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NATIONAL SECURITY AGENCY  
FORT GEORGE G. MEADE, MARYLAND 20755-6000

FOIA Case: 80528B  
4 March 2019

JOHN GREENEWALD  
27305 W LIVE OAK RD  
SUITE #1203  
CASTAIC CA 91384

Dear Mr. Greenewald:

This responds to your Freedom of Information Act (FOIA) request of 27 February 2015, which was received by this office on 3 March 2015, for "copy of records, electronic or otherwise, of all the filled-out Outside Employment Request Forms, or if there is no form, the requests for ethics review/permission for outside employment, at that agency during the last three years from the date of processing this FOIA". As previously provided, your request has been assigned case number 80528.

The responsive documents have been reviewed by this Agency as required by the FOIA and the documents are enclosed. This Agency is authorized by various statutes to protect certain information concerning its activities. We have determined that such information exists in these documents. Some portions are exempt from disclosure pursuant to Exemption 3 of the FOIA which provides for the withholding of information specifically protected from disclosure by statute. The specific statute applicable in this case is Section 6, Public Law 86-36 (50 U.S. Code 3605).

Since these deletions may be construed as a partial denial of your request, you are hereby advised of this Agency's appeal procedures.

You may appeal this decision. If you decide to appeal, you should do so in the manner outlined below. NSA will endeavor to respond within 20 working days of receiving any appeal, absent any unusual circumstances.

- The appeal must be sent via U.S. postal mail, fax, or electronic delivery (e-mail) and addressed to:

NSA FOIA/PA Appeal Authority (P132)  
National Security Agency  
9800 Savage Road STE 6932  
Fort George G. Meade, MD 20755-6932

The facsimile number is 443-479-3612.

The appropriate email address to submit an appeal is [FOIARSC@nsa.gov](mailto:FOIARSC@nsa.gov).

- It must be postmarked or delivered electronically no later than 90 calendar days from the date of this letter. Decisions appealed after 90 days will not be addressed.
- Please include the case number provided above.
- Please describe with sufficient detail why you believe the denial requested information was unwarranted.

You may also contact the NSA/CSS FOIA Public Liaison at [foialo@nsa.gov](mailto:foialo@nsa.gov) for any further assistance and to discuss any aspect of the appeal request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. OGIS contact information is: Office of Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, MD 20740-6001; e-mail [ogis@nara.gov](mailto:ogis@nara.gov); 202-741-5770; toll free 1-877-684-6448; or fax 202-741-5769.

Sincerely,



*for*  
JOHN R. CHAPMAN  
Chief, FOIA/PA Office  
NSA Initial Denial Authority

Encls:  
a/s

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 20150917

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval – ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with PAE  
This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

**Approved:** \_\_\_\_\_ **Date** \_\_\_\_\_ or  
Supervisor's signature (if appropriate)

**Disapproved:** \_\_\_\_\_ **Date** \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 20 May 2015

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT:

Outside Employment Approval - ~~DECISION~~ MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification:

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with CSC/Eagle Alliance. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date \_\_\_\_\_ or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_ Date \_\_\_\_\_

Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23)

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 22 November 2016

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Bexar County Elections Department. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 2016-11-22 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Date \_\_\_\_\_

Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 3/10/2016

REPLY TO  
ATTN OF:

(Employee's Name)

SUBJECT: Outside Employment Approval – DECISION MEMORANDUM

(b) (3) - P.L. 86-36

TO:

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with CSC Eagle Alliance  
This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:  Date 21 Mar 16 or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, )

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: Sept 1, 2015

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION~~ MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Blueprint Consulting. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Supervisor's signature (if appropriate)

Date 02 Sept 15 or

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date \_\_\_\_\_

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E



NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 27 Jan 2016

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - DECISION MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with SharkOptics LLC. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date \_\_\_\_\_ or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 19 August 2016

(b) (3) - P.L. 86-36

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

SUBJECT:

Outside Employment Approval - DECISION MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Hematology Oncology Care of Northern Virginia. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 19 Aug 16 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_ Date \_\_\_\_\_

Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23,

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 08/22/2016

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval. → **DECISION MEMORANDUM**

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Eagle Environmental Services, Inc. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 08/22/16 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date

cc: Administrative Law & Ethics (D23,

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 9/4/2015

REPLY TO  
ATTN OF:   
(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:   
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Hortonworks Inc. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:  Date 9/4/2015 or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, )

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 4 February 2016

REPLY TO  
ATTN OF: [Redacted]  
(Employee's Name)

[Redacted] (b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - DECISION MEMORANDUM

TO: [Redacted]  
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with L-3 Communications. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE: [Redacted]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date 4- Feb-2016 or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 8/25/2016

(b) (3) - P.L. 86-36

REPLY TO  
ATTN OF: [Redacted]  
(Employee's Name)

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO: [Redacted]  
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with DELOITTE. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE: [Redacted]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date Aug. 26, 2016 or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 2/19/15

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Eagle Alliance  
This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 23 February 2015 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_ Date \_\_\_\_\_

Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 01/13/2015

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - DECISION MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Science Systems and Applications, Inc. (SSAI). This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date \_\_\_\_\_ or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date \_\_\_\_\_

cc: Administrative Law & Ethics (D23,

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E



NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 29 September 2016

REPLY TO  
ATTN OF:   
(Employee's Name)

