



Defense Intelligence Agency Office of the Inspector General



SEMIANNUAL REPORT TO CONGRESS

OCTOBER 1, 2025 - MARCH 31, 2026



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



Semiannual Report to Congress 1st and 2nd Quarters, Fiscal Year 2026

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 the Joint Worldwide Intelligence Communications System (JWICS) and on the Secret Internet Protocol Router Network (SIPRNet). 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>. Full reports are posted on our JWICS and SIPRNet websites.

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A Message from the Inspector General

I am pleased to present the DIA OIG Semiannual Report (SAR) to Congress, covering the period from October 1, 2025 to March 31, 2026.

As the Department of War's all-source intelligence Agency, DIA provides foundational military and defense intelligence that enables successful military operations in response to conflicts around the globe. As DIA's oversight entity, we conduct audits, inspections, evaluations, and investigations that inform Agency leadership decisions and improve the execution of mission enabling operations that directly support warfighters and combatant commanders.

As DIA's operating environment grows ever more complex, OIG must continue to deliver high impact oversight work, even with a smaller footprint after workforce restructuring efforts in 2025. To that end, I have charged my leadership team to be more intentional in how we approach our work. We must be deliberate in selecting discretionary projects, diligent in scoping and planning projects, and disciplined in reporting results that align to mission outcomes, delivering recommendations within an actionable timeframe that allows leadership to course-correct before risks materialize into mission impacts.

A few projects from this reporting period have provided DIA useful insight to help mitigate risk to mission and operations. Our *Fiscal Year 2025 Financial Statement Audit*, completed in November 2025, documented DIA's progress in strengthening financial controls by downgrading the Fund Balance with Treasury finding and remediating most IT-related findings, enabling leadership to prioritize remaining remediation efforts and allocate resources to areas of highest fiscal risk.

We completed *Interim Reporting for the Independent Assessment of DIA's Analytic Development on the Origins of COVID-19* in February 2026, identifying concerns with a response DIA provided to a congressional oversight committee. We notified management prior to completion of our full report so that DIA could take steps to improve the process for responding to congressional inquiries.

The *Independent Assessment of DIA's Anti-Harassment and DIA's Sexual Assault Prevention and Response Programs*, completed in March 2026, identified gaps in the Agency's processes for collecting, reporting, and maintaining records related to substantiated harassment. We determined that such deficiencies may hinder employee accountability, posing risks to both mission effectiveness and the safety and wellbeing of our workforce.

I also want to mention several ongoing or forthcoming projects that align with DIA mission and priorities. The *Audit of DIA's Support to Combatant Command (CCMD) Directorates for Intelligence (J2s)*, in the fieldwork phase at the end of this reporting period, aims to determine whether DIA



effectively executes its Defense Intelligence Enterprise Manager authorities for, as well as provides support to, CCMD J2s to meet the needs of combatant commanders in executing their assigned functions. The *Evaluation of DIA's Support to Southern Border Operations*, in the planning phase at the end of this reporting period, aims to determine whether DIA's technical collection and data storage comply with applicable laws, executive orders, regulations, policies, and procedures.

The draft *Fiscal Year 2025 Report on Classification*, in the draft report phase at the end of this reporting period, fulfills a National Defense Authorization Act of 2020 requirement to evaluate classification marking accuracy on a sample of finished reports, declassification procedure compliance, processes for identifying topics meriting declassification review, and progress on open classification-related recommendations. We are leveraging advanced technologies to accelerate our work and enhance quality, including:

- Searching large bulk emails files, which has increased not just the speed but also the accuracy and completeness of searches.
- Using automated tools to transcribe interview recordings, then applying artificial intelligence (AI) to summarize the transcripts, which facilitates review and decision making.
- Using AI to assist in triaging multi-faceted complaints to identify which allegations fall under OIG jurisdiction, enabling investigators to quickly route non-OIG matters to the responsible DIA office.

It is very rewarding to have our teams recognized at the Intelligence Community (IC) level. This year, the Fund Utilization and AI Audit teams earned the IC-wide Impact and Audit Awards, respectively. These honors reflect both teams' dedication to delivering transformative recommendations. Both audits provided DIA with clear roadmaps for changes across policies, processes, personnel structures, and resource allocation, demonstrating our commitment to timely, impactful work aligned to mission-critical operations.

In February, DIA welcomed Lieutenant General (LtGen) James H. Adams as its 25th Director. He led the United States Marine Corps (USMC) as the first military service to pass a clean financial audit, and under his leadership, the USMC achieved that milestone three years in a row. My team and I look forward to working with LtGen Adams, the Office of the Chief Financial Officer, and the independent public auditor to ensure a complete and rigorous 2026 Financial Statement Audit.

This report 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>. I welcome the opportunity to discuss any aspects of this report.



