

DATE: 05-25-2011

CLASSIFIED BY 65179 DMH/MJS

REASON: 1.4 (C)

DECLASSIFY ON: 05-25-2036

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FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 10/11/2007

To: San Francisco

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

From: San Francisco

Contact: SSA [REDACTED]

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Approved By: [REDACTED]

Drafted By: [REDACTED]

Case ID #: (U) 800A-SF-136738-SAR (Pending)

Title: (U) GOALS AND OBJECTIVES

Synopsis: (U) Progress report on goals and objectives for [REDACTED]
[REDACTED] for the time period 04/01/2007 - 09/30/2007.

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~~(S)~~ (U) ~~Derived From: G-3~~
~~Declassify On: X1~~

Reference: (U) 800A-SF-136738-SAR Serial 30

Details: (U) This EC provides a progress report on the
specific, measurable, and attainable goals and objectives for [REDACTED]
[REDACTED] for the period 04/01/2007
- 09/30/2007.

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Goal #1:

(U) [REDACTED]

Objective:

(U) Understand threats in the San Francisco Field Office Domain.

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(U) MR1 - [REDACTED]

[REDACTED] the San
Francisco domain and beyond.

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sfcharts/ [REDACTED] 1285m4601.ec 800A-SF-136738-SAR-43

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(S)

~~(S)~~ [redacted]
[redacted] This included the review of [redacted]
[redacted] also coordinated and prepared San Francisco's
response to the 2007 [redacted]
(see response in Goal 3, ME 4)

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(U) [redacted] analysts [redacted] and [redacted] produced a
[redacted] respectively. The
[redacted] to the San
Francisco Division, and include many [redacted]

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(U) MR2 - [redacted]
[redacted]

(U)

~~(S)~~ [redacted] initiated the review of the [redacted]
[redacted] while in the San
Francisco Bay Area. [redacted]
April 1 - September 30, 2007, [redacted]

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[redacted] IA [redacted]

(U) Additionally, a [redacted]
[redacted] the Los Angeles

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(U) MR3 - Engage in regular liaison with FBIHQ operational and
analytical counterparts to ensure seamless coordination of all
[redacted]

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(U) ~~(S)~~ [redacted] communicated with FBIHQ operational and analytical counterparts regularly, especially in the areas of [redacted] work with FBIHQ Reports Officers. In addition, [redacted] personnel, in completing the 2007 [redacted] personnel to ensure that the completed product included what was specified in the initial priority lead. The results were documented in a two-part EC captured under file [redacted] serials 3102 and 4729. The first documented the review of [redacted]

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(U) ~~(S)~~ As noted above in Goal #1, MR #2, [redacted] initiated the [redacted] while in the San Francisco Bay Area.

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(S) ~~(S)~~ MR4 - Complete efforts to support criminal prosecution on the following priority cases: [redacted]

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(U) [redacted] analysts supported criminal prosecution on the following [redacted] priority investigations, as follows:

(U) IA [redacted] supported [redacted]

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(U) IA [redacted] worked on cases [redacted] and [redacted]

IA [redacted]

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

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(U)

~~(S)~~ IA [] worked closely with SA []

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(S)

~~(S)~~ IA [] provided regular support to case agents working the [] to include research on case subjects and websites. In the process, IA []

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Goal #2:

(U) Improve Efficiency and Effectiveness of [] Operations. b7E

Objective:

(U) Direct and provide management for the []

(U) MR1 - Maintain the [] website and communicate existence and value to all SF Division/JTTF personnel.

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(U) [] SSA [] along with relief supervisors [] provided guidance on all squad matters on a regular basis.

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(U) [] continued to update the [] website on an almost weekly basis, and advertised the website to all personnel. Frequent postings included the August, 2007 []

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(U) MR2 - Hold a squad meeting at least every quarter and document meetings to 800C-SF-137173

(U) [] held two formal squad meetings during the review period. These were held in May and August, 2007 and were documented to file 800C-SF-137173. Informal meetings between the [] SSA and SA and IA personnel were conducted regularly, and included one-on-one progress review sessions quarterly.

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(U) MR3 - Implement a [] and guide analysts in its utilization.

(U) (S) [] implemented a [] in April, 2007. Intelligence Analysts subsequently drafted []

Intelligence Analysts [] requirements met through []

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(U) MR4 - Recruit and hire an experienced [] Analyst with [] expertise.

