

~~SENSITIVE SECURITY INFORMATION~~



U.S. DEPARTMENT OF HOMELAND SECURITY  
TRANSPORTATION SECURITY ADMINISTRATION  
REPORT OF INVESTIGATION

CASE NUMBER: 113-0243

OPR CASE:

TITLE: ORD – Racial Profiling by BDOs

CROSS REFERENCED CASES:

SUBJECT(S): Unknown


ALLEGATION(S): D4 - Failure to follow instructions (Ignoring policies)

PERIOD OF INVESTIGATION: April 8, 2013 – July 26, 2013

CASE STATUS: Closed

INVESTIGATED BY: Transportation Security Specialist Kevin Nolan, Special Agents Phillip Spampinato, Joseph Viviano, William Kalbfleisch, Tracy Tomlins and Mary Drury

REPORT BY: Special Agent Mary Drury

  
\_\_\_\_\_  
Lawrence R. Porte  
Special Agent In Charge  
Detroit Field Office  
Office of Inspection

7-29-13  
\_\_\_\_\_  
Date

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(Revised August 2012)

**Origin of Case:**

On March 18, 2013, the DHS Inspector General's office (DHS-IG) referred to the TSA OOI an anonymous letter received on March 11, 2013. The author purported to be a concerned BDO assigned to O'Hare International Airport (ORD). The letter outlines a number of problems within the ORD BDO program to include the practice of racial profiling. It is alleged that Royal Jordanian Airline and Etihad Airways have been targeted because their passengers are Middle Eastern

**Allegation:**

Unidentified BDOs and their managers are alleged to have practiced racial profiling by targeting Middle Eastern passengers. This is in violation of the Screening of Passengers by Observation Techniques (SPOT) standard operational procedures (SOP). This is also in violation of TSA Management Directive 1100.73-5.

**Finding:**

Surveillance of ORD BDO activity was conducted at the alleged targeted airlines and no evidence of racial profiling was observed (Attachment 4). All ORD BDO managers were interviewed; each denied ever directing, or instructing BDOs to practice racial profiling. All maintained that they never witnessed racial profiling and were never made aware of any racial profiling (Attachments 6 – 13). Interviews of possible authors of the anonymous letter were conducted. Each denied knowledge of the letter and its author. The author of the anonymous letter remains unknown. Each BDO acknowledged racial profiling is unlawful and is a serious allegation. Although BDOs voiced complaints about their managers; all maintained that racial profiling is not practiced at ORD (Attachments 15 – 19). Review of ORD SPOT Suspicious Incident Reports (SIRs), Transportation Information Sharing System (TSS), and referral statistics determined no anomalies that suggest racial profiling is practiced at ORD (Attachments 2 and 19).

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(Revised August 2012)

**Executive Summary**

On March 18, 2013, the DHS-IG referred to OOI an anonymous letter received on March 11, 2013. The author purported to be a concerned BDO assigned to ORD. The letter outlines a number of problems within the ORD BDO program to include the practice of racial profiling.

The anonymous letter was reviewed. The type written letter is absent any details or specifics of racial profiling. It is alleged that Royal Jordanian Airline and Etihad Airways have been targeted because their passengers are Middle Eastern.

Surveillance was conducted at ORDs international terminal, specifically observing BDO activity at the screening checkpoint and ticket counters. No unusual interaction between BDOs and international travelers was detected.

DAFSD Amiel Jackson was interviewed; he oversees the BDO program at ORD. He has heard many complaints from the BDOs; however there has never been any information to suggest racial profiling. Two I band SPOT TSMs (STSM) run the actual program. Both were interviewed and provided the history and development of the existing program. Both STSMs attested in a sworn written statement that they have never directed, instructed, or tolerated any racial profiling. Further, they have never been informed of any practice of racial profiling. All Six H band STSMs were interviewed; each attested the same and maintained they have no knowledge of any racial profiling existing at ORD.

Interviews were conducted of BDOs that may have possibly authored the letter. Each BDO interviewed, attested in a sworn written statement, no knowledge of the letter or its author. Each maintained that they have never been directed or witnessed racial profiling. The BDOs further claimed that if they had any knowledge of its practice they would report it to their manager immediately; because it is not tolerated at ORD. A few of the BDOs interviewed believe that the source of the allegation may have misinterpreted their assignments or directives because they lack the knowledge of the specific threat based intelligence.

A review of eight months of ORD SPOT referral statistics indicate a very low number of proportional incidences involving passengers flying on Royal Jordanian Airlines and Etihad Airways. In addition, a review of ORD's TSS and SIRs for a six month period indicated a relatively small number of individuals, with names that appear to be Middle Eastern, warranted law enforcement involvement.

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OTHER INVESTIGATIVE ASPECTS

Persons Associated with Case:

<u>Name</u>	<u>Role</u>	<u>Title</u>	<u>Attachment #</u>
Amiel Jackson	witness	DAFSD	5
(b)(6)	witness	STSM	6
(b)(6)	witness	STSM	7
(b)(6)	witness	STSM	8
(b)(6)	witness	STSM	9
(b)(6)	witness	STSM	10
(b)(6)	witness	STSM	11
(b)(6)	witness	STSM	12
(b)(6)	witness	STSM	13
(b)(6)	witness	EBDO	14
(b)(6)	witness	BDO	15
(b)(6)	witness	MBDO	16
(b)(6)	witness	EBDO	17
(b)(6)	witness	EBDO	18

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ATTACHMENTS	
Attachment Number	Description
1	MOI review of complaint letter dated April 8, 2013.
2	MOI review of TSS reports dated April 14, 2013.
3	MOI AFSD-LE Jeff Quiroga dated April 15, 2013.
4	MOI surveillance dated May 16, 2013.
5	MOI DAFSD Amiel Jackson dated May 10, 2013.
6	MOI STSM (b)(6) dated June 14, 2013.
7	MOI STSM (b)(6) dated June 18, 2013.
8	MOI STSM (b)(6) dated June 14, 2013.
9	MOI STSM (b)(6) dated June 14, 2013.
10	MOI STSM (b)(6) dated June 18, 2013.
11	MOI STSM (b)(6) dated June 19, 2013.
12	MOI STSM (b)(6) dated June 24, 2013.
13	MOI STSM (b)(6) dated June 26, 2013.
14	MOI BDO (b)(6) dated June 21, 2013.
15	MOI BDO (b)(6) dated June 21, 2013.
16	MOI BDO (b)(6) dated June 21, 2013.
17	MOI BDO (b)(6) dated June 24, 2013.
18	MOI BDO (b)(6) dated June 28, 2013.
19	MOI review of SPOT referral statistics July 2, 2013.

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(Revised August 2012)

# Attachment #1

~~SENSITIVE SECURITY INFORMATION~~



**MEMORANDUM OF INTERVIEW  
OR ACTIVITY**

Type of Activity: <input type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input checked="" type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: April 8, 2013 9:30 a.m.
Activity or Interview of: Anonymous letter containing allegations against ORD BDO program	Conducted by: SA Mary Drury
	Location of Interview/Activity: OOI ORD Office

Subject Matter/Remarks

OOI conducted a review of the anonymous letter sent to OOI by DHS IG which initiated this investigation. The unknown author claims to be a concerned BDO from ORD, whom can no longer remain silent. The letter was postmarked February 28, 2013, at Carol Stream, IL. It should be noted that although the body of the letter was typewritten; the envelope was hand printed. The following is a summary of its content:

- Racial profiling exists at ORD, targeting Middle Eastern passengers flying on Royal Jordanian Airlines and Etihad Airways.
- Falsification of the Performance Measurement Information Systems (PMIS) hours, claiming managers inaccurately report their playbook hours in order to make their quota by counting hours for lunch and other breaks.
- Falsification of full time employment (FTE) in that managers misrepresent their actual SPOT hours, claiming to be involved in referrals inaccurately.
- Managers falsify training logs and on the job training (OJT) for Playbook.

Case Number: 113-0243	Case Title: ORD – Racial Profiling by BDOs
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MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- Managers do not have to swipe in and out; allowing them to come in late and leave early.
- Managers make harassing and inappropriate comments regarding age and or disabilities.
- Managers practice favoritism in regards to assignments.
- Managers discriminate against males over 40.
- Managers fail to complete family medical leave act (FMLA) paperwork correctly.
- BDOs' complaints are not properly vetted.

OOI will investigate the allegation of racial profiling mentioned in this letter.

AFSD-LE at ORD, Jeff Quiroga, has been assigned by the FSD, at ORD, to investigate all of the management issues noted in the letter.

Attachment:

Copy of anonymous letter, signed "a concerned BDO at ORD", post marked February 28, 2013

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(Revised 12-15-08)



CAROL STROMAN B. 603

28 FEB 2013 PM 2 L



DHS Office of Inspector General

~~CROSS~~ ~~AMERICA'S~~ ~~OFFICE~~ of Investigations Hotline

aur murray DeWee Sw. Building 410/

Mail Stop 3600

Washington DC 20538

20528



OFFICE OF INSPECTOR GENERAL  
U.S. DEPARTMENT OF JUSTICE  
WASHINGTON, D.C. 20538

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Reference: 49 CFR § 1520, Marking SSI

DHS Office of Inspector General

Attention: Office of Investigations Hotline

245 Murray Drive SW, Building 410/Mail Stop 2600  
Washington, DC 20528

RE: Chicago O'hare BDO Program

To Whom It May Concern:

I am a BDO at Chicago O'Hare and can no longer remain silent about what has become the status quo in the BDO Program at O'Hare.

1. Falsification of Federal reporting Paperwork
- a. PMIS
    - i. Managers regularly falsify the hours to make their quota.
    - ii. Managers regularly count Checkpoint hours, Lunchs, and Breaks for Playbook hours
    - iii. Managers will inaccurately report BDOs sick or off duty to get credit for Playbook and VIPAR hours
  - b. FTE
    - i. Managers will report themselves conducting 24 or more Spot hours, which they will not have done or have counted the hours they left their office and have lunch as SPOT.
    - ii. Most Managers with the exception of (b)(7)(C) haven't conducted SPOT in over a year.
    - iii. Managers will add themselves to referrals that they were not present for or contacted for.
  - c. Training
    - i. Managers falsify training logs to show they have conducted trainings that they have not.
    - ii. Managers falsified training logs showing that they conducted the OJT for Playbook. No BDO Manager observed or instructed BDOs on how to conduct playbook plays nor did they observe BDOs conducting plays to make sure they knew what they where doing. 90% of BDO Managers haven't participated in a Playbook play since the program started. The only BDOs who received training on how to conduct Playbook pays were certified for Playbook by the Playbook supervisors who actually when to the gates and trained the BDOs.
  - d. Payroll
    - i. Managers do not swipe in and out. So they are regularly seen coming in late and leaving early not just in the BDO program.
2. Racial Profiling of Middle East Passengers flying on Royal Jordanian or Etihad
- a. BDOs are encouraged to pay particular attention to Middle East passengers.
  - b. It is regularly briefed that the Middle East passengers carry large amounts of money, have outstanding warrants, and are people of interest.
  - c. One BDO is encourage to use his connections at the ticket counter to find out information on passengers and use the information to refer the passenger in for a BDO referral
3. Harassment, and inappropriate comments.
- a. Managers (b)(7)(C) regular make disparaging comments about a BDO's age or disability.

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- b. Managers [redacted] regularly tell BDOs who have just returned from Playbook that they are not real BDOs and they don't know how to do their job so they are going to give them crappy assignments so they learn what it is really like.
- c. Managers [redacted] regularly make disparaging comments about a BDO's medical condition. Most of the things they say should not be talked about outside of doctor's offices but the whole BDO team knows this BDO's personal business.
- d. Managers [redacted] instead of using the discipline procedures will use the participation in a Special Assignment as a person's punishment and will make sure that the person as well as everyone else knows why they were required to or excluded from participating.
- e. Managers [redacted] like to make off-color jokes about BDOs and their appearance.
- f. In the feedback for promotion, a BDO was told they didn't receive the job because they had a language barrier because they speak a second language.

4. Favoritism

- a. Two female BDOs receive their preference of assignments from the morning managers due to their relationship with the I-Band manager. They are also given knowledge of personal and professional information that should remain confidential.
- b. One BDO manager has been involved with a BDO he supervised.
- c. The G-Band BDO that is assigned to the VIPAR teams has been allowed to give priority to his friends for the VIPARS and the Amtrak Detail. The VIPAR assignments regularly go to the same people and most to the males of the program.

5. Discrimination in assignments and promotions

- a. Promotions in the programs regularly go to males under 40.
- b. Special assignments regularly go to males under 40.
- c. If two equal BDOs under 40 are regularly given the better assignments.

6. Not following the SOP

- \*a. Manager [redacted] has stated that the SOP is a guideline as to how to conduct SPOT and should not be followed.
- b. Manager [redacted] have regularly made up their own procedures that contradict the SOP. When questioned, they quote local policy and threaten to write up any one who does not obey.

