

~~SECRET//TK//NF~~

Closure Recommendation Memorandum

Case Number: 20-0067-C	Date of Entry: 7/13/2020
Primary Investigator: [redacted]	[redacted] (b)(3)

Allegation Information	
Narrative: (U// FOUO) NRO/OIG received an allegation that [redacted] employee [redacted] misused her access in a way that negatively impacted the direct hire of [redacted]	(b)(3) (b)(7)(c) (b)(3)

Last Investigative Step: (U// FOUO) Interview of [redacted] employee
--

Resolution: Unsubstantiated; New Case Developed

Case Closure Recommendation Justification
<p>Additional Information:</p> <p>(U//FOUO) Case Findings: During her initial and follow up interviews, [redacted] told OIG Special Agents that [redacted] (b)(3), (b)(7)(c) access to [redacted] databases to find out her last grade when she left federal service several years ago. She stated that [redacted] information was then given to senior leaders who determined that she would not be eligible for a direct hire as a GG 15 because she was not qualified as she had only recently been a GS 13 when she left the government a few years ago. [redacted] stated she did not have a relationship with [redacted] but she was familiar with her as an employee in [redacted]. She learned that [redacted] (b)(3) [redacted] had provided this information to senior leaders from [redacted]. She explained that [redacted] offered her the position as a direct hire based on her experience, [redacted] told her to negotiate her salary and [redacted] subsequently told her that the direct hire process was stalled because of [redacted] actions. [redacted] also told [redacted] that [redacted] would be counseled because of her actions.</p> <p>(U//FOUO) [redacted] supervisor at the time was outgoing [redacted]. He stated (b)(3) it was one of [redacted] jobs to handle direct hire packages. It was not only customary for a prospective employee's SF50 to be obtained for validation of prior government service during the hiring process, but he assigned the direct hire package for [redacted] to [redacted] so she could expedite it as requested by his boss, [redacted]. [redacted] subsequently returned (b)(3) the complete package which included the SF50 which she accessed using her routine accesses to [redacted]. [redacted] noted that when he discussed [redacted] former grade with [redacted], she felt that [redacted] should not have accessed the record and that [redacted] should be reprimanded for doing so. [redacted] disagreed, but since [redacted] was his boss, he complied. [redacted] counseled [redacted] for accessing the SF50 and including it in the package even though that was part of the pr (b)(3) one that she or any other recruiter would have followed for any other direct hire. (b)(7)(c)</p> <p>(U//FOUO) He stated when [redacted] proposed directly hiring [redacted] it caused some consternation between [redacted] and [redacted] as well as the other Chiefs in the office. Although [redacted] and the other chiefs did not believe [redacted] was (b)(3)</p>

~~SECRET//TK//NF~~

~~SECRET//TK//NF~~

qualified for the position based on her lack of relevant experience, they felt that directly hiring a contractor from within the office into that position would be inconsistent with the guidance their office had given other Directorates and Offices in the NRO. The office had previously advised other offices that they did not have to advertise vacant positions, but could instead reserve some or all for the promotion of cadre employees from within. He added that the lack of consistency was noticeable to those within [redacted] and in the NRO, and it caused people to be unhappy due already existing lack of headroom. [redacted] said this led to the continued rash of departures with employees leaving because they did not want to work for [redacted] noted that [redacted] discussed these incidents with [redacted] her boss, and he may be aware of events. HE was unaware if [redacted] another one of [redacted] bosses, may have been aware.

(U//~~FOUO~~) In an interview with [redacted] he advised that [redacted] reported to him the [redacted] had misused her system accesses to look up [redacted] grade information when she was previously a government employee. [redacted] advised that based on this information, he recommended that [redacted] counsel [redacted] for misusing her accesses. (b)(3) [redacted] was unaware that this process would have been followed for any direct hire. [redacted] was interviewed regarding this allegation and she was unaware of [redacted] involvement in this process. [redacted] explained that when she was initially presented with the direct hire package for [redacted] she did not approve it, but rather she asked for the position to be advertised using USAJobs to obtain a wider pool of candidates. [redacted] stated she did not believe [redacted] was the most qualified for the position. She denied the allegation that she did not approve [redacted] initial direct hire package because of her grade when she left government service a few years ago. (b)(3) (b)(7)(c)

(U//~~FOUO~~) **Conclusion:** Based on the interviews conducted, there was no indication that [redacted] accessed any systems that she did not have access to. [redacted] had routine access to [redacted] as part of her regular duties as a recruiter. These systems of record contain an employee's SF50 which contains grade information as well as other personnel information related to one federal government service. [redacted] was asked by her boss, [redacted] to expedite the direct hire package for [redacted] at the direction of [redacted] The request was within the scope of her duties as a recruiter within [redacted] [redacted] completed the request and provided the information requested to [redacted] for signature and necessary approvals. [redacted] confirmed that these actions were not a violation of her duties and he disagreed with [redacted] decision to counsel (b)(3) her. [redacted] explained that her actions would enable the prospective employee's service computation date and previous leave balance to be accurately calculated on day one rather than a few weeks after she began working. [redacted] believed she was correct in the steps she took and that she was unfairly targeted by [redacted] when she was counseled for doing her job. In addition, the head of the career service, [redacted] indicated that when she was initially presented with the direct hire package, she instructed [redacted] to advertise [redacted] position on USAJobs for a wider candidate to ensure that [redacted] was the most qualified for the position. The OIG did not find any indication that [redacted] misused her access, nor did we find any indication that [redacted] inclusion of [redacted] SF50 was a deviation of a normal procedure, or that the fact of her grade when she left government service was a factor used by any senior official to deny her direct hire. (b)(3) (b)(7)(c)

(U//~~FOUO~~) For these reasons, this case will be closed as unsubstantiated. A separate case developed during the course of this investigation will be initiated.

(U//~~FOUO~~) **AGENT'S NOTE:** [redacted] provided additional information regarding the position [redacted] was being considered for that will be used in a subsequent investigation that was developed as a result of this (b)(3) case.

(U//~~FOUO~~) **UPDATE:** During the course of this investigation, [redacted] was subsequently direct hired as an NRO Cadre employee.

~~SECRET//TK//NF~~

~~SECRET//TK//NF~~

~~SECRET//TK//NF~~