





## Report Availability

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Information about the federal Inspector General community is available through the Inspectors General Network at [www.IGnet.gov](http://www.IGnet.gov).

Public reports from all federal Inspectors General who are members of the Council of the Inspectors General on Integrity and Efficiency are available at [www.Oversight.gov](http://www.Oversight.gov).

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# Message from the Acting Inspector General

On behalf of the Office of the Inspector General of the Intelligence Community (IC IG), I am pleased to present the *Semiannual Report to Congress* summarizing our oversight efforts from October 1, 2024, through March 31, 2025.

I would like to take a moment to acknowledge the contributions of The Honorable Thomas A. Monheim, who led this office with dedication and integrity until his departure in January 2025. His leadership strengthened our oversight framework, ensuring that the IC IG remained a pillar of accountability and transparency within the Intelligence Community (IC). I am honored to continue building on that foundation as Acting Inspector General. This reporting period also coincided with the broader transition in administration, during which IC IG has been instrumental in maintaining oversight continuity, preserving institutional knowledge, and adapting to evolving intelligence priorities. Our team has remained focused on maintaining independent, objective, and effective oversight amid these transitions, reinforcing our commitment to transparency, accountability, and national security.

Guided by our core values—Integrity, Independence, Transparency, and Accountability—the IC IG remains committed to ensuring the efficiency, effectiveness, and integrity of the IC. Over the past six months, our office has conducted independent audits, evaluations, and investigations that have resulted in measurable improvements in financial accountability, security compliance, and whistleblower protections.



## KEY IMPACTS & ACHIEVEMENTS

### Audit, Inspection, & Evaluation-Driven Advances:

- IC IG oversight efforts led to the closure of three recommendations, improving financial reporting across the Office of the Director of National Intelligence (ODNI).
- The Audit Division's Audit of Artificial Intelligence (AI) integration identified barriers preventing ODNI from adopting AI at an accelerated rate.
- IC IG oversight efforts led to the closure of two long-standing recommendations, and the Inspections and Evaluations Division continues its sustained effort to improve efficiencies across the IC enterprise in the areas of preparedness, security, and program management.

### Investigative Impact:

- Five reports of investigations issued, resulting in disciplinary actions, policy reforms, and more than \$189,000 in total financial impact.
- A major contractor fraud investigation uncovered improper billing practices, leading to corrective contract actions and policy updates to prevent future misuse of IC funds.
- IC IG offered training and advice on whistleblower reprisal investigations to our fellow Offices of Inspector General (OIG) and IC agencies that enhanced consistency in interpretation of law in this area.

### Enhanced Oversight Collaboration:

- As Chair of the Intelligence Community Inspectors General Forum (the Forum), IC IG strengthened interagency cooperation, leading to joint investigations and inspections, and intelligence-sharing improvements.
- The enacted Intelligence Authorization Act for Fiscal Year 2025 codified multiple Forum legislative proposals that clarified whistleblower processes and protections and strengthened OIG budget independence.
- The Forum's Inspections Committee identified a critical gap in government oversight, collaborated with partners to develop oversight plans to address the gap, and will lead oversight activities in collaboration with IC partners, stakeholders, and customers to protect national security information.

### CHALLENGES & PATH FORWARD

While we have made significant progress, resource constraints continue to limit our ability to address all oversight priorities. In this reporting period:

- As IC IG continued to focus on clearing our backlog of congressionally directed actions in a resource constrained environment, 100% of our discretionary work has been delayed or deferred.
- Data access challenges impacted our ability to fully investigate certain whistleblower complaints, reinforcing the need for improved data-sharing agreements within ODNI.

### Looking ahead, we will endeavor to:

- Engage in work planning efforts to ensure our limited resources are aligned toward the highest risk areas within the IC, preventing and detecting fraud, waste, and abuse in IC programs and activities.
- Conduct reviews of ODNI payment processes and ODNI information security internal controls.
- Continue to coordinate and deconflict cross-community investigations, audits, inspections, evaluations, and reviews to strengthen efficiencies, eliminate redundancies, and streamline/synchronize the IC programs, functions, and activities that protect critical national security information.
- Advance financial and cybersecurity audits to identify risks and drive accountability in key intelligence programs.

I am grateful to the IC IG team and our partners across the IC and Congress who support our mission. Your continued commitment to independent oversight ensures that the IC operates with integrity and accountability in service to our Nation.

**TAMARA A. JOHNSON**

Acting Inspector General of the Intelligence Community

MARCH 31, 2025



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**REPORT SUSPECTED FRAUD, WASTE, AND ABUSE**

## OFFICE OF THE INSPECTOR GENERAL OF THE INTELLIGENCE COMMUNITY

## Authority

In 2010, Congress amended the National Security Act of 1947 (50 U.S.C. § 3001 et seq.) to establish the Office of the Inspector General of the Intelligence Community (IC IG) within the Office of the Director of National Intelligence. This establishment is codified at 50 U.S.C. § 3033. The IC IG has the statutory authority to independently conduct, and issue reports on, audits, inspections, investigations, and reviews of programs or activities within the Director of National Intelligence's responsibility and authority. The IC IG is authorized to receive and investigate complaints or information from whistleblowers, and to conduct independent reviews of Intelligence Community matters and whistleblower reprisal claims.

Congress also established the Intelligence Community Inspectors General Forum (the Forum) under 50 U.S.C. § 3033. The IC IG serves as the Chair and Forum members consist of the statutory and administrative Inspectors General with oversight responsibility for an Intelligence Community element. The Forum provides a mechanism for coordination, deconfliction, and collaboration regarding matters of common interest, questions of jurisdiction, and access to personnel and information that may affect more than one Office of Inspector General.

## OFFICE OF THE INSPECTOR GENERAL OF THE INTELLIGENCE COMMUNITY

### Mission

The Office of the Inspector General of the Intelligence Community’s mission is to promote economy, efficiency, and effectiveness and to prevent and detect fraud, waste, and abuse in the programs and activities within the Director of National Intelligence’s responsibility and authority.

### Vision

A premier workforce that exemplifies core values and strengthens the Intelligence Community and Nation.

### Core Values

#### INTEGRITY

Do the right thing for the right reasons and the right way.

#### INDEPENDENCE

Do our jobs impartially without fear or favor.

#### TRANSPARENCY

Foster trust and confidence through openness and honesty.

#### ACCOUNTABILITY

Be responsible at every level and in every direction.

### Statement of Independence

The Inspector General of the Intelligence Community is appointed by the President of the United States, by and with the advice and consent of the Senate. By statute, the Inspector General of the Intelligence Community must be nominated based on integrity, experience, and demonstrated ability, and without regard to political affiliation. Likewise, the Office of the Inspector General of the Intelligence Community (IC IG) must perform its duties with independence, objectivity, and impartiality. Accordingly, the IC IG’s findings and conclusions are not influenced by bias or external interference; they are based on the facts and applicable law and in accordance with applicable standards for Offices of Inspector General.



The IC IG must perform its duties with independence, objectivity, and impartiality.

## OFFICE OF THE INSPECTOR GENERAL OF THE INTELLIGENCE COMMUNITY

## Statutory Requirements

Pursuant to 50 U.S.C. § 3033(k)(1)(A), the Inspector General of the Intelligence Community shall, not later than October 31 and April 30 of each year, prepare and submit to the Director of National Intelligence (DNI) a classified and, as appropriate, an unclassified semiannual report summarizing the IC IG's activities during the immediately preceding six-month period ending September 30 and March 31, respectively.<sup>1</sup> Not later than 30 days after the date of the receipt of the report, the DNI shall transmit the report to the congressional intelligence committees, together with any comments the DNI considers appropriate.<sup>2</sup>

All IC IG inspection and investigation activities conform to standards adopted by the Council of the Inspectors General on Integrity and Efficiency (CIGIE). The IC IG conducts all audit activities in accordance with generally accepted government auditing standards or other applicable professional standards.

During this reporting period, IC IG received adequate funding to fulfill most of its mission requirements. However, and due to an enduring gap between resources and requirements, IC IG was unable to meet its deadlines on several congressionally directed actions. IC IG also had to delay other important work.

The budget included personnel and general support, including travel, training, equipment, supplies, information technology support, and office automation requirements. Additional information is provided in the *Semiannual Report Classified Annex*.

The IC IG also obtained access to information relevant to the performance of its duties during the reporting period. The IC IG previously reported that to-date in limited, but important instances, data stewards were unable to provide IC IG data relevant to certain investigations due to technical and other limitations. IC IG made significant progress towards eliminating this challenge, it continues to explore options for access to critical data sets in a manner that facilitates IC IG-authorized activities and better protects the identities of whistleblowers and subjects of IC IG investigations.

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<sup>1</sup> The statute also requires IC IG to provide any portion of this report involving a component of a department of the United States Government to the head of that department.

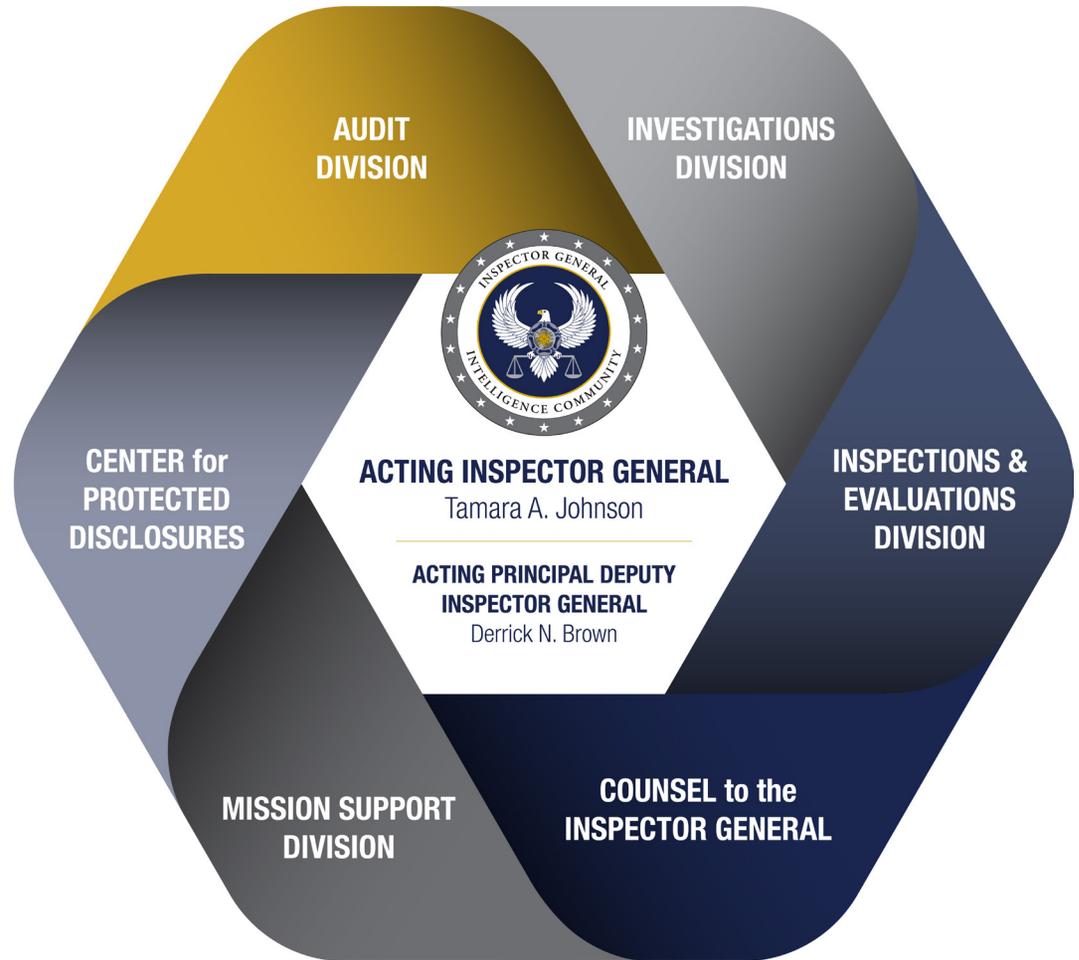
<sup>2</sup> The statute further requires the DNI to transmit to the Senate and of the House of Representatives Committees, with jurisdiction over a department of the United States Government, any portion of the report involving a component of the department simultaneously with submission of the report to the congressional intelligence committees.

# OFFICE OF THE INSPECTOR GENERAL OF THE INTELLIGENCE COMMUNITY

## Organizational Structure

The IC IG employs a highly skilled and committed workforce, including permanent employees (cadre), employees from other Intelligence Community elements on detail to the IC IG (detailees), and contractors. Additional personnel details are listed in the *Semiannual Report Classified Annex*.

The IC IG's senior leadership team includes the Inspector General, Principal Deputy Inspector General, Counsel to the Inspector General, four Assistant Inspectors General, and the Director of the Center for Protected Disclosures.



## OFFICE OF THE INSPECTOR GENERAL OF THE INTELLIGENCE COMMUNITY

## Strategic Plan

The *Office of the Inspector General of the Intelligence Community Strategic Plan 2023–2027* highlights IC IG leadership’s dedication to the people, products, and partnerships of the organization. The plan provides a path to advance the IC IG mission, expand cross-community engagement, and align projects and resources to enhance and strengthen the ODNI and the IC.

To date, IC IG has made progress toward approximately 80 percent of the 323 strategic initiatives and supporting action items in its fiscal year (FY) 2023, FY 2024, and FY 2025 strategic action plans.



## Strategic Goals

**Strengthen the foundation of the Office of the Inspector General of the Intelligence Community** by recruiting, developing, and retaining a premier workforce and fostering a collaborative, engaging, and professional environment that attracts and develops top talent based on merit and expertise.

