



Defense Intelligence Agency Office of the Inspector General

SEMIANNUAL REPORT TO CONGRESS

APRIL 1, 2025 - SEPTEMBER 30, 2025





DEFENSE INTELLIGENCE AGENCY
WASHINGTON, D.C. 20340-5100



Semiannual Report to Congress
3rd and 4th Quarters, Fiscal Year 2025

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. A copy of this report, excluding its addendum, can also be found on the Internet at <https://diaoig.oversight.gov> and at <http://www.oversight.gov>.

Report summaries of our audits, evaluations, inspections, investigations, and announcements of ongoing work are also available online at <https://diaoig.oversight.gov> and at <http://www.oversight.gov>.

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

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ATTN: Office of the Inspector General
7400 Pentagon
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A Message from the Inspector General

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, 2025 to September 30, 2025.

As DIA begins fiscal year (FY) 2026, the Agency is presented with an opportunity to reimagine its operations following a substantial organizational restructuring and a civilian workforce that is measurably smaller than at the beginning of FY 2025. These changes come at a time when the global threat environment remains highly complex, challenging DIA to creatively optimize its human, fiscal, and information technology resources to meet its extensive national security mission requirements.

Given the current landscape, our mission to enhance the efficiency, effectiveness, and integrity of DIA operations is more crucial than ever. I would like to spotlight a few projects from this reporting period that showcase how OIG plays a vital role in overseeing DIA's capabilities. Our work helps drive innovation and ensures that the Agency gets the most out of every dollar while fulfilling its fiscal and security responsibilities.



- The Audit of DIA's Utilization of Funds, completed in June 2025, determined that DIA historically expends only 95 percent of its annual appropriations, meaning that each year, the Agency misses the opportunity to expend more than two hundred million dollars to achieve mission requirements. Shedding light on this is helping to drive change. The Office of the Chief Financial Officer is now working with DIA elements on strategies to shift acquisitions earlier in the year to enable the re-allocation of unspent funds to other Agency requirements. The audit findings resonated not just with Agency stakeholders, but also with congressional committee staff.
- The Evaluation of Leadership, Culture, and Accountability within the Defense Attaché Service – Stage 2, completed in September 2025, identifies critical gaps in processes and communication that impact the organization's effectiveness. We provided four recommendations aimed at promoting a culture of accountability and enhancing overall organizational performance.

To enhance our process improvement efforts, we elevated the Data and Innovation Team to the headquarters level for streamlined implementation of data-driven performance improvements. This team is at the forefront of integrating advanced technologies, particularly artificial intelligence (AI), to

boost our operational output and decision-making. We are collaborating with DIA's Task Force Sabre to field test our AI chat capability, set to launch in early FY 2026, while also exploring large language models used by other DIA elements. These technologies aim to automate manual processes, increasing our organization's capacity while ensuring compliance with inspection and audit standards. Additionally, we are partnering with the Office of the Chief Information Officer to monitor OIG data access on the Agency's network, safeguarding our independence and preventing unauthorized access.

In our investigations work, we looked carefully at the case management processes to identify areas for improvement. We established standardized criteria to resolve backlogged cases, such as actively engaging with other agencies to resolve joint cases. We are confident that the process improvements instituted, together with the planned use of AI tools to initially assess cases, will enable us to improve timeliness and the case closure rate moving forward.

Since our last SAR, our Audits and Inspection and Evaluations Divisions completed 5 projects, issued 52 recommendations, and closed 18 recommendations. Our Investigations Division closed 23 cases and issued 9 reports which are pending agency action, in this reporting period. For the entire fiscal year, we closed 1 project.

During this reporting period, we continued a robust program of stakeholder outreach, meeting with DIA's Office of Management and Budget's Monitor and staff from the congressional oversight committees to discuss their interests regarding DIA operations and how OIG's work addresses those areas.

I am deeply impressed with how OIG staff have adjusted to the restructuring and have embraced opportunities for using AI and advanced technologies to increase our ability to deliver mission-relevant findings to DIA. I would like to thank all members of the DIA OIG for their continued professionalism and commitment to the mission.

This report, along with other unclassified summaries and reports, can be found on our DIA website, <https://diaoig.oversight.gov>, and the IG community site operated by the Council of the Inspectors General on Integrity and Efficiency, <https://www.oversight.gov>.

A handwritten signature in black ink, appearing to read 'J. M. Kirkland', with a stylized flourish at the end.

Jeremy M. Kirkland
Inspector General

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Defense Intelligence Agency

About the Agency

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

Defense Intelligence Agency's Strategic Objectives:

1. *Outpace Strategic Competitors:* Agile, integrated, and resilient delivery of defense intelligence insights and capabilities for warfighters, policymakers, and the acquisition community to outpace our adversaries in competition, crisis, and combat.
2. *Sustained Global Overwatch:* Global presence, posture, and capabilities to detect, monitor, analyze, and provide timely indications and warning of evolving threats and trends.
3. *Advanced Enterprise Integration:* Prioritized, synchronized, and interoperable Agency and Defense Intelligence Enterprise operations, activities, and investments that deliver integrated processes, outcomes, and efficiencies.
4. *Strategically-aligned Partnerships:* Expanded and tailored collaboration and information sharing with the Department of Defense (DoD)¹, the Intelligence Community (IC), Federal agencies, international partners, industry, and academia.
5. *Secure and Interoperable Digital Foundation:* Robust, interoperable, and resilient intelligence networks, data, and applications providing end-to-end enterprise capabilities for Defense.
6. *World-class Workforce:* Innovative, ready, and resilient workforce dedicated to embodying Agency core values and delivering trusted, technical, and tradecraft-compliant outcomes.



¹ Executive Order 14347 renames the Department of Defense (DoD) to the Department of War (DoW), published September 5, 2025; however, legacy documents mentioning DoD (Directives, Instructions, etc.) and some other exceptions will not change.

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 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 an Inspired Workforce with the Skills to Anticipate and Resolve Future Challenges

- Objective 2.1. Adapt, Formalize, and Implement our Talent Management Program to Build 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 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

Figure 1 depicts a high-level view of the OIG organization.