7. Failure to report

- a. Managers will not fill out paperwork correctly for FMLA or they will lie on paperwork.
- b. If a BDO comes to a Manager with a complaint, they will regularly not follow up on it. If an employee asks for information on an EEOC complaint, the manager will give missing information until their time runs out.

Thank you for your time,

A concerned BDO at O'Hare airport.

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# Attachment #2

~~SENSITIVE SECURITY INFORMATION~~



**MEMORANDUM OF INTERVIEW  
OR ACTIVITY**

Type of Activity: <input type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input checked="" type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: April 14, 2013 2:00 p.m.
Activity or Interview of: Review of ORD TSS Reports from October 20012 through March 2013	Conducted by: SA Mary Drury
	Location of Interview/Activity: ORD OOI Office

Subject Matter/Remarks

OOI requested from the Federal Air Marshall Service (FAMS) Office of Law Enforcement (OLE) copies of TSA TSS reports, also known as SIRs, initiated from ORD's SPOT program from October 2012 through May 2013. These reports document the suspicious incident and observed behaviors that warrant law enforcement involvement. Nine SIRs were issued during that time period. The incidence of reports is low compared to other Category X airports. A review of each report was conducted to determine any evidence of potential racial profiling. The following observations were noted:

- By Airline:
  - ✓ (b)(3)149 U.S.C. § 114 flying on Royal Jordanian Airline
  - ✓ (b)(3)149 U.S.C. § 114(n) flying on American Airlines
  - ✓ (b)(3)149 U.S.C. § 114 flying on United Airlines
  - ✓ (b)(3)149 U.S.C. § 114 flying on Jet Blue Airline
  
- By Ethnicity
  - ✓ (b)(3)149 U.S.C. § 114(n) appeared to be possibly Hispanic.
  - ✓ (b)(3)149 U.S.C. § 114(n) appeared to be possibly Polish.
  - ✓ (b)(3)149 U.S.C. § 114(n) appeared to be possibly Middle Eastern.

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- ✓ (b)(5)-49 U.S.C. § 714(i) appeared to be possibly Eastern European.
- ✓ All passengers provided identification that indicated U.S. residency.
- ✓ The remaining passengers names do not provide any indication of ethnicity.

Attachments:

Copies of the TSS SIRs for ORD SPOT program from October 2012 through March 2013.

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**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

**SIR Number**

(b)(3) 49 U.S.C. § 114

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments Included w/Submission?
S.P.O.T.	Aviation	(b)(3) 49 U.S.C. § 114		False
TISS User Name	TISS Field Office	TISS User Contact Phone	Date of Submission	Time of Submission
(b)(3) 49 U.S.C. § 114	ORD Coordination Center		10/23/12	(b)(3) 49 U.S.C. § 114
Airport of Occurrence	City of Occurrence	State of Occurrence	Country of Occurrence	Weapons Involved
Chicago- O'Hare , IL - (ORD)	Chicago	IL	United States	

**SIR Comments**

(b)(3) 49 U.S.C. § 114 (b)(3)

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Reference: 49 CFR § 1520, Marking SSI



**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

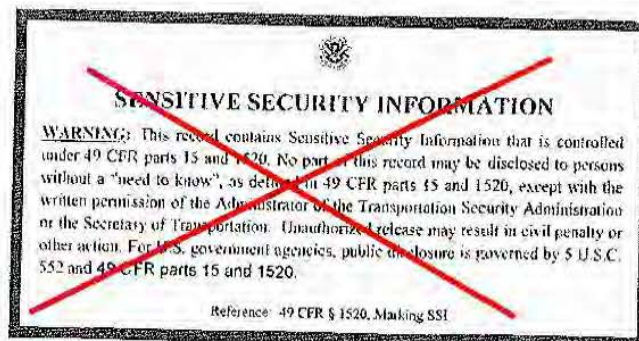
## SUBJECT INFORMATION

<b>Subject Type</b>	<b>Subject Last Name</b>	<b>Subject First Name</b>	<b>Subject Middle Name</b>	<b>Subject Date of Birth</b>
(b)(3) 49 U.S.C. § 114(m), (b)(3)				
<b>Subject Home Address Number</b>	<b>Subject Home Address Street</b>	<b>Subject Home Address City</b>	<b>Subject Home Address State</b>	<b>Subject Home Zip Code</b>
(b)(3) 49 U.S.C. § 114(m), (b)(3)				
<b>Subject Home Address Country</b>	<b>Subject Home Phone Number</b>	<b>Subject Home Cell Number</b>	<b>Subject Social Security Number</b>	<b>Subject Other Identification</b>
(b)(3) 49 U.S.C. § 114(m)				
<b>Subject Age</b>	<b>Subject Gender</b>	<b>Subject Race</b>	<b>Subject Height</b>	<b>Subject Weight</b>
			(b)(3) 49 U.S.C. § 114(m)	
<b>Subject Build</b>	<b>Subject Eye Color</b>	<b>Subject Hair Color</b>	<b>Subject Hair Style</b>	<b>Subject Hair Length</b>
(b)(3) 49 U.S.C. § 114(m)				
<b>Subject Beard/Mustache</b>	<b>Subject Scars</b>	<b>Subject Tattoos</b>	<b>Subject Piercing</b>	<b>Alias / Alternate Name</b>
(b)(3) 49 U.S.C. § 114(m)				

Additional Subject Identifiers

## NO CLOTHING INFORMATION

## NO VEHICLE INFORMATION







**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

**SUSPICIOUS INCIDENT REPORT**

**AIR CARRIER INFORMATION**

<b>Airline</b> (b)(3) 49 U.S.C. § 114(i)	<b>Flight Number</b>	<b>Departure Date</b>	<b>Departure Airport</b> Chicago- O'Hare , IL - (ORD)	<b>Seat Numbr</b> (b)(3) 49 U.S.C. § 114(i)
<b>Arrival Date</b> (b)(3) 49 U.S.C. § 114(i)	<b>Arrival Airport</b>	<b>Aircraft Tail Number</b>	<b>Aircraft Make</b>	<b>Aircraft Model</b>
<b>Captain Last Name</b> (b)(3) 49 U.S.C. § 114(i)	<b>Captain First Name</b>	<b>Captain Phone Number</b>	<b>Captain Email Address</b>	<b>Captain Employee Number</b>
<b>Lead Flight Attendants Last Name</b> (b)(3) 49 U.S.C. § 114(i)	<b>Lead Flight Attendants First Name</b>	<b>Lead Flight Attendants Phone Number</b>	<b>Lead Flight Attendants Email Address</b>	<b>Lead Flight Attendants Employ Number</b>

**FAMS INVESTIGATION DIVISION PERSONNEL ONLY**

<b>TECS Query</b> (b)(3) 49 U.S.C. § 114(i), (b)(6)	<b>NCIC/NLETS Query</b>	<b>No Fly / Selectee</b>	<b>Reviewing Investigators Name</b>	<b>Investigations SIR Number</b>
<b>Source</b> (b)(3) 49 U.S.C. § 114(i)	<b>Class</b>	<b>Action</b>	<b>Disposition</b>	<b>Investigations Review Date</b>

**Transportation Investigations Branch Comments**

~~**SENSITIVE SECURITY INFORMATION**~~

**WARNING:** This record contains Sensitive Security Information that is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know", as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalties or other action. For this government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.

Reference: 49 CFR § 1520, Marking SSL



**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

**SUSPICIOUS INCIDENT REPORT**

**SIR Number**

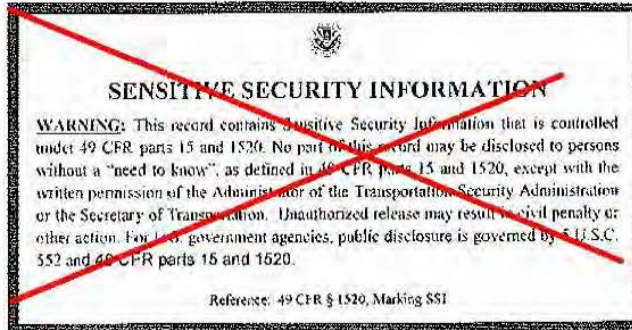
(b)(3) 49 U.S.C. § 114(r)

**GENERAL INFORMATION**

<b>SIR Reason</b> (b)(3) 49 U.S.C. § 114(r)	<b>Transportation Domain</b> Aviation	<b>Date of Occurrence</b> (b)(3) 49 U.S.C. § 114(r)	<b>Time of Occurrence</b>	<b>Attachments Included w/Submission?</b> False
<b>TISS User Name</b> (b)(3) 49 U.S.C. § 114(r), (b)(6)	<b>TISS Field Office</b> ORD Coordination Center	<b>TISS User Contact Phone</b>	<b>Date of Submission</b> 11/06/12	<b>Time of Submission</b> (b)(3) 49 U.S.C. § 114(r)
<b>Airport of Occurrence</b> Chicago- O'Hare , IL - (ORD)	<b>City of Occurrence</b> Chicago	<b>State of Occurrence</b> IL	<b>Country of Occurrence</b> United States	<b>Weapons Involved</b>

**SIR Comments**

(b)(3) 49 U.S.C. § 114(r), (b)(6)





**Transportation  
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**SUSPICIOUS INCIDENT REPORT**

**SUBJECT INFORMATION**


<b>Subject Type</b> <small>(b)(7)(F) 49 U.S.C. § 114(n)(1)(A)(i)</small>	<b>Subject Last Name</b>	<b>Subject First Name</b>	<b>Subject Middle Name</b>	<b>Subject Date of Birth</b>
<b>Subject Home Address Number</b>	<b>Subject Home Address Street</b>	<b>Subject Home Address City</b>	<b>Subject Home Address State</b>	<b>Subject Home Zip Code</b>
<b>Subject Home Address Country</b> United States	<b>Subject Home Phone Number</b>	<b>Subject Home Cell Number</b>	<b>Subject Social Security Number</b>	<b>Subject Other Identification</b>
<b>Subject Age</b> 36 - 40	<b>Subject Gender</b> Male	<b>Subject Race</b>	<b>Subject Height</b>	<b>Subject Weight</b>
<b>Subject Build</b>	<b>Subject Eye Color</b>	<b>Subject Hair Color</b>	<b>Subject Hair Style</b>	<b>Subject Hair Length</b>
<b>Subject Beard/Mustache</b>	<b>Subject Scars</b>	<b>Subject Tattoos</b>	<b>Subject Piercing</b>	<b>Alias / Alternate Name</b>

**Additional Subject Identifiers**

**NO CLOTHING INFORMATION**

**NO VEHICLE INFORMATION**

**NO AIR CARRIER INFORMATION**



~~**SENSITIVE SECURITY INFORMATION**~~

**WARNING:** This record contains Sensitive Security Information that is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know", as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in criminal or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.

Reference: 49 CFR § 1520, Marking SSI



**Transportation  
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Administration**


*Federal Air Marshal Service*

**SUSPICIOUS INCIDENT REPORT**

**FAMS INVESTIGATION DIVISION PERSONNEL ONLY**

TECS Query	NCIC/NLETS Query	No Fly / Selectee	Reviewing Investigators Name	Investigations SIR Number
(b)(3) 49 U.S.C. § 114(g)				
Source	Class	Action	Disposition	Investigations Review Date
(b)(3) 49 U.S.C. § 114(g)				

**Transportation Investigations Branch Comments**



**SENSITIVE SECURITY INFORMATION**

**WARNING:** This record contains Sensitive Security Information that is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know", as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalty or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.