**Conduct high-quality and timely audits, inspections, investigations, reviews, and other activities** to improve the integration, economy, and efficiencies of the Office of the Director of National Intelligence and the broader Intelligence Community. Support and protect Intelligence Community personnel who engage in lawful whistleblowing activities.

**Enhance collaboration, coordination, and communication among Intelligence Community Offices of Inspector General, the Director of National Intelligence, Congress, and our partners and stakeholders.**

# Products

IC IG Highlights

Audit Division

Inspections and Evaluations Division

Investigations Division

Mission Support Division

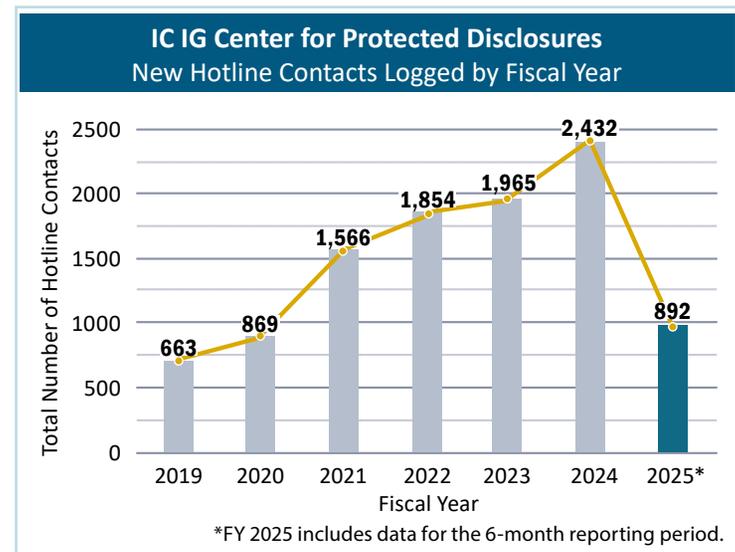
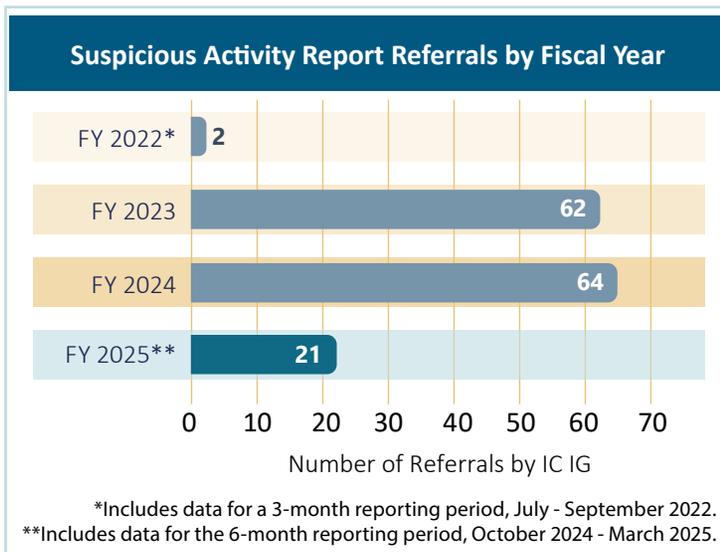
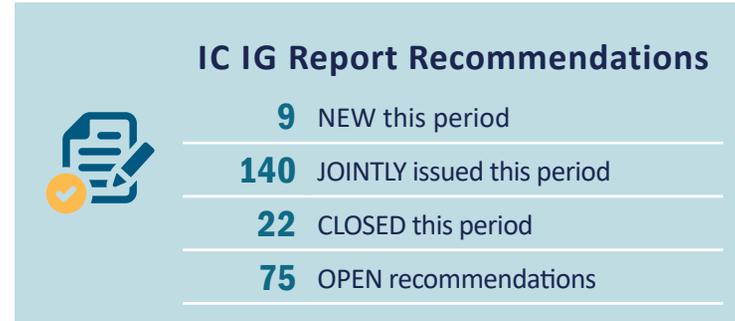
Center for Protected Disclosures

IC IG Hotline Metrics

Counsel to the Inspector General

# IC IG Highlights

October 1, 2024 - March 31, 2025



# Audit

The Audit Division’s mission is to conduct independent and objective audits and reviews of ODNI programs and activities, including audits required by law.

## Impact

Our audits assess if programs are achieving intended results and whether organizations are complying with laws, regulations, and internal policies in carrying out programs. Audit recommendations and engagements inform ODNI management’s efforts to improve the efficiency and effectiveness of ODNI and IC programs.



## Our Work Aims to:

- Improve business practices to better support the IC’s mission.
- Promote the economy, efficiency, and effectiveness of programs and operations throughout ODNI and the IC.
- Help reduce fraud, waste, abuse, and mismanagement.

## Collaboration

The Audit Division collaborates with other federal agencies and departments to conduct joint reviews of IC programs and activities, perform peer reviews that assess quality controls, and discuss and address relevant topics of importance to the Inspector General community.

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During the reporting period, the Audit Division completed two projects.

## Key Focus Areas

Acquisition Polices and Practices

Business Practices

Financial Management

Human Capital

Information Technology and Security

Personnel Security

Project Management

# Audit Division

## Summary of Audits and Recommendations

During the reporting period, the Audit Division completed 2 projects, issued 18 recommendations, and validated ODNI's implementation of 3 recommendations, bringing them to closure.<sup>3</sup> The issued recommendations, when implemented, will enhance internal control related to financial accountability and management. Notable outcomes of the audit projects include:

- Strengthened processes, leading to improved financial reporting,
- Increased awareness of barriers and challenges to adopting Artificial Intelligence at an accelerated rate.

### Metrics for This Reporting Period

**2** PROJECTS COMPLETED

**18** RECOMMENDATIONS ISSUED<sup>3</sup>

**3** RECOMMENDATIONS CLOSED

### Completed Audits:

- 1. Audit of ODNI Financial Statements (FY 2024)** – Identified key weaknesses in financial reporting, leading to corrective action plans.
- 2. Audit of the Integration of AI within ODNI** – Resulted in policy updates and improved compliance with federal AI guidelines.

<sup>3</sup>The 18 recommendations issued include 9 new and 9 repeated recommendations.

<sup>4</sup>The independent public accounting firm closed seven recommendations, replacing four with new recommendations in the FY 2024 Audit of ODNI's Financial Statements and marking three as closed, noting ODNI's remediation efforts.

# Audit Division Projects



## COMPLETED PROJECTS

### AUD-2024-001: Fiscal Year 2024 Audit of the Office of the Director of National Intelligence's Financial Statements (November 2024)

Title 31 U.S.C. § 3515, as amended by the Accountability of Tax Dollars Act of 2002, requires the ODNI to prepare and submit audited financial statements to Congress and the Director of the Office of Management and Budget.

The objective of the audit was to provide an opinion on whether or not ODNI's financial statements are presented fairly in all material respects and in accordance with U.S. generally accepted government accounting principles. The IC IG contracted an independent certified public accounting firm to audit the ODNI's financial statements.

The independent public accounting firm disclaimed an opinion on the ODNI's consolidated financial statements because of the inability to conclude on the overall existence, completeness, and valuation of amounts reported in the financial statements related to expenses and property, plant, and equipment. Therefore, the audit does not contain an unqualified opinion on the financial statements.

This report included 3 findings, repeated or repeated the intent of 9 recommendations made in the FYs 2022 and 2023 Audits of the Office of the Director of National Intelligence's Financial Statements, and made 9 new recommendations.

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This project aligns to the following management challenges, risk areas, and strategic goals:

- FY 2023 IC Management and Performance Challenge(s): Financial Management
- FY 2024 ODNI Management and Performance Challenge(s): Financial Management
- 2023 National Intelligence Strategy Goal(s): N/A

# Audit Division Projects



## COMPLETED PROJECTS

### AUD-2023-006: Audit of the Integration of Artificial Intelligence within the Office of the Director of National Intelligence (December 2024)

The Audit Division completed its audit of the integration of Artificial Intelligence (AI) at the ODNI. The audit was conducted in accordance with the Intelligence Authorization Act for Fiscal Year 2023 (division F of Public Law 117-263) (the FY 2023 IAA) on the efforts of ODNI to develop, acquire, adopt, and maintain AI capabilities, any administrative or technical barriers to the accelerated adoption of AI, the extent to which the DNI coordinated across the IC on matters related to AI, and the degree to which ODNI implemented each provision of Title LXVII of the FY 2023 IAA.

The IC IG found that ODNI directorates, centers, and officers were developing, acquiring, adopting, or maintaining AI capabilities; there were some barriers to the accelerated adoption of AI; ODNI coordinated across the IC with regard to AI through various means; and, ODNI was continuing to implement the provisions in Title LXVII of the FY 2023 IAA. The IC IG did not make recommendations as part of this audit.

This report included findings, but because ODNI continued to make progress implementing the provisions of the law, we did not make any recommendations. Additional details may be found in the *Semiannual Report Classified Annex*.

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This project aligns to the following management challenges, risk areas, and strategic goals:

- FY 2023 IC Management and Performance Challenge(s): Technology Modernization; Ensuring Competitive Advantage
- FY 2024 ODNI Management and Performance Challenge(s): Policies and Procedures; Investing in Technology Risk Area
- 2023 National Intelligence Strategy Goal(s): Position the IC for Intensifying Strategic Competition; Deliver Interoperable and Innovative Solutions at Scale; Enhance Resilience

# Audit Division Projects



## ONGOING PROJECTS

AUD-2024-005: Audit of the Office of the Director of National Intelligence Hiring Process

AUD-2025-001: Interagency Joint Report on Compliance with the Cybersecurity Information Sharing Act of 2015

AUD-2025-002: Evaluation of the Office of the Director of National Intelligence Implementation of the Cybersecurity Information Sharing Act of 2015

AUD-2025-003: FY 2025 Independent Evaluation of the Office of the Director of National Intelligence Security Program and Practices Required by the Federal Information Security Modernization Act of 2014

AUD-2025-004: Review of the Office of the Director of National Intelligence's Compliance with the Payment Integrity Act of 2019 for Fiscal Year 2024

AUD-2025-005: Fiscal Year 2025 Audit of the Office of the Director of National Intelligence's Financial Statements

Multiple Projects: Audits and Reviews of Intelligence Community Compliance with Insider Threat Policy

# Inspections and Evaluations

The Inspections and Evaluations (I&E) Division provides the Inspector General with a unique capability for providing oversight to ODNI and IC programs and activities, separate and distinct from traditional audit and investigative disciplines. The division performs congressionally directed and discretionary systematic and independent inspections and evaluations of ODNI and IC elements and their components in accordance with the Council of the Inspectors General on Integrity and Efficiency's (CIGIE) *Quality Standards for Inspection and Evaluation* (Blue Book).

## Areas of Expertise

The I&E Division is comprised of a multi-disciplinary staff with expertise in a variety of intelligence functional disciplines and with extensive experience working in the IC.

Experts from across the IC are trained in the use of various methods for gathering and analyzing data to conduct expedited inspections and evaluations and respond to priority issues of concern to the ODNI, the IC, Congress, and the public.

## Impact

The division issues inspection, evaluation, special, and quick review reports that contain evidence-based findings and recommendations to improve the efficiency and effectiveness of procedures and operations and to promote integration within the ODNI and across the IC.



### The Blue Book

The Blue Book provides inspectors flexibility to develop tailored approaches for determining efficiency, effectiveness, impact, and sustainability of agency operations, programs, or policies.

During the reporting period, the I&E Division completed three projects.

# Inspections and Evaluations Division

## Our Work Aims to:

- Be an independent source of IC-wide oversight of the IC's highly sensitive classified programs and activities for the ODNI, IC, Congress, and the public.
- Deliver reports with recommendations that address IC-wide waste, improve efficiency, effectiveness, integration and synchronization of the IC's programs and activities.
- Provide congressional intelligence committees with insight into IC programs and activities so they are fully and currently informed of significant problems and deficiencies relating to programs and activities within the responsibility and authority of the DNI.



## Collaboration

The I&E Division collaborates extensively with partners, stakeholders, and process owners across the IC and the federal government. Collaboration includes providing IC IG awareness presentations, participating in CIGIE forums, and synchronizing with the IC OIG community to address matters of jurisdiction, facilitate joint work, and to coordinate activities.

Additionally, as required by statute, I&E manages the IC OIG Inspections and Evaluations peer review program. Collaboration/coordination includes establishing governance, facilitating the execution of peer review processes, providing peer review training, and coordinating peer review team execution in accordance with the peer review schedule.

## Key Focus Areas

All Source Intelligence Analysis

Analytic Tradecraft Program Analysis

Classified National Laboratory Research  
Security and Program Efficiency

Confidential Human Source Programs

Human Intelligence Operations

Intelligence Information Classification  
and Declassification

Open-Source Intelligence Operations

# Inspections and Evaluations Division

## Summary of Projects and Recommendations

During the reporting period, the I&E Division led and supported joint efforts with multiple IC OIGs, the reports of which issued 140 recommendations.<sup>5</sup> These recommendations are intended to significantly improve intelligence support processes across the IC. Notable outcomes include:

- Identified cost savings due to waste, duplication, and reduction efforts.
- Strengthened intelligence support processes, leading to improved synchronization and execution.
- Enhanced IC governance, and strengthened IC analytic integrity processes.
- Identified and directed actions to strengthen security vulnerabilities for sensitive programs and activities.

