

The Recon - June 27, 2003

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**(U) DCI issues plan for IC support to law enforcement**



(U) Earlier this year, DCI George Tenet published the DCI's Strategic Mission Plan for Intelligence Community (IC) Support to Law Enforcement (LE). The purpose of this plan is for the IC to provide timely intelligence to law enforcement in order to give them a decisive edge in combating international terrorism and other criminal activities that threaten national security.

(U) "Intelligence sharing between the intelligence and law enforcement communities has never been more important," said Mr. Tenet in a signed letter that appears with the 16-page plan. "I expect each member of the IC to integrate these initiatives into [their] plans and budgets as appropriate."

(U) The DCI identified several key areas that require improvement. These areas include an expanded "culture of collaboration" between the IC and LE; a formalized mechanism to help LE coordinate and prioritize their intelligence collection requirements; a review of policies that limit IC and LE collaboration, and improved information management systems. To execute this plan, the

DCI has initiated an effort co-chaired by the FBI and his Community Management Staff to identify specific implementation tasks, and leverage current initiatives that are underway in order to improve information sharing between the IC and LE agencies.

~~(S)~~ The five goals the DCI proposes to bring about improvement in the key areas outlined above include:

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(U) The NRO has taken a lead in this planning effort and provided the co-chair for the expert working group that produced the plan. To learn more about the DCI's plan, contact [redacted] Chief, Homeland Security and Consequence Management Team, DDNS, at [redacted] for a copy of the DCI's Strategic Mission Plan.

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**The Recon - June 27, 2003****UNCLASSIFIED.****(U) DNRO meets with media to discuss NRO programs**

(U) On Jun. 24, DNRO Peter B. Teets hosted a Media Roundtable at the Pentagon. At the meeting, Mr. Teets shared information about NRO programs such as Future Imagery Architecture (FIA), space-based radar, and transformational communications.

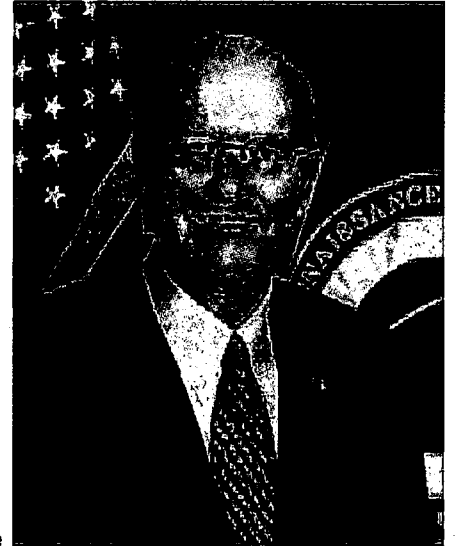
(U) "In the President's '04 budget we have put forth a plan to field a space-based radar system which can give us some persistent surveillance over any point on the surface of the earth, day and night, and in all weather," said the DNRO.

(U) According to Mr. Teets, current advancements in technology would allow a space-based radar system to operate as a synthetic aperture radar imaging satellite to get radar imagery of points on the earth. Advancements would also allow the system to operate in a mode that would give indications of moving targets in a given area. "This will bring a huge new capability to our warfighting forces," said Mr. Teets.

(U) On transformational communications, Mr. Teets spoke of the increased bandwidth the system would provide. "Our bandwidth capability in Operation Iraqi Freedom was up 800 percent from what it was in Desert Storm. Transformational communications, using some laser communications from space, will enable us to achieve at least another order of magnitude in bandwidth capability. Perhaps even more important, the transformational comm system that we envision fielding will use internet protocol. That is to say it will essentially be a big internet in the sky," said the DNRO.

(U) When asked about the status of FIA, Mr. Teets pointed to NRO efforts to ensure that FIA was structured in such a way that it would be executed successfully. "We have worked hard over the course of the last year to structure the [FIA] program in a way that could successfully execute the program. It has required the use of some additional resources and we've done some replanning restructuring of the program. I'm quite confident that we have a program in place now that will ultimately become successful," said the DNRO.

