New Business #18

COUNTY AGENDA REQUEST

Department:	Board of Commissioners	Presenter(s):	Chairman Steve Brown
Meeting Date:	Thursday, January 23, 2014	Type of Request:	New Business

Wording for the Agenda:

Consideration of the Selection Committee's recommendation of Mr. Neely Moody to serve as an alternate member on the Fayette County Ethics Board for a three-year term beginning immediately and expiring January 22, 2017.

Background/History/Details:

The proper operation of local government requires that public officials be independent, impartial, and responsible to the people; that government decisions and policy are made through proper channels of governmental structure; that public office not be used for personal gain; that public officials be free from the appearance of impropriety; and that the public have confidence in the integrity of government. The Fayette County Ethics Board has been established to ensure these goals are kept.

The Ethics Board is comprised of three members and two alternate members. Currently, the members on the Ethics Board are Mrs. Sheila Huddleston, Mrs. Larris Marks, and Ms. Pota Coston; however, the two alternate positions on the board are vacant.

Staff advertised the two vacancies for the Ethics Board and received sixteen applications in return. Each applicant was interviewed by the Chairman Steve Brown and Commissioner David Barlow, and two applicants were selected to fill the vacant, alternate positions.

Mr. Neely Moody is one of the two applicants who has been chosen by the Selection Committee.

What action are you seeking from the Board of Commissioners?

Approval of the Selection Committee's recommendation of Mr. Neely Moody to serve as an alternate member on the Fayette County Ethics Board for a three-year term beginning immediately and expiring January 22, 2017.

If this item requires funding, please describe:

Not Applicable.

Has this request been considered within the past two years?	No	If so, when?	
Is Audio-Visual Equipment Required for this Request?*	No	Backup Provided with Request?	Yes

**** All audio-visual material must be submitted to the County Clerk's Office no later than 48 hours prior to the meeting. It is also your department's responsibility to ensure all third-party audio-visual material is submitted at least 48 hours in advance.***

Approved by Finance	Not Applicable	Reviewed by Legal	
Approved by Purchasing	Not Applicable	County Clerk's Approval	Yes
Administrator's Approval			

Staff Notes:

Fayette County Ordinance 2010-10 requires all members of the Ethics Board to pass a background check. At the time this agenda was published, staff was awaiting the results of the background check. This appointment may be made contingent upon the results of the background check.

5:00

APPLICATION FOR APPOINTMENT
Fayette County Ethics Board- Alternate Member

Thank you for your interest in being considered for appointment as an alternate member to the Fayette County Ethics Board.

Applicants must be a legal resident of the State of Georgia and have been a resident of Fayette County for at one year prior and shall remain a resident of Fayette County while serving as a member of the Ethics Board.

The Fayette County Ethics Board is comprised of three members and two alternate members appointed to three-year terms; however, appointment terms may be staggered- meaning appointments can be made for one-year and two-year terms as needed. Meetings are held when needed, but generally no more than once a year. Said meetings take place at the Fayette County Administrative Complex, 140 Stonewall Avenue West, Fayetteville, Georgia. Please do not apply if you will be unable to attend a minimum of eighty percent (80%) of all meetings. Applicants are encouraged to attend as many Ethics Board meetings as possible in an effort to become familiar with the responsibilities of the post.

Please take a few minutes to complete the form and answer the questions on the reverse side of this form and return it with a resume, if available, to Floyd Jones, County Clerk, 140 Stonewall Avenue, West, Suite 100, Fayetteville, GA 30214 no later than 5:00 p.m. on Friday, December 27, 2013.

If you have any questions, please call (770) 305-5102.

NOTE: Information provided on this form is subject to disclosure as a public record under Georgia Open Records Law.

NAME: Neely Moody

ADDRESS: [redacted]

TELEPHONE (day) [redacted]

(Evening) [redacted]

(Email address) [redacted]

Neely Moody
Signature

December 26, 2013
Date

1. How long have you been a resident of Fayette County?

   I purchased our home in October 2006 with residence in Fayette County commencing, June 2007.

2. Why are you interested in serving on the Fayette County Ethics Board?

   My intent is to effectively contribute to the furtherance and execution of the County's values, standards, and transparency to ensure the citizens of Fayette County are confident that administrative, functional, and operational activities are fully and properly delivered across all organizational levels.

3. What qualifications and experience do you possess that should be considered for appointment to the Ethics Board? Forty three (43) plus years of combined military (20 years plus) and civilian (23 years plus) service to the Nation. Served as a Special Agent and subsequently as an Inspector General (IG). Received annual ethics training and had independent oversight responsibility for identifying and eliminating fraud, waste and abuse of taxpayers' dollars reporting same to agency heads and congress.

4. List your recent employment experiences to include name of company and position.

   August 2006 – present serve as Chief Operating Officer, Second Family Incorporated, Hyattsville, MD, responsible under MD state contract for delivering residential care and service for medically fragile children; Circa 2000 – August 2006, served as a DoD Senior Executive Service member with duties including IG with oversight of all administrative, logistical, operational activities for the Defense Intelligence Agency (DIA) a multi-billion dollar budgeted defense agency.

5. Do you have any past experience related to this position? If so, please describe.

   One such experience includes that of IG at the DIA with responsibilities to promote the economy, efficiency, and effectiveness of programs, functions, and operations worldwide – and to ensure compliance with applicable statues, executive orders, directives, regulations, and policies. These responsibilities were fulfilled through the conduct of financial and performance audits; inspections and evaluations; criminal and intelligence oversight investigations. I received annual ethics training and had to submit an annual financial disclosure form/report. In addition to special reports, I was statutorily required to submit an annual report to congress outlining status of agency performance in all areas including ethics. I Ensured collaboration with the agency's ethics officer on matters of mutual interest. Negotiated and executed functional contracts. I served as an independent advisor to the Agency's Board of Directors and Finance Committee to ensure compliance with laws and the proper expenditure of taxpayers' dollars.

6. Are you currently serving on a commission/board/authority or in and elected capacity with any government? No

7. Have you attended any Ethics Board meetings in the past two years and, if so, how many? NO

8. Are you willing to attend seminars or continuing education classes at county expense? Yes

9. Would there be any possible conflict of interest between your employment or your family and you serving on the Ethics Board? No

10. Are you in any way related to a County Elected Official or County employee? If so, please describe. NO

11. Describe your current community involvement.
    I attend Fayette County Commissioner's meetings as well as Tyrone's Town Council and Planning Committee meetings. I support and attend local sporting events and musical competitions.

12. You have been given a copy of the county's Ethics Ordinance. Is there any reason you would not be able to comply with the ordinance? NO

NEELY MOODY

[redacted]

DIRECTOR

World-class leader with outstanding history of directing and leading large-scale strategic initiatives for the Defense Intelligence Agency / Department of Defense. Proficient at developing policies and procedures to optimize overall organizational performance. Accustomed to handling extremely sensitive information. Adept at managing multi-site, geographically disperse operations. Motivational leader with proven ability to hire, train, and pilot dedicated, award-winning teams to surpass objectives. Resourceful and insightful problem solver with record of providing expertise to multiple high-level intelligence and defense community committees. Demonstrated talent to effectively manage multi-billion dollar budgets and finances. Polished professional with exceptional communication and negotiation talents.

