



March 17, 2022

Melanie Sloan
Senior Advisor
American Oversight
1030 15th Street, NW
Suite B255
Washington, D.C. 20005

Via Email: foia@americanoversight.org

RE: Request Pursuant to the Freedom of Information Act – FOIA #20-060

Dear Ms. Sloan:

This letter is in response to your Freedom of Information Act (FOIA) request dated September 25, 2020, to the U.S. Agency for Global Media (USAGM), which the Agency received on the same date.

In your original request, you asked for the following:

“1. All email communications (including emails, email attachments, complete email chains, and calendar invitations) between any of the agency officials listed in Column A and any of the external individuals and entities listed in Column B:

Column A: Agency Officials	Column B: External Entities
<i>i. Michael Pack, Chief Executive Officer ii. Jeffrey Shapiro, Acting Director and Principal Deputy Director, Office of Cuba Broadcasting iii. Elez Biberaj, Acting Director, Voice of America iv. Anyone serving as Chief of Staff to Chief Executive Officer Michael Pack, Acting Director Jeffrey Shapiro, or Acting Director Elez Biberaj</i>	<i>i. Michael Horowitz ii. Steve Bannon iii. Katrina Lantos Swett Anyone communicating on behalf of any of the following organizations: iv. Lantos Foundation (@lantosfoundation.org) v. 21Wilberforce (@21wilberforce.org) vi. China Aid Association (@chinaaid.org)</i>



<p>v. Anyone communicating on behalf of Chief Executive Officer Michael Pack, Acting Director Jeffrey Shapiro, or Acting Director Elez Biberaj (including, but not limited to, their assistants or schedulers)</p>	<p>vii. Church of Scientology National Affairs Office (@churchofscientology.net) viii. Citizen Power Initiatives for China (@initiativesforchina.org) ix. Falun Dafa Association of Washington D.C. x. Jubilee Campaign (@jubileecampaign.org) xi. The Church of Almighty God (almightygod.church) xii. Uyghur Human Rights Project (uhrp.org) xiii. Victims of Communism Memorial Foundation (victimsofcommunism.org)</p>
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2. All email communications (including emails, email attachments, complete email chains, and calendar invitations) sent by any of the U.S. Agency for Global Media officials listed in Column A (above) containing any of the listed key terms:

Key Terms (Item 2 Only):

- UltraSurf
- UltraReach
- Freenet
- "Firewall circumvention"
- "Firewall circumventions"
- "Firewall circumventing"
- "Circumventing firewall"
- "Circumvent firewall"
- "Circumvents firewalls"
- "Censorship circumvention"
- "Censorship circumventions"
- Swett
- FreeGate
- Lantern
- Psiphon
- "Censorship circumventing"
- "Circumventing censorship"
- "Circumvent censorship"
- "Circumvents censorship"
- "Great Firewall"
- "Michael Horowitz"
- Bannon
- Lantos

The Agency has completed its search for and review of records responsive to your request. This concludes the Agency's response to your request and it is now closed.

For further assistance or to discuss any aspect of your request, you may contact me at foia@usagm.gov or 202-920-2448. You also may contact USAGM'S FOIA Liaison, Stephen McGinley, with questions about pending FOIA matters at smcginley@usagm.gov or 202-920-2366. Additionally, you may contact the Office of Government Information Services

(OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer:

Office of Government Information Services National Archives
and Records Administration
8601 Adelphi Road-OGIS
College Park, Maryland 20740-6001
E-mail: ogis@nara.gov;
Telephone: 202-741-5770
Toll free: 1 877-684-6448
Facsimile: 202-741-5769

Finally, if you are not satisfied with this response to your request, you may file an administrative appeal with the Agency by writing to: Chairperson, Access Appeal Committee, USAGM, Suite 3349, 330 Independence Avenue, SW, Washington, DC 20237. Your appeal **must be transmitted by email to foia@usagm.gov** within 90 days of the date of this letter.

Should you have any questions regarding your request, please contact me at (202) 203-4550 or the Office of the General Counsel at the above address or at foia@usagm.gov.

Sincerely,

A handwritten signature in blue ink, appearing to read "James McLaren".

James McLaren
Acting Deputy General Counsel

Enclosure

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#); [Frank Wuco](#)
Subject: FW: Seeking your comment for a story
Date: Tuesday, September 1, 2020 10:14:57 AM
Importance: High

From: Farhi, Paul <Paul.Farhi@washpost.com>
Sent: Tuesday, September 1, 2020 10:13 AM
To: Jonathan Bronitsky (b) (6)
Subject: Seeking your comment for a story

Good morning, Jonathan...I'd like to get your comment for a story we're planning to publish later today.

