



Defense Intelligence Agency Office of the Inspector General



SEMIANNUAL REPORT TO CONGRESS

OCTOBER 1, 2024 - MARCH 31, 2025

Defense Intelligence Agency
Office of the Inspector General

Semiannual Report to Congress

1st and 2nd Quarters, Fiscal Year 2025

Additional Information and Copies

The Defense Intelligence Agency (DIA) Office of the Inspector General (OIG) has strived to make this report as transparent as possible while safeguarding sensitive information. Where appropriate, we have removed or rephrased information to avoid disclosing classified material. Although we have worked to provide a comprehensive unclassified report, the classified addendum contains additional reports and details that are not publicly releasable.

This report, with its classified addendum, is posted on our websites located on classified systems. A copy of this report, excluding its addendum, can also be found on the Internet at <https://oig.dia.mil/> and at <https://www.oversight.gov>.

For more information, report summaries of our audits, evaluations, inspections, investigations, and announcements of ongoing work are also available online at <https://oig.dia.mil/> and at <https://www.oversight.gov>.

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A Message from the IG

Jeremy Kirkland

I am pleased to present the Defense Intelligence Agency (DIA) Office of the Inspector General (OIG) Semiannual Report (SAR) to Congress covering the period from October 1, 2024 to March 31, 2025.

In the DIA Strategy 2025, Lt Gen Jeffrey A. Kruse, DIA's 23rd Director, states:

"DIA is in the midst of reinventing itself for the third time in our history to focus on strategic competition."

This reinvention, initiated in response to the increased threats to global stability from Russia and China, is being undertaken at a time of considerable change across the Federal Government, including in the Intelligence Community. As DIA carries out its global mission with a smaller workforce and tighter budgets, there is even greater need for operational efficiency and effectiveness. I consider OIG to be well positioned to continue to inform DIA about opportunities to improve operations and accountability through the mandated and discretionary projects we undertake.



I would like to highlight one of the key projects from this reporting period. The Audit of DIA's Utilization of Funds looks to determine whether DIA continually applies strategies to optimize the use of funds over the course of each fiscal year, and whether it monitors expenditures in a way that allows it to maximize the funding of mission requirements. The results of this project will provide Agency decision makers with insights to address risks and gaps related to two of the FY 2024 TMCs, Financial Management, and Leadership Controls and Oversight.

The incredible work spanned all OIG divisions this reporting period, from a civil settlement with a contractor for over \$400,000, to impactful audits and evaluations in critical DIA mission areas.

With the majority of DIA's workforce based outside of the National Capital Region, we are exploring opportunities to place staff at one of the combatant commands (CCMDs). These staff members would be strategically located to assist DIA employees at multiple CCMDs and to continue to build trusting relationships with CCMD stakeholders.

Since our last SAR, our Audits and Inspection and Evaluations (I&E) Divisions completed 4 projects, issued 22 recommendations, and closed 5 recommendations. Our Investigations Division closed 35 cases in this reporting period.

Over the last several months, we developed a methodology to track nonmonetary benefits of our work to the work of the Agency. These benefits are highlighted as part of this report and fall in the following categories:

- Enhance program performance.
- Implement process improvements.
- Develop and implement processes.
- Maintain compliance.

I am deeply honored by how DIA OIG staff continue to distinguish themselves through diligent investigative, audit, inspection, and mission support work. I am proud that, once again, members of our team have received recognition from the broader inspector general community, with the Defense Attaché Oversight Team receiving the 2024 Intelligence Community-Wide Mission Impact Award.

As always, we remain committed to continuing to work with the Agency to safeguard the integrity and mitigate the challenges of DIA operations and activities. I would like to thank all members of the DIA OIG for their continued professionalism and commitment to the mission.

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

Jeremy M. Kirkland
Inspector General

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Defense Intelligence Agency

About the Agency



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

Defense Intelligence Agency's Strategic Objectives:

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

About DIA OIG

Mission, Vision, Values



Mission: To promote the efficiency, effectiveness, and integrity of DIA operations and activities through transparent and independent oversight.

Vision: Deliver impactful oversight that drives accountability and positive change in defense of the Nation.

Values:

- **Integrity:** Courageously adhere to the highest ethical principles, confidentiality, objectivity, and trustworthiness.
- **Excellence:** Provide the best services, products, and oversight.
- **Accountability:** Take pride in meeting commitments and hold each other to those commitments.
- **Initiative:** Take ownership to solve problems and challenges and identify opportunities to better the organization.

- Teamwork: Collaborate internally (working together) and across organizations to achieve common goals.

Strategic Goals and Objectives

OIG Strategic Goal 1: Maximize the Value of OIG Oversight for Stakeholders through Impactful and Relevant Work

- Objective 1.1. Strengthen Relationships to Increase Trust
- Objective 1.2. Increase Capability to Do the Right Oversight Work at the Right Time
- Objective 1.3. Improve Timeliness and Quality of Work to Enhance Oversight Value

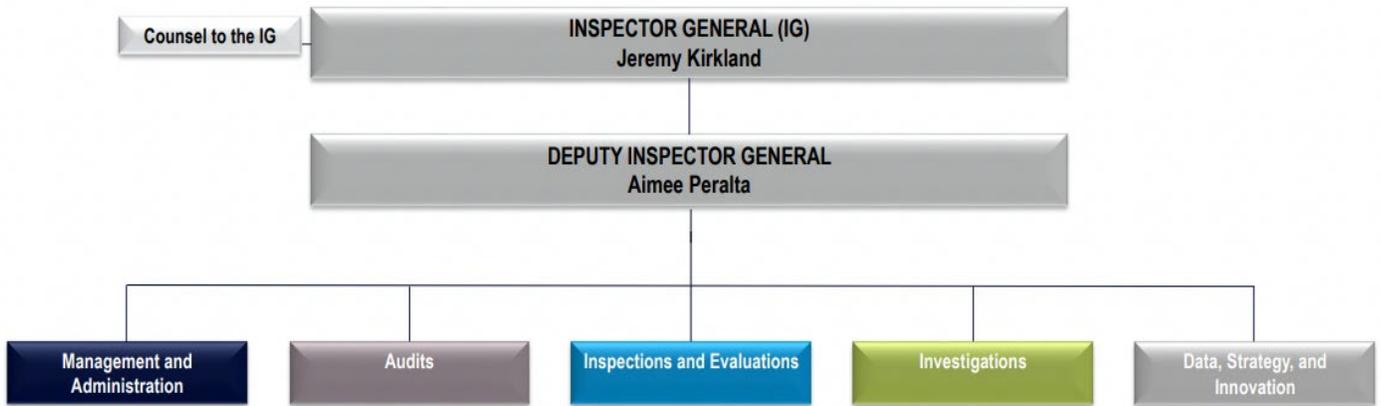
OIG Strategic Goal 2: Cultivate an Inspired Workforce with the Skills to Anticipate and Resolve Future Challenges