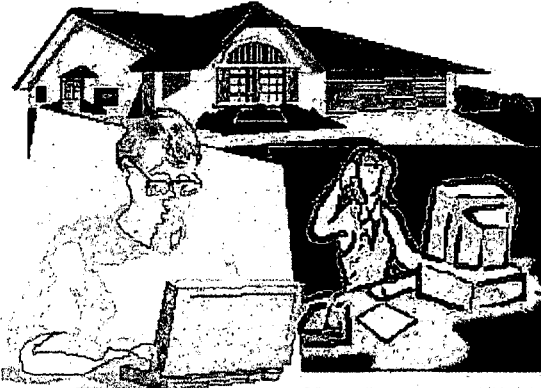
(U) The DNRO was also questioned about when the NRO would start work on programs that go beyond FIA. To that, the DNRO responded that NRO is looking for the "smart and proper approach." "We are looking past the time when the first FIA satellite will be launched right now. We're looking at alternatives and asking ourselves if it makes sense to buy more of the same or go to a new generation."

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**(U) NRO pilots Telework Program for govies**



(U) The NRO is currently piloting a new initiative, the Telework Program, to provide a quality work environment at the NRO. Typically, telework or telecommute programs allow employees to work from their homes and/or at Telework Centers set up by the General Services Administration (GSA). However, the NRO Telework Pilot Program requires participants to work at approved secure facilities with GWAN connectivity such as the Naval Research Lab.

(U) Presently, several employees are participating in the pilot, which will run from June to December 2003. To take part in the program, participants must have the consent of their supervisor and sign a Telework Agreement. The agreement, which serves as a "contract" between the employee and manager, specifies work location, duties to be performed, and a telework schedule. An employee's office director is responsible for approving participation.

(U) "The Telework pilot program requires each participant to develop a work plan with his/her supervisor. Supervisors and employees must set realistic and achievable performance goals as well as discuss measures to determine if the desired performance is met," said [redacted] Telework Program Manager.

(U) Federal telework programs are supported by both the Bush Administration and Congress. Congress even passed a law that calls for government agencies to offer such programs. In addition to being used as a recruitment tool to attract younger employees, telework programs help employees balance work and family life.

(U) "One of our participants is saving over two hours a day in commuting time," said [redacted] "Morale is high among participan(b)(3) They have found the program to help them achieve more balance in their personal lives."

(U) MS&O is closely monitoring the effectiveness of the program. "We are also working with the site locations to ensure that the program isn't creating any undue hardship on them with respect to additional support requirements," said [redacted] At the end of the pilot, the Board of Directors (BoD) will decide if NRO will move the program beyond the pilot stage.

(U) For more information about the NRO pilot program, contact [redacted] at [redacted] or [redacted] at [redacted] Or, visit the joint Office of Personnel Management (OPM)/GSA Web site at <http://www.telework.gov>.

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**(U) TAG Team helps DNRO chart NRO's technical future**

by [redacted]  
(U) TAG is short for the Technical Advisory Group, which is an independent senior advisory panel to the DNRO on "Strategic Direction." The group includes representatives from industry, academia, and the Intelligence Community (IC) with the AS&T as the executive secretariat.



(U) The former DNRO Keith Hall, chartered TAG in 1998 to advise him on technology and NRO's research and development programs. Today, TAG members meet four times a year, and Mr. Teets has asked them to examine the NRO as a whole by addressing NRO programs, business practices, technology competence, and direction. The group's findings are then given to Mr. Teets for consideration after each meeting. Currently, a TAG subcommittee is assessing NRO Systems Engineering and Program Management for a report due to Mr. Teets later this month.

(U) The TAG meets with senior NRO and IC leaders to address items of interest to them and Mr. Teets. To allow for free and open discussions, TAG meetings are by invitation only. While the TAG is not a formal process or an acquisition decision board, the group provides valuable independent observations and recommendations to Mr. Teets concerning high-level policy and strategic direction.