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 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

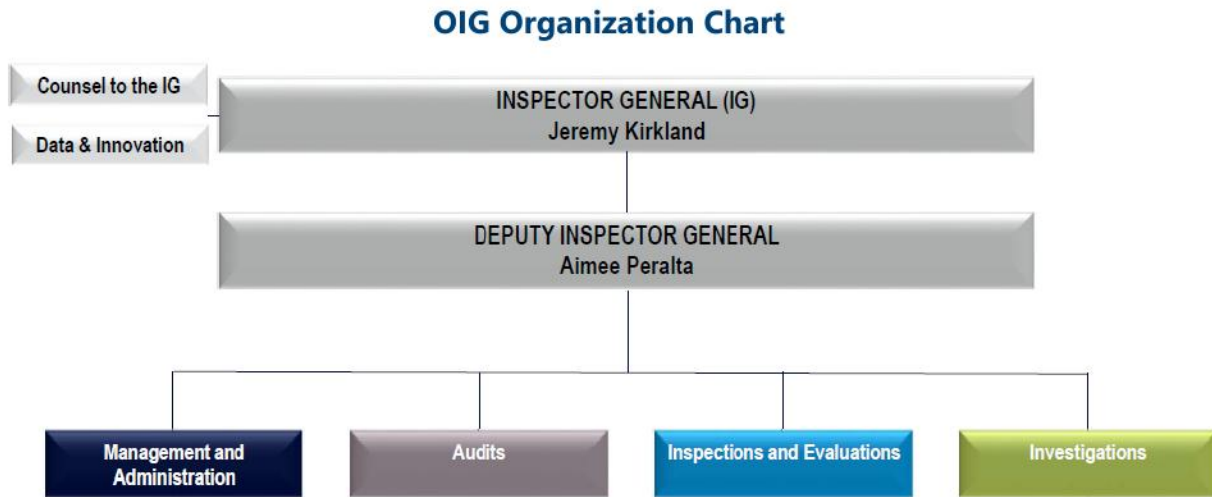
- Objective 2.1: Adapt, Formalize, and Implement our Talent Management Program to Build and Retain a Highly-Skilled Workforce
- Objective 2.2: Increase Mission Literacy, Digital Literacy, and Core Competencies to Create a Ready and Agile Workforce
- Objective 2.3: Inspire a Culture of Innovation to Meet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

The following organization chart depicts a high-level view of the OIG.



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 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 manage 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 is 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:

- Enterprise Resource Capacity and Management.
- Technological Advancement, Modernization and Safeguarding.
- Enhancing a Future-Ready Workforce.
- Corporate Governance and Decision Making.

These themes encompass key top management challenges, including Financial Management, Artificial Intelligence, Cybersecurity, IT Modernization, Strategic Human Capital, and Leadership Oversight and Controls. 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.

Audits Division Activity

Completed Projects

Audit of DIA's Financial Statements for Fiscal Year 2025, Project 2025-1003, Issued November 14, 2025

What We Did: We engaged an independent public accounting (IPA) firm to audit DIA's FY 2025 financial statements. We evaluated the reliability of data supporting the financial statements, determined the reasonableness of the statements produced, and examined disclosures in accordance with applicable guidance.

What We Found: For more information on the project and results, please see the "Audits Division Classified Activity" section on Page 48 of the Classified Addendum.

What We Recommend: Our recommendations can be found in the "Audits Division Classified Activity" section located on Page 48 of the Classified Addendum. Our results continue to provide insight to Agency decision makers as they address risks and gaps related to our FY 2025 DIA Top Management Challenge — Financial Management.

Ongoing Projects

Evaluation of DIA's Compliance with the Federal Information Security Modernization Act, Project 2026-1003

Overview: This evaluation is an annual statutory requirement, as required by the Federal Information Security Modernization Act (FISMA) of 2014, as amended (44 U.S.C. §§ 3551-3558). Our objective is to determine whether DIA's overall information system security program is effective using the FY 2026 Inspector General FISMA reporting metrics. Project results will provide insight for Agency decision makers on cybersecurity gaps which leave the networks, systems and data that support the Agency's mission-critical intelligence operations potentially vulnerable. In addition to meeting a legal requirement, this project also addresses our FY 2025 Top Management Challenge — Information Technology Security and 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 2026, Project 2026-1004

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 IPA who 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 2025 DIA Top Management Challenges — Financial Management and Leadership Controls and Oversight.

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

Evaluation of DIA's Compliance with the Payment Integrity Information Act for Fiscal Year 2025, Project 2026-1005

Overview: This evaluation is an annual statutory requirement, as required by the Payment Integrity Information Act (PIIA) of 2019, as amended (31 U.S.C. § 3353). Our objective is to determine whether, for FY 2025, DIA complied with the requirements of PIIA and related implementation guidance. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2025 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 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 fieldwork 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 reporting phase at the end of the reporting period.

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

Overview: Our objective is to determine whether DIA complied with applicable executive orders 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. This project provided iterative results and observations to Agency leaders throughout, which enabled the Agency to update results and implemented processes while the project was ongoing. This insights from this project, including the responsive actions taken, address our FY 2024 DIA Top Management Challenge — Leadership Oversight and Controls.

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

I&E Division Activity

Completed Projects

There are no unclassified completed projects for this reporting period.

Ongoing Projects

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 draft report phase at the end of the reporting period.

Investigations Division Activity

Overview

Statistical Table³

Investigation Reports Issued in Reporting Period Pending Agency Action for Closure	5
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 Prosecutions Resulting from Prior Referral to Prosecuting Authorities	0
Number of Active Cases pending Prosecuting Authority Action	1

Dollar Recoveries

Investigation	Case Number	Effective Recovery Date	Dollars Pending (P)/ Recovered (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)
False Claims Act	2023-000046-OI	3/6/2026	\$32,819.03 (R)
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	2023-000010-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)
False Claims Act	2023-000003-OI	In Process	\$86,298.50 (P)
Time and Labor Fraud	2024-000032-OI	In Process	\$27,065.72 (P)
Time and Labor Fraud	2024-000033-OI	In Process	\$12,869.77 (P)
False Claims Act	2023-000104-OI	In Process	\$42,615.07 (P)

Hotline Program

DIA OIG Contacts Received during Reporting Period ⁴	1526
DIA OIG Hotline Contacts Closed during Reporting Period ⁵	1526

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.