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

OIG Strategic Goal 3: Optimize business operations

- Objective 3.1. Adapt the Organization and Mature Repeatable Processes to Meet the Challenges of a Dynamic Environment
- Objective 3.2. Enhance OIG's Use of Technology and Data to Improve Organizational Efficiency and Performance
- Objective 3.3. Align Strategic and Resource Planning to Meet Current and Future Requirements

Office of the Inspector General Organization



Audits

The Audits Division conducts independent, objective, and nonpartisan oversight of the stewardship, performance, and cost of DIA's operations, programs, and policies. Audits provide essential accountability and transparency over government programs and enable decisionmakers to improve program performance and operations, reduce costs, facilitate decision making by parties responsible for overseeing or initiating corrective action, and contribute to public accountability.

Inspections and Evaluations

The Inspections and Evaluations (I&E) Division conducts systematic and independent assessments of the design, implementation, and results of DIA's and the Defense Intelligence Enterprise's operations, programs, and policies. The division offers a flexible and effective mechanism for conducting oversight utilizing a multidisciplinary staff and multiple data gathering and analysis methodologies. Through its projects, I&E provides factual and analytical information. In addition, I&E measures performance; assesses internal controls; identifies savings opportunities; highlights best practices; assesses and refers allegations of fraud, waste, abuse, and mismanagement; as well as determines compliance with applicable laws, regulations, and policies. In FY 2024, I&E stood up a new Intelligence Oversight branch with a focus on Agency compliance with intelligence oversight matters including the reporting of questionable intelligence activities and significant or highly sensitive matters.

Investigations

The Investigations Division conducts proactive and reactive criminal, civil, and administrative investigations to detect, deter, and report fraud, waste, and abuse within DIA. The division develops sufficient evidence to successfully resolve all allegations, and when appropriate, its Reports of Investigation (ROI) facilitates successful criminal prosecution or management-directed disciplinary action. The Investigations Division also identifies and reports internal control weaknesses that could render DIA programs and systems vulnerable to exploitation. Additionally, at its discretion, the division investigates questionable intelligence activities, as defined by Executive Order 12333, "United States Intelligence Activities," as amended.

Hotline Program

The Hotline Program is a confidential and reliable means for DIA personnel and the public to report fraud, waste, gross mismanagement, and abuse of authority within DIA and intelligence enterprise operations. The program's primary role is to receive and evaluate concerns or complaints and to determine whether an OIG investigation is warranted or to refer the matter to the Agency element best suited to resolve the issue. To be effective, the Agency requires all personnel to be vigilant against illegal or improper acts and report any improprieties to the chain of command or an OIG representative.

Management and Administration

The Management and Administration (M&A) Division provides advisement, guidance, and integrated institutional support on key mission-critical functions that enable OIG components to conduct their work efficiently and effectively. This responsibility includes managing budget and acquisition, human resources, space, information technology, strategic communications, and production, comprising editorial support and graphic design. Additionally, it includes staff operations, encompassing an array of administrative support services. M&A strives to create and improve administrative and business processes to meet the challenges of a dynamic working environment.

Data, Strategy, and Innovations

The Data, Strategy, and Innovations (DSI) Division plays a key role in formulating strategic direction for the OIG by developing the 5-year strategic plan and annual strategic implementation plans. DSI leads the office-wide Agency Risk Evaluation via a Table Top Exercise that identifies topics for the development of the Agency's Top Management Challenges and Emerging Risks. DSI also leads the publication of the Agency's Top Management Challenges and Emerging Risk Report and the OIG Annual Plan. In addition, DSI provides analytical services to optimize OIG operations, advance strategic decision making, and elevate OIG oversight work. DSI partners with stakeholders to identify and procure suitable data tools and techniques. DSI also facilitates the sourcing of new ideas

leading to the production of innovative solutions to enhance products, processes, and performance. The division is staffed with strategists and experts in the data analytics space.

Headquarters

Headquarters comprises the Inspector General (IG), Deputy IG, and Counsel to the IG (IGC). IGC provides independent and objective legal advice and counsel to the IG directly and to all OIG elements on a variety of legal and policy issues that impact the OIG mission. IGC reviews all proposed new and revised policies and legislative proposals for impact on OIG's roles and responsibilities and the effectiveness and efficiency of Agency activities. IGC also serves as the DIA Whistleblower Protection Coordinator. Additionally, IGC oversees OIG's processing of Freedom of Information Act and Privacy Act requests.



§405(b)(1) – A description of significant problems, abuses, and deficiencies¹

A description of the significant problems, abuses, and deficiencies relating to the administration of programs and operations of DIA are listed in the specific oversight projects below along with the recommendations for corrective action made by the OIG. Each project aligns directly to one of our DIA Top Management Challenges and Emerging Risks themes: Resource Planning and Management, Information Technology Security and Management, and Resilience and Readiness. These themes encompass key top management challenges, including Financial Management, Cybersecurity, JWICS Wide-Area Network, Artificial Intelligence, Strategic Human Capital and Leadership Controls, and Oversight. This alignment is essential to DIA's ability to integrate the people, processes, partners, and technology to provide Defense Intelligence capabilities that outpace our strategic competitors.

Summary of Audits Division Activity

Completed Projects

Audit of DIA's Efforts to Adopt and Implement Artificial Intelligence (AI) Capabilities for Intelligence Collection and Analysis, Project 2023-1008, issued December 20, 2024

What We Did: Our objective was to determine the extent to which DIA's strategic efforts to develop, acquire, adopt, and maintain secure and reliable artificial intelligence (AI) capabilities in a timely manner have improved intelligence collection and analysis in accordance with applicable policies, standards, and requirements. Additionally, we assessed whether there were any administrative or technical barriers to DIA's accelerated adoption of AI capabilities, as directed by Section 6721 of the Intelligence Authorization Act for Fiscal Year 2023 (P.L. 117-263).

What We Found. For more information on the project and results, please see the "Classified Summaries of Audit Division Activity" section on page 3 of the Classified Addendum.

What We Recommend. Our results can be found in the "Classified Status of Recommendations" Table A-8 located on page 16 of the Classified Addendum.

¹A "description of significant problems, abuses, and deficiencies" in a semiannual report to Congress refers to a detailed account of major issues, improper practices, and shortcomings discovered by an agency's Inspector General within the previous six months, regarding the administration of programs and operations, which are then presented to Congress for review and potential corrective action.