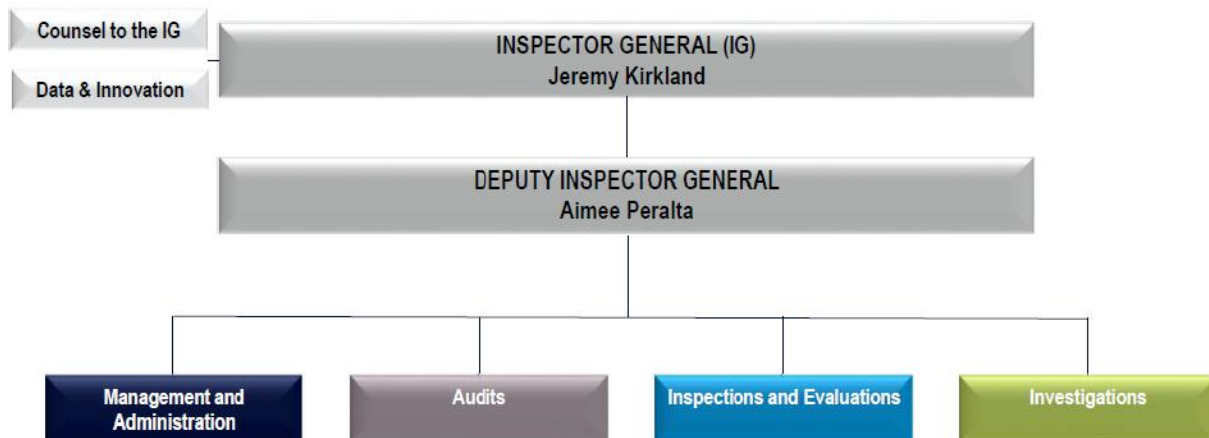


Figure 1: OIG Organization Chart

Headquarters

Headquarters comprises the Inspector General (IG), Deputy IG (DIG), Counsel to the IG (IGC), and the Data and Innovation (D&I) team. The IG serves as the principal leader of the OIG, responsible for overseeing all audit, inspection, evaluation, and investigative functions. The IG ensures that OIG activities are conducted with integrity, promoting efficiency, effectiveness, and accountability within the Defense Intelligence Agency (DIA). The IG also communicates findings and recommendations to both DIA leadership and Congress. The DIG assists the IG in managing OIG operations and may assume the role of the IG in their absence. The DIG plays a critical role in coordinating the various OIG divisions, ensuring that audit and investigative priorities align with the Agency's objectives.

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 new and revised policies and legislative proposals for impact on OIG's roles and responsibilities. IGC also serves as the DIA Whistleblower Protection Coordinator. Additionally, IGC oversees OIG's processing of Freedom of Information Act and Privacy Act requests.

The D&I team consists of data scientists, data architects, data engineers, and a strategy program manager. D&I spearheads the OIG's data and analytical services, enhancing operations, supporting strategic decision-making, and improving oversight activities. The D&I team collaborates with internal and external stakeholders to identify and acquire effective data tools and techniques, while also facilitating innovative solutions to enhance OIG products, processes, and performance.

Moreover, D&I is vital in shaping the OIG's strategic direction by creating and publishing the OIG Strategy and the OIG Strategic Implementation Plan. The staff also leads the development of the

Agency's Top Management Challenges and Emerging Risks Report, as well as the OIG Annual Plan. These products are mandated by Congress or established by law.

OIG Headquarters staff also manages strategic engagements that enable the IG to keep the Director, DIA, and Congress fully informed about problems and deficiencies relating to the administration of Agency programs and operations and the necessity for and progress of corrective action, as required by the Inspector General Act of 1978.

Management and Administration

The Management and Administration (M&A) Division 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.

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 (ROIs) facilitate 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.

Audits

The Audits Division conducts independent, objective, and nonpartisan oversight of the stewardship, performance, and cost of DIA's operations, programs, and policies. Audits provide essential accountability and transparency over government programs and enable decision makers 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 (I&E) Division 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 fiscal year (FY) 2024, I&E stood up a new Intelligence Oversight function with a focus on Agency compliance with intelligence oversight matters, including the reporting of questionable intelligence activities and significant or highly sensitive matters.



§405(b)(1) – A description of significant problems, abuses, and deficiencies²

A description of the significant problems, abuses, and deficiencies relating to the administration of DIA programs and operations are listed in the specific oversight projects below along with the recommendations for corrective action made by the OIG. Each project aligns directly to one of our DIA Top Management Challenges and Emerging Risks themes:

- Resource Planning and Management.
- Information Technology Security and Management.
- Resilience and Readiness.

These themes encompass key top management challenges, including Financial Management, Cybersecurity, JWICS Wide-Area Network, Artificial Intelligence, Strategic Human Capital and Leadership Controls, and Oversight. This alignment is essential for DIA's ability to integrate people, processes, partners, and technology to provide Defense Intelligence capabilities that outpace our strategic competitors.

² 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.

Summary of Audits Division Activity

Completed Projects

Evaluation of DIA's Compliance with the Federal Information Security Modernization Act, Project 2025-1004, issued August 7, 2025

What We Did: Our objective was to evaluate the effectiveness of DIA's overall information security program based on DIA's implementation of the FY 2025 Inspector General Federal Information Security Modernization Act (FISMA) of 2014 Reporting Metrics, to assess the Agency on a five-level maturity model for the 10 FISMA metric domains.

What We Found. For more information on the project and results, please see the "Classified Summaries of Audit Division Activity" section on page 45 of the Classified Addendum.

What We Recommend. Our results can be found in the "Classified Status of Recommendations" table A-2 located on page 51 of the Classified Addendum.

Audit of DIA's Utilization of Funds, Project 2024-1001, issued June 6, 2025

What We Did. We determined whether DIA continuously applied strategies to optimize the use of funds and took timely monitoring actions to maximize funding of mission requirements for Operations & Maintenance (O&M) and Family Housing single year appropriations.

What We Found. For more information on the project and results, please see the "Classified Summaries of Audit Division Activity" section on page 45 of the Classified Addendum.

What We Recommend. Our results can be found in the "Classified Status of Recommendations" Table A-6 located on page 57 of the Classified Addendum.

Evaluation of DIA's Compliance with the Payment Integrity Information Act for Fiscal Year 2024, Project 2025-1002, issued May 23, 2025

What We Did. We evaluated the DIA's compliance with the Payment Integrity Information Act (PIIA) for FY 2024. For this evaluation, conducted from December 2024 to April 2025, we interviewed personnel from the Office of the Chief Financial Officer (CFO) and reviewed the Agency Financial Report and supporting documentation, including a selection of samples tested by CFO to support its annual risk assessment. We retested 54 samples from the original 233 tested by CFO for DIA's Commercial Contract Pay and 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. We determined that DIA complied with PIIA requirements for FY 2024 and made efforts to reduce and prevent improper and unknown payments.

For FY 2024, we verified CFO's conclusion that DIA's payment programs are not susceptible to significant improper and unknown payments. Based on a sample of DIA's Commercial Contract Pay and Non-Contract Pay (Vendor Pay) Program transactions, we independently verified that there were no improper or unknown payments that either individually or in the aggregate amounted to \$10 million or 1.5 percent of program outlays as prescribed by the Office of Management and Budget.

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

Although DIA complied with PIIA requirements, we had two observations based on CFO's internal controls for assessing compliance with PIIA. We suggest CFO take timely action to address these observations in order to mitigate risk of future non-compliance.

Based on the work being done by the Department of Government Efficiency at other Federal entities, we also conducted testing procedures of the Agency's system for making payments and Do Not Pay efforts. We confirmed the Agency's payment system includes controls for categorizing and adding descriptive comments to payments and we did not identify any suspended or debarred contractors or individuals among those paid in FY 2024 as part of the Commercial Contract Pay Program.

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

Ongoing Projects

Audit of DIA's Support to Combatant Command J2/Joint Intelligence Operations Centers, Project 2025-1014

Overview. Our objective is to determine whether DIA effectively executes its Defense Intelligence Enterprise Manager authorities for, as well as provides support to, combatant command directorates for intelligence (J2s) to meet the needs of combatant commanders in execution of their assigned functions. Project results will provide insight for Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenges—Resource Planning and Management; Strategic Human Capital; and Leadership Controls and Oversight.