### Completed Inspections and Evaluations:

- 1. Congressionally Directed Joint Evaluation of the Relationship Between the National Security Agency and the United States Cyber Command** – Joint reports issued 21 recommendations to strengthen intelligence support processes, leading to agency driven plans of action and milestones.
- 2. Joint Inspection** – Joint report issued 119 recommendations. Details may be found in the *Semiannual Report Classified Annex*.
- 3. Congressionally Directed Evaluation of DHS Overt Human and Open-Source Intelligence Programs** – Memorandum Report provided in-depth responses to congressional questions and communicated broad conclusions aimed at instilling greater efficiency and effectiveness in a critical agency intelligence program.

<sup>5</sup> The joint reports included 140 recommendations, where IC IG's partners are officially responsible for issuance and follow-up. Therefore, these recommendations are not included in the *Semiannual Report Classified Annex*.

# Inspections and Evaluations Division Projects



## COMPLETED PROJECTS

### INS-2024-002: Joint Evaluation of the Relationship Between the National Security Agency and the United States Cyber Command (October 2024)

In a letter dated April 11, 2022, the House Permanent Select Committee on Intelligence and the Senate Select Committee on Intelligence requested that the IC IG, the Department of Defense (DoD) OIG, and the National Security Agency (NSA) OIG conduct a joint, in-depth, comprehensive review of the relationship between NSA and the United States Cyber Command (USCYBERCOM). In January 2023, the Inspectors General informed the committees that DoD OIG and NSA OIG would each conduct independent reviews of the NSA-USCYBERCOM relationship and IC IG would consolidate and summarize the results, providing conclusions where applicable. The IC IG report contained no additional recommendations. The DoD OIG report included 4 recommendations and the NSA OIG report contained 17 recommendations.

Additional details may be found in the *Semiannual Report Classified Annex*.

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This project aligns to the following management challenges, risk areas, and strategic goals:

- FY 2023 IC Management and Performance Challenge(s): Human Capital Management; Financial Management; Information Security Controls; Acquisitions and Contract Management; Adapting to Emerging Threats and New Requirements
- FY 2024 ODNI Management and Performance Challenge(s): N/A
- 2023 National Intelligence Strategy Goal(s): Diversify, Expand, and Strengthen Partnerships; Enhance Resilience

# Inspections and Evaluations Division Projects



## COMPLETED PROJECTS

### 2022-001-J: Joint Inspection (October 2024)

The joint inspection team issued 119 recommendations.

Details may be found in the *Semiannual Report Classified Annex*.

This project aligns to the following management challenges, risk areas, and strategic goals:

- FY 2023 IC Management and Performance Challenge(s): Strategic Partnerships
- FY 2024 ODNI Management and Performance Challenge(s): N/A
- 2023 National Intelligence Strategy Goal(s): Diversify, Expand, and Strengthen Partnerships

# Inspections and Evaluations Division Projects



## COMPLETED PROJECTS

### INS-2024-005: Evaluation of DHS Overt Human and Open-Source Intelligence Programs (Memorandum) (March 2025)

Pursuant to section 7324(d) of the Intelligence Authorization Act for Fiscal Year 2024 (division G of Public Law 118-31), the IC IG assessed the Department of Homeland Security (DHS) Office of Intelligence and Analysis's Overt Human Intelligence Collection and Open-Source Intelligence Collection programs. IC IG briefed Committee staff on April 29, 2024, as required by section 7324(d). The section further directs IC IG to submit to the Committees a report on the assessment no later than 180 days after the date of enactment (June 19, 2024). As communicated to the Committees on June 18, 2024, to ensure the Committees receive a report of sufficient quality and utility, that adheres to CIGIE standards, IC IG provided the Committees a memorandum report on December 31, 2024, with answers to each of the 10 assessment areas required by section 7324(d). Throughout the course of this assessment, IC IG Inspectors observed external issues that warranted a separate, more comprehensive report. The IC IG anticipates issuing the follow-on report in the third quarter of FY 2025.

Additional details may be found in the *Semiannual Report Classified Annex*.

This project aligns to the following management challenges, risk areas, and strategic goals:

- FY 2023 IC Management and Performance Challenge(s): Human Capital Management; Strategic Partnerships; Enterprise and Mission Resilience; Adapting to Emerging Threats and New Requirements
- FY 2024 ODNI Management and Performance Challenge(s): N/A
- 2023 National Intelligence Strategy Goal(s): Position the IC for Intensifying Strategic Competition; Diversify, Expand, and Strengthen Partnerships; Expand IC Capabilities and Expertise on Transnational Challenges; Enhance Resilience

# Inspections and Evaluations Division Projects



## ONGOING PROJECTS

INS-2022-005: Review of the Intelligence Community's Compliance with Analytic Tradecraft Standards

INS-2024-005: Evaluation of DHS Overt Human and Open-Source Intelligence Programs (Expanded Report)

INS-2024-003: Joint Intelligence Community Inspector General and Department of Energy Office of Inspector General Evaluation of DOE National Laboratory Research Security

INS-2024-006: Classification Review of the Office of the Director of National Intelligence, Fiscal Year 2023

INS-2024-007: Joint Assessment of the Terrorist Watchlist

INS-2025-001: Review of the Federal Bureau of Investigation's Confidential Human Source Program

# Investigations

The Investigations Division conducts proactive and reactive criminal and administrative investigations, including those arising from complaints or information from any person concerning the existence of an activity within the authorities and responsibilities of the DNI constituting a violation of laws, rules, or regulations; or mismanagement, gross waste of funds, abuse of authority, or a substantial and specific danger to the public's health and safety.

## Impact

The division identifies and reports internal control weaknesses that could render ODNI or other IC programs and systems vulnerable to exploitation, or that could be used for illicit activity. The division also plays a principal role in tracking, monitoring, and investigating unauthorized disclosures of classified information.

## Authority and Collaboration

The Investigations Division's unique statutory authority to investigate programs and activities within the establishments and responsibilities of the DNI allow it to partner with and assist other OIGs conducting investigations concerning IC programs and activities. In addition, the Investigations Division can coordinate and assist with the prosecution of criminal matters arising from the other intelligence agencies, including Central Intelligence Agency (CIA), Defense Intelligence Agency (DIA), National Geospatial-Intelligence Agency (NGA), National Reconnaissance Office (NRO), and National Security Agency (NSA).

The IC IG's investigation activities conform to standards adopted by CIGIE.



## Key Accomplishments & Statistics

Participation in 3 Washington Metro Area Suspicious Activity Report Review Teams

- 33 IC IG Open Investigations
- 5 IC IG Investigative Reports Issued
- Total financial impact: \$189,332.18 in fraud prevention, pending recoveries, and cost avoidance.

# Investigations Division

## Ongoing and Completed Investigations

The Investigations Division has 33 open investigations and issued 5 investigative reports this reporting period. During this reporting period, the impact of these investigations and other previously closed investigations, includes:

- In response to several IC IG recommendations from multiple investigative reports, ODNI made several modifications to time and attendance policy to help ensure greater accountability by both employees and their supervisors. ODNI also disseminated information, both specifically to accountable supervisors and more broadly within the ODNI responsibility, regarding the importance of providing accurate information in employee timecards.
- In response to IC IG recommendations, ODNI added information to security files for multiple employees to ensure that security-relevant information identified by IC IG remained in former employees' security files in the event that the employees' attempted to seek a security clearance in the future. Such actions help prevent former employees who resign prior to a security clearance determination regarding derogatory information from obtaining a new security clearance without adjudication of their prior misconduct.
- IC IG conducted multiple briefings to ODNI personnel regarding contractor misconduct to help contracting officers and other ODNI officials responsible for contract management to help them identify and reduce future contractor fraud.
- IC IG continued to work several joint investigations on criminal and civil matters to ensure accountability across the IC.



The IC IG did not issue any subpoenas under its 50 U.S.C. § 3033(g)(5) authority during this reporting period.



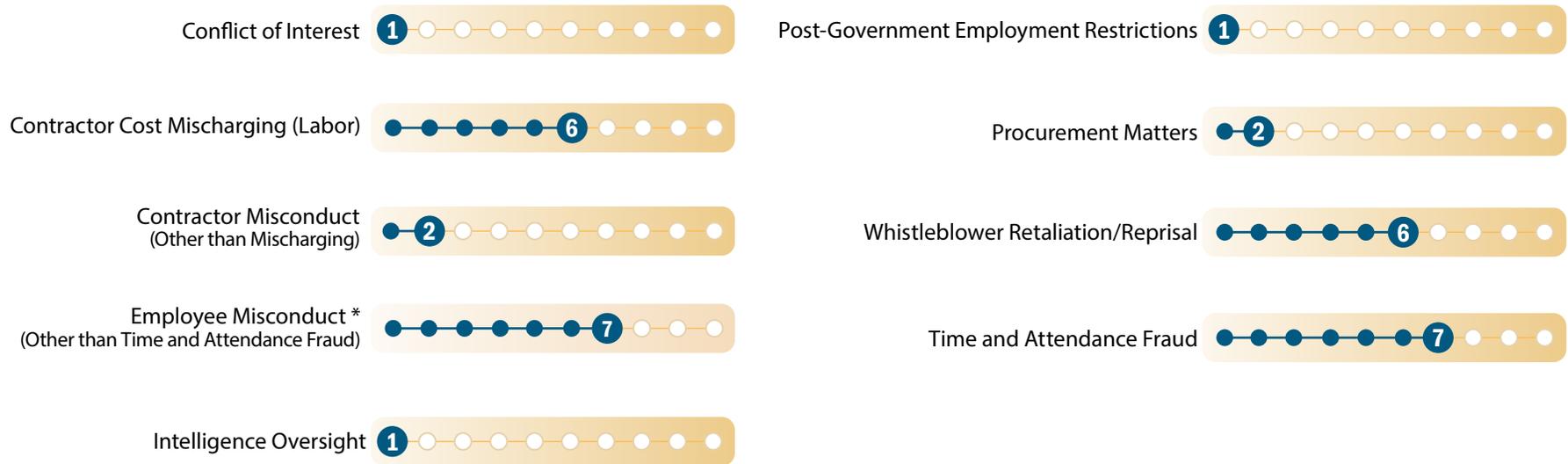
## Joint Investigations

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The Investigations Division continued its support of five joint investigations during this reporting period. These involved potential offenses such as fraud, anti-trust violations, intelligence oversight, employee misconduct, and contractor misconduct. Partners include IC OIGs, DHS, the Department of Justice (DOJ) Public Integrity Section and Antitrust Division, the Federal Bureau of Investigation (FBI), and the United States Attorney's Office for the Eastern District of Virginia. The Investigations Division completed its support on one joint investigation and subsequently issued a Report of Investigation related to this matter. Due to the size, scope, and complexity of the active joint investigations, the Division expects its investigative and support efforts to continue into the next reporting period.

# Investigations Division

FIGURE 1. IC IG Open Investigations as of March 31, 2025



**33 TOTAL OPEN INVESTIGATIONS**

Source: Data contained in this table was obtained from the IC IG Case Management Tracking System.

\* This category was revised in FY 2024 to include Abuse of Authority.

# Investigations Division



## SUMMARIES OF PUBLISHED REPORTS

### Conflict of Interest

The Investigations Division completed its support to the DOJ and the FBI in 2022 related to an alleged conflict of interest. This case remained opened pending the conclusion of the appeals process, which was concluded in 2024. In 2022, a federal jury convicted a former Assistant Inspector General for the Department of Housing and Urban Development for engaging in a scheme to conceal his financial indebtedness to a personal friend and government contractor to whom he steered tens of millions of dollars in government business.

According to court documents and evidence presented at trial, Eghbal Saffarinia, engaged in a scheme to conceal material facts, including the nature and extent of his financial relationship with a personal friend who was the owner and chief executive officer of an information technology company. During a period in which Saffarinia received payments and loans from his friend totaling \$80,000, Saffarinia disclosed confidential internal government information to his friend and undertook efforts to steer government contracts and provide competitive advantages and preferential treatment to his friend's company. Saffarinia also failed to disclose this financial relationship and another large promissory note on his public financial disclosure forms.

Saffarinia was convicted of one count of concealing material facts, three counts of making false statements, and three counts of falsifying a record or document. He was sentenced to one year and a day in federal prison, followed by one year of supervised release.

# Investigations Division



## SUMMARIES OF PUBLISHED REPORTS

### Whistleblower Reprisal

The Investigations Division completed its Report of Investigation regarding allegations of reprisal against a NGA employee. The allegations were referred to the IC IG by the NGA OIG due to a potential conflict of interest. Specifically, it was alleged that an NGA manager took a series of personnel actions against the NGA employee in reprisal for their protected disclosures, which ultimately led to their termination from employment.

The investigation did not find sufficient evidence to substantiate the allegation of whistleblower reprisal. The employee failed to establish that the protected disclosure was a contributing factor to the personnel actions, as such, the employee did not demonstrate a *prima facie* case of reprisal. Additionally, five of the eight alleged personnel actions occurred prior to the NGA employee's protected disclosure and the NGA employee was not able to provide evidence to support two of the three alleged personnel actions that occurred after their protected disclosure. The investigation concluded that all decisions and actions that occurred were the result of normal management decisions, which would have occurred regardless of the protected disclosure.

### Time and Attendance Fraud

On March 14, 2025, the Investigations Division completed its Report of Investigation regarding allegations that two ODNI employees engaged in time and attendance fraud. The Investigations Division opened this investigation based upon data indicating possible significant discrepancies between the hours the two employees worked and the hours recorded on their timesheets.

After additional investigation and analysis, our investigation determined that the employees could account for many of the initially discrepant hours. As such, our investigation did not develop sufficient evidence to establish the employees committed significant time and attendance fraud in violation of ODNI Instruction 73.04, *Time and Attendance Reporting*. In both cases, however, the employees did not provide the Investigations Division sufficient information to account for all discrepant hours. The Investigations Division referred the remaining discrepant hours to ODNI management for action deemed appropriate.