Selected Achievements

- Provided leadership and expertise to ensure the economy, efficiency, and effectiveness of DIA programs, functions, and operations worldwide. Served on Department and National level Inspector General Groups.
- Represented DIA at Department-wide, intelligence community, and national-level meetings on EEO/Diversity matters.
- Reduced backlogged investigations 100% by devising a strategy to upgrade organizational productivity.
- Realigned departmental responsibilities to strengthen efficiency / productivity, which significantly improved timeliness, communication, and overall effectiveness.
- Received Quality Assurance review by the DoD Polygraph Institute for program cited as "the best we have inspected."
- Played key role as Co-chair of DoD's Special Access Program Security Working Group Subcommittee; developed policy and procedures to govern DoD and the industrial community.
- Effectively managed three DIA Security facilities at the Pentagon, DIAC, and Clarendon.

Areas of Expertise

- Inspector General
- Staff Leadership / Training
- Human Resource Management
- Financial Oversight
- Investigations, (Criminal, Fraud, EEO,etc.)
- Policies / Procedures Development
- EEO, AAP, & Diversity Management
- Program Development
- IT Systems / Automation
- Badge and Credentialed Special Agent
- Operations Management
- Cost – Benefits Analyses
- Regulatory Compliance
- Negotiations / Communications
- Ethics management

PROFESSIONAL SUMMARY

DEFENSE INTELLIGENCE AGENCY — Washington, DC

Inspector General – Senior Executive Service — **2003 to 2006**

- Provided leadership and expertise to ensure the economy, efficiency, and effectiveness of DIA programs, functions, and operations worldwide and to identify and eliminate fraud, waste, abuse and mismanagement.
- Oversaw activities of a multi-billion dollar defense agency to ensure compliance with federal laws, statues, executive orders, and Director of National Intelligence, DoD, and DIA directives, regulations. Served on agency Audit Committee.
- Led financial and performance audits, Inspections and Evaluations, and Criminal and Intelligence Oversight investigations.
- Submitted periodic and special reports to the President's Foreign Intelligence Advisory board and to Congress.

Chief – Diversity Management & Equal Opportunity – Senior Executive Service — **2000 to 2003**

- Directed all Diversity and Equal Opportunity programs, including investigations, cultural awareness and agency training.
- Developed annual budget requirements and related program activities
- Supervised / trained EEO and Diversity specialists / support staff and conducted reviews and organizational surveys.
- Rendered final reviews on cases involving substantive adverse EEO information
- Represented DIA at Department-wide, Intelligence Community, and National meetings on EEO and diversity issues.
- Established an effective Affirmative Employment Program consistent with the law and statutory requirements / guidelines.
- Oversaw the handling of investigative and sensitive personnel information.
- Managed seven Special Emphasis programs and resources.
- Realigned departmental responsibilities to strengthen efficiency / productivity, which significantly improved timeliness, communication, and overall effectiveness.
- Created internal five-member Operational Working Group to resolve customer service problems, and built six-member Activity Work Group that addressed personnel issues, including the ladder program and morale.
- Reduced backlogged investigations 100% by devising a strategy to upgrade organizational productivity.

(Continued, page two)

- Authored a plan that established an effective program management structure.
- Conducted in-depth assessment of security-related ADP systems and upgraded automated systems.

Chief, Personnel Security Division **1992 to 2000**

- Led Personnel Security Program, including technical and management functions; received positive reviews for all functions by both DoD IG and GAO.
- Supervised / developed staff of 68 security, counterintelligence specialists, and support personnel.
- Selected for high-profile assignments requiring extreme sensitivity, effective negotiating skills, and a broad working knowledge of DIA and the Defense and Intelligence Communities.
- Played key role as Co-chair of DoD's Special Access Program Security Working Group Subcommittee; developed policy and procedures to govern DoD and the industrial community.
- Evaluated DoD's background investigative backlog problem and provided recommendations for solutions.
- Served on the National Industrial Security Program Operations Manual Revision Committee, Defense Security Service Review Forum, Foreign-Owned Control and Influenced Policy Committee, and E.O.12958 and 12968 formulation groups.
- Represented DIA at Department-wide, Intelligence Community, and National-level meetings on security matters.
- Directed development of National Policy to report / limit foreign travel for personnel with access to classified information.
- Oversaw CI and Security Investigations, adjudication, and eligibility determination for collateral, and SCI access to classified information for a customer-base of 40,000+ personnel assigned to OSD, OJCS, and various Defense Agencies.
- Managed three DIA Security Badging facilities at the Pentagon, DIAC, and Clarendon.
- Merged two branches, which significantly improved timeliness, communication, and overall effectiveness.
- Developed an effective case control management system that achieved 100% reduction of backlogged clearance in passing / receiving data.
- Implemented an effective investigative quality control initiative.
- Conceptualized, planned, and directed Expanded Personnel Security Program that established increased scrutiny for IT professionals to reduce"insider threat" possibilities.
- Successfully conducted ~161,465 combined actions at Satellite Security Offices.
- Led 2000 investigations regarding CI, unauthorized disclosure (media leaks), personnel security and successfully conducted 1,467 polygraph examinations during FY99.
- Received Quality Assurance review by the DoD Polygraph Institute for program cited as "the best we have inspected."
- Served as Acting Chief from 6/92-12/92; due to superior performance, received promotion to Chief, Central Clearance Facility Division - Personnel Security Division, on permanent basis.
- Managed direction and controls for one of seven DoD Central Adjudicative Facilities.
- Developed annual budget requirements and submissions.
- Directed DIA's Violence in the Workplace Program.

Previous positions include: Chief, Security Education – Office for Security and Counterintelligence, Senior Intelligence Officer, Chief – Special Programs Branch, Air Force Office of Special Investigations, and Special Agent-in-Charge

SELECTED EDUCATION, PROFESSIONAL DEVELOPMENT, & AWARDS

B.S., Management ♦ National Louis University
M.S., Human Resource Management & Development ♦ National Louis University
Intelligence Community Senior Leadership Program ♦ Director of Central Intelligence,
National Security Program ♦ Syracuse University (Maxwell School)
Executive Leadership Program ♦ Northwestern University (Kellogg School of Management)
Leading in the Intelligence Community ♦ Harvard University, 2006
Certified Protection Professional (CPP) ♦ Certification # 11243, ASIS
Personnel Management for Supervisors ♦ DIA
Certified Inspector General (CIG) ♦ Certification # 0000217, AIG
Presidential Rank Award for Meritorious Executive
DIA Director's Award for Exceptional Civilian Service
USAF Meritorious Service Medal
DIA Director's Annual Unit Team Awards ♦ IG Inspection Team & IG Investigative Team
President's Council on Integrity and Efficiency ♦ Team Award for Excellence
National Defense Service Medal
Current Top Secret Clearance / SCI Access

Mr. Neely Moody
Inspector General

Mr. Moody was appointed the Inspector General (IG), Defense Intelligence Agency (DIA), in March 2003. Mr. Moody's responsibilities are to promote the economy, efficiency, and effectiveness of DIA programs, functions, and operations - and to ensure compliance with applicable federal statutes; executive orders; and Director National Intelligence (DNI), Department of Defense (DoD) and DIA directives, regulations, and policies. He fulfills these responsibilities through the conduct of financial and performance audits; inspections and evaluations; criminal and intelligence oversight investigations; and workforce assistance.