The thrust of the story is Michael Pack's effort to ensure personnel security at USAGM and its agencies. He has said (most recently in the Federalist podcast) the agencies' personnel practices in the past made them vulnerable to penetration by foreign agents. He has taken several actions (such as declining to renew expiring visas of VOA journalists) in the name of national security.

So a few questions about this:

--Has USAGM found ANY evidence that any of its employees are foreign intelligence agents or have been compromised by foreign intelligence? Or is this threat merely theoretical?

--Why would posing as a journalist for VOA or RFE or another USAGM-supervised network be "a great cover for a spy," as Pack told the Federalist? What sensitive government information would a spy have access to if he or she worked for a USAGM network?

--Journalists at VOA say they are alarmed by Pack's suggestion that VOA may be harboring spies. They have said it throws a blanket of suspicion and disloyalty over their organization. More specifically, they say it could endanger VOA journalists working abroad. Terrorists and rogue regimes have accused journalists of spying in order to target them; now the head of an American government agency is suggesting there may indeed be spies working for VOA, RFE, RFA, etc. What's your reaction to this? Are these fears exaggerated?

--Did USAGM play any role in ordering the removal of this story from VOA's website last week: <https://twitter.com/briciosegovia/status/1299754286579146758?s=20>

Thanks for your responses.

Paul Farhi
Washington Post

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Thanks for your responses.

Paul Farhi
Washington Post

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From: [Michael Pack](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: FW: Serious visa fraud in VOA Mandarin Service
Date: Friday, August 21, 2020 10:26:55 AM

From: mandarin voa (b) (6)
Sent: Wednesday, August 19, 2020 6:45 AM
To: Michael Pack (b) (6); Andre Mendes (b) (6)
Subject: Serious visa fraud in VOA Mandarin Service

Dear Mr. Pack and Mr. Mendes,

Thank you both for taking decisive actions to fight head-on on some long-standing, deep-rooted issues at USAGM, including the visa fraud!

As dedicated and loyal VOA Mandarin Service employees, we would like to report a case of serious visa violations in 2016 spanning into early 2017. It involved multiple current and former employees and could be just the tip of an iceberg that leads to a much broader scheme to undermine VOA's missions, and jeopardize U.S. national security.

(b) (6), or more commonly known as (b) (6), is currently an international broadcaster at VOA Mandarin Service. (b) (6) was originally brought in by then Mandarin Service Chief (b) (6) in January 2016 as a contractor. Back then, (b) (6) was using (b) (6) H1B visa sponsored by (b) (6) previous employer, SINO TV, a pro-China broadcaster based in New York City to work for VOA, which was illegal. (b) (6) was fully aware of (b) (6) violations of USAGM internal policy as well as U.S. immigration law, but (b) (6) continued to use (b) (6) illegal H1B visa until January 2017 when (b) (6) was promoted to become a full-time employee by (b) (6), current EAP Managing Editor, then acting Mandarin Service Chief. (b) (6) who is now retired, and (b) (6) were also aware of the violation but didn't report it to relevant authorities.

On the contrary, (b) (6) prioritized (b) (6) promotion to a full-time employee position in December 2016. (b) (6) was then awarded the opportunity to change (b) (6) illegal H1B visa to a BBG/USAGM sponsored J-1 visa.

Following (b) (6) promotion, (b) (6) did a string of high-profile pro-China news stories and other pro-China stories all the way through, only until Mr. Pack confirmation as the new CEO of USAGM.

To summarize, we suspect (b) (6) motive to streamline (b) (6) employment at VOA at ALL COST, let alone the grave violations of laws and internal policies.

This case was reported several times during previous BBG/USAGM leaderships, but the investigation either never happened or stalled. We hope under Mr. Pack's leadership, USAGM could reopen the investigation.

Sincerely,
The concerned VOA Mandarin employees

From: [Emily Pauline Newman](#)
To: [Frank Wuco](#) (b) (6); [Sam Dewey](#) (b) (6)
Subject: FW: SNAP assessment (1 of 4 emails)
Date: Thursday, October 1, 2020 9:28:00 PM
Attachments: [SIGNED_18-319_Letter.pdf](#)

CONFIDENTIAL//SENSITIVE

From: Emily Pauline Newman
Sent: Wednesday, July 22, 2020 1:23 PM
To: Diane Cullo (b) (6); Morvared Namdarkhan (b) (6)
Subject: FW: SNAP assessment (1 of 4 emails)

FYI

The original email didn't come through, so ODNI resent the attachments separately.