# Investigations Division



## SUMMARIES OF PUBLISHED REPORTS

### Employee Misconduct

On December 10, 2024, the Investigations Division completed its Report of Investigation regarding allegations that an ODNI employee engaged in misconduct. Specifically, it was alleged that an ODNI employee purchased illicit firearms suppressors. The Investigations Division provided investigative support to a law enforcement partner in the course of its criminal investigation. The Investigations Division found no evidence to suggest that the employee used government resources in the purchase of the firearms suppressors.

### Employee Misconduct

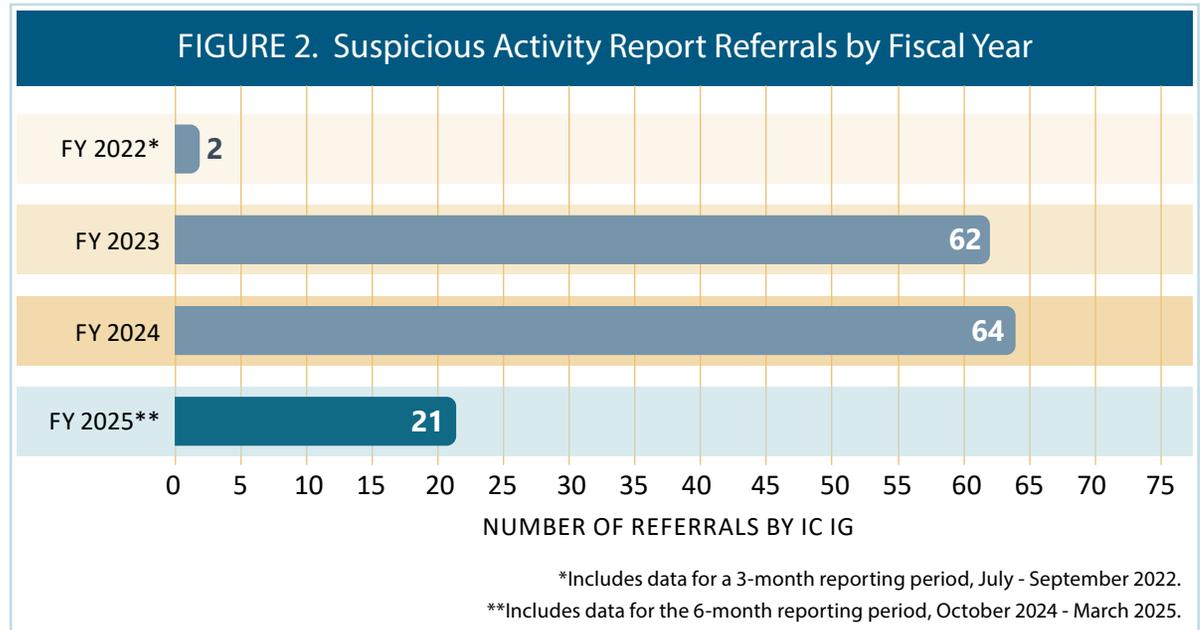
On January 31, 2025, the Investigations Division completed its Report of Investigation regarding allegations that an ODNI employee engaged in misconduct. Specifically, it was alleged the ODNI employee abused their authority in a manner that caused a gross waste of funds by conducting duplicate and ineffective testing exercises on small Unmanned Aircraft Systems. It was also alleged an aspect of the testing that was performed required a permit, which was not obtained prior to the testing.

Our investigation did not develop sufficient evidence to establish that the employee engaged in misconduct. The investigation determined that the necessary permits or other authorizations for the testing were obtained, though initial confusion regarding the appropriate permits required resulted in changes to the timing and location of certain tests. The investigation further determined that the tests conducted were neither duplicative nor ineffective and that the ODNI employee did not abuse their authority in conducting the testing exercise.

# Investigations Division

## Key Accomplishments

The Investigations Division participated in three Washington Metro Area Suspicious Activity Report Review Teams since FY 2022; specifically, the District of Columbia, Maryland, and the Eastern District of Virginia Review Teams. Assistant United States Attorneys, typically in conjunction with Internal Revenue Service Criminal Investigation, led the three teams in each district. The teams are composed of federal, state, and local law enforcement personnel. Their mission is to leverage Bank Secrecy Act data to prevent terrorist attacks, disrupt criminal activities, and to improve cooperation, information sharing, and communication among law enforcement agencies and the financial community. In executing this mission, the Investigations Division reviews hundreds of Suspicious Activity Reports every month and assesses each for prospective leads as part of this proactive initiative to detect and prevent financial crime. As illustrated in Figure 2, IC IG’s leadership across the IC enabled the Investigations Division to share potentially critical financial information with other agencies. Since FY 2022, the Investigations Division referred a total of 149 Suspicious Activity Reports to 13 Federal agencies for further review.<sup>6</sup> Referrals implicated potential crimes such as money laundering, tax evasion, structuring, and fraud--ranging in amounts from thousands to millions of dollars. The Investigations Division’s involvement with the Suspicious Activity Report Review Teams aligns with the IC IG’s third strategic goal of enhancing collaboration, coordination, and communication with our partners and stakeholders.



<sup>6</sup> The Financial Crimes Enforcement Network approved IC IG referrals of Suspicious Activity Reports to authorized receiving officials.

## Reporting of Unauthorized Public Disclosure of Classified Information

Under 50 U.S.C. § 3235, IC IG is required to submit a semiannual report to the congressional intelligence committee specifying the number of investigations IC IG opened regarding unauthorized public disclosure of classified information, the number of investigations IC IG completed regarding unauthorized public disclosure of classified information, and the number of completed investigations that IC IG referred to the Attorney General for criminal investigation.

In accordance with the statutory requirement, IC IG reports that from October 1, 2024, to March 31, 2025, the IC IG did not complete any investigations of unauthorized public disclosure of classified information. The IC IG did not initiate or refer any unauthorized public disclosure of classified information investigations to the Attorney General for criminal investigation during the reporting period.

In addition to tracking and mitigating potential unauthorized disclosures originating within ODNI, the IC IG Unauthorized Disclosure Program (UDP) is involved in the continuous tracking of all unauthorized disclosure incidents that our IC mission partners report to the IC IG. The IC IG UDP engages in outreach and collaboration with ODNI's IC mission partners and tracks all reported unauthorized disclosure issues in a dedicated database. The IC IG UDP is responsible for tracking all reported unauthorized disclosure issues through their originating organization's closure and through DOJ investigation. IC IG UDP's regular engagements with its partners also improved the reporting of unauthorized disclosures across the IC. However, reporting from some IC elements is inconsistent, raising concerns about the possible lack of process and procedures, leading to the potential underreporting of unauthorized disclosures to IC IG.

IC IG continues to engage with IC elements to ensure full compliance with reporting requirements established in Intelligence Community Directive 701, *Unauthorized Disclosures of Classified Information* (ICD 701). To achieve this objective, IC IG convened the Unauthorized Disclosure Task Force in November 2024 and January 2025. At the January 2025 meeting, the National Counterintelligence and Security Center provided the IC OIGs metrics regarding unauthorized disclosures and discussed options for further developing the program. The IC OIGs also discussed best practices to ensure consistency in the reporting of unauthorized disclosures. The Task Force's goal is to improve the IC's collective ability to identify, track, report, and investigate unauthorized disclosures across the community through collaboration and the development of processes, procedures, and reporting to enable oversight of unauthorized disclosures by IC OIGs.

# Mission Support

The Mission Support Division (MSD) provides comprehensive management and administrative support to the IC IG, ensuring smooth operations across all functions.

## Areas of Responsibility

### Strategic Initiatives

- Shaping and executing human capital strategy, initiatives, and tactical plan
- Managing IC IG outreach activities
- Corporate identity and brand management

### Executive Support

- Intelligence Community Inspectors General Forum (The Forum)
- Forum Deputies Committee

### Key Group Leadership

- Management and Administration Committee
- Information Technology Subcommittee
- Resource Independence Working Group

### Functional Support

- Strategy development and performance oversight
- Internal management and alignment of resources to IC IG goals and priorities
- Implementation of cross-cutting business processes
- Budget, personnel, and contract management
- Security and information management
- Information technology
- Facilities, logistics, quality assurance
- Classification, records management, and Freedom of Information Act (FOIA)/Privacy Act operations
- Continuity of operations and emergency preparedness
- Human capital management
- Strategic and visual communications activities

### Key Areas of Expertise



MSD comprises multidisciplinary officers with expertise in:

- Financial management,
- Human capital and talent management,
- Facilities and logistics management,
- Continuity of operations,
- Administration and classification reviews,
- FOIA and Privacy Act requests,
- Records management,
- Information technology,
- Communications, and
- Quality assurance.

# Mission Support Division

## Special Topics

### 2024 Intelligence Community Inspectors General Awards

During this reporting period, the Deputies Committee of the Intelligence Community Inspectors General Forum successfully reviewed the nominations for the 2024 Intelligence Community Inspectors General Awards. Awardees will be identified and announced in April 2025, recognizing individuals and teams for their outstanding contributions to the IC OIG community. Formal recognition and presentation of these awards will take place at the next scheduled Intelligence Community Inspectors General Conference.



#### New Beacon Learning Series:

The Beacon Learning Series exemplifies IC IG's proactive leadership in developing the IC OIG workforce, ensuring that oversight professionals remain highly skilled, agile, and mission-ready despite resource constraints. As part of IC IG's statutory responsibility to train and build a cadre of IG professionals, this initiative leverages cross-community talent to provide high-impact, cost-effective training that strengthens oversight across the IC.

This series is designed to maximize existing expertise within the IC, fostering a collaborative environment where IG professionals share best practices, refine methodologies, and address emerging challenges. By strategically utilizing subject matter experts from across the community, the Beacon Learning Series delivers practical, results-driven training that enhances the effectiveness and efficiency of OIG operations.

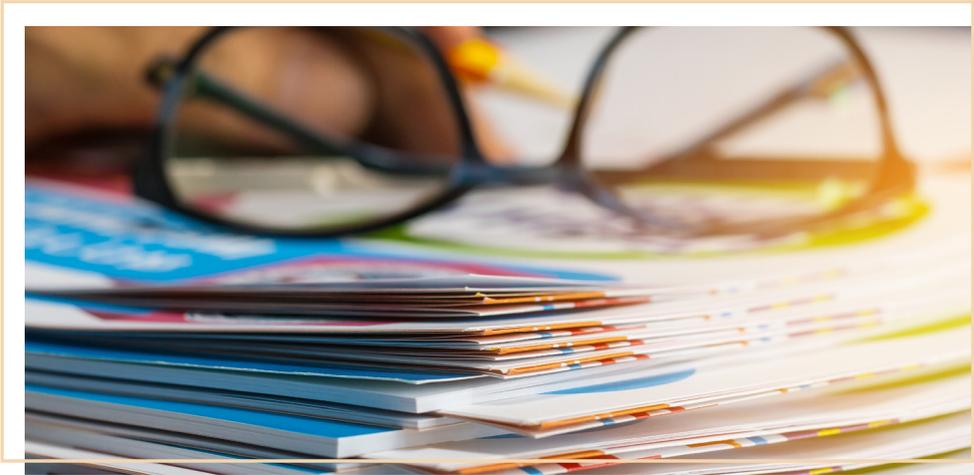
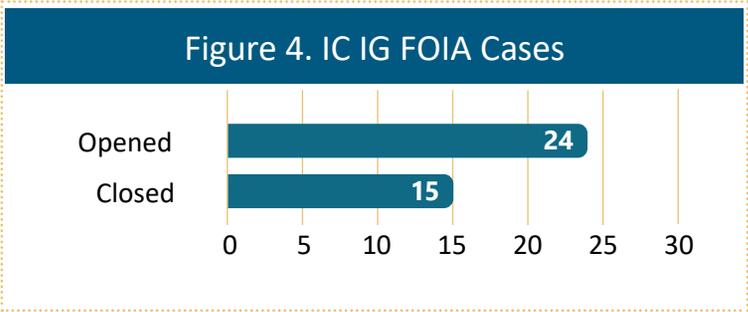
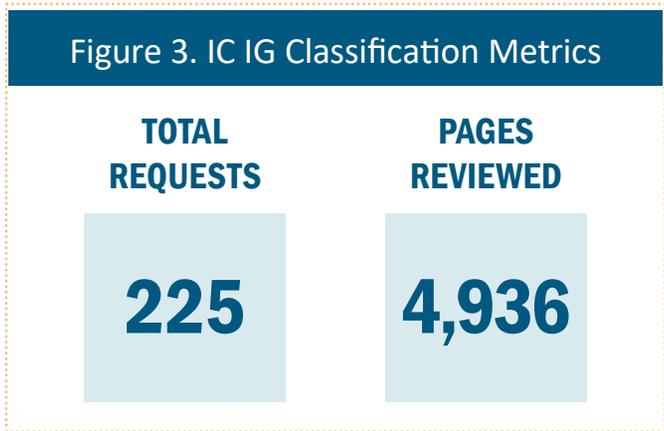
The inaugural Beacon Learning Event, held on February 11, 2025, was well attended, drawing 90 participants from across the IC OIG community, with 30 in-person attendees at IC IG and 60 virtual attendees via live streaming. The strong turnout demonstrated the demand for innovative, community-driven professional development and underscored the value of leveraging IC-wide expertise to enhance oversight capabilities. The event featured two dynamic sessions on tracking OIG recommendations and applying agile oversight planning processes.