After retiring from the U.S. Air Force (USAF), Mr. Moody joined DIA in 1983. His over 40 years of combined military and civilian service cover many career specialties - security, counterintelligence, law enforcement, munitions maintenance, aircraft maintenance, and USAF Special Investigations. Prior to his appointment as the IG, Mr. Moody served as the Chief, Diversity Management and Equal Opportunity (EO), where he was responsible for developing and implementing agency EO, and diversity management policy programs and procedures. During his tenure as Chief, Personnel Security Division, DIA, he managed the agency's personnel security program and promulgated DCI personnel security policies within DoD. Primary areas of focus included security case management, counterintelligence and security investigations, the agency polygraph program, and adjudicating security clearance/access eligibility for DIA personnel as well as personnel with the Office of the Secretary of Defense, Joint Chiefs of Staff, and several defense agencies. Other positions include: Chief, Criminal Division, District 7, Patrick AFB (PAFB); Special Agent-In-Charge (Detachment Commander), PAFB; Chief, Special Actions Branch, Criminal Division, HQ AFOSI, Washington, DC; Chief, Security Awareness and Training Branch, DIA; and Senior Intelligence Officer, DIA.

Mr. Moody has a broad-range of administrative, operational, management, and leadership experience in counterintelligence, counterdrug, counterterrorism, and other intelligence activities. He has trained at the FBI Academy, AFOSI Academy, Armed Forces Institute of Pathology, CIA, NSA, and a host of other institutions. Mr. Moody also completed the Intelligence Community (IC) Senior Leadership Program, the National Security Leadership Program (Syracuse University), the IC Executive Leadership Program (Northwestern University), Leading in the National Intelligence Community (Harvard University) and the IC Fellows Program. Mr. Moody is a certified Inspector General and a Certified Protection Professional. His academic accomplishments include earning a BS in Business Management and a MS in Human Resources Management and Development.

Mr. Moody's military and civilian decorations and awards include the USAF Meritorious Service Medal, Air Force Achievement Medal, Presidential Rank Award for Meritorious Executive in the Defense Intelligence Senior Executive Service, DIA Director's Award for Exceptional Civilian Service, DCI's Meritorious Unit Award and the NAACP Award of Recognition for EO, Affirmative Action, and Public Service. He enjoys sports, private piloting, and is a scuba instructor.

Defense Personnel System

DISES

The President of the United States of America
has conferred on

Neely Moody

the rank of Meritorious Executive
in the Defense Intelligence Senior Executive Service
for sustained superior accomplishment in the
management of programs
of the United States Government
and for noteworthy achievement
of quality and efficiency
in the public service.

13 DECEMBER 2005

The President of the United States of America

Yokich, as the UAW quality network representative.

Having shown a quick grasp of the make up of UAW activities, she was recommended for an appointment to the International Staff by Region 6 Director Bruce Lee. Upon that recommendation in August 1992, UAW President Owen Bieber appointed her to the International Staff and was relocated to the UAW headquarters in Artesia, California. Her first assignment was an International Organizer, and shortly thereafter there was an opening in the UAW Retirement Workers Department and she was assigned to that position where she spent the last 14 years. In that capacity, Carolyn coordinated and implemented UAW senior activities, programs, political action, lobbying events and all Get Out to Vote/registration Drives in California, Nevada, Oregon, Arizona and Washington State for over twenty-seven thousand UAW Retirees. Under Director Jim Wells leadership, since 1995, she elevated Region 5—West Retiree's to holding the number one title for UAW V-CAP fundraising drives.

Carolyn Tate's experiences as a working mother, union organizer, international representative, dedicated community activist, and political action and lobbying activities, make her an outstanding model for others, male and female, to follow and emulate. She has proven that in spite of obstacles that one faces in life, one can always strive to improve oneself by sticking to it and giving service to others.

HONORING NEELY MOODY

HON. ALCEE L. HASTINGS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Friday, September 29, 2006

Mr. HASTINGS of Florida. Mr. Speaker, I rise today to honor the distinguished public service of Mr. Neely Moody, who until recently, served as Inspector General of the Defense Intelligence Agency (DIA).

Throughout his 43 years as a public servant, Mr. Moody has distinguished himself as a dedicated leader, one who faced challenges with determination, persistence and balance. This was true early in his 20-year U.S. Air Force career, and remained true throughout his 23-year DIA career.

From the time of his March 2003 appointment as DIA Inspector General until his retirement, Mr. Moody capably led the Office of the Inspector General in promoting the economy, efficiency, and effectiveness of DIA and defense intelligence programs and operations.

Prior to his appointment as DIA Inspector General, Mr. Moody served as the Chief, Diversity Management and Equal Opportunity, where he effectively led the effort to develop and implement DIA employment opportunity, and diversity management policy and procedures. During his tenure as Chief, Personnel Security Division, DIA, he effectively managed the agency's personnel security program and promulgated Director of Central Intelligence personnel security policies within the Department of Defense.

During his military career, Mr. Moody served in diverse career specialties of security, counterintelligence, law enforcement, munitions maintenance, aircraft maintenance, and special investigations. He distinguished himself throughout his active duty career, including in his final assignment as a Chief in the U.S. Air Force Office of Special Investigations.

Mr. Moody's service to our nation has been recognized for his service and achievements in a host of ways. He is the recipient of the Presidential Rank Award for Meritorious Executive in the Defense Intelligence Senior Executive Service, the DIA Director's Award for Exceptional Civilian Service, the Director of Central Intelligence's Meritorious Unit Award and the NAACP Award of Recognition for EO, Affirmative Action, and Public Service. His military service recognition includes the USAF Meritorious Service Medal and Air Force Achievement Medal.

Mr. Moody is widely respected as leader, mentor and confidant. He has made a difference to countless individuals in the Intelligence Community and military. Moreover, he is admired for his commitment to continuing to make a difference in the lives of others in his retirement endeavors.

Mr. Moody's lifelong dedication and selfless service to our nation are an inspiration to all. I am proud to honor him on this day which also marks the passage of the National Defense Authorization Act for Fiscal Year 2007.

MINORITY SERVING INSTITUTION DIGITAL AND WIRELESS TECHNOLOGY OPPORTUNITY ACT OF 2005

HON. EDDIE BERNICE JOHNSON

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Friday, September 29, 2006

Ms. EDDIE BERNICE JOHNSON of Texas. Mr. Speaker, I rise today in support of the Minority Serving Institution Digital and Wireless Technology Opportunity Act.

For years, reports have indicated that minority-serving institutions such as Historically Black Colleges and Universities have produced the majority of African American scientists and engineers.

These colleges and universities have created a strong pipeline of technical excellence among minority populations.

Young African American and Hispanic students, rising through the ranks and full of promise, see role models in the professors and scientists with whom they interact at these institutions.

The absence of consistent role models is a major contributing factor of why underrepresented minorities have faced challenges in increasing their numbers in our high-tech domestic workforce.

The Minority Serving Institution Digital and Wireless Technology Opportunity Act would establish a program at the National Science Foundation to award grants to such institutions to provide educational instruction in digital and wireless network technologies.

If enacted, the bill would also help minority-serving institutions strengthen their digital and wireless infrastructure and would also give them an opportunity to provide input for how grant proposals would be reviewed and evaluated.

One other nice point about the bill is that it encourages partnership formation between the institutions and third parties by requiring a matching recipient contribution of 25 percent of the federal assistance amount.

Mr. Speaker, I believe that minority serving education institutions are extremely valuable in supporting our domestic minority workforce.

Historically Black Colleges and Universities; Hispanic-, Alaska Native-, and Native Hawaiian-serving institutions; tribally controlled colleges and universities; and others tend to have a substantial high-need student population and deserve our support.

Mr. Speaker, I support this bill and urge my colleagues to vote for its passage.