DIA OIG Hotline Inquiries Opened during Reporting Period ⁶	192
DIA OIG Hotline Inquiries Closed during Reporting Period	175
Number of Referrals to Agency Management Officials or to Agency Element	47

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

1. The number of reports submitted by investigating OIG officials to reviewing Agency officials under Section 3803(a)(1) of such title:
 - 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.
2. Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official.
 - The False Claims Act (FCA)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 FCA action to recoup funds with the approval of the Attorney General.
 - 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.
 - Additionally, to be liable under the FCA 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 Reporting Period	5
Number of Pending Fraud Investigations during Reporting Period	5
Number of Resolved Fraud Investigations during Reporting Period	11
Number of Reports of Investigation Issued on Fraud Investigation during Reporting Period	4
Average Length of Time to Resolve Fraud Investigation Cases	793 days
Instances in which Reviewing Agency Official Declined to Proceed on a Case Reported by Investigating OIG Official during Reporting Period	0

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).

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

Reprisal and Abuse of Authority Investigations

We completed 12 investigations involving allegations of reprisal. We did not substantiate the allegations in these investigations. Of the 12 investigations initiated, we published 12 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 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 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. The following provides a synopsis for each separate RAM that was provided to the Complainants.

Reprisal Investigation, Case 2025-000082-OI, Issued December 22, 2025

What Was Alleged: At the request of the National Security Agency (NSA) OIG, we investigated allegations that an NSA OIG employee retaliated against an NSA employee as a result of their protected disclosure to the NSA OIG employee. The Complainant alleged that the NSA OIG employee reported the Complainant to the NSA Psychological Services Division (PSD) due to behaviors exhibited by the Complainant that the NSA OIG employee believed could be considered as indications of impaired judgement, diminished stability or perceptions of being targeted without corroboration. As a result, NSA PSD suspended the Complainant's clearance, due to the Complainant repeatedly declining to participate in the NSA PSD evaluation process.

What We Found: We determined that the NSA OIG employee did not retaliate against the Complainant due to their protected disclosures.

What We Concluded: We determined that the NSA OIG employee did not violate 50 U.S.C. § 3234 and Presidential Policy Directive (PPD)-19. Based on the totality of evidence, we concluded that the Complainant's protected disclosures were not a contributing factor in the suspension of their security clearance. The clearance action was initiated due to the Complainant's refusal to comply with NSA PSD's request made in accordance with applicable NSA policy, and not in retaliation for any whistleblower activity. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2025-000020-OI, Issued February 19, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by their DIA GG-14 supervisor as a result of the DIA employee's protected disclosure to the DIA Anti-Harassment Office.

What We Found: We determined that the DIA GG-14 supervisor did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the DIA GG-14 supervisor did not violate 50 U.S.C. § 3234 and PPD-19. We found no evidence to support that the DIA GG-14 supervisor was aware or knew about the DIA employee's protected activity at the time the alleged personnel actions were taken. Based on statements made the DIA employee, the DIA GG-14 supervisor decisions took place prior to their knowledge of the DIA employee's protected disclosures. As such, we were unable to establish the necessary link between the disclosures and the personnel actions. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2022-000053-OI, Issued February 25, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by a DIA United States (U.S.) Army O-6, a DIA GG-15 supervisor, and DIA GG-14 supervisor for an alleged threat of employment termination as a result of the DIA employee's protected disclosures.

What We Found: We determined that the DIA U.S. Army O-6, DIA GG-15 supervisor, and the DIA GG-14 supervisor did not retaliate against the DIA employee due to their protected disclosures.

What We Concluded: We determined that the DIA U.S. Army O-6, DIA GG-15 supervisor, and DIA GG-14 supervisor did not violate 50 U.S.C. § 3234 and PPD-19. The evidence establishes that two personnel actions would have been taken if the protected disclosures had not been made. Specifically, evidence supports that the first personnel action occurred after the DIA employee's protected disclosure; however, management action is fully explained by legitimate considerations, and the action aligns with routine personnel management decisions. While the DIA U.S. Army O-6 knew of the DIA employee's protected disclosure, there is direct evidence that the personnel action (removal) was based on non-retaliatory management reasons. The DIA Employee Management Relations office reviewed the DIA employee's appeal regarding removal action and upheld management's removal, confirming that the action was legitimate, policy-compliant, and not retaliatory. Similarly, the second personnel action (Letter of Reprimand) was issued based on substantiated misconduct concerns, independent of any protected disclosure. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000066-OI, Issued February 25, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by two DIA GG-15 supervisors as a result of the DIA employee's protected disclosure to the DIA Anti-Harassment Office.

What We Found: We determined that the two DIA GG-15 supervisors did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the two DIA GG-15 supervisors did not violate 50 U.S.C. § 3234 and PPD-19. The DIA employee was subjected to an administrative investigation, and believed the administration investigation was in retaliation to their protected disclosure. After a thorough review of the evidence, the evidence established that the two GG-15s had knowledge of the DIA employee's protected activity. However, the administrative investigation into harassment and insubordination does not constitute a personnel action because only one investigation was opened and it was determined that the investigation was fact-finding in nature. In addition, there was no evidence of a retaliatory directive from the two GG-15s for inclusion of insubordination allegations, rather its inclusion was based on prior conduct that formed a legitimate basis to investigate the insubordination issues. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000075-OI, Issued February 25, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by their DIA GG-15 supervisor as a result of the DIA employee's protected disclosures to senior leadership and administrative offices.