(U) [] was recruited during the review period, and was presented a conditional job offer on []. His EOD will be [] intelligence analyst []. He brings [] years of [] experience to [].

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(U) MR5 - Nominate employees for monetary, time-off, or recognition awards when appropriate.

(U) The [] SSA facilitated the nomination of the following squad personnel for awards during the review period: IAs []

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Re: (U) 800A-SF-136738-SAR, 10/11/2007

and SAs [REDACTED]

(U) MR6 - Ensure that Intelligence Analysts utilize the [REDACTED] to document [REDACTED]

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[REDACTED] and to track training, special projects, and liaison.

(U) All [REDACTED] Intelligence Analysts utilized the [REDACTED] to document their [REDACTED] and to track training, special projects, and liaison.

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(U) MR7 - Conduct file reviews for [REDACTED] personnel every 90 days.

(U) File reviews were conducted for all [REDACTED] personnel in April and July, 2007.

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Goal #3:

(U) [REDACTED]

Objective:

(U) [REDACTED]

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(U) MR1 - [REDACTED]

(U) - ~~(S)~~ SA [REDACTED] and [REDACTED] review period. SA [REDACTED] and SA [REDACTED] Squad September 2, 2007.

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(U) MR2 - Each [REDACTED] Analyst will [REDACTED]

(U) IAs [REDACTED]

[REDACTED] In addition, IA [REDACTED] FBI contract linguists Bureauwide. IAs [REDACTED]

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(U) MR3 - In coordination with [REDACTED] from [REDACTED] continue to expand the use of the Division's [REDACTED]

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(S) ~~(S)~~ Prior to his departure from the Division, SA [redacted]
trained IA [redacted]
[redacted] continues to [redacted] for that
tasking. IAs [redacted] also continue to use [redacted]
[redacted]

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(U) MR4 - Ensure that the [redacted] in the
[redacted] program are initiated or enhanced by support
from the [redacted]

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[redacted]

~~(S)~~ As noted in Goal 1. MR 4. [redacted] Analysts have enhanced the
[redacted] In addition, SA [redacted] led
[redacted] efforts in the 2007 [redacted]
Specifically, he assigned the review of [redacted]
[redacted] to Intelligence Analysts, [redacted]
[redacted]
[redacted] In
addition, SA [redacted] coordinated with all substantive [redacted] to have
Case Agents [redacted] The goal
of [redacted] San Francisco [redacted]
[redacted]
[redacted] The final [redacted]

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(S) [redacted] which
were widely praised by San Francisco Executive Management.

Goal #4:

(U) [redacted]
[redacted]

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Objective:

(U) [redacted]
[redacted]

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(U) MR1 - Establish seamless coordination with the San Francisco [redacted] through [redacted] to ensure that [redacted] appropriately routed to [redacted]

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(U) [redacted] review work produced by the squads they support, and [redacted] All such [redacted] [redacted] for assignment.

(U) MR2 - [redacted] during the ensuing six-month period, which will be measured by auditing the [redacted]

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(S) [redacted] analysts [redacted] to FBIHQ during the review period. Of these, [redacted] with an [redacted]

(S)

[redacted] Analysts [redacted] which are not included in [redacted] totals but are included in the final [redacted] total of [redacted] and [redacted] also [redacted]

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[redacted] Of the [redacted] [redacted] also completed a [redacted] on the 2007 Major League Baseball All Star Game, and [redacted] SAC [redacted]

(U) MR3 - Conduct [redacted] SAC [redacted] that provide [redacted] SSAs and SAs.

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(U)

~~(S)~~ During the review period, [redacted] Intelligence Analysts [redacted]

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IA [redacted] May 8, 2007
800D-SF-138682 [redacted] serial 55

(S)

IA [redacted]
800D-SF-138682 serial 160

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IA [redacted] August 21, 2007
800D-SF-138682 [redacted] serial 54

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(U) ~~(S)~~ MR4 - Complete the [redacted]

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(U) IA [redacted] and SA [redacted]
[redacted]
[redacted] in September, 2007.

(U) MR5 - Draft and submit [redacted] for the July, 2007
Major League Baseball All-Star Game; complete the [redacted]
[redacted] on the July, 2007 All-Star Game.