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

What We Did. We engaged an independent public accounting (IPA) firm to audit DIA’s Fiscal Year (FY) 2024 financial statements. We evaluated the reliability of data supporting the financial statements, determined the reasonableness of the statements produced, and examined disclosures in accordance with applicable guidance.

What We Found. For more information on the project and results, please see the “Classified Summaries of Audit Division Activity” section on page 3 of the Classified Addendum.

What We Recommended. Our recommendations can be found in the “Classified Status of Recommendations” Table A-9 located on page 17 of the Classified Addendum. Our results continue to provide insight to Agency decision makers as they address risks and gaps related to our FY 2024 DIA Top Management Challenge—Financial Management.

Ongoing Projects

Audit of DIA’s Utilization of Funds, Project 2024-1001

Overview. Our objective is to determine whether DIA continuously applied strategies to optimize the use of funds and took timely monitoring actions to maximize funding of mission requirements. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Financial Management and Top Management Challenge—Leadership Controls and Oversight.

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

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

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

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

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

Overview. This evaluation is an annual statutory requirement, as required by the Payment Integrity Information Act of 2019, as amended (31 U.S.C. § 3353). Our objective is to determine whether, for FY 2024, DIA complied with the requirements of the Payment Integrity Information Act and related

implementation guidance. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Financial Management.

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

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

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

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

Fiscal Year 2025 Evaluation of DIA’s Compliance with the Federal Information Security Modernization Act, Project 2025-1004

Overview. This evaluation is an annual statutory requirement, as required by the Federal Information Security Modernization Act (FISMA) of 2014, as amended (44 U.S.C. §§ 3551-3558). Our objective is to determine whether DIA’s overall information system security program is effective using the FY 2025 Inspector General FISMA reporting metrics. Project results will provide insight to Agency decision makers to use as they address risks and gaps relating to our FY 2024 Top Management Challenge—Information Technology Security and Management.

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

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

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

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

Summary of Inspections and Evaluations Division Activity

Completed Projects



Evaluation of Leadership, Culture, and Accountability within the Defense Attaché Service - Stage One, Project 2022-2004, issued March 27, 2025

What We Did. We evaluated the effectiveness of the requisition, vetting, and screening of Defense Attaché Service personnel.

What We Found. For more information on the project and results, please see the "Classified Summaries of Inspections and Evaluations Division Activity" section on page 6 of the Classified Addendum.

What We Recommended. Our recommendations can be found in the "Classified Status of Recommendations" Table A-27 located on page 27 of the Classified Addendum. Project results provided insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenges—Leadership Oversight and Controls and Strategic Human Capital.

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

What We Did. We assessed Agency compliance with applicable policy requirements and procedures for the DIA Military Equal Opportunity (MEO) Program.

What We Found. We found that the DIA MEO Program's responses to service member complaints of prohibited discrimination were not compliant with DoD policy requirements. This occurred because DIA did not give precedence to the implementation or management of its MEO Program. As a result, DIA could not guarantee that service members were afforded equal treatment in an environment free of discrimination. Project results provided insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenges—Leadership Controls and Oversight and Strategic Human Capital.

What We Observed. We observed that DoD Instruction 1350.02, "DoD Military Equal Opportunity Program," December 20, 2022, does not provide guidance or clarify authorities pertaining to the

investigation of service member prohibited discrimination complaints against civilians in a joint military environment.

What We Recommend. We issued five recommendations. Specifically, we suggested that the Agency:

- Develop and implement policy to direct the DIA's MEO Program in accordance with applicable Department of Defense and Service policies.
- Update the DIA's support agreements with the Military Services to include MEO provisos that clearly identify MEO investigative authorities, adjudicative authorities, and resourcing responsibilities between DIA and the applicable Military Service.
- Formally determine whether the DIA will use administrative investigations outside of MEO processes to address complaints of prohibited discrimination made by service members. If it is determined the Agency will use administrative investigations to address complaints of prohibited discrimination made by service members, update the DIA Administrative Investigations Handbook with guidance on the application of Military Service and Department of Defense MEO Program requirements throughout the investigative process.
- Develop, disseminate, and prominently post Defense Intelligence Agency's MEO Program information and service member guidance for filing MEO complaints. This should include an overview of complaint types and the means by which the DIA and the Military Service Elements may respond accordingly.
- Develop, disseminate, and prominently post guidance and instruction to all Defense Intelligence Agency supervisors for receiving and responding to MEO complaints from service members who are assigned, detailed, or otherwise working at the Defense Intelligence Agency. Guidance should be in alignment with DoD Instruction 1350.02.

Management concurred with each of the five recommendations.

Ongoing Projects

Evaluation of Leadership, Culture, and Accountability within the Defense Attaché Service – Stage Two, Project 2022-2004

Overview. Our objective is to evaluate leadership accountability within the DAS. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Leadership Oversight and Controls. For more information on the project, please see the "Classified Summaries of Inspections and Evaluations Division Activity" section on page 6 of the Classified Addendum.

Status. Stage two of this project was in the report writing phase at the end of the reporting period.

Evaluation of DIA's Implementation of Recommendations from the DoD Senior Intelligence Oversight Official Regarding Defense Attaché Bangkok (ROI 2020-1016-067568-CASE-07), Project 2024-2004

Overview. Our objective is to evaluate the Defense Intelligence Agency's implementation of specific recommendations issued by the Department of Defense's Senior Intelligence Oversight Officer. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Leadership Oversight and Controls.

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

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

Overview. Due to increased attention and additional questions and concerns submitted to our office, we concluded that another assessment was required. The objective of this assessment focuses on whether DIA officials influenced scientific discourse towards a preferred origin theory due to a conflict of interest, pressure, or otherwise unacceptable bias. For more information on the project, please see the "Classified Summaries of Inspections and Evaluations Division Activity" section on page 6 of the Classified Addendum. Project results will provide insight to Agency decision makers to address risks and gaps related to our FY 2024 DIA Top Management Challenge—Leadership Oversight and Controls.