What We Found: We determined that the DIA GG-15 supervisor did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the DIA GG-15 supervisor did not violate 50 U.S.C. § 3234 and PPD-19. Following our comprehensive review of the DIA employee's complaint, supporting documentation, timeline of events, and applicable legal standards, we find that the Complainant did not make a protected disclosure under 50 U.S.C. § 3234 or PPD-19. The communications identified the DIA employee's personal disagreements with supervisory decisions, and absent evidence of unlawful or grossly improper conduct, do not constitute protected disclosures under governing authority. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000064-OI, Issued February 26, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by two DIA GG-15 supervisors as a result of the DIA employee's protected disclosures to our office.

What We Found: We determined that the two DIA GG-15 supervisors did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the two DIA GG-15 supervisors did not violate 50 U.S.C. § 3234 and PPD-19. The DIA employee's disclosures constitute protected disclosures under 50 U.S.C. § 3234 and PPD-19. The evidence further establishes that the two GG-15 supervisors were aware of the DIA employee's protected activity and that the DIA employee's relocation constituted a personnel action in the form of a significant change in working conditions. However, the evidence does not establish that the DIA employee's protected disclosure was a contributing factor in the relocation decision. The record demonstrates that the relocation occurred as part of a broader

organizational restructuring and space realignment directive, and there is insufficient evidence to conclude that the action was motivated by or influenced by the DIA employee's protected activity. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000063-OI, Issued March 3, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by a DIA supervisory official as a result of the DIA employee's protected disclosures to DIA management officials, which resulted in their termination of employment.

What We Found: We determined that the DIA supervisory officials did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the DIA supervisory officials did not violate 50 U.S.C. § 3234 and PPD-19. Evidence supports that the DIA employee's termination from employment was based on longstanding and documented performance and conduct deficiencies that predated and continued after the DIA employee's protected disclosures. Evidence supports that the DIA employee's termination of employment during the probationary period was based on legitimate, and documented non-retaliatory performance and conduct concerns. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000067-OI, Issued March 5, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA service member by a DIA GG-14 supervisor as a result of the DIA service member's protected communication to our office.

What We Found: We determined that the DIA GG-14 supervisor did not retaliate against the DIA service member due to their protected communication.

What We Concluded: We determined that the GG-14 supervisor did not violate 10 U.S.C. § 1034. Our analysis of the evidence supports that the elements of reprisal under 10 U.S.C. § 1034 are not met. The only qualifying personnel action, an end of tour award determination, was not influenced by the protected communication, and the same action would have occurred absent the communication. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2025-000061, Issued March 5, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by a DIA GG-14 supervisor as a result of the DIA employee's protected disclosures to our office and the DIA Anti-Harassment Office.

What We Found: We determined that the DIA GG-14 supervisor did not retaliate against the DIA employee due to their protected disclosures.

What We Concluded: We determined that the DIA GG-14 supervisor did not violate 50 U.S.C. § 3234 and PPD-19. Based on the documented evidence, including written performance assessments, supervisor notes, EMR review, and discussions with management prior to and independent of any protected disclosures, evidence supports that the termination action would have occurred regardless of disclosures. While the supervisor was likely aware of the multiple complaints and discussions initiated, there is no credible evidence that these disclosures influenced the timing, nature, or rationale of the termination. Rather, the action aligns directly with documented performance deficiencies observed during the probationary period. Evidence supports that the termination of employment during the probationary period was based on legitimate, non-retaliatory performance concerns. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2022-000057-OI, Issued March 6, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA service member by a DIA GG-14 supervisor as a result of the DIA service member's protected communication to the GG-14 supervisor and our office.

What We Found: We determined that the DIA GG-14 supervisor did not retaliate against the DIA service member due to their protected communication.

What We Concluded: We determined that the GG-14 supervisor did not violate 10 U.S.C. § 1034. Review of the totality of the evidence demonstrates that an annual non-commissioned officer evaluation report issued to the DIA service member was based on documented performance deficiencies and not influenced by the DIA service member's protected communication to our office. Accordingly, the elements of reprisal under 10 U.S.C. § 1034 are not satisfied. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000039-OI, Issued March 6, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA service member by a DIA GG-15 supervisor as a result of the DIA service member's protected communication to our office.

What We Found: We determined that the DIA GG-15 supervisor did not retaliate against the DIA service member due to their protected communication.

What We Concluded: We determined that the GG-15 supervisor did not violate 10 U.S.C. § 1034. Our analysis of the evidence supports that the elements of reprisal under 10 U.S.C. § 1034 are not met. The seating reassignment and draft performance evaluation do not constitute qualifying personnel actions because they did not affect, nor have the potential to affect, the DIA service member's military pay, benefits, or career progression. Although the initiation of a command directed investigation qualifies as a personnel action, the evidence establishes that it was based on documented concerns predating the protected communication and was not influenced by the DIA service member's protected communication. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000043-OI, Issued March 11, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by two DIA GG-15 supervisors as a result of the DIA employee's protected disclosures to the two DIA GG-15 supervisors and their directorate oversight officials.

What We Found: We determined that the two DIA GG-15 supervisors did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the two DIA GG-15 supervisors did not violate 50 U.S.C. § 3234 and PPD-19. Based on the documented evidence, including multiple witness and subject interviews, the personnel actions taken were consistent with operational requirements, professional development considerations, and job series eligibility. While management was aware of the DIA employee's protected disclosures, there is no credible evidence that these disclosures influenced personnel actions. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Reprisal Investigation, Case 2024-000073-OI, Issued March 26, 2026

What Was Alleged: We investigated an allegation of reprisal against a DIA employee by a DIA GG-15 supervisor as a result of the DIA employee's protected disclosure to a U.S. Army Inspector General (IG).