By launching the Beacon Learning Series, IC IG is leaning into its leadership role within the IC to ensure that oversight professionals remain well-trained, adaptable, and prepared to tackle emerging oversight challenges. The overwhelming participation in this event highlights the growing demand for structured, high-quality training tailored to the needs of the IC OIG community. Moving forward, the Beacon Learning Series will continue to serve as a cornerstone initiative for workforce development, ensuring that OIG professionals across the IC are equipped with the knowledge and skills to effectively uphold accountability and transparency in an evolving intelligence landscape.

# Mission Support Division

## IC IG Freedom of Information Act and Classification Request Metrics

From October 1, 2024, to March 31, 2025, MSD continued to respond to FOIA requests and conduct document classification reviews in support of IC IG. These FOIA responses align with IC IG’s core value of transparency.



# Center for Protected Disclosures

The IC IG's Center for Protected Disclosures (the Center) processes whistleblower disclosures and complaints and provides guidance to individuals about the options and protections afforded to those who wish to make protected disclosures to the IC IG and/or Congress, or who believe they suffered reprisal because they made a protected disclosure.

## Critical Functions



Receives and processes whistleblower complaints through six reporting channels.



Receives and processes allegations of "urgent concern".



Reviews allegations of whistleblower reprisal and convenes external review panels, when appropriate.



Manages the implementation of the whistleblower complaint notification system.



Conducts IC-wide outreach and training and provides guidance to IC personnel.



*Whistleblowing is the lawful disclosure to an authorized recipient of information a person reasonably believes evidences wrongdoing. It is the mechanism to relay the right information to the right people to counter wrongdoing and promote the proper, effective, and efficient performance of the Intelligence Community's mission. Whistleblowing in the Intelligence Community is extremely important as it ensures that personnel can "say something" when they "see something" through formal reporting procedures without harming national security and without retaliation.*

# The Center for Protected Disclosures Performs Five Critical Functions for Whistleblowers in the Intelligence Community

## 1. Receives and processes whistleblower complaints through six reporting channels.

The Center, through the IC IG Hotline program, receives and processes whistleblower complaints of fraud, waste, abuse, or mismanagement of programs and activities within the responsibility of the DNI. There are six ways for individuals to report their concerns to the IC IG Hotline: (1) public and secure telephone numbers; (2) fax; (3) USPS mail; (4) public and secure websites; (5) drop boxes in ODNI facilities; and, (6) walk-in meetings at the IC IG's offices.



## Six Ways to Report Concerns



# Center for Protected Disclosures

## Critical Functions, *continued*

### 2. Receives and processes allegations of “urgent concern”.

The Center, through the IC IG Hotline program, receives and processes allegations of “urgent concerns” pursuant to 50 U.S.C. § 3033(k)(5) (commonly known as the Intelligence Community Whistleblower Protection Act or (ICWPA)). The ICWPA established a process to ensure that the DNI and congressional intelligence committees receive disclosures regarding certain types of wrongdoing, including serious or flagrant problems, abuses, violations of law or Executive Order, or deficiencies relating to the funding, administration, or operation of an intelligence activity.

To submit an “urgent concern” to the IC IG, the law requires that a submitter be “[a]n employee of an element of the Intelligence Community, an employee assigned or detailed to an element of the Intelligence Community, or an employee of a contractor to the Intelligence Community.”<sup>7</sup><sup>8</sup> The ICWPA also requires that a submitter provide a complaint or information with respect to an “urgent concern,” which is defined as any of the following:

*A serious or flagrant problem, abuse, violation of law or Executive order, or deficiency relating to the funding, administration, or operation of an intelligence activity of the Federal Government that is a matter of national security, and not a difference of opinion concerning public policy matters.*

*A false statement to Congress, or a willful withholding from Congress, on an issue of material fact relating to the funding, administration, or operation of an intelligence activity.*

*An action, including a personnel action described in 5 U.S.C. § 2302(a)(2)(A) constituting reprisal or threat of reprisal prohibited under 50 U.S.C. § 3033(g)(3)(B) in response to an employee’s reporting an “urgent concern” in accordance with this paragraph.<sup>9</sup>*

If the IC IG determines that the complaint falls within the jurisdiction of the ICWPA, then the IC IG must, within 14 calendar days, determine whether the “urgent concern” allegation “appear[s] credible.” The Center tracks all ICWPA disclosures, ensures review of materials for classified information, and coordinates disclosures with other OIGs for appropriate review and disposition.

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<sup>7</sup> 50 U.S.C. § 3033(k)(5)(A).

<sup>8</sup> Per 3033(k)(5)(J), the term “employee” includes a former employee, if the complaint or information reported...arises from or relates to the period during which the former employee was an employee.

<sup>9</sup> 50 U.S.C. § 3033(k)(5)(G)(i)(I-III).

# Center for Protected Disclosures

## Critical Functions, *continued*

### 3. Reviews allegations of whistleblower reprisal and convenes external review panels, when appropriate.

The Center adjudicates IC employee and contractor requests for the IC IG to review their allegations of reprisal under 50 U.S.C. §§ 3234 and 3341(j) and Presidential Policy Directive-19, *Protecting Whistleblowers with Access to Classified Information*. These authorities prohibit acts of reprisal against employees and contractors serving in the IC, and those who are eligible for access to classified information and make protected disclosures.

The Center also reviews other IC OIGs' determinations regarding whistleblower reprisal allegations and non-IC OIGs' determinations concerning security clearances that are alleged to be in reprisal for making a protected disclosure. A whistleblower who exhausted his or her home agency's whistleblower protection processes may request an external review panel (ERP). Under appropriate circumstances; the IC IG may convene an ERP and review the matter.

### 4. Manages the implementation of the whistleblower complaint notification system.

The Center, through the IC IG Hotline program, is appointed as the IC IG designee responsible for implementation of the whistleblower complaint notification system required by Section 5334 of the Damon Paul Nelson and Matthew Young Pollard Intelligence Authorization Act for Fiscal Years 2018, 2019, and 2020 (Division E of Public Law 116-92, 50 U.S.C. § 3033 note) (Section 5334).

Section 5334 directs the IC IG, in consultation with the Forum, to establish a system whereby the IC IG is notified monthly of: (1) complaint submissions by whistleblowers to Inspectors General of elements of the IC relating to program and activities within the jurisdiction of the DNI, and information related to such complaints; and (2) actions taken by the Inspector General of an element of the IC relating to such complaints. Section 5334 further directs that the IC IG-established system may not be implemented until the IC IG, in consultation with the Forum, developed and released to each Inspector General of the elements of the IC written policies regarding implementation. On July 31, 2023, IC IG signed and released to each Inspector General of the elements of the IC written policies regarding implementation, IC Standard Operating Directive 2023-001, *Oversight by Inspector General of the Intelligence Community Over Intelligence Community Whistleblower Matters*.

### 5. Conducts IC-wide outreach and training and provides guidance to IC personnel.

The Center conducts outreach and training across the IC to ensure stakeholders have accurate and consistent whistleblowing information relating to these and other matters. The Center provides guidance to personnel seeking more information about the options and protections afforded to individuals who may wish to make a protected disclosure to the IC IG and/or Congress, or who believe they suffered reprisal because they made a protected disclosure.

# Center for Protected Disclosures

## Activities for this Reporting Period

### Strengthened Whistleblower Protections and Oversight

During this reporting period, the Center played a critical role in reinforcing the integrity of intelligence oversight by advancing whistleblower protections, facilitating interagency collaboration, and ensuring timely responses to disclosures of concern. Through proactive engagement and strategic initiatives, the Center strengthened its ability to safeguard individuals reporting potential wrongdoing while enhancing transparency and accountability across the IC.

### Enhanced Collaboration and Information Sharing

The Center actively engaged with other federal OIGs to coordinate on complex cases, exchange best practices, and streamline information-sharing efforts. This collaboration not only improved efficiency in processing disclosures but also strengthened the collective oversight capacity of the IC OIG community.

### Ensured Effective Response to Whistleblower Disclosures

The Center received and assessed multiple whistleblower disclosures, promptly referring cases to appropriate agencies and divisions for further action. By providing comprehensive evaluations and facilitating interagency referrals, the Center ensured that allegations of concern were addressed in a timely and thorough manner, reinforcing the IC's commitment to ethical conduct and accountability.

### Provided Transparency through Statutory Congressional Reporting

Pursuant to the classified annex accompanying the Intelligence Authorization Act for Fiscal Year 2021 (division W of Public Law 116-260), the Center submitted two quarterly reports to Congress, detailing the number, nature, and trends of whistleblower complaints processed during the reporting period. The IC IG Hotline considers a "complaint" any contact in which an individual reports an allegation or information that potentially concerns a program or activity within the responsibility and authority of the DNI to the Hotline.<sup>10</sup> These reports ensure compliance with legislative mandates while providing Congress with critical oversight insights into potential systemic issues affecting the IC.

Beyond meeting statutory obligations, these reports serve as key oversight tools, equipping congressional stakeholders with data necessary to assess the effectiveness of existing whistleblower protections and identify areas where policy or legislative adjustments may be needed. By analyzing trends in disclosures, the reports highlight recurring concerns, informs discussions on strengthening safeguards for whistleblowers, and reinforces the IC's commitment to accountability and transparency.

<sup>10</sup> A contact includes "complaints," as defined above, and other matters received through the Hotline, such as suitability checks, requests for information, and other non-substantive, commercial, or frivolous contacts.

# Center for Protected Disclosures

## Activities for this Reporting Period, *continued*

### Raised Awareness and Engagement through Outreach Initiatives

The Center expanded its outreach efforts to increase awareness of whistleblower protections and reporting mechanisms. A key initiative during this period was the Fraud Awareness Week outreach event, held at ODNI's Liberty Crossing and Intelligence Community Campus–Bethesda. This well-attended event enhanced the Center's visibility, fostered engagement with IC employees, and reinforced the availability of confidential reporting channels.

### Advanced Coordination on Whistleblower Protections

In alignment with IC IG's strategic goal to enhance collaboration and communication among IC OIGs, the Center took an active role in the Forum, participating in discussions on whistleblower provisions and the implementation of Section 5334. These engagements facilitated a unified approach to handling whistleblower cases and ensured consistent application of policies across the IC.

## Processed Urgent Concern Allegations

During this reporting period, the Center received 2 allegations that met the statutory definition of an “urgent concern” under 50 U.S.C. § 3033(k)(5). The Center conducted thorough assessments of these matters to determine their credibility and urgency, ensuring compliance with statutory reporting requirements.

- Total Urgent Concern Allegations Received: 3
- Processed and Closed: 3

By leading these initiatives, the Center not only fulfilled its statutory responsibilities but also strengthened confidence in the IC’s ability to protect whistleblowers, promote accountability, and uphold the highest ethical standards within intelligence operations.



TABLE 1. Urgent Concern Metrics

| Determination                                       | Total “Urgent Concern” Disclosures | Forwarded to the DNI | Forwarded to the Intelligence Congressional Committees |
|---|------------------------------------|----------------------|--|
| “Urgent” and appears “credible”                     | 0                                  | N/A                  | N/A  |
| “Urgent” and does not appear “credible”             | 2                                  | 2                    | 2  |
| Not “urgent”  | 0                                  | 0                    | 0  |
| Submitter didn’t intend to file an “urgent concern” | 1                                  | N/A                  | N/A  |



## External Review Panel Requests

Under 50 U.S.C. § 3236, individuals who allege being subjected to certain prohibited personnel practices may request that the IC IG convene an ERP to review their claim if they have otherwise exhausted the review process for that claim. The Center received 10 new ERP requests during the reporting period<sup>11</sup> and closed 3 requests. The Center conducts an initial assessment and review of materials submitted by both the Complainant and the Complainant’s employing agency prior to reaching a determination. In total, the Center has 27 ERP requests undergoing initial assessment by IC IG. During this period the IC IG remanded 1 ERP matter to the Local Agency OIG for further work. In addition, the IC IG referred 1 matter to another independent OIG for review as IC IG conducted the underlying investigation being challenged via the ERP. During this period, there were no ERP determinations issued or prior panel recommendations awaiting responses from the heads of agencies.

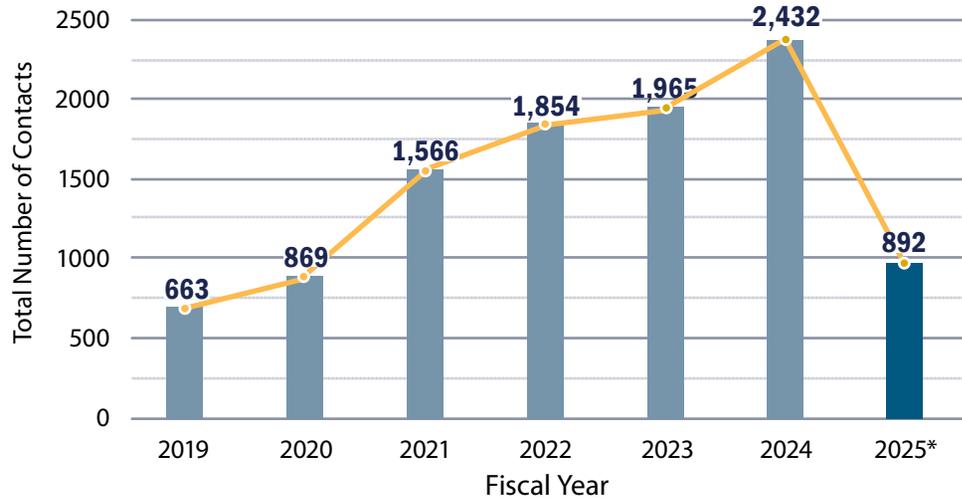


<sup>11</sup> Specific reporting required under 50 U.S.C. § 3236(e).