SUBJECT: Outside Employment Approval – DECISION MEMORANDUM

TO:   
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Best Buy. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:  Date: ..... or .....  (b) (3) - P.L. 86-36  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, )

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 14 October 2015

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT:

Outside Employment Approval - ~~DECISION~~ MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Computer Science Corporation/Eagle Alliance. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted]

Date \_\_\_\_\_ or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23,

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 2015-04-24

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Sceptre Analytics. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 05/05/2015 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date \_\_\_\_\_

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 8/25/2016

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P. L. 86-36

SUBJECT:

Outside Employment Approval - ~~DECISION~~ MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with IN-Q-TEL. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date Aug. 25, 2016 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date \_\_\_\_\_

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: February 09, 2015

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Blue Mango Communications. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 2/9/2015 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Date \_\_\_\_\_

Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: May 17 2016

(b) (3) - P.L. 86-36

REPLY TO  
ATTN OF: [Redacted]  
(Employee's Name)

SUBJECT: Outside Employment Approval - ~~DECISION~~ MEMORANDUM

TO: [Redacted]  
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with DISA  
This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE: [Redacted]

**SUPERVISOR DECISION:** Approval shall be granted, unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date \_\_\_\_\_ or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 31 March 2015

REPLY TO  
ATTN OF: [Redacted]  
(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval - DECISION MEMORANDUM

TO: [Redacted]  
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Allied Minds; Boston MA  
This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE: [Redacted]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date 03/31/15 or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 21 July 2016

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval, ~~DECISION~~ MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with CJM Consulting, INC. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 21 July 2016 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date \_\_\_\_\_

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E



NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 4/29/2016

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P. L. 86-36

SUBJECT: Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with iNovex Corporation. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date May 6, 2016 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date

cc: Administrative Law & Ethics (D23)

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: September 3, 2015

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT:

Outside Employment Approval - ~~DECISION MEMORANDUM~~

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification:

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with EAGLE ALLIANCE on the GROUNDBREAKER contract. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 09/03/2015 or

Supervisor's signature (if appropriate)

Disapproved:

\_\_\_\_\_  
Supervisor's signature (if appropriate)

Date \_\_\_\_\_

cc: Administrative Law & Ethics (D23,

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 08/12/2015

REPLY TO: [Redacted]  
ATTN OF: [Redacted]  
(Employee's Name)

(b) (3) - P.L. 86-36

SUBJECT: Outside Employment Approval -- DECISION MEMORANDUM

TO: [Redacted]  
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with UNIVERSITY OF MARYLAND BALTIMORE COUNTY. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE: [Redacted]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date 12 Aug 2015 or  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23) [Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: January 24, 2017

REPLY TO  
ATTN OF: [Redacted]  
(Employee's Name)

SUBJECT: Outside Employment Approval – DECISION MEMORANDUM

TO: [Redacted]  
(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with Clark and Anderson Accounting. This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE: [Redacted]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved: [Redacted] Date 24 Jan 2017 or [Redacted] (b) (3) - P.L. 86-36  
Supervisor's signature (if appropriate)

Disapproved: \_\_\_\_\_ Date \_\_\_\_\_  
Supervisor's signature (if appropriate)

cc: Administrative Law & Ethics (D23, [Redacted])

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E

NATIONAL SECURITY AGENCY/  
CENTRAL SECURITY SERVICE  
MEMORANDUM

DATE: 24 August, 2016

(b) (3) - P.L. 86-36

REPLY TO  
ATTN OF:

[Redacted]

(Employee's Name)

SUBJECT: Outside Employment Approval - ~~DECISION~~ MEMORANDUM

TO:

[Redacted]

(Supervisor Name and Org)

Select Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

1. I am requesting approval from you as my supervisor to engage in an outside business activity or compensated outside employment with University of Maryland, Baltimore County (UMBC). This approval is required pursuant to section 3-306 of the Joint Ethics Regulation because I am required to file a financial disclosure form (OGE 278 or OGE 450) and the above company is a prohibited source (a company that does or seeks to do business with NSA).

2. Should this request be approved, I understand that, in my Government position, I may not participate personally and substantially through decision, approval, disapproval, recommendation, the rendering of advice, investigation, recommendation or otherwise, in any particular matter that may directly and predictably affect the above named activity or company and I will submit a formal disqualification memo to you. This disqualification will remain in effect until one year after I terminate my outside activity, unless my participation in a matter affecting the activity or company is specifically considered and approved by you and the Designated Agency Ethics Official.

EMPLOYEE'S SIGNATURE:

[Redacted Signature Box]

**SUPERVISOR DECISION:** Approval shall be granted unless a determination is made that the business activity or employment is expected to pose a conflict of interest that cannot be resolved by the disqualification noted in paragraph 2, or that the disqualification would materially impair the employee's ability to perform his official duties, or the activity or employment may otherwise involve conduct prohibited by statute or regulation.

Approved:

[Redacted Signature]

Date 24 Aug. 2016 or

Supervisor's signature (if appropriate)

Disapproved:

Supervisor's signature (if appropriate)

Date

cc: Administrative Law & Ethics (D23,

[Redacted]

Approved for Release by NSA on 03-04-2019, FOIA Case # 80528

Derived From: \_\_\_\_\_  
Dated: \_\_\_\_\_  
Declassify On: \_\_\_\_\_

Submit to A&E