Reference: 49 CFR § 1520, Marking SSF



**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

**SIR Number**

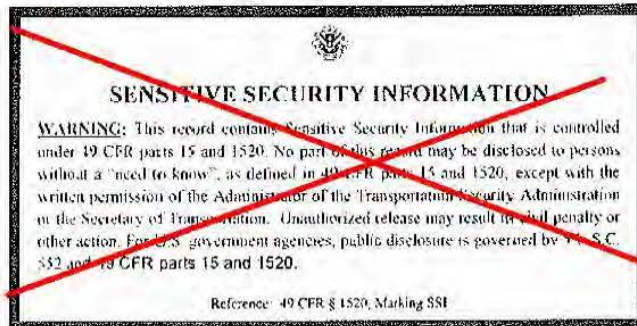
(b)(3)49 U.S.C. § 114(r)

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments Included w/Submission?
(b)(3)49 U.S.C. § 114(r)	Aviation	(b)(3)49 U.S.C. § 114(r)		False
TISS User Name	TISS Field Office	TISS User Contact Phone	Date of Submission	Time of Submission
(b)(3)49 U.S.C. § 114(r)(b)(6)	ORD Coordination Center		12/06/12	(b)(3)49 U.S.C. § 114(r)
Airport of Occurrence	City of Occurrence	State of Occurrence	Country of Occurrence	Weapons Involved
Chicago - O'Hare , IL - (ORD)	Chicago	IL	United States	

**SIR Comments**

(b)(3)49 U.S.C. § 114(r)(b)(6)



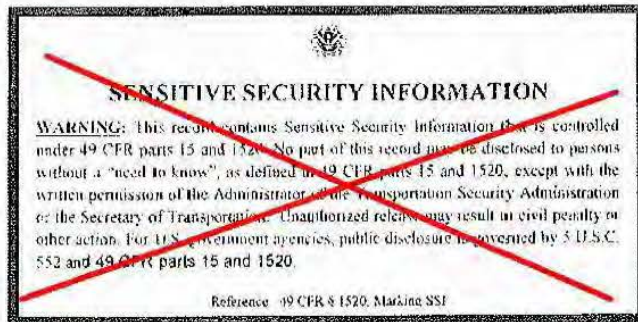


**SUSPICIOUS INCIDENT REPORT**

**SUBJECT INFORMATION**

<b>Subject Type</b>	<b>Subject Last Name</b>	<b>Subject First Name</b>	<b>Subject Middle Name</b>	<b>Subject Date of Birth</b>
(b)(3) 49 U.S.C. § 114(r)(b)(6)				
<b>Subject Home Address Number</b>	<b>Subject Home Address Street</b>	<b>Subject Home Address City</b>	<b>Subject Home Address State</b>	<b>Subject Home Zip Code</b>
(b)(3) 49 U.S.C. § 114(r)(b)(6)				
<b>Subject Home Address Country</b>	<b>Subject Home Phone Number</b>	<b>Subject Home Cell Number</b>	<b>Subject Social Security Number</b>	<b>Subject Other Identification</b>
(b)(3) 49 U.S.C. § 114(r)				
<b>Subject Age</b>	<b>Subject Gender</b>	<b>Subject Race</b>	<b>Subject Height</b>	<b>Subject Weight</b>
26 - 30	Male		(b)(3) 49 U.S.C. § 114(r)	
<b>Subject Build</b>	<b>Subject Eye Color</b>	<b>Subject Hair Color</b>	<b>Subject Hair Style</b>	<b>Subject Hair Length</b>
(b)(3) 49 U.S.C. § 114(r)				
<b>Subject Beard/Mustache</b>	<b>Subject Scars</b>	<b>Subject Tattoos</b>	<b>Subject Piercing</b>	<b>Alias / Alternate Name</b>
(b)(3) 49 U.S.C. § 114(r)				

Additional Subject Identifiers





Transportation  
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Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

## AIR CARRIER INFORMATION

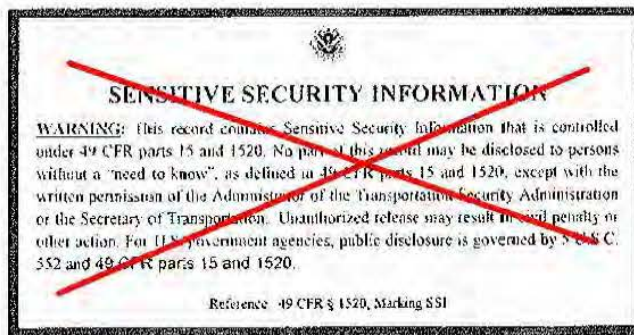
Airline (b)(3) 49 U.S.C. § 114(i)		Flight Number	Departure Date	Departure Airport Chicago- O'Hare , IL - (ORD)	Seat Number (b)(3) 49 U.S.C. § 114(i)
Arrival Date	Arrival Airport	Aircraft Tail Number	Aircraft Make	Aircraft Model	
(b)(3) 49 U.S.C. § 114(i)					
Captain Last Name	Captain First Name	Captain Phone Number	Captain Email Address	Captain Employee Number	
(b)(3) 49 U.S.C. § 114(i)					
Lead Flight Attendants Last Name	Lead Flight Attendants First Name	Lead Flight Attendants Phone Number	Lead Flight Attendants Email Address	Lead Flight Attendants Employ Number	
(b)(3) 49 U.S.C. § 114(i)					

## FAMS INVESTIGATION DIVISION PERSONNEL ONLY

TECS Query	NCIC/NLETS Query	No Fly / Selectee	Reviewing Investigators Name	Investigations SIR Number
(b)(3) 49 U.S.C. § 114(i) (b)(6)				
Source	Class	Action	Disposition	Investigations Review Date
(b)(3) 49 U.S.C. § 114(i)				12/7/2012 1:01:28 P

### Transportation Investigations Branch Comments

There was no further information located on either subject based on the information provided.





Transportation  
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Administration

Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

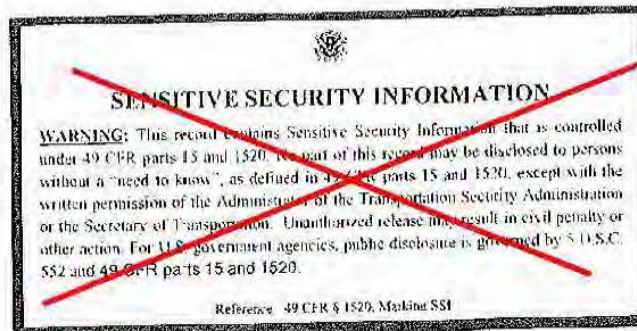
## SUBJECT INFORMATION

Subject Type	Subject Last Name	Subject First Name	Subject Middle Name	Subject Date of Birth
(b)(3) 49 U.S.C. § 114(f)(1)(C)				
Subject Home Address Number	Subject Home Address Street	Subject Home Address City	Subject Home Address State	Subject Home Zip Code
(b)(5) 49 U.S.C. § 114(i)(1)(B)				
Subject Home Address Country	Subject Home Phone Number	Subject Home Cell Number	Subject Social Security Number	Subject Other Identification
(b)(3) 49 U.S.C. § 114(f)				
Subject Age	Subject Gender	Subject Race	Subject Height	Subject Weight
26 - 30	Female		(b)(3) 49 U.S.C. § 114(f)	
Subject Build	Subject Eye Color	Subject Hair Color	Subject Hair Style	Subject Hair Length
(b)(3) 49 U.S.C. § 114(f)				
Subject Beard/Mustache	Subject Scars	Subject Tattoos	Subject Piercing	Alias / Alternate Name
(b)(3) 49 U.S.C. § 114(f)				

Additional Subject Identifiers

## NO CLOTHING INFORMATION

## NO VEHICLE INFORMATION







**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

**SIR Number**

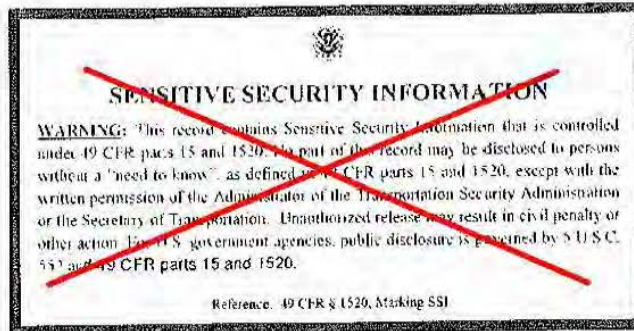
**12-003901**

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments Included w/Submission?
(b)(3) 49 U.S.C. § 114(r)	Aviation	(b)(3) 49 U.S.C. § 114(r)		False
TISS User Name	TISS Field Office	TISS User Contact Phone	Date of Submission	Time of Submission
(b)(3) 49 U.S.C. § 114	ORD Coordination Center		12/12/12	(b)(3) 49 U.S.C. § 114(r)
Airport of Occurrence	City of Occurrence	State of Occurrence	Country of Occurrence	Weapons Involved
Chicago- O'Hare , IL - (ORD)	Chicago	IL	United States	

**SIR Comments**

(b)(3) 49 U.S.C. § 114(r)(1)(D)





**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

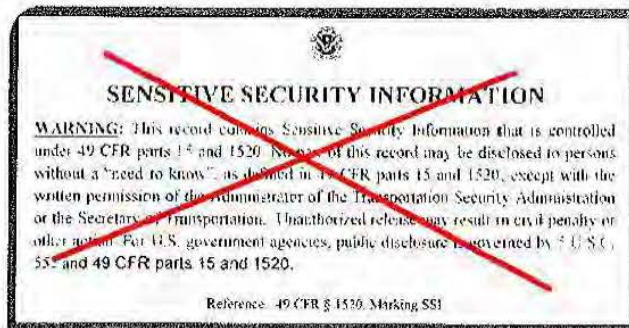
## SUBJECT INFORMATION

Subject Type	Subject Last Name	Subject First Name	Subject Middle Name	Subject Date of Birth
(b)(3) 49 U.S.C. § 114(r)(b)(6)				
Subject Home Address Number	Subject Home Address Street	Subject Home Address City	Subject Home Address State	Subject Home Zip Code
(b)(3) 49 U.S.C. § 114(r)(b)(6)				
Subject Home Address Country	Subject Home Phone Number	Subject Home Cell Number	Subject Social Security Number	Subject Other Identification
(b)(3) 49 U.S.C. § 114(r)				
Subject Age	Subject Gender	Subject Race	Subject Height	Subject Weight
			(b)(3) 49 U.S.C. § 114(r)	
Subject Build	Subject Eye Color	Subject Hair Color	Subject Hair Style	Subject Hair Length
(b)(3) 49 U.S.C. § 114(r)				
Subject Beard/Mustache	Subject Scars	Subject Tattoos	Subject Piercing	Alias / Alternate Name
(b)(3) 49 U.S.C. § 114(r)				

Additional Subject Identifiers

## NO CLOTHING INFORMATION

## NO VEHICLE INFORMATION





Transportation  
Security  
Administration

Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

## AIR CARRIER INFORMATION

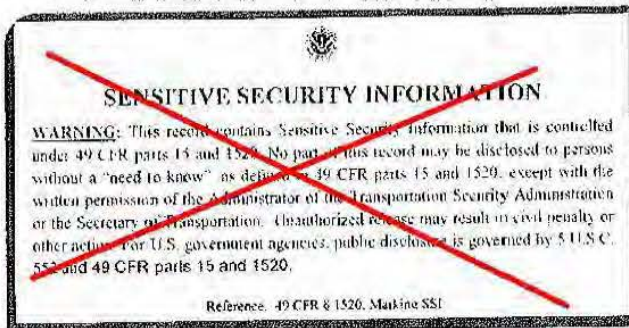
<b>Airline</b> (b)(3) 49 U.S.C. § 114(n)	<b>Flight Number</b> (b)(3) 49 U.S.C. § 114(n)	<b>Departure Date</b> (b)(3) 49 U.S.C. § 114(n)	<b>Departure Airport</b> Chicago- O'Hare , IL - (ORD)	<b>Seat Number</b> (b)(3) 49 U.S.C. § 114(n)
<b>Arrival Date</b> (b)(3) 49 U.S.C. § 114(n)	<b>Arrival Airport</b> (b)(3) 49 U.S.C. § 114(n)	<b>Aircraft Tail Number</b> (b)(3) 49 U.S.C. § 114(n)	<b>Aircraft Make</b> (b)(3) 49 U.S.C. § 114(n)	<b>Aircraft Model</b> (b)(3) 49 U.S.C. § 114(n)
<b>Captain Last Name</b> (b)(3) 49 U.S.C. § 114(n)	<b>Captain First Name</b> (b)(3) 49 U.S.C. § 114(n)	<b>Captain Phone Number</b> (b)(3) 49 U.S.C. § 114(n)	<b>Captain Email Address</b> (b)(3) 49 U.S.C. § 114(n)	<b>Captain Employee Number</b> (b)(3) 49 U.S.C. § 114(n)
<b>Lead Flight Attendants Last Name</b> (b)(3) 49 U.S.C. § 114(n)	<b>Lead Flight Attendants First Name</b> (b)(3) 49 U.S.C. § 114(n)	<b>Lead Flight Attendants Phone Number</b> (b)(3) 49 U.S.C. § 114(n)	<b>Lead Flight Attendants Email Address</b> (b)(3) 49 U.S.C. § 114(n)	<b>Lead Flight Attendants Employee Number</b> (b)(3) 49 U.S.C. § 114(n)

## FAMS INVESTIGATION DIVISION PERSONNEL ONLY

<b>TECS Query</b> (b)(3) 49 U.S.C. § 114(n), (b)(6)	<b>NCIC/NLETS Query</b> (b)(3) 49 U.S.C. § 114(n), (b)(6)	<b>No Fly / Selectee</b> (b)(3) 49 U.S.C. § 114(n), (b)(6)	<b>Reviewing Investigators Name</b> (b)(3) 49 U.S.C. § 114(n), (b)(6)	<b>Investigations SIR Number</b> (b)(3) 49 U.S.C. § 114(n), (b)(6)
<b>Source</b> (b)(3) 49 U.S.C. § 114(n)	<b>Class</b> (b)(3) 49 U.S.C. § 114(n)	<b>Action</b> (b)(3) 49 U.S.C. § 114(n)	<b>Disposition</b> (b)(3) 49 U.S.C. § 114(n)	<b>Investigations Review Date</b> 2/14/2013 11:16:44 AM