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



Summary of Investigations Division Activity

Investigative Activity Overview

Investigative Statistical Table²

Investigation Reports Issued in Reporting Period	6
Number of Persons Referred to Prosecutorial Authority (Number of Cases)	0
Number of Persons Referred to State or Local Prosecuting Authorities for Criminal Prosecution (includes military authorities)	0
Number of Indictments and Criminal Prosecution Resulting from Prior Referral to Prosecuting Authorities	0
Number of active cases pending Prosecuting Authorities action	0

Investigations Dollar Recoveries in Reporting Period

Investigation	Case Number	Effective Recovery Date	Dollars Pending/Recovered
False Claims Act	2019-005078-OI	In Process	\$183,935.55 (P)
False Claims Act	2020-005021-OI	12/4/2024	\$156,946.45 (R)
Time and Labor Fraud	2022-000046-OI	In Process	\$31,208.53 (P)
Time and Labor Fraud	2023-000110-OI	In Process	\$9,440.61 (P)

Hotline Program

DIA OIG Contacts Received during Reporting Period ³	4762
DIA OIG Hotline Contacts Closed during Reporting Period ⁴	4762
DIA OIG Hotline Inquiries Opened during Reporting Period ⁵	204
DIA OIG Hotline Inquiries Closed during Reporting Period	168

²Statistical table was developed by compiling data from DIA OIG's internal Investigations Division database.

³The term "contact" means an unevaluated complaint or request for information or assistance.

⁴A "contact" is closed when the DIA OIG Hotline evaluates it and determines it did not merit further action

⁵When the DIA OIG Hotline evaluates a "contact" and determines it merits further action, an "inquiry" is opened so Hotline representatives can take additional action (e.g., directly address the matter itself, refer the matter to DIA management for information or action, or refer the matter to DIA OIG Investigations for further inquiry or investigation).

Number of referrals during this reporting to Agency management officials or to an Agency element	9
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Per § 405(c), we are providing information relating to cases under chapter 38 of title 31, including:

(A) The number of reports submitted by investigating OIG officials to reviewing Agency officials under section 3803(a)(1) of such title;

(i) Actions taken in response to such reports, which shall include statistical tables showing:

- Pending cases;
- Resolved cases; and
- The average length of time to resolve each case.

(B) Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official.

(i) The Administrative False Claims Act (AFCA)⁶ 31 U.S.C. §§ 3729, et seq., allows the Agency to utilize administrative remedies to recover losses due to false claims or fraud. The IG investigates alleged false, fictitious or fraudulent claims or statements, and if substantiated, the agency can commence an AFCA action to recoup funds with the approval of the Attorney General.

(ii) This reporting requirement should include any investigations where a person makes or submits a false, fictitious or fraudulent claim or a written statement. The claim or written statement must assert a material fact which is false, fictitious or fraudulent.

(iii) Additionally, to be liable under the AFCA for a false statement, the subject must certify or affirm the truthfulness and accuracy of the contents of the statement. (31 U.S.C. § 3802 (a)(2)).

Number of fraud investigations opened (during the reporting period).	12
Number of pending fraud investigations (during the reporting period).	54
Number of resolved fraud investigations (during the reporting period).	48
Number of reports of investigation issued on fraud investigation (during reporting period).	3
Average length of time to resolve fraud investigation cases.	683 days
Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official (during the reporting period).	0

⁶ Amended by the National Defense Authorization Act for Fiscal Year 2025 (Public Law 118-159).



Reprisal and Abuse of Authority Investigations

We completed two investigations involving allegations of reprisal. We did not substantiate the allegations in these investigations.

Investigations Substantiating Misconduct Involving Senior Officials

We did not substantiate any investigations involving a senior government official this reporting period.

Substantiated Investigations

Conduct Unbecoming a Federal Employee, Case 2024-000042-OI, issued February 24, 2025

What Was Alleged. We investigated allegations that a DIA employee accepted improper hiring preference resulting in an unfair advantage when promised a GG-15 position from the hiring official. We also investigated that the DIA employee engaged in an inappropriate relationship with the direct supervisor.

What We Found. We determined that the employee engaged in Conduct Unbecoming a Federal Employee. Specifically, the employee improperly accepted hiring preferences that gave them an

unfair advantage after their direct supervisor promised them a GG-15 position and shared information about the position and hiring process that was not provided to other applicants. Additionally, the employee engaged in an improper extramarital relationship with their direct supervisor.

What We Concluded. The investigative results determined that the evidence is sufficient to support that the DIA employee engaged in Conduct Unbecoming a Federal Employee in violation of title 5, United States Code, Section 2301(b)(4), Merit System Principles.

Time and Labor Misconduct Investigation, Case 2023-000010-OI, issued January 27, 2025

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

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

What We Concluded. We determined that the employee violated DIA Directive 1422.100, Civilian Compensation, Work Hours, and Time and Attendance Reporting, February 29, 2020, when they submitted and certified inaccurate timesheets between December 20, 2020, and December 16, 2022, totaling 209.46 hours. The estimated loss to the Government is \$9,440.61

False Statements and False Documents Investigation, Case 2023-000011-OI, issued December 11, 2024

What Was Alleged. We investigated allegations that a DIA employee knowingly submitted fraudulent medical documents and applications for paid leave and financial benefits to the Office of Security (SEC) and the Office of Human Resources (OHR).

What We Found. We determined that the employee, on multiple occasions knowingly made false statements and submitted false or altered documents to SEC and OHR with the intent of obtaining financial or paid leave benefits from DIA. The employee attempted to obtain workman's compensation benefits from DIA under false pretenses and altered doctor's notes and other applications for benefits with the intent to obtain more financial or leave benefits (specifically family leave) than they were otherwise entitled. We also evaluated the allegations to determine if the employee violated Title 18, United States Code, Section 641 (18 U.S.C. § 641), Public money, property or records, when, due to their false statements and false claims, they obtained said financial and leave benefits from DIA.

What We Concluded. We determined that the employee violated 18 U.S.C. § 1001, Statements or entries generally, and 18 U.S.C. § 287, False, Fictitious or Fraudulent Claims, when they knowingly made false statements and submitted false or altered documents to OHR and SEC with the intent of obtaining financial or paid leave benefits from DIA. However, we determined that the employee did

not violate 18 U.S.C. § 641 because DIA did not suffer a financial loss and the employee was entitled to the benefits he received regardless of their false modifications to the documentation the employee submitted.

Time and Labor Misconduct Investigation, Case 2022-000046-OI, issued December 5, 2024

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

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

What We Concluded. We determined that the employee violated DIA Directive 1422.100, Civilian Compensation, Work Hours, and Time and Attendance Reporting, February 29, 2020, when they submitted and certificated inaccurate timesheets between March 23, 2021, and June 4, 2022, totaling 463.52 hours. The estimated loss to the Government is \$31,208.53.

Not Substantiated Investigations

Reprisal Investigation, Case 2022-000027-OI, issued February 20, 2025

What Was Alleged. We investigated allegations of reprisal in which the Complainant alleged that a DIA GG-15 and two DIA GG-14 supervisors reprised against them by lowering the rating of their FY 2019 performance appraisal; by not selecting them for a GG-14 position; by issuing them a letter of reprimand (LOR); by refusing to approve their timesheets; by delaying the approval of their remote telework agreement request; by revoking their remote telework agreement; by denying training tied to their performance objectives, and by denying their participation in an interagency training exercise. The Complainant alleged these actions were taken in retaliation for reporting safety concerns affecting DIA personnel resulting from DIA not following proper procedures.