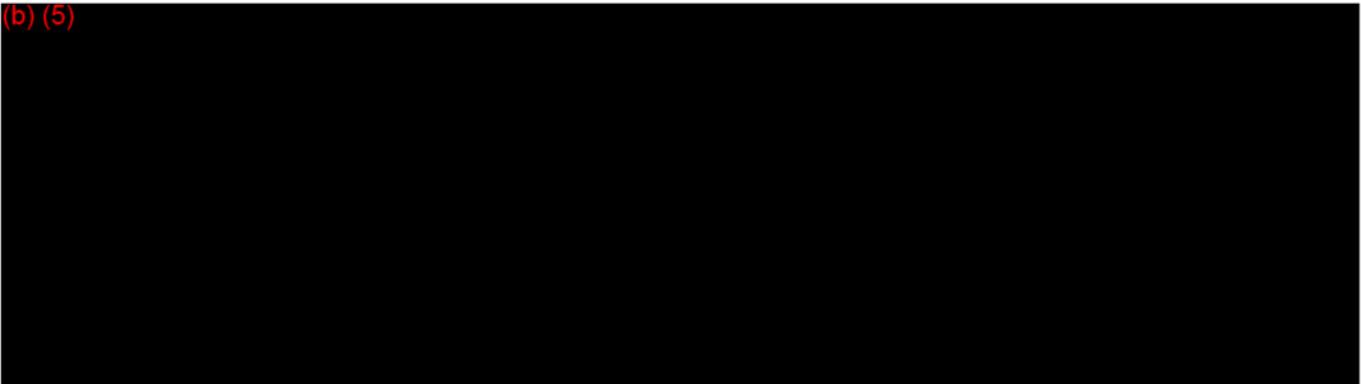
We are still waiting on doc 3 of 4; I will send 1, 2 and 4 now.

From: (b) (6)
Sent: Wednesday, July 22, 2020 12:34 PM
To: Emily Pauline Newman (b) (6)
Subject: FW: SNAP assessment (1 of 4 emails)

From: (b) (6)
Sent: Wednesday, July 22, 2020 9:26 AM
To: 'Emily Pauline Newman' (b) (6)
Cc: (b) (6); Diane Cullo (b) (6)
Subject: RE: SNAP assessment

Emily,

(b) (5)



(b) (5)

Thanks, (b) (6)

(b) (6)
(b) (6) Personnel Security Group
Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

From: (b) (6)
Sent: Monday, July 20, 2020 2:57 PM
To: 'Emily Pauline Newman' (b) (6) (b) (6)
Cc: Diane Cullo (b) (6)
Subject: RE: SNAP assessment

Good Afternoon Emily,

I misspoke in my email as (b) (6) will be back in the office tomorrow (Tuesday). We will discuss and provide you some materials then as she oversees that program.

Thanks, in advance, for your understanding.

(b) (6)
(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)

Office of the Director of National Intelligence

(b) (6)

From: Emily Pauline Newman (b) (6)

Sent: Monday, July 20, 2020 2:06 PM

To: (b) (6); (b) (6)

Cc: Diane Cullo (b) (6)

Subject: RE: SNAP assessment

Importance: High

Hi (b) (6),

I called the number below and spoke briefly to your colleague.

We are eager to work with you, and to review recommendations, reports and other information, as discussed. Is it possible for us to obtain the materials from you today, so that we can prepare for a more detailed conversation?

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

From: (b) (6)