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

Audit of DIA's Sole Source Contracts, Project 2025-1001

Overview. Our objective is to determine whether DIA's sole source contract awards complied with regulations and policies, and prices were fair and reasonable. Project results will provide insight for Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Financial Management.

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

Audit of DIA's Financial Statements for Fiscal Year 2025, Project 2025-1003

Overview. Our objective is to assess the reliability of data supporting DIA's financial statements, the reasonableness of the statements, and the accuracy of related disclosures, in accordance with applicable guidance. To accomplish this, we engaged an independent public accountant, who will also review the reliability of financial systems, effectiveness of internal controls, and compliance with laws and regulations. Project results will provide insight for Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Managements Challenges—Financial Management and Leadership Controls and Oversight.

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

Assessment of DIA's Compliance with Executive Actions, Project 2025-1005

Overview. Our objective is to determine whether DIA complied with applicable Executive Actions and related guidance issued between January 20, 2025 and February 28, 2025. Through a series of tailored assessments conducted in accordance with the Quality Standards for Federal Offices of Inspector General, the OIG will review actions taken by DIA to determine compliance and provide DIA with timely results and recommendations, if applicable, to address non-compliance. Project results will provide insight for Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Leadership Oversight and Controls.

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

Inspections and Evaluations Division Activity

Completed Projects



Evaluation of Leadership, Culture, and Accountability within the Defense Attaché Service – Stage Two, Project 2022-2004_3, issued September 8, 2025

What We Did: We evaluated the leadership, culture, and accountability within the Defense Attaché Service (DAS) by assessing the actions DAS leadership has taken to communicate expectations and hold staff accountable for organizational performance and professional conduct.

What We Found. For more information on the project and results, please see the “Classified Summaries of Inspections and Evaluations Division Activity” section on page 47 of the Classified Addendum. Project results provided insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenges—Leadership Oversight.

What We Recommend. Our results can be found in the “Classified Status of Recommendations” table A-19 located on page 64 of the Classified Addendum.

Evaluation of DIA's Implementation of Recommendations from the DoD Senior Intelligence Oversight Official Regarding Defense Attaché Bangkok, Project 2024-2004, issued September 19, 2025

What We Did: We evaluated DIA's progress toward implementing five recommendations made by the Department's Senior Intelligence Oversight Official (SIOO) in a report of investigation, responding to a DoD Office of Inspector General (OIG) Hotline case. We examined both the explicit

language and the intent of the SIOO recommendations, and developed new recommendations to address the intent of the original five recommendations due to our own research results and DoW policy updates that removed specific language on which the SIOO recommendations were based. For more information on the project, please see the “Classified Summaries of Inspections and Evaluations Division Activity” section on page 48 of the Classified Addendum.

What We Found. For more information on the project and results, please see the “Classified Summaries of Inspections and Evaluations Division Activity” section on page 48 of the Classified Addendum.

What We Recommend. We made three recommendations and one observation that addressed the intent of the recommendations made by the Department’s SIOO report. Of those recommendations, one recommended that the Directorate for Mission Services (MS) coordinate with the Directorate for Operations (DO) to ensure Privacy Act notification requirements are included in all DIA overt collection training materials. DO and MS took corrective action and that recommendation is closed. For information on the other two recommendations and observation, please see the “Classified Status of Recommendations” table A-19 located on page 64 of the Classified Addendum.

Ongoing Projects

Independent Assessment of DIA’s Analytic Development on the Origins of COVID-19, Project 2024-2005

Overview. Due to increased attention and additional questions and concerns submitted to our office, we concluded that another assessment was required. The objective of this assessment focuses on whether DIA officials influenced scientific discourse towards a preferred origin theory due to a conflict of interest, pressure, or otherwise unacceptable bias. For more information on the project, please see the “Classified Summaries of Inspections and Evaluations Division Activity” section on page 50 of the Classified Addendum. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Leadership Oversight and Controls.

Status. At the end of the reporting period, we had issued a draft management alert related to this project. Otherwise, the full project was in the fieldwork phase at the end of the reporting period.

Fiscal Year 2025 Report on Classification, Project 2025-2002

Overview. In accordance with the National Defense Authorization Act for FY 2020, as amended, this is our fourth of the required biannual reports on DIA’s classification and declassification procedures. The objectives of this evaluation are to evaluate the accuracy of classification and handling markers on a representative sample of finished reports including compartmented reports; the Agency’s compliance with declassification procedures; the effectiveness of processes for identifying topics of public or historical importance that merit prioritization for a declassification review; and, the Agency’s progress on open recommendations related to classification policies and compliance with

declassification procedures. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Leadership Oversight and Controls.

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

Summary of Investigations Division Activity

Investigative Activity Overview

Investigative Statistical Table³

Investigation Reports Issued in Reporting Period Pending Agency Actions for Closure	9
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	0

Investigation Dollar Recoveries in Reporting Period

Investigation	Case Number	Effective Recovery Date	Dollars Pending (P)/Recovered (R)
False Claims Act	2019-005053-OI	July 17, 2025	\$98,620.84 (R)
False Claims Act	2019-005078-OI	In Process	\$183,935.55 (P)
False Claims Act	2020-005002-OI	In Process	\$10,377.16 (P)
Time and Labor Fraud	2022-000046-OI	In Process	\$31,208.53 (P)
Time and Labor Fraud	2023-000009-OI	In Process	\$22,112.66 (P)
Time and Labor Fraud	2023-000110-OI	In Process	\$9,440.61 (P)
False Claims Act	2024-000022-OI	In Process	\$65,070.23 (P)
Time and Labor Fraud	2025-000029-OI	In Process	\$19,474.27 (P)

Hotline Program

DIA OIG Contacts Received during Reporting Period ⁴	3,835
DIA OIG Hotline Contacts Closed during Reporting Period ⁵	3,835
DIA OIG Hotline Inquiries Opened during Reporting Period ⁶	256
DIA OIG Hotline Inquiries Closed during Reporting Period	229
Number of referrals during this reporting to Agency management officials or to an Agency element	41

³ Statistical table was developed by compiling data from DIA OIG's internal Investigations Division database.

⁴ The term "contact" means an unevaluated complaint or request for information or assistance.

⁵ A "contact" is closed when the DIA OIG Hotline evaluates it and determines it did not merit further action

⁶ When the DIA OIG Hotline evaluates a "contact" and determines it merits further action, an "inquiry" is opened so Hotline representatives can take additional action (e.g., directly address the matter itself, refer the matter to DIA management for information or action, or refer the matter to DIA OIG Investigations for further inquiry or investigation).

Per § 405(c), we are providing information relating to cases under Chapter 38 of Title 31, including:

7. The number of reports submitted by investigating OIG officials to reviewing Agency officials under Section 3803(a)(1) of such title;
 - (i) Actions taken in response to such reports, which shall include statistical tables showing:
 - ✓ Pending cases.
 - ✓ Resolved cases.
 - ✓ Average length of time to resolve each case.
8. Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official.
 - i. The Administrative False Claims Act (AFCA)⁷ 31 United States Code (U.S.C.) §§ 3729, et seq., allows the Agency to utilize administrative remedies to recover losses due to false claims or fraud. The IG investigates alleged false, fictitious, or fraudulent claims or statements, and if substantiated, the Agency can commence an AFCA action to recoup funds with the approval of the Attorney General.
 - ii. This reporting requirement should include any investigations where a person makes or submits a false, fictitious, or fraudulent claim or a written statement. The claim or written statement must assert a material fact which is false, fictitious, or fraudulent.
 - iii. Additionally, to be liable under the AFCA for a false statement, the subject must certify or affirm the truthfulness and accuracy of the contents of the statement. (31 U.S.C. § 3802 (a)(2)).