# IC IG Hotline Metrics: October 1, 2024 - March 31, 2025

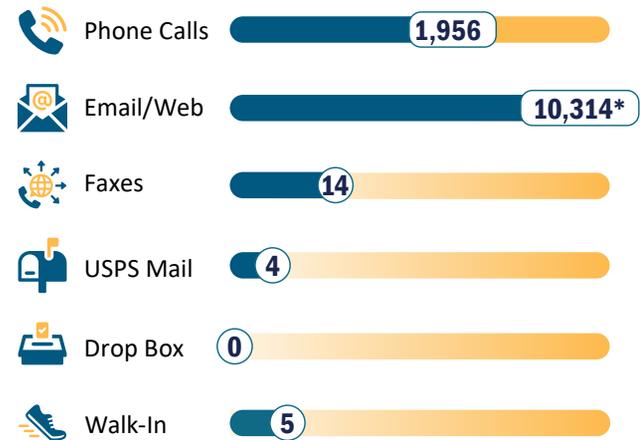
The IC IG Hotline provides a confidential means for IC employees, contractors, and the public to report information concerning suspected fraud, waste, and abuse of programs and activities within the responsibility and authority of the DNI. The Hotline can be contacted via classified and unclassified email and phone lines, USPS mail, fax, secure web submissions, walk-ins, and drop boxes located in select ODNI facilities.

Figure 5. IC IG New Contacts Logged by Fiscal Year



\*FY 2025 includes data for the six-month reporting period.

FIGURE 6. Methods of Contact



**Total 12,293**

\*During the reporting period, IC IG adopted new information technology tools that allow for improved tracking of emails received through the IC IG Hotline.



**10**

**EXTERNAL REVIEW PANELS**

INITIATED DURING THIS REPORTING PERIOD



**3**

**“URGENT CONCERNS”**

INITIATED DURING THIS REPORTING PERIOD



☎ 855-731-3260

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# Counsel to the Inspector General

The IC IG Counsel Team ensures that the Inspector General and other members of IC IG receive independent, confidential legal advice and policy counsel.

The Counsel Team's legal support and guidance meet the unique needs of each IC IG division—they highlight and provide advice on potential legal issues that may require additional or redirected investigative efforts throughout the process for the Investigations Division.

## Legal Support and Guidance

- Identify and interpret key policy, contract, and legal provisions relevant to reported observations, findings, and recommendations for the Audit Division and the Inspections and Evaluations Division.
- Develop policies and procedures, evaluates whistleblower disclosures, and provides legal advice for ERPs in support of IC IG's whistleblower program for the Center for Protected Disclosures.
- Provide enterprise-wide legal and policy guidance and review matters related to IC IG personnel, administration, training, ethics, independence, and budgetary functions.



## Engagement

Attorneys from the Counsel Team participate in the Intelligence Community Inspectors General Forum, the Forum's Counsels Committee, the Forum's Legislative Subcommittee, CIGIE's Legislative and Counsels Committees, and are actively part of working groups of the Five Eyes Intelligence Oversight and Review Council.

In addition to its legal support role, Counsel Team leads IC IG's Congressional Affairs program and the IC IG's Legislative Counsel serves as the IC IG's Congressional liaison.

# Counsel to the Inspector General

## Completed Activities

### Presidential Transition Support

The IC IG Counsel Team supported a range of activities associated with the Presidential transition, including briefing members of the new administration on IC IG authorities, and advising on IC IG's implementation of Executive Orders and related guidance.

### Privacy Act Training

The IC IG Counsel Team provided training to IC IG personnel on the critical importance of the Privacy Act and safeguarding Personally Identifiable Information, ensuring that IC IG personnel are well-equipped to protect sensitive data.

### IC IG Authorities Training

The IC IG Counsel Team also provided training to IC IG personnel on IC IG authorities, ensuring a corporate understanding of the laws that authorize and constrain IC IG activities, including its independent investigations, audits, inspections, evaluations, and reviews.

### Policy Updates

The IC IG Counsel Team, in coordination with ODNI officials, led efforts to update applicable ODNI policy concerning the IC IG. This policy, signed in December of 2024, incorporates recent updates to the law concerning IC IG authorities and whistleblower processes, and clarifies roles and responsibilities of IC IG, ODNI, and ODNI personnel.

## Requests and Inquiries

During this reporting period, the IC IG Counsel Team responded to a variety of requests and inquiries from Congress and Congressional staff to address questions regarding pending legislation; proposed or completed IC IG audits, reviews, and inspections; and the resources required to meet the IC IG's statutory responsibilities. The Counsel Team also evaluated and facilitated communications with Congress regarding complaints made pursuant to the ICWPA. Additional information can be found in the Congressional Engagement section.

In addition, the IC IG Counsel Team responded to requests for information and other inquiries from the U.S. Government Accountability Office.





# Partnerships and Engagements

Congressional Engagements

IC IG Management Advisory Committee

Intelligence Community Inspectors General Forum

Forum Committees, Subcommittees, and Working Groups

Peer Reviews

Five Eyes Intelligence Oversight and Review Council

The Inspector General Community

# Congressional Engagements

During the reporting period, the IC IG participated in several bipartisan and bicameral engagements with Congress, including on pending legislation; matters submitted pursuant to the Intelligence Community Whistleblower Protection Act (ICWPA); and proposed or completed IC IG audits, reviews, and inspections. IC IG also provided technical assistance to congressional intelligence committee staff on legislation concerning whistleblower protections. These engagements provided insights that informed legislative actions, policy reforms, and funding allocations. Key areas of impact include:



- The Inspector General of the Intelligence Community, in coordination with the Inspectors General of the Department of Energy and Defense Intelligence Agency, led a joint engagement with staff of the U.S. House of Representatives Permanent Select Committee on Intelligence (HPSCI) and U.S. Senate Select Committee on Intelligence (SSCI). The briefing covered IC IG's *2024 Report on Independence of the Offices of Inspector General of the Intelligence Community*. This briefing provided Congress with critical insights on the enablers and constraints on OIG oversight independence.
- The IC IG delivered a statutorily-mandated briefing to HPSCI and SSCI staff on IC IG's *Audit of the Integration of Artificial Intelligence within the Office of the Director of National Intelligence*, which the office conducted pursuant to Section 6721(b) of the Intelligence Authorization Act for Fiscal Year 2023, regarding our artificial intelligence (AI) audit. This briefing informed Congressional action on the topic of AI.
- The IC IG held engagements with HPSCI and SSCI to solicit input on IC IG's *FY 2026 Annual Work Plan*, ensuring input from Congressional stakeholders on areas requiring future oversight work. The IC IG also provided information about planned and ongoing work for FY 2025.
- The IC IG implemented changes to its whistleblower processes, following enactment of the FY 2025 Intelligence Authorization Act, which codified several of the Intelligence Community Inspectors General Forum's (the Forum) legislative proposals. These proposals, now enacted, clarified processes for raising matters of "urgent concern" pursuant to the ICWPA; and clarified protections for out of access whistleblowers.
- The IC IG responded to a congressionally directed action by providing an update, in coordination with the Forum, on its ongoing audits of various IC components' compliance with insider threat policies.
- The IC IG responded to multiple other congressional requests, including constituent inquiries.

Additionally, IC IG, directly and in coordination with the Forum, informed Congress of various matters affecting IC IG and the broader IC OIG community, including on Inspector General independence and ensuring that the IC OIGs have sufficient independence and resources to enable appropriate oversight.

# IC IG Management Advisory Committee

## Strengthening Workforce Engagement and Innovation

The IC IG Management Advisory Committee (MAC) serves as a vital conduit between the workforce and senior leadership, fostering open communication and driving meaningful improvements within the organization. As an employee-led body, the MAC champions initiatives that align with IC IG's core values, enhance employee engagement, and promote a culture of innovation and collaboration.

Through regular monthly meetings, the MAC identifies and advances opportunities to improve processes, streamline operations, and cultivate a more connected and engaged workforce. The committee plays a key role in shaping the employee experience by recommending targeted enhancements to leadership and actively supporting the implementation of workforce-driven initiatives.

During reporting period, the MAC reinforced its commitment to transparency and engagement by hosting a *Top Two Table Talk* with IC IG's Inspector General (IG) and Principal Deputy Inspector General (PDIG). This event facilitated an open dialogue where employees provided direct insights into their daily experiences, fostering a deeper understanding between leadership and the workforce. The MAC also played an integral role in onboarding new IC IG personnel, briefing them during orientation sessions on the committee's mission and its role in driving organizational improvements.

Additionally, as the organization navigated leadership transitions, the MAC proactively engaged with the IG and PDIG to discuss workforce concerns and ensure stability during the shift to new acting leadership. The MAC leadership also worked closely with incoming committee members to facilitate a seamless transition, ensuring continuity in its mission to enhance workplace collaboration and efficiency.

Through these efforts, the MAC continues to serve as a catalyst for meaningful change, ensuring that employee perspectives shape the evolution of IC IG's culture, operations, and strategic priorities.



# Intelligence Community Inspectors General Forum

## Enhancing Cross-Community Oversight Through the Intelligence Community Inspectors General Forum

One of the most significant ways the Inspector General of the Intelligence Community works to improve integration of the IC is through the Intelligence Community Inspectors General Forum (the Forum). Pursuant to 50 U.S.C. § 3033(h)(2), the Forum consists of statutory or administrative Inspectors General with oversight responsibility for an element of the IC. The Inspector General of the Intelligence Community is the Chair of the Forum.

The Forum remains a key driver of intelligence oversight coordination, risk management, and accountability across the IC. By fostering collaboration among Inspectors General, deputies, and specialized oversight committees, the Forum ensures effective and transparent governance of intelligence activities.

Throughout this reporting period, the Forum advanced strategic oversight priorities, strengthened compliance with statutory requirements, and improved cross-agency coordination on key national security challenges. These initiatives reinforced the integrity, effectiveness, and efficiency of intelligence oversight, ensuring OIGs remain proactive, well-coordinated, and responsive to evolving risks.



Office of the Inspector General of the Intelligence Community



Central Intelligence Agency  
Office of Inspector General



Defense Intelligence Agency  
Office of the Inspector General



Department of Defense  
Office of Inspector General



Department of Energy  
Office of Inspector General



Department of Homeland Security  
Office of Inspector General



Department of Justice  
Office of the Inspector General



Department of State  
Office of Inspector General



Department of the Treasury  
Office of Inspector General



National Geospatial-Intelligence Agency  
Office of the Inspector General



National Reconnaissance Office  
Office of Inspector General



National Security Agency  
Office of the Inspector General

Figure 7. The Forum Overview



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## MEETINGS OF THE INTELLIGENCE COMMUNITY INSPECTORS GENERAL FORUM

# Intelligence Community Inspectors General Forum

## A Strategic Oversight Platform

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The Forum held quarterly meetings in December 2024 and March 2025. The quarterly Forum meetings provided a platform for Inspectors General to align oversight priorities, assess emerging risks, and refine approaches to intelligence oversight challenges.

Key developments from these sessions included:

- Insights from the Five Eyes Intelligence Oversight and Review Council annual meeting, leading to adjustments in how the IC OIGs address international intelligence cooperation and oversight best practices.
- A review of congressional engagement on OIG independence, reinforcing the need for strengthened budgetary and personnel authority independence, to avoid impairments in fact or appearance to OIG independence and objectivity.
- Legislative and policy discussions, focusing on compliance with recently enacted laws, including those pertaining to whistleblower protections.
- An assessment of the impact of the Presidential Transition on OIG priorities, resource allocation, and strategic direction. Review of challenges and best practices in maintaining operational continuity with a focus on coordination needs across the IC OIG community.
- A discussion on issues or projects of interest for the group, and whether OIG work plans have recently changed due to shifting priorities of Forum members.

By establishing clear oversight priorities and refining risk-based approaches, these discussions contributed to stronger cross-agency coordination, improved accountability measures, and enhanced intelligence oversight frameworks.

*The next Forum meeting is scheduled for June 2025.*

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## MEETINGS OF THE INTELLIGENCE COMMUNITY INSPECTORS GENERAL FORUM

# Deputies Committee

## Aligning Operational Priorities

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The Deputies Committee met once during the reporting period. The committee provided high-level coordination to ensure oversight initiatives were aligned with strategic intelligence priorities.

Key actions included:

- Structuring topic-based working groups to focus on Great Powers Competition, National and Economic Security, Procurement Fraud, Technology Oversight, Humanitarian Aid and Disaster Response, Space, National Labs, and Protecting Sensitive and Classified Information.
- Refining workforce engagement strategies, leading to recommendations for succession planning, personnel retention, and professional development initiatives to strengthen long-term OIG workforce capacity.
- Improving interagency collaboration, ensuring that oversight efforts remained targeted, efficient, and non-duplicative across intelligence organizations.

These efforts resulted in more effective workforce planning, stronger operational oversight strategies, and improved coordination among IC OIGs on intelligence-related risks.

*The next Deputies Committee meeting is scheduled for May 2025.*

## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### Audit Committee

The Forum's Audit Committee played a key role in strengthening financial, operational, and compliance oversight across IC elements. The committee met in person twice during the reporting period.

Major contributions included:

- Enhanced awareness of relevant policy changes to include updates regarding information risk management and IC data architecture.
- Led congressionally mandated projects on artificial intelligence integration, insider threat programs, cybersecurity compliance, and Federal Information Security Modernization Act of 2014 (FISMA) evaluations, ultimately streamlining efforts and reducing potential duplication.
- Improved collaboration on implementing new Government Accountability Office standards to promote consistency across multiple OIGs.

