



BDO SUPPORT STAFF DAILY SITREP



Name: (b)(6)
Date: 09/28/2011
Terminal / Assignment: (b)(3) 49 USC § 1141n
Hours of Operations: 0745 to 1300 hours

Statistics

	Total		Total	Arrests:
PAX Referred for Selectee Screening:	(b)(6)	Requests for LEO Intervention:	(b)(3) 49 USC § 1141n	

Operations

	# of	Hours
Checkpoint:	(b)(6)	(b)(3) 49 USC § 1141n
Playbook:	(b)(3) 49 USC § 1141n	
REFS:		
VIPR Operations:		



BDO SUPPORT STAFF DAILY SITREP



HNL BDO: (b)(6)

General Observations/Experiences

(b)(6) is hungry for action and is aggressive in her assessment of SPOT behaviors and could tone it down to some extent. (b)(6) needs to consider (b)(3) 49 U.S.C. § 114(r)

Positive Feedback

(b)(6) was friendly and courteous to the passengers when the line walked past her location.

(b)(6) discreetly notified her partner on two occasions after informing me of her observations (SPOT Behaviors).

(b)(3) 49 U.S.C. § 114(r), (b)(6)

Constructive Feedback

(b)(3) 49 U.S.C. § 114(r), (b)(6)



BDO SUPPORT STAFF DAILY SITREP



(b)(3) 49 U.S.C. § 114(m)(5)(B)

[Redacted Content]

HNL BDO:

(b)(3)

COMMENTS:

~~SENSITIVE SECURITY INFORMATION~~

SECURITY



SECURITY & PEOPLE

STL SPOT Manager's Summit

June 2011

~~SENSITIVE SECURITY INFORMATION~~

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What's Cooking

Validation Study - Complete to be covered in breakouts.

Selection Study - Expected near 1 July, covered in breakouts.

Assessor

Training changes - pre-conceptual

NRTT - changes / additions



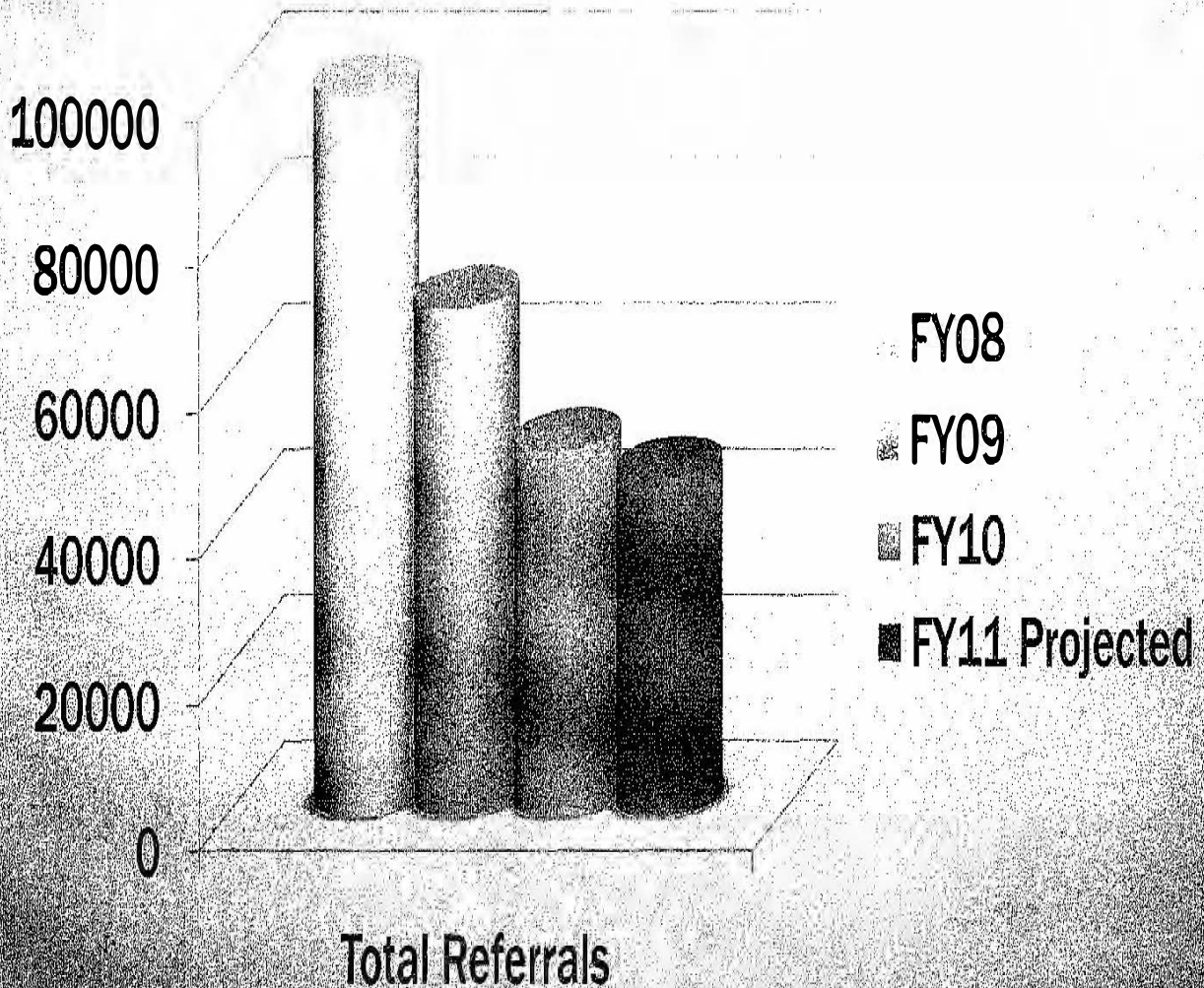
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SPOT Referrals



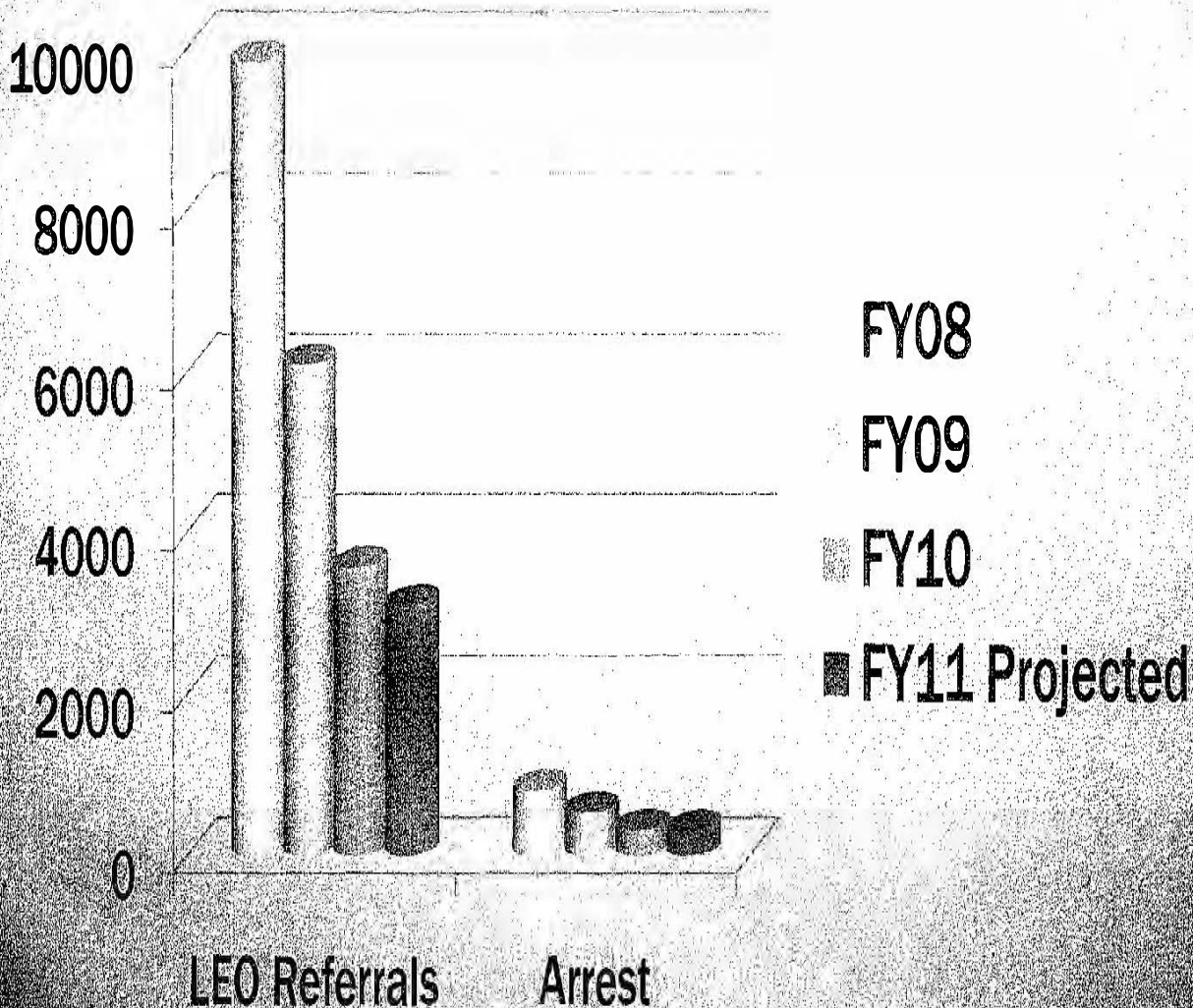
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LEO Referrals and Arrests