What We Found. We did not substantiate the allegations of reprisal against the Complainant. We determined that the DIA employees acted within their authority.

What We Concluded. Based on the preponderance of the evidence, we determined there was insufficient evidence to conclude that the DIA employees engaged in the prohibited personnel practice of reprisal against the Complainant in violation of Presidential Policy Directive 19, "Protecting Whistleblowers with Access to Classified Information," October 12, 2012, and title 50, United States Code, Section 3234, "Prohibited personnel practice in the intelligence community."

Reprisal Investigation, Case 2023-000038-OI, December 20, 2024

What Was Alleged. We investigated allegations of reprisal in which a Complainant alleged that, after making protected disclosures (PD) about policy violations by OHR, gross mismanagement, and hostile work environment by leadership at United States Transportation Command, a member of their leadership chain of command retaliated by issuing them a letter of counseling (LOC).

What We Found. We determined that a DIA GG-14 and DIA GG-15 in the Complainant's chain of command did not engage in the prohibited personnel practice of reprisal against the Complainant. While the Complainant made three PDs, the two members of his leadership chain had knowledge of the PDs, and the LOC is a personnel action (PA); the Agency proved by clear and convincing evidence that the PA was not a result of the PDs.

What We Concluded. We determined that the evidence failed to establish a causal connection between the PDs and the PA by a preponderance of the evidence. While the LOC is a PA and the responsible management officials were aware of the PDs before the PA occurred, we determined clear and convincing evidence existed that the PA would have happened absent the PDs. We found that the DIA GG-14 had received legitimate information about the Complainant's behavior in the workplace and took an appropriate management action under DIA policy to address it.

Other Investigative Actions

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

What Was Alleged. We received multiple complaints from DIA civilian personnel alleging gross negligence, waste, abuse of authority and breach of contract by OHR, Directorate for Mission Services (MS) in relation to recruitment and incentive agreements signed between 2018 and 2022.

What We Found. We determined that the evidence did not support violations of gross negligence, waste, abuse of authority or breach of contractual agreement between the Agency and program participants in the recruitment and incentive program. Although no violation was found, we determined the agreement contracts were ambiguous, contained confusing instructions, and multiple contract variations existed. Additionally, the agreements lacked clear guidelines and internal Agency controls, such as, the lack of uniformity permitted in the agreement contract, and inconsistent application of the program. Furthermore, our review of the pertinent data indicated that a significant number of employees had been financially affected by the disparities, resulting in this inquiry to review OHR's practices and administration of the program, specifically in relation to incentive agreements between employees and the Agency.

What We Concluded. We concluded that while the intent of incentive agreements issued by the Agency may have been clear and there was no apparent violation related to the reported allegations, the wording in the contract, missing and inconsistent information from OHR, confusing instructions, and the multiple contract variations contributed to the misunderstandings among program participants. We further concluded that the lack of clear guidelines contributed to participants' financial hardships, which should have supported eligibility for a debt waiver. As a result, we made

recommendations for the Agency to initiate an internal review and consider a complete revision of the program. Additionally, recommendations were made to include creating or updating instructions, creating an official agreement contract with consistent wording and communication of the contract agreements as well as clearly defining eligibility for debt waivers. Furthermore, we recommended an additional review by the Office of General Counsel, DIA, to reduce confusion and limit potential debts incurred by program participants.

Investigative Activity Support

Pandemic Response Accountability Committee Inquiries

The Investigations Division has worked with the Small Business Administration (SBA), along with other law enforcement partners, and the Department of Justice's COVID-19 Fraud Enforcement Task Force to conduct investigations related to \$5.4 billion of identified potential fraud and identity theft from COVID-19 Economic Injury Disaster Loan and Payment Protection Program loans. Since October 1, 2024, DIA OIG completed 24 inquiries, which identified no fraud involving DIA employees in the receipt of federal funds issued under the Coronavirus Aid, Relief, and Economic Security Act Program and we initiated one investigation of a DIA employee for potential fraud pertaining to the program. DIA OIG continues its collaborative investigative efforts involving improperly obtained funds by DIA personnel. As of March 31, 2025, 8 inquiries or investigations are on-going.

Appendix A: Reports with Recommendations Pending Corrective Actions

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

Audits Recommendations

Audits recommendations can be found in the classified annex of this report.

I&E Recommendations

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

Recommendation 01: The Military Integration Office, develop and implement codified processes and procedures to comprehensively guide strategic program implementation, coordination efforts, and oversight of the Agency’s management of the DoD on the Joint Reserve Intelligence Program, in alignment with DoD and DIA policy.

Recommendation 02: The Military Integration Office, in coordination with the Deputy Director for Global Integration, develop and implement codified procedures for consistent engagement with all DoD Components, including combatant commands, integrated intelligence centers, combat support agencies, and Military Services on Joint Reserve Intelligence Program participation and use of Reserve Military Intelligence Capabilities in alignment with DoD and DIA policy.

Recommendation 03: The Military Integration Office, in coordination with the Chief Information Office and the Office of the Chief Financial Officer, develop and implement codified processes to conduct quarterly budget execution reviews in alignment with DIA policy requirements.

⁷Please note that the recommendations included in this section represent only our unclassified recommendations. For a complete list, including classified recommendations, please refer to the classified addendum.

Recommendation 04: The Military Integration Office, in coordination with the Chief of Staff and the Directorate for Mission Services, develop a Reserve Military Human Capital Strategy in alignment with DIA's Human Capital Strategy to refine reservist workforce integration.

Recommendation 05: The Military Integration Office, develop and implement codified roles and responsibilities for management and use of reserve military intelligence capabilities across the Agency.

Table A-2: Evaluation of DIA's Enhanced Personnel Security Program, Project 2022-2001, issued February 10, 2023

Recommendation 01: Directorate for Mission Services, in coordination with the Chief of Staff, the Chief Information Office, and the Office of the Chief Financial Officer, develop a comprehensive Agency-wide investment plan to include scalable resourcing and IT modernization to ensure the Agency is resourced for the implementation and sustainment of Trusted Workforce requirements.

Recommendation 02: Directorate for Mission Services, develop and implement standard operating procedures to ensure the consistent and lawful application of continuous vetting.

