

~~SECRET~~/NOFORN

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 06/02/2008

b6
b7C
b7E

To: Security

Attn: [REDACTED]

Training

Attn: [REDACTED]

Counterintelligence

Attn: PSS [REDACTED] Room [REDACTED]

Room [REDACTED]
Quantico

From: Counterintelligence

[REDACTED] Room [REDACTED]

Contact: UC [REDACTED]

Approved By: [REDACTED]

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b7E

Drafted By: [REDACTED]

(U) Case ID #: (S) [REDACTED] (Pending)

(U) Title: (S) INSIDER THREAT CONFERENCE
June 17, 2008

Synopsis: (U) To authorize the use of the [REDACTED]
[REDACTED] Virginia for the above captioned facility.

b7E

(U) (S)

~~Derived From: G3~~
~~Declassify On: X1~~

(U) Enclosure: (S) Two (2) page document regarding final accreditation
for [REDACTED]

Details: (U) Counterintelligence Division, [REDACTED]
[REDACTED] is planning a conference June 17, 2008 to discuss [REDACTED]
[REDACTED] Attendees will be members of the Intelligence Community
and the conference will be at [REDACTED]

b7E

[REDACTED] This is a federal
facility accredited to [REDACTED] however, the [REDACTED]
[REDACTED] will be at [REDACTED] The point of contact at
[REDACTED] FBI information will not be
left unattended.

~~SECRET~~

~~SECRET~~/NOFORN

To: Counterintelligence; From: Counterintelligence
RE: [REDACTED] dated 06/02/2008

b7E

(U)

~~(S)~~ Attached is a [REDACTED]
[REDACTED]

Referral/Consult

~~SECRET~~/NOFORN

~~SECRET~~/NOFORN

To: Counterintelligence; From: Counterintelligence
RE: [REDACTED] dated 06/02/2008

b7E

LEAD(s):

Set Lead 1: (Action)

SECURITY

AT WASHINGTON, D.C.

(U) ~~(S)~~ The [REDACTED] is requested to approve the [REDACTED] for use at [REDACTED] for the Insider Threat Conference on June 17, 2008.

b7E

(U) The [REDACTED] is requested to maintain attached documentation of accreditation for future use of this facility.

Set Lead 2: (Action)

TRAINING

AT QUANTICO, VIRGINIA

(U) ~~(S)~~ The Training Division is requested to approve the [REDACTED] for use at [REDACTED] the Insider Threat Conference on June 17, 2008.

b7E

(U) The [REDACTED] is requested to maintain attached documentation of accreditation for future use of this facility.

Set Lead 3: (Info)

COUNTERINTELLIGENCE

AT WASHINGTON, D.C.

(U) Training Unit: Read and clear.

(U) Security Unit:

~~SECRET~~/NOFORN

(Rev. 01-31-2003)

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 04/17/2008

To: Counterintelligence Attn: DAD Kevin Favreau
SC Margaret Buckley
[redacted] CITC

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b7C
b7E

From: Counterintelligence [redacted] Room 4847
Contact: [redacted]

Approved By: Favreau Kevin

[redacted] *KT*
[redacted] *ML*
[redacted] *VC*

b6
b7C
b7E

Drafted By: [redacted] VC

Case ID #: [redacted] (Pending)

Title: INSIDER THREAT CONFERENCE
June 17, 2008

Synopsis: Request for funds to hold captioned event on
06/17/2008.

Enclosure(s): Event Information Form.

Details: The Counterintelligence Division is sponsoring the captioned conference and anticipates approximately [redacted] will be necessary for funding this event. The enclosed Event Information Form provides specific requirements pertaining to the captioned event.

b7E

The conference is being held for Counterintelligence and Security representatives of the U.S. Intelligence Community to increase their awareness and use of [redacted]

The Counterintelligence Division reserved a date of 06/17/2008, to hold the conference at a [redacted] [redacted] It is anticipated that [redacted] persons will attend.

b7E

A projected cost of [redacted] has been estimated to pay for food, possible speaker fees and miscellaneous materials. It is noted that a presentation will be made during the lunch period; lunch will be served during that time.

JUN-04-2008 08:14

P.03

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To: DAD Kevin Favre From: Counterintelligence
Re: 04/17/2008

JUN - 4 2008

Answered

F.B.I. ACADEMY
QUANTICO, VA.
22135

*6/4-Rec'd SecD
approval.*

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LEAD(s):

Set Lead 1: (Action)

COUNTERINTELLIGENCE

AT WASHINGTON, D.C.

The Budget Unit is requested to set aside [] to offset the expenses for the "Insider Threat Conference."

Set Lead 2: (Info)

COUNTERINTELLIGENCE

AT WASHINGTON, D.C.

Training Unit: read and clear.

FEDERAL BUREAU OF INVESTIGATION
FACSIMILE COVER SHEET

PRECEDENCE

☐ Immediate

☐ Priority

☒ Routine

CLASSIFICATION

☐ Top Secret

☐ Secret

☐ Confidential

☐ Sensitive

☐ Unclassified

TO

Name of Office:

Facsimile Number:

Date:

06/04/2008

Attn:

UC

Room:

Telephone Number:

FROM

Name of Office:

CITC

Number of Pages: (including cover)

3

Originator's Name:

Originator's Telephone Number:

Originator's Facsimile Number:

Approved:

DETAILS

Subject:

Approved EC attached

Special Handling Instructions:

Brief Description of Communication Faxed:

WARNING

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~~SECRET~~

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 04/05/2008

To: Counterintelligence

Attn: UC
BA

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From: Counterintelligence

Room

Contact: SSA

ext.

Approved By:

b6
b7C
b7E

Drafted By:

fkc

Case ID #: (S)

(Pending

(S)

(Pending

Title: (S)

(S)

b1
b7E

(S)

(S) Synopsis: (S) Requests Fiscal Year 2008 funding for
(S) Conference travel expenses.

(U)

(S)

Derived From: FBI NSISCG 20080331

Declassify On: 20330405

Details: (S) requests allocate to

(S) support travel costs associated with the 2008
Conference.

(S)

b1
b7E

~~SECRET~~

DATE: 01-16-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c)
DECLASSIFY ON: 01-16-2037

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

ACLURM042548

FBI041448

~~SECRET~~

b1

b7E To: Counterintelligence From: Counterintelligence
Re: (S) [redacted] 04/05/2008

b1

b7E

Referral/Consult

(S)

[redacted]

~~(S)~~

[redacted]

(S)

(S)

(S)

[redacted]

MAPA (U) Contact SSA [redacted] or
[redacted] with questions.

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~~SECRET~~

~~SECRET~~

To: Counterintelligence From: Counterintelligence
Re: (S) [REDACTED] 04/05/2008

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b7E

LEAD(s):

Set Lead 1: (Action)

COUNTERINTELLIGENCE

AT WASHINGTON, D.C.

(S) [REDACTED] (S) [REDACTED] is requested to assign a TR number for [REDACTED]
[REDACTED] set aside to fund travel costs associated with the [REDACTED]
Conference.

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~~SECRET~~

~~SECRET~~

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 02/15/2008

To: Director's Office

Attn: National Security Branch
Executive Office

Counterintelligence

Attn:

BA

Attn:

CI Training Center

Training Division

Attn:

From: Counterintelligence Division

Contact:

Approved By:

Drafted By:

gbk

(U) Case ID #: (S)

(S)

(S)

(U) (S)

(U) (S)

(Pending)

(Pending)

(Pending)

(Pending)

(Pending)

Title: (S)

COUNTERINTELLIGENCE

(S)

CONFERENCE

04/01-04/2008

(S)

MATTERS

(S)

~~SECRET~~

DATE: 01-16-2012

CLASSIFIED BY 65179 DMH/SBS

REASON: 1.4 (c,d)

DECLASSIFY ON: 01-16-2037

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

ACLURM042551

FBI041451

~~SECRET~~

(U) To: Director's Office From: Counterintelligence Division
Re: ~~(S)~~ [redacted] 02/15/2008

Synopsis: (U) 1. To request authorization from [redacted] to conduct an operational conference, 04/01-04/2008. Travel dates will be on 04/01/2008 and 04/04/2008.
2. To request from [redacted] a TR number to fund the conference.

b7E

(U) ~~(S)~~ Derived From : ~~G-3~~
Declassify On: ~~02/15/2033~~

(U) Enclosure(s): ~~(S)~~ Event Information Form

Details: (U) The Counterintelligence Division, [redacted] is sponsoring captioned event and is in need of an appropriate meeting facility. The Counterintelligence Division has set aside [redacted] for funding this event. The enclosed completed Event Information Form provides specific requirements pertaining to captioned event.

SUMMARY REPORT: ~~(S)~~ The Counterintelligence Division, [redacted] requests the issuance of a FY 2008 Travel Authorization Number to support travel expenses for field office personnel who will be attending the [redacted] Conference. The [redacted] Conference is scheduled to take place in the [redacted] during the period of 04/01/2008 - 04/04/2008. It is anticipated that approximately [redacted] Bureau personnel will attend this conference. FBI Headquarter's personnel [redacted] Directorate of Intelligence, Office of International Operations) will use their Division's respective funds for travel. Members from the [redacted] will also be invited to attend the conference.

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~~SECRET~~

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Referral/Consult

~~SECRET~~

(U) To: Director's Office From: Counterintelligence Division
Re: ~~(S)~~ [REDACTED], 02/15/2008

(S)

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[REDACTED]
(U) [REDACTED] proposes holding this conference at [REDACTED]
[REDACTED] as there is no space available at the FBI Academy to accommodate such a gathering during the time period requested. Additional sites were not researched for this conference as [REDACTED] offered to host the gathering in a secure U.S. Government conference room where attendees can discuss case-related issues and sensitive investigations at a "~~SECRET~~" level. Due to the sensitivity of the information that will be covered during the conference and the fact that [REDACTED]

b7E

[REDACTED]
[REDACTED] requests that the conference be held at [REDACTED]
[REDACTED] for security reasons. A market analysis is not provided because the location of the conference will not be held at a federal or non-federal facility that will incur additional costs.

(U) Travel to the conference will be on 04/01/2008. The conference will be held from 04/02-03/2008, with a return travel day on 04/04/2008.

(U) It is requested that authorization be given to hold this operational conference in [REDACTED]. Once approved, [REDACTED] requests that a TR number be assigned by [REDACTED] for funding of this conference.

(U) Total cost for conference is anticipated to be [REDACTED] which will cover airfares, lodging, meals, incidentals, rental vehicles, light refreshments and miscellaneous expenses for the participants.

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(U) Questions or comments concerning above gathering should be addressed to [REDACTED] Room [REDACTED]
FBIHQ, Attention: SSA [REDACTED]

~~SECRET~~

~~SECRET~~

To: Director's Office

From: Counterintelligence Division

Re: (S) [REDACTED] 02/15/2008

b7E

LEAD(s):

Set Lead 1: (Action)

TRAINING

AT QUANTICO, VA

(U) [REDACTED] will contact and coordinate the logistics and planning of referenced conference.

Set Lead 2: (Action)

COUNTERINTELLIGENCE

AT WASHINGTON, DC

(U) The [REDACTED] will coordinate with the Finance Division for the identification of funding and issuance of TR number for the reference conference.

Set Lead 3: (Action)

COUNTERINTELLIGENCE

AT WASHINGTON, DC

(U) CITC will contact and coordinate with [REDACTED] to coordinate the logistics and planning of referenced conference.

♦♦ GK08051a.ec

~~SECRET~~

~~SECRET~~

EVENT INFORMATION FORM

THIS FORM PROVIDES DSLU WITH INFORMATION NEEDED TO DETERMINE THE MOST SUITABLE AND COST-EFFECTIVE LOCATION (TO INCLUDE FBI FACILITIES) FOR ALL HQ AND FIELD DIVISION MEETINGS, CONFERENCES AND TRAINING.

(S) EVENT NAME Conference TODAY'S DATE: 02/21/08

PRIMARY EVENT DATES: 03/27 - 03/28/2008 ALTERNATE: 04/02 - 04/03/2008

TRAVEL DAYS: 03/26 & 03/29 / 04/01 & 04/04 (FOR PRIMARY & ALTERNATE DATES)

COORDINATOR PHONE # FAX Secure
Clear

FUNDING PROVIDED BY: _____ COTR: _____

PROJECTED TOTAL BUDGET LIMIT: *Sec note at end.
(INCLUDES TRAVEL, PER DIEM, CONFERENCE ROOM RENTAL, MISCELLANEOUS COSTS, BREAK SERVICE, ETC.)

UNIT COST CODE:

REQUIREMENTS

OF ATTENDEES # OF SLEEPING ROOMS NEEDED

AUDIENCE TYPE: FIELDWIDE DIVISION ONLY REGIONAL
(CIRCLE ONE)

PERSONNEL TYPE: AGENT SUPPORT MIX MANAGEMENT NON-BUREAU
(CIRCLE ONE)

AUDIO VISUAL NEEDS: X LCD PROJECTOR X SCREEN X MICROPHONE
X COMPUTER INTERNET ACCESS TV/VCR
 FLIP CHARTS
 OTHER _____

BREAK SERVICE: YES NO BUDGET LIMIT: _____

CONFERENCE ROOM SET-UP: CLASSROOM CRESCENT ROUNDS

ROUNDS THEATER OTHER: _____

BREAK OUT ROOMS REQUIRED: YES NO HOW MANY: _____

CLASSIFIED MATERIALS: YES NO CLASSIFICATION LEVEL: TS

DSLU TRAINING TECH SUPPORT: ATTENDEE REGISTRATION
 BUILD PRESENTATION BINDERS/PACKETS
 CREATE NAME TENTS & TAGS, CERTIFICATES
 SHIPPING MATERIALS
 OTHER _____

DATE: 01-16-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c,d)
DECLASSIFY ON: 01-16-2037

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WHERE SHOWN OTHERWISE

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FBI041455

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~~SECRET~~

TRANSPORTATION REQUIREMENTS: RENTAL CARS Yes # NEEDED 2
SHUTTLE TO/FROM AIRPORT Yes

SPECIAL NEEDS REQUIREMENTS: INTERPRETER _____
HANDICAPPED ACCESS _____ HOW MANY _____

OTHER REQUIREMENTS: _____

JUSTIFICATION FOR MEETING _____

(S)

[Redacted]

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SUGGESTED SITES: 1. [Redacted]
2. _____
3. _____

JUSTIFICATION FOR SUGGESTED SITE [Redacted] graciously offered to host
this gathering.

DIVISION TRAINING OFFICER: [Redacted]

(PLEASE PRINT)

SIGNATURE [Redacted]

DATE: _____

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[redacted] (CD) (FBI)

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To: [redacted] (TD) (FBI)
Subject: RE: Conference in [redacted]

From: [redacted] (TD) (FBI)
Sent: Monday, March 03, 2008 2:42 PM
To: [redacted] (CD) (FBI)
Cc: [redacted] (TD) (FBI)
Subject: RE: Conference in [redacted]
Importance: High

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UNCLASSIFIED
NON-RECORD

[redacted]
I need some type of market survey of a minimum of (3) hotels for the attendees lodging.

[redacted]
[redacted]
Supervisory Management Analyst
FBI Academy South Campus

[redacted]
[redacted] (office)
[redacted] (nextel)
[redacted] (fax)
[redacted]

From: [redacted] (CD) (FBI)
Sent: Monday, March 03, 2008 8:49 AM
To: [redacted] (TD) (FBI)
Subject: FW: Conference in [redacted]

UNCLASSIFIED
NON-RECORD

Hi [redacted]

The attached EC is classified at the ~~SECRET~~ level and we are experiencing secure fax difficulties. I will be sending the signed copy via bumail as soon as I get it. The event form will be signed and sent to you via fax shortly.

This meeting/conference is held in [redacted] for [redacted] attendees on April 2 - 3, 2008. Hotels have been arranged, no virtual academy is needed. Basically just your approval is needed, so we can get the TR number.

Thanks,
[redacted]

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From: [redacted] (CD) (FBI)
Sent: Friday, February 29, 2008 4:33 PM

~~SECRET~~

DATE: 01-16-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c,d)
DECLASSIFY ON: 01-16-2037

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 09/07/2007

To: Director's Office

Attn: National Security Branch
Executive Office
SC Michella Junina

Training
Counterintelligence

Attn:
Attn:

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From: Counterintelligence

Room

Contact: IA

Approved By:

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Drafted By:

[Redacted]

Case ID #:

[Redacted]

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(S) Title: 2008 [Redacted] CONFERENCE
01/15/2008 - 01/17/2008
COUNTERINTELLIGENCE PROGRAM

Synopsis: Request to hold captioned event on 01/15/2008 - 01/17/2008.

Enclosure(s): Event Information Form.

Details: The Counterintelligence Division (CD), [Redacted] is sponsoring captioned event and is in need of an appropriate meeting venue. CD has set aside [Redacted] (total funding) amount for the funding of this event. The enclosed and completed Event Information Form provides specific requirements pertaining to the captioned event.

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SUMMARY REPORT: CD [Redacted] requests the issuance of a FY 2008 Travel Authorization Number to support travel expenses for field office personnel, Headquarters personnel, and

~~SECRET~~

RECEIVED
WITH? TEXT

WITH? COMMENTS

BY

DATE

11-5-07

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Handwritten signature
NOV - 8 2007

~~SECRET~~

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(S) personnel from divisions other than CD who will be attending the 2008 [redacted] Conference. The 2008 [redacted] Conference is scheduled to take place at [redacted] [redacted] during the period 01/15/2008 - 01/17/2008, with travel days 01/14/2008 and 01/18/2008. It is anticipated that [redacted] people will attend this conference including CD personnel. A projected cost of [redacted] (travel related expenses only) has been estimated to establish the Travel Authorization Number for this event to include airfare, lodging, per diem, car rental, and miscellaneous travel expenses.

In choosing a location for this conference, [redacted] took Quantico into consideration. However, writer was informed by [redacted] (the Counterintelligence [redacted] that Quantico [redacted]

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In order to meet the NSB mandate that conferences include an NSB overview, an approved slide show will be presented.

~~SECRET~~

~~SECRET~~

LEAD(s):

Set Lead 1: (Action)

TRAINING

AT QUANTICO, VA

[redacted] will contact and coordinate the logistics and planning of the referenced conference.

Set Lead 2: (Action)

COUNTERINTELLIGENCE

AT QUANTICO, VA

Ammon
F.B.I. ACADEMY
QUANTICO, VA.
22135

DEC 10 2007

CITC will contact and coordinate with [redacted] to coordinate the logistics and planning of the referenced conference.

Set Lead 3: (Action)

COUNTERINTELLIGENCE

AT WASHINGTON, DC

[redacted] will coordinate with the Finance Division for the identification of funding and issuance of a TR number for the referenced conference.

Set Lead 4: (Action)

COUNTERINTELLIGENCE

AT QUANTICO, VA

Provide final roster in soft copy to Counterintelligence Training Center for course credit and graduation.

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~~SECRET~~

EVENT INFORMATION FORM

THIS FORM PROVIDES DSLU WITH INFORMATION NEEDED TO DETERMINE THE MOST SUITABLE AND COST-EFFECTIVE LOCATION (TO INCLUDE FBI FACILITIES) FOR ALL HQ AND FIELD DIVISION MEETINGS, CONFERENCES AND TRAINING.

(S) EVENT NAME: 2008 [REDACTED] Conference TODAY'S DATE: 9/7/2007

PRIMARY EVENT DATES: January 15 - 17, 2008 ALTERNATE:

TRAVEL DAYS: January 14 and January 18 (FOR PRIMARY & ALTERNATE DATES)

COORDINATOR: IA [REDACTED] PHON [REDACTED]
FAX [REDACTED] (unclassified) [REDACTED] (classified)

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FUNDING PROVIDED BY: CD Regional Conference Funds COTR:

PROJECTED TOTAL BUDGET LIMIT [REDACTED]
(INCLUDES TRAVEL, PER DIEM, CONFERENCE ROOM RENTAL, MISCELLANEOUS COSTS, BREAK SERVICE, ETC.)

UNIT COST CODE: [REDACTED]

REQUIREMENTS

OF ATTENDEES [REDACTED] # OF SLEEPING ROOMS NEEDED [REDACTED]

AUDIENCE TYPE: FIELDWIDE DIVISION ONLY REGIONAL
(CIRCLE ONE)

PERSONNEL TYPE: AGENT SUPPORT MIX MANAGEMENT NON-BUREAU
(CIRCLE ONE)

AUDIO VISUAL NEEDS: LCD PROJECTOR X SCREEN MICROPHONE
X COMPUTER INTERNET ACCESS TV/VCR
 FLIP CHARTS
 OTHER _____

BREAK SERVICE: YES NO BUDGET LIMIT: _____

CONFERENCE ROOM SET-UP: CLASSROOM CRESCENT ROUNDS

ROUNDS THEATER OTHER: _____

BREAK OUT ROOMS REQUIRED: YES NO HOW MANY: _____

CLASSIFIED MATERIALS: YES NO CLASSIFICATION LEVEL: SECRET

DSLU TRAINING TECH SUPPORT: X ATTENDEE REGISTRATION
 BUILD PRESENTATION BINDERS/PACKETS
X CREATE NAME TENTS & TAGS, CERTIFICATES
X SHIPPING MATERIALS
 OTHER _____

DATE: 01-16-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c,d)
DECLASSIFY ON: 01-16-2037

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~~SECRET~~
ASLURM042561

FBI041461

~~SECRET~~

TRANSPORTATION REQUIREMENTS: RENTAL CARS YES # NEEDED 2
SHUTTLE TO/FROM AIRPORT NO

SPECIAL NEEDS REQUIREMENTS: INTERPRETER N/A
HANDICAPPED ACCESS N/A HOW MANY N/A

OTHER REQUIREMENTS: _____

(S)

JUSTIFICATION FOR MEETING: COORDINATE INVESTIGATIVE EFFORTS OF THE FBI
FIELD DIVISIONS. PROVIDE AN UP-TO-DATE ASSESSMENT OF THE FCI TARGET. FROM
BOTH THE FBI AND OTHER MEMBERS OF THE USIC, FIELDWIDE [REDACTED]
TRAINING. SEE ATTACHED EC.