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BDO Referral Counts

Sample BDO Referral Count Ranges

BDOs

Time in Position	n =	Avg. # of Referrals	Range of Referrals
4 Years	(b)(3)49 U.S.C. § 114(r)		
3 Years			
2 Years			

Managers

Time in Position	n =	Avg. # of Referrals	Range of Referrals
4 Years	(b)(3)49 U.S.C. § 114(r)		
3 Years			
2 Years			



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~~SENSITIVE SECURITY INFORMATION~~

Spotting Performance – BDOs

ARE YOUR BDOs SHARKS OR FISHERMEN



- Always Hunting
- Engaging Passengers
- Purposeful Deployment
- Tactical Teamwork



- Waiting for a Bite
- Passive Observation
- Convenient Deployment
- Social Teamwork



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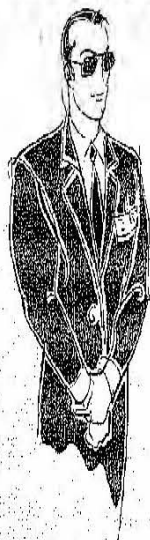
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Spotting Performance – Managers

ARE YOUR MANAGERS ACTIVELY ENGAGED



- In the Operation
- On-the-Job Mentor
- Tactical Leader



- Behind a Desk
- Office Director



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Spotting Performance – AFSD

- **The Program Coordinators Role**
 - Strategic Utilization of Program Resources
 - Manager Accountability
 - Working the Floor
 - Tactical Knowledge
 - Hands on Coaching and Mentoring
 - Documented Performance Management
 - Quality Assurance
 - Checks and Balances
 - Data Integrity



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Version 1.3.1

Best Practices

- Allowing the STSM(s) to schedule and manage the airport's SPOT operations
- Allowing the STSM(s) to manage and have control/input of their Playbook deployment and plays to maintain the effectiveness and intent of the SPOT program and behavioral analysis.
- Localized in house training or practices created from the SPOT SOP intended to reinforce current SPOT procedures/protocols are acceptable and welcomed.
- Weekly SPOT training developed to address the needs of the team.

Meet with your STSM(s) weekly and hold them accountable the same as you would any checkpoint/baggage TSM; their no different.

- 24 hour requirement: Mandate the STSM(s) to provide weekly ops report on the days and hours they work at the checkpoint, who they worked with, and any areas of improvement they addressed/worked on with the BDOs.
- Request a sample of the SPOT team's personnel folders and review for the documentation of: BDO discussions, performance reviews, positive feedback, leave tracking, LOCs, LORs and supporting information pertaining to the BDOs performance as it relates to the PASS competencies.
- Review the SPOT team in/out briefing material for each day of the week. Be aware of the information the STSM is passing to the team and lend your input and advisements.
- Sending the STSM(s) to Foundation of leadership training courses, leadership development training courses, Coast Guard leader development courses, DHS courses, MDLP etc..
- Assigning the STSM(s) to shadow checkpoint TSM, AFSD-S, AFSD-LE etc.. to learn how their operations are impacted by SPOT and vice a versa. Build a network.
- Involve the STSM(s) in all TSM meetings and FSD staff meetings to ensure that they are knowledgeable in all areas that involve and effect SPOT.



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Worst Practices

Lack of management involvement/accountability

(b)(3) 49 U.S.C. § 1114(a)

- BDOs conducting TDC on a regular scheduled basis
- Having the BDOs be the preferred person to carry out IVCC calls
- Sending BDOs/STSMs to training courses outside of the SPOT program. The program office cannot support or afford to have BDOs trained on procedures that are not SPOT trained or issued through the SPOT office. I.E: Chameleon etc...
- Assigning additional duties/collateral duties to the STSM that require a majority of their time and attention i.e.: Coordination Center, MCOP (non SPOT related), screening checkpoint/baggage TSM duties, SOO, ICME coordinator, etc... I.E. Disregarding the SOP and HQ direction on BDO use.
- Treating the STSM any different from that of any other management position (TSM).

Excluding the STSM(s) from any leadership/managerial courses

- Not providing the STSM(s) with addition resources to develop their skills.
- Excluding the STSM(s) from TSM and FSD staff meetings



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Version 1.3.1

(b)(5) (b)(7)

From: (b)(5)
Sent: Wednesday, August 24, 2011 10:51 PM
To: (b)(5)
Cc:
Subject: Regarding LEO Incident on 08-04-2011

(b)(5)

(b)(5) In US C... Information

I was fortunate enough to work with EBDO (b)(5) one night and explain the situation. EBDO (b)(5) was extremely helpful and made me feel comfortable talking about it. Thanks to an explanation from yourself, I have a better understanding of why Securitas LEOs were involved and will be able to take similar action in the event this reoccurs. Apologies for the confusion, I think I was mostly nervous because of the new environment. I'm grateful for how fast management reacts to employee concerns.

Thank you -

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(b)(5)

Master Behavior Detection Officer
Transportation Security Administration
Department of Homeland Security
300 Rodgers Blvd. #45
Honolulu, Hawaii 96819
Office: 808-831-(b)(5)
Facsimile: 808-831-4619
E-mail: (b)(5)

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(b)(6) (b)(6)

From: (b)(6) (b)(6)
Sent: Friday, August 26, 2011 7:54 PM
To: (b)(6)
Cc:
Subject: RE: (b)(6) Follow up

(b)(6)

I have answered the below items to the best of my ability and memory; however if I recall any other events or items used I will email again.

I am concerned with some of the feedback I am receiving from team members with regard to (b)(6) and her behavior observation & analysis. So far you have recorded a memorandum of record for her walk the line techniques and she received mentorship from both (b)(6) & (b)(6) under the Expert BDO mentorship program. You also shared with me your experiences when working with (b)(6) and observed that her behaviors were accurate and evident when in your presence. Please assist me by answering the below questions; I am trying to identify whether or not further action is needed for her situation and need your feedback. Here are my concerns:

- 1) Today, Expert BDO (b)(6) & (b)(6) (b)(6) told STSM (b)(6) while I was in meeting with (b)(6) I wasn't able to return back to the office until 1530hrs) said they did not see the behaviors that (b)(6) observed for today's SPOT referrals (Please look in to this and provide written feedback)

Please read the below email sent from Officer (b)(6) it explains that he wasn't there for the observations initially, however once he arrived to assist with the property searches he observed behaviors on the passengers selected. It appeared to be a miscommunication between Officer (b)(6) and STSM (b)(6)



Per your request to clarify

- 2) I spoke with Expert BDO (b)(6) today; he also expressed concerns to me with regard to (b)(6) behavior observation & analysis.