### Transportation Investigations Branch Comments

LEOs responded and resolved the incident





**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

**SIR Number**

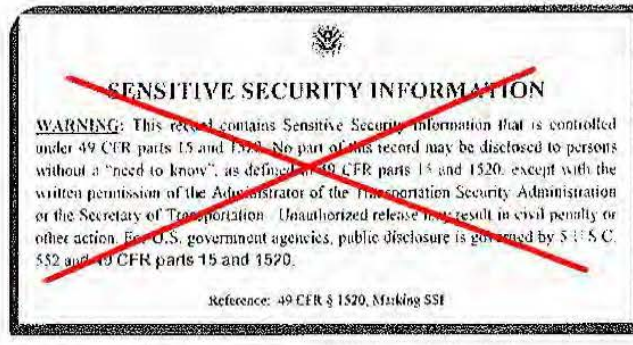
**12-003949**

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments Included w/Submission?
(b)(3) 49 U.S.C. § 114 (f)	Aviation	(b)(3) 49 U.S.C. § 114(i)		False
TISS User Name	TISS Field Office	TISS User Contact Phone	Date of Submission	Time of Submission
(b)(3) 49 U.S.C. § 114 (f), (b)(6)	ORD Coordination Center		12/16/12	(b)(3) 49 U.S.C. § 114(i)
Airport of Occurrence	City of Occurrence	State of Occurrence	Country of Occurrence	Weapons Involved
Chicago- O'Hare , IL - (ORD)	Chicago	IL	United States	

**SIR Comments**

(b)(7) - 49 U.S.C. § 11107, (b)(6)





**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

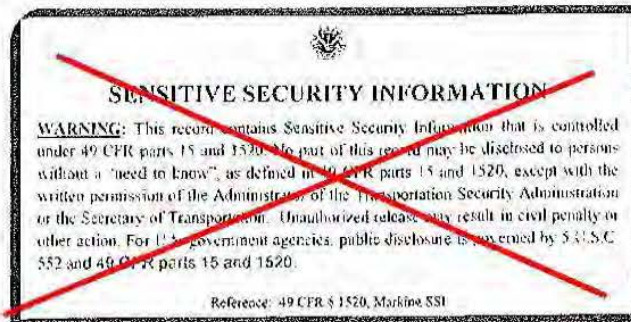
## SUBJECT INFORMATION

<b>Subject Type</b>	<b>Subject Last Name</b>	<b>Subject First Name</b>	<b>Subject Middle Name</b>	<b>Subject Date of Birth</b>
(b)(3) 49 U.S.C. § 114(n), (b)(6)				
<b>Subject Home Address Number</b>	<b>Subject Home Address Street</b>	<b>Subject Home Address City</b>	<b>Subject Home Address State</b>	<b>Subject Home Zip Code</b>
(b)(3) 49 U.S.C. § 114(n), (b)(6)				
<b>Subject Home Address Country</b>	<b>Subject Home Phone Number</b>	<b>Subject Home Cell Number</b>	<b>Subject Social Security Number</b>	<b>Subject Other Identification</b>
(b)(3) 49 U.S.C. § 114(n), (b)(6)				
<b>Subject Age</b>	<b>Subject Gender</b>	<b>Subject Race</b>	<b>Subject Height</b>	<b>Subject Weight</b>
			(b)(3) 49 U.S.C. § 114(n)	
<b>Subject Build</b>	<b>Subject Eye Color</b>	<b>Subject Hair Color</b>	<b>Subject Hair Style</b>	<b>Subject Hair Length</b>
(b)(3) 49 U.S.C. § 114(n)				
<b>Subject Beard/Mustache</b>	<b>Subject Scars</b>	<b>Subject Tattoos</b>	<b>Subject Piercing</b>	<b>Alias / Alternate Name</b>
(b)(3) 49 U.S.C. § 114(n)				

Additional Subject Identifiers

## NO CLOTHING INFORMATION

## NO VEHICLE INFORMATION





Transportation  
Security  
Administration

Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

## AIR CARRIER INFORMATION

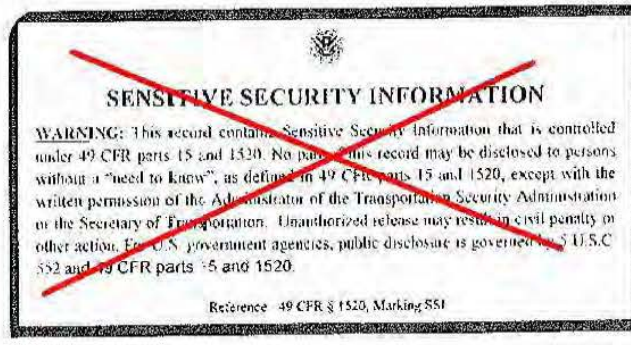
Airline	Flight Number	Departure Date	Departure Airport	Seat Number
(b)(3) 49 U.S.C. § 114(f)			Chicago- O'Hare , IL - (ORD)	(b)(3) 49 U.S.C. § 114(f)
Arrival Date	Arrival Airport	Aircraft Tail Number	Aircraft Make	Aircraft Model
(b)(3) 49 U.S.C. § 114(f)				
Captain Last Name	Captain First Name	Captain Phone Number	Captain Email Address	Captain Employee Number
(b)(3) 49 U.S.C. § 114(f)				
Lead Flight Attendants Last Name	Lead Flight Attendants First Name	Lead Flight Attendants Phone Number	Lead Flight Attendants Email Address	Lead Flight Attendants Employ Number
(b)(3) 49 U.S.C. § 114(f)				

## FAMS INVESTIGATION DIVISION PERSONNEL ONLY

TECS Query	NCIC/NLETS Query	No Fly / Selectee	Reviewing Investigators Name	Investigations SIR Number
(b)(3) 49 U.S.C. § 114(f), (b)(6)				
Source	Class	Action	Disposition	Investigations Review Date
(b)(3) 49 U.S.C. § 114(f)				12/18/2012 3:52:05 PM

### Transportation Investigations Branch Comments

There was no further information located on the subject to merit further investigation at this time.





**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

**SIR Number**

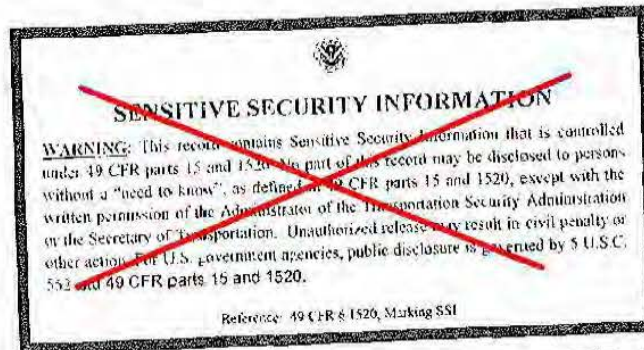
(b)(3) 49 U.S.C. § 114(r)

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments included w/Submission?
(b)(3) 49 U.S.C. § 114(r)	Aviation	(b)(3) 49 U.S.C. § 114(r)		False
TISS User Name	TISS Field Office	TISS User Contact Phone	Date of Submission	Time of Submission
(b)(3) 49 U.S.C. § 114(r) (7)(A)(b)(6)	Chicago IL PD		01/08/13	(b)(3) 49 U.S.C. § 114(r)
Airport of Occurrence	City of Occurrence	State of Occurrence	Country of Occurrence	Weapons Involved
Chicago- O'Hare , IL - (ORD)	Chicago	IL	United States	

**SIR Comments**

(b)(3) 49 U.S.C. § 114(r) (b)(6)





**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

## SUBJECT INFORMATION

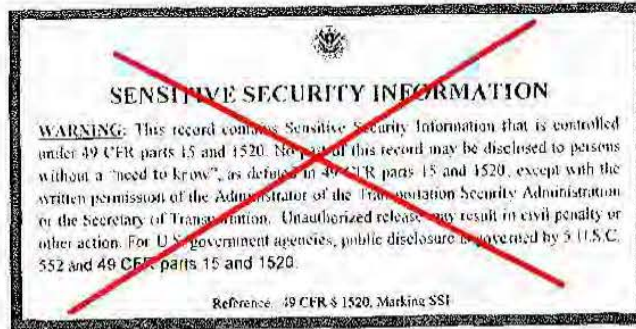
Subject Type	Subject Last Name	Subject First Name	Subject Middle Name	Subject Date of Birth
(b)(6) (b)(7)(C) § 114(m)(1)				
Subject Home Address Number	Subject Home Address Street	Subject Home Address City	Subject Home Address State	Subject Home Zip Code
(b)(6) (b)(7)(C) § 114(m)(1)				
Subject Home Address Country	Subject Home Phone Number	Subject Home Cell Number	Subject Social Security Number	Subject Other Identification
(b)(6) (b)(7)(C) § 114(m)				
Subject Age	Subject Gender	Subject Race	Subject Height	Subject Weight
31 - 35	Male		(b)(6) (b)(7)(C) § 114(m)	
Subject Build	Subject Eye Color	Subject Hair Color	Subject Hair Style	Subject Hair Length
(b)(6) (b)(7)(C) § 114(m)				
Subject Beard/Mustache	Subject Scars	Subject Tattoos	Subject Piercing	Alias / Alternate Name
(b)(6) (b)(7)(C) § 114(m)				

Additional Subject Identifiers

NO CLOTHING INFORMATION

NO VEHICLE INFORMATION

NO AIR CARRIER INFORMATION







Transportation  
Security  
Administration

Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

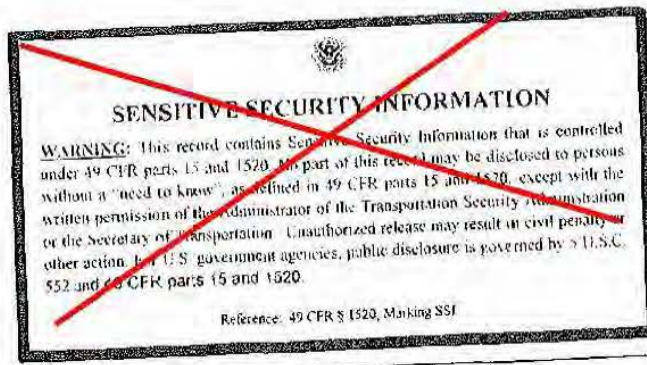
**FAMS INVESTIGATION DIVISION PERSONNEL ONLY**

TECS Query	NCIC/NLETS Query	No Fly / Selectee	Reviewing Investigators Name	Investigations SIR Number
------------	------------------	-------------------	---------------------------------	------------------------------

(b)(3)49 U.S.C. § 114(f), (b)(6)

Source	Class	Action	Disposition	Investigations Review Date
(b)(3)49 U.S.C. § 114(f)				1/11/2013 7:30:43 A

Transportation Investigations Branch Comments





Transportation  
Security  
Administration

Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

SIR Number

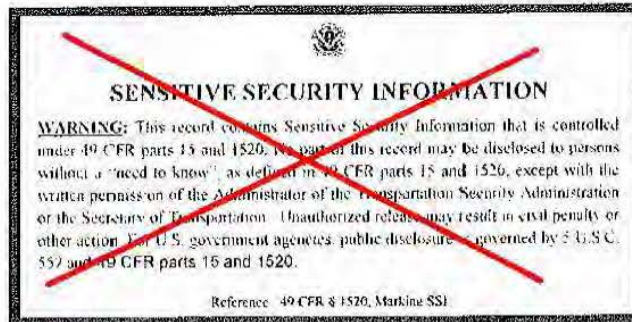
13-000141

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments Included w/Submission?
(b)(3) 49 U.S.C. § 114(f)	Aviation	(b)(3) 49 U.S.C. § 114(f)		False
TISS User Name	TISS Field Office	TISS User Contact Phone	Date of Submission	Time of Submission
(b)(3) 49 U.S.C. § 114(f), (b)(5)	ORD Coordination Center		01/15/13	03:07:05
Airport of Occurrence	City of Occurrence	State of Occurrence	Country of Occurrence	Weapons Involved
Chicago- O'Hare, IL - (ORD)	Chicago	IL	United States	

SIR Comments

(b)(3) 49 U.S.C. § 114(f), (b)(5)