IN MEMORY OF JIM WADE

HON. RALPH M. HALL

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Friday, September 29, 2006

Mr. HALL. Mr. Speaker, it is a privilege to pay tribute today to one of my best friends from childhood, Jim Wade of Dallas, TX, who passed away in May at the age of 85. Jim and I grew up together in Rockwall, TX and shared many wonderful times over the years. He was a great patriot who was devoted to his family, his State, and his country.

Jim attended Rockwall High School, studied at the University of Texas and graduated from the United States Military Academy in 1943. He served his country in General George Patton's 3rd Army in England, landing on Utah Beach in July 1944. His service in France, Luxembourg, Germany, and Czechoslovakia earned him five battle stars as well as a Bronze Star Medal for individual bravery for relief efforts of Bastogne in the Battle of the Bulge. Jim's later service included tours in China and Taiwan before he resigned with the rank of major.

Jim lived in Denver, San Antonio, and Beeville and returned to Dallas in 1959 to begin a long and distinguished career with New York Life Insurance Company. Jim and I shared an interest in public service and served together in the Texas State Senate. He also served in the Texas House of Representatives.

Jim was the last of 11 children born to Henry Wade and Lula Wade, all of whom preceded him in death. Jim followed in the steps of his father, the late Henry Wade, who was a longtime County Judge of Rockwall County, and in the steps of his brother, the late Henry Wade, Jr., famous Dallas District Attorney for many years, and along with the late Faires Wade, the late Ney Wade, the late Reese Wade, the late Mart Wade, and the late Joe Wade, all former criminal District Attorneys of Rockwall County, with Joe Wade also a longtime District Judge of Bee County. As they graduated from law school, the father would get them elected County Attorney and make the incumbent son move out of office to make room for the latest law school graduate. They were all successful lawyers, and Jim gave some good years to Dallas County as their State Senator. Four other family members, sisters Carrie, Nona and Lillian, and brother Dr. Colquitt Wade also were successful in life and active in politics.

Jim was devoted to his family and served his country and State with pride and dignity. His many leadership positions brought him respect, but his friendships brought him admiration. He enjoyed the relationships he cultivated with friends at the Dallas Country Club, where

NEELY MOODY

20-year veteran, US Air Force — highest civilian status: Senior Executive Service

POSITION **Inspector General (Retired August 3, 2006)**
EP- 0340 (Senior Executive Service)
Defense Intelligence Agency

PROFESSIONAL PROFILE

Defense/Intelligence Community Executive.

- 23 years of civilian service at DIA, serving as: Inspector General, Chief, Diversity Management and Equal Opportunity, Chief, Central Clearance Facility, Chief, Security Education, Senior Intelligence Officer, and Security Specialist.
- Over 20 years of military service with the US Air Force including service as: Special Agent in Charge, Criminal, Fraud, Counterintelligence Investigator, Case Supervisor, and Special Agent.

Repeatedly selected for diverse management assignments, including intra-/inter-agency negotiation, management and training in the areas of policy definition and implementation.

- DIA Senior Diversity leader and EEO management representative to DOD, and the Intelligence Community working on issues of mutual interest in order to effectively achieves positive outcomes.

Recipient of the Presidential Rank Award for Meritorious Executive, 2005
Certified Protection Professional
Certified Inspector General
Badge and Credentialed Special Agent – 30 years

CAREER HIGHLIGHTS

Inspector General
March 2003- August 3, 2006

Defense Intelligence Agency
Office of the Inspector General
Building 6000, Bolling, AFB, Washington, DC 20340
Supervisor: DIRECTOR, DIA

Promote the economy, efficiency, and effectiveness of **DIA** programs, functions, and operations worldwide. Conduct Independent oversight of a multi-billion dollar major defense agency. Ensured compliance with applicable federal laws and statues; executive orders; and Director of National Intelligence (DNI), Department of Defense (DoD) and DIA directives, regulations, and policies. Conducted the functional activities of Financial and Performance Audits; Inspections and Evaluations; Criminal and Intelligence oversight investigations, and workforce assistance. Oversight responsibilities included:

- Developed policy, procedures and quality control methods for audits, inspections, criminal investigations, intelligence oversight training and investigations, employee requests for assistance, and complaints. Strong focus on contract management, procurement and acquisition management.
- Conducted performance and financial audits highlighting risk management opportunities versus continuing risk adverse activities.
- Inspection of agency broad functional activities including the Defense Attaché System, HUMINT activities, MASINT Operations, Force protection, personal and personnel protection, personnel and physical security and access control operations, information security and human capital activities, financial management, acquisition and procurement management, and analytic activity to assess mission accomplishment and Compliance with appropriate laws and directives.
  - Primary focal point/interface with other Inspectors General.
  - Provided periodic and special reports to the President's Foreign Intelligence Advisory board and to Congress, especially the House permanent Select Committee for Intelligence and the Senate Select Committee for Intelligence.
  - Inspection of DIA worldwide elements for compliance with United States Intelligence Activities governing laws, criminal activity, Human Capital management and procurement matters.
  - Received and processed requests for employee assistance and complaints.
  - Served as advisor to the Agency's Board of Directors; Agency Ombudsman during critical period; and on the Agency's Audit Committee; addressed all new Senior executives and all incoming Defense Attaches on ethics, resource management, and leadership principles.
  - Conducted criminal investigations into alleged or suspected violations of federal criminal statues working with the Department of Justice, General Counsels, DoD IG and other federal, state, or local criminal investigative organizations. Hosted international IG's for critical discussions on matters concerning emerging democracies.
  - Managed and operated the Inspector General's Hotline Program.

Led, managed and supervised the activities of a professional staff of civilian and military inspectors, auditors (certified public accountants), federal criminal law enforcement investigators, and contractors ensuring integrity, independence and impartiality in all matters. Created policy on weapons handling and deadly for

- Directed annual visits to over 50 worldwide field units for audits, inspections, and criminal investigations. Conducted reviews, evaluations, audits and criminal investigations at the Headquarters level including acquisition and procurement management, police force, financial management, etc.
- Directed deployment of staff for direct support in Afghanistan, Kosovo, Iraq, and Guantanamo Bay, the Iraqi Survey Group and a host of other sensitive activities worldwide.
- Submitted timely, comprehensive, and effective semi-annual and annual reports directly to Congress.
- Directed effective financial audits and criminal investigations with significant resource recovery.
- Actively participated with the President's Council on Integrity and Efficiency, Executive Council on Integrity and Efficiency, Defense Council on Integrity and Efficiency, and the Intelligence community IG Forum primarily on development of IG policies and execution of same.
- Ensured fraud, waste, and abuse matters were identified and effectively addressed and investigated consistent with General Accounting Government Auditing Standards.

CHIEF, Diversity Management and Equal Opportunity
June 2000-March 2003
Senior Executive Service

Defense Intelligence Agency
Office of Diversity Management and Equal Opportunity
Building 6000, Bolling AFB, Washington, DC 20340
Supervisor: DIRECTOR, DIA

Provided comprehensive leadership, direction, and comprehensive management for DIA's Diversity and Equal Opportunity programs and their various related technical and Management functions. Also, I served as the Agency's EEO Director.

- Functions included DIA's EEO/Military Equal Opportunity, EEO/MEO Investigations, diversity initiatives and cultural awareness programs.
- Managed two teams, which were collectively responsible for the protection of sensitive personal and personnel information, including automated systems and equipment, and investigative records and filing systems.
- Provided internal management direction and controls for an executive level activity.
- Developed annual budget and resource requirements and subsequent annual budget submissions.