Per our conversation BDO Ho expressed that she is aggressively observing and analyzing behaviors that he might not have seen or his opinion is that they are not exaggerated or repetitive enough.

I assigned Officer (b)(6) to conduct one on one mentorship with (b)(6) to evaluate her strengths, concerns, challenges, provide mentorship, and to ensure all SPOT procedures are being followed. Officer (b)(6) explained to me on the Expert Partnership Program Documentation we created as a management tool to evaluate items like this that he had no concerns and/or challenges that he would like to elevate to management for intervention. The time period for the observation was March of 2011. Also on this document he recommended that BDO (b)(6) be looked at as a potential G-band. Also BDO (b)(6) explained on the document BDO (b)(6) strength: "(b)(6) does the work that is required of her well. She is focused and pays attention. She is really good in her Casual Conversation. At times, she appear aggressive and so, her strength is also a weakness." BDO (b)(6) provided BDO (b)(6) mentorship under my direction on her behavior observations skills in respect to exaggerated and repetitive to ensure proper interpretation.

- 3) (b)(6) referrals significantly dropped while she was under the leadership of (b)(6) during the Expert BDO mentorship program and then significantly increased when she was complete with the program? How do you explain this? What is your perspective?

I have reviewed BDO (b)(6) referral totals during the days of operations she was under the Expert BDO Mentorship Program to that we developed to ensure all BDOs are following the SPOT SOP and provided the needed mentorship on all items; BDO (b)(6) totals appear to be on pace or higher than her average amount historically thru her career as a BDO.

- 4) (b)(6) shared with me (today) that (b)(6) had concerns with (b)(6) behavior observation & analysis; please follow up with (b)(6) and provide me with feedback.

Attached is BDO (b)(6) concerns about the events of that day in question. It seems that it was not the behaviors or analysis that was in question but the reason for the LEO referral. I educated BDO (b)(6) on the Hawaii Laws (HRS) which makes it a crime to have UPCI. BDO (b)(6) informed me that BDO (b)(6) is excellent at observation and provided him with a wealth of experience during the LEO referral. BDO (b)(6) stated in a email: "At no time during our SPOT referral did I question BDO (b)(6) behavior assessment. BDO (b)(6) was actually 100% professional throughout the entire referral and I learned a lot from what happened."



Regarding LEO
Incident on 08-0...

- 5) How do we explain (b)(6) statistical deviation in comparison to her and her team members which is substantially above the norm in comparison to other BDOs? What is your perspective or observation?

This below is a sampling the nations BDOs statistical deviations that was shown in the SPOT conference for 2011. At this time there is no way to address amount of referrals and I was explained that we should concentrate on ensuring the SOP is followed not the numbers. The entire power point is attached and explains that BDOs should be always hunting or in other words aggressively observing for behaviors to stop potential threats to aviation. As a SPOT manager it is my job to ensure that all BDOs follow the SPOT SOP and I have developed tools and worked with all BDOs under my supervision to ensure this to the best of my ability. It is strictly forbidden by SPOT HQ to require a quotas system or amount of SPOT referrals required per BDO for any length of time. I would like to request a STAN visit from SPOT HQ to verify that we are following the SPOT SOP and to look into this type of situation again as they did previously.

Time in Position	n =	Avg. # of Referrals	Range of Referrals
4 Years	(b)(6) US & S 11410		
3 Years			
2 Years			



Burche- Program
Overview and P...

- 6) Have you met with (b)(6) yet to discuss her Expert BDO mentorship period to identify the increase-decrease- and then increase again when she completed mentorship? If not; please meet with her and record the discussion on a memorandum of Record.

I assigned Officer (b)(6) to conduct one on one mentorship with (b)(6) to evaluate her strengths, concerns, challenges, provide mentorship, and to ensure all SPOT procedures are being followed. Officer (b)(6) explained to me on the Expert Partnership Program Documentation we created as a management tool to evaluate items like this that he had no concerns and/or challenges that he would like to elevate to management for intervention. The time period for the observation was March of 2011. Also on this document he recommended that BDO (b)(6) be looked at as a potential G-band. Also BDO (b)(6) explained on the document BDO (b)(6) strength: " (b)(6) does the work that is required of her well. She is focused and pays attention. She is really good in her Casual Conversation. At times, she appear aggressive and so, her strength is also a weakness." BDO (b)(6) provided BDO (b)(6) mentorship under my direction on her behavior observations skills in respect to (b)(3), 49 U.S.C. § 1146. I would like to discuss the memorandum of record and how to approach if anything is founded. I know that we were holding off on this because of directions from DAFSD Cy Okinaka and the instructions to no issue anything until he states it is ok.

- 7) Do you have any evidence of or suspect that she is targeting a specific race or profiling?

I have never seen any evidence or suspected that she is targeting a specific race or profiling during the numerous occasions that I have worked alongside BDO (b)(6). At no time has any BDO or Officer shared any evidence of targeting a specific race or profiling. At no time has any BDO or Officer shared that they suspected any targeting of a specific race or profiling. I have provide my Leads with opportunities to provide feedback to me on all officers and have asked for them to fill out documents to explain that they feel that all SPOT SOP is being followed. Which includes that race, religion, ethnicity, and disability not be included or utilized during SPOT.

- 8) Have your leads shared with you any evidence of or suspect that she is targeting a specific race or profiling?

At no time has any BDO or Officer shared any evidence of targeting a specific race or profiling. At no time has any BDO or Officer shared that they suspected any targeting of a specific race or profiling. I have provide my Leads with opportunities to provide feedback to me on all officers and have asked for them to fill out documents to explain that they feel that all SPOT SOP is being followed. Which includes that race, religion, ethnicity, and disability not be included or utilized during SPOT.

- 9) Do you have any recommendations, feedback, or plan of action on how to deal with (b)(6) excessive numbers compared to other members on your team and other teams?

I would like to recommend a STAN visit because they would be able to review the referrals and floor work to see if there is a concern and how to address. Also possibly request for all of my management duties to be put on hold for a month and I would work side by side with all Officers to include (b)(6) to observe reasons for the deviations. I already work on the floor with all AM shifts for 32 hours a pay period and feel if I can increase that number to 80 it would increase the chance I have to observe possible failures to follow SOP.

After you answer the above questions; I will work with you to develop a plan of action on how we can address (b)(6) situation; it is very difficult for me to assess her behavior observation & analysis because when I work with her; she has outstanding SPOT observation skills; yet the numbers continue-every month to reflect a significant deviation from other team members. We will need to continue to document observations, interactions, and MORs' when addressing our observations and communication from other officers; we want to continue to ensure that (b)(6) is in compliance of SPOT SOP. I have already requested a SPOT standardization visit through Jennifer King; we may also want to utilize them as a resource when they arrive in November (hopefully). We can request that one of them work with her and then

provide feedback. Another pro-active measure would be to have (b)(6) work only with an Expert BDO for a 1 month period and then measure results, and proficiencies

I observe the same outstanding SPOT observations skills from BDO (b)(6) and have been with her on arrest where i have observed all of the same behaviors as her. I will continue to make observation of all my Officers to ensure they follow the SPOT SOP. I will provide you with my documentation to include a BDO Proficiency Evaluation, SPOT Checklist, Memo of Records, and Expert Partnership Program items. I believe the STAN visit is the best solution to address the issue being that STSM are strictly forbidden to require quotas or certain amount of SPOT referrals be conducted by any BDO for any time period.

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(b)(6)

SPOT Transportation Security Manager

Transportation Security Administration

Department of Homeland Security

300 Rodgers Blvd. #45

Honolulu, Hawaii 96819

Ph. (b)(6)

Office: 808-831-(b)(6)

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From: (b)(6)

Sent: Thursday, August 18, 2011 3:42 PM

To: (b)(6)

Subject: (b)(6) Follow up

(b)(6)

We need to meet to discuss (b)(6) SPOT referrals; Again.