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SUGGESTED SITES: 1. [REDACTED]

2. _____

3. _____

JUSTIFICATION FOR SUGGESTED SITE: FBI SPACE (GOVERNMENT CLEARED
FACILITY). PREVIOUS POSITIVE EXPERIENCE WITH [REDACTED] VISITS, EXCELLENT
FACILITIES, AMPLE LODGING, EASE OF HANDLING, STORING, AND TRANSPORTING
CLASSIFIED INFORMATION.

b7E

DIVISION TRAINING OFFICER [REDACTED]

(PLEASE PRINT)

SIGNATURE [REDACTED]

DATE: 11/06/07

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~~SECRET~~

Counterintelligence Operations Course (03/01)
10/21/2002 - 11/15/2002



Course Scores:

	<i>Overall Average Score*</i>	<i>Tab</i>
Summary: Overall Evaluations of Four Weeks.....	4.42.....	1
Week 1 (10/21/2002-10/25/2002).....	4.26.....	2
Week 2 (10/28/2002-11/01/2002).....	4.36.....	3
Week 3 (11/04/2002-11/08/2002).....	4.39.....	4
Week 4 (11/11/2002-11/15/2002).....	4.19.....	5

* Based on 1-5 scoring scale, with 1 being the lowest score, 5 the highest.

~~SECRET~~

DECLASSIFIED BY 65179 DMH/SBS
ON 01-16-2012

~~SECRET~~ WORKING PAPERS

SUMMARY OF EVALUATIONS
Counterintelligence (CI) Operations (03-01)
Week 2
(10/28/2002 - 11/01/2002)

(Note: Copies of individual course evaluations can be obtained by contacting [redacted])
IOS [redacted]

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Overall Average of Scores (based on 1-5 scale, with 5 being the highest rating): 4.36

Overview:

The overall average score indicates that the second week of the CI Operations Course was well received by attendees. Students advised the week's instructional blocks addressed important topics, contained valuable information, and were effectively presented. Attendees comments indicated that they found those training blocks that incorporated hands-on exercises and realistic practicals to be the most beneficial and productive.

Review of Attendee Feedback: (Each *Feedback* entry is followed by related student comments.)

[redacted] - Although the segment entitled [redacted] contained informative material, attendees indicated a live presentation would have been more effective and allowed for a question and answer period.

"Need to have a live body for Q & A."

"Very good segment. I particularly found this information to be insightful."

"Video was sufficient. However, cannot substitute for (the instructor) who I have seen before."

"In person would be more effective than the video."

*"Recommend that in the future this presentation be given in person.
Informative presentation, but there was no forum in which to ask questions."*

[redacted] **Comment:** The instructor for this block was unavailable to teach at the CI Course. The video format was used to ensure attendees could benefit from the very important and unique experiences of the instructor [redacted]

[redacted]
[redacted] It is anticipated that this instructor will be available to personally teach at future courses.)

b1
b7E

(S)

DATE: 01-16-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c)
DECLASSIFY ON: 01-16-2037

~~SECRET~~ WORKING PAPERS

1

ALL INFORMATION CONTAINED
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FBI041464

SECRET WORKING PAPERS

- The segment [redacted] received an above average overall score (4.30 out of a possible 5.00). This segment was held in [redacted] and involved [redacted]

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Attendees found [redacted] to be realistic and valuable in that they served to reinforce material covered in earlier instructional blocks. Students added that the exercises also provided information that would help them to [redacted] which would enable them to [redacted]

[redacted] Some advised that logistical and administrative issues detracted from the training exercises. Several attendees noted that [redacted]

b7E

[redacted] was a drain on classroom time. Others suggested that [redacted]

[redacted] It was also recommended that students be given an opportunity to [redacted] prior to the exercises.

"This is the only way we will learn how to [redacted]

b7E

"Nothing substitutes the real thing. The training brought some reality to the classroom work."

"This was the best part of the training so far."

"Good to see [redacted]"

"The scenarios were very realistic. It opened my eyes to [redacted]"

"Understanding [redacted] from class lecture is not sufficient. [redacted]"

b7E

[redacted] were an interesting concept.
In practice, the students ended up standing around most of the day."

~~SECRET WORKING PAPERS~~

b7E

"...would run smoother if [redacted]
[redacted]

(S)

Comment [redacted]
[redacted]
[redacted]

It should be noted that [redacted]
[redacted]

[redacted] and certainly had an effect on general morale of both students and instructors. Consideration will be given to [redacted] at future Courses. This could not be done in this iteration due to other training commitments so [redacted] Knowledgeable [redacted] instructors will ensure the timely [redacted] [redacted] and also eliminate need for time consuming [redacted]
[redacted]

-Attendees advised the [redacted] were very valuable and presented them with an opportunity to [redacted] while being observed by experienced [redacted] instructors. Many noted that the instructional staff provided helpful advice and useful guidance.

b7E

"Format of [redacted] was more realistic than other practicals I've had in the past. It gave us all several chances to practice [redacted]
[redacted]

[redacted] and provided great feedback."

"The only way to get good at this is to practice."

[redacted] were effective. Instructors insights and suggestions were invaluable."

"Every opportunity to practice [redacted] is a good one."

The [redacted] presentation was very beneficial.
Attendees noted they received a good overview and highlighted how the Program could be used as an effective resource to assist their investigative efforts.

"Good overview of the Program."

"Provided excellent information on resources that I didn't know existed... this class was very helpful."

"Good insight into Program...have never taken advantage of."

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STATISTICAL COURSE EVALUATION FOR NSP/OTU INSTRUCTION

Course Title: COUNTERINTELLIGENCE OPERATIONS COURSE

Week 2

10/28/2002 - 11/01/2002

Block of Instruction:	5	4	3	2	1	0	Total:
The Intelligence Officer (IO) [redacted] -Video)	8	7	4	1	0	0	4.10
[redacted]	9	9	3	0	0	0	4.29
[redacted]	10	11	0	0	0	0	4.48
[redacted]	14	5	2	0	0	0	4.57
[redacted]	7	7	7	0	0	0	4.00
[redacted]	10	9	2	0	0	0	4.38
[redacted] (Staff)	12	3	4	1	0	0	4.30
Interview Practicals (Staff)	9	4	1	0	0	0	4.57
[redacted]	15	5	1	0	0	0	4.67
Positive Intel Reporting [redacted]	8	11	3	0	0	0	4.23
[redacted]	10	6	4	0	0	0	4.30
Language Service [redacted]	13	8	3	0	0	0	4.42
Totals:				2	0	0	4.36
Overall Average: 4.36							

b6
b7C
b7E

(Note: Blocks that involved administrative matters, preparation for practicals, and exercises in support of primary instructional blocks were not evaluated by attendees.)

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SUMMARY OF EVALUATIONS
Counterintelligence (CI) Operations (03-01)
Week 4
(11/11/2002 - 11/15/2002)

(Note: Copies of individual course evaluations can be obtained by contacting NSP [redacted])
IOS [redacted]

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Overall Average of Scores (based on 1-5 scale, with 5 being the highest rating): 4.19

Overview:

The Counterintelligence Operations Course, Week 4, received an overall average score of 4.19. The week's agenda included a series of briefings from the Counterintelligence Division's (CD) operational sections and units. Students advised the most effective presentations given by CD officials were those which limited discussion of administrative issues and focused primarily on foreign intelligence [redacted] priorities. Attendees also noted that [redacted]

b1
b7E

(S) [redacted] were very instructive and gave them a better understanding
(S) regarding [redacted]

Review of Attendee Feedback: (Instructional blocks that received similar and multiple comments, suggestions, etc., on course evaluations are addressed below. Each *Feedback* entry is followed by related student comments.)

(S) [redacted]

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(S) - Attendees indicated this segment was beneficial. Students noted that the instructors provided vital information (i.e. [redacted]) that would assist them with investigations in the field.

"Great presentations and handouts."

(S) "Good examples of [redacted]"

(S) "Best class this week...explained [redacted] and covered what we needed to know:

(S) What [redacted] How we can operate."

b1
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"Briefing by analytical support unit provided invaluable information."

DATE: 01-16-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c)
DECLASSIFY ON: 01-16-2037

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(S)

Analytical Matters

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(S)

- Students found this segment to be informative and advised they obtained important information [redacted] and concerning analytical support available to the field. It was suggested that additional time be allocated to this block at future courses.

"This briefing should have been longer."

"Content was excellent. ...last session (of the day)...was rushed."

*"Needed more time...need (to know) how HQ
can provide analytical support to field investigations."*

"Would like three (or more) hours of this. Useful info."

[redacted] **Comment:** Consideration will be given to allocating additional time to this block at future CI Operations courses.)

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[redacted]

(S)

- Attendees noted that this segment was well presented (particularly the briefing on [redacted] matters), and provided very useful material.

"(Received) very pertinent operational info that will be of use in the field."

(S) [redacted] *presentation was well done."*

(S) *"Great case presentation on the [redacted]*

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(S) *"Excellent presentation on [redacted]"*

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~~SECRET~~ WORKING PAPERS

Course Title: COUNTERINTELLIGENCE OPERATIONS COURSE, Week 4

11/11/2002 - 11/15/2002

Block of Instruction:		5	4	3	2	1	0	Total:
(S)	Overview	11	7	5	0	1	0	4.13
		6	6	11	0	0	0	3.78
		7	5	7	2	1	0	3.68
		8	8	6	2	0	0	3.92
		10	7	5	1	0	0	4.13
(S)	Analytical Matters	11	9	3	0	1	0	4.21
(S)	Overview	6	10	5	0	0	0	4.05
		5	12	3	0	0	0	4.10
		7	10	4	0	0	0	4.14
		7	11	4	0	0	0	4.14
	Overview	8	9	4	0	0	0	4.19
		12	4	5	0	0	0	4.33
	Global Section: Overview	5	8	8	0	0	0	3.86
		9	10	4	0	0	0	4.22
		7	11	5	0	0	0	4.09
		5	6	8	2	0	0	3.67
		22	1	0	0	0	0	4.96
	Counterespionage: Overview	10	10	2	0	0	0	4.36
		9	11	2	0	0	0	4.32
		9	11	2	0	0	0	4.32
		9	10	3	0	0	0	4.27
		10	9	3	0	0	0	4.32
		9	10	3	0	0	0	4.27
	Wrap-Up	7	12	3	0	0	0	4.18
	Sensitive Technologies Overview	6	7	9	0	0	0	3.86
	Overview	15	6	1	0	0	0	4.64
(S)		14	8	1	0	0	0	4.57
	Counterespionage Group	13	9	1	0	0	0	4.52
	Totals:	247	237	117	7	3	0	4.19
Overall Average: 4.19								

(Note: Blocks that involved administrative matters, preparation for practicals, and exercises in support of primary instructional blocks were not evaluated by attendees.)

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Referral/Consult

~~SECRET~~ WORKING PAPERS

Counterintelligence Operations Course (03/01)
10/21/2002 - 11/15/2002

Overall Course Critiques: Summary

Note: Students were requested to provide a numerical rating (with 1 being the lowest and 5 the highest score) to the overall value of the course, as well as a narrative evaluation. Detailed below is the overall average score that students accorded the four week course, as well as a summary of their narrative evaluations of the entire class.

Average Overall Score: 4.42

Overview:

Students found the four-week course to be informative and beneficial, and the instructional staff to be knowledgeable and highly motivated. Many noted that course enhanced their understanding of CI matters and provided valuable information that would serve to assist their investigative efforts.

Attendees indicated that the practical exercises were very helpful and productive. The exercises allowed students to share ideas, and provided an opportunity to implement investigative techniques taught in earlier instructional blocks. Many suggested that additional practical exercises be introduced into [redacted] blocks of instruction. Several students recommended that consideration be given to further develop [redacted] exercise to run the entire length of the course. It could incorporate administrative issues (i.e., drafting opening communications), legal matters (formulating a FISA request), as well as investigative/operational techniques (interviews,

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Students advised that presentations given by other members of the U.S. Intelligence Community were also beneficial [redacted]. Students added they received very useful information concerning [redacted]

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Attendees noted that material presented in some instructional blocks was repetitive. It was recommended that efforts be made eliminate redundant material particularly concerning the [redacted] which students advised was reviewed in several blocks.

Administratively, student evaluations did not reflect any large scale dissatisfaction with the length of the course. In fact, only one critique included the opinion that the four-week agenda was too long. Many student also found the inclusion of a class counselor in the course as very helpful, giving attendees easy and quick access to an experience investigator when confusing issues arose.

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REASON: 1.4 (c)
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Page 1

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ACLURM042571

FBI041471

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(S) [redacted] **Comment:** Efforts will be made to examine the possibility of incorporating additional [redacted] practical exercises into future courses, and also to ensure that repetitious material is eliminated from instructional blocks. The suggestion to run [redacted] practical exercise the full length of the course is what was originally intended but time did not permit. The interview practicals and several other problems stemmed from this subject matter and in the next iteration, [redacted] practicals and written exercises will use this subject matter.)

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Page 2

ACLURM042572

FBI041472

C1-OPs 03-02

1/27 - 2/21/03

1037

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DATE 01-16-2012 BY 65179 DMH/SBS

From:**To:****Date:**

Wed, Jan 22, 2003 2:21 PM

Subject:

Request for Section Presentations for basic CI Ops Course 03-02

January 22, 2003

CD Section Briefings
Counterintelligence Operations Course
Week III
February 10 - 14, 2003

The [redacted] is conducting the second iteration of the 4-week basic Counterintelligence Operations (CI Ops) Course at Quantico from January 27 to February 21, 2003. During the week of February 10, 2003, each of the first three mornings that week have been set aside for briefings from the substantive CD Sections.

Sections are scheduled as follows:

Monday 2/10 8:00 AM - 11:45 [redacted]

Tuesday 2/11 8:00 AM - 11:45 [redacted]

Wednesday 2/12 8:00 AM - 11:45 [redacted]

Friday 2/14 8:00 AM - 11:45 [redacted]

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During the Section's four-hour block of time with the students, we ask that the following issues be addressed by all sections to provide continuity and consistency to the briefings (you can add to these categories, of course):

1. Target areas covered by the Section [redacted]

2. Prioritization of targets by threat and how you made this determination;

3. Targets' baseline: [redacted]

4. Section/Unit Operational strategy;

5. Section/Unit targeting priorities against the target; and

6. Significant cases you are willing to share with the class.

Friday's session with the Counterespionage Section and WMD will be a little different given the fact that [redacted] will be providing the country information and there is a half day regarding espionage investigations the previous day.

We ask that an SSA(s) conduct the briefing, with assistance from an [redacted] if deemed appropriate by the Unit Chief or Section Chief, as this is an Agent-only course. We also request that the time allocated to each section be adequately divided to allow all of the desired section programs to be

b7E

briefed and because of the nature of these briefings, [] is asking each section to monitor it's own time and presenters to ensure this occurs. It is also requested that sections ensure at least two 10-minute breaks are incorporated into the briefing schedule.

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Handouts are welcome. Copies can be made on the [] copier but given our current staffing you should count on making the copies yourself, but we would ask that two additional copies be provided to [] for its documentation notebook for this iteration of the course. []

Please allow adequate travel time so you will arrive prior to 8:00 AM when class starts. You will need two forms of identification when you go through the USMC checkpoint. Although the checkpoint operates much smoother than it did a year ago, allow at least 15 minutes extra travel time. Also, []
[]

Direct any questions to SSA [] preferably through email or at HQ x [] until noon Friday, 1/24. After that time, please use either email or pager []. On the day of your briefing, you may also contact IA [] of our [] Quantico staff a [] for coordination.

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CC:

CI-Ops 03-02
Attendee List

LAST	Preferred	First	FO	Dorm Rm	Ext
			NY		
			CG		
			HN		
			SF		
			HO		
			MM		
			SF		
			AL		
			AQ		
			SU		
			WF		
			SF		
			MM		
			HO		
			MO		
			PH		
			HO		
			MM		
			DE		
			NY		
			NY		
			SF		
			MO		
			HO		

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RDSRP013

030505 001 - NATIONAL SECURITY DIVISION
01/27/2003-02/21/2003ROOM 101
01/22/2003

NEW YORK CITY
CHICAGO
HONOLULU
WASHINGTON
SAN FRANCISCO
HOUSTON
JACKSONVILLE
MIAMI
SAN FRANCISCO
ALBANY
ALBUQUERQUE
SALT LAKE CITY

WASHINGTON
MIAMI
HOUSTON
MOBILE
HOUSTON
MIAMI
DETROIT
NEW YORK CITY

NEW YORK CITY
SAN FRANCISCO
MOBILE
HOUSTON

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* = THIS PERSON IS A COUNSELOR; # = THIS PERSON IS AN INSTRUCTOR
> = THIS PERSON IS AN AGENT WHO IS NOT A COUNSELOR OR INSTRUCTOR

ATTENDEES: TOTAL MALES: FEMALES:
ROOM: JB301

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CI OPS COURSE #03-02
PRIMARY DESIGNEES

Last Name	First Name	Title	SSN	Office	IMIS	STATUS		
		SA		HO		03-02		
		SA		PG		03-02		
		SA		MO		03-02		
		SA		SD		03-02		
		SA		WF		03-02		
		SA		NY		03-02		
		SA		LA		03-02		
		SA		DE		03-02		
		SA		SU		03-02		
		SA		LA		03-02		
		SA		LA		03-02		
		SA		HO		03-02		
		SA		NY		Assigned to		
		SA		DE		03-02		
		SA		NY		03-02		
		SA		NY		03-02		
		SA		LA		03-02		
		SA		NY		03-02		
		SA		SE		03-02		
		SA		CG		03-02		
		SA		HO		03-02		
		SA		HN		03-02		
		SA		AT		03-02		
		SA		HN		03-02		

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CI OPS COURSE 03-02
STANDBY DESIGNEES

Last Name	First Name	Title	SSN	Office	IMIS	STATUS	
		SA		NH		03-02	
		SA		NH			
		SA		MM		03-02	
		SA		AL		03-02	
		SA		WF		03-02	
		SA		NY		03-02	
		SA		NY		03-02	
		SA		JK		03-02	
		SA		HO		03-02	
		SA		HO		03-02	
		SA		MM		03-02	
		SA		MM		03-02	
		SA		SF		03-02	
		SA		SF		03-02	
		SA		SF		03-02	
		SA		SF		03-02	
		SA		SF		03-02	
		SA		SF		03-02	
		SA		SF		03-02	
		SA		MM		03-02	
		SA		MM		03-02	
		SA		WF		03-02	
		SA		WF		03-02	
		SA		WF		03-02	
		SA		NY		03-02	
		SA		WF		03-02	
		SA		WF		03-02	
		SA		WF		03-02	

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FEDERAL BUREAU OF INVESTIGATION

Precedence: DEADLINE 01/10/2003

Date: 12/12/2002

To: Albany	Attn: NFIP ASAC
Atlanta	Attn: NFIP ASAC
Chicago	Attn: NFIP ASAC
Detroit	Attn: NFIP ASAC
Honolulu	Attn: NFIP ASAC
Houston	Attn: NFIP ASAC
Jacksonville	Attn: NFIP ASAC
Los Angeles	Attn: NFIP ASAC
Miami	Attn: NFIP ASAC
Mobile	Attn: NFIP ASAC
New Haven	Attn: NFIP ASAC
New York	Attn: NFIP ASAC
Pittsburgh	Attn: NFIP ASAC
Salt Lake City	Attn: NFIP ASAC
San Diego	Attn: NFIP ASAC
San Francisco	Attn: NFIP ASAC
Seattle	Attn: NFIP ASAC
Washington Field	Attn: NFIP ASAC

From: Counterintelligence

[Redacted] JEH Rm [Redacted]
Contact: SSA [Redacted]

Approved By:

[Redacted] *4/1/03 12/16/02*
11/12/02

Drafted By:

[Redacted] ras

Case ID #:

(U)

[Redacted]

(None)

serial

[Redacted]

Title: (U)

COUNTERINTELLIGENCE OPERATIONS COURSE #03-02;
COUNTERINTELLIGENCE DIVISION (CD)

[Redacted]

FBI ACADEMY, QUANTICO, VA;
01/27-02/21/2003;
TR #51AG030514
ITAR #030505 001
DEADLINE: 01/10/2003

~~SECRET~~

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b7E

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

b7E

Synopsis: (U) Advises field offices of captioned, mandatory training course and provides names of designated attendees and "standby" personnel and provides details of course.

(U) ~~Classified By: 3022, NS-5/CD~~
~~Reason: 1.5(c)~~
~~Declassify On: X1~~

(U) ~~(S)~~ Details: Director Mueller and the Attorney General have approved a new Counterintelligence (CI) Strategy for the FBI. An integral part of this strategy mandates an increased focus on both professionalization of the FBI's CI workforce and on the training required to provide that professionalized cadre. SACs have already been briefed by Counterintelligence Division Assistant Director David W. Szady regarding the elements and requirements of this new Strategy.