(U) TAG members of the team include Dr. Robert Hermann, Global Technology Partners (TAG Chairman and former DNRO); Dr. Robert Cooper, President of Titan Aerospace Electronics Division; Mr. Victor DeMarines, Consultant (former president of Mitre Corp); Mr. Brian Ferran, Co-Chairman of Applied Minds Inc.; ADM David Jeremiah (ret), President of Technology Strategies and Alliances; Dr. Paul Kaminski, Chairman and CEO of Technovation Inc.; Dr. Jack Hugus, Consultant (former Lockheed Martin executive); Mr. Robert Kohler, Consultant (former CIA program manager), and Dr. Edward Stone, Professor, California Institute of Technology.

(U) [redacted] AS&T Chief Technology Officer, and [redacted] work the daily actions of TAG planning and conduct the TAG sessions with the support of [redacted]. For more information about TAG or to submit items for discussion, contact [redacted] at [redacted] or [redacted] at [redacted].

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**(U) Videos on Emergency Preparedness available on Byeway**

(U) The Office of Security encourages all NRO personnel to know their roles and responsibilities in the unlikely event of an emergency in the workplace. To get up to speed about what to do in an emergency situation, personnel can view a series of Emergency Preparedness Videos available on the Byeway.

(U) The videos provide information on:

- \* How to report an emergency
- \* The notification process in an emergency
- \* How to evacuate the building in an emergency
- \* Where to relocate inside the building in an emergency
- \* How to evacuate the compound
- \* How to prepare for an emergency

Take a look at these videos today.



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**(U) Beware of phone scams at home**

**if it's too good to be true...**

(U) According to Verizon, there is a phone scam going on now that might cost you thousands of dollars. As a result, Verizon is telling everyone to avoid dialing any phone number that begins with an 809 area code.



(U) The scam call begins with a message that may be about receiving information about a family member who has been ill or to inform you that you've won a prize. The reasons for the call vary. Regardless of the reason, the caller instructs you to immediately call a number that begins with an 809 area code for more information. The number may connect you to a person or to a long recorded message - a ploy to keep you on the phone for a long time.

(U) Unbeknownst to callers calling from the U.S., the charge for these calls is **\$2,425 per-minute**. Callers who dialed such a number from the U.S. have been billed over \$24,100.00.

(U) The 809 area code is for the British Virgin Islands (the Bahamas) and can be used like a 900 number. Since this number is outside the U.S., it is not covered by U.S. regulations which require notification and warning of charges and rates for such numbers. There is also no opportunity in which callers can terminate the call without charge. Those with home devices to block 900 numbers are also susceptible to this scam as such devices are ineffective in preventing calls to the 809 area code.

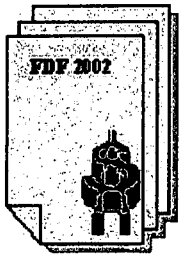
(U) Should a call to an 809 area code be made, callers will be responsible for the charge. Local and long distance phone companies are hesitant to get involved. So, fighting the bill with them may prove useless if a call to the 809 number was indeed made. The phone company's stance is that they only provide billing services.

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**(U) Financial Disclosure Forms due July 31 for CIA personnel**



~~(U//AIUO)~~ CIA personnel with staff or staff-like access whose last names begin with the letters L-Z are required to submit a Financial Disclosure Form (FDF) no later than **Thurs., July 31**. Failure to comply with the requirements of the Agency's Financial Disclosure Program will result in appropriate administrative action and may include revocation of clearances for anyone not in compliance with this program. Should you have any questions regarding this requirement or need assistance in completing the form, please contact the Office of Security's

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**(U) Strat Planning issues Climate Survey results**



by [redacted]

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(U) The 2003 NRO Organizational Climate Survey is now complete with over 5,000 NRO personnel completing the survey- an increase of approximately 17% compared to last year (mainly due to increased site participation). The survey was administered from Apr. 15 - May 9, on both GWAN/ CWAN and in hardcopy to all NRO government and contractor employees across all locations. This year's survey also integrated the diversity survey previously conducted by OEEO/ME, which also extended participation to contractors. The survey participants represent a valid sample of the NRO workforce with all Directorates, Offices and sites participating.