Supervised the work of EEO and Diversity specialists and support staff. Conducted programmatic reviews. Honored and supported EEO-related and diversity management objectives throughout the personnel and career development process.

- Identified and scheduled professional training for staff to enhance their professional skills.
- Interviewed and selected candidates to fill vacancies.

Rendered final adjudicative reviews on cases involving substantive adverse EEO information.

- In those cases where this type of adverse information can result in potential finding of discrimination, my responsibility was to provide an expert, in-depth assessment to process the complaint in accordance with statutory requirements and ensuring due process was protected in all instances.

Represented DIA at Department-wide, Intelligence Community and National-level meetings on EEO and diversity matters, functions, and programs.

- Principal advisor to the Director and DIA senior leadership on the complete spectrum of EEO and Diversity related issues. Coordinated and collaborated with General Counsels.

Developed and executed EEOC and OPM Human Resource initiatives at both the policy and program management levels.

- Established an effective and comprehensive Affirmative Employment Program consistent with the law and statutory requirements and guidelines.
- Supervised the handling of investigative activities and sensitive personnel information.
- Ensured all activities were consistent with policy and Privacy act requirements.
- Managed DIA's seven Special Emphasis programs and resources

Established comprehensive managerial controls and realigned functional area responsibilities to strengthen overall efficiency and productivity throughout the organization.

RESULT • Merged team functions, which significantly improved timeliness, communication, and overall effectiveness.

- Effectively integrated new personnel, including reservist into office functions.
- Established an internal five-member Operational Working Group designed to review

substantive matters related to customer service and provide realistic and effective recommendations for improvement.

- Established an internal six-member Activity Work Group charted to address issues related to personnel such as the career ladder program and morale.
- Initiated and maintained liaison with key internal/external customers to determine areas of concern and the support required meeting these concerns effectively.

Developed a strategy to upgrade organizational productivity.

RESULT • Established firm office goals and objectives, ensuring all were met effectively.

- Set up a system of Team Leaders within each functional area.
- Developed an effective case control management system.
- Established budget to enhance resource availability.
- Generated a 100% reduction of backlogged EEO investigations.
- Implemented an effective investigative quality control initiative.

Developed a written plan to establish an effective program management structure.

- RESULT • Prepared and submitted 14 statutory required reports, outlining previous FY production, goals and objectives, accomplishments, recommendations, travel plan and resource needs. Reports were distributed to EEOC, OPM, DOD, DCI, DIA senior leadership and all office personnel.

Conducted an in-depth assessment of the organization's security-related IT systems.

RESULT • Coordinated a working partnership with DS to upgrade our automated systems.

- Oversaw development of successful upgrades, based on internal/external needs.
- Developed capability to conduct qualitative and quantitative program analysis.

Accountability: Responsible for planning, implementing, evaluating, and refining DIA's diversity management programs and initiatives.

- Developed strategies to successfully address the under representation of minorities, females, and disabled employees at DIA.
- Developed and implemented policy, procedures and activities to ensure fair and equal treatment of all DIA employees. Promulgated the first Military Equal Opportunity regulation in DoD for personnel serving in a joint assignment environment.
- Directed useful and informative presentations at a variety of fora highlighting DIA as an employer of choice.
- Prepared testimony for applicable congressional committees and conducted meaningful liaison with committee staffers.
- Ensured the proper and timely investigation of EEO complaints.
- Arranged for the training and the availability of effective EEO counselors.
- Oversaw the Agency's special emphasis initiatives.
- Led effort with local community liaison such as adopt-a-school and other outreach efforts including Historically Black Colleges and Universities/Minority and Tribal Institutions
- Provided direction and leadership for the office staff

CHIEF, PERSONNEL SECURITY DIVISION

Defense Intelligence Agency
June 1992- June 2000
Grade: GG-080-15 (Supervisory Security Officer)

Office for Counterintelligence and Security Activity, Directorate of Administration

3100 Clarendon Boulevard — Arlington, VA 2220
Supervisor: Drew Winneberger — 703-907-1303

Provided comprehensive leadership, direction, and management
for DIA's Personnel Security Program and its various related technical and management functions.

- These functions include DIA's Counterintelligence (CI) and Security Investigations; and the Polygraph, Adjudication, and Special Security Office (SSO) programs.
- Managed four branches that were collectively responsible for the protection of sensitive Personal, personnel and classified information, including Sensitive Compartmented Information (SCI), automated systems and equipment, and investigative records and filing systems.

- Provide internal management direction and controls for one of only seven (7) DoD Central Adjudicative Facilities.
  - Developed annual budget requirements and budget submissions.
  - Managed DIA's Violence in the Workplace Program.

Supervised the work of a 68-person staff of security, counterintelligence specialists, investigations and support staff. I Conducted annual programmatic reviews. Honored and supported EEO-related and diversity management objectives throughout the personnel and career development process.

- Identified and scheduled professional training for staff to develop their professional skills.
- Interviewed and selected candidates to fill vacancies.

Rendered final adjudicative decisions on cases involving substantive adverse information.

- In those cases where adverse information would result in suspension, denial, or revocation of a security clearance or SCI access, my responsibility was to provide an expert, in-depth assessment to DAC and the Chief of Staff, providing and ensuring due process was protected in all instances involving adverse actions. Worked closely with General Counsel.

Selected for high-profile assignments requiring extreme sensitivity, effective negotiating skills, and a broad working knowledge of DIA and the Defense and Intelligence Communities.

- Co-Chaired, DoD's Special Access Program Security Working Group Subcommittee, charged with developing policy and implementing procedures governing both DoD and the industrial community. Developed standards for investigations and access approval.
- DIA's Principal Representative of the DEPSECDEF's Overarching Integrated Processing Team, charged with evaluating DoD's investigative backlog problem and providing recommendations to effectively address and correct this problem.

- Served on the National Industrial Security Program Operations Manual revision Committee, Defense Security Service Review Forum and Foreign Owned Control and Influenced policy committee and the E.O.12958 and 12968 formulation groups; Background Investigations and adjudication standards groups.

Represented DIA at Department-wide, Intelligence Community and National-level meetings on security matters relating to divisional functions and programs.

- Principal advisor to DAC and DIA senior leadership on the complete spectrum of personnel security-related issues.
  - Chaired, Security Policy Board, Personnel Security Committee, Foreign Travel Policy Subcommittee. Directed the development of National Policy affecting the reporting and limitations of foreign travel for personnel with access to classified information.

Personnel Security Committee focused on development of federal investigative standards for background investigation and Information Technology interface with such systems as the Joint Personnel Adjudication System, Scattered Castle system and OPM's and DoD's (DCII) databases.

Developed, executed and promulgated DCI and DoD personnel security initiatives at both the policy and progra management levels.

- Managed and directed CI and Security Investigation adjudication and eligibility determination for collateral and SCI access for a customer-base of 40,000+ personnel assigned to OSD, OJCS, various Defense Agencies, with exception of NSA and contractors.
- Supervised the handling of investigative and sensitive personnel security information.
- Ensured all activities were consistent with Intelligence Oversight policy.
- Managed three DIA Security offices located at the Pentagon, DIAC, and Clarendon, VA.

Established comprehensive managerial controls and realigned functional responsibilities to strengthen overall efficiency and productivity throughout the organization.

RESULT • Merged two branches, which significantly improved timeliness, communication, and overall effectiveness.