I am concerned with some of the feedback I am receiving from team members with regard to (b)(6) and her behavior observation & analysis. So far you have recorded a memorandum of record for her walk the line techniques and she received mentorship from both (b)(6) & (b)(6) under the Expert BDO mentorship program. You also shared with me your experiences when working with (b)(6) and observed that her behaviors were accurate and evident when

in your presence. Please assist me by answering the below questions; I am trying to identify whether or not further action is needed for her situation and need your feedback. Here are my concerns:

- 10) Today, Expert BDO (b)(6) & (b)(6) told STSM (b)(5) while I was in meeting with (b)(6) I wasn't able to return back to the office until 1530hrs) said they did not see the behaviors that (b)(6) observed for today's SPOT referrals (Please look in to this and provide written feedback)
- 11) I spoke with Expert BDO (b)(6) today; he also expressed concerns to me with regard to (b)(6) behavior observation & analysis.
- 12) (b)(6) referrals significantly dropped while she was under the leadership of (b)(6) / (b)(6) during the Expert BDO mentorship program and then significantly increased when she was complete with the program? How do you explain this? What is your perspective?
- 13) (b)(6) shared with me (today) that (b)(6) had concerns with (b)(6) behavior observation & analysis; please follow up with (b)(6) and provide me with feedback.
- 14) How do we explain (b)(6) statistical deviation in comparison to her and her team members which is substantially above the norm in comparison to other BDOs? What is your perspective or observation?
- 15) Have you met with (b)(6) yet to discuss her Expert BDO mentorship period to identify the increase-decrease-and then increase again when she completed mentorship? If not; please meet with her and record the discussion on a memorandum of Record.
- 16) Do you have any evidence of or suspect that she is targeting a specific race or profiling?
- 17) Have your leads shared with you any evidence of or suspect that she is targeting a specific race or profiling?
- 18) Do you have any recommendations, feedback, or plan of action on how to deal with Nicole's excessive numbers compared to other members on your team and other teams?

After you answer the above questions; I will work with you to develop a plan of action on how we can address (b)(6) situation; it is very difficult for me to assess her behavior observation & analysis because when I work with her; she has outstanding SPOT observation skills; yet the numbers continue every month to reflect a significant deviation from other team members. We will need to continue to document observations, interactions, and MORs' when addressing our observations and communication from other officers; we want to continue to ensure that (b)(6) is in compliance of SPOT SOP. I have already requested a SPOT standardization visit through (b)(6); we may also want to utilize them as a resource when they arrive in November (hopefully). We can request that one of them work with her and then provide feedback. Another pro-active measure would be to have (b)(6) work only with an Expert BDO for a 1 month period and then measure results, and proficiencies...please respond to me by the end of your shift, and make this assignment a priority.

Thank you

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(b)(5)

Transportation Security Manager
Behavior Detection Officer
Transportation Security Administration
Department of Homeland Security
300 Rodgers Blvd. #45
Honolulu, Hawaii 96819
Ph. (b)(6)
Office: 808-831-(b)(6)
Facsimile: 808-831-4619
E-mail: (b)(6)

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4

(b)(7)(D)

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(b)(7)(49 U.S.C. § 114(n))

Summary Breakdown of Arrest from 1/1/2009 - 12/31/2011

US
Tongan
Mexican
Chinese
Korean
New Zealand
Columbian
Belgian
Total arrest

(b)(3) ACP USC § 114(i)

BDOs						Reason for	Nationality							
Date	SPOT #	BRN	BDO 1	BDO 2	BDO 3	Referral	US	Tongan	Mexican	Chinese	Korean	New Zealand	Columbian	Belgian
1/2/2009	183551	09-001	(b)(3) ACP USC § 114(i)			(b)(3) ACP USC § 114(i)								
1/5/2009	183622	09-002												
1/20/2009	186564	09-005												
1/27/2009	187611	09-007												
2/18/2009	191773	09-013												
3/11/2009	195424	09-016												
4/20/2009	202019	09-024												
4/29/2009	203923	09-026												
5/4/2009	204598	09-027												
Date	SPOT #	BRN	BDO 1	BDO 2	BDO 3									
6/15/2009	N/A	09-039	(b)(3) ACP USC § 114(i)			(b)(3) ACP USC § 114(i)								
7/5/2009	215232	09-034												
7/27/2009	218738	09-036												
10/12/2009	232052	09-044												
10/18/2009	233030	09-045												
11/9/2009	N/A	09-049												

BDOs						Reason for	Nationality							
Date	SPOT #	BRN	BDO 1	BDO 2	BDO 3	Referral	US	Tongan	Mexican	Chinese	Korean	New Zealand	Columbian	Belgian
11/17/2009	237584	09-050												
1/20/2010	247274	10-002												
2/23/2010	251191	10-006												
3/4/2010	252392	10-009												
3/17/2010	2001504	10-010												
5/3/2010	2008387	10-016												
6/2/2010	2012571	10-020												
6/21/2010	2015026	10-022												
7/1/2010	2016747	10-023												
7/19/2010	2018612	10-026												
7/22/2010	2019082	10-027												
8/16/2010	2022765	10-031												
8/26/2010	2024089	10-033												
11/22/2010	2035714	10-041												
12/13/2010	2038199	10-045												
1/13/2011	2041635	11-001												
1/30/2011	2043256	11-003												
2/10/2011	2044360	11-006												
2/28/2011	2046361	11-014												
4/17/2011	2052160	11-022												
5/15/2011	2055555	11-023												
5/15/2011	2055557	11-024												
5/23/2011	2056728	11-026												
6/12/2011	2059292	11-027												
7/20/2011	2064065	11-032												
7/24/2011	2064527	11-033												

9

2011 Students Record of Completion for SCREENING PASSENGERS BY OBSERVATION (SPOT) BDO ETD AND PHYSICAL PROPERTY SEARCH TRAINING

(SCR-SPOT-BDO-ETDSRCH-TNG)

Description: This report displays those individuals that have a completion record in their Learning History for the specified component id or those that do not, depending on the type of report selected by the user.

The report includes the last four of the individual's ssn, job position and hiring date, if available.

Airport	OLC ID	Name	Job Position	Hire Date	Completion Date
Honolulu International Airport (TSA-WA-APT-HNL)					
	(b)(6)		EBDO	09/22/2002	06/29/2011
			MBDO	09/27/2002	06/13/2011
			MBDO	03/20/2003	10/18/2011
			SMBDO	10/11/2002	11/20/2011
			SMBDO	10/12/2002	09/02/2011
			MBDO	05/27/2004	10/19/2011
			MBDO	11/10/2005	10/11/2011
			MBDO	12/12/2002	05/19/2011
			MBDO	11/24/2007	08/15/2011
			EBDO	09/27/2002	05/16/2011
			MBDO	10/18/2002	10/11/2011
			MBDO	10/12/2002	10/22/2011
			EBDO	07/17/2004	02/09/2011
			MBDO	09/26/2002	07/19/2011
			SMBDO	09/28/2002	03/23/2011
			MBDO	04/15/2006	12/12/2011
			MBDO	12/26/2003	08/18/2011

6



Total Students: 32

MBDO	02/04/2005	12/16/2011
MBDO	08/03/2007	11/08/2011
MBDO	04/27/2007	03/16/2011
EBDO	09/28/2005	12/02/2011
MBDO	02/04/2005	12/07/2010
MBDO	08/27/2004	10/04/2011
EBDO	10/13/2002	10/03/2011
MBDO	04/27/2007	07/10/2011
MBDO	07/06/2007	10/18/2011
MBDO	07/08/2005	08/13/2011
MBDO	10/15/2004	05/21/2011
EBDO	01/23/2004	02/06/2011
MBDO	01/02/2003	08/15/2011
SMBDO	09/27/2002	08/16/2011
MBDO	12/05/2007	08/15/2011

2011 Students Record of Completion for

SCREENING PASSENGERS BY OBSERVATION TECHNIQUES (SPOT) TRAINING REFERRAL REPORT FORM TUTORIAL-RECUR

(SCR-PAX-SPOT-REFERREPORT-RECUR)

Description: This report displays those individuals that have a completion record in their Learning History for the specified component id or those that do not, depending on the type of report selected by the user.

The report includes the last four of the individual's ssn, job position and hiring date, if available.