(U) Positive changes occurred in many of the 18 categories identified in the survey, including Communication, Teamwork, Job Satisfaction, and the overall grand mean. The Physical Security category had the highest score, as it did in 2002; and although it posted an increase, the Awareness and Involvement in Strategic Direction category continues to receive the lowest score. Training and Diversity were two of the categories that experienced a decrease in scores. Survey participants were also asked to identify the categories they believe should be the focus of improvement in the coming year. The top five identified were Communication, Tools and Information Infrastructure, Performance Recognition, Training, and Employee Development.

(U) Over the last several years there has been an increase in the number of organizations such as the IG, OEEO/ME, MS&O, and OHR who are interested in using survey results to look at issues in more detail. In addition, positive changes have occurred throughout the NRO (e.g., facility upgrades, physical security) due to employee feedback contained in the Climate Survey. And finally, new Site Commanders are using survey results and employee feedback as a way of establishing a baseline for themselves as they take on their new site responsibilities.

(U) Outbriefs to the Ds and Os on survey results for their organizations have begun and will continue over the next few months. The Board of Directors will be developing an action plan based on employee feedback and priorities from the survey, and progress on addressing the issues will be communicated to the NRO population. Your participation in the 2003 NRO Organizational Climate Survey is appreciated... "What You Say Can Make A Difference!"

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**(U) What America means to you**

(U) The office of Equal Employment Opportunity and Military Employment Opportunity invites all permanent NRO personnel to spend a day reflecting on freedom by taking part in the 6th Annual All American Day Observance on Fri., Jul. 11 from noon to 3:00 PM on the Westfields Compound, outside Tower 4.

(U) There is a lot to do and see at All American Day:  
 • DNRO, Peter B. Teets will provide opening remarks

• Great food served by the Westfields cafeteria

• The NRO Universal Choir will perform patriotic musical selections

• Performances by Young & Rollins (sponsored by the NRO Hispanic Advisory Council)

• Additional performances by the Nen Daiko Drum Group (sponsored by the NRO Asian Pacific American Council)

• "Tour of Europe" Wine Tasting

• Chili Cook-Off Contest

• Car and Motorcycle Show

• Dunk Tank (sponsored by Management Services and Operations in partnership with the Community Service Activity). All proceeds will be donated to the Northern Virginia Training Center, which provides job skills to people with disabilities.

• Information booths on the Federal Women's Program, NRO's Native American Council, and NRO Toastmasters

• Award presentations for the volleyball tournament and the chili cook-off.

(U) Lunch tickets for this event are \$4.00 in advance and \$6.00 on the day of the event. Tickets will go on sale beginning Tues., Jul. 1 in Westfields cafeteria at the cashiers' station.

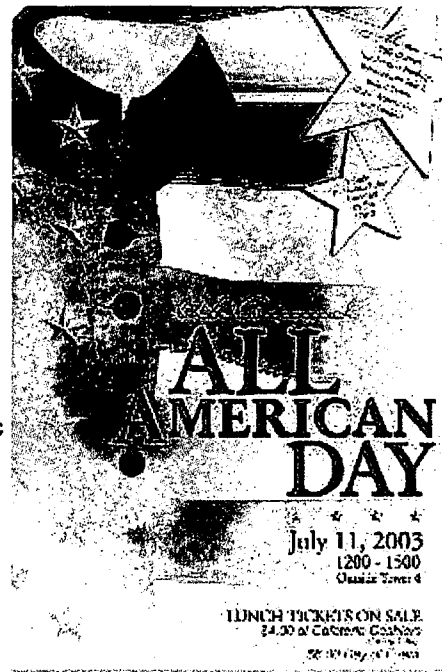
(U) On Tues., Jul. 1 at noon, the NRO's "Joyful Noise" will host "What Does America Mean to You" a musical tribute to all NRO employees. The performance will take place in the JD Hill Auditorium.