Number of fraud investigations opened (during the reporting period).	5
Number of pending fraud investigations (during the reporting period).	4
Number of resolved fraud investigations (during the reporting period).	10
Number of reports of investigation issued on fraud investigation (during reporting period).	5
Average length of time to resolve fraud investigation cases.	891 days
Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official (during the reporting period).	0

⁷ Amended by the National Defense Authorization Act for Fiscal Year 2025 (Public Law 118-159).



Reprisal and Abuse of Authority Investigations

We completed eight investigations involving allegations of reprisal. We did not substantiate the allegations in these investigations. Of the eight investigations initiated, we published one ROI and seven Reprisal Analysis Memorandums (RAMs). The RAM is designed to quickly and efficiently determine, after a prima facie case has been established, whether a reprisal investigation should proceed. If the available evidence demonstrates that the protected disclosure or protected communication (PC) was not a contributing factor to the alleged personnel action, a full ROI is not necessary. The RAMs are provided to the Complainants in writing, detailing our review and determination that further investigation is not warranted. Additionally, in our response we notified the Complainants of their right to an external review by the DoD OIG and/or the Intelligence Community Office of the Inspector General (IC OIG), as appropriate. Furthermore, we also provided a copy of the notification to the DoD OIG and/or IC OIG, as appropriate, for their awareness in those cases where the Complainant may seek external review of our determination.

Investigations Substantiating Misconduct Involving Senior Officials

We substantiated one investigation involving a senior government official this reporting period.

Substantiated Investigations

False Claims Act Investigation, Case 2023-000046-OI, issued September 9, 2025

What Was Alleged. We investigated allegations that a former DIA contractor employee knowingly submitted fraudulent timesheets claiming hours in excess of those actually worked, in violation of Title 31, U.S.C., Section 3729 (31 U.S.C. § 3729), False Claims Act.

What We Found. We determined that the former DIA contractor employee submitted inaccurate timesheets which did not reflect actual hours worked.

What We Concluded. Through our investigation, we determined that from November 16, 2022 to April 28, 2023, the former contractor violated 31 U.S.C. § 3729, when they knowingly submitted false claims [fraudulent timesheets] for payment to their contracting company for hours they did not work, that in turn were invoiced to DIA. The timesheets contained 265.29 falsely claimed hours. The loss to the Government is estimated to be \$32,819.02.

Time and Labor Misconduct Investigation, Case 2025-000029-OI, issued August 19, 2025

What Was Alleged. We investigated allegations that a DIA employee knowingly submitted inaccurate timesheets and claimed credit for hours that they did not work.

What We Found. We determined that the DIA employee submitted and certified inaccurate timesheets which did not reflect their actual hours worked, days worked, or work location.

What We Concluded. We determined that the employee violated DIA Directive 1422.100, Civilian Compensation, Work Hours, and Time and Attendance Reporting, February 29, 2020, when they submitted and certified inaccurate timesheets between December 17 2023 and February 22, 2025, totaling 265.04 hours. The estimated loss to the Government is \$19,474.27.

Violation of the Standards of Ethical Conduct for Employees of the Executive Branch Investigation, Case 2023-000028-OI, July 29, 2025

What Was Alleged. We investigated allegations that a DIA Senior Executive made unauthorized disclosures and violated intelligence oversight policies when they shared and demonstrated technologies inappropriately with other U.S. Government Agencies.

What We Found. We determined that the DIA Senior Executive did not make an unauthorized disclosure or violate intelligence oversight policies.

What We Concluded. However, we determined the DIA Senior Executive violated Title 5, Code of Federal Regulations, Section 2635, Standards of Ethical Conduct for Employees of the Executive Branch, Subpart 2635.101(b)(14), "Basic obligation of public service," July 1, 2011, when they did not endeavor to "avoid the appearance of impropriety," in obtaining and coordinating the use of the DIA technology they shared and demonstrated with other U.S. Government Agencies.

Time and Labor Misconduct, Case 2023-000009-OI, issued July 28, 2025

What Was Alleged. We investigated allegations that a DIA employee knowingly submitted inaccurate timesheets and claimed credit for hours that they did not work.

What We Found. We determined that the DIA employee submitted and certified inaccurate timesheets which did not reflect their actual hours worked, days worked, or work location.

What We Concluded. We determined that the employee violated DIA Directive 1422.100, Civilian Compensation, Work Hours, and Time and Attendance Reporting, February 29, 2020, when they submitted and certified inaccurate timesheets between December 20, 2021, and December 3, 2022, totaling 272.01 regular hours, 6.99 compensatory hours, and 31.28 overtime hours. The estimated loss to the Government is \$22,112.66.

Civil False Claims Act, Case 2024-000022-OI, issued July 15, 2025

What Was Alleged. We investigated an allegation of violation of Title 31, U.S.C., Section 3729 (31 U.S.C. § 3729), "False Claims Act," by a contractor employee. The Complainant alleged that the contractor employee knowingly submitted fraudulent timesheets claiming hours not actually worked.

What We Found. There was sufficient evidence to conclude that the contractor employee fraudulently reported 509.48 hours that they did not work between May 2023 and November 2023.

What We Concluded. From May 2023 to November 2023, the contractor employee violated the False Claims Act when they knowingly presented fraudulent timesheets for payment to the vendor who relied on those timesheets as fact and invoiced DIA for the hours not worked. The Department of Justice did not accept this case for prosecution. This matter is pending the reimbursement to DIA. The loss to the Government is estimated to be \$65,524.22.

False Claims Act Investigation, Case 2020-005002-OI, issued June 2, 2025

What Was Alleged. We investigated allegations that a former DIA contractor employee knowingly submitted fraudulent timesheets claiming hours in excess of those actually worked, in violation of 31 U.S.C. § 3729, False Claims Act.

What We Found. We determined that the former DIA contractor employee submitted inaccurate timesheets which did not reflect their actual hours worked.

What We Concluded. We determined that the former DIA contractor employee violated 31 U.S.C. § 3729, when between January 12, 2018 and November 29, 2019, they knowingly presented fraudulent timesheets for payment to their contracting company for hours they did not work. The timesheets contained falsely claimed hours, leading the contracting company (believing the timesheets to be factual) to submit false invoices to DIA. The loss to the Government is estimated to be \$10,377.16.

False Claims Act Investigation, Case 2021-000057-OI, issued May 16, 2025

What Was Alleged. Our office and the Defense Criminal Investigative Service (DCIS) investigated findings of false claims associated with a DIA contract awarded to a contracting company in 2017.

DCIS was the lead agency for this investigation. The joint investigation was also assisted by the Defense Contract Audit Agency.

What We Found. We determined a contractor employee knowingly submitted falsified timesheets for contractor employees for hours they did not work. During the course of the investigation, we coordinated with DCIS, who was conducting a parallel investigation into the same matter. We subsequently consolidated two additional false claims investigations related to the same Virginia contractor.