Sent: Friday, July 17, 2020 2:16 PM

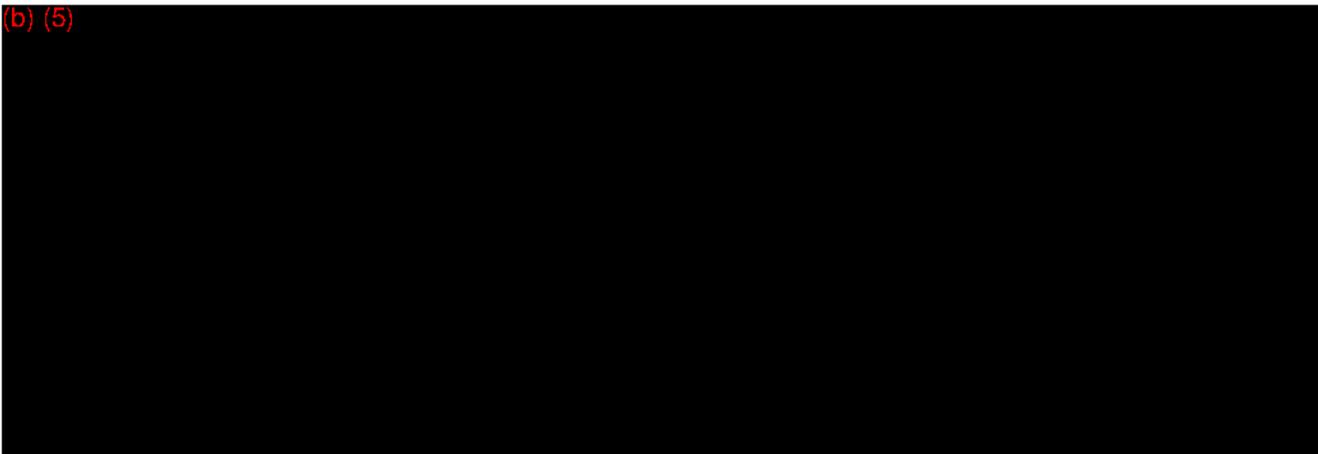
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)

Cc: (b) (6); (b) (6)

Subject: SNAP assessment

Good Afternoon Ms. Newman and Ms. Cullo,

(b) (5)



(b) (5)

Thank you, again, for reaching out. We look forward to working together and appreciate your willingness to address these outstanding issues of concern.

Respectfully,

(b) (6)