- Transferred new personnel to SSO including two branch chiefs to new positions.
- Established an internal five-member Operational Working Group designed to review substantive matters related to customer service and provide realistic and effective recommendations for improvement.
- Established an internal six-member Activity Work Group to address issues affecting division personnel, such as the career ladder program and morale.
- Initiated and maintained liaison with key internal/external customers to determine areas of concern and the support required to meet these concerns effectively.

Developed a strategy to upgrade organizational productivity.

RESULT • Established firm division goals and objectives, ensuring all were met effectively.

- Set up a system of Supervisory Team Leader positions within each branch.
- Developed an effective case control management system.
- Established a night shift in the SSO branch.
- Generated a 100% reduction of backlogged clearance in passing/receiving data.
- Implemented an effective investigative quality control program

Developed a written plan to establish an effective program management structure.

RESULT • Prepared and submitted a 50-page Annual Report to DAC, outlining previous FY

production, goals and objectives, accomplishments, recommendations, travel plan and resource needs. This was distributed to all Division personnel.

Conducted an in-depth assessment of the organization's security-related IT systems.

RESULT • Coordinated a working partnership with IT support to upgrade systems. Oversaw a series of successful upgrades, based on internal and external needs.

- Developed remote capability for the transmission of polygrams from field to HQ.
- Conceptualized, planned, developed and directed DIA's Expanded Personnel Security Program, establishing increased scrutiny for IT professionals to reduce "insider threat" possibilities.

Directed the protection of classified information, Sensitive Compartmented Information (SCI), automated equipment, communications, and investigative records/files.

RESULT • Zero security violations or privacy act violations. Zero abuse of IT systems.

Directed investigations, adjudications and eligibility determinations for SCI and collateral access for a customer-base of over 40,000 personnel within OSD, OJCS, other Defense Agencies, with the exception of NSA and contractors. Supervised highly sensitive personnel security information.

RESULT • Established an effective program for the timely hiring of new civilian employees.

- Established a contract with contractor to conduct expeditious (30-day) background investigation for new hires following presentation and concurrence of DoD.
- Successfully conducted approximately 161,465 combined actions at Satellite Security Offices.

Managed internal CI and security-related investigations, consistent with Federal law, UCMJ, and applicable Executive Orders pertaining to the Intelligence Community. Ensured compliance with rules of evidence, taking of testimony, and intelligence oversight procedures.

RESULT • Successfully conducted 2000 investigations during FY99 of CI, unauthorized disclosure (media leaks), personnel security, and other related investigations.

- No intelligence oversight violations.
- Maintained effective liaison with DoD, Federal, Intelligence Community, local law enforcement, DOJ,OPM, and other investigative agencies.
- Conducted successful joint or concurrent investigative activities with the DIA and DoD Inspector's General, FBI and Military Departments.

Managed the DIA polygraph program supporting DIA, Defense HUMINT Service, and other DoD activities.

RESULT • Successfully conducted 1,467 polygraph examinations during FY99. Exams include: Initial CSPs, Aperiodic CSPs, and issue exams.

Developed and directed policy for, and oversaw protection of, the above-mentioned items, ensuring their protection and availability for those DIA staff with a need to access these resources.

RESULT • Received successful reviews by both DoD IG and GAO of all functions.

- Received successful Quality Assurance review by the DoD Polygraph Institute commenting that mine was *"the best program we have inspected."*
- Oversaw the Records Repository Manager in maintaining and protecting

40,000+ personnel security files and records, including FOIA/PA requests and releases.

CHIEF, SECURITY EDUCATION
October 1991 — December 1992 GG-14-0132 (Senior Intelligence Officer)
Defense Intelligence Agency
Office for Security and Counterintelligence
3100 Clarendon Boulevard — Arlington, VA 22201
Supervisor: COL Patrick Niemann — 703-614-8620
Selected as Chief of Security Education and Training/Overseas Security Branch, performing a wide range of supervisory, program planning direction, and evaluation responsibilities relative to counterintelligence (CI) and security including physical security and SCIF accreditation.

- Managed a staff of CI and security specialists to accomplish missions and functions related to security training and CI awareness programs.
- Selected as DIA focal point for all internal and external security and CI training requirements.
- Managed and coordinated DIA's Unit Security Officers Program.
- Selected as DIA's principal focal point on personnel protection, antiterrorism (AT) and counter drug (CD) security training programs including physical security access control.

Developed and implemented appropriate awareness and training programs to counter and reduce the vulnerability of the agency's personnel and programs to threats of foreign intelligence.
RESULT • Established worldwide programs using all available source data regarding foreign intelligence services and their HUMINT, SIGINT, and/or organizations, capabilities, and modus operandi.

Directed DIA's Operational Security (OPSEC) / Communications Security (COMSEC) programs.
RESULT • Reviewed DIA programs and activities from a multi-disciplinary perspective, then coordinated and conducted assessment analyses with other organizations in the intelligence community.

- Established COMSEC support requirements.
- Conducted training for DIA personnel and coordinated COMSEC activities with the appropriate support agencies.
- Updated regulations and manuals related to security education programs.

Managed and directed DIA's CI awareness program Defensive Information to Counter Espionage (DICE).
Supervised the briefing of DIA, OSD, OJCS, U&S Commands, White House personnel, and DoD contractors.
Provided CI and security assistance to the Defense Intelligence College (DIC) and Defense Attaché System (DAS) and other elements within DoD.

Developed and conducted CI, Anti-Terrorism, Counterdrug, and security-related training in support of the DIC/DAS.
Managed and revised the DAC Career Ladders Program, coordinating revisions with Subject Matter Experts.
RESULT

- Coordinated the 080 and 0132 job series programs to move from IOC to FOC.
- Coordinated DAC internship assignments and upward mobility programs.

Maintained liaison and built coalitions with counterparts in other intelligence agencies and elements of DoD components.
RESULT
- Represented DIA at intra-/inter-agency and international conferences and meetings pertinent to DIA's CI and security mission.
- Presented formal and informal briefings to senior-level U.S. Government officials and groups concerning CI and security matters.
- Represented DIA at DoD and Director of Central Intelligence forums on personnel security matters.

Obtained and coordinated reserve military personnel to perform training and support for the Attaché Final Exercise, Dragon Warrior.
RESULT
- Reduced the active involvement of DAC personnel in the exercise by 50%.
- Decreased budgetary requirements.

Realigned Branch functional responsibilities, establishing a more effective suspense system, establishing measurable goals and objectives.
Supervised the implementation of the Memorandum of Understanding between DoD and the Department of State (DOS) designating DIA as the Executive Agency for all security matters involving DoD personnel under the security cognizant of the DOS OCONUS.
Supervised the indoctrination of DIA personnel authorized access to Critical Nuclear Weapon Design Information (CNWDI) material and information.
Selected as Acting Chief of the Central Clearance Facility (CCF) Division for six months.

SENIOR INTELLIGENCE OFFICER

May 1988 — October 1991

GG-14-0132
Defense Intelligence Agency
Office for Security and Counterintelligence
3100 Clarendon Boulevard Arlington, VA 22201
Supervisor: Morton Cohen — 703-907-1303

Served in several roles: Senior Intelligence Officer, Badge and Credential Special Agent, Deputy Branch Chief, Threat Countermeasures Branch
Supervised the investigative work of Intelligence Officers/Special Agents responsible for conducting counterintelligence/counterespionage investigations at HQDIA and Defense Attaché.
- Served as the branch's substantive expert on counterintelligence and counterespionage matters.
- Prioritized, assigned, and monitored all investigative activity and related matters.
- Conducted select sensitive and complex investigations of high-level interest.