What We Concluded. The contracting company remitted the amount of \$313,708.46 to DIA in restitution for the false claims submitted to the contractor employee. On March 20, 2025, the Assistant United States Attorney for the Eastern District of Virginia declined criminal prosecution. On March 25, 2025, DCIS closed its investigation and provided our office with their Report of Investigation.

False Claims Act Investigation, Case 2019-005053-OI, issued April 18, 2025

What Was Alleged. We investigated allegations that a former DIA contractor employee knowingly submitted fraudulent timesheets claiming hours in excess of those actually worked, in violation of 31 U.S.C. § 3729, False Claims Act.

What We Found. We determined that the former DIA contractor employee submitted inaccurate timesheets which did not reflect their actual hours worked.

What We Concluded. We determined that the former DIA contractor employee violated 31 U.S.C. § 3729, when between January 3, 2018 and October 25, 2019, they knowingly presented fraudulent timesheets for payment to their contracting company for hours they did not work. The timesheets contained falsely claimed hours, leading the contracting company (believing the timesheets to be factual) to submit false invoices to DIA. The loss to the Government is estimated to be \$98,620.84.

Not Substantiated Investigations

Reprisal Investigation, Case 2023-000012-OI, issued April 4, 2025

What Was Alleged. A Complainant alleged that a U.S. Army COL and a GG-15 supervisor retaliated against them by ordering their permanent change of station, denying their end of tour (EOT) award and their Funded Environmental Morale Leave (FEML). The Complainant alleged these actions occurred as a result of a PC they made to the deputy chief of mission, Department of State, regarding COL's connection with Vietnamese nationals, security, and counterintelligence incidents.

What We Found. We determined that the U.S. Army COL and the GG-15 supervisor did not engage in the prohibited personnel practice of reprisal against the Complainant. While the Complainant made a PC that the two officials had knowledge of, and the EOT award and FEML of the Complainant were personnel actions, the evidence does not establish by a clear and convincing standard that the two officials acted as a result of the PC.

What We Concluded. Based on the preponderance of the evidence, we determined there was insufficient evidence to conclude that the U.S. Army COL and the GG-15 supervisor engaged in an act of reprisal in violation of Title 10, United States Code, Section 1034, Protected Communications; prohibition of retaliatory personnel actions, or Department of Defense Directive 7050.06, Military Whistleblower Protection, April 17, 2015, incorporating Change 1, October 12, 2021, against the Complainant.

Investigative Activity Support

Pandemic Response Accountability Committee Inquiries

The Investigations Division has worked with the Small Business Administration, along with other law enforcement partners, and the Department of Justice's COVID-19 Fraud Enforcement Task Force to conduct investigations related to \$5.4 billion of identified potential fraud and identity theft from COVID-19 Economic Injury Disaster Loan and Payment Protection Program loans. Since April 1, 2025, DIA OIG completed seven inquiries and one investigation, which identified no fraud involving DIA employees in the receipt of federal funds issued under the Coronavirus Aid, Relief, and Economic Security Act Program.

Appendix A: Reports with Recommendations Pending Corrective Actions

Per §405 (b)(7), we identified each recommendation made before the reporting period for which corrective action has not been completed, including the potential costs savings associated with the recommendation.⁸ For more information, report summaries of our audits, evaluations, inspections, investigations, and announcements of ongoing work are available online at oig.dia.mil and oversight.gov. Full reports are posted on our JWICS and SIPR websites.

Audit Recommendations

Table A-1: Audit of Controls for Managing Network and Facility Access for Separating Individuals, Project 2019-1003, issued June 12, 2020

Recommendation 06: Directorate for Mission Services, within 120 days of the final report, in coordination with the other offices as appropriate, develop and implement a plan to periodically monitor and evaluate the effectiveness of the processes that address timely removal of access to DIA controlled facilities and information systems. This could be through separate evaluations or as an integrated part of the Agency's internal control program.

Recommendation 08: Directorate for Mission Services, within 360 days of the final report, develop and implement a process to maintain complete and accurate Trusted Insider Threat Analysis Network records including, but not limited to, records for all current personnel, the current status of DIA issued clearance, and debrief dates.

Table A-2: Evaluation of DIA's Government Travel Charge Card, Project 2021-1007, issued February 14, 2022

Recommendation 02: Directorate for Mission Services, by the end of Fiscal Year 2023, develop and implement a monitoring process that confirms whether Permanent Change of Station travel vouchers are paid within 30 days of the date when cardholders submit them to Approving Officials, and identifies and resolves issues when vouchers are not paid timely.

Recommendation 03: Directorate for Mission Services, by the end of Fiscal Year 2023, update and implement procedures to require processing of Permanent Change of Station travel vouchers so that they are paid within 30 days of submission to the Approving Officials.

⁸ 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-3: Audit of DIA’s Research, Development, Testing, and Evaluation Funds, Project 2023-1002, issued August 21, 2024

Recommendation 01: Director for Analysis, in coordination with Deputy Director for Global Integration and Chief Financial Officer within 550 days of the final report, define and implement minimum monitoring requirements to assess overall progress, obstacles, and opportunities for program and budget performance to maximize the mission value of investment for research, development, testing, and evaluation funds at the IC sub-project level.

Recommendation 1 represents an estimated \$5,700,000 in potential funds put to a better use, but does not represent questioned or unsupported costs.

Recommendation 02: Director for Operations, in coordination with Deputy Director for Global Integration and Chief Financial Officer within 550 days of the final report, define and implement minimum monitoring requirements to assess overall progress, obstacles, and opportunities for program and budget performance to maximize the mission value of investment for research, development, testing, and evaluation funds at the IC sub-project level.

Recommendation 2 represents an estimated \$1,200,000 in potential funds put to a better use, but does not represent questioned or unsupported costs.

Recommendation 03: Director for Science and Technology, in coordination with Deputy Director for Global Integration and Chief Financial Officer within 550 days of the final report, define and implement minimum monitoring requirements to assess overall progress, obstacles, and opportunities for program and budget performance to maximize the mission value of investment for research, development, testing, and evaluation funds at the IC sub-project level.

Recommendation 3 represents an estimated \$7,000,000 in potential funds put to a better use, but does not represent questioned or unsupported costs.

Recommendation 04: Chief Information Officer, in coordination with Chief Financial Officer within 550 days of the final report, define and implement minimum monitoring requirements to assess overall progress, obstacles, and opportunities for program and budget performance to maximize the mission value of investment for research, development, testing, and evaluation funds at the IC sub-project level.