(U) The Deputy Director for Military Support will host a Yellow Ribbon Ceremony on Fri., Jul. 11 at 10:00 a.m. in the J.D. Hill Auditorium to honor NRO employees and family members deployed.

(U) There will be a display exhibit entitled "The Evolution of the American Uniform" for the month of July in the Cultural Diversity Exhibit area in the 2nd floor spline between Towers 3 & 4.

(U) For more information about the events surrounding All American Day, contact  at  or  at

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~~(S)~~ Senator Warner visits

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~~(S//BYE)~~

~~(U//FOUO)~~ Senator Warner expressed an interest in the way ahead for special access programs and was briefed on future plans.

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(U) This article first appeared in the latest edition of IMINT Insight.


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**(U) Air Force announces promotions**

**(U) Congratulations to the following individuals promoted effective on July 01, 2003:**

<p><b>(U) Major</b></p> <div style="border: 1px solid black; width: 200px; height: 70px; margin-bottom: 10px;"></div>	<p><b>(U) Technical Sergeant</b></p> <div style="border: 1px solid black; width: 200px; height: 45px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 150px; height: 20px; margin-left: 50px; margin-bottom: 5px;"></div>
 <small>U.S. AIR FORCE</small>	
<p><b>(U) Senior Master Sergeant</b></p> <div style="border: 1px solid black; width: 220px; height: 25px; margin-bottom: 10px;"></div>	<p><b>(U) Staff Sergeant</b></p> <div style="border: 1px solid black; width: 170px; height: 30px; margin-bottom: 10px;"></div>
<p><b>(U) Master Sergeant</b></p> <div style="border: 1px solid black; width: 170px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 200px; height: 60px; margin-left: 10px;"></div>	

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**(U) DNRO recognizes some of those who worked on the Regan case**

*Late this week, DNRO Peter Teets took time to recognize personnel from NRO, the United States Air Force (USAF), the United States Attorney's Office (USAO) and the Federal Bureau of Investigation (FBI) who successfully worked on the government's case against Brian Regan, the former NRO employee charged with espionage.*

*Those recognized were:*

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**(U) NRO bikers go on roll with Rolling Thunder**

(U) Sunday, May 25, 2003 was the 16th annual running of Rolling Thunder. This is an event attended by thousands of bikers in remembrance of those who lost their lives during the Vietnam War and as an effort to remember those still missing in action.

(U) The event is named after the last bombing campaign in Vietnam. The large grouping of bombers sounded like thunder rolling across the sky. This sound is represented by the mass number of bikes all rolling through the streets of Washington, D.C. This year's event was attended by at least one group of six people from DDMS

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(U) The group met at a local Harley-Davidson dealership and rode from there to the Pentagon's north parking lot. At least 200,000 bikes staged there for the parade that would take them through Washington, D.C. and past the Vietnam War Memorial.

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(U) Thousands of people lined the streets to view the event, many waving American flags. "May we never forget those that lost their lives and still fight everyday for the price of our freedom."


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**(U) Wanted: Space Sentinel story ideas**



Got any story ideas for the Space Sentinel?

(U) The Space Sentinel is a new NRO quarterly magazine for all NRO personnel, mission partners, and select congressional staffs on Capitol Hill. Due out in mid-late July, the first edition will focus on NRO's support to Operation Iraqi Freedom. We are currently seeking stories and/or story ideas that:

- tell about NRO support to the war effort,
- have a long shelf life,
- are classified no higher than Secret//SI//TK, and
- will be of interest to broad and diverse audiences.

(U) Anyone interested in submitting a story idea for either the first issue or later ones should contact lead editor [redacted] at [redacted] or [redacted] (b)(3) [redacted] before drafting the story. We will give advice on story length, scope, and focus depending on the subject to be discussed.

(U) The Space Sentinel is a great marketing tool to get the word out about all of the incredible things we do at the NRO. This is an opportunity to tell mission partners and Congress what the NRO does, why it is important, and why it should receive more funding. So, if you have

any story or story idea, don't be shy. However, time is running out. The deadline to submit a written story for the premier issue is **July 3**. So, act fast!!

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