Reviewed investigative reports for legal, investigative, and administrative sufficiency for dissemination to senior officials. Researched and wrote counterintelligence products on intelligence threats to U.S. Defense interests worldwide.

- Investigations were reciprocal, concurrent, or joint with the military services, FBI and other investigative agencies. Ensured close coordination with General Counsel.
- Collected evidence and conducted interviews and interrogations to prove or refute allegations.
- Used all available source data concerning foreign intelligence services and their HUMINT, SIGINT, and/or IMINT organization capabilities and modus operandi worldwide.
- Evaluated data and took appropriate action on substantive issues in projecting, selecting, and guiding mission efforts.

Developed an automated case control and management system that performed a full range of counterintelligence investigative, production, and analysis procedures.

RESULT

- This new system significantly improved both the quality and efficiency of all investigative activity being conducted under my authority.

Reviewed background records to determine involvement of personnel in any questionable activity that might increase the potential for exploitation by foreign intelligence services.

RESULT

- Coordinated investigative activity with adjudicative and clearance processing personnel.
  - Made recommendations to senior officials concerning individual eligibility to retain a security clearance or SCI access.
  - Conducted reviews of information maintained in the Defense Central Index of Investigations (DCII) and NCIC terminals.

Contributed significantly to the definition and development of branch-wide goals and objectives. Monitored the successful completion of these goals.

RESULT • Wrote and submitted an annual budget proposal for the Congressional Justification Budget for submission to congress.

- Established travel, equipment, and training needs and submitted proposals consistent with budget restraints.

Responsible for the interpretation of U.S. laws, statutes, directives, and regulations.

RESULT

- Resolved issues of jurisdictional responsibility for investigative matters.

Performed essential written and oral communications.

RESULT

- Wrote Standard Operating Procedures, directives, regulations, and policies on matters concerning investigations, Operational Security and Counterimint.
  - Reviewed and edited subordinates' written reports, memoranda, related material.
  - Wrote and implemented procedures directed by national policy while representing DIA on three national-level committees and serving as DIA's chairperson for the Counterimint

Working Group.

- Provided oral briefings to senior officials on a weekly basis, concerning active investigative activities.

CHIEF, SPECIAL PROGRAMS BRANCH

September 1987—May 1988 GS-1811-13 (Criminal Investigator)

HQ, Air Force Office of Special Investigations (AFOSI) — ATTN: IVIG, Office of the USAF Inspector General

Bolling AFB — Washington, DC 20332

Supervisor: LTCOL Robert Meesig (ret.)

Supervised the criminal investigative activities of 1,800 Special Agents focusing on the review, compliance and monitoring of all major goals and objectives of AFOSI units, worldwide.

- Collected and compiled statistical data to determine unit profiles of all AFOSI units.
- Provided guidance as to where investigative efforts should be concentrated in order to most effectively service USAF commanders.

Initiated and developed a comprehensive program to evaluate and analyze investigative sufficiency at each AFOSI unit on a monthly basis, using my strong understanding and working knowledge of the jurisdictional, judicial, and investigative requirements of each unit. Collaborated with Judge Advocate General.

RESULT • Rendered a written report each month concerning the affected units and recommended corrective actions to AFOSI/CC.

Served as liaison and focal point for national and international agencies to ensure a positive cross-feed of ideas, techniques, and intelligence information.

RESULT • Briefed and prepared written reports for senior officials.
• Efforts enhanced joint investigative activity.

Established the Committee and served as first Chairperson for the AFOSI Investigative Analysis Committee, which was responsible for the review and evaluation of significantly complex investigations.

RESULT • The committee had a major impact on the resolution of many sensitive cases.

Budget Manager for the division and controlled all operational and training funds.

RESULT • Prepared budget reports and prioritized all operational requirements to ensure compliance with budgetary restraints.

- Identified and selected division personnel suited for operational or training assistance by AFOSI units.
- Developed a computer program for the efficient tracking of expenditures.
- Collected, reviewed, validated, and submitted budget requirements for AFOSI field units worldwide.

Reviewed investigative files and worked with other HQ AFOSI elements to identify and recommend training needs for individual units and the AFOSI academy.

RESULT • Improved investigative effort and maintained the standard of professionalism expected by command officials.

Assigned operational and administrative tasks to subordinates and ensured compliance with appropriate policies and directives while serving as the Deputy Division Chief.

RESULT • Initiated Divisional reorganization, and identified increased manpower requirements. Supervised the division's four (4) branches and coordinated functional activities with HQ AFOSI senior officials.

Supervised and coordinated the writing and updating of all directives and policies relevant to criminal investigations. Conducted select sensitive investigations as requested by senior officials.

RESULT • Prepared, reviewed, and edited all criminal investigation "Items" disseminated to the TIG, Air Staff and other senior DoD officials.

- Rewrote the criminal investigative "Strategies" for the 1989-1994 periods. This document was identified as the vehicle that would assist in determining AFOSI's future implementation of new policies, programs, and mission requirements.

Special Agent/Security Officer

September 1983 — September 1987
GS-080-13
Defense Intelligence Agency
Office of Security — ATTN: OS-3C (DIAC)
Washington DC 20304-1248
Supervisor: D. Winneberger — 202-373-2781

Assessed and evaluated information contained in reports for investigative sufficiency, veracity, and authenticity against security criteria.

RESULT • Initiated additional investigation in cases where the review reflected inadequately developed information or a lack of relevant facts.

Conducted pre-employment and assignment interviews of persons who had not previously been subjected to a background investigation.

RESULT • This information served as the basis of granting interim clearances or rejection from further consideration.

• Prepared reports of the interviews to the appropriate investigative agency for use and guidance in conducting certain phases of background investigations.

Reviewed and processed cases ranging from background checks to complex counterintelligence and criminal cases which involved controversial information pertaining to high-ranking military and civilian officials in DIA and DoD agencies.

RESULT • Conducted security surveys and after-hours security inspections of DIA elements in order to assess component compliance with applicable security directives.

- Conducted background interviews with Defense Attaches and support personnel assigned to various locations worldwide. Debriefed selected DIA personnel returning from communist-controlled countries.

- Conducted complex and sensitive investigations relevant to the unauthorized disclosure of classified information, the majority of which appeared in the press or were reported during television news reports.

1982-1983 **Special Agent in Charge / Detachment Commander**
Air Force Office of Special Investigations, Patrick AFB, FL, Office of the USAF Inspector General
Led and managed an AFOSI detachment responsible for conducting all major criminal, fraud (white collar), counterintelligence, counterespionage, counter terrorism, drug operations, background investigations and protective services activity at Patrick AFB, Cape Canaveral AFS, Kennedy Space Center, Eastern Space and Missile Center down-range tracking facilities at Grand Bahamas, Eleithrera, Antigua, Ascension, Grand Turk, on-call areas of Puerto Rico, and South Africa, and 13 counties in central Florida. Worked closely with Judge Advocate General.
RESULT • Selected as the first senior Non-Commissioned Officer assigned as Special Agent in Charge in a traditional senior 0-4 billet. Conducted and led joint and concurrent jurisdictional investigations with local, state and federal agencies. Developed resource and budget plans including acquisition of vehicle fleet and Investigative tools including weapons and related equipment.
- Conducted audits of major program activity in conjunction with DOD and USAF Audit agencies.
- Conducted audit review and fraud operation at major defense reclamation facility identifying multiple felony violations with subsequent significant resource recovery and prosecution.
- Conducted significant drug operations with federal, state, and local law enforcement entities.
- Served on the first major U.S. drug task force resulting in significant identification and elimination of major illicit operations. Activities included military and civilian personnel and international cartels.
- Testified at military, federal, and local tribunals.
- Conducted major protective service operations/Distinguished Visitors program for the U.S. Presidents, senior DoD officials and senior foreign dignitaries worldwide.

