Review



Section 404(a)(2) of the IG Act of 1978 requires OIGs to review existing and proposed legislation and regulations relating to the programs and operations of their respective organizations. We review legislation, executive orders, DoD and Agency policy, and other issuances to make recommendations in the semiannual reports required by section 405(b). The primary purpose of our review is to assess the impact of the legislation or regulation on the economy or efficiency in the administration of programs and operations administered or financed by DIA, or the prevention or detection of fraud or abuse in these programs and operations. During the reporting period, we reviewed well over 100 proposed legislation and regulations and recommended changes to the following:

Legislation	3
Department of Defense Issuances	5
Defense Intelligence Agency Issuances	4
Office of the Director of National Intelligence Issuances	2
Executive Orders	0

Appendix H: Glossary of Acronyms

Acronym	Term
AI	Artificial Intelligence
CIA	Central Intelligence Agency
CIGIE	Council of the Inspector General on Integrity and Efficiency
DAT	Data Analytics Team
DIA	Defense Intelligence Agency
DoD	Department of Defense
FFMIA	Federal Financial Management Improvement Act
FISMA	Federal Information Security Modernization Act
FY	Fiscal Year
HUMINT	Human Intelligence
IC	Intelligence Community
ICIG	Inspector General of the Intelligence Community
I&E	Inspection and Evaluations
IG	Inspector General
IGC	Counsel to the IG
IPA	Independent Public Accounting
IUS	Internal Use Software
JWICS	Joint Worldwide Intelligence Communications System
M&A	Management and Administration
MW	Material Weakness
NCMI	National Center for Medical Intelligence
OIG	Office of the Inspector General
PP&E	Property Plant & Equipment
QIA	Questionable Intelligence Activities
SAR	Semiannual Report
S/HSM	Significant/highly sensitive matter
SD	Significant Deficiency
SIPR	Secret Internet Protocol Router
WPC	Whistleblower Protection Coordinator