Transportation Security Administration

Federal Air Marshal Service

**SUSPICIOUS INCIDENT REPORT**

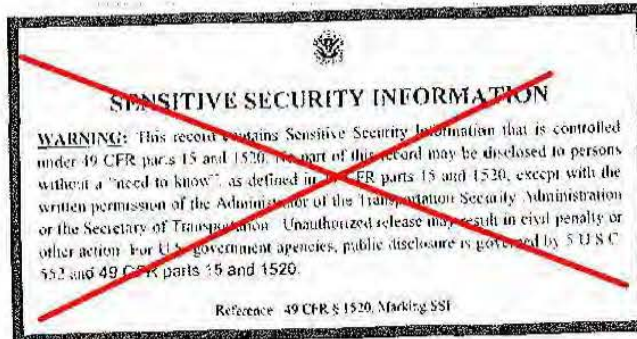
**AIR CARRIER INFORMATION**

Airline (b)(1) 49 U.S.C. § 114(n)	Flight Number (b)(1) 49 U.S.C. § 114(n)	Departure Date (b)(1) 49 U.S.C. § 114(n)	Departure Airport Chicago- O'Hare , IL - (ORD)	Seat Number (b)(3) 49 U.S.C. § 114(g)
Arrival Date (b)(3) 49 U.S.C. § 114(g)	Arrival Airport (b)(3) 49 U.S.C. § 114(g)	Aircraft Tail Number (b)(3) 49 U.S.C. § 114(g)	Aircraft Make (b)(3) 49 U.S.C. § 114(g)	Aircraft Model (b)(3) 49 U.S.C. § 114(g)
Captain Last Name (b)(3) 49 U.S.C. § 114(g)	Captain First Name (b)(3) 49 U.S.C. § 114(g)	Captain Phone Number (b)(3) 49 U.S.C. § 114(g)	Captain Email Address (b)(3) 49 U.S.C. § 114(g)	Captain Employee Number (b)(3) 49 U.S.C. § 114(g)
Lead Flight Attendants Last Name (b)(3) 49 U.S.C. § 114(g)	Lead Flight Attendants First Name (b)(3) 49 U.S.C. § 114(g)	Lead Flight Attendants Phone Number (b)(3) 49 U.S.C. § 114(g)	Lead Flight Attendants Email Address (b)(3) 49 U.S.C. § 114(g)	Lead Flight Attendants Employee Number (b)(3) 49 U.S.C. § 114(g)

**FAMS INVESTIGATION DIVISION PERSONNEL ONLY**

TECS Query (b)(3) 49 U.S.C. § 114(i)(B)(v)	NCIC/NLETS Query (b)(3) 49 U.S.C. § 114(i)(B)(v)	No Fly / Selectee (b)(3) 49 U.S.C. § 114(i)(B)(v)	Reviewing Investigators Name (b)(3) 49 U.S.C. § 114(i)(B)(v)	Investigations SIR Number (b)(3) 49 U.S.C. § 114(i)(B)(v)
Source (b)(3) 49 U.S.C. § 114(i)	Class (b)(3) 49 U.S.C. § 114(i)	Action (b)(3) 49 U.S.C. § 114(i)	Disposition (b)(3) 49 U.S.C. § 114(i)	Investigations Review Date 1/23/2013 9:22:12 A

**Transportation Investigations Branch Comments**





SUSPICIOUS INCIDENT REPORT

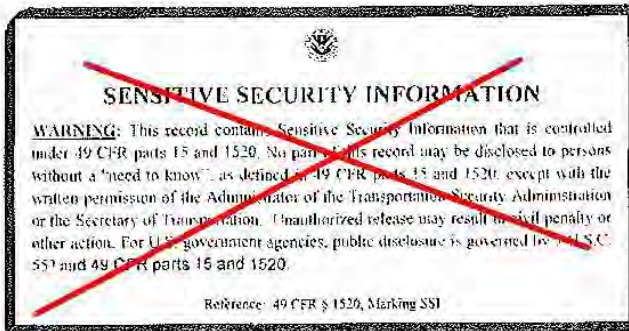
SUBJECT INFORMATION

Subject Type	Subject Last Name	Subject First Name	Subject Middle Name	Subject Date of Birth
(b)(3)48 U.S.C. § 114(a)(6)(D)				
Subject Home Address Number	Subject Home Address Street	Subject Home Address City	Subject Home Address State	Subject Home Zip Code
(b)(3)48 U.S.C. § 114(a)(6)(D)				
Subject Home Address Country	Subject Home Phone Number	Subject Home Cell Number	Subject Social Security Number	Subject Other Identification
(b)(3)49 U.S.C. § 114(n)				
Subject Age	Subject Gender	Subject Race	Subject Height	Subject Weight
			(b)(3)48 U.S.C. § 114(n)	
Subject Build	Subject Eye Color	Subject Hair Color	Subject Hair Style	Subject Hair Length
(b)(3)49 U.S.C. § 114(n)				
Subject Beard/Mustache	Subject Scars	Subject Tattoos	Subject Piercing	Alias / Alternate Name
(b)(3)48 U.S.C. § 114(n)				

Additional Subject Identifiers

NO CLOTHING INFORMATION

NO VEHICLE INFORMATION





**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

## SIR Number

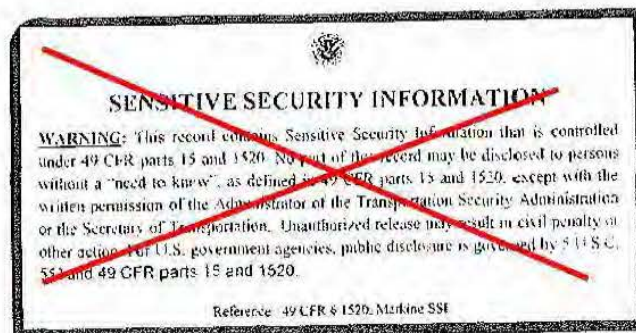
(b)(3)(1)49 U.S.C. § 114  
(1)

## GENERAL INFORMATION

<b>SIR Reason</b> (b)(3)(1)49 U.S.C. § 114(1)	<b>Transportation Domain</b> Aviation	<b>Date of Occurrence</b> (b)(3)(1)49 U.S.C. § 114(1)	<b>Time of Occurrence</b>	<b>Attachments Included w/Submission?</b> False
<b>TISS User Name</b> (b)(3)(1)49 U.S.C. § 114(1)(b)(16)	<b>TISS Field Office</b> ORD Coordination Center	<b>TISS User Contact Phone</b>	<b>Date of Submission</b> 01/20/13	<b>Time of Submission</b> (b)(3)(1)49 U.S.C. § 114(1)
<b>Airport of Occurrence</b> Chicago - O'Hare, IL - (ORD)	<b>City of Occurrence</b> Chicago	<b>State of Occurrence</b> IL	<b>Country of Occurrence</b> United States	<b>Weapons Involved</b>

## SIR Comments

(b)(3)(1)49 U.S.C. § 114(1)(b)(16)





Transportation  
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# SUSPICIOUS INCIDENT REPORT


## FAMS INVESTIGATION DIVISION PERSONNEL ONLY

TECS Query	NCIC/NLETS Query	No Fly / Selectee	Reviewing Investigators Name	Investigations SIR Number
(b)(3) 49 U.S.C. § 114(n)(B)				

Source	Class	Action	Disposition	Investigations Review Date
(b)(3) 49 U.S.C. § 114(n)				1/22/2013 10:12:34 AM

### Transportation Investigations Branch Comments

(b)(3) 49 U.S.C. § 114(n)



**~~SENSITIVE SECURITY INFORMATION~~**

**WARNING:** This record contains Sensitive Security Information and is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know", as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalty or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.

Reference: 49 CFR § 1520, Marking SSI



**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

# SUSPICIOUS INCIDENT REPORT

## SUBJECT INFORMATION

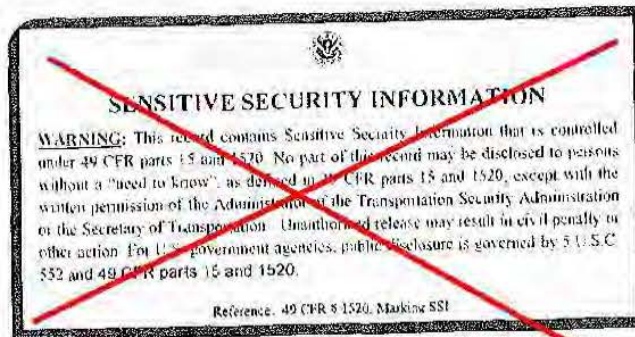
Subject Type	Subject Last Name	Subject First Name	Subject Middle Name	Subject Date of Birth
(b)(3) 49 U.S.C. § 114(n)(10)				
Subject Home Address Number	Subject Home Address Street	Subject Home Address City	Subject Home Address State	Subject Home Zip Code
(b)(3) 49 U.S.C. § 114(n)(10)				
Subject Home Address Country	Subject Home Phone Number	Subject Home Cell Number	Subject Social Security Number	Subject Other Identification
(b)(3) 49 U.S.C. § 114(n)				
Subject Age	Subject Gender	Subject Race	Subject Height	Subject Weight
	Male		(b)(3) 49 U.S.C. § 114(n)	
Subject Build	Subject Eye Color	Subject Hair Color	Subject Hair Style	Subject Hair Length
(b)(3) 49 U.S.C. § 114(n)				
Subject Beard/Mustache	Subject Scars	Subject Tattoos	Subject Piercing	Alias / Alternate Name
(b)(3) 49 U.S.C. § 114(n)				

Additional Subject Identifiers

**NO CLOTHING INFORMATION**

**NO VEHICLE INFORMATION**

**NO AIR CARRIER INFORMATION**





Transportation  
Security  
Administration

Federal Air Marshal Service

# SUSPICIOUS INCIDENT REPORT

**SIR Number**

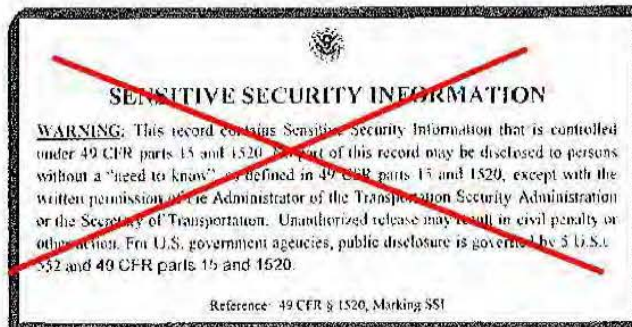
(b)(3)49 U.S.C. § 114(n)

## GENERAL INFORMATION

SIR Reason	Transportation Domain	Date of Occurrence	Time of Occurrence	Attachments Included w/Submission?
(b)(3)49 U.S.C. § 114(n)	Aviation	(b)(3)49 U.S.C. § 114(n)		False
<b>TISS User Name</b>	<b>TISS Field Office</b>	<b>TISS User Contact Phone</b>	<b>Date of Submission</b>	<b>Time of Submission</b>
(b)(3)49 U.S.C. § 114(n), (b)(6)	ORD Coordination Center		03/27/13	(b)(3)49 U.S.C. § 114(n)
<b>Airport of Occurrence</b>	<b>City of Occurrence</b>	<b>State of Occurrence</b>	<b>Country of Occurrence</b>	<b>Weapons Involved</b>
Chicago- O'Hare , IL - (ORD)	Chicago	IL	United States	

**SIR Comments**

(b)(3)49 U.S.C. § 114(n), (b)(6)







**Transportation  
Security  
Administration**

*Federal Air Marshal Service*

**SUSPICIOUS INCIDENT REPORT**

**SUBJECT INFORMATION**

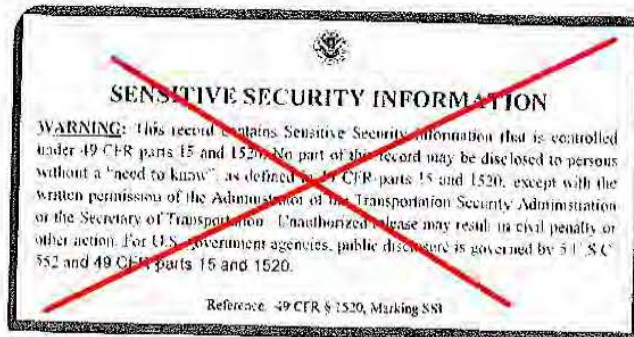
<b>Subject Type</b>	<b>Subject Last Name</b>	<b>Subject First Name</b>	<b>Subject Middle Name</b>	<b>Subject Date of Birth</b>
(b)(3)149 USC § 114(m)(1)(B)				
<b>Subject Home Address Number</b>	<b>Subject Home Address Street</b>	<b>Subject Home Address City</b>	<b>Subject Home Address State</b>	<b>Subject Home Zip Code</b>
(b)(3)149 USC § 114(m)(1)(B)				
<b>Subject Home Address Country</b>	<b>Subject Home Phone Number</b>	<b>Subject Home Cell Number</b>	<b>Subject Social Security Number</b>	<b>Subject Other Identification</b>
(b)(7)(F) USC § 114(d)				
<b>Subject Age</b>	<b>Subject Gender</b>	<b>Subject Race</b>	<b>Subject Height</b>	<b>Subject Weight</b>
			(b)(3)149 USC § 114(m)	
<b>Subject Build</b>	<b>Subject Eye Color</b>	<b>Subject Hair Color</b>	<b>Subject Hair Style</b>	<b>Subject Hair Length</b>
(b)(3)149 USC § 114(m)				
<b>Subject Beard/Mustache</b>	<b>Subject Scars</b>	<b>Subject Tattoos</b>	<b>Subject Piercing</b>	<b>Alias / Alternate Name</b>
(b)(3)149 USC § 114(m)				