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(U) ~~(S)~~ As a result of the new CI Strategy, the Counterintelligence Division's [redacted] is conducting a basic Counterintelligence Operations (CI Ops) Course from 01/27-02/21/2003 at the FBI Academy, Quantico, VA. The CI Strategy materials forwarded to the field in August 2002 included a draft syllabus for the CI Ops Course. [redacted] notes that as with all drafts, changes have been made in the final course syllabus.

(U) ~~(S)~~ Successful completion of the IMIS Introduction to CI Course remains a prerequisite for attendance at the CI Ops Course. Personnel are selected for attendance at the CI Ops Course based on the date of their completion of the IMIS/ICI Course and they are listed below in that order.

(U) ~~(S)~~ Based on the above, the personnel listed as "PRIMARY ATTENDEES" below are requested to report to the [redacted] FBI Academy, on Sunday, January 26th, 2003, between 3:00 p.m. and 9:00 p.m. (DO NOT CHECK IN PRIOR TO 3:00 p.m., as [redacted] needs to provide [redacted] course attendees with information relating to [redacted] security and space issues which can not be provided by regular Academy staff.)

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(U) ~~(S)~~ Personnel listed as "STANDBY ATTENDEES" will be contacted through email and phone call by [redacted] in the order in which they appear in this communication - NOT BY FIELD OFFICE - to backfill slots which will not be filled by designated primary

~~SECRET~~

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

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attendees. Those personnel listed as STANDBY should be prepared to travel, if notified, up until COB Friday 01/17/2003.

(U) ~~(S)~~ If an office's primary designee or a standby designee notified to backfill a vacated primary slot can not attend this mandatory training course, an EC from the SAC to Assistant Director David W. Szady, Counterintelligence Division, must be submitted detailing justification for the designee's non-attendance. A copy of the EC should be designated for [redacted] Unit Chief [redacted]. This EC detailing reasons for a designee's inability to attend this mandatory training must be personally signed out by the SAC or NFIP ASAC.

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(U) ~~(S)~~ PRIMARY ATTENDEES designated for CI Ops Course
#03-02 are :

NAME	SSAN	FO
[redacted]		HO
		PG
		MO
		SD
		WF
		NY
		LA
		DE
		SU
		LA
		LA
		HO
		NY
		DE
		NY
		NY
		LA
		NY
		SE
		CG
	HO	
	HN	
	AT	
	HN	

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~~SECRET~~

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To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

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(U) ~~(C)~~ STANDBY ATTENDEES designated for this course are

NAME	SSAN	FO
[redacted]		NH
		NH
		MM
		AL
		WF
		NY
		NY
		JK
		HO
		HO
		MM
		MM
		SF
		SF
		SF
		SF
		SF
		SF
		SF
		MM
		MM
		WF
		WF
		WF
		NY
	WF	
	WF	
	WF	
	WF	

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(U) Administrative information regarding this course is as follows:

COURSE LOCATION AND DURATION:

(U) The Counterintelligence Operations Course (CI Ops Course) will be conducted at the Counterintelligence Division

~~SECRET~~

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

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[redacted]
[redacted] at the FBI Academy, Quantico, VA. This is a four-week course and will begin promptly at 8:00 a.m. on Monday morning, 01/27/2003 and will end at 9:45 a.m. on Friday morning 02/21/2003. Sunday 01/26/2003 is the designated travel day for this course. This in-service will have evening assignments, activities and study sessions and attendees are expected to attend and participate in all sessions. No return airline reservations should be made for departure prior to 1:00 p.m. on Friday afternoon 02/21/2003.

(U) NOTE: The dates for this course include a federal holiday, classes will be conducted as scheduled and attendees should not make other arrangements for that day. [redacted] will provide attendees' offices with an EC authorizing holiday pay.

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VOUCHERS:

(U) Vouchers for travel to and from this conference should be charged to TR# 51AG030514, as listed in the above caption. Rental cars are **NOT** authorized for this TR number. The cost of any rental car must be carried by the individual student or the attendee's field office. NFIP supervisors and Third party Draft Officers shall not authorize any car rental under this TR number.

TRAVEL AND TRANSPORTATION:

(U) Personnel attending this course at the FBI Academy MUST USE Ronald Reagan Washington National Airport if traveling by air. Free FBI Academy buses from Quantico will be available on Sunday evening and will depart [redacted] at 2:00 p.m., 4:30 p.m., and 7:00 p.m. Field Office SACs may approve travel by Bucar. Please make your travel arrangements with these times in mind.

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(U) If a flight delay occurs while enroute to the course which causes an attendee to arrive at Reagan Washington National Airport after the departure of the 7:00 p.m. FBI Academy bus, transportation to the Academy may be facilitated using the DAFRE Shuttle service. If DAFRE is used, the reason for using DAFRE in lieu of the free FBI bus must be specifically justified on the attendee's voucher. Additional information concerning the DAFRE service, as well as costs, may be obtained directly from Washington Flyer/DAFRE at (703) 680-0987.

~~SECRET~~

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

b7E

(U) On Friday 02/21/2003 free return buses to Ronald Reagan Washington National Airport are provided by Quantico; they depart from [redacted] at 10:00 a.m. and 12:00 noon. Those requiring transportation to Dulles International Airport will have to make independent arrangements through Washington Flyer/DAFRE.

SECURITY ISSUES:

(U) ~~(S)~~ Due to the classification and need to know basis of the course content, along with the [redacted] [redacted] course attendees arriving at Quantico to attend the captioned conference must refrain from mentioning the course title or discussing course information in the front lobby or anywhere in the academy outside of [redacted]. In addition, caution must be exercised not to mention the course over non-secure lines or any areas outside of secure space. [redacted]

b7E

FBI ACADEMY CHECK IN:

(U) Arriving students are to indicate they are arriving to attend a Division Five (CD) course. Student check in is in the [redacted] located in the first room on the right after passing the Main Desk. [redacted] personnel will be available between 3:00 p.m. and 9:00 p.m. on Sunday to assist with check in. Please do NOT check in to the Academy prior to 3:00 p.m. Sunday afternoon, as [redacted] staff must provide additional instructions regarding [redacted] security and space issues to attendees which regular Academy staff are not able to provide.

b7E

ATTENDANCE:

(U) As customary at in-services, attendance is mandatory for all course sessions. Absences for reasons of illness may be authorized by the Course Director but others must be approved by [redacted] with a confirmatory EC following. This requirement is to ensure the attendee is in an on-duty status and thus protect the attendee's rights in the event of accident or death.

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~~SECRET~~

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

b7E

IN-SERVICE TRAINING AND REGISTRATION (ITAR):

(U) ITAR and FBI e-mail will be the mechanism to register for the class. For this in-service, an FD-313 (Confirmation of Attendance) to the FBI Academy is not necessary. [redacted] requests that immediately after being advised of their selection to attend this training, attendees:

(1) contact your field office Training Coordinator, submit a FD-878 (Self-nomination for In-service Training) or your supervisor can submit a FD-879 (Supervisory Nomination); and

(2) via internal FBI E-mail to [redacted] and [redacted] at FBIHQ (D5) using the subject CI OPS COURSE 03-02 and provide the following information via email:

(1) Official Bureau Name;

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(2) Name preferred for classroom name strip;

(3) SSAN;

(4) Bureau Agent EOD and date when assigned to Foreign Counterintelligence Program matters;

(5) Advise the mode of transportation to/from Quantico (e.g., Bucar, airline, etc.),

(6) Field Office assignment and telephone number for further contact, if necessary.

(U) If an office determines that it will be unable to send it's designated attendee [redacted] SSA [redacted] should be notified as soon as possible either by email or by calling [redacted] in order to allow sufficient time for notification of standby personnel.

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TURK:

(U) ~~(C)~~ In accordance with the FY 2003 FBI Investigative Classifications Guide, FCI Training Received is TURKed as 1I. Since proper TURK affects Availability Pay, agents should insure that attendance at in-services is placed in the proper TURK category.

MISCELLANEOUS:

~~SECRET~~

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

b7E

(U) Appropriate attire for class will be business casual (collared shirts, slacks, skirts, blouses, etc). Blue jeans, shorts, tee shirts, etc. are acceptable only during arrivals and departures and should not be worn at any other time.

(U) All Special Agent personnel are required to bring their service weapon for a safety check by the Academy Gun Vault.

(U) Any employee who is selected to attend this in-service training and is in need of any reasonable accommodation (i.e. sign language interpreter, audio loop, personal assistant, large print materials, etc.) should contact either [redacted] SSA [redacted] or SSA [redacted] immediately upon notification of selection to attend this in-service to provide them with specific needs and/or requirements.

(U) [redacted] daytime (7 A.M. - 5 P.M., M-F, Eastern Time) telephone number for emergency contact with personnel attending this course is [redacted] Routine messages should be left on the attendee's dormitory room extension.

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(U) Questions regarding substantive issues concerning this course should be directed to either [redacted] SSA [redacted] at [redacted] or [redacted] SSA [redacted] at [redacted] Questions may also be submitted to SSAs [redacted] or [redacted] via email.

~~SECRET~~

~~SECRET~~

To: Albany From: Counterintelligence
Re: (U) [redacted] 12/12/2002

b7E

LEAD(s):

Set Lead 1:

ALL RECEIVING OFFICES

(U) [1] All personnel designated as "PRIMARY" and "STANDBY ATTENDEES", should be provided with a copy of this EC.

(U) [2] All personnel designated as "PRIMARY" and "STANDBY" attendees must confirm their availability for attendance at this iteration of the Counterintelligence Operations Course via email to [redacted] and [redacted] at FBIHQ (D5).

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(U) [3] For any PRIMARY ATTENDEE who is NOT available to attend, or a STANDBY ATTENDEE who is requested to backfill a vacated primary slot and who is NOT available to attend this iteration of the course, the office must submit an EC justifying their personnel's inability to attend this mandatory training course to AD Szady personally signed out by the SAC or NFIP ASAC by COB Friday 01/17/2003.

(U) [4] Inform personnel designated as "STANDBY ATTENDEES" to be prepared to attend this iteration of the Counterintelligence Operations Course should the need arise. All notifications for attendance to personnel designated as "STANDBY" will be accomplished by COB Friday 01/17/2003 so if they have NOT been contacted by [redacted] to backfill another slot in this iteration of the course by COB that date, they will not be attending this session. In addition, ALL personnel designated as "standby" will be provided copies of [redacted] emails to standby personnel so as to reasonably be able to track their potential for attendance at this course.

b7E

♦♦

1 - Mr. D. W. Szady

1 - [redacted]
1 - [redacted]
1 - [redacted]
1 - [redacted]
1 - [redacted]
1 - [redacted]
1 - [redacted]
1 - [redacted]

b6
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1 - [redacted] Tickler: Counterintelligence Operations Course 03-02

~~SECRET~~

Course Registration

Official Bureau Name please print	last first m
SSAN	
Field Office	SU
Job Title	SRA
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
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ALL INFORMATION CONTAINED
 HEREIN IS UNCLASSIFIED
 DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
	last	first	m
please print			
SSAN			
Field Office	HOUSTON		
Job Title	SPECIAL AGENT		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name	
please print	last first m
SSAN	
Field Office	CHICAGO
Job Title	SPECIAL AGENT
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

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HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name please print	last first m
SSAN	
Field Office	<i>HOUSTON</i>
Job Title	<i>SPECIAL AGENT</i>
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
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ALL INFORMATION CONTAINED
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 DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
please print	last	first	m
SSAN			
Field Office	mm		
Job Title	Special Agent		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name	
please print	last first m
SSAN	
Field Office	Honolulu
Job Title	Special Agent
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

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DATE 01-16-2012 BY 65179 DMH/SBS

ACLURM042594

FBI041494

Course Registration

Official Bureau Name			
please print	last	first	m
SSAN			
Field Office	Philadelphia		
Job Title	Special Agent		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name	
please print	last first m
SSAN	
Field Office	SF
Job Title	Special Agent
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
	last	first	m
please print			
SSAN			
Field Office	SF		
Job Title	SPECIAL AGENT		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

b6
b7C

Course Registration

Official Bureau Name	
please print	lastfirstm
SSAN	
Field Office	New York
Job Title	Special Agent
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

ACLURM042598

FBI041498

Course Registration

Official Bureau Name			
	last	first	m
please print			
SSAN			
Field Office	New York Office		
Job Title	Special Agent		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
	last	first	m
please print			
SSAN			
Field Office	Miami		
Job Title	Special Agent		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

b6
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ALL INFORMATION CONTAINED
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DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name please print	 last first m
SSAN	
Field Office	WASHINGTON FIELD
Job Title	SPECIAL AGENT
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

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b7C

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HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name please print	lastfirstm
SSAN	
Field Office	MIAMI
Job Title	SPECIAL AGENT
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

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HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name		
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please print		
SSAN		
Field Office	MOBILE	
Job Title	SPECIAL AGENT	
Telephone Number		
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03	

b6
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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
please print	last	first	m
SSAN			
Field Office	Albany /		
Job Title	Special Agent		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name	
please print	last first m
SSAN	
Field Office	MOBILE
Job Title	SA
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name	
please print	last first m
SSAN	
Field Office	NEW YORK
Job Title	SPECIAL AGENT
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
please print	last	first	m
SSAN			
Field Office	Houston		
Job Title	SA		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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b7C

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name			
	last	first	m
please print			
SSAN			
Field Office	Houston, Tx.		
Job Title	Special Agent		
Telephone Number			
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03		

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Course Registration

Official Bureau Name	
	last first m
please print	
SSAN	
Field Office	DETROIT
Job Title	Special Agent
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name please print	last first m
SSAN	
Field Office	San Francisco
Job Title	Special Agent
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name please print	last first m
SSAN	
Field Office	AQ
Job Title	SPECIAL AGENT
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

Course Registration

Official Bureau Name	
please print	last first m
SSAN	
Field Office	San Francisco
Job Title	Special Agent
Telephone Number	
Course Title and Dates	Counterintelligence Operations Course 03-02 Quantico, VA 1/27 - 2/21/03

b6
b7C

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

RDSRP013
 030505 001 - NATIONAL SECURITY DIVISION
 01/27/2003-02/21/2003

ROOM RO
 01/22/2003

NEW YORK CITY
 CHICAGO
 HONOLULU
 WASHINGTON
 SAN FRANCISCO
 HOUSTON
 JACKSONVILLE
 MIAMI
 SAN FRANCISCO
 ALBANY
 ALBUQUERQUE
 SALT LAKE CITY

WASHINGTON
 MIAMI
 HOUSTON
 MOBILE
 HOUSTON
 MIAMI
 DETROIT
 NEW YORK CITY

NEW YORK CITY
 SAN FRANCISCO
 MOBILE
 HOUSTON

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▼ = THIS PERSON IS A COUNSELOR; # = THIS PERSON IS AN INSTRUCTOR
 > = THIS PERSON IS AN AGENT WHO IS NOT A COUNSELOR OR INSTRUCTOR

ATTENDEES: TOTAL MALES: FEMALES
 ROOM: JB301

ALL INFORMATION CONTAINED
 HEREIN IS UNCLASSIFIED
 DATE 01-16-2012 BY 65179 DMH/SBS

From:**To:****Date:**

Thu, Jan 23, 2003 4:14 PM

Subject:

CI OPS Course 03-02

Per [redacted] I am forwarding you the following information:

Official Bureau Name [redacted]

Name preferred for classroom name strip: [redacted]

SSAN: [redacted]

Bureau Agent EOD: [redacted]

Date assigned to Foreign Counterintelligence Program Matters: [redacted]

Transportation: Bucar

Field Office Assignment: Philadelphia

Telephone Number [redacted]

If you need anything else, please feel free to call. Thank you.

SA [redacted]

Philadelphia Division

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b7E*Emailed 1/24
with Rm [redacted] assignment*

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

b6
b7C

From: [redacted]
To: [redacted]
Date: Thu, Jan 16, 2003 2:07 PM
Subject: Break-out Rooms for Practical Exercises

Hi there - again. Now I'm looking at break-out rooms for the practical exercises. Here's what I foresee as needed for the CI OPS Course this time through (and I did notice [redacted] has our Conference Room the second week)..... [redacted] is acceptable as is any room with a desk and some chairs that will accommodate our groups (for the practicals on Tues and Wed the last week, several of our own dorm rooms would work fine).

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Leeds -
Week One:
Thursday 1/30, 1-4:30pm ✓
- FOUR rooms for 8 people each (short interviews)

*310 / 410 classroom -
Conf -*

Week Two:
Tuesday 2/4, 1-4pm ✓
- FOUR rooms for 8 people each (practical debrief)

Thursday 2/6, ALL DAY
- FOUR rooms for 8 people each (long interviews)

Week Three:
NONE NEEDED

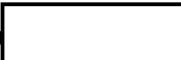
Week Four:
Tuesday 2/18, 1-4:30pm
- SIX rooms for 3 people each



*Suite 1 Conf rm
Suite 2 Classroom small*

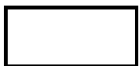
b7E

Wednesday 2/19, 1-4:30pm
- SIX rooms for 3 people each



*Suite 1 Conf rm
Suite 2 Classroom small*

More shortly on other logistical needs. Thanks for the coordination efforts !



CC:

b6
b7C

Work in Draft

Ask about April dates

From:

To:

Date:

Subject:

Fri, Jan 10, 2003 9:28 AM

Room reservations for 310, 410 & [redacted]

H [redacted]

Is it possible to reserve breakout rooms for the following dates:

Rm 310 & 410 for Thursday, January 30th, Tuesday, February 18th, and Wednesday, February 19th.

[redacted] J310 & J410 for Tuesday February 4 and Thursday, February 6th.

Need the rooms until 5:00 pm each day. thanks

When you get a chance could you give me a call, thanks again

b6
b7C
b7E

2

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

From: [redacted]
To: [redacted]
Date: Tue, Jan 21, 2003 2:03 PM
Subject: Re: intent to attend training

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b7C

[redacted] Thx again for the quick response. Here's hoping [redacted] will say "Okay".....Hope to see you Sunday at QT. Have safe travel.

Regards,

>> [redacted] 01/21 1:54 PM >>>
Hi [redacted]

I intend to attend the month long FCI training, but am awaiting supervisor approval which I should have before the end of the day.

My 6 pieces of info are as follows:

- 1) [redacted]
- 2) [redacted]
- 3) [redacted]
- 4) EOD [redacted] FCI EOD [redacted]
- 5) Air travel SFO (via Chicago) to Reagan National.
- 6) San Francisco Division [redacted]

b6
b7C
b7E

Thanks again for the opportunity and I look forward to the class.

[redacted]

CC: [redacted]

b6
b7C

From: [REDACTED]
To: [REDACTED]
Date: Thu, Jan 16, 2003 12:44 PM
Subject: Re: CI OPS COURSE 03-02

b6
b7C

[REDACTED] Thanks for the info. See you at QT on the 26th !! Have safe travel. ✓

Regards,

[REDACTED]

>>> [REDACTED] 01/16 12:08 PM >>>

- 1) OBN: [REDACTED]
- 2) PREFERRED NAME: [REDACTED]
- 3) SSAN: [REDACTED]
- 4) EOD [REDACTED] ASSIGNED TO FCI WHEN TRANSFERRED [REDACTED]
- 5) TRANSPORTATION: AIRLINE
- 6) SAN FRANCISCO [REDACTED]

b6
b7C
b7E

CC:

[REDACTED]

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-16-2012 BY 65179 DMH/SBS

From: [REDACTED]
To: [REDACTED]
Date: Wed, Jan 15, 2003 5:41 PM
Subject: CI OPS COURSE 03-02

I'm not on the primary/standby list but am going according to my supervisor, SSA [REDACTED]

- (1) [REDACTED]
- (2) [REDACTED]
- (3) [REDACTED]
- (4) EOD - [REDACTED]
- (5) Airline [REDACTED]
- (6) AQ [REDACTED]

FCI [REDACTED]

b6
b7C
b7E

ALL INFORMATION CONTAINED
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DATE 01-16-2012 BY 65179 DMH/SBS

b6
b7C

From: [redacted]
To: [redacted]
Date: Wed, Jan 15, 2003 1:10 PM
Subject: Re: Update of "Activation" of STANDBY personnel

Hey [redacted]

2 items:

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b7E

Re the one day I may miss: I'm sure my SF ASAC will not hesitate in contacting the UC if by chance that meeting occurs on a day that I'll be at your Quantico training. The date on this is dependant upon [redacted]
[redacted] We don't yet know his availability.

RE my class 03-02:

This morning, I submitted my FD-878. Hopefully, I'll be in [redacted] system soon. You requested the following:

OBN: [redacted]

Name strip: [redacted] (In SF, all know me by simply [redacted])

EOD: [redacted]

FCI since [redacted]

b6
b7C
b7E

Transportation:

On Sunday 1/26, Will fly to RR, take 2pm shuttle to Quantico High. On Friday, will return to RR on free shuttle, then fly to SF

FO: San Francisco Division [redacted]

Pager: [redacted]

[redacted] SF
[redacted]

>>> [redacted] 01/09 10:41 AM >>>

b6
b7C

Thx for the update. If you can have the desk SSA talk to me re some possible dates for the schedule, it would probably be better that way. There's going to be a lot of concern about someone being out of class for a whole day - if that's the case. I just don't want to see you come back for this thing and then due to missing one day having to leave only to come back. Also remember, the ASAC has to personally speak to Unit Chief [redacted] about this and get executive management approval. I know [redacted] will ask me what you would be missing - sooooo.... that's why a little coordination in advance would serve a lot of purposes.