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(U) IA [redacted] submitted the [redacted] for the
July, 2007 All Star Game in late May, 2007. These were
[redacted] website,
and documented to file 801C-SF-137175, serial [redacted] IA [redacted]
also completed an [redacted]
[redacted] on the All Star Game, [redacted]
[redacted] in early June, 2007. IA [redacted] for
the All Star Game in late June, 2007. The [redacted] was posted on Law
Enforcement Online and the [redacted] website. It was documented to
file [redacted]

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(U) MR6 - Produce a [redacted] to investigative
squads, providing links to [redacted]
[redacted]

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(U) IA [redacted]
described as above. The [redacted]
[redacted]
[redacted]
[redacted] the San Francisco [redacted]

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(U) MR7 - [redacted]
[redacted]
[redacted]

(U) IA [redacted]
[redacted]
[redacted] the San Francisco Division.

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(U) MR8 - Initiate the San Francisco Division 2007 [redacted]
[redacted]

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(U) IAs [redacted]

[redacted] by the end of 2007.

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Goal #5-

(U) [redacted]

Objective:

(U) Expand partner relationships.

(U) MR1 - Plan and organize a Muslim Community Outreach meeting on behalf of SAC, San Francisco and conduct appropriate terrorism presentations at the event.

(U) SAs [redacted] planned and organized the Muslim Community Outreach meeting on behalf of SAC, San Francisco on April 24, 2007. Approximately 50 Muslim leaders from the greater Bay Area participated in the event, which was held at the San Jose RA. SSA [redacted] at the event, and gave an unclassified briefing on the FBI's counterterrorism intelligence program and current threats. The meeting is documented to file [redacted] serial 157. SAs [redacted] have also nominated members of the Muslim community for the annual FBI Citizens Academy.

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(U) SSA [redacted] also participated in a live radio talk show at the request of San Francisco Media Coordinator and San Francisco Executive Management. The show was part of the City Visions Radio (91.7FM) program entitled "9/11 Backlash: A Look at Communities Adversely Affected." SSA [redacted] provided information on hate crime trends, which have declined since a spike immediately after 9/11; FBI outreach efforts; FBI investigative guidelines; and FBI adherence to constitutional and civil liberties requirements, all in response to questions from the show's host, comments from other panel members, and call-ins to the radio program.

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(U) MR2 - [redacted]

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

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(U) MR3 [redacted] personnel in the [redacted]

[redacted] personnel in [redacted]

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(U) The [redacted] has not required that [redacted] train additional personnel in the [redacted] since IA [redacted] trained [redacted] in early 2007. Both IA [redacted] have been shown the [redacted] as appropriate into the [redacted]

(U) MR4 - Conduct and document liaison efforts with Division [redacted]

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(U) Squad I-2 SSA [redacted] gave an unclassified briefing on the [redacted] to over [redacted]

[redacted] at the April 24, 2007

[redacted] This briefing is documented to file 800D-SF-138682 [redacted] serial 10.

Goal #6:

(U) Ensure all [redacted] Personnel Receive and Provide Value-Added Training.

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Objective:

(U) Develop and maintain a diverse, capable, and well-informed workforce.

(U) MR1 - Ensure all [redacted] Analysts understand and become operationally proficient in the [redacted]

(S) Most of the [redacted] Analysts understand [redacted] and several are operationally proficient. IA [redacted] IA [redacted] and IA [redacted] and are using the [redacted]

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(S)

[redacted] In addition IA [redacted] has [redacted] which were formerly handled by SA [redacted] prior to his transfer to Quantico.

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To: San Francisco From: San Francisco
Re: (U) 800A-SF-136738-SAR, 10/11/2007

(U) MR2 - Ensure that [] Analysts receive a minimum of [] hours of advanced training applicable to their workroles.

(U) All [] analysts have received in excess of [] hours of training applicable to their workroles.

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(U) MR3 - Ensure that [] analysts have a solid working knowledge of the []

(U) IA [] has arranged with personnel from [] to coordinate [] training for several [] analysts. This training has been delayed due to [] however, [] has recently given [] Analysts [] training. In addition, IA [] has been named the [] user by the Division. It is anticipated that IA [] will receive [] training and will become the []

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