**Additional Subject Identifiers**

**NO CLOTHING INFORMATION**

**NO VEHICLE INFORMATION**

**NO AIR CARRIER INFORMATION**





Transportation  
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Administration

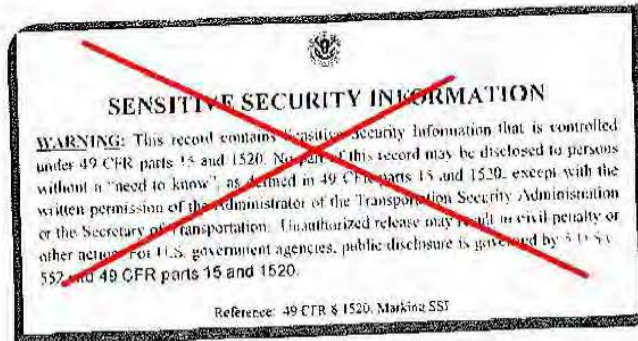
Federal Air Marshal Service

**SUSPICIOUS INCIDENT REPORT**

**FAMS INVESTIGATION DIVISION PERSONNEL ONLY**

TECS Query	NCIC/NLETS Query	No Fly / Selectee	Reviewing Investigators Name	Investigations SIR Number
(b)(7)(A) U.S.C. § 1141(i)(1)				
Source	Class	Action	Disposition	Investigations Review Date
(b)(7)(A) U.S.C. § 1141(i)				3/27/2013 9:05:15 P

Transportation Investigations Branch Comments



# Attachment #3

~~SENSITIVE SECURITY INFORMATION~~



## MEMORANDUM OF INTERVIEW OR ACTIVITY

Type of Activity: <input checked="" type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: May 3, 2013 12:00 p.m.
Activity or Interview of: AFSD-LE Jeff Quiroga - ORD	Conducted by: SA Mary Drury
	Location of interview/Activity: ORD OOI Office

Subject Matter/Remarks

OOI met with AFSD-LE Jeff Quiroga regarding additional concerns and complaints alleged against the management of ORD's SPOT program. The following is a summary of information he provided:

- AFSD-LE Quiroga has been assigned to investigate two separate TSA Hotline complaints: HL 13 -06702 and HL 13 - 0268. Both allege inaccuracies in documenting PMIS, unfair playbook assignments, and falsification of training records. Neither complaint contained any allegations of racial profiling.
- In order to prevent a duplication of efforts; it was determined that AFSD-LE Quiroga will investigate the allegations surrounding inaccuracies in PMIS entries and SPOT hours, the distribution of assignments, and the falsification of training records.
- The falsification of training records was discussed and determined to be virtually impossible, since all training is initiated and closely controlled by TSA headquarters. The only room for any possible discrepancy would be the OJT sign- in log, which documents the observation of performance of duties and review of any change in SOP.

Case Number: 113-0243	Case Title: ORD – Racial Profiling by BDOs
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~~SENSITIVE SECURITY INFORMATION/FOR OFFICIAL USE ONLY~~

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

(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- In addition, a review of the current SPOT SOP was conducted and discussed. Access to local documentation of SPOT referrals was also discussed. No copies of SPOT referrals are located at ORD. All information is entered in PARIS.

Case Number: 113-0243	Case Title: ORD – Racial Profiling by BDOs
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(Revised 12-15-08)

# Attachment #4



# MEMORANDUM OF INTERVIEW OR ACTIVITY

Type of Activity: <input type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input type="checkbox"/> Records Review <input checked="" type="checkbox"/> Other	Date and Time: May 14-16, 2013
Activity or Interview of: Surveillance at Terminal 5 International checkpoint at ORD	Conducted by: Special Agents Joseph M. Viviano and Philip Spampinato  Location of Interview/Activity: ORD Terminal 5

Subject Matter/Remarks

On May 14, 2013 and May 15, 2013, OOI investigators conducted surveillance at the Terminal 5 international checkpoint, at ORD, due to a hotline complaint against the ORD BDOs that were alleged to be racially profiling passengers, while performing their duties at the check point.

On May 14, 2013, OOI investigators arrived at the Terminal 5 international checkpoint approximately three hours prior to the international Royal Jordanian flight, which was scheduled to depart at 9:30 p.m. and the Etihad Airways flight, which was scheduled to depart at 8:30 p.m. OOI investigators observed BDOs (b)(7)(F) U.S.C. § 114 and (b)(7)(F) U.S.C. § 114 on very limited basis interacting with the passengers.

However, OOI investigators did not observe any unusual incidents and or any racial profiling by the ORD BDOs, while passengers waited in line, prior to going through the checkpoint.

On May 15, 2013, OOI investigators arrived at the Terminal 5 international checkpoint approximately three hours prior to the international Royal Jordanian flight, which was scheduled to depart at 9:30 p.m. and the Etihad Airways flight, which was scheduled to depart at 8:30 p.m. OOI investigators observed BDOs (b)(7)(F) U.S.C. § 114 and (b)(7)(F) U.S.C. § 114 on very limited basis interacting with the passengers.

However, OOI investigators did not observe any unusual incidents and or any racial profiling by the ORD BDOs, while passengers waited in line, prior to going through the checkpoint.

Case Number 113-0243	Case Title: ORD – Racial Profiling by BDOs
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Revised February 28, 2006

~~FOR OFFICIAL USE ONLY~~  
PUBLIC DISCLOSURE TO BE DETERMINED UNDER 5 U.S.C. 552

# Attachment #5



~~SENSITIVE SECURITY INFORMATION~~



**MEMORANDUM OF INTERVIEW  
OR ACTIVITY**

Type of Activity: <input checked="" type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: May 10, 2013 1:00 p.m.
Activity or Interview of: DAFSD Amiel Jackson - ORD	Conducted by: SA Mary Drury
	Location of Interview/Activity: ORD TSA Manager's Office

Subject Matter/Remarks

OOI interviewed DAFSD Amiel Jackson; he currently oversees the BDO program at ORD. He provided some insights into the current program. The following is a summary of information he provided:

- DAFSD Jackson was not surprised that an anonymous letter was sent to DHS IG; because there have been many complaints within the program. He was surprised by the allegation of racial profiling.
- The BDO program at ORD consists of two I band managers: STSM (b)(6) and STSM (b)(6). There was a third manager, (b)(6) he pursued a position at U.S. Customs. Recently his position was open for bid; and later the position was rescinded. This has resulted in some hard feelings by the managers that submitted their names for promotion.
- There are six H band managers: STSMs (b)(6) (b)(6) There is currently a bid open for an additional position.

Case Number: 113-0243	Case Title: ORD – Racial Profiling by BDOs
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(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- There are approximately 100 TSA officers in the ORD BDO program.
- STSM [redacted] started up the program at ORD. He is described as the most knowledgeable of the SPOT program and its practices.
- Playbook is not run by the STSMs they merely schedule some of their employees to participate. Therefore, they do not determine which airline would be chosen for additional scrutiny.
- The coordination duty managers (CDM) determine where and what plays take place, and that is usually intelligence driven by TSA headquarters information.
- There are approximately [redacted] BDOs assigned to work each day. There assignments rotate daily.
- The ORD international terminal regularly has [redacted] BDOs present working SPOT. There may be more if there is a Playbook scheduled.

Case Number:  
113-0243

Case Title:  
ORD – Racial Profiling by BDOs

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(Revised 12-15-08)

# Attachment #6

**SENSITIVE SECURITY INFORMATION**



**MEMORANDUM OF INTERVIEW  
OR ACTIVITY**

Type of Activity: <input checked="" type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: June 14, 2013 2:30 p.m.
Activity or Interview of: STSM [redacted] - ORD	Conducted by: SAs Tracy Tomlins and Mary Drury
	Location of Interview/Activity: ORD TSA Manager's Office

Subject Matter/Remarks

STSM [redacted] was interviewed relative to his knowledge of the ORD program and any information regarding the alleged allegation. The following is a summary of both his verbal and sworn written statement:

- [redacted] has been employed with TSA since November 11, 2002. He has been a STSM since August 2008, from the beginning of the SPOT program at ORD.
- In his career with TSA and in the SPOT program, he has never practiced racial profiling, or instructed anyone to racial profile. He has never witnessed any racial profiling at ORD.
- All the SPOT activities he has directed, have been conducted without regard to race, color, religion, national origin, ethnicity, sexual orientation or disability; except as directed by the FSD, based on specific intelligence threat information. For example there have been amber alerts, Be on Look Outs (BOLOs), and flights identified as having a passenger whose name matches the "no fly list".

Case Number: 113-0243	Case Title: ORD Racial Profiling by BDOs
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~~WARNING: THIS RECORD CONTAINS SENSITIVE SECURITY INFORMATION THAT IS CONTROLLED UNDER 49 CFR PART 1520. NO PART OF THIS RECORD MAY BE DISCLOSED TO PERSONS WITHOUT A "NEED TO KNOW", AS DEFINED IN 49 CFR PARTS 15 AND 1520, EXCEPT WITH THE WRITTEN PERMISSION OF THE ADMINISTRATOR OF THE TRANSPORTATION SECURITY ADMINISTRATION OR THE SECRETARY OF TRANSPORTATION. UNAUTHORIZED RELEASE MAY RESULT IN CIVIL PENALTY OR OTHER ACTION. FOR U.S. GOVERNMENT AGENCIES, PUBLIC DISCLOSURE IS GOVERNED BY 5 U.S.C. 552 AND 49 CFR PARTS 15 AND 1520.~~

(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- He has never observed or been advised of any ORD SPOT BDOs conducting referrals based on racial profiling.
- STSM [redacted] provided the most current SPOT Referral Report. It outlines the type of information SPOT personnel are directed to collect when conducting a SPOT referral. It provides an actual check list of possible behaviors detected. A single behavior may not lead to any further action; however in conjunction with a cluster of other factors and behaviors, the protocol may warrant further action.
- STSM [redacted] explained that a BDO can only act on observed behaviors. There is a numeric system which totals the behaviors that lend to further engagement with the passengers.
- When a BDO makes contact with a passenger, and the first established threshold is not met; there is no information obtained from the passenger. If the first threshold is met, BDOs only record date, time, behavior, checkpoint, flight, and no personal identifying information.
- This information is captured and stored in the PMLS data base.
- These safe guards, implemented in the system, are designed to prevent racial profiling.
- If the behaviors meet the second threshold, law enforcement involvement is warranted. This requires a TSA SIR.
- SOP mandates that the SPOT referral reports and the SIRs cannot be filed together; they must be filed separately.
- The TSS reports are designed specifically for sharing with other federal law enforcement groups such as the Federal Air Marshals Service (FAMS), Federal Bureau of Investigation (FBI) etc.
- The SIRs and TSS reports contain similar yet not identical information. They provide names of the individuals and other identifying information but no reference to race or ethnicity. Country of residence maybe included if a passport is used as a form of identification.
- Due to STSM [redacted] clearance level, he is prohibited from printing the SIRs or TSS reports for OOs review. He can only print the SIR ID number, date submitted, field office origin and reason, which he provided from October 1, 2012 through May 1, 2013.

Case Number: 113-0243	Case Title: ORD – Racial Profiling by BDOs
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(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- STSM [redacted] believes that it may be possible that a BDO may have misunderstood their instructions, which were based on specific intelligence from TSA headquarters, as merely targeting Middle Eastern passengers or an airline.
- Specific deployments are factual intelligence based.
- Approximately one year ago, the ORD SPOT program was informed that there were some inconsistencies in their SPOT referral statistics. The ORD SPOT program was further instructed to meet with each of the BDOs and review their referrals and determine if additional training is warranted. Further, ORD should monitor any anomalies that may be found which is beyond the norm.
- The ORD managers met and counseled each BDO as instructed by TSA SPOT headquarters.