Hope this isn't too convoluted. If it is - just let me know and I'll put it in English. I've been here too long!

Regards,

>>> [redacted] 01/09 1:28 PM >>>

I'll be there.

b6
b7C
b7E

Potential one day conflict:

I have arranged a conference which involves several FBI Divisions and [redacted] It will be classified

~~Secret/SCI~~, and the location is tentatively FBIHQ. My substantive-desk SSA is to choose the day of the meeting which was intended for late Jan/early Feb. I'm still waiting for HQ for the exact day which may create the conflict. But we can deal with that obstacle if and when it arises.

See you Sunday, January 26 at Quantico.

[redacted] SF
[redacted]

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b7C

>> [redacted] 01/09 7:52 AM >>>
Greetings from the Seat of Government !

b6
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b7E

As of 10AM this morning (01/09/2003), the following personnel originally designated on the "STANDBY" list are **NOW DESIGNATED TO ATTEND CI OPS 03-02, 1/27-2/21/03 at Quantico:**

NEWLY ADDED AS OF 01/09/2003:

[redacted] MM
[redacted] SF
[redacted] SF
[redacted] SF

(Pls let me know ASAP if you can make it. If you can't make it, pls see note below)

+++++

Added previously on 01/08/2003:
(edited a/o 1/9/03 based on responses thus far)

[redacted] NH
[redacted] AL
[redacted] NY
[redacted] JK
[redacted] HO
[redacted] MM
[redacted] MM

b6
b7C

If you will NOT be able to attend, please let me know ASAP via email. You are reminded that AD Szady has requested an EC be directed to him (and to [redacted] U/C [redacted] Rm 4634) from anyone not able to attend setting out the reasons you can't come and signed out personally by your ASAC or SAC.

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b7C
b7E

Thanks. Regards,

[redacted]
CDM [redacted] FBIHQ
[redacted]

b6
b7C

From: [redacted]
To: [redacted]
Subject: Re: CI Ops Course 03-02

To complete the registration process please complete an FD-878 and have your training tech entered your name into the [redacted] system, class number 030505 001, this will ensure a smooth registration on Sunday evening, thanks and see you at the end of the month, thanks

b6
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b7E

>>> [redacted] 01/14 12:41 PM >>>

[redacted] Thx ! Also, just double check if you would to ensure your field training folks got you loaded into [redacted] to attend this extravaganza!

See you soon.

[redacted]
>>> [redacted] 01/14 12:32 PM >>>

[redacted] Here's my info.:

- 1) [redacted]
- 2) [redacted]
- 3) [redacted]
- 4) EOD [redacted] CI EOD: [redacted]
- 5) Airline (most likely United)
- 6) San Francisco (HQ) [redacted]

TT AK

b6
b7C

Thanks,

>>> [redacted] 01/14 9:22 AM >>>

10-4 [redacted] When you get a chance if you could email the 6 pieces of info requested in the EC, I'd appreciate it !

See you in two weeks or so at QT !

b6
b7C

Regards,

>> [redacted] 01/14 10:58 AM >>>

Thanks for the heads up! I will plan on sticking around.

Thanks,

>>> [redacted] 01/14 6:43 AM >>>

Hi, [redacted]

I received your voicemail question and the answer is - we're working in class all day on President's Day. An EC authorizing holiday pay will be going out the first week of the course - once we confirm we have everyone as a captive audience !

b6
b7C
b7E

Please remember to have your Training folks load you into [redacted] and I look forward to seeing you later this month.

b6
b7C

From: [redacted]
To: [redacted]
Date: Tue, Jan 14, 2003 12:29 PM
Subject: Re: CI course 03-02

[redacted] Thx for the info and pls ensure your training folks have loaded you into [redacted] for attendance at this shin-dig ! See you in about 2 weeks at QT.

[redacted]
>>> [redacted] 01/14 12:18 PM >>>
Student Infomation Requested

1. [redacted]
2. [redacted]
3. [redacted]
4. EOD [redacted]
5. **Tenatively** Airline (possible POV)
6. Mobile [redacted]

b6
b7C
b7E

CC: [redacted]

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b6
b7C

From: [REDACTED]
To: [REDACTED]
Date: Tue, Jan 14, 2003 12:20 PM
Subject: Re: Come on down

[REDACTED] - See you at QT on the 26th !

>>> [REDACTED] 01/14 10:48 AM >>>

YOU ARE AWSOME!!! Thankyou so much. I will be there with bells on. Here is the info you need per EC

1. SA [REDACTED]
2. Same as above
3. [REDACTED]
4. [REDACTED] assigned to FCI [REDACTED]
5. BUCAR
6. Mobile [REDACTED]

b6
b7C
b7E*IOAN*

Again THANKYOU SO MUCH!!!! If you need anything else please let me know.

>>> [REDACTED] 01/14 9:10 AM >>>

Hey, [REDACTED] Based on a variety of occurrences here over the past two days, you're being offered a position in CI Ops Course 03-02, starting 1/27 at QT. Copy of EC attached.

Pls confirm with me ASAP your ability to attend. Thanks !

b6
b7C

Regards,

[REDACTED]

CC: [REDACTED]

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From: [redacted]
To: [redacted]
Subject: Re: Status for CI Ops 03-02 ?

b6
b7C
b7E

Hi [redacted]

To complete the registration process please complete an FD-878 and have your training tech entered your name into the [redacted] system, class number 0305o5 001, this will ensure a smooth registration on Sunday evening, thanks and see you at the end of the month, thanks

>>> [redacted] 01/14 8:23 AM >>>

[redacted] - No problem. Thanks for the updated info. [redacted] and I look forward to seeing you in a few weeks at QT.

Regards,
[redacted]

>>> [redacted] 01/13 3:28 PM >>>

Sorry for the delay, our computers were down. I will be in attendance at the course. Here is my information.

b6
b7C

- 1) Official Bureau Name: [redacted]
- 2) Preferred Name: [redacted]
- 3) SSAN: [redacted]
- 4) EOD: [redacted] Transferred to MM [redacted] in [redacted] from NK
- 5) I may be driving bucar is the boss will sign off on it.
- 6) [redacted]

ITAN

Again, sorry for the delay.

b6
b7C

>>> [redacted] 01/13 9:24 AM >>>

Ladies and gentlemen -

Good morning from the Hoover building. I have not heard anything from you as to whether or not you will be attending the CI Ops Course starting 1/27. If you would be kind enough to email me today ASAP and let me know, it would assist greatly in attendance planning.

Regards,
Rick

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From: [redacted]
 To: [redacted]
 Date: Mon, Jan 13, 2003 10:32 AM
 Subject: Re: Status for CI Ops 03-02 ?

[redacted]
 Thanks for the quick response. It's appreciated. [redacted] and I look forward to seeing you on the 26th at QT
 ! Safe travel.

Regards,

>>> [redacted] 01/13 10:07 AM >>>
 Sorry about that. I overlooked the info required.

1. [redacted]
2. [redacted] (male by the way)
3. [redacted]
4. Bureau EOD [redacted] FCI EOD [redacted] (approx)
5. Bucar
6. Jacksonville [redacted] Nextel, I am never at my desk)

If you need anything else, let me know.

>>> [redacted] 01/13 9:50 AM >>>
 [redacted]

Thanks for the quick update. If you would be kind enough to email me the 6 pieces of info requested in the EC, I'd appreciate it. [redacted] and I look forward to seeing you at QT later this month.

Regards,

>> [redacted] 01/13 9:46 AM >>>
 As far as I know, I will be attending.

Thanks.

Jacksonville

>>> [redacted] 01/13 9:24 AM >>>
 Ladies and gentlemen -

Good morning from the Hoover building. I have not heard anything from you as to whether or not you will be attending the CI Ops Course starting 1/27. If you would be kind enough to email me today ASAP and let me know, it would assist greatly in attendance planning.

Regards,

From: [redacted]
 To: [redacted]
 Date: Mon, Jan 13, 2003 10:25 AM
 Subject: Re: Status for CI Ops 03-02 ?

[redacted]
 Thanks for the quick response. It's appreciated ! See ya on the 26th ! Safe travel.

b6
 b7C

Regards,

[redacted]
 >>> [redacted] 01/13 10:00 AM >>>
 Hello Again;

[redacted] here are the six answers to the questions:

- 1) [redacted]
- 2) [redacted]
- 3) [redacted]
- 4) Bureau EOD [redacted]
 FCI program [redacted]
- 5) Airline (schedule to be determined)
- 6) FBI Houston, [redacted] Supervisor ex [redacted]

See Ya on the 26th.

[redacted]
 >>> [redacted] 01/13 8:49 AM >>>
 Hi, [redacted] ! Believe me, I understand your shock.

Yup - we now have Room Service, a Concierge and - would you believe it? - Jacuzzis !!! 8-) And
 we're going to a 3-day work week, you'll get a Bucar to keep throughout your entire career (new one every
 two years) and Sorry. Sometimes my cynicism and my sarcasm get mixed up !!!

Really, though [redacted] and I look forward to seeing you on 1/26 at QT. If you could email me with the 6
 pieces of info requested in the EC, it would be appreciated.

See you later this month !

Regards,

b6
 b7C

[redacted]
 >>> [redacted] 01/13 9:42 AM >>>
 Hello [redacted]

Sorry to keep you waiting, but the shock of being awarded a one month vacation to Quantico is hard to
 comprehend. I've had one weekend of denial, but the supervisor confirmed, I'm attending
 the CI Ops Course starting 1/27. Could you confirm [redacted] does have room service during
 the Ops Course.

See Ya

b6
b7C

>>> 01/13 8:24 AM >>>
Ladies and gentlemen -

Good morning from the Hoover building. I have not heard anything from you as to whether or not you will be attending the CI Ops Course starting 1/27. If you would be kind enough to email me today ASAP and let me know, it would assist greatly in attendance planning.

Regards,

CC:

b6
b7C

~~SECRET~~

FEDERAL BUREAU OF INVESTIGATION

Precedence: DEADLINE 01/10/2003

Date: 12/19/2002

To: Counterintelligence Division

Attn: Assistant Director
David W. Szady

From: Atlanta [redacted]

Contact: [redacted]

Approved By: [redacted]

Drafted By: [redacted]

cvg [redacted]

Case ID #: (U) [redacted]

(NONE) [redacted]

Title: (U) COUNTERINTELLIGENCE OPERATIONS
COURSE #03-02:

[redacted]
01/27 - 02/21/2003;
TR #51AG030514
ITAR #030505 001

Synopsis: (U) To advise of SA [redacted] inability to
attend captioned in-service.

(U) ~~(S)~~

~~Classified By: 3022, NS-5/CD
Reason: 1.5(c)
Declassify On: X1~~

(U) Details: ~~(C)~~ Currently, Special Agent (SA) [redacted] is
assigned to the Atlanta Division, [redacted]
[redacted] responsible for investigating [redacted]

[redacted] Currently, SA
[redacted] is [redacted]

[redacted] Numerous ongoing
investigative matters will preclude his attending referenced in-
service. [redacted]

[redacted] FBI and being worked jointly with state, local, and
[redacted]

~~SECRET~~

b6
b7C
b7E

b6
b7C
b7E

b6
b7C
b7E

~~SECRET~~

To: Counterintelligence Division

From: Atlanta

Re: (U) [REDACTED] (NONE) , 12/19/2002

other federal agencies. Coordination by SA [REDACTED] of these is requisite.

b6
b7C
b7E

It should be noted that e-mail messages advising of such have been sent to both [REDACTED] Special Agents [REDACTED] and [REDACTED]

♦♦

~~SECRET~~

From:

To:

Date:

Subject:

Mon, Dec 16, 2002 9:28 AM

Info re CI Ops Attendance

[redacted]

Just to clarify - Per the conversation [redacted] I had with [redacted] last week (Wednesday?), we will NOT be bringing the following personnel back for the CI Ops Course for the foreseeable future:

b6
b7C
b7E

[1] Anyone working CT matters:

[2] Anyone in [redacted]

[3] Any support personnel;

[4] Anyone working [redacted] matters; and

[5] Anyone working [redacted] CI matters still assigned to IT squads.

Sooooo.....that's our story and we're stickin' to it !

Regards, as always,

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From: [redacted]
To: [redacted]
Date: Thu, Jan 9, 2003 12:09 PM
Subject: Re: CI OPS COURSE 03-02

b6
b7C

[redacted] Thanks for the quick response. [redacted] and I look forward to seeing you at QT ! Have a safe drive.

Regards,

[redacted]

>>> 01/09 11:27 AM >>>

1. [redacted]
2. [redacted]
3. [redacted]
4. EOD [redacted] FCI EOD [redacted]
5. Traveling to/from Quantico via personally owned vehicle.
6. Detroit, [redacted]

Thanks

[redacted]

CC:

[redacted]

[redacted]
emailed
1/9

b6
b7C
b7E

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From:

To:

Date:

Subject:

Thu, Jan 9, 2003 12:54 PM

Re: Update of "Activation" of STANDBY personnel

b6
b7C

Thx for the quick response. See you at QT. BTW [redacted] says "Hi!". Wishing you safe travel ...

Regards

>> [redacted] 01/09 12:38 PM >>>

1)

2)

3)

4) EOD:

Assignment Date:

b6
b7C

5) POV

6) Miami Division

*emailed
1/9*

>> [redacted] 01/09 12:37 PM >>>

Thanks for the response ! See you and [redacted] in a few weeks ! If you can email your "6 points of information" (in the EC) sometime in the next few days, it would be appreciated.

Thanks !

>>> [redacted] 01/09 12:03 PM >>>

SA [redacted] will be attending.

b6
b7C

>> [redacted] 01/09 10:52 AM >>>

Greetings from the Seat of Government !

As of 10AM this morning (01/09/2003), the following personnel originally designated on the "STANDBY" list are **NOW DESIGNATED TO ATTEND CI OPS 03-02, 1/27-2/21/03 at Quantico:**

NEWLY ADDED AS OF 01/09/2003:

MM

SF

b6
b7C

SF

SF

(Pls let me know ASAP if you can make it. If you can't make it, pls see note below)

+++++

From: [REDACTED]
To: [REDACTED]
Date: Thu, Jan 9, 2003 1:42 PM
Subject: Re: Update of "Activation" of STANDBY personnel

[REDACTED]
Thanks for the quick response. We look forward to seeing you at QT !

b6
b7C

Regards,
[REDACTED]

>>> [REDACTED] 01/09 1:28 PM >>>

- (1) SA [REDACTED]
- (2) same as (1)... if it fits!
- (3) [REDACTED]
- (4) EOD [REDACTED] CI [REDACTED]
- (5) Air Travel [REDACTED]
- (6) MM [REDACTED] direct.. [REDACTED] main...

envelop

>>> [REDACTED] 01/09 12:56 PM >>>

[REDACTED] BTW, if you get a chance in the next few days, would you throw me an email with your "6 points of info" (in the EC) in it? Thx !

>>> [REDACTED] 01/09 11:43 AM >>>

[REDACTED] FYI [REDACTED] was designated PRIOR to your 1/9/03 update. So this may create an additional slot?

b6
b7C

By the way, I will be joining [REDACTED]

>>> [REDACTED] 01/09 10:52 AM >>>

Greetings from the Seat of Government !

As of 10AM this morning (01/09/2003), the following personnel originally designated on the "STANDBY" list are **NOW DESIGNATED TO ATTEND CI OPS 03-02, 1/27-2/21/03 at Quantico:**

NEWLY ADDED AS OF 01/09/2003:

[REDACTED] MM
[REDACTED] SF
[REDACTED] SF
[REDACTED] SF

(Pls let me know ASAP if you can make it. If you can't make it, pls see note below)

+++++

b6
b7C

Added previously on 01/08/2003:
(edited a/o 1/9/03 based on responses thus far)

[REDACTED] NH
[REDACTED] AL

From: [redacted]
To: [redacted]
Date: Fri, Jan 10, 2003 12:17 PM
Subject: Re: CI Ops Course 03-02

[redacted]
Thanks for the info, but are you coming in place of [redacted] If you're not, then I need to have some further communication with [redacted]

b6
b7C

[redacted]
Thanks
[redacted]

>>> [redacted] 01/10 11:49 AM >>>

I will be attending the CI Ops Course beginning 1/27/03. My information is as follows:

Official Bureau Name..... [redacted]
Name Strip..... [redacted]
SSAN..... [redacted]
Agent EOD..... [redacted]
Assigned FCI..... [redacted]
Transportation.....Bucar
Field Office.....New York
Contact Number..... [redacted]

b6
b7C

JDA R

CC: [redacted]

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b6
b7C

From: [redacted]
To: [redacted]
Date: Thu, Jan 9, 2003 4:02 PM
Subject: Room reservations for practicals for 03-02

Hi there !

In the category of advance planning, here's the beginning of space needs :

Thursday, January 30 1-4:30pm

Tuesday, February 4 1-4:30pm

Thursday, February 6 1-4:30pm

legats
legats

[redacted]

rm
..

[redacted] Rms 310 & 410, and the [redacted] conference room and small classroom on the 3rd floor.

Tuesday, February 18 1-4:30pm

Wednesday, February 19 1-4:30pm

[redacted] Rms 310 & 410, the [redacted] conference room and small classroom on the 3rd floor PLUS two additional rooms. [redacted] is acceptable as one - any space with chairs and a door will do.

That's it for now ! The brain cells are dying quickly.

Later !

[redacted]

CC:

[redacted]

- call [redacted] 1/10
sent email

b6
b7C
b7E

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b6
b7C

From: [redacted]
To: 03-02 Standby
Date: Wed, Jan 8, 2003 9:42 AM
Subject: "Activation" of STANDBY personnel

Good morning and Happy New Year to you all. I have returned from holiday leave and culled through my emails and voice mails to ascertain the current attendance needs for CI Ops Course 03-02 and with that in mind, here is the update

As of this morning (01/08/2003), the following personnel originally designated on the "STANDBY" list are **NOW DESIGNATED TO ATTEND CI OPS 03-02, 1/27-2/21/03 at Quantico:**

[redacted]	NH
[redacted]	AL
[redacted]	NY
[redacted]	JK
[redacted]	HO
[redacted]	HO
[redacted]	MM
[redacted]	MM

If you will NOT be able to attend, please let me know ASAP and you are reminded that AD Szady has requested an EC be directed to him (and to [redacted] U/C [redacted] Rm 4634) from anyone not able to attend setting out the reasons you can't come and signed out personally by your ASAC or SAC.

b6
b7C

Thanks and [redacted] and I look forward to seeing you on Sunday the 26th at QT.

Regards to all,

[redacted]

CC:

[redacted]

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[redacted]	1/18/03
[redacted]	AL ✓
[redacted]	HO ✓
[redacted]	HO ✓
[redacted]	HO
[redacted]	Su ✓
[redacted]	WF
[redacted]	OE
[redacted]	WF B1

b6
b7C
b7E

From: [REDACTED]
To: [REDACTED]
Date: Thu, Jan 9, 2003 5:09 PM
Subject: Re: CI OPS COURSE 03-02

b6
b7C

[REDACTED]
Thanks for the info. [REDACTED] and I look forward to seeing you at QT later this month.

Regards,

[REDACTED]
>>> [REDACTED] 01/09 5:03 PM >>>

[REDACTED] I have been advised that I will be attending referenced training. Here is the information requested in pertinent EC dated 12/12/2002.

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]

5. Airline

6. Houston Division [REDACTED]

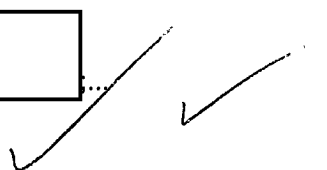
Please confirm receipt of this information via e-mail response to sender.

CC: [REDACTED]

b6
b7C
b7E

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From: [REDACTED]
To: [REDACTED]
Date: Fri, Jan 10, 2003 11:01 AM
Subject: Re: Information



b6
b7C

[REDACTED]
Thanks for the info. [REDACTED] and I look forward to seeing you at QT later this month. Have safe travel.

Regards,
[REDACTED]

>>> [REDACTED] 01/10 10:50 AM >>>
Name [REDACTED]
First [REDACTED]
SSAN [REDACTED]
AEOD [REDACTED] FCIEOD: [REDACTED]
Trans: Bureau Vehicle 94 Acura Legend NY Tag
FO: New York
Tele [REDACTED]
Supervisor: [REDACTED] ext [REDACTED]

b6
b7C

CC: [REDACTED]

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b6
b7C

From: [REDACTED]
To: [REDACTED]
Date: Wed, Jan 8, 2003 5:14 PM
Subject: Re: CI OPS COURSE 03-02

✓

Thanks for the info. We look forward to seeing you in a few weeks !

Regards,

>> [REDACTED] 01/08 4:39 PM >>>

- (1) Official Bureau Name: [REDACTED]
- (2) Name preferred for classroom name strip: [REDACTED]
- (3) SSAN: [REDACTED]
- (4) Bureau Agent EOD: [REDACTED]
- Date when assigned to FCI Program matters: [REDACTED]
- (5) Mode of transportation to/from Quantico: Bucar
- (6) Field Office assignment and telephone number for further contact: New York office [REDACTED]

b6
b7C
b7E

CC: [REDACTED]

Emailed 1/9
[REDACTED]

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From: [REDACTED]
To: [REDACTED]
Date: Wed, Jan 8, 2003 2:28 PM
Subject: Re: CI OPS COURSE 03-02

Thanks for the info, [REDACTED] and I look forward to seeing you the end of the month at QT. Happy New Year.