Table A-3: Evaluation of Analytic Talent Management: Recruiting and Hiring, Project 2021-2003, issued February 06, 2023

Recommendation 01: Directorate for Mission Services, in coordination with the Career Field Managers and the Equal Opportunity Office, update the Integrated Talent Requirements Board charter to require the inclusion of performance metrics and monitoring in annual recruitment and hiring plans to measure the efficacy of recruitment activities against hiring priorities.

Table A-4: Enterprise Management Capstone, Project 2022-2003, issued March 13, 2023

Recommendation 02: Chief of Staff, develop and implement:

- Policies and procedures for a consistent Agency approach to program management of the Defense Intelligence Agency's enterprise functions in accordance with Intelligence Community and DoD policy; and
- A governance structure to measure performance and consistency of these functions.

Table A-5: Inspection of DIA’s Military Equal Opportunity Program, Project 2023-2006, issued December 13, 2024

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

Recommendation 02: Director, Military Integration Office, in coordination with the Director for Mission Services, and the Chief, Equal Opportunity Office, update the Defense Intelligence Agency’s support agreements with the Military Services to include Military Equal Opportunity provisos that clearly articulate Military Equal Opportunity investigative authorities, adjudicative authorities, and resourcing responsibilities between the Defense Intelligence Agency and the applicable Military Service.

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

Recommendation 04: Chief, Equal Opportunity Office, in coordination with the Director, Military Integration Office, develop, disseminate, and prominently post Defense Intelligence Agency Military Equal Opportunity Program information and service member guidance for filing Military Equal Opportunity complaints, to include an overview of complaint types and the means by which the Defense Intelligence Agency and the Military Service Elements may respond accordingly.

Recommendation 05: Chief, Equal Opportunity Office, in coordination with the Director, Military Integration Office, develop, disseminate, and prominently post guidance and instruction to all Defense Intelligence Agency supervisors on receiving and responding to Military Equal Opportunity complaints from service members who are assigned, detailed, or otherwise working at the Defense Intelligence Agency. Guidance should be in alignment with Department of Defense Instruction 1350.02.

Investigations Recommendations

Table A-6: False Claims Act Investigation, 2019-005078-OI, issued April 9, 2024

Recommendation 01: Office of the Chief Financial Officer, consider the recoupment of funds associated with the Subject's fraudulent work hours.

Recommendation 02: Office of the Chief Financial Officer, review all invoices under the contract to ensure only allowable costs were paid for by the Defense Intelligence Agency.

Recommendation 03: Office of the Chief Financial Officer, consider providing enhanced contracting officer oversight to the contracting officers representatives with little or no prior experience.

Recommendation 04: Chief Information Office, consider emphasizing to its workforce that only contracting officers' representatives, under the guidance and approval of contracting officers, can receive requests for work location modifications.

Table A-7: Gross Negligence, Waste, Abuse of Authority and Breach of Contractual Agreement Inquiry, Case 2024-000008-OI, issued October 29, 2024

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

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

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

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

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

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

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

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

Appendix B: Projects Closed Since October 1, 2024

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

Table B-1:

Inspections and Evaluations Closed Since October 1, 2024	
Evaluation of Management of Special Access Programs, Project 2019-2007	
We evaluated DIA's oversight and administration of special access programs (SAPs), including the effectiveness with which the Special Access Program Central Office (SAPCO) governs DIA SAPs. We also assessed OIG identified special interest items. We concluded that DIA had limited oversight of SAPCO activities, and we found 13 compliance gaps in SAP administration. These issues impacted the Agency's ability to assure effective SAP governance. We issued 4 recommendations and made 14 suggestions to improve the problems identified.	

Table B-2:

Investigations Closed Since October 1, 2024⁸	
Report Number 2024-000002-OI	Closed March 31, 2025
We investigated allegations of DIA personnel failing to follow established intelligence community, Department of Defense, and DIA policies pertaining to media contacts and delayed reporting sensitive/highly sensitive matters to the appropriate officials.	
Report Number 2022-000027-OI	Closed March 31, 2025
We investigated allegations of reprisal by a GG-15 and two GG-14s against a DIA civilian employee.	

⁸The data disclosed in Table B-3, "Investigations Closed Since April 1, 2024," discloses investigations that were closed after a report of investigation was issued, and after DIA management completed follow-on action. The data disclosed in the "Investigative Statistical Table," represents investigations that concluded with a report of investigation documenting the results of the investigation during the Reporting Period. The difference in data reported in both tables represents two different phases of the investigative process.

Report Number 2021-000067-OI	Closed March 24, 2025
We investigated allegations of post-Government employment by a DIA Civilian.	
Report Number 2020-005021-OI	Closed March 24, 2025
We investigated allegations of cost mischarging by a contractor.	
Report Number 2021-000053-OI	Closed March 21, 2025
We investigated allegations of cost mischarging by a contractor.	
Report Number 2021-000042-OI	Closed March 21, 2025
We investigated allegations of cost mischarging by a contractor.	
Report Number 2023-000031-OI	Closed March 20, 2025
We investigated allegations of contract fraud.	
Report Number 2022-000003-OI	Closed March 20, 2025
We investigated allegations of contact fraud.	
Report Number 2022-000061-OI	Closed March 19, 2025
We investigated allegations of abuse of authority.	
Report Number 2025-000005-OI	Closed March 6, 2025
We investigated allegations of contractor mischarging by two contract employees supporting DIA.	
Report Number 2025-000003-OI	Closed March 6, 2025
We investigated allegations of military whistleblower reprisal by a senior executive and a GG-15 against a military member.	
Report Number 2024-000077-OI	Closed March 6, 2025
We investigated allegations of reprisal by a senior executive against a DIA civilian employee.	
Report Number 2023-000109-OI	Closed February 24, 2025
We investigated allegations of violations of post Government employment.	
Report Number 2020-005033-OI	Closed February 5, 2025

We investigated allegations of cost mischarging by a contractor.	
Report Number 2021-000036-OI	Closed January 29, 2025
We investigated allegations of unfair hiring practices and nepotism by a DIA civilian employee.	
Report Number 2024-000034-OI	Closed January 28, 2025
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2020-005018-OI	Closed January 28, 2025
We investigated allegations of bribery and accepting gratuities by a DIA civilian employee.	
Report Number 2021-000080-OI	Closed January 17, 2025
We investigated allegations of misconduct of a DIA civilian employee.	
Report Number 2023-000038-OI	Closed December 20, 2024
We investigated allegations of reprisal by a GG-15 and a GG-14 against a DIA civilian employee.	
Report Number 2023-000011-OI	Closed December 11, 2024
We investigated allegations of false statements and documents by a DIA civilian employee.	
Report Number 2025-000008-OI	Closed December 5, 2024
We investigated allegations of reprisal by a GG-15 against a DIA civilian employee.	
Report Number 2023-000118-OI	Closed December 5, 2024
We investigated allegations of military whistleblower reprisal against two DIA civilian employees.	
Report Number 2024-000031-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000030-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000029-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000028-OI	Closed December 4, 2024

We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000027-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000026-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000025-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000024-OI	Closed December 4, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000023-OI	Closed December 2, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2024-000020-OI	Closed December 2, 2024
We investigated allegations of pay and allowance fraud by a DIA civilian employee.	
Report Number 2023-000116-OI	Closed November 25, 2024
We investigated allegations of reprisal by a GG-15 against a DIA civilian employee.	
Report Number 2022-000005-OI	Closed October 23, 2024
We investigated allegations of conflict of interest and reprisal.	
Report Number 2021-000069-OI	Closed October 9, 2024
We investigated allegations of cost mischarging by a contractor.	