What We Found: We determined that the DIA GG-15 supervisor did not retaliate against the DIA employee due to their protected disclosure.

What We Concluded: We determined that the DIA GG-15 supervisor did not violate 50 U.S.C. § 3234 and PPD-19. Based on the documented evidence, including witness and subject statements and available records, the personnel actions taken with respect to the DIA employee were the result of organizational restructuring and mission requirements. While the DIA employee made protected disclosures, there is no evidence that the GG-15 had knowledge of those disclosures or that they influenced personnel actions. Therefore, this matter does not meet the prima facie threshold for a reprisal and no further investigation is warranted.

Substantiated Investigations

Senior Official Misconduct

We had no substantiated investigations involving a senior government official this reporting period.

Time and Labor Misconduct, Case 2024-000032-OI, Issued February 6, 2026

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 18, 2022 and December 16, 2023, totaling 431.54 hours. The estimated loss to the Government is \$27,065.72.

False Claims Act Investigation, 2023-000003-OI, Issued March 3, 2026

What Was Alleged: We investigated an allegation that a former DIA contractor employee knowingly submitted fraudulent timesheets claiming hours in excess of those actually worked, in violation of Title 31, United States Code (U.S.C.), Section 3729 (31 U.S.C. § 3729), FCA.

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: The former DIA contractor employee violated 31 U.S.C. § 3729, when between January 20, 2022 and October 24, 2022, 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 \$86,298.50.

Conduct Unbecoming a Federal Employee Investigation, 2024-000012-OI, Issued March 27, 2026

What Was Alleged: We received information regarding the improper conduct by a supervisory DIA official that was identified during polygraph examinations conducted from September 26, 2023, through October 25, 2023. Specifically, it was reported that a GG-13 DIA employee admitted during the polygraphs to an improper extramarital relationship with their then-supervisor, the DIA official.

What We Found: We determined that, after reviewing and analyzing the DIA employee's statements and the evidence, their polygraph-confirmed statements were credible and consistent with standard examination protocols. Based on this evidence, we determined that the DIA official engaged in Conduct Unbecoming a Federal Employee by having a sexual relationship with the DIA employee while serving as their supervisor and failing to avoid the appearance of impropriety during the periods October 1, 2020 through December 12, 2020, and January 18, 2021 through January 16, 2022, in violation of 5 Code of Federal Regulations (C.F.R.) § 2635.101(b)(14).

What We Concluded: We determined the allegation is substantiated by a preponderance of the evidence that the DIA official engaged in improper conduct with a subordinate employee, in violation of 5 C.F.R. § 2635.101(b)(14). Although the relationship was consensual and there was no evidence of coercion, promises of career benefits, or workplace disruption, the DIA supervisor-subordinate sexual relationship created an appearance of impropriety due to his authority over DIA employee's assignments and evaluations. The DIA official's admission during a July 2024 interview with this office further supported this conclusion.

False Claims Act Investigation, 2023-000104-OI, Issued March 31, 2026

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, United States Code (U.S.C.), Section 3729 (31 U.S.C. § 3729), FCA.

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 October 3, 2022 and May 31, 2023, 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 \$41,154.39.

Time and Labor Misconduct, Case 2024-000033-OI, Issued March 31, 2026

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 certificated inaccurate timesheets between December 19, 2022 and December 15, 2023, totaling 184.46 hours. The estimated loss to the Government is \$12,869.77.

Not Substantiated Investigations

No ROIs were published during this reporting period for not substantiated findings.

Independent Assessments

Independent Assessment of DIA's Anti-Harassment and DIA's Sexual Assault Prevention and Response Programs, Case 2026-000004-OI, Issued March 20, 2026

What We Did: The former Acting Director, DIA, informed the Office of the Inspector General (OIG) of concerns regarding DIA's handling of substantiated harassment (sexual and non-sexual) and sexual assault allegations. Specifically, the former Acting Director indicated concern that the current handling of substantiated allegations may inadvertently facilitate protection of wrongdoers, and thereby present an ongoing risk to DIA and its personnel. We conducted this assessment in response to his concerns.

What We Concluded: During our assessment, we identified significant gaps in the Agency's processes for collecting, reporting, and maintaining records related to substantiated harassment

(both sexual and non-sexual). We determined that such deficiencies may hinder accountability for employees who engaged in substantiated misconduct, thereby posing ongoing risks to both the Agency and its workforce. We made eight recommendations for the Agency to mitigate risk to the Agency and its personnel listed in "Appendix A: Reports with Recommendations Pending Corrective Action."

Assessment of DIA's Handling of Allegations of Discrimination Outside the Equal Opportunity Office, Case 2026-000019-OI, Issued March 31, 2026

What We Did: We conducted an assessment to evaluate key risks associated with DIA's approach to conducting Agency directed administrative investigations in response to discrimination allegations, particularly when complaints are reported directly to management rather than through the Equal Opportunity (EO) Office. This assessment evaluates DIA's approach to discrimination allegations reported outside the formal Equal Employment Opportunity (EEO) complaint process against regulatory requirements and best practices.

What We Found: During our assessment, we determined that the handling of discrimination allegations outside the EO Office creates variance in how discrimination allegations are processed, the transparency and integrity of oversight, and the completeness of systemic reporting required under federal standards. This assessment proposes seven actionable recommendations to address these concerns, supports accurate tracking of discrimination complaints, and strengthens the integrity and credibility of DIA's EO program personnel listed in "Appendix A: Reports with Recommendations Pending Corrective Action."

