



(U) SID Leadership Transition: Passing the Baton

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(U//FOUO) Soon there will be a press report announcing my appointment as the FBI's Director of Intelligence. I assume that post in May as an FBI employee. The decision to accept the position was among the most emotion-filled and difficult I've ever made. I feel blessed and deeply honored to be given an opportunity to continue to serve the nation in this new capacity and to work with a team of great Americans dedicated to protecting our homeland. I promise to work hard and do my best for you and yours in this role, and always.

(U//FOUO) Timing is everything in life, and it's natural to question mine in making this decision. I did. In the end, I decided that we don't always control the timing of opportunities to serve, and since work is never truly "done," there is never really a "right" time to depart. General Hayden will announce my successor in short order and I know that whoever is selected, he or she will be in good hands-- those of the best SIGINT professionals in the world.

(C) We have accomplished wonderful things for the nation's SIGINT capability over the past 2 1/2 years. It's a universally held view that SIGINT has never been better and that's a tribute to each and every one of you who make it work every single day, sometimes against incredible odds. We all know that there's more work to do, but work doesn't bother us. What amazes me and makes me proud is that we have become a team that does not feel defeated by the difference between where we are and where we want to be, but rather gets energized by it and uses it to spur us to action and success. And succeed we have. You have my deepest respect and admiration today and always.

(C) Last week I had the opportunity to walk around in the wee hours of the morning and visit the folks standing watch for Americans in harm's way in Iraq and around the world. That experience was a gift that I will forever cherish. Everywhere I went, I saw what I expected--ruthless focus on the task at hand. I also saw something I didn't expect that delighted me..it was the look and feel of teamwork and empowered professionals with a quiet confidence in our collective ability to get the job done. There wasn't one stop where folks didn't go out of their way to describe the team they were part of that produced the superb results for customers. Thank you all, not just for what you do, but the way you do it. We have changed to meet the challenges of 21st Century SIGINT and our products and services have never been better. I've never been prouder to be part of anything and I thank you all for the support and encouragement you have given me along the way. I'll always remember it.

(U//FOUO) But just so you don't think I'm going all mushy on you, there's plenty more work to do and there will be more bumps along the road. Please know that I will be cheering you along as you create the future for SIGINT. You will have a great fan, a trusted partner, and a very demanding customer at the FBI. I look forward to continuing our work together in defense of the nation. It has truly been an honor to serve with you all.

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