Airport	OLC ID	Name	Job Position	Hire Date	Completion Date
Honolulu International Airport (TSA-WA-APT-HNL)					
			EBDO	09/22/2002	06/29/2011
			MBDO	09/27/2002	07/11/2011
			MBDO	03/20/2003	11/16/2011
			SMBDO	10/11/2002	12/30/2011
			SMBDO	10/12/2002	09/20/2011
			MBDO	05/27/2004	11/08/2011
			MBDO	11/10/2005	10/11/2011
			MBDO	12/12/2002	09/20/2011
			EBDO	09/27/2002	06/13/2011
			MBDO	10/18/2002	10/11/2011
			MBDO	10/12/2002	08/10/2011
			EBDO	07/17/2004	08/15/2011
			MBDO	09/26/2002	07/19/2011
			SMBDO	09/28/2002	05/21/2011
			MBDO	04/15/2006	07/20/2011
			MBDO	12/26/2003	08/18/2011
			MBDO	02/04/2005	10/21/2011
			MBDO	08/03/2007	11/08/2011
			MBDO	04/27/2007	01/29/2011



Total Students: 31

EBDO	09/28/2005	01/13/2012
MBDO	02/04/2005	11/04/2010
MBDO	08/27/2004	10/04/2011
EBDO	10/13/2002	08/09/2011
MBDO	04/27/2007	12/30/2011
MBDO	07/06/2007	10/18/2011
MBDO	07/08/2005	06/15/2011
MBDO	10/15/2004	05/28/2011
EBDO	01/23/2004	01/06/2011
MBDO	01/02/2003	08/15/2011
SMBDO	09/27/2002	08/16/2011
MBDO	12/05/2007	11/09/2011

INTRODUCTION TO CIVIL RIGHTS

This course describes the role of the Office of Civil Rights; provides information on federal laws and guidelines prohibiting unlawful discrimination, harassment and retaliations in the work place; and information on when and how to contact the Office of Civil Rights.

#	NAME	2011	2010	2009
1		02/16/11	3/1/10-8/24/10	N/R
2		02/10/11	1/11/10-8/22/10	N/R
3		03/09/11	02/17/10	N/R
4		N/R	8/27/10-12/27/10	N/R
5		08/04/11	08/25/10	N/R
6		03/16/11	08/27/10	N/R
7		02/16/11	3/9/10-8/27/10	N/R
8		02/09/11	08/23/10	N/R
9		N/R	1/31-8/23-12/31	02/03/09
10		02/16/11	01/27/10	N/R
11		09/27/11	N/R	11/03/09
12		02/09/11	3/11/10-4/26/10	N/R
13		02/25/11	02/15/10	N/R
14		05/23/11	3/8/10-8/24/10	N/R
15		01/06/11	08/25/10	N/R
16		01/16/11	09/13/10	N/R
17		03/29/11	08/27/10	N/R
18		02/23/11	3/20/10-8/25/10	N/R
19		02/09/11	2/13/10-3/13/10	N/R
20		01/29/11	08/22/10	N/R
21		03/18/11	08/24/10	N/R
22		04/15/11	08/27/10	N/R
23		02/23/11	08/27/10	N/R
24		03/10/11	06/28/10	N/R
25		02/24/11	02/18/10	5/15/09 - 11/26/09
26		02/16/11	08/24/10	N/R
27		04/24/11	3/19/10-8/24/10	N/R
28		03/19/11	08/25/10	N/R
29		04/11/11	08/23/10	N/R
30		04/25/11	3/15/2010-8/23/10	N/R
31		07/26/11	08/24/10	N/R
32		03/14/11	3/3/10-8/24/10	02/21/09

***N/R No Record

U.S. Department of Homeland Security
601 South 12th Street
Arlington, VA 22202-4220

MEMORANDUM

From: Daniel Burche, Division Director SPOT/TDC/EOB, OSC

To: Stanford Miyamoto, Federal Security Director, Honolulu International Airport

Through: Fala Walton, Regional Operations Officer, OSO
Heather Callahan, (Acting) Deputy General Manager, Field Operations, OSO
Mitch Brown, (Acting) General Manager, Field Operations, OSO
Scott Johnson, (Acting) Deputy Assistant Administrator, OSO

Subject: COVERT VISIT TO HONOLULU INTERNATIONAL AIRPORT

As requested by Office of Security Operations Field Operations General Manager, a 3-member team of highly experienced SPOT STSMs conducted a covert visit to Honolulu International Airport during the period September 19 – 26, 2011. Following a preliminary assessment, the STSMs began operating independently to observe SPOT Operations. The STSMs are identified as Team 1, Team 2, and Team 3.

Overall Observations:

There were 2 referrals made during this visit time. At no time did the team see any possible misconduct related to particular ethnic groups.

No BDO Managers were ever identified during the observational periods. Some BDOs that were observed conducted their job very well by performing behavior observations and walking the line operations. However, some that were observed failed to follow policies and procedures by conducting personal conversations with other uniformed TSA personnel or by using cell phones inappropriately. They also failed (b)(7)(F), (b)(7)(G) to conduct necessary observations and communicate with fellow team members.

BDOs failed to engage (b)(7)(F), (b)(7)(G) The team saw (b)(7)(F), (b)(7)(G) (b)(7)(F), (b)(7)(G) Daily stationary assignments to cover breaks at long distance checkpoints would be key to show seamless operations leaving no checkpoints left un-manned.

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by The White Room (Episodes)

2 months ago



Chense "Beccccch"
Bushes
Uncle Eli "Dick" Moniz
Dave Warshaure
Thomas Biniek
Wyatt SlayDog
Thomas "Dick" Biniek
Michael Pualoha
Peter Richards
Johnny Orla
Tyler Rock
Will Edwards

THEWHITEROOM
(EPISODES)



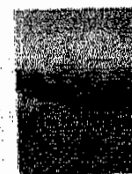
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TSA Whistleblowers: HNL Screeners Target Mexicans

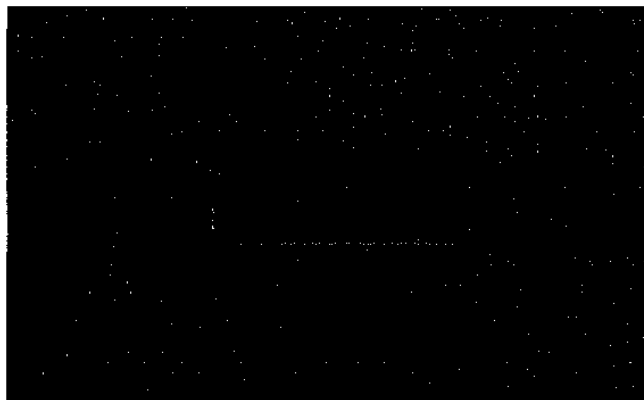
TSA Employees Complain Of Racial Profiling

Keoki Kerr KITV4 News

POSTED: 3:25 pm HST November 1, 2011
UPDATED: 3:28 pm HST November 1, 2011

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HONOLULU -- Two members of an elite Transportation Security Administration unit at Honolulu International Airport target Mexican travelers for extra screening so often they are referred to as "Mexicutioners" by their co-workers, according to two whistleblowers who came forward to tell their stories to KITV 4 News. The TSA said it's investigating the allegations.

Honolulu, like 160 other airports nationwide, has a unit of specially trained TSA screeners who are supposed to assess behaviors of passengers to determine if they're suspicious and may be planning some kind of terrorist attack.

"The program is geared toward ... looking for terrorists," said Officer A, one of two Honolulu TSA officers who spoke to KITV 4 News but asked to keep their identities secret to avoid discipline for speaking out.

The two officers shared information about the team of roughly 32 of Honolulu's Behavior Detection Officers, known as BDOs. The TSA has about 700 officers in Honolulu.

"The BDO program is supposed to identify passengers exhibiting suspicious behaviors," said Officer B.

Problem is, the whistleblowers said, two Honolulu TSA behavior detection officers are improperly targeting Mexican travelers to see if they are in the United States illegally.

"They're known as the 'Mexicutioners,'" said Officer A. "Honolulu is known

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for having a few 'Mexicutioners' and they know who they are and they know what they do."