Regards,

>>> [REDACTED] 01/08 2:24 PM >>>

b6
b7C
b7E

I will be attending captioned training.

- (1) SA [REDACTED]
- (2) [REDACTED]
- (3) [REDACTED]
- (4) [REDACTED]
- (5) Continental Airlines
- (6) Houston Division [REDACTED]

CC: [REDACTED]

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410

From:

To:

Date:

Subject:

[Redacted]

Thu, Jan 2, 2003 2:41 PM

CI OPS COURSE 03-02

b6

b7C

b7E

1

2

3

4

5 - Airline

6

[Redacted]

[Redacted]

[Redacted]

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SV

From: [redacted]
 To: [redacted]
 Date: Mon, Dec 23, 2002 9:44 AM
 Subject: Re: CI OPS Course 03-02

[redacted]

I Fedexed the 878 to my supervisor on Thursday, so I would expect that our training coordinator, [redacted] would receive it today or tomorrow.

b6
b7C

Thanks,

[redacted]

>>> [redacted] 12/20 7:03 AM >>>

Hi [redacted] Please submit your name on a FD-878 to your training tech [redacted] class number 030505 001 to complete registration for CI OPS, thanks, see you in January,

[redacted]

>>> [redacted] 12/19 1:48 PM >>>

[redacted]

b6
b7C
b7E

Here is the information requested in your EC dated 12/12/02:

1. [redacted]
2. [redacted]
3. [redacted]
4. EOD of [redacted] Assigned to FCI or [redacted]
5. EC submitted to drive Bucar: if approved will drive
6. Salt Lake City Division [redacted]

Thanks for getting me into the class and I look forward to seeing you in January.

[redacted]

CC:

[redacted]

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su

From: [redacted]
To: [redacted]
Date: Thu, Dec 19, 2002 2:01 PM
Subject: CI OPS Course 03-02

[redacted]

Here is the information requested in your EC dated 12/12/02:

1. [redacted]
2. [redacted]
3. [redacted]
4. EOD of [redacted] Assigned to FCI on [redacted]
5. EC submitted to drive Bucar; if approved will drive
6. Salt Lake City Division [redacted]

Thanks for getting me into the class and I look forward to seeing you in January.

[redacted]

b6
b7C
b7E

emailed 12/20

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HN

From: [REDACTED]
To: [REDACTED]
Date: Tue, Dec 31, 2002 7:16 PM
Subject: CI OPS COURSE 03-02

here is my info for the bci course:

[REDACTED]
EOD [REDACTED]
TRANSPORT BY AIR
HONOLULU [REDACTED]

FCI: [REDACTED]

CC: [REDACTED]

b6
b7C
b7E

[REDACTED]
Emailed 1/6

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PV
From:

To:

Date:

Subject:

Thu, Dec 19, 2002 8:02 PM

CI OPS Course #03-02

b6
b7C
b7E

I forwarded the FD-878 through my SSRA to my Training Coordinator.

The info you requested is as follows:

1.

2.

3.

4.

5. BUCAR

6. Albany

See you soon, and thanks for getting me into this class. I am really flying by the seat of my pants up here.

By the way, if you have one, can I get a copy of the course syllabus? I understand it is everchanging, but it would be nice to know what's ahead.

Thanks!!!!

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~~Secret Working Papers~~**Counterintelligence (CI) Operations Course (03/01)**

Detailed below are responses received from FBI field and Headquarter's personnel who attended the CI Operations course held from 10/21/2002 to 11/15/2002, at the FBI Academy, in Quantico, Virginia. The survey was administered by the Counterintelligence Division's [redacted] (CI) [redacted] four months after the course. The primary purpose of the survey was to assess the effectiveness of instructional blocks and strengthen the agenda for future CI Operations courses. Sixteen of the twenty two course attendees responded to the survey.

All of the FCI personnel who responded to the survey advised that training received at the CI Operations course was beneficial. Attendees indicated that information provided during the course had helped them prepare for interviews, develop operational initiatives [redacted], and conduct investigations. Students noted they found the course practicals to be valuable, and that these exercises gave them a better understanding of the concepts taught in the formal presentations.

Many attendees advised that the CD section and unit presentations could be improved, adding that they had found these briefings to be generally disorganized and lengthy. Students suggested future CD section/unit blocks focus on material of more value to field personnel (i.e., [redacted] CD unit POCs, etc.). Approximately 25% of those who responded to the survey expressed the opinion that the course was too long.

Questions, Responses, & CD [redacted] Comments

♦ **Has information provided in the CI Operations course assisted you in performing your foreign counterintelligence duties? If yes, please provide examples.**

(Note: In some instances, the following material has been edited to improve clarity and readability.)

Responses:

* "Yes, for example, previous to the course, I had no idea about how to [redacted]
[redacted] Their help should be significant to one of my cases."

* "Yes, my background is [redacted]
[redacted] and reassigned to work FCI matters. The CI Ops course gave me an understanding of the FCI strategy within the FBI, as well as a basic understanding of how to conduct an FCI investigation, which is [redacted]
[redacted] CI Ops gave me an understanding

DATE: 01-17-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c)
DECLASSIFY ON: 01-17-2037

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WHERE SHOWN OTHERWISE

~~Secret Working Papers~~

~~Secret Working Papers~~

of [redacted] and the investigative techniques which are allowed in each type of investigation in accordance to AG Guidelines and the NFIP." CI Ops provided a general knowledge of the paperwork which is completed in furtherance of an FCI matter. I have found the sample forms which were provided during the course to cover the many different types of communications written in an FCI matter to be a useful guide. The knowledge gained in the CI Ops course helps to establish a good foundation from which to start understanding FCI investigations."

b6
b7C
b7E

* "Yes, although I worked [redacted] I really had no idea about the basics of CI investigations. The course was extremely informative and necessary for me to successfully handle my new responsibilities."

* "Yes, the instruction and liaison has enabled me to: understand objectives of the Program, [redacted] gather intelligence [redacted] and assist other Agents with paperwork and [redacted]

(S) * "Yes, prior to attending the course, I had minimal experience in FCI operations. The course gave me a good overview [redacted] a wide variety of FCI investigations. The course provided me with a good foundation. Since I have graduated, I have been assigned as a Case Agent to several FCI investigations, to include a [redacted] espionage investigation."

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(S) * "The overall concept of the course has helped me in many ways. I work [redacted] [redacted] therefore, many of the subjects taught are not applicable to my case work. I am sure though that they will be applicable if I am ever transferred [redacted] The practice interviews and feedback were helpful. The exercises taught me about [redacted] I also learned to better understand [redacted]

* "The Counterintelligence (CI) Operations course was, in a general sense, helpful to me in my CI efforts in New York. Three topics that have been helpful are Analysis as an [redacted]

b7E

* [redacted] I have greater confidence in providing guidance to the field regarding operational planning. I now am asking the correct questions of the Case Agents to obtain the information necessary for HQ to effectively evaluate operational proposals. The course has provided me with the knowledge necessary to recommend a variety of techniques and alternatives on the proposals to the field."

* "Yes, the course provided a basic understanding of guidelines governing investigating national security matters. It provided a basis understanding of how [redacted] It also furnished [redacted]

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* "In [redacted] with the aid of [redacted] The [redacted] for the operation was an Instructor who addressed the class during Week 2 of the Course. As the Case Agent on two investigations involving [redacted] I am constantly requesting [redacted] The

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presentations from Language Services provided insights to the process of obtaining TDY support and provided alternatives when TDY support is

unavailable. The interview practical problems were good experience and covered a wide range of investigative and operational situations. Similarly [redacted] and were well done. These would be good areas of the course to expand." b7E

* "Yes, I had some FCI experience before attending the course, but I still learned quite a bit. For me, the most helpful part were the interview practicals that we did. These practicals have improved my interviewing skills. The small group format was ideal to sharing experiences and information among the group. The discussions we had on interviewing strategies and the pros and cons of [redacted] were very helpful."

* "Yes, I find myself referencing my CI Ops handouts often. The types of [redacted] serve as a great reference tool. I felt the course provided great insight to the FBI's new Counterintelligence Strategy."

* "The CI Operations course provided an excellent overview of the FBI's FCI Program and furnished me with the basic knowledge needed to conduct effective FCI investigations. It also taught me the extensive history surrounding the Program, how to open and pursue cases, and how to [redacted] Overall, it provided me with an enormous amount of information on several aspects of the FCI Program."

(S) * "Yes, the information provided during the course has helped. Prior to the Course, I didn't know the procedures for [redacted] I was able to share the information with fellow SAs during a squad meeting." b1
b7E

* "Yes, the material provided was helpful. [redacted] is being sought on a pending case."

* "Yes, the course gave me a better understanding of the "big picture" of CI operations that I did not have before."

◆ Please list the topics addressed in CI Operations course that have proven to be of the greatest value to you in the field? Explain why.

Interview Practical

Responses:

* "The Interview Practical - because I was [redacted] I found the practicals to be very helpful when I returned to my office." b7E

* "Conducting the FCI practical interviews were beneficial as it allowed me to [redacted] regarding FCI matters."

* [redacted] - this block was the best part of the class since we actually

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performed our duties as we are expected to do in the field. It was also good because we got immediate feedback on our efforts -- very useful."

* "FCI Interviews - - I needed to get into the FCI mind-set of conducting interviews."

Case Presentations

Responses:

* "Case Presentations (i.e., listening to Case Agents talk about the Hanssen Case, [redacted] [redacted] -- I think the best way to learn how to work FCI cases is to listen to Agents discuss their successes. Not only does it expose you to how the foreign intelligence services are operating, it also helps you learn what to do (and what not to do as well)."

* "Case studies/presentations of recent counterintelligence and espionage investigations were enlightening, especially when presenters shared the good, the bad, and the ugly. Learning from the experience of others was a valuable element of the entire course."

(S) * "Case presentations on [redacted] It put everything into perspective from positive techniques to pitfalls in employing these types of operations."

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CD Operational Section/Unit Briefings

Responses:

* "Developing Liaison and Contacts at Headquarters and Field Offices - I now have a better understanding of how to use the resources available at FBIHQ and the field."

* "Presentations by the various CD Sections/Units --- these presentations gave me an overall picture of how CI operations are managed, furthermore, it gave me a point of contact in each unit."

* "The blocks of presentations by the various HQ units were very informative and provided the class with the knowledge as to who does what at HQ. [redacted] this information enables me to direct the field to the appropriate operational unit if needed. One of the 'gripes' with SAs in the class was not knowing who to contact at HQ for various issues, and getting the 'run around' when they do reach out to HQ. The unit presentations also proved useful in letting the class know about what is of interest to the HQ units. Lastly, as [redacted] I sometimes come across information regarding [redacted] I now know not only which unit to contact, but in some cases, who in that unit to contact and share information with."

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* "Personally, I found the various Headquarter's unit presentations most beneficial. The briefings thoroughly explained each unit's area of responsibility and also supplied contact info for various unit administrators (something I did not have prior to the class)."

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b7E**FCI Paperwork and Admin Issues****Responses:**

* "The first week of CI Ops was of value as it provided the basics of FCI investigations, including matters addressed in the NFIP, such as [REDACTED] The NFIP should be used in CI Ops as it gives the definitive direction in conducting the investigations. Agents should become more familiar with the NFIP and where to find the answers to questions that may arise."

* "Administration --- gave me clear guidance on how to initiate, monitor and exploit various types of FCI cases."

Responses:

* "Instruction regarding [REDACTED] was valuable. As with [REDACTED] is a must in order to investigate FCI matters effectively. [REDACTED] included basic information regarding [REDACTED]

* [REDACTED] because [REDACTED]

b7E

* "Instead of charging right into an investigation, I now reflect on issues such as [REDACTED] Therefore, I always consider [REDACTED] now. To me, the subjects listed above are the core of our CI operations."

* [REDACTED] -- I had no understanding of the [REDACTED]

* [REDACTED]

Responses:

* [REDACTED] the presentation was very helpful in discussing and showing what [REDACTED]

* [REDACTED] opened my eyes in regards to what to consider while [REDACTED] Having been through the actual demonstrations drives home the point that [REDACTED]

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(S) * [redacted] was an important topic because it gives you an idea of how [redacted] Training received on surveillance [redacted]

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* "Practical exercises such as role playing interviews, introduction to [redacted] because now I am aware of [redacted]

[redacted] and Related Issues

Responses:

[redacted] --- This was all new to me - it was explained well and I found it to be very helpful when working on [redacted]

(S) * [redacted] The course reinforced the fact that [redacted]

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(S) * "The Overview on [redacted] proved helpful to me when planning [redacted] since returning from the course."

(S) * "The presentation regarding [redacted] have enhanced my knowledge of the various techniques used in conducting CI investigations. This information has enabled me to better identify what is required in various operational proposals."

* "The block on [redacted] proved helpful when [redacted]

(S) * "While I have not had the opportunity to have [redacted] the introduction to the Bureau approach was good preparation. With the world becoming smaller each field office, regardless of size or location, should have Agents prepared to [redacted]

(S) [redacted]

(S) * "The [redacted] block was also helpful. This is probably the one area of FCI that I have the least experience and yet it is very important. It has helped me to [redacted] in my case work."

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* "The Intelligence Officer class was very helpful. We got a reverse view of our work and it helped me to better understand what to look for when conducting my work.."

[redacted] and Legal Issues

Responses:

* [redacted] provided clear guidance on when and how to initiate these sensitive techniques."

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* "The [] presentation has proved to be very useful. I have coordinated [] the class and have put the knowledge derived from the presentation to good use. Also, during the class I was able to share with SAs the HQ perspective of the [] process, and what that process entails at the HQ level."

* "The day of presentations b [] was helpful and should remain part of the course."

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* "Authorities and Guidelines --- I have to know the Guidelines and how to be administratively pure."

* "A case that I am an alternate Agent on has [] o some of the training received on this topic."

Analysis

Responses:

* "Analysis as an Investigative Tool was a proper reminder to me as an Agent to stop once in awhile and look at the big picture. As an investigator, my case load is ever expanding and with that expansion, the pace of each work day becomes more intense. Scheduling a day to analyze each case has pulled me from the busy pace back to doing the job at hand."

* "The analytical presentations, some of which were given jointly with the operational units, provided me with insight into the various programs. Though similar to the [] these presentations provided an analytical perspective which is not widely available in the field."

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♦ Please list the topics addressed in the CI Operations course that have proven to be of the least value to you in the field? Explain why.

Attorney General Guidelines

Responses:

* "The briefings regarding the AG Guidelines -- I was frustrated because none of the instructors were able to provide each of us with a copy of the most current AG Guidelines. This issue has been addressed by the placement of the AG Guidelines on the Counterintelligence Division Web Site."

CD [] Comments [] endeavors to provide students with the most recent copies of the AG Guidelines. As the student indicates, this problem has been satisfactorily addressed with the placement of the Guidelines on the CD Web Site.

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b7C~~Secret Working Papers~~**FCI Report Writing, Paperwork, and Related Admin Issues****Responses:**

* "The NFIP Manual discussions -- again, I think that each of us should have had a copy of the NFIP Manual at our desk in the classroom. If the NFIP Manual is the FCI/IT equivalent to the MIOG, I think more time should have been devoted to talking and going through it. I got back to my division and the only copy I could find was in the Supervisor's office, and it was extremely outdated. The Counterintelligence Division Web Site has a link to the Manual now, but it is still not working correctly (I have spoken with several people at FBIHQ about this). I have spent a considerable amount of time trying to get a complete, current copy."

* "Writing Techniques --- I understand administrators are complaining about report writing, but this should be addressed in the Academy and not during the CI Ops course. I felt it was a waste of time and used as a filler."

* "Report Writing -- I needed the guidance on how to write FCI reports; however, this was the third in-service at which I have received instruction on how to write. If writing is such a problem in the Bureau, QT should offer a report writing in-service."

* "Useful Writing Techniques, Report Writing, and the briefings by different sections from HQ were not useful, except for the one that pertained to [REDACTED]"

CD [REDACTED] **Comments:** Instructional blocks concerning report writing and guidance on drafting Bureau communication will continued to be included in future course agendas. Many students have requested this material be provided, and [REDACTED] believes it is a topic that must be addressed in a basic CI training venue.

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CD [REDACTED]

Responses:

* "The briefings by the FBIHQ Units -- I think the presentations were very unfocused and disorganized. They did not have an organizational chart that I could use to easily determine who I needed to talk to at FBIHQ when a particular issue that may arise. I also thought that the HQ instructors should have been able to answer our questions on the [REDACTED] Because this was such a high-profile example in the media of how the FBI 'failed,' letting us learn by our mistakes should have been a priority at the Course. Sadly, it was not."

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* "FBIHQ Section Overviews -- These were too long and not every section was represented. Section overviews should include each CD section, with a short fact sheet being provided as to what each section does, with points-of -contacts for field Agents when they have questions or need assistance."

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* "Counterintelligence Divisions [redacted] Presentations --- most of these were interesting but I think we got a little too much. Two days worth should be enough."

* "I found the lectures on threats from HQ units that cover [redacted] to be interesting, however, this was more informative to me then useful."

* "FBIHQ [redacted] - it is important to know your substantive desk and the entire chain of command, but I would much rather hear from the Case Agents who are actually out in the field conducting the investigations. FBIHQ is so buried with demands that often E-mail or telephone messages are not returned when you reach-out for them. I can't recall anyone from HQ visiting my program(s) since working national security matters."

* "Briefs from the HQ Units -- I didn't learn anything new. They did not seem to project confidence in what they are doing for the field. In addition, they did not seem to have the required resident knowledge or experience of the subject matter. (I know some of the speakers have little experience in field work.)"

CD [redacted] Comments: [redacted] believes that CD [redacted] presentations are valuable and should continue to be included in the CI Operations course agenda. Several logistical and administrative issues arose during the most recent course that had an adverse impact these presentations, and resulted in last minute changes to the agenda. This may have influenced the attendees overall perceptions of the CD operational unit briefings. However, [redacted] will provide CD's operational sections with clear and concise guidance regarding topics that should be covered at the course. This will help to ensure that all CD unit presentations are streamlined, uniform in content, and of increased value to course attendees. It is interesting to note that several students in the same class advised that they found this instructional block to be very valuable.

Practical Exercises**Responses:**

(S) * [redacted] I do not work [redacted] and I felt that the majority of the instruction was directed at [redacted] including [redacted] Not that general information regarding [redacted] was not helpful, but the time allotted to this section of instruction was too long."

(S) * [redacted] only because I work [redacted] and I don't work [redacted]

* "As [redacted] the interview practicals did not provide me with knowledge and experience that I use in my daily duties. However, they did provide me with an understanding form the Case Agent perspective, and the duties they perform in the field. In addition, since the course, I have had the opportunity to participate in an actual field interview and the techniques I learned in course provided me with the knowledge and confidence I needed to conduct the interview."

* [redacted] exercise conducted by the class was of little value to most students. This was probably due to [redacted]

(S) CD [redacted] Comments: This segment will continued to be included in future courses. It is important that all FBI investigators, regardless if they are or are not assigned [redacted] be familiar with [redacted]

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methodologies.

Efforts have been made

to ensure that logistical problems are minimized at future courses.

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Responses:

* [redacted] necessary, but too detailed for an introductory class."

* "The [redacted] presentation -- I didn't recall one bit of information and I have since [redacted] I think it's just one of those topics where it just makes more sense when you actually do it for one of your own cases."

[redacted] -- I have already been to the [redacted] so there wasn't much new here. Aside from that, the instruction was very disorganized. Much of the information was repeated by different instructors and the class focused almost exclusively on legal issues. There are many levels of legal people who are [redacted] so there isn't much concern that an Agent is going to screw something up. What we need here in the field is some instruction on how to [redacted] This isn't covered in the [redacted] either and it is only learned through on-the-job training and/or trial and error."

* "I felt the [redacted] lectures could probably have been covered in a handout."

CD [redacted] Comments: The amount of [redacted] instruction in this course is adequate for a basic course. Attendees are advised that the [redacted] distance learning course is about to be released, and [redacted] offers a week-long course entitled [redacted] Also, all FCI Agents will be exposed to mandatory [redacted] training imposed by the Deputy Attorney General in the next several months [redacted] is involved in shaping and delivering this training).

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Handling Classified Material**Responses:**

* "Handling Classified Materials -- "Too detailed and difficult to follow -- should be replaced with more info addressing the FCI Program's objectives, reviewing CD's organization (to include names and phone numbers), and interviewing."

CD [redacted] Comments: Many SAs have requested that this topic be addressed in the course. It has been well received by the majority of students and will continued to be included in future course agendas.

Responses:

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* [redacted] but that is only because I'm in a [redacted]

(S) [redacted] is not prevalent here, but it should be addressed."

* [redacted] This topic is needed; however, the overall time spent on it could have been reduced."

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* "If I had to list something, I would suggest shortening the practical exercises concerning [redacted]

CD [redacted] Comments: Several problem arose during the [redacted] block that may have influenced student responses (i.e. [redacted] and caused other logistical delays, etc.). It should be noted that during the most recent CI Operations course, this block received a perfect 5.00 overall score.