Table A-4: Audit of DIA’s Financial Statements for Fiscal Year 2024, Project 2024-1003, issued November 15, 2024

Material Weakness (MW) or Significant Deficiency (SD)	Year Issue Identified	Issues Covered in Current Notifications of Findings and Recommendations
MW – Financial Analysis and Reporting	FY 2015	<ul style="list-style-type: none"> ▪ Data validation and edit checks ▪ Fund Balance with Treasury Suspense / reconciling differences ▪ Monitoring of advances ▪ Review of and support for summary level general ledger postings ▪ Ability to supply supporting documentation ▪ Reliability of system-generated reports across Agency workstreams

Table A-4: Audit of DIA's Financial Statements for Fiscal Year 2024, Project 2024-1003, issued November 15, 2024		
Material Weakness (MW) or Significant Deficiency (SD)	Year Issue Identified	Issues Covered in Current Notifications of Findings and Recommendations
		<ul style="list-style-type: none"> Segregation of duties analysis of functional users of the Contract Management System and the Defense Property and Accounting System.
MW – Accounting for Property, Plant, & Equipment (PP&E)	FY 2015	<ul style="list-style-type: none"> Accuracy of beginning balance population, including existence, completeness, and valuation Implementation of Statement of Federal Financial Accounting Standards (SFFAS) 50 (Opening Balances for PP&E and 54 (Leases) Ensure controls are in place to allow PP&E to be reported under SFFAS 6 and 54 on a go forward basis
SD – Financial Information Technology Controls <i>NOTE: Downgrade from an MW to a SD in FY 2024</i>	FY 2018	<ul style="list-style-type: none"> Access controls Change management Interface controls
SD – Oversight and Monitoring, including Third Party Service Providers	FY 2015	<ul style="list-style-type: none"> Review of self-assessments Management's responsibilities for obtaining and reviewing service organization and audit reports, and implementing and testing compensating user entity controls.

I&E Recommendations

Table A-5: Evaluation of Unauthorized Disclosures of Classified Information, Project 2019-2006, issued September 27, 2019
<p>Recommendation 02: Directorate for Mission Services, codify policies and processes for the proper handling and reporting of all unauthorized disclosures in accordance with Intelligence Community and Department of Defense policies.</p>
<p>Recommendation 05: Directorate for Mission Services, in coordination with the Deputy Director for Commonwealth Integration and Office of Partner Engagement, should establish policies and processes for handling unauthorized disclosures of United States classified information by Five Eyes and other international partners.</p>
<p>Recommendation 06: Directorate for Mission Services, in coordination with the Chief Information Office, should establish an unauthorized disclosure of United States classified information self-reporting mechanism for Five Eyes and other international partners.</p>

Table A-6: Evaluation of DIA's Management of the DoD All-Source Analysis Professional Certification Program, Project 2020-2004, issued March 31, 2021

Recommendation 01: Directorate for Analysis, in coordination with the Directorate for Mission Services, develop and implement strategic performance indicators to measure and assess the efficacy of the DoD All-Source Analysis Professional Certification Program against the program's purpose and goals.

Recommendation 04: Directorate for Mission Services, in coordination with the Chief of Staff, and the Directorate for Analysis, codify and implement effective internal controls for the oversight of the DoD All-Source Analysis Professional Certification Program, including periodic reviews of program records, metrics, budgets, and contracts.

Table A-7: Management Alert on the Inconsistencies and Gaps in Defense OSINT Policy, Roles, and Authorities, Project 2021-2004*, issued October 26, 2021

Recommendation 01: Directorate for Science and Technology, within 30 days of this alert, and in coordination with the Chief of Staff, provide us with a corrective plan of action, including activity milestones, to address observations 2 and 3.

Table A-8: Evaluation of DIA's Management of Reserve Military Intelligence Capabilities, Project 2020-2005, issued October 29, 2021

Recommendation 01: The 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 the Joint Reserve Intelligence Program, in alignment with DoD and DIA policy.

Recommendation 02: The 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: The 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: The 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: The Military Integration Office, develop and implement codified roles and responsibilities for management and use of reserve military intelligence capabilities across the Agency.

Table A-9: 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-10: 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 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.

Table A-11: 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.
- A governance structure to measure performance and consistency of these functions.

Table A-12: Management Alert on the Anti-Gag Provision, Project 2024-2002, issued June 4, 2024

Recommendation 01: Chief of Staff, provide a plan of action and milestones with corrective actions to address the self-identified responsive documents that do not contain the "anti-gag" statement. The plan should include steps to ensure all future nondisclosure policies, forms, agreements, and related documents contain the "anti-gag" statement.

Table A-13: Inspection of DIA's Military Equal Opportunity Program, Project 2023-2006, issued December 13, 2024

Recommendation 01: Chief, Equal Opportunity Office, in coordination with the Chief of Staff, Director, Military Integration Office, and the General Counsel, develop and implement policy to direct the Defense Intelligence Agency's Military Equal Opportunity Program in accordance with applicable Department of Defense Military Service policies.

Recommendation 02: Director, Military Integration Office, in coordination with the Director for Mission Services, and the Chief, Equal Opportunity Office, update the Defense Intelligence Agency's

Table A-13: Inspection of DIA’s Military Equal Opportunity Program, Project 2023-2006, issued December 13, 2024

support agreements with the Military Services to include Military Equal Opportunity provisos that clearly articulate Military Equal Opportunity investigative authorities, adjudicative authorities, and resourcing responsibilities between the Defense Intelligence Agency and the applicable Military Service.

Recommendation 03: General Counsel, in coordination with the Director, Military Integration Office, formally determine whether the Defense Intelligence Agency will use administrative investigations outside of Military Equal Opportunity processes to address complaints of prohibited discrimination made by service members. If it is determined the Agency will use administrative investigations to address complaints of prohibited discrimination made by service members, General Counsel should update the Defense Intelligence Agency Administrative Investigations Handbook with guidance on the application of Military Service and Department of Defense Military Equal Opportunity Program requirements throughout the investigative process.

Investigations Recommendations

Table A-14: False Claims Act Investigation, 2019-005078-OI, issued April 9, 2024

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.

Table A-15: Gross Negligence, Waste, Abuse of Authority and Breach of Contractual Agreement Inquiry, Case 2024-000008-OI, issued October 29, 2024

Recommendation 01: Office of Human Resources, Directorate for Mission Services, create a comprehensive set of guidelines outlining the terms of the incentive program, including eligibility criteria, implications of position changes, and the contract variations in effect.

Recommendation 02: Office of Human Resources, establish internal controls that alert participants about their incentive status, especially when they consider changes in their position.

Recommendation 03: Office of Human Resources, conduct regular training sessions for employees regarding the incentive program and improve communication channels to ensure that all participants understand their rights and obligations.

Recommendation 04: Office of Human Resources, standardize the incentive contracts to reduce ambiguity, ensuring all participants are aware of the specific terms they are agreeing to upon acceptance of the incentive. Preferably DIA (PDF) instruction forms that are fillable but that can’t be edited by OHR personnel after approval.

Table A-15: Gross Negligence, Waste, Abuse of Authority and Breach of Contractual Agreement Inquiry, Case 2024-000008-OI, issued October 29, 2024

Recommendation 05: Office of Human Resources, conduct a dedicated in-brief to ensure that employees receiving an incentive, are formally briefed on the terms and condition of the incentive before accepting or signing the incentive contract.

Recommendation 06: Office of Human Resources, conduct a dedicated out-brief before an employee takes another position or leaves the agency, OHR will review of all agreements and debts related to the employee, and obtain concurrence from the employee. If the action may result in debt, that should be clearly communicated to the employee and a signed acknowledgement should be obtained from the employee.

Recommendation 07: Office of Human Resources, implement an administrative grievance process and create guidelines outlining the process for applying and eligibility for debt waivers.