*The next Audit Committee meeting is scheduled for June 2025.*

#### Artificial Intelligence Working Group

The Forum's Audit Committee established the Artificial Intelligence (AI) Working Group for IC OIGs to share progress and status on their audits of AI integration on a monthly basis. The AI Working Group was instrumental in developing audit approaches for evaluating AI adoption across intelligence operations. The group's efforts led to:

- A standardized audit framework for AI oversight that facilitated engagement, knowledge sharing, and project consistency.
- Finalizing reports that demonstrated the impact of ODNI's responsibilities and efforts over AI implementation across the IC.

*Upon completion of its objectives, the AI Working Group disbanded in October 2024, having successfully completed audits of AI integration at each IC element.*

#### Cybersecurity Information Sharing Act Group

In January 2025, the IC IG Audit Division reconvened the subject working group to coordinate with relevant IC OIGs on the joint report on compliance with the Cybersecurity Information Sharing Act of 2015. The working group met monthly to determine project steps, provide project status updates, and identify key timeline and milestone dates.

The working group refined oversight strategies for reviewing cybersecurity information-sharing mandates to include reviewing updated Federal guidance to validate whether departments and agencies are compliant with cyber threat intelligence-sharing for non-federal entities.

The working group will continue to meet until the OIGs issue the joint report, which is anticipated during the first quarter of FY 2026.

*The next Cybersecurity Information Sharing Act Working Group Working Group meeting is scheduled for April 2025.*

## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### FISMA Metrics Modernization Working Group

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At the request of the Council of the Inspectors General on Integrity and Efficiency (CIGIE), IC IG led the government-wide FISMA Metrics Modernization Working Group to assist the Office of Management and Budget (OMB) with FY 2025 FISMA metric updates. This effort allowed IC IG to engage and solicit feedback across multiple federal agencies and IC elements on FISMA lessons learned, observations, and best practices for metric update consideration. The CIGIE Metric Modernization Working Group proposed significant updates to OMB including:

- Consolidating select metrics for greater efficiency.
- Adding new metrics to better reflect current operating environments and account for modern standards and technologies, for example, Zero Trust Architecture.

The IC IG continues to work with CIGIE and coordinate updates and new requirements with the IC FISMA Working Group.

*The FISMA Metrics Modernization Working Group will convene after OMB publishes the OIG FISMA Metrics, anticipated in Q3 of FY 2025.*

#### IC FISMA Working Group

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The IC FISMA Working Group collaborates on ways to improve efficiency for future evaluations, discuss areas where standardization may provide value, and address potential scoping issues for systems and services that affect multiple elements. The working group advanced efforts to improve cybersecurity oversight and strengthen IC elements' compliance with federal cybersecurity mandates.

Key results included:

- Refining evaluation criteria for cybersecurity maturity assessments, ensuring agencies adopt risk-based approaches to cyber threat mitigation.
- Developing best practices for evaluating IC cybersecurity compliance, reinforcing agency adherence to national security standards.

These efforts led to a more effective cybersecurity risk management framework across IC elements, improving resilience against cyber threats.

*The IC FISMA Working Group will convene after OMB publishes the OIG FISMA Metrics, anticipated in Q3 of FY 2025.*

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## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### Inspections Committee

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The Forum's Inspections Committee leveraged multi-disciplinary staffs of subject matter experts and tailored approaches for conducting expedited oversight, to address IC-wide waste, and to improve efficiency, effectiveness, integration and synchronization of the IC's most sensitive intelligence programs and activities. The committee met in person twice during the reporting period.

Major contributions included:

- Developed and synchronized plans and actionable/timely methodologies for providing oversight of IC elements' compliance with Executive Orders; the results of which will inform agency leadership and identify potential challenges that may inhibit expedited implementation.
- Led, synchronized, and coordinated joint work related to: research security at the critical national laboratories; and the relationship between National Security Agency and U.S. Cyber Command. These joint evaluations aimed to: mitigate security vulnerabilities for sensitive programs and activities; improve intelligence support processes; and ensure analytic objectivity.
- Improved collaboration, and expanded oversight awareness of a potential gap in oversight of classified programs existing within non-IC executive branch departments and agencies that placed sensitive national security information at risk; members collaborated on the development of oversight strategies and methodologies to minimize risk.

*The next Inspections Committee meeting is scheduled for June 2025.*

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## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### Investigations Committee

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In December 2024, the Investigations Committee met to discuss several key initiatives related to unauthorized disclosure investigations, sharing investigative findings, and the IC OIG investigations peer review schedule for FY 2026 and beyond. In March 2025, the Investigations Committee met again to discuss new investigative priorities, best practices related to managing counterintelligence concerns, the development of in-house trainings to focus on investigative matters unique to the IC, and unauthorized disclosures. The committee worked to improve investigative effectiveness, strengthen intelligence fraud prevention, and enhance cross-agency cooperation on classified investigations.

Key contributions included:

- Enhancing unauthorized disclosure investigation processes, refining how OIGs handle intelligence leaks and classified information security breaches.
- Expanding investigative peer review frameworks, ensuring investigations maintain integrity and adhered to best practices.

*The next Investigations Committee meeting is scheduled for June 2025.*

#### Unauthorized Disclosure Task Force

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The IC IG continues to engage with IC OIGs and IC elements to work toward full compliance with reporting requirements established in Intelligence Community Directive 701, *Unauthorized Disclosures of Classified Information*. To achieve this objective, the Unauthorized Disclosure Task Force developed new reporting mechanisms for intelligence leaks, ensuring timely and consistent tracking of classified disclosures.

The task force also:

- Facilitated interagency collaboration on leak investigations, improving case management and enforcement actions.
- Developed a centralized system for tracking unauthorized disclosures, ensuring real-time monitoring of intelligence security breaches.

These efforts strengthened accountability for classified information security violations and improved investigative efficiency.

*The next Task Force meeting is scheduled for July 2025.*

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## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### Counsels Committee

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The Counsels Committee and its Legislative Subcommittee ensured that the IC OIGs remained aligned with recent Executive Orders, Presidential Memoranda, and related guidance; evolving legislative requirements; and intelligence oversight mandates. The full Counsels Committee met twice during this reporting period. During these meetings, the Committee discussed its strategic priorities for FY 2025 and implementation of recent Executive Orders and Presidential Memoranda. A smaller subset of the Counsels Committee, comprised of the IC IG, Central Intelligence Agency OIG, Defense Intelligence Agency OIG, National Geospatial-Intelligence Agency OIG, National Reconnaissance Agency OIG, and National Security Agency OIG met weekly to coordinate on Executive Order and Presidential Memoranda implementation, to ensure compliance and promote consistency in approach and interpretation where possible.

*The next Counsels Committee meeting is scheduled for June 2025.*

#### Legislative Subcommittee

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The Legislative Subcommittee met twice during this reporting period. Key actions included:

- Briefing members on relevant provisions of the FY 2025 Intelligence Authorization Act, promoting awareness and supporting OIG compliance with new whistleblower protection laws, and ensuring OIG adherence to statutory reporting requirements.
- Developing and coordinating IC IG Forum-wide legislative proposals for the FY 2026 legislative cycle.

The Legislative Subcommittee will continue carrying-out its strategic priorities, supporting joint engagement with Congress on issues of mutual interest to the Forum. It will also continue discussion on possible legislative proposals for the FY 2026 legislative cycle.

*The next Legislative Subcommittee meeting is scheduled for June 2025.*



## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### Management and Administration Committee

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The Mission Support Division hosted the Forum's Management and Administration Committee meeting in March 2025. Given the new Administration's transition policies, implementation of various Executive Orders has been a top priority for IC elements. The Management and Administration Committee specifically discussed the Executive Orders related to diversity, probationary employees, and telework. The committee focused largely on sharing successful implementation strategies, progress achieved to date, challenges, and ideas for ensuring continued focus of the workforce on mission requirements and adherence to all Executive Orders during the period of transition.

*The next Management and Administration Committee meeting is scheduled for June 2025.*

## FORUM COMMITTEES, SUBCOMMITTEES, AND WORKING GROUPS

### Strengthening Specialized Oversight

#### IC Hotline Working Group

In February 2025, the Center for Protected Disclosure's Hotline Team hosted the IC Hotline Working Group meeting. The working group advanced efforts to standardize hotline complaint intake, processing, and reporting mechanisms across the IC.

Key initiatives included:

- Sharing best practices for handling classified and unclassified whistleblower complaints, ensuring OIG hotlines provided secure, accessible, and efficient reporting mechanisms.
- Improving interagency referral procedures, streamlining how complaints were routed between OIGs and relevant investigative bodies to reduce case backlogs and enhance response times.
- Enhancing outreach efforts, including the promotion of whistleblower protections and education initiatives for intelligence personnel, increasing awareness and trust in reporting mechanisms.
- Providing updates on the status of Section 5334 implementation.

These initiatives strengthened hotline efficiency, improved response coordination, and ensured that complaints were handled with greater transparency and accountability.

*The next IC Hotline Working Group meeting is scheduled for August 2025.*

#### Whistleblower Working Group

In March 2025, the Center hosted the IC Whistleblower Working Group meeting. The working group played a crucial role in enhancing whistleblower protection policies, investigative procedures, and awareness efforts across the IC.

Major contributions included:

- Exchanged cross-agency Whistleblower Reprisal case tools, techniques, and procedures, enabling IC agencies access to best practices that reduce internal development costs, increase case throughput, and better manage staff.
- Increased awareness of Whistleblower Reprisal training and education resources, allowing IC agencies cost effective, timely and role-specific training opportunities to develop and maintain core competencies for Whistleblower Reprisal case management.
- Strengthened interagency understanding and adherence to Whistleblower protection enhancements within the Intelligence Authorization Act, by explaining the recent FY 2025 statutory changes and facilitating discussions on the practical implications to IC reprisal cases.

These efforts directly contributed to greater protections for whistleblowers, increased reporting of intelligence-related misconduct, and strengthened enforcement of whistleblower statutes.

*The next Whistleblower Working Group meeting is scheduled for September 2025.*



## Advancing a Unified and Effective IC OIG Community

The Forum's work during this reporting period resulted in tangible improvements in intelligence oversight, risk management, and interagency coordination. Key impacts include:

- Stronger financial, cybersecurity, and AI oversight methodologies
- Improved investigative coordination on intelligence fraud and unauthorized disclosures
- Enhanced workforce readiness and professional development strategies
- Greater interagency collaboration and intelligence oversight effectiveness

By aligning oversight priorities with intelligence mission objectives, the Forum reinforced accountability, operational integrity, and national security resilience. Its collective efforts ensure that intelligence oversight remains adaptive, proactive, and committed to the highest standards of governance and integrity.

# Peer Reviews

## Audit Division

During the review period, CIA OIG conducted an external peer review of the IC IG to assess organizational implementation of the standards in CIGIE's *Quality Standards for Inspection and Evaluation* (Blue Book). The external peer review team selected an evaluation report the Audit Division prepared and issued in FY 2024 to assess the report's compliance with Blue Book standards and internal policies and procedures. The reviewing OIG concluded that IC IG policies and procedures generally were consistent with the seven Blue Book standards and issued a rating of 'Pass' to the IC IG.

The IC IG Audit Division also finalized the schedule and team composition with Audit Divisions from the OIGs of the NRO, CIA, DIA, NSA, and NGA for the peer review cycle that is expected to begin in the fourth quarter of FY 2025.

## Investigations Division

In the prior review period, the Investigations Division underwent a successful peer review by NGA OIG. Currently, the Division is supporting CIA OIG's review of NSA OIG. As Chair of the Forum's Investigations Committee, the IC IG Assistant Inspector General for Investigations continues to serve as the peer review coordinator for the IC OIGs investigations programs.

## Inspections and Evaluations Division

As Chair of the Forum's Inspections Committee, the IC IG Assistant Inspector General for Inspections and Evaluations serves as the peer review coordinator for the IC OIGs to ensure adherence to CIGIE's *Quality Standards for Inspection and Evaluation* (Blue Book). The Chair coordinated peer review schedules with applicable committee members; and facilitated finalization of ongoing peer reviews of IC OIG Inspection and Evaluation activities. The Inspections Committee, using CIGIE's peer review training curriculum, established a peer review training program to enhance the team preparedness to conduct reviews and to uphold quality of overall peer reviews of participating IC OIGs.

# Five Eyes Intelligence Oversight and Review Council

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The Five Eyes Intelligence Oversight and Review Council (FIORC) comprises the non-political intelligence oversight, review, and security entities of the Five Eyes countries: the Office of the Inspector-General of Intelligence and Security (Australia); the Office of the Intelligence Commissioner and National Security and Intelligence Review Agency (Canada); the Office of the Inspector-General of Intelligence and Security (New Zealand); the Investigatory Powers Commissioner's Office (United Kingdom); and the Office of the Inspector General of the Intelligence Community (United States). FIORC members exchange views of mutual interest and compare best practices in review and oversight methodology.

FIORC members hold conference calls throughout the year and gather annually in person; the host country rotates among the five members.

The Annual FIORC meeting was held November 19-22, 2024, in Canberra and Sydney Australia. Australia's Office of the Inspector-General of Intelligence and Security (IGIS) hosted the 2024 meeting; attended by representatives from all Five Eyes partner countries. The Inspector General of the Intelligence Community led the U.S. delegation comprised of the Inspectors General from the Department of Defense, Department of Justice, Central Intelligence Agency, and the Defense Intelligence Agency.

The key themes for this year's meeting were: A Career in Intelligence Oversight, FIORC Coordination and Collaboration, and Preparing for the Future. Participants exchanged views on several topics of mutual interest and concern, lessons learned, and provided opportunities for networking and cooperation between the Council members.