Attachments:

- [redacted] sworn affidavit dated June 14, 2013.
- SPOT Referral Report, revised May 2, 2013
- SIR ID list from October 1, 2012 through May 1, 2013

Case Number: 113-0243	Case Title: ORD – Racial Profiling by BDOs
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~~SENSITIVE SECURITY INFORMATION/FOR OFFICIAL USE ONLY~~

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

(Revised 12-15-08)



Transportation  
Security  
Administration

Date: June 14, 2013

Ms. Mary Drury  
TSA Office of Inspections  
Chicago O'Hare Airport  
Chicago, IL

Re: TSA SPOT Procedures and Protocol

Dear Ms. Drury:

Per your request I am providing information to you based on the list you provided me on 6-13-13: [redacted]

**Protocol – SPOT Training – SPOT SOP** [redacted]

SPOT is conducted at ORD in compliance with the SPOT SOP which requires that SPOT as a behavior observation and analysis program detects behaviors and activities that deviate from an established environmental baseline. Individuals whose behaviors meet or exceed predetermined thresholds are referred for additional screening or law enforcement intervention. [redacted]

SPOT must be conducted in accordance with the procedures set forth in the SPOT SOP, and other applicable SOPs, TSA Management and Operations Directives (ODs) including TSA MD 100.4 "Transportation Security Searches", and SPOT training, as well as Constitutional, statutory, regulatory and other legal and Department of Homeland Security (DHS) policy requirements to protect the civil rights and liberties of individuals. [redacted]

**SPOT Referral Report**

I have provided you with a printed copy and emailed you a digital copy of the most current SPOT referral report that outlined the type of information SPOT personnel are allowed to collect when conducting a SPOT Referral. [redacted]

All SPOT activities that I have directed SPOT personnel to carry out as well as all SPOT activities that I have personally undertaken in the past have been conducted without regard to race, color, religion, national origin, ethnicity, sexual orientation or disability except as directed by the FSD and provided such direction is based on specific intelligence threat information. I have only considered gender and age to carry out my official duties as specified in SPOT SOP section 3.4 in Table-4 and have never used this information as the sole basis for a SPOT referral. [redacted]

I have never observed or been made aware of any ORD SPOT personnel conducting SPOT in violation of any of the requirements as listed above. [redacted]

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[redacted]

SPOT Transportation Security Manager

Page 2 of 4

[redacted]

P.O. Box 661010  
Chicago, IL 60666-1010

(312)545.0356 Phone  
(773)894.8764 Fax



SWORN STATEMENT

I, , having been duly sworn, hereby make the following statement to SA Mary Drury, who has been identified to me as a federal law enforcement officer and special agent with the Transportation Security Administration, Office of Inspection. I am making this statement of my own free will, without any duress or coercion.

\*\*\* SEE ATTACHED STATEMENT \*\*\*

I have read this entire statement consisting of 4 pages. I have been given the opportunity to make any corrections necessary to make the statement accurate. All of the information contained in this statement is true and accurate to the best of my knowledge and belief. I understand that I may be prosecuted for perjury or making false statements if I have intentionally misrepresented anything contained in this statement. I have not intentionally omitted any information or knowledge I have that relates to the matters under investigation or review.

Signature

Signed and sworn to before me, this 14 day of June, 2013.

Witness

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

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DEPARTMENT OF HOMELAND SECURITY  
TRANSPORTATION SECURITY ADMINISTRATION

SPOT REFERRAL REPORT

INSTRUCTIONS: BDOs must complete this form for each individual that meets or exceeds the threshold, as well as for all traveling companions. All relevant fields must be completed. This requirement includes individuals referred to LEO in accordance with the SPOT standard operating procedures. The SPOT Referral Report must not be maintained with or attached to the Incident Report. All reports should be reviewed by a SPOT Manager and entered into the SPOT database within 24 hours. Personally Identifiable Information (PII) is not permitted on any SPOT Referral Report and must not be entered into the SPOT database.

Date:	05/14/2013	Time:	1300	Airport:	ORD
First Observed By:	Checkpoint BDO	Location of Referral:	CKPT 3	Play Operation:	Pilot Name
Primary BDO (Last, First):		Doe, John		Additional BDO (Last, First):	
Secondary BDO (Last, First):		Doe, Mary		Additional BDO (Last, First):	

(b)(3) 49 U.S.C. § 114(i)

Section 1: Environmental Baseline (Please provide a brief narrative of the environmental baseline at the time of the referral below)

(b)(3) 49 U.S.C. § 114(i)

Section 2: Observation and Behavior Analysis

(b)(3) 49 U.S.C. § 114(i)

Section 3: Unusual Items

(b)(3) 49 U.S.C. § 114(i)

Section 4: Signs of Deception (If two (2) or more signs of deception are identified during casual conversation, automatic LEO notification is initiated.)

(b)(3) 49 U.S.C. § 114(i)

~~SENSITIVE SECURITY INFORMATION~~  
WARNING: THIS RECORD CONTAINS SENSITIVE SECURITY INFORMATION THAT IS CONTROLLED UNDER 49 C.F.R. PARTS 155 AND 156. IT IS TO BE CONTROLLED AND HANDLED IN ACCORDANCE WITH THE SECURITY RECORDS MANAGEMENT POLICY OF THE DEPARTMENT OF TRANSPORTATION. UNAUTHORIZED RELEASE MAY RESULT IN A VIOLATION OF FEDERAL LAWS, INCLUDING 18 U.S.C. 793 AND 794, AND 49 C.F.R. PARTS 15 AND 152. GOVERNMENT AGENCIES, PUBLIC DISCLOSURE GOVERNED BY 5 U.S.C. 552 AND 49 C.F.R. PARTS 15 AND 152.



~~SENSITIVE SECURITY INFORMATION~~

SIR ID	Date Submitted	Field Office	Reason
(b)(3) 49 U.S.C. § 114(f)	10/12/2012	(b)(3) 49 U.S.C. § 114(f)	
	10/23/2012		
	11/01/2012		
	11/03/2012		
	11/06/2012		
	11/06/2012		
	11/07/2012		
	11/14/2012		
	11/27/2012		
	12/06/2012		
	12/12/2012		
	12/16/2012		
	12/16/2012		
	12/23/2012		
	01/08/2013		
	01/15/2013		
	01/20/2013		
	02/07/2013		
	02/15/2013		
	02/24/2013		
	03/15/2013		
	03/25/2013		
	03/27/2013		
	03/27/2013		
	04/07/2013		
	04/09/2013		
	04/10/2013		

~~... that is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know" as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalty or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.~~

SIR ID	Date Submitted	Field Office	Reason
(b)(3) 49 U.S.C. § 114(f)	04/10/2013	(b)(3) 49 U.S.C. § 114(f)	
	04/11/2013		
	04/15/2013		
	04/18/2013		
	04/18/2013		
	04/20/2013		
	04/22/2013		
	04/23/2013		
	04/30/2013		
	05/08/2013		
	05/16/2013		
	05/19/2013		
	05/25/2013		
	05/28/2013		
	06/05/2013		
	06/05/2013		
	06/12/2013		

~~SENSITIVE SECURITY INFORMATION~~

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Transportation  
Security  
Administration

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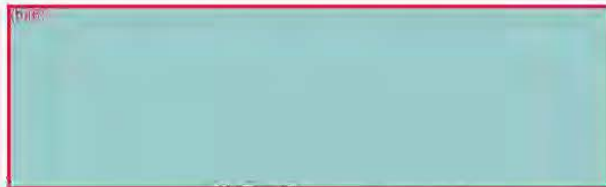
### Non-Disclosure Agreement

A representative from the Office of Inspection has briefed me relative to an internal investigation.

I understand that this information is Sensitive Security Information, that is controlled under Title 49, CFR, Part 1520. I also understand that this information may not be released to persons without a need to know, as defined by Title 49, CFR, Part 1520, except with the written permission of the Administrator, Transportation Security Administration, Arlington, Virginia.

I further understand that unauthorized release may result in civil penalty or other disciplinary action.

Print name:



Signature:

Date:

6-13-13

Witnessed by:

*[Signature]*  
TSA Special Agent/Inspector

*[Signature]*

~~**WARNING:** This record contains Sensitive Security Information that is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know", as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalty or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.~~

# Attachment #7

~~SENSITIVE SECURITY INFORMATION~~



**MEMORANDUM OF INTERVIEW  
OR ACTIVITY**

Type of Activity: <input checked="" type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: June 17 and 18, 2013 11:30 a.m. and 9:30 a.m.
Activity or Interview of: STSM [REDACTED] - ORD	Conducted by: SAs Tracy Tomlins and Mary Drury
	Location of Interview/Activity: OOI ORD Office
Subject Matter/Remarks	

OOI interviewed STSM [REDACTED] relative to his knowledge of the ORD BDO program and the allegations presented in an anonymous letter. The following is a summary of both his verbal and sworn written statement:

- STSM [REDACTED] has been employed with TSA since December 21, 2002. He was selected to participate in a pilot program for BDOs at ORD in December of 2005.
- His initial training for the SPOT program was in Boston and consisted of one and a half weeks of training.
- He has worked as a uniform BDO for over two years. He was promoted to an H band manager in November of 2007, and later in August of 2009, was promoted to his current position I band STSM.
- STSM [REDACTED] maintains that he has never racially profiled nor has he witnessed or directed any BDO or STSM to use racial profiling as a means for referring passengers for security screening.

Case Number: 113-0243	Case Title: ORD - Racial Profiling by BDOs
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(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- He quotes the SOP for the SPOT program Chapter 2, section 2.1 "SPOT must be conducted without regards to race, color, religion, national origin, ethnicity, sexual orientation, or disability except as directed by the FSD and provided such direction is based on specific intelligence threat information."
- All BDOS are trained and directed to refer passengers based on behaviors only. Such behaviors are based on signs of stress, fear, deception and specific suicide bomber indicators.
- After the incident regarding allegations of racial profiling at Boston's Logan airport, BDOS were briefed and reminded that racial profiling is strictly prohibited.
- In the many briefings it was stressed that should any BDO or manager witness anyone to be racially profiling; they should report the incident up through their chain of command.
- Playbook teams at ORD are managed by the CDM not the BDO managers.
- BDOS are allocated to the Playbook teams each day for both the a.m. and p.m. shifts.
- The STSO, LTSO and or CDM are responsible for their activities which includes their assignment for the day and recording their hours into PMIS.
- STSM [redacted] does not believe there is racial profiling practiced at ORD.
- He believes that possibly BDOs may misinterpret instructions and directions provided to them based on specific intelligence.
- There have been occasions where specific intelligence information was used to SPOT specific flights where a "no fly" list passenger was believed to be boarding.
- As far as complaints by BDOs there seems to be many, regarding promotions and assignments. He has never heard any complaints regarding racial profiling.

Attachment:

STSM [redacted] affidavit dated June 18, 2013

Case Number:  
113-0243

Case Title:  
ORD – Racial Profiling by BDOs

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(Revised 12-15-08)



Transportation Security Administration

# SWORN STATEMENT

I, , having been duly sworn, hereby make the following statement to SA Mary Drury, who has been identified to me as a federal law enforcement officer and special agent with the Transportation Security Administration, Office of Inspection. I am making this statement of my own free will, without any duress or coercion. *(Signature)*

\*\*\* SEE ATTACHED STATEMENT \*\*\*

I have read this entire statement consisting of 62 pages. I have been given the opportunity to make any corrections necessary to make the statement accurate. All of the information contained in this statement is true and accurate to the best of my knowledge and belief. I understand that I may be prosecuted for perjury or making false statements if I have intentionally misrepresented anything contained in this statement. I have not intentionally omitted any information or knowledge I have that relates to the matters under investigation or review.

Signature

Signed and sworn to before me, this 18 day of June, 2013

Witness

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

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*(B)*



~~SENSITIVE SECURITY INFORMATION~~

Special Agent, Drury, [REDACTED]

Per our conversation on June 17, 2013, I have been with the Transportation Security Administration (TSA) since December 21, 2002. I started as a Transportation Security Officer (TSO), Baggage Screener [REDACTED]

In December of 2005, I was selected to participate in a Pilot Program for Behavior Detection Officers (BDO), at Chicago O'Hare International Airport. The training for the BDO Program was held in Boston, MA, and lasted approximately 1 and ½ weeks. I worked as a uniform BDO for approximately 2 and ¾ years before I was promoted to H-Band BDO Manager in November, 2007. In August, 2009 I was promoted to my current position of I-Band BDO Manager. I have a history of over 7 and ½ years with the O'Hare BDO Program [REDACTED]

During my service as a uniform BDO and BDO Manager, I have never racially profiled, nor have I witness or directed any BDO Officer or Manager to use racial profiling as a means for referring any individual for security screening. [REDACTED]

The Standard Operating Procedure (SOP) for the BDO Program Chapter 2, section 2.1, paragraph D, states " SPOT must be conducted without regards to race, color, religion, national origin, ethnicity, sexual orientation, or disability except as directed by the FSD and provided such direction is based on specific intelligence threat information. Gender and age may only be considered as specified in Section 3.4 in Table 4 and may not be the sole basis for referral." [REDACTED]

BDO's are trained and directed to refer individuals and [REDACTED] based on behaviors only. These behaviors are based on signs of Stress, Fear, Deception and specific Suicide Bomber indicators. The topic of Racial Profiling and how it is strictly prohibited was covered intensively during In/Out briefs after the incident regarding allegations of Racial Profiling in the Boston BDO Program. [REDACTED]

If an Officer or Manager should witness anyone they believe to be racially profiling, they should report that incident and individual or individuals up to their chain of command. [REDACTED]

The Playbook Teams at O'Hare are managed by the Command Duty Managers (CDM's), not the BDO Manager. Each day a certain number of BDO's are allocated to the Playbook Teams from both AM and PM shifts. Once they are assigned to a Playbook Team, that team Supervisor (STSO), Lead (LTSO) or CDM are responsible for them and recording their hours into PMIS. This includes their playbook assignments for the day, Ref Flights, breaks, and lunch. [REDACTED]

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2 of 2 [REDACTED]



Transportation  
Security  
Administration

~~SENSITIVE SECURITY INFORMATION~~

### Non-Disclosure Agreement

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I further understand that unauthorized release may result in civil penalty or other disciplinary action.