Recommendation 08: Office of Human Resources, create a feedback mechanism where employees can express concerns and seek clarifications about the incentive program, fostering a more transparent environment.

Appendix B: Projects Closed Since April 1, 2025

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

Table B-1: Inspections and Evaluations Closed Since April 1, 2025

Evaluation of Analytic Tradecraft, Project 2022-2005

We evaluated whether the DIA's analytic tradecraft programs were designed, implemented, and overseen in accordance with applicable higher-level governance, including Intelligence Community Directive (ICD) 203, "Analytic Standards," January 2, 2015, as amended December 21, 2022. We concluded that DIA did not fully design tradecraft activities in support of ICD 203 implementation and oversight because the Agency did not develop tradecraft policy that defined authorities, roles, responsibilities, and processes to address the Directive's requirements. This could impede the Agency's ability to hold offices accountable, ensure tradecraft activities align with ICD 203 requirements, and maximize the efficiency and effectiveness of tradecraft activities. Overall, this could impact the Agency's ability to provide timely, objective, and independent intelligence to warfighters and policymakers in support of national and defense priorities. We issued one recommendation for corrective action.

Table is UNCLASSIFIED

Table B-2: Investigations Closed Since April 1, 2025⁹

Report Number 2022-000021-OI

Closed April 1, 2025

We investigated allegations of employee misconduct.

Report Number 2025-000042-OI

Closed April 25, 2025

We investigated allegations of policy violations.

Report Number 2023-000016-OI

Closed May 22, 2025

We investigated allegations of reprisal.

Report Number 2023-000024-OI

Closed May 22, 2025

We investigated allegations of military whistleblower reprisal.

Report Number 2023-000012-OI

Closed June 3, 2025

We investigated allegations of reprisal.

Report Number 2024-000061-OI

Closed June 6, 2025

⁹ The data disclosed in Table B-2, "Investigations Closed Since April 1, 2025," 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.

Table B-2: Investigations Closed Since April 1, 2025⁹

We investigated allegations of reprisal.	
Report Number 2024-000001-OI	Closed June 16, 2025
We investigated allegations of reprisal.	
Report Number 2024-000065-OI	Closed June 26, 2025
We investigated allegations of military whistleblower reprisal.	
Report Number 2024-000068-OI	Closed June 26, 2025
We investigated allegations of reprisal.	
Report Number 2019-005053-OI	Closed July 17, 2025
We investigated allegations of contractor mischarging	
Report Number 2025-000025-OI	Closed August 1, 2025
We investigated allegations of reprisal.	
Report Number 2023-000019-OI	Closed August 19, 2025
We investigated allegations of reprisal.	
Report Number 2022-000033-OI	Closed August 20, 2025
We investigated allegations of time and labor misconduct by a DIA civilian employee.	
Report Number 2023-000002-OI	Closed August 20, 2025
We investigated allegations of time and labor misconduct by a DIA civilian employee.	
Report Number 2023-000028-OI	Closed August 20, 2025
We investigated allegations of time and labor misconduct by a DIA civilian employee.	
Report Number 2023-000036-OI	Closed August 20, 2025
We investigated allegations of misuse of Government travel funds.	
Report Number 2023-000112-OI	Closed August 20, 2025
We investigated allegations of military whistleblower reprisal.	
Report Number 2024-000004-OI	Closed August 20, 2025
We investigated allegations of time and labor misconduct by a DIA civilian employee.	
Report Number 2025-000041-OI	Closed August 20, 2025
We investigated allegations of reprisal.	
Report Number 2024-000076-OI	Closed August 21, 2025
We investigated allegations of reprisal.	
Report Number 2025-000035-OI	Closed August 22, 2025
We investigated allegations of reprisal.	

Table B-2: Investigations Closed Since April 1, 2025 ⁹	
Report Number 2025-000059-OI	Closed September 11, 2025
We investigated allegations of reprisal.	
Report Number 2024-000014-OI	Closed September 17, 2025
We investigated allegations of misconduct by a former senior official.	

Appendix C: Statutory Reporting Requirements

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 12-17 and pages 3-8 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 25-29 and pages 9-28 of Classified Addendum
§405 (b)(3)	A summary of significant investigations closed during the reporting period.	Pages 32-35
§405 (b)(4)	An identification of the total number of convictions during the reporting period resulting from investigations.	Page 18
§405 (b)(5)	Information regarding each audit, inspection, or evaluation report issued during the reporting period, including: <ul style="list-style-type: none"> ▪ (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 12-17 and pages 3-8 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 41
§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.	Page 40
§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 40
§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	Page 40

Requirement		Pages
	before the reporting period) that remain outstanding or have not been fully implemented.	
§405 (b)(11)	<p>Statistical tables showing:</p> <ul style="list-style-type: none"> ▪ (A) total number of investigative reports issued during the reporting period ▪ (B) total number of persons referred to the Department of Justice for criminal prosecution during the reporting period ▪ (C) total number of persons referred to State and local prosecuting authorities for criminal prosecution during the reporting period ▪ (D) total number of indictments and criminal information's during the reporting period that resulted from any prior referral to prosecuting authorities 	Page 18
§405 (b)(12)	A description of the metrics used for developing the data for the statistical tables under paragraph (11)	Page 18
§405 (b)(13)	<p>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:</p> <ul style="list-style-type: none"> ▪ (A) the name of the senior government employee, if already made public by the Office; and ▪ (B) a detailed description of- <ul style="list-style-type: none"> ✓ (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 20
§405 (b)(14)	<ul style="list-style-type: none"> ▪ A) a detailed description of any instance of whistleblower retaliation, including information about the official found to have engaged in retaliation ▪ (B) what, if any, consequences the establishment actually imposed to hold the official described in subparagraph (A) accountable 	No instances to report.
§405 (b)(15)	<p>Information related to interference by the establishment, including-</p> <ul style="list-style-type: none"> ▪ (A) a detailed description of any attempt by the establishment to interfere with the independence of the Office, including- <ul style="list-style-type: none"> ✓ (i) with budget constraints designed to limit the capabilities of the Office ✓ (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 	No instances to report.

Requirement		Pages
	<ul style="list-style-type: none"> ▪ (B) a summary of each report made to the head of the establishment under section 6(c)(2) during the reporting period 	
§405 (b)(16)	<p>Detailed descriptions of the particular circumstances of each:</p> <ul style="list-style-type: none"> ▪ (A) inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public ▪ (B) investigation conducted by the Office involving a senior government employee that is closed and was not disclosed to the public. 	No instances to report.
§ 405(c)	<p>Information relating to cases under chapter 38 of title 31, including:</p> <ul style="list-style-type: none"> ▪ (A) The number of reports submitted by investigating OIG officials to reviewing Agency officials under section 3803(a)(1) of such title; <ul style="list-style-type: none"> ✓ (i) Actions taken in response to such reports, which shall include statistical tables showing: <ul style="list-style-type: none"> Pending cases; Resolved cases; and The average length of time to resolve each case; and ▪ (B) Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official. <ul style="list-style-type: none"> ✓ (i) The AFCA¹⁰ 31 U.S.C. §§ 3729, et seq., allows the Agency to utilize administrative remedies to recover losses because of false claims or fraud. The IG investigates alleged false, fictitious or fraudulent claims or statements, and if substantiated, the agency can commence an AFCA action to recoup funds with the approval of the Attorney General. ✓ (ii) This reporting requirement should include any investigations where a person makes or submits a false, fictitious or fraudulent claim or a written statement. The claim or written statement must assert a material fact which is false, fictitious or fraudulent. ✓ (iii) Additionally, to be liable under the AFCA for a false statement, the subject must certify or affirm the truthfulness and accuracy of the contents of the statement. (31 U.S.C. § 3802 (a)(2)). 	Page 19
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 43

¹⁰ Amended by the National Defense Authorization Act for Fiscal Year 2025 (Public Law 118-159).