Other TSA screeners refer to the man and woman as the Mexicutioners, because employees say they are responsible for the great majority of the arrests of illegal aliens at Honolulu International Airport, most of them from Mexico.

A few other Honolulu TSA employees and attorneys for some recently fired TSA workers who told KITV 4 News the same thing: it's well-known that just two TSA screeners target Mexican travelers in Honolulu to appear productive, even though their main priority is supposed to be stopping passengers who could be a security threat.

"We're not in the business of going after illegals. We're supposed to be finding potential terrorists, threats to aviation security," said Officer B. "They have been abusing the program to make a mark for themselves."

In response, TSA spokesman Nico Melendez released a statement that said, "The allegations raised regarding the Behavior Detection Officer program at Honolulu International Airport have resulted in an ongoing review of screening operations at HNL. As such, TSA is unable to provide comment until the review is complete."

KITV asked the TSA for a detailed list of the countries of origin for each foreign national arrested as a result of a referral from TSA BDOs in Honolulu, reports that managers in Honolulu routinely review after each case and send to TSA headquarters in Washington D.C. The arrest figures are entered into several national TSA databases, sources said. But the TSA declined to release that data, citing the "review" that's under way.

The TSA's parent agency, the U.S. Department of Homeland Security, has launched an inspector general's audit of operations at TSA Honolulu following the firing of several dozen TSA screeners here last summer in a baggage checking scandal. Those firings were the result of a separate six-month TSA investigation.

Behavior detection officers are supposed to mingle with passengers in line at TSA checkpoints and see if they exhibit nervous behavior, but TSA employees said the two accused screeners are making up suspicious behaviors to justify extra screening of people from Mexico, which is known for having easily available fake identification documents.

"They are fabricating behaviors. They're making them up -- the behaviors don't exist -- in order to get to the point where they can arrest these people," said Officer A.

"Racial profiling is not an effective form of providing security and our security officers are trained to treat every passenger with dignity and respect," Melendez, of the TSA said.

"Sounds like racial profiling to me. Something is wrong when you have those types of statistics," said Daphne Barbee-Wooten, a civil rights attorney representing a former TSA manager Raymond Ware. Ware is suing the agency after he was fired in an unrelated case -- in which dozens of TSA screeners were found to have not screened checked baggage for explosives last year.

"You can't target anybody because of their ethnicity, the way they look, the way they talk, their nationality, their sex, their age. You can't do that because that's racial stereotyping and that will not lead you to find a terrorist," Barbee-Wooten said.

Similar allegations at Newark Liberty International Airport in New Jersey

caused the TSA to mount an investigation last year, demoting a TSA manager and retraining its entire behavior detection workforce there.

The Star-Ledger newspaper reported a TSA investigation found that some TSA employees in Newark referred to certain colleagues as "Mexican hunters" because they targeted air passengers from Mexico and the Dominican Republic for extra scrutiny.

Back in Honolulu, TSA officers also accused one behavior detection officer of using inside information from a friend at the U.S. Drug Enforcement Administration to repeatedly stop people suspected of carrying large amounts of cash through Honolulu airport, possibly as part of the drug trade.

They said one TSA screener was responsible for seizing as much as \$1 million in undeclared cash on various passengers, until his contact at DEA moved out of town.

The DEA knows that the TSA has what's called "implied consent" at security checkpoints, meaning when you go through the checkpoint, you consent to having your bags and your body checked, the whistleblowers said.

"They were using that loophole and the contact in the BDO program as a way to get into the passenger's bag and find the money without having to get a search warrant," said Officer B.

Asked if the program has ever stopped a suspected terrorist in Honolulu since the program began in April of 2007, Officer B said, "Never. Not Once."

CRITICAL GAO AUDIT

A 2010 federal audit of the TSA's behavior detection program across the country found during its entire brief history the program has never resulted in the arrest of a terrorist or someone planning to engage in some kind of terrorist activity anywhere in the United States.

The Governmental Accountability Office audit published in May of 2010 found illegal aliens made up the biggest category of arrests from TSA cases -- 39 percent of them across the country -- between 2004 and 2008.

The audit also said the TSA did not scientifically validate the behavior observation program before it started following the 9-11 attacks.

The GAO auditors said the TSA should study whether the program -- with an annual budget of more than \$200 million -- is a good use of taxpayer money or whether random extra screening would be just as effective.

SLEEPING ON THE JOB

A few years back, TSA employees at Honolulu said two of those highly-trained behavior detection officers were caught sleeping on the overnight shift.

"Two officers had brought in cots and pillows, and were caught sleeping on the job by management," said Officer A. "Nothing was done about it."

The two whistleblowers said the two screeners caught sleeping on the overnight shift were never disciplined.

Even worse, they claim, some years later, several other overnight-shift behavior detection officers could not be found during their shift so the TSA simply stopped staffing the overnight shift, meaning no BDOs work the

overnight hours anymore.

"They just completely got rid of it," Officer A said.

DRUG TESTING: DOUBLE STANDARD?

Another allegation: one of the managers of Honolulu's behavior detection program tested positive for cocaine in a random drug test this summer.

Whistleblowers said he's been re-assigned but is still on the job because he's needed to testify in some personnel cases.

"Word throughout the airport is that they need to keep him for testimony in various EEO investigations," said Officer B, referring to Equal Employment Opportunity cases, which can allege sexual harassment, unfair treatment based on an employee's gender or race, and other complaints.

TSA employees said that's a double standard, because all other employees are automatically fired if they test positive for drugs.

"It makes you embarrassed to work at the TSA, especially at Honolulu," said Officer B.

Honolulu TSA employees have filed 12 EEO complaints against their supervisors since 2009, four of which were sexual harassment complaints, a TSA official said.

The TSA said its leaders in Honolulu are taking "proactive measures" to improve security operations, the work environment and staff morale.

"They have conducted town hall sessions, surveys and meetings with the workforce to identify issues/concerns and are taking necessary measure to address these problem areas," a TSA official said.

Glen Kajiyama, TSA Honolulu's federal security director, was fired June 3, along with four other TSA managers and at least 24 screeners as a result of a probe that found TSA employees failed to properly screen checked luggage for explosives for months. TSA employees complained they were pressured by managers to rush security checks of bags in spite of a lack of screening equipment and staff shortages.

Kajiyama and three other managers are appealing their firings to the U.S. Merit Systems Protection Board in Washington, D.C., according to sources familiar with the cases. The Merit Systems Protection Board handles appeals of TSA managers and most other federal employees.

A fifth TSA manager fired after the baggage probe, William Gullledge, the former assistant federal security director for screening, chose to retire, a source said.

Stanford Miyamoto, TSA's deputy area director in Honolulu, was named acting federal security director in June.