Appendix C: Statutory Reporting Requirements

Table C-1:

	Requirement	Pages
§405 (b)(1)	A description of significant problems, abuses, and deficiencies relating to the administration of programs and operations of the Agency and associated reports and recommendations for corrective action made by the Office;	Pages 13-18 and pages 3-8 of Classified Addendum
§405 (b)(2)	An identification of each recommendation made before the reporting period, for which corrective action has not been completed, including the potential costs savings associated with the recommendation;	Pages 26-30 and pages 9-28 of Classified Addendum
§405 (b)(3)	A summary of significant investigations closed during the reporting period;	Pages 31-34
§405 (b)(4)	An identification of the total number of convictions during the reporting period resulting from investigations;	Page 19
§405 (b)(5)	Information regarding each audit, inspection, or evaluation report issued during the reporting period, including- (A) a listing of each audit, inspection, or evaluation; (B) if applicable, the total dollar value of questioned costs (including a separate category for the dollar value of unsupported costs) and the dollar value of recommendations that funds be put to better use, including whether a management decision had been made by the end of the reporting period;	Pages 13-18 and pages 3-8 of Classified Addendum
§405 (b)(6)	Information regarding any management decision made during the reporting period with respect to any audit, inspection, or evaluation issued during a previous reporting period;	No instances to report.
§405 (b)(7)	The information described under section 804(b) of the Federal Financial Management Improvement Act of 1996 (Public Law 104–208, §101(f) [title VIII], 31 U.S.C. 3512 note)	Page 40
§405 (b)(8)	(A) an appendix containing the results of any peer review conducted by another OIG during the reporting period; or (B) if no peer review was	Page 39

	conducted within that reporting period, a statement identifying the date of the last peer review conducted by another OIG;	
§405 (b)(9)	A list of any outstanding recommendations from any peer review conducted by another OIG that have not been fully implemented, including a statement describing the status of the implementation and why implementation is not complete;	Page 39
§405 (b)(10)	A list of any peer reviews conducted by the IG of another OIG during the reporting period, including a list of any outstanding recommendations made from any previous peer review (including any peer review conducted before the reporting period) that remain outstanding or have not been fully implemented;	Page 39
§405 (b)(11)	Statistical tables showing— (A) the total number of investigative reports issued during the reporting period; (B) the total number of persons referred to the Department of Justice for criminal prosecution during the reporting period; (C) the total number of persons referred to State and local prosecuting authorities for criminal prosecution during the reporting period; and (D) the total number of indictments and criminal information's during the reporting period that resulted from any prior referral to prosecuting authorities;	Page 19
§405 (b)(12)	A description of the metrics used for developing the data for the statistical tables under paragraph (11);	Page 19
§405 (b)(13)	A report on each investigation conducted by the Office where allegations of misconduct were substantiated involving a senior government employee or senior official, which shall include- (A) the name of the senior government employee, if already made public by the Office; and (B) a detailed description of- (i) the facts and circumstances of the investigation; and (ii) the status and disposition of the matter, including- (iii) if the matter was referred to the Department of Justice, the date of the referral; and (iv) if the Department of Justice declined the referral, the date of the declination;	Pages 21

§405 (b)(14)	<p>(A) a detailed description of any instance of whistleblower retaliation, including information about the official found to have engaged in retaliation; and</p> <p>(B) what, if any, consequences the establishment actually imposed to hold the official described in subparagraph (A) accountable;</p>	No instances to report.
§405 (b)(15)	<p>Information related to interference by the establishment, including-</p> <p>(A) a detailed description of any attempt by the establishment to interfere with the independence of the Office, including-</p> <p>(i) with budget constraints designed to limit the capabilities of the Office; and</p> <p>(ii) incidents where the establishment has resisted or objected to oversight activities of the Office or restricted or significantly delayed access to information, including the justification of the establishment for such action; and</p> <p>(B) a summary of each report made to the head of the establishment under section 6(c)(2) during the reporting period;</p>	No instances to report.
§405 (b)(16)	<p>Detailed descriptions of the particular circumstances of each—</p> <p>(A) inspection, evaluation, and audit conducted by the Office that is closed and was not disclosed to the public; and</p> <p>(B) investigation conducted by the Office involving a senior government employee that is closed and not disclosed to the public.</p>	No instances to report.
§ 405(c)	<p>Information relating to cases under chapter 38 of title 31, including:</p> <p>(A) The number of reports submitted by investigating OIG officials to reviewing Agency officials under section 3803(a)(1) of such title;</p> <p>(i) Actions taken in response to such reports, which shall include statistical tables showing:</p> <p>Pending cases;</p> <p>Resolved cases; and</p> <p>The average length of time to resolve each case; and</p> <p>(B) Instances in which the reviewing Agency official declined to proceed on a case reported by an investigating OIG official.</p>	Page 20

	<p>(i) The Administrative False Claims Act (AFCA)⁹ 31 U.S.C. §§ 3729, et seq., allows the Agency to utilize administrative remedies to recover losses because of false claims or fraud. The IG investigates alleged false, fictitious or fraudulent claims or statements, and if substantiated, the agency can commence an AFCA action to recoup funds with the approval of the Attorney General.</p> <p>(ii) This reporting requirement should include any investigations where a person makes or submits a false, fictitious or fraudulent claim or a written statement. The claim or written statement must assert a material fact which is false, fictitious or fraudulent.</p> <p>(iii) Additionally, to be liable under the AFCA for a false statement, the subject must certify or affirm the truthfulness and accuracy of the contents of the statement. (31 U.S.C. § 3802 (a)(2)).</p>	
50 U.S.C. § 3235	Investigations of unauthorized public disclosures of classified information.	No instances to report.
5.U.S.C. §404 (a)(2)	Recommendations concerning the impact of existing and proposed legislation and regulations on the economy and efficiency in the administration of programs and operations administered or financed by DIA, or the prevention and detection of fraud and abuse in the programs and operations.	Page 42

⁹Amended by the National Defense Authorization Act for Fiscal Year 2025 (Public Law 118-159).