(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

From: [Emily Pauline Newman](#)
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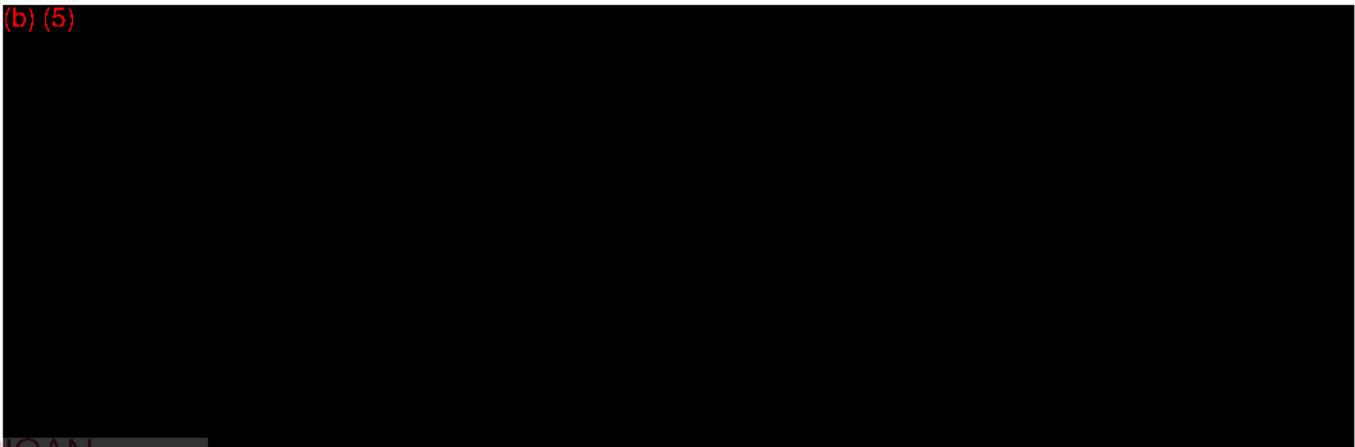
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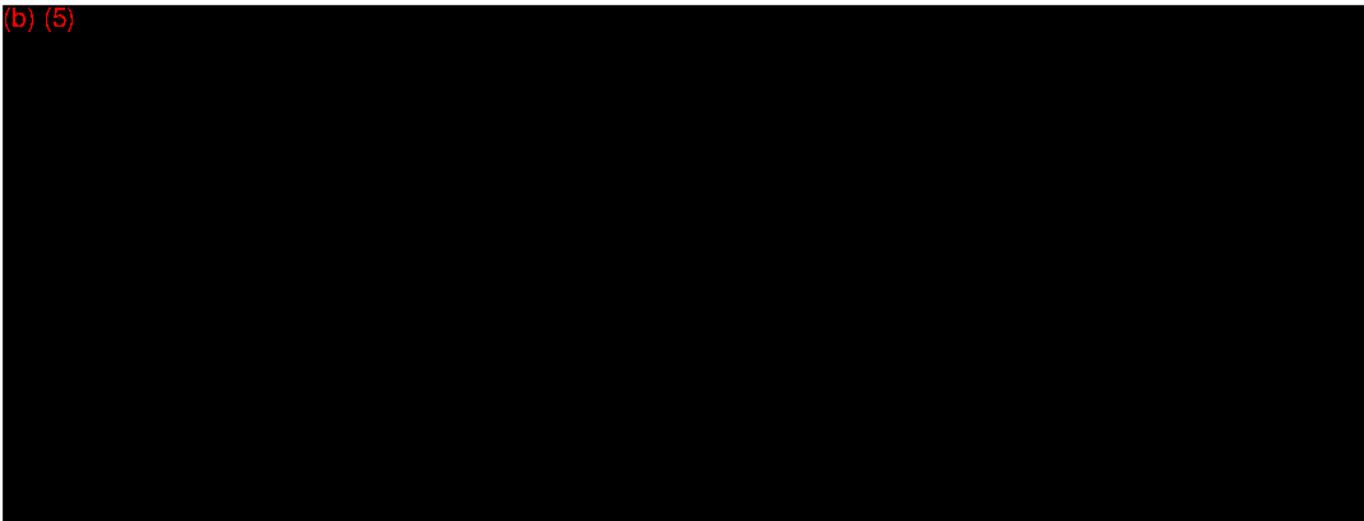