What We Concluded: Agency administrative investigations of discrimination allegations may be permissible in certain circumstances, but DIA must ensure procedural consistency and adherence to established EEO program requirements. Again, this assessment does not include determinations regarding violations of the referenced authorities, but preserving the role and oversight of the EO Office, ensuring compliance with 29 C.F.R. Part 1614 and accompanying directives, and maintaining accurate tracking and reporting are essential to the effective and transparent administration of the Agency's EO program. DIA retains appropriate authority to conduct administrative investigations of workplace conduct, including alleged discrimination. The recommendations in this assessment do not propose limiting that authority or requiring that all discrimination matters be processed exclusively through formal EEO complaints. Rather, the recommendations address how to coordinate these authorities to ensure employees' statutory rights are protected, regulatory reporting is complete, and the Agency maintains comprehensive program oversight.

Appendix A: Reports with Recommendations Pending Corrective Action

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 6: 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 8: 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 2: 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 3: 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 Recommendations included in this section are unclassified only. Please refer to the Classified Addendum for a complete list.

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

Recommendation 1: 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 2: 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 3: 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 4: 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 – Monitoring of Expenses, Advances, and Accounts Payable	FY 2025	<ul style="list-style-type: none"> ▪ Monitoring of advances ▪ Reporting accounts payable accruals
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)

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"> Ensure controls are in place to allow PP&E to be reported under SFFAS 6 and 54 on a go forward basis
MW – Oversight and Monitoring, including Third Party Service Providers <i>Note: Upgrade from an SD to MS in FY 2025</i>	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.
SD – Financial Information Technology Controls <i>Note: Downgraded from an MW to a SD in FY 2024</i>	FY 2018	<ul style="list-style-type: none"> Access controls
SD – Oversight and Management of Internal Control Program	FY 2025	<ul style="list-style-type: none"> Insufficient aggregation and evaluation of testing results Insufficiency in internal control remediation efforts
SD - Budget Execution and Monitoring, Including Recoveries	FY 2025	<ul style="list-style-type: none"> Invalid recoveries and potential overstatement Insufficient support documentation
SD - Data Quality and Report Monitoring	FY 2025	<ul style="list-style-type: none"> Reconciliations for key system is insufficient Validation procedures for financial reporting data is insufficient

I&E Recommendations

Table A-5: Evaluation of Unauthorized Disclosures of Classified Information, Project 2019-2006, Issued September 27, 2019

Recommendation 2: Directorate for Mission Services, codify polices and processes for the proper handling and reporting of all unauthorized disclosures in accordance with Intelligence Community and Department of Defense policies.

Recommendation 5: 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.

Recommendation 6: 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.

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 1: 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 4: 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: Evaluation of DIA’s Management of Reserve Military Intelligence Capabilities, Project 2020-2005, Issued October 29, 2021

Recommendation 1: 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 2: 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 3: 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 4: 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 5: 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-8: Evaluation of Analytic Talent Management: Recruiting and Hiring, Project 2021-2003, Issued February 6, 2023

Recommendation 1: 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-9: Evaluation of DIA's Enhanced Personnel Security Program, Project 2022-2001, Issued February 10, 2023

Recommendation 1: 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 2: Directorate for Mission Services, develop and implement standard operating procedures to ensure the consistent and lawful application of continuous vetting.

Table A-10: Management Alert on the Anti-Gag Provision, Project 2024-2002, Issued June 4, 2024

Recommendation 1: 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-11: Inspection of DIA's Military Equal Opportunity Program, Project 2023-2006, Issued December 13, 2024

Recommendation 1: 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 2: Director, Military Integration Office, in coordination with the Director for Mission Services, and the Chief, Equal Opportunity Office, update the Defense Intelligence Agency's 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 3: 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-12: False Claims Act Investigation, Case 2019-005078-OI, Issued April 9, 2024

Recommendation 1: Office of the Chief Financial Officer, consider the recoupment of funds associated with the Subject's fraudulent work hours

Recommendation 2: 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 3: Office of the Chief Financial Officer, consider providing enhanced contracting officer oversight to the contracting officers representatives with little or no prior experience.

Recommendation 4: 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-13: Gross Negligence, Waste, Abuse of Authority and Breach of Contractual Agreement Inquiry, Case 2024-000008-OI, Issued October 29, 2024

Recommendation 1: 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 2: Office of Human Resources, establish internal controls that alert participants about their incentive status, especially when they consider changes in their position.

Recommendation 3: 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 4: 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.

Recommendation 5: 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 6: 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 7: Office of Human Resources, implement an administrative grievance process and create guidelines outlining the process for applying and eligibility for debt waivers.

Recommendation 8: 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.

Table A-14: Independent Assessment of DIA’s Anti-Harassment and Sexual Assault Prevention and Response Programs, Case 2026-000004-OI, Issued March 20, 2026

Recommendation 1: Establish a central repository for all substantiated harassment (sexual and non-sexual) and sexual assault investigations/inquiries and associated disciplinary actions to enhance oversight, accountability, and pattern detection.

Recommendation 2: Reinforce retention requirements across all Agency elements in accordance with Directive 5015.200, ensuring administrative investigation and inquiry records are properly maintained and accessible. Additionally, DIA should consider amending the directive to clearly designate which offices are responsible for maintaining and managing these records.

Recommendation 3: Codify the responsibilities of each office involved in Sexual Harassment Assault Response and Education (SHARE) investigations, from receipt of allegations through resolution, to eliminate role ambiguities and enhance compliance. Role ambiguities across the enterprise should also be addressed more broadly, as they can undermine accountability and hinder coordination in other areas beyond SHARE investigations.

Recommendation 4: Develop a Table of Penalties for non-sexual harassment to ensure consistent, fair, and progressive disciplinary action.