Homework Assignments

Responses:

* "Evening assignments weren't beneficial because you can't take your classified work home with you at the end of the day."

CD [redacted] Comments: Staff instructors will continue to assign homework assignments at future iterations of this course. [redacted] believes that these assignments serve to reinforce important information presented in class, and also act as a effective means to stimulate interaction and discussion among students.

♦ Since returning to your field division, please identify areas you think should be more fully developed in future CI Operations courses.

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FCI Paperwork and Admin Matters

Responses:

* "I believe more emphasis should be focused on administrative requirements (i.e. [redacted] what [redacted] is required [redacted] Most of my work involves these administrative requirements, so it would be helpful to spend more time on the following issues."

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* [redacted] and the [redacted] position/role."

* "Administrative tips for running a major investigation, involving [redacted] or other sophisticated techniques, would be helpful. "

* "The time allocated to the writing block would be better spent in practical or role playing exercises, or covering another topic in greater depth. If class attendees need writing instruction, they should attend a

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separate class. Keep the CI Operations course focused on operational matters."

* "Include info accomplishment statistics."

(S) * "Report writing in general, but specifically what should or should not be included in an annual LHM, [redacted] request."

* "I can't seem to find anyone who has the proper format for an LHM, probably because there isn't one. Most people have similar formats, but there is no set format. If FBIHQ, or [redacted] were to come up with the required format to be used from now on, it would save all the new people the hassle of deciding which Agent's format they want to use. The same goes for the Quarterly Status Report. I assume that's the same as an LHM, but it doesn't say that anywhere in the NFIP Manual."

* "There is one specific way that I believe the course could be improved. Training FBI Special Agents to do FCI is one thing. Training FBI Special Agents to do FCI paperwork is yet another. In about half an hour, a person could be given the fundamentals of FCI. Learning the paperwork is the monster that must be slain in order to free Agents to do the job. Most Agents come into the Bureau with the ability to interview, develop sources, and investigate. The paperwork of CI is overwhelming. The thing we need is a book of ponies with a decent table of contents and a comprehensive glossary of terms. Every type of FCI EC and other communications should be contained in such a book. Preceding each communication should be a detailed explanation of the communication. A corresponding

[redacted] should accompany the book of ponies. Finally, although this is not under the control of [redacted] the format for each type of written communication should stay constant so as to allow the book to be relevant for at least a few years."

(S) * "Better blocks on [redacted] CI matters. In relation to the current world situation, both should be emphasized greater during the course. Also include more instruction on [redacted]"

(S) [redacted]
CD [redacted] Comments: The course agenda includes several hours of instruction devoted to the correct drafting of FCI Program communications. Additionally, various legal and operational training blocks (i.e. [redacted] etc.) address related paperwork and admin issues.

[redacted]
Responses:

(S) * "More discussion regarding working FCI matters [redacted]"

* "Traditional FCI -- because I work non-traditional FCI, and could not employ some of the suggested techniques with the subjects of my investigations."

* "I work in [redacted] Consequently, I work a wide variety of FCI investigations. This course appeared to be designed for someone who would specialize in particular areas of FCI. Most of the techniques were

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designed for someone who worked with a squad. I work by myself or with [redacted]

(S) * "Perhaps one of the four could be from [redacted] to offer students [redacted]
(S) [redacted] a different perspective, and provide advice to students who find themselves working [redacted]

(S) * [redacted] Classes: For [redacted] it is likely that these two cases could crop up (especially [redacted] I think there should have been more emphasis on this."

(S) * "I would recommend that an investigative strategy course be developed for offices that aren't dealing with [redacted] I feel the rest of us are chasing down 'ghosts' as compared to 'shadows' [redacted]

(S) [redacted]
(S) [redacted] The way we go about our investigations to uncover a bad guy seems to be very different from the [redacted]
(S) [redacted] mentioned above."

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CD [redacted] Comments [redacted] believes that all course instructional blocks include material that is applicable for investigators [redacted] Also, in recent courses, [redacted] has selected Agents [redacted] to serve as class counselors.

U.S. Intelligence Community (USIC)

Responses:

* "With the sharing of information in the Intelligence Community (IC) comes the problem of [redacted]
[redacted] Instruction should be given to address this issue."

* "The course should cover how to [redacted]
[redacted] Furthermore, I had to use a contact from the class to determine what [redacted] stood for. What I find interesting is that I have no way to determine the identity of [redacted] This makes no sense. I should be able to [redacted]
(S) [redacted] I'd like to know [redacted] and therefore gather what needs to be gathered and shared."

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* "Include a joint FBI [redacted] briefing that address how better coordinate investigations."

* "Include more practical guidance on how to interact with the Intelligence Community."

CD [redacted] Comments: The current course agenda includes presentations that address how USIC agencies interact with the FBI in FCI cases. Presentations are given to [redacted] Speakers will continue to be reminded to explain the various unique acronyms commonly used by their respective agencies.

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Practical Exercises

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* "As in New Agents training, develop a practical to follow a realistic scenario of an FCI investigation that would be conducted from the opening to closing of the investigation, with discussions regarding the investigation as it proceeds."

* "Operational exercises (i.e. interviewing [redacted] surveillance [redacted] exercises, etc.) should be expanded and should be realistic in nature. For example, the [redacted] practicals were more of an observatory nature rather than participatory. SA and [redacted] personnel will learn more by practicing surveillance techniques and operational acts. [redacted] could be used to instruct, conduct or assist in the surveillance exercises."

b7E

* "More street exercises and small group exercises. Something was always learned when different groups of students explained how and why they approached the a problem."

(S) * [redacted] this was an excellent exercise but there were a lot of opportunities that we could have taken advantage of during the course that we didn't. It would have been good to actually [redacted]

[redacted] Although this isn't really what we do, it was very helpful to understand [redacted] With a little tweaking, this could have been a pretty good exercise. I think an option would be to give the students a task (i.e. [redacted])

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(S) * "The only thing I would suggest is that in the practical exercise, I would have liked to have seen it [redacted]"

(S) CD [redacted] has added more practicals to the course agenda. This includes exercises that focus on [redacted]

Advanced Training**Responses:**~~Secret Working Papers~~

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* "I would like to have an opportunity to receive more in-depth training on many of the things covered in the course. Once you are assigned to a squad, you aren't really given much time to 'learn how to swim.' It's sink or swim, so, I believe the quicker we could be taught basic and advanced FCI skills, the better it would be for Agents investigating in the field."

CD [] is planning advanced training in-services. Also, several new [] distance learning and interactive computer courses will soon be released that will provide investigators additional FCI training opportunities.

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[]

Responses:

* "I think there should be more discussion of []
[], and if our Agents aren't aware of what to look for, they may not know what questions to ask."

CD [] Comments: [] believes this topic is adequately covered during the Espionage block, and by the appropriate CD [] Efforts will be made to identify and provide additional handout material on the topic.

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[]

Responses:

* [] CD's three-day course (or a variation thereof) that was presented at HQ in 2002. During the CI Ops presentation, SAs asked many questions regarding techniques, in particular, what could be used to [] The Instructor was not able to provide any additional guidance []

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(S)

CD [] Comments: A full day of the course agenda is devoted to [] Also, [] are covered in other instructional blocks, such as the Behavioral Analysis Program presentation. [] conducts an [] course that covers many of the topics cited in the above student response.

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Investigative Tools**Responses:**~~Secret Working Papers~~

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* "The Special Tools section should be expanded to better advise SA and [] personnel the procedures necessary for employing the use of these services during the course of their investigations. I recently guided a Case Agent through the process [] The process was a learning experience for all involved. Though I was able to refer to my notes from class, there was no specific guidance on how to proceed."

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CD [] Comments: Four-to-five hours of the course agenda focuses on special tools available to field investigators. Instructors for these topics are advised to provide information on how field personnel can request and obtain these special services.

◆ **Would you recommend the CI Operations course to your co-workers? Why or why not?**

Responses:

* "Absolutely -- too often in the Bureau, Agents are forced to conduct investigations without any specific training related to the type of program they are working. What happens is that Agents have to learn by trial and error (not good considering the importance of FCI). I believe that Agent mentoring programs are not common in the field. This course has given me a good head start. I am now a field Training Agent for a new Agent who is fresh out of Quantico, and is on my FCI squad. But because I attended the CI Ops course, I might not always know the answers, but now I know who to talk to and get the answers."

* "Yes --- even though I believe the course could and should be shortened in length, it gave me a basic understanding of the nature of FCI investigations. For someone who has never worked an FCI matter before, it was beneficial."

* "Overall yes, however, it has got to be shortened to two weeks. On the other hand, if it needs to be four weeks, have the last two weeks be intensive role-playing scenarios -- everyone's attention was taxed to the limit by
Week 4."

* "Absolutely -- I was very impressed with the quality and commitment of the instructors and staff. The objectives were well communicated. I left feeling that I understood what was expected of me."

* "Yes, however, the course could be shortened, or the overall quality of the guest instructors should be increased. The [] staff instructors were extremely enthusiastic and knowledgeable."

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* "Yes, I would. I also want to comment on the Counterintelligence Division's Web Site. I think it's excellent. It gives us access to the NFIP Manual as well as provides contact information for all the programs."

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* "Yes -- the instruction given at Quantico is outstanding. However, there needs to be more of an emphasis on teaching the paperwork."

* "Yes -- interaction with SAs and instructors proved to be invaluable in terms of sharing of information and knowledge, establishing relationships, and opening lines of communication between HQ and the field. The course also provides the [] with the operational perspective of investigations, enabling th [] to understand the Case Agent's point of view. In addition, the Course provides the [] with the information necessary to make decisions and provide program guidance in support of operations in the field. As an [] was able to share with the class the HQ perspective on various issues. An added benefit, I received valuable reference material from the course. These materials have proven useful in my daily duties as at [] In conversations with other participants (post-class), I have learned that many of the SAs use their class materials for reference."

b7E

* "I recently advised a new Agent assigned to my squad (FCI [] who will be working primarily FCI matters, to forgo attending the basic terrorism in-service in favor of the CI Ops course (because of its role-playing exercises, broader exposure to investigative techniques, and substantive information). Also, the importance of making and building contacts in other field offices and Headquarters as a result of the course cannot be overlooked. Since the course, I have reached out to several of my classmates for assistance or to pass lead information."

* "Yes -- in fact, I already have. With a little work, this could become a top-notch course. It was some of the best training I have ever been to."

* "Absolutely, the course covers the basic elements needed in conducting FCI operations and investigations."

* "Yes, I would recommend the course to others. I really enjoyed learning about the history and processes of FBI foreign counterintelligence work. Since attending the course, I have become much more effective in recognizing and pursuing FCI cases in my division. Also, if one is to be truly effective in the FCI arena, one must have a good working knowledge of, and an appreciation for, the history and mission of the Program. The course delivers in that regard."

* "Yes, I would recommend the CI Ops course. It was especially helpful for someone that does not have the background in national security matters. It helped me to better understand the goals and objectives of CI operations. It also served as a good refresher course for those that had been in the field for a while, giving them the opportunity to get current on the latest changes and developments."

* "Yes, although it was a long course, I found it to be informative and useful."

* "Yes, however, one month of consecutive instruction is too much. How about (2) two-week blocks held over the a one-year span."

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Counterintelligence (CI) Operations Course (03/01)

10/21/2002 - 11/15/2002

Post-Course Survey of Attendees

Detailed below are responses received from FBI field and Headquarter's personnel who attended the CI Operations course held from 10/21/2002 to 11/15/2002, at the FBI Academy, in Quantico, Virginia. The survey was administered by the Counterintelligence Division's [redacted] [redacted] CD [redacted] four months after the course. The primary purpose of the survey was to assess the effectiveness of instructional blocks and strengthen the agenda for future CI Operations courses. Sixteen of the twenty two course attendees responded to the survey.

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All of the FCI personnel who responded to the survey advised that training received at the CI Operations course was beneficial. Attendees indicated that information provided during the course had helped them prepare for interviews, develop operational initiatives (i.e. [redacted] etc.), and conduct investigations. Students noted they found the course practicals to be valuable, and that these exercises gave them a better understanding of the concepts taught in the formal presentations.

b7E

Many attendees advised that the CD section and unit presentations could be improved, adding that they had found these briefings to be generally disorganized and lengthy. Students suggested future CD section/unit blocks focus on material of more value to field personnel (i.e., [redacted] CD unit POCs, etc.). Approximately 25% of those who responded to the survey expressed the opinion that the course was too long.

b7E

Questions, Responses, & CD [redacted] Comments

♦ Has information provided in the CI Operations course assisted you in performing your foreign counterintelligence duties? If yes, please provide examples.

(Note: In some instances, the following material has been edited to improve clarity and readability.)

Responses:

* "Yes, for example, previous to the course, I had no idea about how to [redacted] Their help should be significant to one of my cases."

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* "Yes, my background is [redacted] and reassigned to work FCI matters. The CI Ops course gave me an understanding of the FCI strategy within the FBI, as well as a basic understanding of how to conduct an FCI investigation, which is completely [redacted] CI Ops gave me an understanding of [redacted] and the investigative techniques which are allowed in each type of investigation in accordance to AG Guidelines and the NFIP." CI Ops provided a general knowledge of the paperwork which is completed in furtherance of an FCI matter. I have found the sample forms which were provided during the course to cover the many different types of communications written in an FCI matter to be a useful guide. The knowledge gained in the CI Ops course helps to establish a good foundation from which to start understanding FCI investigations."

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* "Yes, although I worked [redacted] I really had no idea about the basics of CI investigations. The course was extremely informative and necessary for me to successfully handle my new responsibilities."

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* "Yes, the instruction and liaison has enabled me to: understand objectives of the Program, [redacted] gather intelligence [redacted] and assist other Agents with paperwork and [redacted]"

(S) * "Yes, prior to attending the course, I had minimal experience in FCI operations. The course gave me a good overview. [redacted] for a wide variety of FCI investigations. The course provided me with a good foundation. Since I have graduated, I have been assigned as a Case Agent to several FCI investigations, to include [redacted] espionage investigation."

(S) * "The overall concept of the course has helped me in many ways. I work [redacted] therefore, many of the subjects taught are not applicable to my case work. I am sure though that they will be applicable if I am ever transferred [redacted] The practice interviews and feedback were helpful. The exercises taught me about [redacted] I also learned to better understand [redacted]"

* "The Counterintelligence (CI) Operations course was, in a general sense, helpful to me in my CI efforts in New York. Three topics that have been helpful are Analysis as an Investigative Tool, [redacted]"

b7E

* [redacted] I have greater confidence in providing guidance to the field regarding operational planning. I now am asking the correct questions of the Case Agents to obtain the information necessary for HQ to effectively evaluate operational proposals. The course has provided me with the knowledge necessary to recommend a variety of techniques and alternatives on the proposals to the field."

* "Yes, the course provided a basic understanding of guidelines governing investigating national security matters. It provided a basis understanding of how [redacted] It also furnished [redacted]"

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* "I [redacted] with the aid of [redacted] for the operation was an Instructor who addressed the class during Week 2 of the Course. As the Case Agent on two investigations involving [redacted] I am constantly requesting language support. The presentations from Language Services provided insights to the process of obtaining TDY support and provided alternatives when TDY support is unavailable. The interview practical problems were good experience and covered a wide range of investigative and operational situations. Similarly, [redacted] and were well done. These would be good areas of the course to expand." b7E

* "Yes, I had some FCI experience before attending the course, but I still learned quite a bit. For me, the most helpful part were the interview practicals that we did. These practicals have improved my interviewing skills. The small group format was ideal for sharing experiences and information among the group. The discussions we had on interviewing strategies and the pros and cons of [redacted] were very helpful."

* "Yes, I find myself referencing my CI Ops handouts often. The types of [redacted] serve as a great reference tool. I felt the course provided great insight to the FBI's new Counterintelligence Strategy."

* "The CI Operations course provided an excellent overview of the FBI's FCI Program and furnished me with the basic knowledge needed to conduct effective FCI investigations. It also taught me the extensive history surrounding the Program, how to open and pursue cases, and how to [redacted] Overall, it provided me with an enormous amount of information on several aspects of the FCI Program." b1 b7E

(S) * "Yes, the information provided during the course has helped. Prior to the Course, I didn't know the procedures for [redacted] I was able to share the information with fellow SAs during a squad meeting."

* "Yes, the material provided was helpful. [redacted] is being sought on a pending case."

* "Yes, the course gave me a better understanding of the "big picture" of CI operations that I did not have before." b7E

♦ Please list the topics addressed in CI Operations course that have proven to be of the greatest value to you in the field? Explain why.

Interview Practical

Responses:

* "The Interview Practical -- because I was [redacted] I found the practicals to be very helpful when I returned to my office."

* "Conducting the FCI practical interviews were beneficial as it allowed me to [redacted] regarding FCI matters." b7E

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* [redacted] - this block was the best part of the class since we actually performed our duties as we are expected to do in the field. It was also good because we got immediate feedback on our efforts -- very useful."

* "FCI Interviews -- I needed to get into the FCI mind-set of conducting interviews."

b7E

Case Presentations

Responses:

* "Case Presentations (i.e., listening to Case Agents talk about the Hanssen Case, the [redacted] [redacted] - I think the best way to learn how to work FCI cases is to listen to Agents discuss their successes. Not only does it expose you to how the foreign intelligence services are operating, it also helps you learn what to do (and what not to do as well)."

* "Case studies/presentations of recent counterintelligence and espionage investigations were enlightening, especially when presenters shared the good, the bad, and the ugly. Learning from the experience of others was a valuable element of the entire course."

(S) * "Case presentations on [redacted] It put everything into perspective from positive techniques to pitfalls in employing these types of operations."

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CD Operational Section/Unit Briefings

Responses:

* "Developing Liaison and Contacts at Headquarters and Field Offices - I now have a better understanding of how to use the resources available at FBIHQ and the field."

* "Presentations by the various CD Sections/Units --- these presentations gave me an overall picture of how CI operations are managed, furthermore, it gave me a point of contact in each unit."

* "The blocks of presentations by the various HQ units were very informative and provided the class with the knowledge as to who does what at HQ. As [redacted] this information enables me to direct the field to the appropriate operational unit if needed. One of the 'gripes' with SAs in the class was not knowing who to contact at HQ for various issues, and getting the 'run around' when they do reach out to HQ. The unit presentations also proved useful in letting the class know about what is of interest to the HQ units. Lastly, as [redacted] sometimes come across information regarding [redacted] I now know not only which unit to contact, but in some cases, who in that unit to contact and share information with."

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* "Personally, I found the various Headquarter's unit presentations most beneficial. The briefings thoroughly explained each unit's area of responsibility and also supplied contact info for various unit administrators (something I did not have prior to the class)."

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FCI Paperwork and Admin Issues

Responses:

* "The first week of CI Ops was of value as it provided the basics of FCI investigations, including matters addressed in the NFIP, such as [redacted] The NFIP should be used in CI Ops as it gives the definitive direction in conducting the investigations. Agents should become more familiar with the NFIP and where to find the answers to questions that may arise."

* "Administration --- gave me clear guidance on how to initiate, monitor and exploit various types of FCI cases."

[redacted]

b7E

Responses:

* "Instruction regarding [redacted] was valuable. As with [redacted] is a must in order to investigate FCI matters effectively. [redacted] included basic information regarding [redacted]

* [redacted] because [redacted]

b7E

* "Instead of charging right into an investigation, I now reflect on issues, such as [redacted] Therefore, I always consider [redacted] now. To me, the subjects listed above are the core of our CI operations."

* [redacted] --- I had no understanding of the [redacted]

* [redacted]

[redacted]

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Responses:

* [redacted] the presentation was very helpful in discussing and showing what [redacted]

* [redacted] opened my eyes in regards to what to consider while [redacted] Having been through the actual demonstrations drives home the point that [redacted]

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(S) * [redacted] was an important topic because it gives you an idea of how [redacted] Training received on surveillance [redacted]

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* "Practical exercises such as role playing interviews, introduction to [redacted] because now I am aware of [redacted]

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[redacted] and Related Issues

Responses:

* [redacted] --- This was all new to me - it was explained well and I found it to be very helpful when working on [redacted]

(S) * [redacted] The course reinforced the fact [redacted]

(S) * "The Overview on [redacted] proved helpful to me when planning [redacted] since returning from the course.

(S) * "The presentation regarding [redacted] have enhanced my knowledge of the various techniques used in conducting CI investigations. This information has enabled me to better identify what is required in various operational proposals."

* "The block on [redacted] proved helpful when [redacted]

(S) * "While I have not had the opportunity to have a [redacted] the introduction to the Bureau approach was good preparation. With the world becoming smaller each field office, regardless of size or location, should have Agents prepared [redacted]

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(S) * "The [redacted] block was also helpful. This is probably the one area of FCI that I have the least experience and yet it is very important. It has helped me [redacted] in my case work."

* "The Intelligence Officer class was very helpful. We got a reverse view of our work and it helped me to better understand what to look for when conducting my work.."

[redacted] and Legal Issues

Responses:

* [redacted] provided clear guidance on when and how to initiate these sensitive techniques."

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* "The [] presentation has proved to be very useful. I have coordinated [] the class and have put the knowledge derived from the presentation to good use. Also, during the class I was able to share with SAs the HQ perspective of the [] process, and what that process entails at the HQ level."

* "The day of presentations by [] was helpful and should remain part of the course."

* "Authorities and Guidelines --- I have to know the Guidelines and how to be administratively pure."