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 September 30, 2025 by the National Geospatial Intelligence Agency (NGA). NGA issued a pass rating

§405(b)(9): A list of any outstanding recommendations from any peer review conducted by another OIG that has 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 2024, 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, (2) applicable Federal accounting standards, and (3) United States Standard General Ledger at the Transaction Level. DIA acknowledged it needs to strengthen financial information technology controls, specifically improvements needed in restricting and monitoring privileged user access, separating incompatible duties, and configuration management; financial analysis and reporting; accounting for property, plant and equipment; accounting data transfers; and oversight monitoring.

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 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, 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 events, and Art of Supervision. These trainings inform employees 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 whistleblowers. The trainings stress the importance of whistleblowing and how it supports national security.

During this reporting period, we received 28 new complaints alleging reprisal or retaliation (22 from DIA personnel, three referrals from the DoD OIG, 2 referrals from the IC OIG and one referral from the Joint Staff OIG).

- 4 of those were initiated into investigations.
- 14 of those complaints did not meet the *prima facie* elements of reprisal; were withdrawn by the Complainant, or referred as they were not under the jurisdiction of DIA OIG.
- 10 of those complaints are presently under review to determine if they meet the *prima facie* elements of reprisal.

As a result, there are a total to 20 complaints under active investigation, including 16 that were previously under investigation coming into this reporting period.

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 OIG and/or the IC IG, as appropriate. We also provided a copy of the notification to the DoD OIG and/or IC OIG, as appropriate, for their awareness in those cases where the employee may seek 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, DoW 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 provided comments on approximately 58 of the issuances. However, we did not have any 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.

Department of War Directives	11
Department of War Issuances	36
Department of War Manuals	4
Chairman of the Joint Chiefs of Staff Instruction	1
Directive-Type Memorandums	4
Office of the Director of National Intelligence Issuances	1

Appendix H: Summary of DIA OIG Non-Monetary Benefits of Recommendations

Framework for Assessing Non-Monetary Benefits of Closed Agency Recommendations

The OIG fulfills its duties by conducting audits, evaluations, and oversight reviews of programmatic issues, as well as investigating allegations of wrongdoing by DIA employees and program participants. A significant factor in influencing positive outcomes for DIA is producing high-quality reports with practical, measurable recommendations linked to the Agency's benefit. While the OIG has traditionally identified monetary benefits from its recommendations, an additional key component has been identified within our Agency recommendations known as non-monetary benefits. Such benefits are driven by Agency requirements associated with workforce reductions and organizational restructuring.

Non-monetary benefits, though not quantified in dollars, have a significant impact on program and operational functions. To measure their effectiveness, OIG developed a methodology that categorizes non-monetary benefits into four types.

- Enhance Program Performance – Actions that could help the Agency achieve greater program outcomes. This applies to areas where the Agency is generally meeting programs' minimal requirements or results as defined, but changes in processes or resources could create better results. *(Current processes could be more effective or more efficient)*
- Implement Process Improvements – Actions that update or revise current processes so they can achieve intended outcomes. This can include refining given steps or ensuring the individuals executing the process have adequate knowledge skills and training to perform duties efficiently. *(Current processes are not effective)*
- Develop and Implement Processes – Actions that address gaps in processes to ensure programs meet intended results. This can be accomplished with the establishment of strategies, policies, and procedures to help a given program achieve designated outputs and outcomes. *(There is not currently a process in place to achieve desired results)*
- Maintain Compliance – Actions that address specific non-compliance with Federal or departmental laws, regulations, contract, or grant requirements. *(There is currently a failure to meet legal or obligatory requirements)*

Utilizing our framework, the OIG tracked Agency recommendations closed from FY 2020 to present, which resulted in 200 non-monetary benefits, categorized as follows:

Non-Monetary Benefit	Closed since FY 2020
Enhance Program Performance	12
Implement Process Improvements	37
Develop and Implement Processes	72
Maintain Compliance	79
Total	200

Appendix I: SAR Closed Recommendations Since April 1, 2025– Alignment to DIA Strategic Objectives

The table below illustrates the alignment of the 17 recommendations closed during the most recent SAR period with DIA's 2025 strategic objectives. This alignment is significant, as it demonstrates how the actions taken by the OIG support mission and goals. By categorizing the closed recommendations according to specific strategic objectives, we can assess the effectiveness of OIG's oversight and provide insights into areas where improvements have been made. This data not only reflects OIG's commitment to fostering transparency and accountability within the Agency but also underscores our ongoing efforts to drive performance and innovation in alignment with DIA's strategic vision.

DIA Strategic Objective	Recommendation Count
Advanced Enterprise Integration	2
Outpace Strategic Competitors	2
Secure & Interoperable Digital Foundation	5
Strategically-aligned Partnerships	1
Sustained Global Overwatch	1
World-class Workforce	6
Total	17

Appendix J: Glossary of Acronyms

Acronym	Definition
AFCA	Administrative False Claims Act
AI	Artificial Intelligence
CFO	Chief Financial Officer
CIA	Central Intelligence Agency
DAS	Defense Attaché Service
DCIS	Defense Criminal Investigative Service
D&I	Data and Innovation
DIA	Defense Intelligence Agency
DO	Directorate for Operations
DoD	Department of Defense
DoW	Department of War
EOT	End of Tour
FEMLE	Funded Environmental Morale Leave
FFMIA	Federal Financial Management Improvement Act
FISMA	Federal Information Security Modernization Act
FY	Fiscal Year
HUMINT	Human Intelligence
IC	Intelligence Community
ICD	Intelligence Community Directive
IC OIG	Intelligence Community Office of the Inspector General
I&E	Inspections and Evaluations
IG	Inspector General
IGC	Counsel to the IG
JWICS	Joint Worldwide Intelligence Communications System
M&A	Management and Administration
MS	Mission Services
MW	Material Weakness
NGA	National Geospatial Intelligence Agency
NRO	National Reconnaissance Office

Acronym	Definition
OHR	Office of Human Resources
OIG	Office of the Inspector General
PC	Protected Communication
PIIA	Payment Integrity Information Act
PP&E	Property, Plant & Equipment
QIA	Questionable Intelligence Activity
RAM	Reprisal Analysis Memorandum
ROI	Report of Investigation
SAR	Semiannual Report
S/HSM	Significant/Highly Sensitive Matter
SD	Significant Deficiency
SFFAS	Statement of Federal Financial Accounting Standards
SIOO	Senior Intelligence Oversight Officer
SIPRNet	Secret Internet Protocol Router Network
U.S.C.	United States Code
WPC	Whistleblower Protection Coordinator

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