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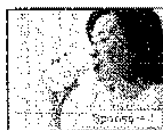
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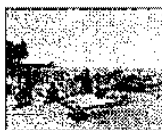
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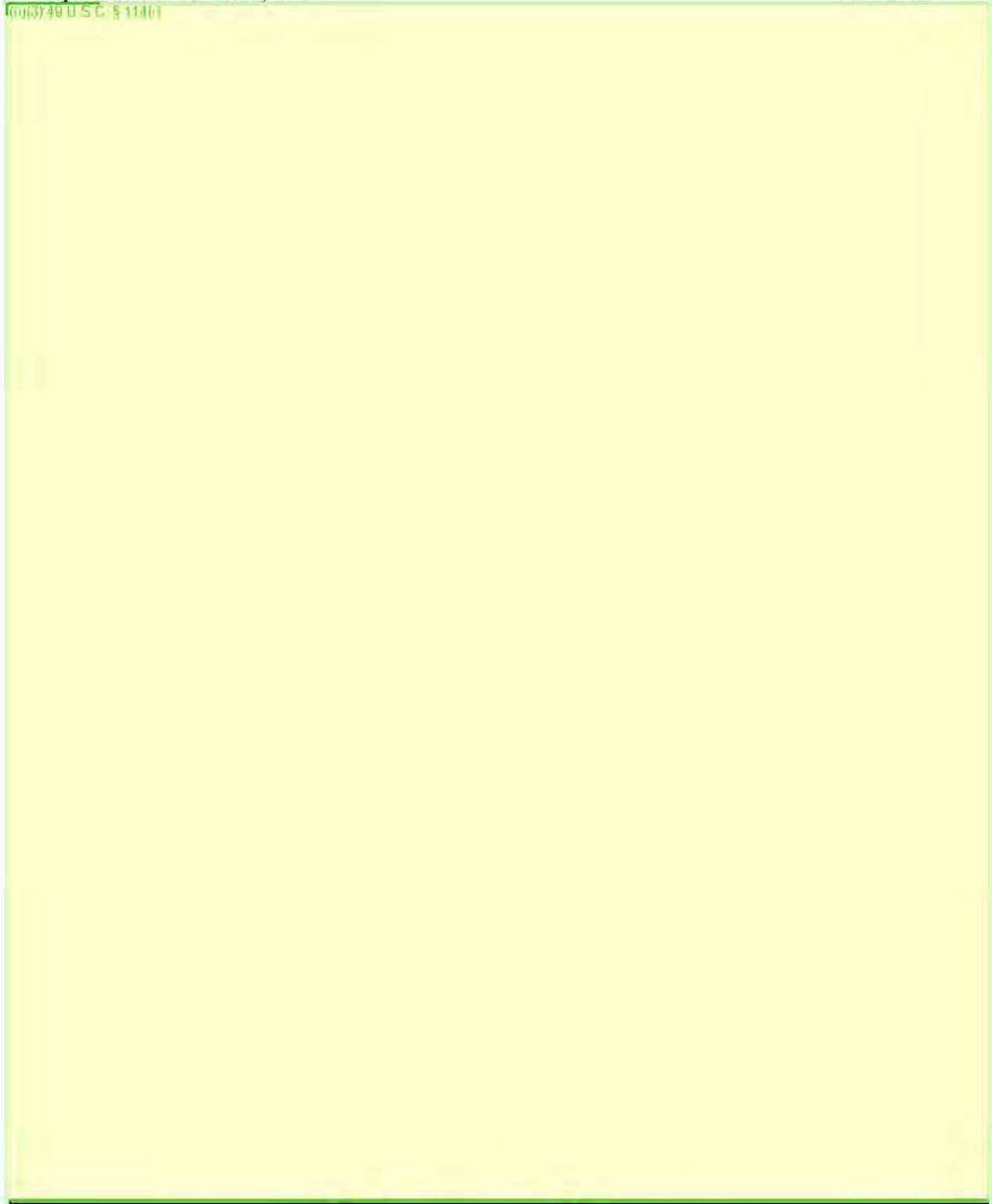
Revision: 2, Change 1

Date of Change: May 20, 2011

Implementation Date: June 3, 2011

SPOT SOP

(b)(3) 49 U.S.C. § 11101



~~SENSITIVE SECURITY INFORMATION~~

~~WARNING: THIS RECORD CONTAINS SENSITIVE SECURITY INFORMATION THAT IS CONTROLLED UNDER 49 C.F.R. PARTS 15 AND 1520. NO PART OF THIS RECORD MAY BE DISCLOSED TO PERSONS WITHOUT A "NEED TO KNOW" AS DEFINED IN 49 C.F.R. PARTS 15 AND 1520, EXCEPT WITH THE WRITTEN PERMISSION OF THE ADMINISTRATOR OF THE TRANSPORTATION SECURITY ADMINISTRATION OR THE SECRETARY OF TRANSPORTATION. UNAUTHORIZED RELEASE MAY RESULT IN CIVIL PENALTIES OR OTHER ACTION. FOR U.S. GOVERNMENT AGENCIES, PUBLIC DISCLOSURE GOVERNED BY 5 U.S.C. 552 AND 49 C.F.R. PARTS 15 AND 1520.~~

BDO Referrals at HNL which involved currency

Currency Seized from 2009 to 2011

BRN	Date	Agency Involved	Agent	\$ Seized Total	Primary BDO
09-010	2/11/2009	ICE	(b)(6) (b)(7)(C)	22,000.00	(b)(6) (b)(7)(C)
10-019	5/30/2010	ICE	(b)(6) (b)(7)(C)	29,000.00	(b)(6) (b)(7)(C)
11-028	6/27/2011	ICE	(b)(6) (b)(7)(C)	11,644.00	(b)(6) (b)(7)(C)
Total currency seized from 2009 to 2011				\$ 62,644.00	

Additional Information:

Currency Seized from 2007 to 2011

BRN	Date	Agency Involved	Agent	\$ Seized Total	Primary BDO	Notes:
07-039	11/30/2007	DEA	(b)(6) (b)(7)(C)	250,000.00	(b)(6) (b)(7)(C)	DEA seized \$20,000 at the checkpoint and \$230,000 in checked baggage; Per DEA's request, TSA distributed BDO to workforce regarding passenger.
08-076	4/22/2008	DEA	(b)(6) (b)(7)(C)	124,250.00	(b)(6) (b)(7)(C)	
08-094	6/20/2008	ICE	(b)(6) (b)(7)(C)	10,275.25	(b)(6) (b)(7)(C)	Passenger also got arrested.
08-105	7/22/2008	DEA	(b)(6) (b)(7)(C)	38,000.00	(b)(6) (b)(7)(C)	
08-125	9/9/2008	Sheriffs	(b)(6) (b)(7)(C)	37,700.00	(b)(6) (b)(7)(C)	Also bribery case. Per STSM, BDOs passed on information to DEA, in turn DEA seized \$37,700 in LAX.
08-143	10/9/2008	DEA	(b)(6) (b)(7)(C)	22,000.00	(b)(6) (b)(7)(C)	
08-160	11/15/2008	ICE	(b)(6) (b)(7)(C)	56,635.00	(b)(6) (b)(7)(C)	DEA agent (b)(6) (b)(7)(C) was also involved
09-010	2/11/2009	ICE	(b)(6) (b)(7)(C)	22,000.00	(b)(6) (b)(7)(C)	
10-019	5/30/2010	ICE	(b)(6) (b)(7)(C)	29,000.00	(b)(6) (b)(7)(C)	
11-028	6/27/2011	ICE	(b)(6) (b)(7)(C)	11,644.00	(b)(6) (b)(7)(C)	
Total				601,504.25		Total for BDO Lovstedt \$572,504
						Total for BDO (b)(6) (b)(7)(C) \$29,000

LEO with Currency but NOT Seized

BRN	Date	Agency Involved	Agent	\$ Total	Primary BDO	Notes:
08-045	3/19/2008	DEA	(b)(6) (b)(7)(C)	37,500.00	(b)(6) (b)(7)(C)	
08-158	11/14/2008	DEA	(b)(6) (b)(7)(C)	30,000.00	(b)(6) (b)(7)(C)	
11-005	2/3/2011	ICE	(b)(6) (b)(7)(C)	12,000.00	(b)(6) (b)(7)(C)	

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ATTACHMENT

15

~~SENSITIVE SECURITY INFORMATION~~



MEMORANDUM OF INTERVIEW OR ACTIVITY

Type of Activity:

- ☒ Personal Interview
☐ Telephone Interview
☐ Records Review
☐ Other

Date and Time:

January 21, 2012

Activity or Interview of:

(b)(6)

SPOT Transportation Security Manager (STSM)
Honolulu International Airport (HNL)
Ph: (808) 478- (b)(6)

Conducted by:

Special Agents Mark Fedorko and
Edward Archuleta

Location of Interview/Activity:

Transportation Security Administration (TSA)
300 Rogers Blvd., Suite 45
Honolulu, HI 96819

Subject Matter/Remarks

(b)(6) advised he was hired by TSA in September, 2002, and has been assigned to HNL since that time. STSM (b)(6) further stated that he accepted a position as a behavior detection officer (BDO) sometime in April, 2007.

STSM (b)(6) first heard of discussion regarding racial profiling at HNL in August, 2010 when STSM (b)(6) told him of an allegation made by BDO (b)(6) regarding BDO (b)(6). STSM (b)(6) reviewed records and obtained statements from (b)(6) and (b)(6). The original allegation by (b)(6) proved to be unfounded.