Recommendation 5: Immediately require all elements to designate and properly register information management liaisons and element information officers through established agency channels, with verification by the Information Management Office.

Recommendation 6: Expand mandatory records management training to all personnel who may generate, handle, or maintain investigative records, particularly deciding officials and administrative investigators, to ensure proper handling of harassment and sexual assault allegations.

Recommendation 7: Implement a secondary review process for cases handled by embedded counsel to mitigate the risk of improper investigative activity.

Recommendation 8: Institute periodic data reconciliation audits between Information Management Office, Anti-Harassment Office, SHARE, Standards and Accountability Branch, and element-maintained records, with discrepancies formally investigated and resolved. This would provide an interim control while the central repository recommendation is implemented.

Table A-15: Independent Assessment of DIA’s Anti-Harassment and Sexual Assault Prevention and Response Programs, Case 2026-000004-OI, Issued March 31, 2026

Recommendation 1: Clarify that the EO Office is the designated authority for impartial handling and tracking of discrimination complaints, and that complaints reported through alternative channels are either referred to EO or EO is notified for systemic analysis and tracking.

Recommendation 2: Provide written notification to employees about their right to contact the EO Office and the applicable deadlines, consistent with Title 29, C.F.R., Part 1614, Federal Sector Equal Employment Opportunity (29 C.F.R. Part 1614) requirements that counselors advise aggrieved individuals of rights and responsibilities in writing.

Table A-15: Independent Assessment of DIA's Anti-Harassment and Sexual Assault Prevention and Response Programs, Case 2026-000004-OI, Issued March 31, 2026

Recommendation 3: Ensure structural separation between EEO investigative functions and personnel/legal defense functions, consistent with EEO Management Directive for 29 C.F.R. 1614 (EEO-MD-110), August 5, 2015 (revised).

Recommendation 4: Clearly differentiate between the EO complaint process and other administrative or grievance processes, reinforcing that participation in non EO channels does not extend EEO process deadlines.

Recommendation 5: Maintain a centralized log of all discrimination complaints, including those originating outside the EO Office, to ensure accurate EEO Management Directive 715 (EEO MD-715), January 23, 2025, reporting.

Recommendation 6: Preserve evidence and records in accordance with federal recordkeeping standards, ensuring clarity between EO investigative files and other administrative files.

Recommendation 7: Provide training to supervisors, human resource personnel, and legal staff on relevant EEO processes, separation of functions principles, and distinctions between EO and non EO complaint channels.

Appendix B: Projects Closed Since October 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.

Investigations Closed Since October 1, 2025 ⁹		
Report Number	Closure Date	Allegation
2022-000028-OI	December 11, 2025	False Claims
2025-000049-OI	December 16, 2025	Employee Misconduct
2026-000014-OI	December 23, 2025	Abuse of Authority
2026-000015-OI	December 29, 2025	Reprisal
2026-000012-OI	January 13, 2026	Abuse of Authority
2020-005035-OI	January 15, 2026	Contractor Cost Mischarging
2025-000082-OI	February 21, 2026	Military Whistleblower Reprisal
2025-000015-OI	February 25, 2026	Time and Labor Fraud
2025-000013-OI	February 25, 2026	Time and Labor Fraud
2022-000053-OI	February 25, 2026	Reprisal
2023-000018-OI	February 26, 2026	Contractor Cost Mischarging
2024-000070-OI	February 26, 2026	Conflict of Interest
2024-000005-OI	February 26, 2026	DIA Civilian Time and Labor Misconduct
2024-000041-OI	February 27, 2026	Contractor Cost Mischarging
2024-000058-OI	February 27, 2026	Fraudulent Document Submission
2024-000019-OI	February 27, 2026	Contractor Cost Mischarging
2023-000029-OI	February 27, 2026	False Claims
2024-000038-OI	February 27, 2026	Privacy Act Violations
2025-000022-OI	February 27, 2026	Executive Order Violation
2022-000057-OI	March 6, 2026	Reprisal
2024-000066-OI	March 6, 2026	Reprisal
2024-000064-OI	March 6, 2026	Reprisal

⁹ The data disclosed in Table B-2 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.

Investigations Closed Since October 1, 2025⁹		
Report Number	Closure Date	Allegation
2025-000075-OI	March 6, 2026	Reprisal
2025-000020-OI	March 11, 2026	Reprisal
2024-000043-OI	March 12, 2026	Reprisal
2024-000067-OI	March 13, 2026	Reprisal
2024-000063-OI	March 13, 2026	Reprisal
2024-000050-OI	March 13, 2026	Reprisal
2024-000039-OI	March 13, 2026	Reprisal
2024-000052-OI	March 20, 2026	False Claims

Appendix C: Statutory Reporting Requirements

Requirement		Pages
§405 (b)(1)	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	7-10
§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	22-29
§405 (b)(3)	A summary of significant investigations closed during the reporting period	30-31
§405 (b)(4)	An identification of the total number of convictions during the reporting period resulting from investigations	11
§405 (b)(5)	Information regarding each audit, inspection, or evaluation report issued during the reporting period, including: <ul style="list-style-type: none"> ▪ List of each audit, inspection, or evaluation. ▪ 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. 	7-10
§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	N/A
§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)	36
§405 (b)(8)	An appendix containing the results of any peer review conducted by another OIG during the reporting period or if no peer review was conducted within that reporting period, a statement identifying the date of the last peer review conducted by another OIG	35
§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	35
§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	35