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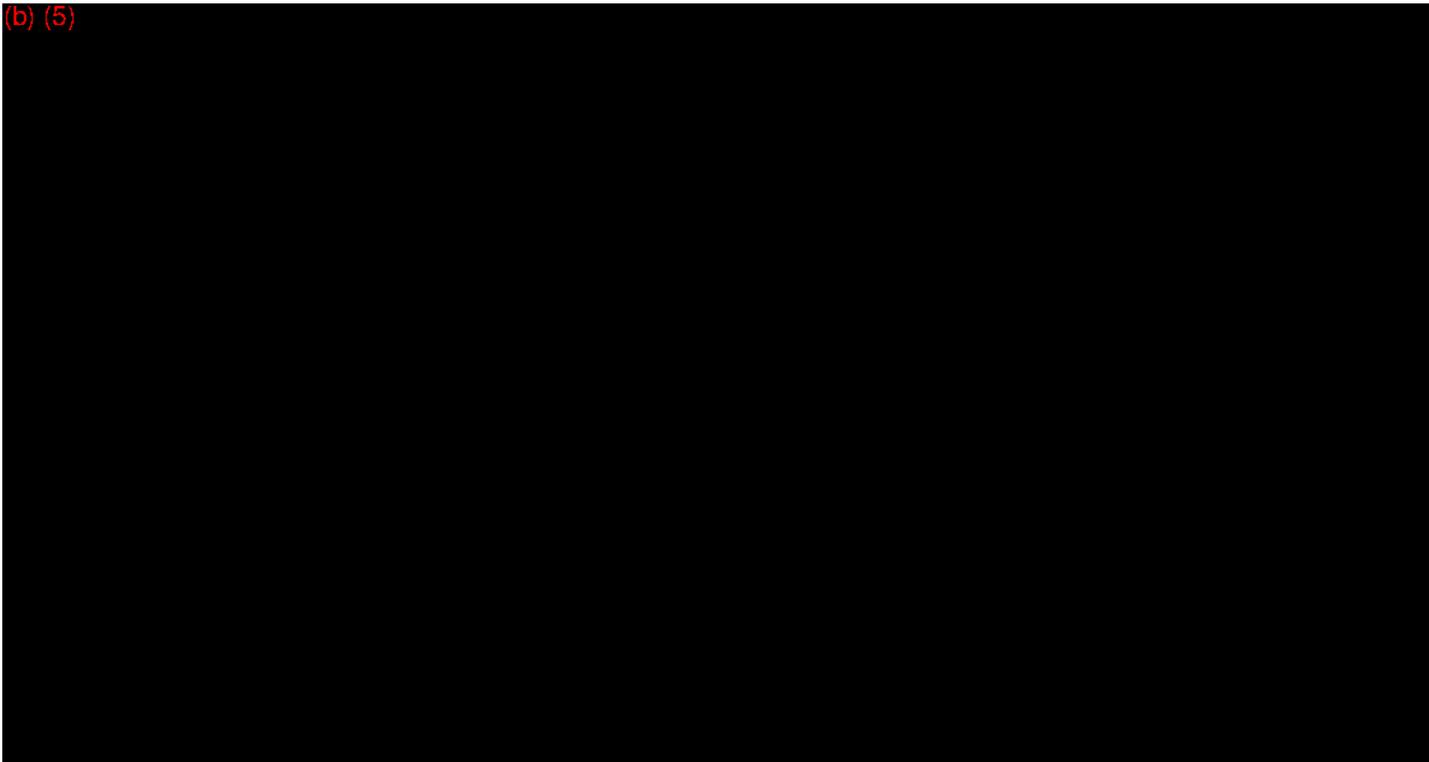
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Subject: FW: SNAP assessment (2 of 4 emails)
Date: Thursday, October 1, 2020 9:30:00 PM
Attachments: [NCSC-18-319 BBG Final Report.pdf](#)