1981-1982 **Case Supervisor, Chief**
Air Force Office of Special Investigations District 7, Criminal Investigations Division, Patrick AFB, FL, Office of the USAF Inspector General
Provided oversight, staff guidance and supervision concerning all Air Force major criminal and fraud investigations and associated administrative matters at eight major Air Force bases in Florida, Georgia, and Panama. Supervised investigative activity of about 60 Special Agents.
RESULT • First Senior Non-Commissioned Officer assigned to traditional officer's billet. District Marksmanship Instructor and Safety Officer. Reviewed and edited Criminal case reports. Resolved Jurisdictional disputes with other agencies. Developed and published policy on use of deadly force.

1977-1981 **Investigator / Detachment Non-Commissioned Officer in Charge**
Air Force Office of Special Investigations District 7/BID, Patrick AFB, FL, Office of the USAF Inspector General
Investigated and supervised activities of Special Agents conducting criminal, counterintelligence, fraud, and serious administrative matters. Evidence Custodian, Safety Officer and Liaison officer with local, state and federal agencies. Conducted and led Protective Service operations worldwide. Counterterrorist and Improvised Explosive Device trained officer.

1975-1977 **Special Agent (Investigator)**
Air Force Office of Special Investigations District 45/, DET 4506, Osan AB, Korea, Office of the USAF Inspector General

I conducted criminal, background and fraud investigations as well as sensitive CI collection activity. Audit of government property inventories and passenger vehicle fuel supply resulted in the arrest of country's two major criminal figures and their associates. Received special award from the country's Chief, Korean National Polic

1967-1975 **Aircraft Maintenance Technician**
United States Air Force (World Wide)
Supervised and performed maintenance duties on jet engine aircraft. Served as crew chief, crash recovery chief, Quality Control Inspector, aircraft crash investigator, interim Maintenance Superintendent, technical and evaluation team member, functional check flight supervisor, and flight control maintenance team chief.

1963-1967 **Air Police / Security Specialist**
454th Security Police Squadron, (Strategic Air Command), Heavy Bomb Wing, Columbus, AFB MS
Conducted traditional base, security police and law enforcement duties; also conducted monitoring of vehicular and pedestrian traffic into and out of sensitive restricted areas. Arms room attendant and weapons monitor.
Primary and Reserve Security Alert Team member and leader in protection of sensitive weapons platforms.
RESULT • **On several occasions nominated, selected and trained for duty as a Munitions Specialist for the 3rd Munitions Maintenance Squadron at Anderson AB, Guam (Viet Nam Iron Dukes) and other sensitive theater locations conducting special weapons activities.**

EDUCATION — ADVANCED TRAINING
B.S., Management, National Louis University, Evanston, IL, August 2001
M.S., Human Resource Management & Development, National Louis University, August 2003
Intelligence Community Senior Leadership Program, Director of Central Intelligence, 2001
National Security Program, Syracuse University (Maxwell School), 2002
Executive Leadership Program, Northwestern University (Kellogg School of Management), 2004
Intelligence Community Fellows Program, Aspen Institute, Wye River, MD, 2005
Leading in the Intelligence Community, Harvard University, 2006
Certified Protection Professional (CPP), Certification # 11243, ASIS, June 2005
Certified Inspector General (CIG), Certification # 0000217, Association of Inspector Generals, 2004
Alternative Dispute Resolution, ADR Council, 2001
Dealing with Negative Attitudes in the Workplace, DIA: 2000
EEO Law and Cultural Diversity (EO100), DIA: 1999
Diversity Management, DIA: 6/93
Management Principles, DIA: 6/93
Substance Abuse and Aid: The Role of the Supervisor, DIA: 4/93
Personnel Management for Supervisors, DIA: 4/93
USAF Air University Command NCO Academy, Management/Leadership: 12/92, 138 hours
National Operations Security Course, NSA: 8/90
Excel Applications in Intelligence Operations, DIA: 5/89
Introduction to Microcomputers and MS-DOS, DIA: 4/89
Dynamics of Writing for Decision-Making, DIA: 3/87
Joint Planning Operations Course, NSA
Detachment Commanders Course, USAF Special Investigations Academy: 6/82, 80 hours.
Course focused on the management, leadership and supervisory responsibilities of commissioned officers assigned as field commanders or special agents.
USAF Air University Senior NCO Academy Course in Management/Leadership: 6/82, 270 hours

AFOSI Compact .45 Special Training Course, USAF Special Investigations Academy & FBI, Washington DC: 5/82, 40 hours. Initial training in the .45-cal semi-automatic Colt pistol.
USAF Senior Investigators Course, AFOSI Academy, Washington DC: 5/80-7/80, 405 hours.
In-depth advanced study of investigative matters in the areas of behavioral approach to sources, source procedures, operational planning, and undercover operations.
Computer Orientation/Security Course, Department of Defense Computer Institute: 6/80, 24 hours.
USAF Protective Services Operation (PSO), AFOSI Academy, Washington DC: 6/79, 124 hours.
Advanced training in protective services, counter-terrorism techniques and Hostage negotiation. (US Secret Service).
Improvised Explosive Devices – Counterintelligence/Counter-terrorism, Federal Agency, Wash. DC: 1979.
USAF Specialized Criminal Investigators Course, AFOSI Academy: 10/78-11/78, 112 hours.
Advanced specialized criminal investigative study.
Homicide and Blunt Force Trauma, Armed Forces Institute of Pathology, Wash.DC: 1978.
USAF Special Investigations Academy, Washington DC: 12/75-3/76, 400 hours.
Received badge and credentials as a special agent.
Race Relations Seminar, USAF 40th Tactical Group, Aviano AB, Italy: 5/72, 40 hours
USAF Air University management for Air Force Supervisors Course: 2/70
USAF Air University Air Policeman and Air Police Supervisors Course: 6/64

AWARDS AND HONORS

DIA Director's Award for Exceptional Civilian Service
DIA Director's annual unit team award – IG Inspection Team
DIA Director's annual unit team award – IG Investigative Team
President's Council on Integrity and Efficiency Team Award for Excellence
USAF Meritorious Service Medal
Air Force Achievement Medal
Air Force Longevity Award
Air Force Good Conduct Medal
National Defense Service Medal
AFOSI Educational Achievement Certificate
1st Shuttle Flight Achievement Award
NAACP Special Recognition Award

OTHER PROFESSIONAL SKILLS

- **Lecturing** on fraud waste and abuse, drug abuse violations of public trust matters, criminal and sensitive intelligence matters. **Interviewing and Interrogation** techniques
- **Testifying** in court-martial, courts and administrative board proceedings
- Use of photographic and overt/covert recording equipment as an investigative aid
- Identification, collection, and preservation of evidence
- Narcotics identification systems
- Surveillance and counterintelligence techniques
- Distinguished visitor protection service programs, including defensive driving techniques
- Informant/source development and control programs
- Use of small arms and qualified as an expert marksman with the .38-cal revolver, .45-cal pistol, and Model 870 shotgun - qualified instructor for the .45-cal pistol

- Riot control and combative measures (hand-to-hand) techniques
- Cardio Pulmonary Resuscitation
- PADI-certified for advanced SCUBA diving and USAF-qualified SCUBA instructor and ongoing Private Pilot certification