Requirement		Pages
§405 (b)(11)	<p>Statistical tables showing total numbers of the following:</p> <ul style="list-style-type: none"> ▪ Investigative reports issued during the reporting period. ▪ Persons referred to the Department of Justice for criminal prosecution during the reporting period. ▪ Persons referred to state and local prosecuting authorities for criminal prosecution during the reporting period. ▪ Indictments and criminal information during the reporting period that resulted from any prior referral to prosecuting authorities. 	11-12
§405 (b)(12)	A description of the metrics used for developing the data for the statistical tables under paragraph (11)	11
§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"> ▪ Name of the senior government employee, if already made public by the Office. ▪ Detailed description of: <ul style="list-style-type: none"> ✓ Facts and circumstances of the investigation. ✓ Status and disposition of the matter, including: <ul style="list-style-type: none"> • Referral date if the matter was referred to the Department of Justice. • Declination date if Department of Justice declined the referral. 	N/A
§405 (b)(14)	<ul style="list-style-type: none"> ▪ Detailed description of any instance of whistleblower retaliation, including information about the official found to have engaged in retaliation. ▪ What, if any, consequences the establishment actually imposed to hold the official described in subparagraph (A) accountable. 	37
§405 (b)(15)	<p>Information related to interference by the establishment, including:</p> <ul style="list-style-type: none"> ▪ Detailed description of any attempt by the establishment to interfere with the independence of the Office, including: <ul style="list-style-type: none"> ✓ Budget constraints designed to limit the capabilities of the Office. ✓ 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. ▪ Summary of each report made to the head of the establishment under Section 6(c)(2) during the reporting period. 	N/A
§405 (b)(16)	<p>Detailed descriptions of the particular circumstances of each:</p> <ul style="list-style-type: none"> ▪ Inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public. ▪ Investigation conducted by the Office involving a senior government employee that is closed and was not disclosed to the public. 	N/A

Requirement		Pages
§ 405(c)	<p>Information relating to cases under Chapter 38 of Title 31, including:</p> <ul style="list-style-type: none"> ▪ 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"> ✓ Actions taken in response to such reports, which shall include statistical tables showing: <ul style="list-style-type: none"> • Pending cases. • Resolved cases. • Average length of time to resolve each case. ▪ 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"> ✓ The FCA¹⁰ 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 FCA action to recoup funds with the approval of the Attorney General. ✓ 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. ✓ Additionally, to be liable under the FCA 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)). 	12
50 U.S.C. § 3235	Investigations of unauthorized public disclosures of classified information.	N/A
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.	38

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

Appendix D: Peer Reviews

§405(b)(8): An appendix containing the results of any peer review conducted by another OIG during the reporting period or 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 804(b) of the Federal Financial Management Improvement Act (FFMIA) of 1996 requires that an IG's semiannual report to Congress (as mandated in Section 5(a) (13) of the IG Act of 1978) include reporting on the Agency's compliance. 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 20 new complaints alleging reprisal or retaliation from DIA personnel of which:

Complaints Initiated into Investigations	6
Complaints that 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	7
Complaints presently under review to determine if they meet the prima facie elements of reprisal	7

As a result, a total of 17 complaints are under active investigation, including 9 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 legislative proposals and regulations and provided comments on approximately 62 of the issuances. There were two critical non-concurs with an issuance that establishes the responsibilities and functions, relationships, and authorities of the Inspector General of the Department of Defense pursuant to the authority vested in the Secretary of War of Section 113 of Title 10, United States Code (U.S.C.) and pursuant to Chapter 4 of Title 5, U.S.C.

Department of War Directives	44
Department of War Issuances	14
Department of War Manuals	4
Chairman of the Joint Chiefs of Staff Instruction	0
Directive-Type Memorandums	0
Office of the Director of National Intelligence Issuances	0

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

Framework for Assessing Non-Monetary Benefits of Closed Agency Recommendations and Cases

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 and cases 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. *(A process is not currently 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 and cases closed from FY 2020 to present, which aimed to provide 252 non-monetary benefits, categorized as follows:

Non-Monetary Benefit	Closed since FY 2020
Enhance Program Performance	13
Implement Process Improvements	42
Develop and Implement Processes	85
Maintain Compliance	112
Total	252

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

The table below illustrates the alignment of the 21 recommendations closed during the most recent SAR period with DIA’s 2026 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
Outpace Strategic Competitors	5
Expand Secure & Interoperable Digital Foundation	2
Advance Enterprise Integration	14
Total	21

Appendix J: Glossary of Acronyms

Acronym	Definition
AI	Artificial Intelligence
BSEG	Biological Sciences Experts Group
CCMD	Combatant Command
C.F.R.	Code of Federal Regulations
CIA	Central Intelligence Agency
D&I	Data and Innovation
DIA	Defense Intelligence Agency
DIG	Deputy IG
DoD	Department of Defense
DoW	Department of War
EEO	Equal Employment Opportunity
EO	Equal Opportunity
FCA	False Claims Act
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
IPA	Independent Public Accounting
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
NSA	National Security Agency
OHR	Office of Human Resources
OIG	Office of the Inspector General
PIIA	Payment Integrity Information Act
PPD	Presidential Policy Directive
PP&E	Property, Plant & Equipment
PSD	Psychological Services Division
RAM	Reprisal Analysis Memorandum
ROI	Report of Investigation
SAR	Semiannual Report
SD	Significant Deficiency
SFFAS	Statement of Federal Financial Accounting Standards
SHARE	Sexual Harassment Assault Response and Education
SIPRNet	Secret Internet Protocol Router Network
U.S.	United States
U.S.C.	United States Code
USMC	United States Marine Corps
WPC	Whistleblower Protection Coordinator