# The Inspector General Community

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Forty-seven years ago, President Jimmy Carter signed the Inspector General Act of 1978 and described the new statutory Inspectors General as “perhaps the most important new tools in the fight against fraud.” The Inspector General of the Intelligence Community, one of 72 Inspectors General collectively overseeing the operations of nearly every aspect of the Federal Government, looks forward to continuing to work with CIGIE on important issues that significantly affect productivity, transparency, and accountability throughout the Federal Government.

Members of the IC IG workforce participate in various CIGIE committees and activities, to include the Legislation Committee, Technology Committee, Inspection and Evaluation Roundtable, and Cybersecurity Working Group, among others.



## Sort. Search. Filter.

---

Oversight.gov allows users to sort, search, and filter the site’s database of public reports from all CIGIE-member OIGs to find reports of interest.

## Oversight.gov

On behalf of the federal Inspector General community, CIGIE manages Oversight.gov, a “one stop shop” to follow the ongoing oversight work of all OIGs that publicly post reports. The IC IG, like other OIGs, posts reports to its own website, as well as to Oversight.gov, to afford users the benefits of the website’s search and retrieval features. Oversight.gov allows users to sort, search, and filter the site’s database of public reports from all CIGIE-member OIGs to find reports of interest.

# Recommendations

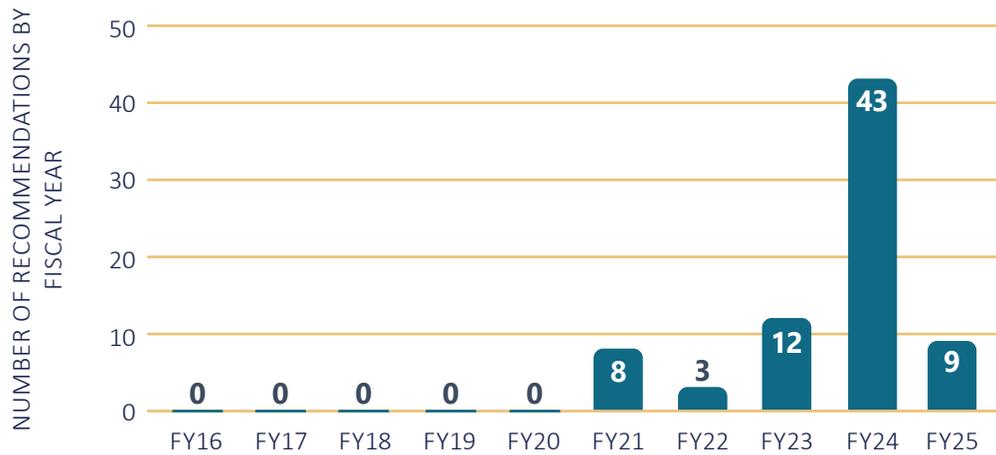
Following the publication of a report, the IC IG divisions interact on at least a quarterly basis with the responsible ODNI officials (or other organization officials, as appropriate) to ensure the agency is taking actions to implement report recommendations. IC IG personnel document the responsive actions taken into the IC IG's recommendations tracking database. The IC IG division leadership approves the closure of a recommendation once it demonstrates that responsive actions meet the intent of a recommendation.<sup>12</sup> The divisions may revisit closed recommendations to ensure actions are fulfilled or to inform follow-on reviews.

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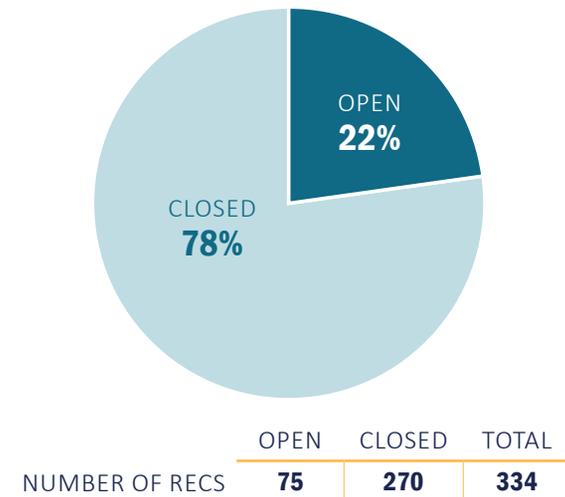
<sup>12</sup> In some cases, responsive actions deviate from the original IC IG recommendation because responsible ODNI officials may revise their plan of corrective action. In those cases, responsive actions may not align directly with the original recommendation, but IC IG may determine the actions still meet the intent of the recommendation.

## Recommendation Charts

**FIGURE 8. Number of Unimplemented Recommendations by Fiscal Year**



**FIGURE 9. Open vs. Closed Recommendations for FY 2016 - FY 2025**



## Recommendations Table

| Report Name   | Date Issued | Total Issued | New This Period | Closed in Prior SAR Periods | Closed This Period | Currently Open |
|---|-------------|--------------|-----------------|-----------------------------|--------------------|----------------|
| <b>FY 2025</b>  |             |              |                 |                             |                    |                |
| Inspection: Joint Evaluation of the Relationship Between the National Security Agency and the United States Cyber Command | OCT         | 0            | 0               | 0                           | 0                  | 0              |
| Inspection: Joint Inspection  | OCT         | 0            | 0               | 0                           | 0                  | 0              |
| Audit: Fiscal Year 2024 Audit of the Office of the Director of National Intelligence's Financial Statements               | NOV         | 9            | 9               | 0                           | 0                  | 9              |
| Investigation: Whistleblower Reprisal   | NOV         | 0            | 0               | 0                           | 0                  | 0              |
| Audit: Audit of the Integration of Artificial Intelligence within the Office of the Director of National Intelligence     | DEC         | 0            | 0               | 0                           | 0                  | 0              |
| Investigation: Employee Misconduct  | DEC         | 0            | 0               | 0                           | 0                  | 0              |
| Investigation: Employee Misconduct  | JAN         | 0            | 0               | 0                           | 0                  | 0              |
| Inspection: Evaluation of DHS Overt Human and Open-Source Intelligence Programs (Memorandum)                              | MAR         | 0            | 0               | 0                           | 0                  | 0              |
| Investigation: Time and Attendance Fraud  | MAR         | 0            | 0               | 0                           | 0                  | 0              |
| Investigation: Conflict of Interest   | MAR         | 0            | 0               | 0                           | 0                  | 0              |

## Recommendations Table

| Report Name  | Date Issued | Total Issued | New This Period | Closed in Prior SAR Periods | Closed This Period | Currently Open |
|--|-------------|--------------|-----------------|-----------------------------|--------------------|----------------|
| <b>FY 2024</b>   |             |              |                 |                             |                    |                |
| Audit: Fiscal Year 2023 Audit of the Office of the Director of National Intelligence's Financial Statements  | NOV         | 2            | 0               | 0                           | 2                  | 0              |
| Inspection: Evaluation of the Administration of Polygraphs in the Intelligence Community   | DEC         | 3            | 0               | 0                           | 0                  | 3              |
| Investigation: Employee Misconduct   | DEC         | 2            | 0               | 0                           | 2                  | 0              |
| Investigation: Contract Cost Mischarging   | JAN         | 4            | 0               | 0                           | 1                  | 3              |
| Investigation: Time and Attendance Fraud   | FEB         | 5            | 0               | 3                           | 1                  | 1              |
| Investigation: Time and Attendance Fraud   | FEB         | 4            | 0               | 3                           | 0                  | 1              |
| Investigation: Contractor Misconduct   | FEB         | 3            | 0               | 1                           | 0                  | 2              |
| Inspection: Evaluation of the Intelligence Community Elements' Use of Space Certified as a Sensitive Compartmented Information Facility in the Continental United States | MAR         | 1            | 0               | 0                           | 0                  | 1              |
| Investigation: Time and Attendance Fraud   | MAY         | 6            | 0               | 0                           | 5                  | 1              |
| Inspection: Special Review of Intelligence Community Support to Vetting of Persons from Afghanistan  | JUN         | 1            | 0               | 0                           | 0                  | 1              |
| Audit: FY 2024 Office of the Director of National Intelligence Federal Information Security Modernization Act Evaluation   | JUL         | 11           | 0               | 0                           | 0                  | 11             |
| Investigation: Abuse of Authority  | AUG         | 8            | 0               | 0                           | 0                  | 8              |
| Investigation: Employee Misconduct   | AUG         | 3            | 0               | 0                           | 0                  | 3              |

## Recommendations Table

| Report Name  | Date Issued | Total Issued | New This Period | Closed in Prior SAR Periods | Closed This Period | Currently Open |
|--|-------------|--------------|-----------------|-----------------------------|--------------------|----------------|
| <b>FY 2024, continued</b>  |             |              |                 |                             |                    |                |
| Investigation: Contractor Labor Mischarging  | SEP         | 3            | 0               | 0                           | 0                  | 3              |
| Investigation: Contractor Misconduct   | SEP         | 5            | 0               | 0                           | 0                  | 5              |
| <b>FY 2023</b>   |             |              |                 |                             |                    |                |
| Audit: Independent Auditor's Report on the Fiscal Year 2022 Office of the Director of National Intelligence's Financial Statements | NOV         | 16           | 0               | 2                           | 5                  | 9              |
| Investigation: Time and Attendance Fraud   | NOV         | 7            | 0               | 6                           | 1                  | 0              |
| Investigation: Time and Attendance Fraud   | MAR         | 8            | 0               | 1                           | 4                  | 3              |
| Management Advisory Memorandum: Potential Risk Associated with Release of Polygraph Methods  | SEP         | 1            | 0               | 0                           | 1                  | 0              |
| <b>FY 2022</b>   |             |              |                 |                             |                    |                |
| Inspection: Review of the Office of the Director of National Intelligence's Pandemic Preparedness and Response                     | JUN         | 3            | 0               | 2                           | 0                  | 1              |
| Investigation: Other Administrative Matters (USERRA)   | AUG         | 5            | 0               | 3                           | 0                  | 2              |

## Recommendations Table

| Report Name   | Date Issued | Total Issued | New This Period | Closed in Prior SAR Periods | Closed This Period | Currently Open |
|---|-------------|--------------|-----------------|-----------------------------|--------------------|----------------|
| <b>FY 2021</b>  |             |              |                 |                             |                    |                |
| Inspection: Evaluation of the Intelligence Community Foreign Language Program | AUG         | 9            | 0               | 1                           | 0                  | 8              |
| <b>TOTALS</b>   |             | <b>119</b>   | <b>9</b>        | <b>22</b>                   | <b>22</b>          | <b>75</b>      |

# Forward-Looking Priorities

Over the next reporting period, IC IG will focus on:



## U.S. Competitive Advantage

Securing and maintaining our national security and scientific advantage at our national labs.



## Whistleblower Protection & Compliance

Strengthening reprisal prevention measures and improving response times.



## Financial & Cybersecurity Evaluations

Conducting reviews of ODNI payment processes and ODNI information security internal controls

IC IG has also structured its team to allow for surge capacity to conduct 'quick reviews' of emerging oversight topics. Quick reviews are targeted, time-sensitive assessments designed to provide rapid, high-impact insights into pressing oversight concerns. This methodology involves:

- **Focused Scope Definition** – Identifying key oversight questions that can be assessed within a condensed timeframe.
- **Accelerated Data Collection** – Leveraging existing reports, interviews, and readily available information to produce timely, actionable findings.
- **Streamlined Analysis & Reporting** – Synthesizing data efficiently to provide concise, decision-ready insights for policymakers and stakeholders.
- **Agility in Execution** – Deploying teams with specialized expertise to conduct targeted evaluations without disrupting ongoing, longer-term reviews.

By implementing this methodology, IC IG ensures that critical oversight issues are addressed proactively and with agility, strengthening accountability and responsiveness within the IC.



# Abbreviations and Acronyms

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|                  |   |                  |   |
|------------------|---|------------------|---|
| AI .....         | Artificial Intelligence                                       | ICD .....        | Intelligence Community Directive                              |
| The Center ..... | Center for Protected Disclosures                              | IC IG .....      | Office of the Inspector General of the Intelligence Community |
| CIA .....        | Central Intelligence Agency                                   | ICWPA .....      | Intelligence Community Whistleblower Protection Act           |
| CIGIE .....      | Council of the Inspectors General on Integrity and Efficiency | IG .....         | Inspector General   |
| DHS .....        | Department of Homeland Security                               | I&E .....        | Inspections and Evaluations                                   |
| DIA .....        | Defense Intelligence Agency                                   | MAC .....        | Management Advisory Committee                                 |
| DNI .....        | Director of National Intelligence                             | MSD .....        | Mission Support Division                                      |
| DoD .....        | Department of Defense   | NGA .....        | National Geospatial-Intelligence Agency                       |
| DOJ .....        | Department of Justice   | NRO .....        | National Reconnaissance Office                                |
| ERP .....        | External Review Panel   | NSA .....        | National Security Agency                                      |
| FBI .....        | Federal Bureau of Investigation                               | ODNI .....       | Office of the Director of National Intelligence               |
| FIORC .....      | Five Eyes Intelligence Oversight and Review Council           | OIG .....        | Office of Inspector General                                   |
| FISMA .....      | Federal Information Security Modernization Act of 2014        | OMB .....        | Office of Management and Budget                               |
| FOIA .....       | Freedom of Information Act                                    | PDIG .....       | Principal Deputy Inspector General                            |
| FY .....         | Fiscal Year   | SSCI .....       | U.S. Senate Select Committee on Intelligence                  |
| HPSCI .....      | House Permanent Select Committee on Intelligence              | The Forum .....  | Intelligence Community Inspectors General Forum               |
| IAA .....        | Intelligence Authorization Act                                | UDP .....        | Unauthorized Disclosure Program                               |
| IC .....         | Intelligence Community  | USCYBERCOM ..... | United States Cyber Command                                   |

UNCLASSIFIED