STSM (b)(6) stated that he heard of a racial profiling allegation in November, 2011, when co-workers were discussing the story on a local news channel. In December, 2011, STSM (b)(6) viewed another news story on-line and believed strongly that one of the interviewees was BDO (b)(6). STSM (b)(6) based this on his familiarity with (b)(6) manner of speaking. STSM (b)(6) could not identify the other interviewee based on observations, but suspected either (b)(6) or (b)(6) due to their history of disciplinary actions and the fact that each of them have filed EEO complaints against him.

Case Number:
M-12-0755

Case Title:
BDO Practices at HNL

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(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

STSM (b)(6) stated that he had never participated in or witnessed any HNL BDO racially profile passengers.

STSM (b)(6) stated that no TSA employees have ever referred to him or others as a "Mexicutioner" and that his term was first used on one of the newscasts.

STSM (b)(6) stated that he had never been given any tips by DEA or any other law enforcement agencies and that all law enforcement special requests are coordinated through the AFSD-LE.

STSM (b)(6) stated that he had never observed any BDO sleeping while on duty and that the cot that was in the BDO office belonged to BDO (b)(6) (b)(6) brought the cot in to the office for the purpose of loaning it to BDO (b)(6).

STSM (b)(6) stated that he had never heard of any BDOs using drugs with the exception of STSM (b)(6) who claimed to have had a positive urinalysis for cocaine as a result of his use of an herbal tea.

STSM (b)(6) provided a sworn statement which is attached to this Memorandum of Interview.

Case Number:
M-12-0755

Case Title:
BDO Practices at HNL

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(Revised 12-15-08)



Transportation
Security
Administration

SWORN STATEMENT

(b)
(5)

(b)(5)

I, _____, having been duly sworn, hereby make the following statement to

Mr. FEDORKO AND E. ARCHULETA, who has been identified to me as a federal law enforcement officer and special agent with the Transportation Security Administration, Office of Inspection. I am making this statement of my own free will, without any duress or coercion.

*** SEE ATTACHED STATEMENT ***

I have read this entire statement consisting of 3 pages. I have been given the opportunity to make any corrections necessary to make the statement accurate. All of the information contained in this statement is true and accurate to the best of my knowledge and belief. I understand that I may be prosecuted for perjury or making false statements if I have intentionally misrepresented anything contained in this statement. I have not intentionally omitted any information or knowledge I have that relates to the matters under investigation or review.

(b)(5)

Signed and sworn to before me, this 21st day of January, 2012.

Witness

[Signature]
Special Agent
Transportation Security Administration
Department of Homeland Security
Authority to administer oaths: 5 U.S.C. § 303



(b)(6)

My name is (b)(6). I am a Screening Passenger by Observation Techniques (SPOT) Transportation Security Manager at HNL. I was first hired by TSA in September, 2002 and have been assigned at HNL since that time. I became an Expert Behavior Detection Officer (EBDO) in April, 2007. I received a promotion to STSM in November, 2009, and was responsible for the a.m. shift. In this position, I am responsible for providing discipline, oversight, logistics and ensuring that the SOP is followed. In addition to these requirements, I also perform the same work as all BDOs. That is, I walk the line and conduct behavior observations.

I first heard of discussion regarding racial profiling on the part of HNL BDOs sometime in August, 2011. (b)(6) told me that BDO (b)(6) had mentioned to her that he believed that BDO (b)(6) was involved in racially profiling Mexicans. (b)(6) asked me to look into it. I talked with (b)(6) and (b)(6) and their partner, BDO (b)(6). I had each of them write a statement. I also pulled the SPOT report for that day and the LEO incident report. After reviewing these documents, I found that nothing out of the ordinary took place. (b)(6) told me that he thought that (b)(6) was targeting Mexicans based on a feeling he had. After pressing him for more information regarding this allegation, he could not provide any supporting observations regarding his initial concern.

The next time I heard of anything to do with racial profiling was in November, 2011. Several other BDOs told me that there was something on the news about BDOs profiling Mexicans at HNL. There was then another newscast in December, 2011 which had interviews of two people with their faces and voices disguised. I found the newscast on line and watched it. I am very sure that the people interviewed were involved with the BDO program because they had a lot of knowledge about it. Although their faces and voices were disguised, I am 99% sure that one of the people interviewed was BDO (b)(6). I believe this because of the words and sentence structure he used, and I've worked with him since 2007 and am very familiar with his mannerisms. In the interview, the person spoke the same way that (b)(6) speaks. As far as the other person interviewed, I could not determine who it was based on anything present in the interview. I would guess that the other person interviewed was either TSO (b)(6) or LTSO (b)(6). I base this belief on the fact that both of them had significant disciplinary problems with the BDO program and me specifically. (b)(6) also had disciplinary problems. (b)(6) was counseled on several occasions for his behavior and making inappropriate comments.

He also was accused of misusing sick leave while skiing in Canada and is the executive producer known as (b)(6), and (b)(6), for an internet site called The White Room. I've viewed episodes from this website and have seen (b)(6) his girlfriend (b)(6) former TSO (b)(6) and TSO (b)(6) within the episodes. He has also placed the names of STSMs within the ending credits of the episodes, but he has changed their names by adding

(b)(6)

2 of 3

(b)(6)

offensive names, such as Uncle (b)(6) "Dick" (b)(6) Thomas "Dick" (b)(6) and (b)(6) "Beocch" (b)(6).

BDO (b)(6) has filed EEO complaints against me on at least two occasions. I believe that he does not like me because I was present during some of his counseling sessions with (b)(6). (b)(6) I believe (b)(6) also would have been motivated to cause problems because he was not allowed to apply for the SPOT HQ assignment. (b)(6) also filed a EEO complaint against me, because I sat on one of his panel interviews. I believe (b)(6) would have been motivated to cause problems for the BDO program because she was removed from the BDO program for disciplinary reasons.

During my entire time working at HNL, I have never participated in or observed any racial profiling. I can only assume that these allegations were made against me by the people who dislike me and the BDO program.

I have never heard of anyone refer to me or BDO (b)(6) as a "Mexicutioner." This was the nick name used by boxer Manny Pacquiao. I first heard it used when referring to me on the newscast. I have never heard of any TSA employees refer to me or any other TSA employees by this name.

I have never had any contact with DEA or any other law enforcement agency in which I was asked to watch for someone. I have been contacted by ICE agents, however on each of these occasions, I referred them to the AFSD-LE Dana Chong Tim.

I have never observed or heard of anyone sleeping while on duty. I do recall an incident where a cot was left in the BDO office. I raised concern about this and reported it to (b)(6). I later found out that this cot belonged to a BDO who was loaning it to another BDO. There was never any indication that someone was sleeping while on duty.

I have never observed or heard of any TSA employee using drugs with the exception of STSM (b)(6). He told me that he had a positive urinalysis for cocaine and that it was caused by his use of some sort of tea that he drank. I don't think he's telling the truth, because his performance level is low, he forgets a lot of things, and he often makes a lot of mistakes. I've also noticed (b)(6) gives him a lot of help and guidance.

In conclusion, I have never racially profiled while doing my duties as a BDO. I have always followed the SOP exactly and only screened passengers based on their behavior and risk factors, and not based on ethnicity. I believe that the allegations made about racial profiling were made by a few disgruntled former BDOs as retribution.

3 of 3

(b)(6)



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NON-DISCLOSURE AGREEMENT

The Office of Inspection (OI) is conducting an official investigation. As a result, OI is reviewing official records and/or have interviewed me in connection with this investigation. I understand that the disclosure of these records and/or any statements I make may not be disclosed to persons without a need to know as defined by Title 49, CFR, Part 1520, except with the written permission of the Administrator, Transportation Security Administration, Washington, DC. I further understand that unauthorized release may result in disciplinary action.

PRINT NAME

(b)(6)

SIGNATURE

(b)(6)

DATE

1-21-12

WITNESSED BY:

M FEDORIN

OI Official

[Signature]

1-21-12

E ARCHULETA

OI Official

[Signature]

1-21-12