Print name:

[Redacted area]

Signature:

Date:

6/17/13

Witnessed by:

[Handwritten Signature]  
TSA Special Agent/Inspector

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# Attachment #8

~~SENSITIVE SECURITY INFORMATION~~



MEMORANDUM OF INTERVIEW  
OR ACTIVITY

Type of Activity: <input checked="" type="checkbox"/> Personal Interview <input type="checkbox"/> Telephone Interview <input type="checkbox"/> Records Review <input type="checkbox"/> Other	Date and Time: June 14, 2013 3:20 p.m.
Activity or Interview of: STSM [redacted] - ORD	Conducted by: SAs Tracy Tomlins and Mary Drury
	Location of Interview/Activity: TSA ORD Manager's Office

Subject Matter/Remarks

OOI interviewed STSM [redacted] relative to his knowledge of the BDO program, specifically addressing the allegation of racial profiling by BDOs at ORD. The following is a summary of both his verbal and sworn written statement:

- [redacted] has been employed with TSA since August 11, 2001.
- He became a BDO on March 4, 2007, and was promoted to STSM in May of 2009.
- He has never participated or witnessed racial profiling in the BDO program at ORD. Further STSM [redacted] has never heard any claim of the practice of racial profiling at ORD.
- He has never instructed or directed anyone to racial profile.
- STSM [redacted] explained safeguards within the Playbook teams which prohibit racial profiling.

Case Number: I13-0243	Case Title: ORD - Racial Profiling by BDOs
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(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- The ORD Playbook teams consist of a STSO, TSOs and BDOs. As a manager he assigns BDOs per shift to augment the Playbook team. The Playbook STSO will provide the BDOs with their assignments. The STSMs do not give BDOs assignments for Playbook. (b) (3), 49
- The Playbook STSO receives the flights they will screen and which plays they are to perform from the daily CDM.
- (b) (3), 49 U.S.C. § 114(i)
- The STSMs are notified (b) (3), 49 U.S.C. § 114(i) flights, usually during a bridge call at 5:15 a.m. and 1:00 p.m., depending on the shift.
- STSM (b) (6) usually works the p.m. shift (b) (3), 49 U.S.C. § 114(i)  
(b) (3), 49 U.S.C. § 114(i)
- Royal Jordanian Airlines has flights that typically depart around 8:00 p.m.
- Another form of Playbook gate screening (b) (3), 49 U.S.C. § 114(i) STSM (b) (6) believes that these flights are also disseminated daily by the CDM to the Playbook STSOs.
- The team arrives at the departure gate one hour before the scheduled flight. (b) (3), 49 U.S.C. § 114(i)
- Further STSM (b) (6) has no knowledge of falsifying Playbook training records or any documents.
- Recertifying as a Playbook BDO entails extensive web based training. Once it is completed the STSM will complete an OJT checklist.
- If any falsification of documents or racial profiling was brought to his attention; he would take immediate action.
- STSM (b) (6) provided a copy of the Playbook OJT Checklist and examples of the BDO assignment schedules for his shift.

Case Number: I13-0243	Case Title: ORD – Racial Profiling by BDOs
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~~SENSITIVE SECURITY INFORMATION~~

MEMORANDUM OF INTERVIEW OR ACTIVITY (continuation sheet)

- Further he has no information as to the source of the anonymous complaint letter.

Attachments:

- STSM [REDACTED] sworn affidavit dated June 18, 2013.
- Copy of the Playbook Training Requirements, revised September 30, 2012.
- Examples of BDOs assignment schedules, dated April 1, 2013, and April 11, 2013

Case Number:  
113-0243

Case Title:  
ORD – Racial Profiling by BDOs

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(Revised 12-15-08)

~~SENSITIVE SECURITY INFORMATION~~

Friday

2nd Shift

4/12/2013

(b)(3)49 USC §114(n)



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~~SENSITIVE SECURITY INFORMATION~~

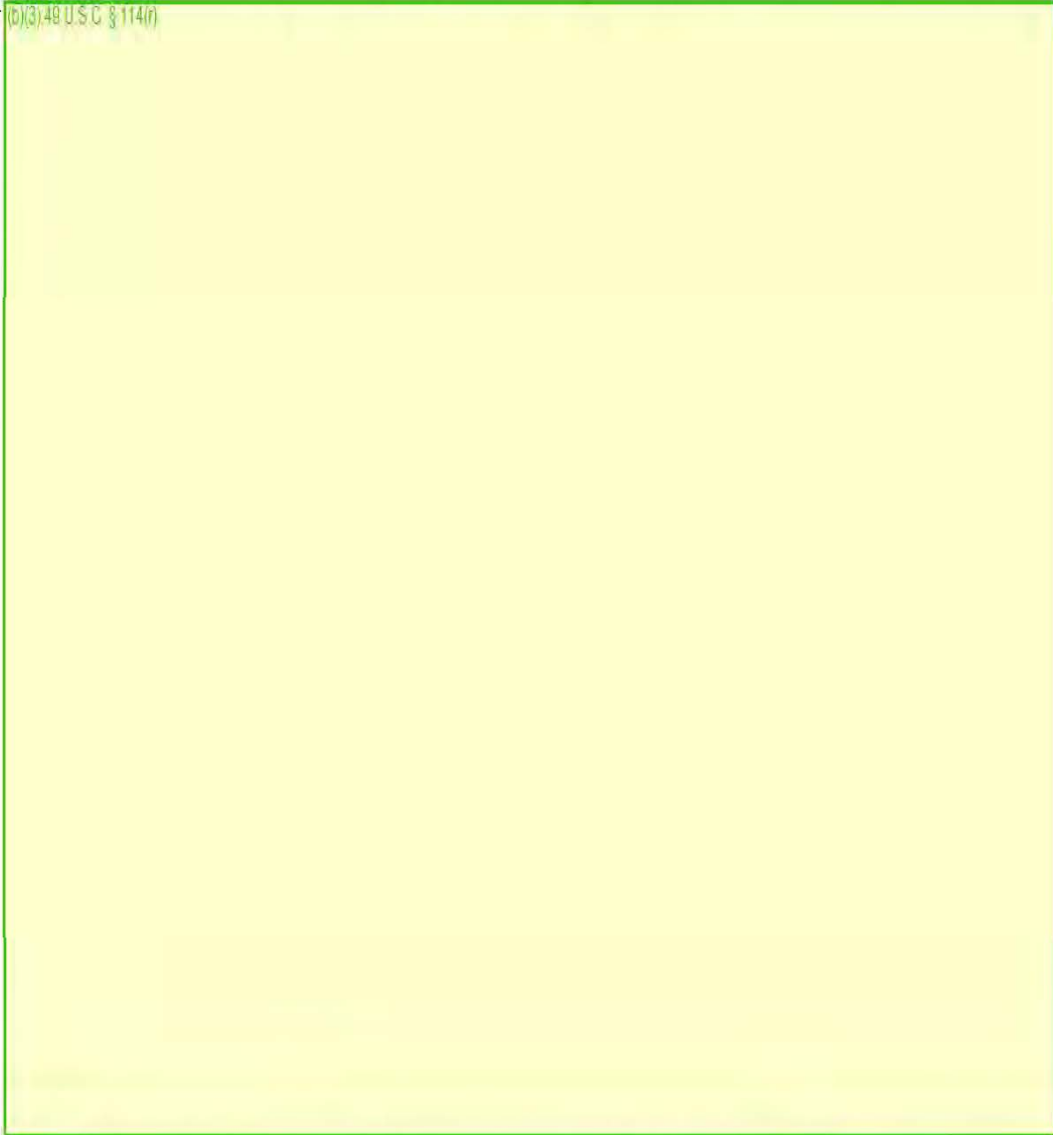
Monday

1st Shift

TOTAL ON DUTY =

4/15/2013

(b)(3) 49 U.S.C. § 114(r)



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SWORN STATEMENT

I, , having been duly sworn, hereby make the following statement to SA Mary Drury, who has been identified to me as a federal law enforcement officer and special agent with the Transportation Security Administration, Office of Inspection. I am making this statement of my own free will, without any duress or coercion.

\*\*\* SEE ATTACHED STATEMENT \*\*

I have read this entire statement consisting of 6 pages. I have been given the opportunity to make any corrections necessary to make the statement accurate. All of the information contained in this statement is true and accurate to the best of my knowledge and belief. I understand that I may be prosecuted for perjury or making false statements if I have intentionally misrepresented anything contained in this statement. I have not intentionally omitted any information or knowledge I have that relates to the matters under investigation or review.

\_\_\_\_\_  
Signature

Signed and sworn to before me, this 14 day of June, 2013.

Witness \_\_\_\_\_

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

~~WARNING: This record contains Sensitive Security Information that is controlled under 49 CFR parts 15 and 1520. No part of this record may be disclosed to persons without a "need to know", as defined in 49 CFR parts 15 and 1520, except with the written permission of the Administrator of the Transportation Security Administration or the Secretary of Transportation. Unauthorized release may result in civil penalty or other action. For U.S. government agencies, public disclosure is governed by 5 U.S.C. 552 and 49 CFR parts 15 and 1520.~~

~~SENSITIVE SECURITY INFORMATION~~

I, (b)(6) have been employed by the Transportation Security Administration (TSA) since August 11, 2002. I became an Expert Behavior Detection Officer (BDO) on March 4, 2007 and was promoted to Screening of Passenger by Observation Techniques (SPOT) Transportation Security Manager (STSM) in May of 2009 (b)(6)

Allegations of racial profiling (b)(6)

While I was a uniformed BDO, I never participated in, never witnessed, nor had any knowledge of racial profiling at O'Hare International Airport (ORD) (b)(6)

In my current position as a SPOT Transportation Security Manager, I have no knowledge of racial profiling, I have NEVER instructed ANYONE to racial profile, I have NEVER witnessed racial profiling, nor was racial profiling ever brought to my attention (b)(6)

Allegations of racial profiling Playbook Team (b)(6)

The ORD Playbook Team(s) consists of a Screening Supervisory Officer (STSO), Transportation Security Officers, and BDOs. When we plan our BDO operations for the day, we are to assign (b)(6) BDOs per shift to augment the Playbook team. The Playbook STSO will give the BDOs their assignments. The STSMs do not give assignments to the BDOs augmenting the Playbook Team for the day (b)(6)

The Playbook STSO receives the flights they will screen and which plays they are to perform by, I believe, the Command Duty Manager (CDM) daily. (b)(3) 49 U.S.C. § 114(f)

(b)(3) 49 U.S.C. § 114(f) BDO Managers are typically notified (b)(3) 49 U.S.C. § 114(f) flights during the bridge calls at 0515 and 1300hrs. (b)(3) 49 U.S.C. § 114(f)  
(b)(3) 49 U.S.C. § 114(f)

(b)(3) 49 U.S.C. § 114(f)

Another form of Playbook (b)(3) 49 U.S.C. § 114(f) I believe these flights are again disseminated daily by the CDM to the Playbook STSOs. (b)(3) 49 U.S.C. § 114(f)

(b)(3) 49 U.S.C. § 114(f) For example, a Playbook team will have United flight 123 to CVG on their REFs list for the day. The team will arrive to the gate approximately one hour early to set up. There are different REF plays that indicate what type of search will be conducted (b)(3) 49 U.S.C. § 114(f)

(b)(3) 49 U.S.C. § 114(f) While the TSOs are performing the play, the BDOs will conduct SPOT at the boarding gate. If the BDOs observe any anomalous behavior, they will advise the STSO (b)(6)

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SENSITIVE SECURITY INFORMATION

Allegations of falsification of Playbook training records [redacted]

I have no knowledge of falsifying Playbook training records, or ANY documents during my 10 years at the TSA. When recertifying as a Playbook BDO, the BDO will complete an extensive web based training course, once the course is completed, their direct STSM will complete an OJT checklist. The Playbook OJT requirements, per the Playbook SOP, are to confirm that the BDO has the knowledge of the Playbook program to perform his or her assigned duties. I have satisfied this requirement for all my direct reports at the time and did NOT falsify any documents [redacted]

If anything illegal was witnessed or brought to my attention, I am obligated to take immediate action as a STSM and a TSA employee in general. I take pride in my integrity and plan on doing the right thing the rest of my career with the US Government. Nothing Further [redacted]

In addition to this statement, I have provided a copy of the Playbook OJT checklist. [redacted]

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