Appendix D: Peer Reviews

§405(b)(8): (A) An appendix containing the results of any peer review conducted by another OIG during the reporting period; or (B) if no peer review was conducted within that reporting period, a statement identifying the date of the last peer review conducted by another OIG.

- The last peer review of OIG's Audits Division was completed on September 15, 2023 by the Central Intelligence Agency (CIA). CIA issued a pass rating.
- The last peer review of the Investigations Division was completed on March 31, 2023 by the National Reconnaissance Office (NRO). NRO issued a pass rating.
- The last peer review of OIG's I&E division was completed on August 1, 2022 by CIA. CIA issued a pass rating.

§405(b)(9): A list of any outstanding recommendations from any peer review conducted by another OIG that has not been fully implemented, including a statement describing the status of the implementation and why implementation is not complete.

- We do not have any outstanding recommendations from any peer review conducted by another OIG that have not been fully implemented.

§405(b)(10): A list of any peer reviews conducted by our office of another OIG during the reporting period, including a list of any outstanding recommendations made from any previous peer review (including any peer review conducted before the reporting period) that remain outstanding or have not been fully implemented.

- We did not conduct any peer reviews of another OIG during this reporting period and there are no outstanding recommendations made from any previous peer review.

Appendix E: Federal Financial Management Improvement Act of 1996



Section 5(a) (13) of the IG Act of 1978 requires IGs to provide information described under section 804(b) of the Federal Financial Management Improvement Act (FFMIA) of 1996. This involves instances when an agency has not met the intermediate target dates established in its remediation plans as required by the FFMIA. DIA management stated, in the DIA Agency Financial report for FY 2024, that it is not in full compliance with FFMIA Section 803(a). The DIA financial management systems are not in full compliance with (1) Federal financial management system requirements, (2) applicable Federal accounting standards, and (3) United States Standard General Ledger at the Transaction Level. DIA acknowledged it needs to strengthen financial information technology controls, specifically improvements needed in restricting and monitoring privileged user access, separating incompatible duties, and configuration management; financial analysis and reporting; accounting for property, plant and equipment; accounting data transfers; and oversight monitoring.

Appendix F: Whistleblower Protections

OIG recognizes the critical role whistleblowers play in identifying waste, fraud, abuse, or mismanagement within DIA's activities and operations. Therefore, Counsel to the Inspector General, as the Whistleblower Protection Coordinator (WPC), executes a comprehensive strategy to educate all DIA employees about the means to report allegations of wrongdoing and the protections afforded those making such reports. DIA employees include service members assigned to DIA, contractors' and subcontractors' employees assigned to a DIA facility or working under a contract awarded or funded by DIA, grantees, sub-grantees, and civilian appropriated fund and non-appropriated fund instrumentality employees.

To educate this broad and large group, the WPC employs multifaceted outreach efforts through various venues and methods. During this reporting period, the WPC personally addressed every Touchstone class, a mandatory program for all new DIA employees, reaching over 500 employees in this reporting period. Other in-person trainings included the new staff officers' course, Partners in Resolution events, and Art of Supervision. These trainings inform employees on the type of information to be reported, the various offices to whom an allegation may be reported, the roles of the OIG, and the protections afforded whistleblowers. The trainings stress the importance of whistleblowing and how it supports national security.

During this reporting period, we received 30 new complaints alleging reprisal or retaliation (25 from DIA personnel, 2 from contractor employees and 3 referrals from the DoD IG).

- 8 of those were initiated into investigations;
- 16 of those complaints did not meet the *prima facie* elements of reprisal;
- 6 of those complaints are presently under review to determine if they meet the *prima facie* elements of reprisal;

As a result, there are a total to 31 complaints under active investigation, including 23 that were previously under investigation coming into this reporting period.

When we determined that a reprisal complaint does not meet the *prima facie* elements of reprisal, we notified the Complainant in writing of our determination and of their right to an external review by the DoD IG and/or the IC IG, as appropriate. We also provided a copy of the notification to the DoD IG and/or IC IG, as appropriate, for their awareness in those cases where the employee may seek external review of our determination.

Appendix G: Summary of Legislative and Regulatory Review



Section 404(a)(2) of the IG Act of 1978 requires OIGs to review existing and proposed legislation and regulations relating to the programs and operations of their respective organizations. We review legislation, executive orders, DoD and Agency policy, and other issuances to make recommendations in the semiannual reports required by section 405(b). The primary purpose of our review is to assess the impact of the legislation or regulation on the economy or efficiency in the administration of programs and operations administered or financed by DIA, or the prevention or detection of fraud or abuse in these programs and operations. During the reporting period, we reviewed well over 100 proposed legislation and regulations and recommended changes to the following:

Legislation	3
Department of Defense Issuances	36
Defense Intelligence Agency Issuances	15
Office of the Director of National Intelligence Issuances	3
Executive Orders	115

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

Framework for Assessing Non-Monetary Benefits of Closed Agency Recommendations

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

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

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

Utilizing our framework, the OIG tracked Agency recommendations closed from FY 2020 to present, which resulted in 161 non-monetary benefits, categorized as follows:

Non-Monetary Benefit	Closed since FY 2020
Enhance Program Performance	12
Implement Process Improvements	36
Develop and Implement Processes	56
Maintain Compliance	57
Total	161

Appendix H: Glossary of Acronyms

Acronym	Term
AI	Artificial Intelligence
CIA	Central Intelligence Agency
CIGIE	Council of the Inspectors General on Integrity and Efficiency
DAT	Data Analytics Team
DIA	Defense Intelligence Agency
DoD	Department of Defense
FFMIA	Federal Financial Management Improvement Act
FISMA	Federal Information Security Modernization Act
FY	Fiscal Year
HUMINT	Human Intelligence
IC	Intelligence Community
ICIG	Inspector General of the Intelligence Community
I&E	Inspection and Evaluations
IG	Inspector General
IGC	Counsel to the IG
IPA	Independent Public Accounting
IUS	Internal Use Software
JWICS	Joint Worldwide Intelligence Communications System
M&A	Management and Administration
MW	Material Weakness
NCMI	National Center for Medical Intelligence
OIG	Office of the Inspector General
PP&E	Property, Plant & Equipment
QIA	Questionable Intelligence Activities
SAR	Semiannual Report
S/HSM	Significant/highly sensitive matter
SD	Significant Deficiency
SIPRNET	Secret Internet Protocol Router Network
WPC	Whistleblower Protection Coordinator