* "A case that I am an alternate Agent on has a [] so some of the training received on this topic."

b7E

Analysis

Responses:

* "Analysis as an Investigative Tool was a proper reminder to me as an Agent to stop once in awhile and look at the big picture. As an investigator, my case load is ever expanding and with that expansion, the pace of each work day becomes more intense. Scheduling a day to analyze each case has pulled me from the busy pace back to doing the job at hand."

* "The analytical presentations, some of which were given jointly with the operational units, provided me with insight into the various programs. Though similar to the [] these presentations provided an analytical perspective which is not widely available in the field."

b7E

♦ Please list the topics addressed in the CI Operations course that have proven to be of the least value to you in the field? Explain why.

Attorney General Guidelines

Responses:

* "The briefings regarding the AG Guidelines -- I was frustrated because none of the instructors were able to provide each of us with a copy of the most current AG Guidelines. This issue has been addressed by the placement of the AG Guidelines on the Counterintelligence Division Web Site."

CD [] Comments [] endeavors to provide students with the most recent copies of the AG Guidelines. As the student indicates, this problem has been satisfactorily addressed with the placement of the Guidelines on the CD Web Site.

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FCI Report Writing, Paperwork, and Related Admin Issues

Responses:

* "The NFIP Manual discussions -- again, I think that each of us should have had a copy of the NFIP Manual at our desk in the classroom. If the NFIP Manual is the FCI/IT equivalent to the MIOG, I think more time should have been devoted to talking and going through it. I got back to my division and the only copy I could find was in the Supervisor's office, and it was extremely outdated. The Counterintelligence Division Web Site has a link to the Manual now, but it is still not working correctly (I have spoken with several people at FBIHQ about this). I have spent a considerable amount of time trying to get a complete, current copy."

* "Writing Techniques --- I understand administrators are complaining about report writing, but this should be addressed in the Academy and not during the CI Ops course. I felt it was a waste of time and used as a filler."

* "Report Writing -- I needed the guidance on how to write FCI reports; however, this was the third in-service at which I have received instruction on how to write. If writing is such a problem in the Bureau, QT should offer a report writing in-service."

* "Useful Writing Techniques, Report Writing, and the briefings by different sections from HQ were not useful, except for the one that pertained to [redacted]"

CD [redacted] Comments: Instructional blocks concerning report writing and guidance on drafting Bureau communication will continued to be included in future course agendas. Many students have requested this material be provided, and [redacted] believes it is a topic that must be addressed in a basic CI training venue.

b7E

CD [redacted]

Responses:

* "The briefings by the FBIHQ Units -- I think the presentations were very unfocused and disorganized. They did not have an organizational chart that I could use to easily determine who I needed to talk to at FBIHQ when a particular issue that may arise. I also thought that the HQ instructors should have been able to answer our questions on [redacted] Because this was such a high-profile example in the media of how the FBI 'failed,' letting us learn by our mistakes should have been a priority at the Course. Sadly, it was not."

* "FBIHQ Section Overviews -- These were too long and not every section was represented. Section overviews should include each CD section, with a short fact sheet being provided as to what each section does, with points-of-contacts for field Agents when they have questions or need assistance."

b7E

* "Counterintelligence Divisions [redacted] Presentations --- most of these were interesting but I think we got a little too much. Two days worth should be enough."

* "I found the lectures on threats from HQ units that cover [redacted] to be interesting, however, this was more informative to me then useful."

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* "FBIHQ [redacted] -- it is important to know your substantive desk and the entire chain of command, but I would much rather hear from the Case Agents who are actually out in the field conducting the investigations. FBIHQ is so buried with demands that often E-mail or telephone messages are not returned when you reach-out for them. I can't recall anyone from HQ visiting my program(s) since working national security matters."

* "Briefs from the HQ Units -- I didn't learn anything new. They did not seem to project confidence in what they are doing for the field. In addition, they did not seem to have the required resident knowledge or experience of the subject matter. (I know some of the speakers have little experience in field work.)"

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CD [redacted] Comments: [redacted] believes that CD [redacted] presentations are valuable and should continue to be included in the CI Operations course agenda. Several logistical and administrative issues arose during the most recent course that had an adverse impact these presentations, and resulted in last minute changes to the agenda. This may have influenced the attendees overall perceptions of the CD operational unit briefings. However [redacted] will provide CD's operational sections with clear and concise guidance regarding topics that should be covered at the course. This will help to ensure that all CD unit presentations are streamlined, uniform in content, and of increased value to course attendees. It is interesting to note that several students in the same class advised that they found this instructional block to be very valuable.

Practical Exercises

Responses:

(S) * [redacted] -- I do not work [redacted] and I felt that the majority of the instruction was directed at [redacted] including [redacted] Not that general information regarding [redacted] was not helpful, but the time allotted to this section of instruction was too long."

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(S) * [redacted] -- only because I work [redacted] and I don't work [redacted]

* "As an [redacted] the interview practicals did not provide me with knowledge and experience that I use in my daily duties. However, they did provide me with an understanding from the Case Agent perspective, and the duties they perform in the field. In addition, since the course, I have had the opportunity to participate in an actual field interview and the techniques I learned in course provided me with the knowledge and confidence I needed to conduct the interview."

* [redacted] exercise conducted by the class was of little value to most students. This was probably due to [redacted]

b7E

(S) CD/ [redacted] Comments: This segment will continued to be included in future courses. It is important that all FBI investigators, regardless if they are or are not assigned [redacted] be familiar with [redacted] methodologies. [redacted] Efforts have been made to ensure that logistical problems are minimized at future courses.

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Responses:

* [] -- necessary, but too detailed for an introductory class."

* "The [] presentation -- I didn't recall one bit of information and I have since [] I think it's just one of those topics where it just makes more sense when you actually do it for one of your own cases."

* [] - I have already been to the [] so there wasn't much new here. Aside from that, the instruction was very disorganized. Much of the information was repeated by different instructors and the class focused almost exclusively on legal issues. There are many levels of legal people who are [] so there isn't much concern that an Agent is going to screw something up. What we need here in the field is some instruction on how [] This isn't covered in the [] either and it is only learned through on-the-job training and/or trial and error."

b7E

* "I felt the [] lectures could probably have been covered in a handout."

CD [] Comments: The amount of [] instruction in this course is adequate for a basic course. Attendees are advised that the [] learning course is about to be released, and [] offers a week-long course entitled, [] Also, all FCI Agents will be exposed to mandatory [] training imposed by the Deputy Attorney General in the next several months [] is involved in shaping and delivering this training).

Handling Classified Material

Responses:

* "Handling Classified Materials -- "Too detailed and difficult to follow -- should be replaced with more info addressing the FCI Program's objectives, reviewing CD's organization (to include names and phone numbers), and interviewing."

CD [] Comments: Many SAs have requested that this topic be addressed in the course. It has been well received by the majority of students and will continued to be included in future course agendas.

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Responses:

* "The [] but that is only because I'm in [] is not prevalent here, but it should be addressed."

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* [] This topic is needed; however, the overall time spent on it could have been reduced.”

* "If I had to list something, I would suggest shortening the practical exercises concerning []

b7E

CD [] Comments: Several problem arose during the [] block that may have influenced student responses (i.e. [] and caused other logistical delays, etc.). It should be noted that during the most recent CI Operations course, this block received a perfect 5.00 overall score.

Homework Assignments

Responses:

* "Evening assignments weren't beneficial because you can't take your classified work home with you at the end of the day.”

b7E

CD [] Comments: Staff instructors will continue to assign homework assignments at future iterations of this course. [] believes that these assignments serve to reinforce important information presented in class, and also act as a effective means to stimulate interaction and discussion among students.

♦ Since returning to your field division, please identify areas you think should be more fully developed in future CI Operations courses.

FCI Paperwork and Admin Matters

Responses:

* "I believe more emphasis should be focused on administrative requirements (i.e. [] what [] is required to []). Most of my work involves these administrative requirements, so it would be helpful to spend more time on the following issues.”

* [] and the [] position/role.”

* "Administrative tips for running a major investigation, involving [] or other sophisticated techniques, would be helpful. “

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* "The time allocated to the writing block would be better spent in practical or role playing exercises, or covering another topic in greater depth. If class attendees need writing instruction, they should attend a separate class. Keep the CI Operations course focused on operational matters.”

* "Include info accomplishment statistics.”

(S) [] "Report writing in general, but specifically what should or should not be included in an annual LHM [] or request.”

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* "I can't seem to find anyone who has the proper format for an LHM, probably because there isn't one. Most people have similar formats, but there is no set format. If FBIHQ, or [] were to come up with the required format to be used from now on, it would save all the new people the hassle of deciding which Agent's format they want to use. The same goes for the Quarterly Status Report. I assume that's the same as an LHM, but it doesn't say that anywhere in the NFIP Manual."

b7E

* "There is one specific way that I believe the course could be improved. Training FBI Special Agents to do FCI is one thing. Training FBI Special Agents to do FCI paperwork is yet another. In about half an hour, a person could be given the fundamentals of FCI. Learning the paperwork is the monster that must be slain in order to free Agents to do the job. Most Agents come into the Bureau with the ability to interview, develop sources, and investigate. The paperwork of CI is overwhelming. The thing we need is a book of ponies with a decent table of contents and a comprehensive glossary of terms. Every type of FCI EC and other communications should be contained in such a book. Preceding each communication should be a detailed explanation of the communication. A corresponding [] should accompany the book of ponies. Finally, although this is not under the control of [] the format for each type of written communication should stay constant so as to allow the book to be relevant for at least a few years."

b7E

(S) * "Better blocks on [] CI matters. In relation to the current world situation, both should be emphasized greater during the course. Also include more instruction on []

(S)

CD [] Comments: The course agenda includes several hours of instruction devoted to the correct drafting of FCI Program communications (i.e., LHMs, statistical accomplishments, etc). Additionally, various legal and operational training blocks (i.e., [] etc.) address related paperwork and admin issues.

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Responses:

(S) * "More discussion regarding working FCI matters []

* "Traditional FCI -- because I work non-traditional FCI, and could not employ some of the suggested techniques with the subjects of my investigations."

* "I work in a [] Consequently, I work a wide variety of FCI investigations. This course appeared to be designed for someone who would specialize in particular areas of FCI. Most of the techniques were designed for someone who worked with a squad. I work by myself or with []

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(S) * "Perhaps one of the four could be from a [] to offer students []
(S) different perspective, and provide advice to students who find themselves working the []

(S) * [] For [] it is likely that these two cases could crop up (especially [] I think there should have been more emphasis on this."

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* "I would recommend that an investigative strategy course be developed for offices that aren't dealing with

(S) [redacted] feel the rest of us are chasing down
(S) 'ghosts' as compared to 'shadows' [redacted]
(S) [redacted] The
way we go about our investigations to uncover a bad guy seems to be very different from the [redacted]
mentioned above."

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(S) CI [redacted] Comments: [redacted] believes that all course instructional blocks include material that is applicable for
(S) investigators [redacted] Also, in recent courses, [redacted] as selected
(S) Agent [redacted] to serve as class counselors.

U.S. Intelligence Community (USIC)

Responses:

* "With the sharing of information in the Intelligence Community (IC) comes the problem [redacted]
[redacted] Instruction should be given to address this issue."

* "The course should cover how to read [redacted]
[redacted] Furthermore, I had to use a contact from the class to determine
(S) what [redacted] stood for. What I find interesting is that I have no way to determine the identity of [redacted]
(S) [redacted] This makes no sense. I should be able to [redacted]
[redacted] I'd like to know [redacted] and therefore gather what needs to be gathered
and shared."

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* "Include a joint FBI [redacted] briefing that address how better coordinate investigations."

* "Include more practical guidance on how to interact with the Intelligence Community."

CD [redacted] Comments: The current course agenda includes presentations that address how USIC agencies interact
with the FBI in FCI cases. Presentations are given by [redacted] Speakers will continue to be
reminded to explain the various unique acronyms commonly used by their respective agencies. [redacted] provides
attendees with a visa guide that includes definitions for various codes and abbreviations. Also, material concerning
[redacted] will not be provided to course attendees since this system will no longer be maintained by the FBI.

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Practical Exercises

Responses:

* "As in New Agents training, develop a practical to follow a realistic scenario of an FCI investigation that would
be conducted from the opening to closing of the investigation, with discussions regarding the investigation as it
proceeds."

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* "Operational exercises (i.e. interviewing [redacted] surveillance [redacted], etc.) should be expanded and should be realistic in nature. For example, the [redacted] practicals were more of an observatory nature rather than participatory. SA and [redacted] personnel will learn more by practicing surveillance techniques and operational acts [redacted] could be used to instruct, conduct or assist in the surveillance exercises."

* "More street exercises and small group exercises. Something was always learned when different groups of students explained how and why they approached the a problem."

(S) * [redacted] - this was an excellent exercise but there were a lot of opportunities that we could have taken advantage of during the course that we didn't. It would have been good to actually [redacted]
[redacted]

(S) * "The only thing I would suggest is that in the practical exercise, I would have liked to have seen if [redacted]
[redacted]

(S) CD [redacted] has added more practicals to the course agenda. This includes exercises that focus on [redacted]
[redacted]

Advanced Training

Responses:

* "I would like to have an opportunity to receive more in-depth training on many of the things covered in the course. Once you are assigned to a squad, you aren't really given much time to 'learn how to swim.' It's sink or swim, so, I believe the quicker we could be taught basic and advanced FCI skills, the better it would be for Agents investigating in the field."

CD [redacted] is planning advanced training in-services. Also, several new [redacted] distance learning and interactive computer courses will soon be released that will provide investigators additional FCI training opportunities.

[redacted]

Responses:

* "I think there should be more discussion [redacted]
[redacted] and if our Agents aren't aware of what to look for, they may not know what questions to ask."

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CD [] Comments: [] believes this topic is adequately covered during the Espionage block, and by the appropriate CD [] Efforts will be made to identify and provide additional handout material on the topic.

b7E

Responses:

* [] CD's three-day course (or a variation thereof) that was presented at HQ in 2002. During the CI Ops presentation, SAs asked many questions regarding techniques, in particular, what could be used to [] The Instructor was not able to provide any additional guidance.

(S)

CD [] Comments: A full day of the course agenda is devoted to [] The current instructional block [] have received very good ratings from attendees. [] believes the its current instructors adequately address this topic and will not add [] Additionally, [] matters are covered in other instructional blocks, such as the Behavioral Analysis Program presentation. [] conducts an [] course that covers many of the topics cited in the above student response.

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Investigative Tools

Responses:

* "The Special Tools section should be expanded to better advise SA and [] personnel the procedures necessary for employing the use of these services during the course of their investigations. I recently guided a Case Agent through the process [] The process was a learning experience for all involved. Though I was able to refer to my notes from class, there was no specific guidance on how to proceed."

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CD [] Comments: Four-to-five hours of the course agenda focuses on special tools available to field investigators. Instructors for these topics are advised to provide information on how field personnel can request and obtain these special services.

♦ Would you recommend the CI Operations course to your co-workers? Why or why not?

Responses:

* "Absolutely -- too often in the Bureau, Agents are forced to conduct investigations without any specific training related to the type of program they are working. What happens is that Agents have to learn by trial and error (not

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~~Secret Working Papers~~

good considering the importance of FCI. I believe that Agent mentoring programs are not common in the field. This course has given me a good head start. I am now a field Training Agent for a new Agent who is fresh out of Quantico, and is on my FCI squad. But because I attended the CI Ops course, I might not always know the answers, but now I know who to talk to and get the answers."

* "Yes --- even though I believe the course could and should be shortened in length, it gave me a basic understanding of the nature of FCI investigations. For someone who has never worked an FCI matter before, it was beneficial."

* "Overall yes, however, it has got to be shortened to two weeks. On the other hand, if it needs to be four weeks, have the last two weeks be intensive role-playing scenarios -- everyone's attention was taxed to the limit by Week 4."

* "Absolutely -- I was very impressed with the quality and commitment of the instructors and staff. The objectives were well communicated. I left feeling that I understood what was expected of me."

* "Yes, however, the course could be shortened, or the overall quality of the guest instructors should be increased. The [] staff instructors were extremely enthusiastic and knowledgeable." b7E

* "Yes, I would. I also want to comment on the Counterintelligence Division's Web Site. I think it's excellent. It gives us access to the NFIP Manual as well as provides contact information for all the programs."

* "Yes -- the instruction given at Quantico is outstanding. However, there needs to be more of an emphasis on teaching the paperwork."

* "Yes -- interaction with SAs and instructors proved to be invaluable in terms of sharing of information and knowledge, establishing relationships, and opening lines of communication between HQ and the field. The course also provides the [] with the operational perspective of investigations, enabling the [] to understand the Case Agent's point of view. In addition, the Course provides the [] with the information necessary to make decisions and provide program guidance in support of operations in the field. As a [] I was able to share with the class the HQ perspective on various issues. An added benefit, I received valuable reference material from the course. These materials have proven useful in my daily duties as a []. In conversations with other participants (post-class), I have learned that many of the SAs use their class materials for reference." b7E

* "I recently advised a new Agent assigned to my squad (FCI []) who will be working primarily FCI matters, to forgo attending the basic terrorism in-service in favor of the CI Ops course (because of its role-playing exercises, broader exposure to investigative techniques, and substantive information). Also, the importance of making and building contacts in other field offices and Headquarters as a result of the course cannot be overlooked. Since the course, I have reached out to several of my classmates for assistance or to pass lead information." b7E

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~~Secret Working Papers~~

* "Yes -- in fact, I already have. With a little work, this could become a top-notch course. It was some of the best training I have ever been to."

* "Absolutely, the course covers the basic elements needed in conducting FCI operations and investigations."

* "Yes, I would recommend the course to others. I really enjoyed learning about the history and processes of FBI foreign counterintelligence work. Since attending the course, I have become much more effective in recognizing and pursuing FCI cases in my division. Also, if one is to be truly effective in the FCI arena, one must have a good working knowledge of, and an appreciation for, the history and mission of the Program. The course delivers in that regard."

* "Yes, I would recommend the CI Ops course. It was especially helpful for someone that does not have the background in national security matters. It helped me to better understand the goals and objectives of CI operations. It also served as a good refresher course for those that had been in the field for a while, giving them the opportunity to get current on the latest changes and developments."

* "Yes, although it was a long course, I found it to be informative and useful."

* "Yes, however, one month of consecutive instruction is too much. How about (2) two-week blocks held over the a one-year span."

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Counterintelligence (CI) Operations Course (03/01)

10/21/2002 - 11/15/2002

Post-Course Survey of Supervisory Special Agents (SSAs)

Detailed below are responses received from 15 of 23 Supervisors whose personnel attended the CI Operations course held from 10/21/2002 to 11/15/2002, at the FBI Academy in Quantico, Virginia. The survey was administered by the Counterintelligence Division's [redacted] (CD [redacted]) three months after the course. The primary purpose of the survey was to assess the effectiveness of instructional blocks and strengthen the agenda for future CI Operations courses. b7E

Almost 75% of the SSA responses indicated they had observed an improvement in their employees performances after they attended the CI Operations course. Many SSAs noted there was a marked increase in their employees levels of confidence, and discerned a new willingness to employ investigative tools they had acquired at the course. The majority of SSAs advised they would encourage other employees to attend future CI Operations courses. Approximately 25% commented that the course was too long.

Questions, Responses, & CD [redacted] Comments

◆ Since attending the CI Operations course, have you noted any increase in the quality of the Agent's confidence in employing various investigative techniques?

b7E

(Note: In some instances, the following material has been edited to improve its clarity and readability.)

Responses:

* "Yes, when SA is assigned a new case there are fewer questions on his part, and his confidence has been elevated considerably."

* "SA's performance in CI matters has improved."

* "The [redacted] who attended the course is more confident in providing guidance to the field as to what is required in various operational proposals. She is asking the correct questions of the SAs in order to address requirements that need to be answered before HQ can effectively evaluate the operational proposals. In addition, she is suggesting other possible options and variations on the proposals. I attribute the [redacted] increased confidence and program guidance to the field in large part due to her participation in the CI Operations course and the interaction she had with the instructors and SAs in the course." b7E

* "Since attending the course, I have noticed an increase in the quality of the Agent's confidence. In particular, I have also noticed this person specifically referencing something that was covered in the course which he has applied to work here in the field. The SA is applying what he learned on a daily basis."

DATE: 01-17-2012
CLASSIFIED BY 65179 DMH/SBS
REASON: 1.4 (c)
DECLASSIFY ON: 01-17-2037

~~Secret Working Papers~~

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ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

ACLURM042682

FBI041582

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* "Yes, there has been a notable confidence displayed by the SA in willingness to employ more sophisticated investigative techniques, such as the use of [redacted]"

* "This Agent has always been confident. He recently planned [redacted] and did an outstanding job, but I do not know if the training improved his ability to perform things like [redacted] because he didn't do one before the training."

* "Yes, the Agent is more pro-active and program oriented. The Agent demonstrates a better understanding of FCI Program goals and objectives, as well as division priorities in the FCI Program."

* "Yes, the SA is more knowledgeable about the AG Guidelines and the differences between [redacted] The SA is now better able to identify/determine significant investigative techniques to use in cases."

b7E

* "No, the Agent was performing at a high level when he left for Quantico and continues at that level. I have not seen an increase or decrease in his confidence or ability."

* "SA is utilizing [redacted] and surveillance more so than previous to attending the in-service."

♦ Are there topics that you believe should be added or removed from the current course agenda? Are there any instructional blocks that should be allocated additional time on the current agenda? Less time?

[redacted] and Legal Issues

Response:

* "There are no topics which I think should be added. I do think, however, that the section of the course on the AG Guidelines and [redacted] matters could be extended. They seem to be somewhat short in comparison to the rest of the course. Overall, it seems that the course is very comprehensive."

CD [redacted] Comments: Several hours of the course agenda focus on the AG Guidelines and [redacted] issues. [redacted] attorneys provide presentations at the course and furnishes various handouts which address recent changes to FCI-related legal issues.

b7E

FCI Paperwork and Admin Issues

Responses:

* "Additional Information should be added regarding issues faced by CI Agents everyday, such as [redacted] matters, [redacted] matters, and [redacted] The Agents should be taught what the incoming documents look like, how they should be handled [redacted] and how they should be reported."

(S) * "More instruction should be given to conducting FISURs. Too much of the instruction is geared to [redacted] especially considering the fact that most field offices do not have [redacted]"

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~~Secret Working Papers~~

(S) CD [] Comments: [] program matters are addressed during presentation by appropriate CD [] FCI paperwork issues are adequately covered in the course agenda. Instructors review proper drafting, structure, and processing of various FCI Program communications. Also, course homework assignments require students to properly draft communications that are used in FCI investigations (i.e., a request for [] etc.).

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Field SSA/SA Participation

Responses:

* "Bring field Agents and SSAs to Quantico to discuss actual investigations (if this is not yet being done on a routine basis)."

* "I would recommend that successful FCI Supervisors and Agents to do some of the training."

(S) CD [] Comments: During the CI Operations course, field SSAs and SAs provide briefings on FCI cases. Also, experienced FCI SSAs [] serve as class counselors for course students.

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◆ Since attending the course, has your employee's performance:

(Note: Scores listed below are overall averages of all SSA responses to the question.)

73% - Improved

27% - Stayed the Same

0 - Decreased

Please provide examples:

* "He has been the training Agent for a new SA and his guidance to her has been excellent."

* "More [] being conducted by Agent following attendance."

b7E

* "The Agent has demonstrated a greater confidence in his abilities, to include directing the activities of other, more junior SAs who are also working the FCI Program."

* "As this Agent is assigned to work [] matters and [] matters, the SA has developed a better network of personnel at FBIHQ and elsewhere in the field with whom to converse regarding these issues."

* "The SA's performance has improved. The SA has a much better idea of the purpose of FBI FCI investigations."

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~~Secret Working Papers~~

* "SA has been in the Bureau since 1996, and was already a seasoned investigator, plus he has been assigned to CI duties approximately one year prior to attending the course."

**◆ Would you advise other employees you supervise to attend the CI Operations course?
Why or why not?**

Responses:

* "Yes, it is invaluable to anyone working CI."

* "Yes, if the [] has the background and strong desire to learn, then I think he/she would greatly benefit from taking the course. In particular, there is value added if the [] from an HQ [] Not only does he/she meet, interact, and hear the various ideas from SAs in the field, but he/she can provide an HQ perspective both in the classroom and during after-hours discussions." b7E

* "I would advise other employees to attend the course. It seems to build confidence and provides a solid foundation for doing CI work. Also, some Agents are asked to contribute to some very important CI cases with not much time in the Bureau. Attending the CI Operations course provides such Agents with the knowledge necessary to participate in and contribute to such cases."

* "Yes, because the attending Agent returned with a greater working and operational knowledge of the FCI Program, as well as a greater appreciation for the importance of the Program."

* "FCI training is critical for FCI Agents, much more so than the []" b7E

Course Length

Responses:

* "I would, except that an Agent being gone a month is very detrimental to the squad and its performance. I am already two Agents short and I can't keep up on the work we now have." b7E

* "I would not see the reason for another one of my Agents to attend since [] and we can only devote so many resources to these matters."

* "Yes, I am in favor of training. I do believe that four weeks is too long. It might be appropriate for an Agent new to FCI, that is, within their first year of working FCI. For Agents that have been working FCI for more than one year, much of what they are taught has already provided to them in the field, or learned on the job. In those instances, a two week course would be more appropriate."

CD [] Comments: CD [] understands the concerns voiced by SSAs regarding the length of the CI Operations course. However, the four-week agenda allows students to receive basic material on CI investigative/operational concepts, and to have this information reinforced through practical exercises, and further augmented by briefings on available operational support tools. b7E

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~~Secret Working Papers~~

Attendance Requirements:

Responses:

* "SAs who have been assigned to a CI squad in excess of six months will most likely gain little added benefit from attending the course. Six months or more of full-time CI duty should waive the requirement for attendance at the Course. SAs with over six months of full-time CI investigative experience would better utilize their training opportunities by focusing on attending advanced courses (i.e., that address [redacted] etc.)."

b7E

* "Some yes, some no. I have several very new Agents (just out of Quantico) who have no background in CI or even investigations --- these people I do not see benefitting from the Course as much as those people making a transition from criminal work to CI work."

CD [redacted] Comments: [redacted] believes that SAs with two years or less of FCI experience benefit from attending the course. During the CI Operations Course, attendees are exposed to an instructional staff composed of experienced FCI SSAs, SAs, retired Agents, and representatives from other USIC agencies, many of whom would most likely never encounter in the field. Also, the course provides students with the opportunity to establish valuable contacts who may provide important assistance in future cases.

b7E

◆ Please provide any additional comments or suggestions you have concerning the CI Operations course.

Responses:

* "The CI Operations course is certainly needed and will greatly enhance the quality of the work being done in the field. As the course continues to evolve, it will no doubt continue to improve. The key is to make the course as interesting and rewarding as possible. Another plus is the reference materials the participants take back to the field offices, which will continue to serve valuable reference tools."

(S) * "It would be helpful to run through a case study which ran through an entire case from initiation (including all accompanying reporting requirements) through closing. Also, going over how to do CI cases [redacted] Checklists of do's and don'ts (i.e., AG Guidelines, or possible [redacted] would be helpful. Something like that may already be out there that can be shared with everyone working the area. The paperwork example is great, it should be expanded as much as possible to cover a variety of possible scenarios."

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(S) CD [redacted] Comments: Additional practicals have been added to the course agenda (i.e., [redacted] etc. [redacted] will attempt to develop additional handouts (i.e., investigative checklists, etc.) for future courses.

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FEDERAL BUREAU OF INVESTIGATION

Precedence: DEADLINE 10/04/2002

Date: 09/26/2002

To:	Albany	Attn:	NFIP ASAC
	Albuquerque	Attn:	NFIP ASAC
	Baltimore	Attn:	NFIP ASAC
	Boston	Attn:	NFIP ASAC
	Charlotte	Attn:	NFIP ASAC
	Chicago	Attn:	NFIP ASAC
	Detroit	Attn:	NFIP ASAC
	Honolulu	Attn:	NFIP ASAC
	Houston	Attn:	NFIP ASAC
	Jacksonville	Attn:	NFIP ASAC
	Los Angeles	Attn:	NFIP ASAC
	Miami	Attn:	NFIP ASAC
	New Haven	Attn:	NFIP ASAC
	New York	Attn:	NFIP ASAC
	Norfolk	Attn:	NFIP ASAC
	Oklahoma City	Attn:	NFIP ASAC
	Pittsburgh	Attn:	NFIP ASAC
	Portland	Attn:	NFIP ASAC
	San Antonio	Attn:	NFIP ASAC
	San Diego	Attn:	NFIP ASAC
	San Francisco	Attn:	NFIP ASAC
	Seattle	Attn:	NFIP ASAC
	Springfield	Attn:	NFIP ASAC
	Tampa	Attn:	NFIP ASAC
	Washington Field	Attn:	NFIP ASAC

From: Counterintelligence

/ JEH Rm

Contact: SSA

Approved By:

Drafted By:

ras

Case ID #: ((U))

(None)

Title: (U) COUNTERINTELLIGENCE OPERATIONS COURSE #03-01;
COUNTERINTELLIGENCE DIVISION (CD)

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To: Baltimore From: Counterintelligence
Re: ((U)) [REDACTED] 09/26/2002

[REDACTED]

FBI ACADEMY, QUANTICO, VA;
10/21-11/15/2002;
TR #51AG030502
ITAR #0305TQ 001
DEADLINE: 10/04/2002

b7E

Synopsis: (U) Advises field offices of captioned, mandatory training course and provides names of designated attendees and "standby" personnel and provides details of course.

(U) ~~Classified By: 3022, NS-5/CD~~
~~Reason: 1.5(c)~~
~~Declassify On: X1~~

(U) ~~(S)~~ **Details:** Director Mueller and the Attorney General have approved a new Counterintelligence (CI) Strategy for the FBI. An integral part of this strategy mandates an increased focus on both professionalization of the FBI's CI workforce and on the training required to provide that professionalized cadre. SACs have already been briefed by Counterintelligence Division Assistant Director David W. Szady regarding the elements and requirements of this new Strategy.

(U) ~~(S)~~ As a result of the new CI Strategy, the Counterintelligence Division's [REDACTED] was directed to design and implement a new basic Counterintelligence Operations (CI Ops) Course to better prepare FBI personnel newly assigned to work CI matters. The CI Ops Course is a four-week course which is replacing the one-week long CI Basic Operations Course.

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(U) ~~(S)~~ Successful completion of the [REDACTED] Introduction to CI Course remains a prerequisite for attendance at the CI Ops Course. Once an individual has successfully completed the [REDACTED] Course, they will automatically be scheduled to attend the CI Ops Course, which will serve as the FBI's certification course for personnel to work CI matters.

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(U) ~~(S)~~ Due to this iteration of the CI Ops Course being the pilot running, [REDACTED] has reviewed the list of those personnel who have successfully completed the [REDACTED] and has specifically selected personnel from a range of background experience to attend this first CI Ops Course. This is being

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To: Baltimore From: Counterintelligence
Re: ((U)) [redacted] 09/26/2002

b7E

done to assist [redacted] in evaluating this initial running of the CI Ops Course in order to determine potential changes which may need to be made in the course content or delivery. Future iterations of the course will be filled by attendees in the order in which they completed the [redacted] Course.

(U) ~~(S)~~ Based on the above, the personnel listed as "PRIMARY ATTENDEES" below are requested to report to the [redacted] FBI Academy, on Sunday, October 20th, 2002, between 4:00 p.m. and 9:00 p.m. (DO NOT CHECK IN PRIOR TO 4:00 p.m., as [redacted] needs to provide [redacted] course attendees with information relating to [redacted] security and space issues which can not be provided by regular Academy staff.)

b7E

(U) ~~(S)~~ Personnel listed as "STANDBY ATTENDEES" will be contacted by [redacted] to backfill slots which are canceled by designated attendees and those listed as STANDBY should be prepared to travel if notified by not later than COB Friday 10/11/2002.

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(U) ~~(S)~~ If an office's primary designee, or if selected as a standby backfilling a primary slot, can not attend this mandatory training course, an EC from the SAC to Assistant Director David W. Szady, Counterintelligence Division, with a copy designated for [redacted] Unit Chief [redacted] must be submitted detailing justification for the designee's non-attendance and must be personally signed out by the SAC or NFIP ASAC.

(U) ~~(S)~~ PRIMARY ATTENDEES designated for CI Ops Course #03-01 are :

Office	Last Name	First Name	SSAN
~~EG~~	[redacted]		
~~DE~~			
~~PN~~			
HO			
③ JK			
LA			
LA			

MPC
REPLACED w/ OTHER CI ATTEND

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To: Baltimore From: Counterintelligence
Re: ((U)) [redacted] 09/26/2002

MM
NO MM
NY
NY
NO NY
NY
NY
OC
PG
NO PD
SD
SF
SF
SE
SI
TE

[Redacted area]

← Tech
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(U) ~~(S)~~ STANDBY ATTENDEES designated for this course are:

None to Primary

Office
AL
AQ
BS
CE
CG
HN
LA
LA
LA
LA
MM
NH
NY
NY
NF

Last Name First Name SSAN

[Redacted area]

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~~SECRET~~

To: Baltimore From: Counterintelligence
Re: ((U)) [redacted] 09/26/2002

SA

SF

SF

SF

SI

~~TR~~

WF

WF

WF

see email

*working IT
see email*

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(U) Administrative information regarding this course is as follows:

COURSE LOCATION AND DURATION:

(U) The Counterintelligence Operations Course (CI Ops Course) will be conducted at the Counterintelligence Division

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[redacted] at the FBI Academy, Quantico, VA. This is a FOUR-WEEK course and will begin promptly at 8:00 a.m. on Monday morning, 10/21/2002 and will end at 9:30 a.m. on Friday morning 11/15/2002. Sunday 10/20/2002 is the designated travel day for this course. This in-service will have evening activities and study sessions and attendees are expected to attend and participate in all sessions. No return airline reservations should be made for departure prior to 2:30 p.m. on Friday afternoon 11/15/2002.

VOUCHERS:

(U) Vouchers for travel to and from this conference should be charged to TR# 51AG030502, as listed in the above caption. Rental cars are **NOT** authorized for this TR number. The cost of any rental car must be carried by the individual student or the attendee's field office. NFIP supervisors and Third party Draft Officers shall not authorize any car rental under this TR number.

TRAVEL AND TRANSPORTATION:

(U) Personnel attending this course at the FBI Academy MUST USE Ronald Reagan Washington National Airport if traveling

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To: Baltimore From: Counterintelligence
Re: ((U)) [redacted] 09/26/2002

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by air. Free FBI Academy buses from Quantico will be available on Sunday evening and will depart from [redacted] at 4:30 p.m., 6:30 p.m., and 8:00 p.m. Field Office SACs may approve travel by Bucar. Please make your travel arrangements with these times in mind.

(U) If a flight delay occurs while enroute to the course which causes an attendee to arrive at Reagan Washington National Airport after the departure of the 8:00 p.m. FBI Academy bus, transportation to the Academy may be facilitated using the DAFRE Shuttle service. If DAFRE is used, the reason for using DAFRE in lieu of the free FBI bus must be specifically justified on the attendee's voucher. Additional information concerning the DAFRE service, as well as costs, may be obtained directly from Washington Flyer/DAFRE at (703) 680-0987.

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(U) On Friday 11/15/2002 free return buses to Ronald Reagan Washington National Airport are provided by Quantico; they depart from [redacted] at 10:00 a.m. and 12:00 noon. Those requiring transportation to Dulles International Airport will have to make independent arrangements through Washington Flyer/DAFRE.

SECURITY ISSUES:

(U) ~~(C)~~ Due to the classification and need to know basis of the course content, along with the [redacted] course attendees arriving at Quantico to attend the captioned conference must refrain from mentioning the course title or discussing course information in the front lobby or anywhere in the academy outside of the [redacted]. In addition, caution must be exercised not to mention the course over non-secure lines or any areas outside of secure space. [redacted]

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FBI ACADEMY CHECK IN:

(U) Arriving students are to indicate they are arriving to attend a DIVISION FIVE (CD) course. Student check in is in the [redacted] located in the first room on the right after passing the Main Desk. [redacted] personnel

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b7E

To: Baltimore From: Counterintelligence
Re: ((U)) [redacted] 09/26/2002

b7E

will be available between 4:00 p.m. and 9:00 p.m. on Sunday to assist with check in. Please do NOT check in to the Academy prior to 4:00 p.m. Sunday afternoon as [redacted] staff must provide additional instructions regarding [redacted] security and space issues to attendees which regular Academy staff are not able to provide.

ATTENDANCE:

(U) Attendance is mandatory for all course sessions. Absences must be approved IN ADVANCE by personal telephone call between the attendee's ASAC or SAC and [redacted] Unit Chief [redacted] [redacted] with a confirmatory EC following within 24 hours. This is a legal liability requirement mandated by the Training Division and there can be NO exceptions.

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IN-SERVICE TRAINING AND REGISTRATION (ITAR):

(U) ITAR and FBI e-mail will be the mechanism to register for the class. For this in-service, an FD-313 (Confirmation of Attendance) to the FBI Academy is not necessary [redacted] requests that **immediately** after being advised of their selection to attend this training, attendees:

(1) contact your field office Training Coordinator, submit a FD-878 (Self-nomination for In-service Training) or your supervisor can submit a FD-879 (Supervisory Nomination); and

(2) via internal FBI E-mail to [redacted] at FBIHQ (D5) using the subject CI OPS COURSE 03-01 and provide the following information via email:

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(1) Official Bureau Name and preferred name for classroom name plate;

(2) SSAN;

(3) Bureau Agent EOD and when assigned to National Security Program matters;

(4) Advise the mode of transportation to/from Quantico (e.g., Bucar, airline, etc.),

(5) Field Office assignment of attendee and telephone number where to be reached.

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To: Baltimore From: Counterintelligence
Re: ((U)) [redacted] 09/26/2002

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(U) If an office determines that it will be unable to send it's designated attendee [redacted] SSA [redacted] should be notified as soon as possible by calling [redacted] in order to allow sufficient time for selection and notification of standby personnel.

TURK:

(U) ~~(C)~~ In accordance with the FY 2003 FBI Investigative Classifications Guide, FCI Training Received is TURKed as 230. Since proper TURK affects Availability Pay, agents should insure that attendance at in-services is placed in the proper TURK category.

MISCELLANEOUS:

(U) Appropriate attire for class will be business casual (collared shirts, slacks, skirts, blouses, etc). Blue jeans, shorts, tee shirts, etc. are acceptable only during arrivals and departures and should not be worn at any other time.

(U) All Special Agent personnel are required to bring their service weapon for a safety check by the Academy Gun Vault.

(U) Any employee who is selected to attend this in-service training and is in need of any reasonable accommodation (i.e. sign language interpreter, audio loop, personal assistant, large print materials, etc.) should contact either [redacted] SSA [redacted] or SSA [redacted] immediately upon notification of selection to attend this in-service to provide them with specific needs and/or requirements.

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(U) [redacted] daytime (7 A.M. - 5 P.M., EDT) telephone number for emergency contact with personnel attending this course is [redacted]. Routine messages should be left on the attendee's dormitory room extension.

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(U) Questions regarding substantive issues concerning this course should be directed to either [redacted] SSA [redacted] at [redacted] or [redacted] SSA [redacted] at [redacted]. Questions may also be submitted to either SSA [redacted] via email.

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To: Baltimore From: Counterintelligence
Re: ((U)) [REDACTED] 09/26/2002

b7E

LEAD(s) :

Set Lead 1:

ALL RECEIVING OFFICES

(U) [1] If you have personnel designated as "PRIMARY ATTENDEES", ensure they are provided with a copy of this EC and confirm their attendance at this iteration of the Counterintelligence Operations Course. If your PRIMARY ATTENDEE will not be able to attend this iteration of the course, submit an EC justifying their inability to attend this mandatory training course to AD Szady by COB Wednesday, 10/9/2002;

(U) [2] If you have personnel designated as "STANDBY ATTENDEES", ensure they are provided with a copy of this EC and inform them to be prepared to attend this iteration of the Counterintelligence Operations Course should the need arise. All notifications to personnel designated as "STANDBY" will be accomplished by COB Friday 10/11/2002 so if they have NOT been contacted by [REDACTED] to backfill another slot in this iteration of the course, they will not be attending this session.

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♦♦

1 - Mr. D. W. Szady

1 - [REDACTED]
1 - [REDACTED]
1 - [REDACTED]
1 - [REDACTED]
1 - [REDACTED]
1 - [REDACTED]
1 - [REDACTED]
1 - [REDACTED]

1 - [REDACTED] Tickler: Counterintelligence Operations Course 03-01

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DISCOVERY REQUEST MATERIAL

COUNTERINTELLIGENCE INVESTIGATIONS & OPERATIONS (CIOPs) COURSE

CIOPs 10-03 COURSE
MARCH 1-26, 2010

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 01-17-2012 BY 65179 DMH/SBS

Counterintelligence Training Center
CIOPs 10-03 Course
Class Roster



Name

Field Office

Boston
Memphis
Phoenix
Washington Field
Los Angeles
New York
Los Angeles
Atlanta
Sacramento
Omaha
Richmond
Little Rock
Los Angeles
San Francisco
Buffalo
Newark
San Francisco
Washington Field
Seattle
El Paso
Los Angeles
Los Angeles
Milwaukee
Chicago
Chicago
Honolulu
Philadelphia
Baltimore
Albany
Baltimore

b6
b7c

CIOPS

Quantico Dormitory Student Listing

Counterintelligence Investigations & Operations (CIOPS)

02/28/2010 to 03/26/2010

Classroom:

Coordinator(s):

b6
b7C

= Class Counselor

Name	Type	Room	Phone	Gender	Division	Social Security #
	Agent				BS	
	Agent				ME	
	Agent				PX	
	Agent				WF	
	Agent				LA	
	Agent				NY	
	Agent				LA	
	Agent				AT	
	Agent				SC	
	Agent				OM	
	Agent				RH	
	Agent				LR	
	Agent				LA	
	Agent				SF	
	Agent				BF	
	Agent				NK	
	Agent				SF	
	Agent				WF	
	Agent				SE	
	Agent				EP	
	Agent				LA	
	Agent				LA	
	Agent				MW	
	Agent				CG	
	Agent				CG	
	Agent				HN	
	Agent				PH	
	Agent				BA	
	Agent				AL	
	Agent				BA	
Total Females	Counselors Students				Total No Room Assignment 0	
Total Males						
Total						

b6
b7C
b7E

b7E, Ref er r al / Consul t

b7E

No Deliberate Page
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