CONFIDENTIAL//SENSITIVE

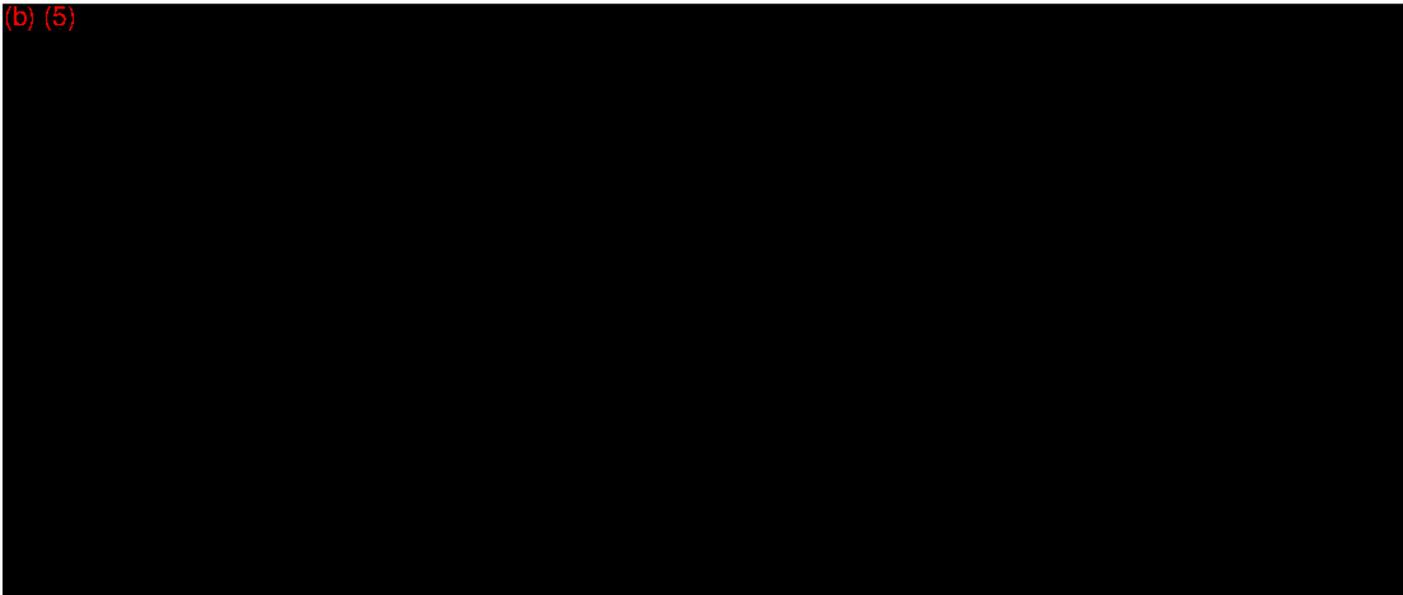
From: (b) (6)
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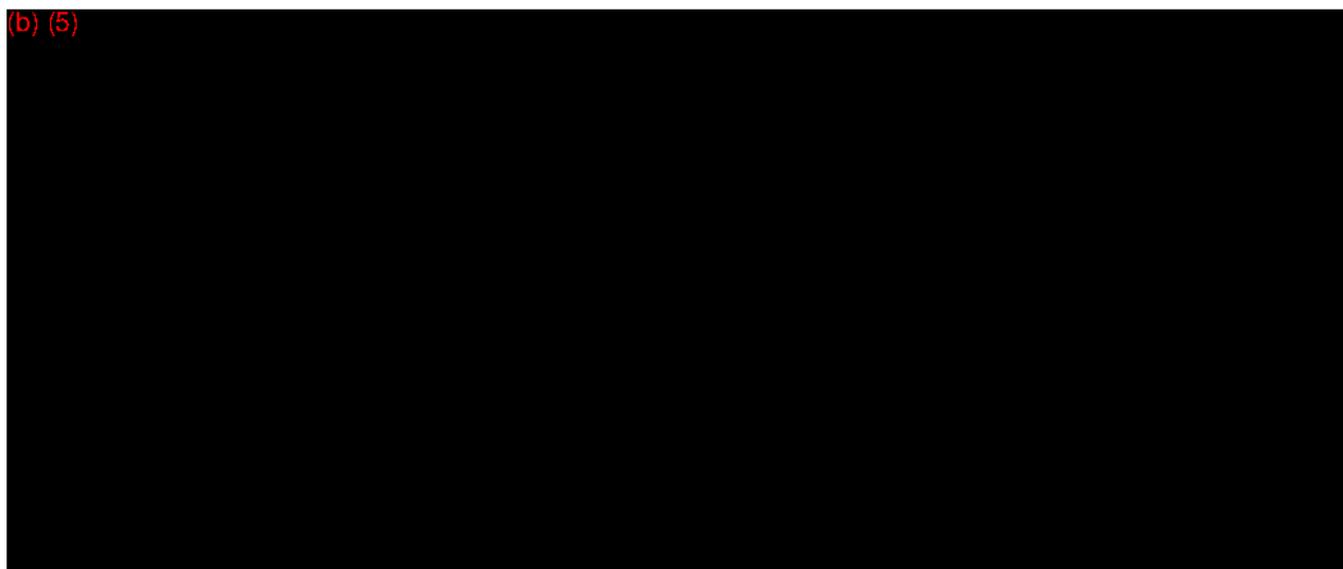
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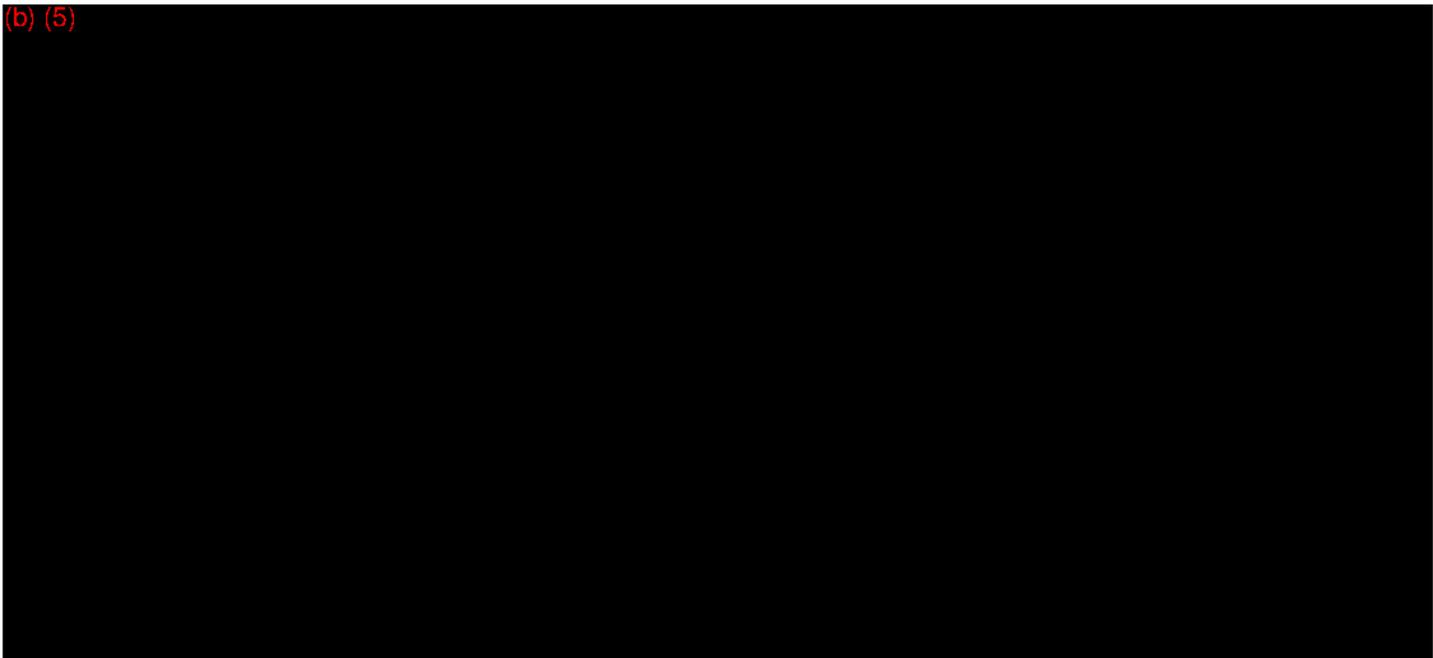
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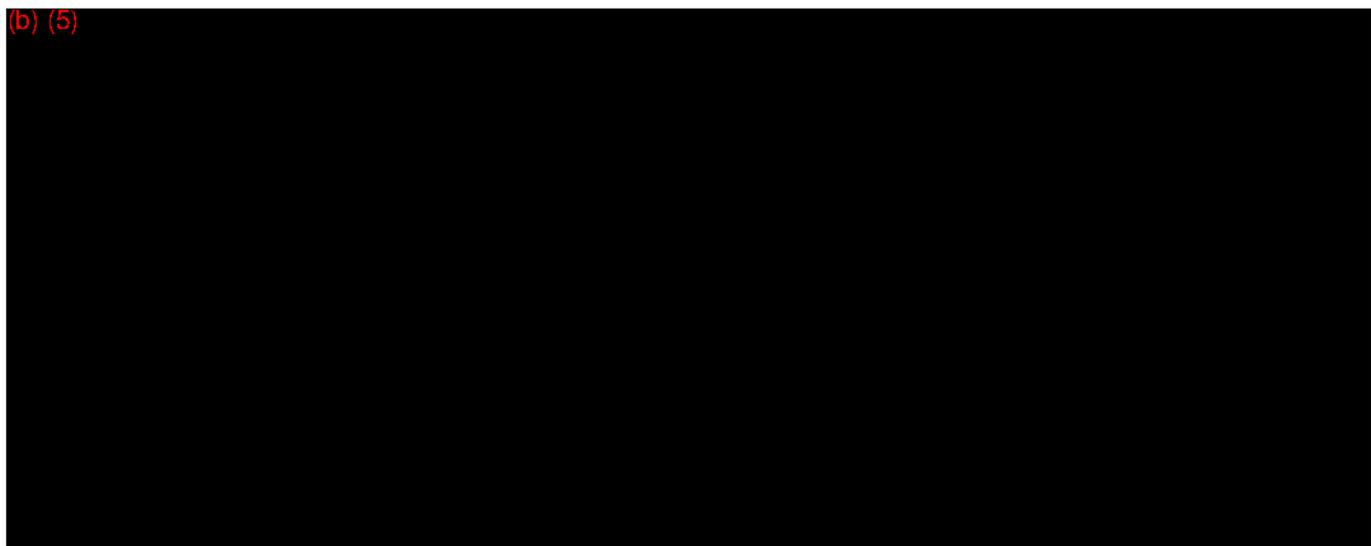
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Chief of Staff
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Good Afternoon Ms. Newman and Ms. Cullo,

(b) (5)



Thank you, again, for reaching out. We look forward to working together and appreciate your willingness to address these outstanding issues of concern.

Respectfully,

(b) (6)
(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

From: [Emily Pauline Newman](#)
To: [Morvared Namdarkhan](#) (b) (6); [Diane Cullo](#) (b) (6)
Subject: FW: SNAP assessment (3 of 4 emails)
Date: Wednesday, July 22, 2020 2:46:00 PM
Attachments: [USAGM Draft Report \(Followup\) Feb 2020.pdf](#)

From: (b) (6)
Sent: Wednesday, July 22, 2020 2:37 PM
To: Emily Pauline Newman (b) (6)
Subject: RE: SNAP assessment (3 of 4 emails)

From: (b) (6)
Sent: Wednesday, July 22, 2020 2:04 PM
To: (b) (6)
Subject: RE: SNAP assessment (3 of 4 emails)

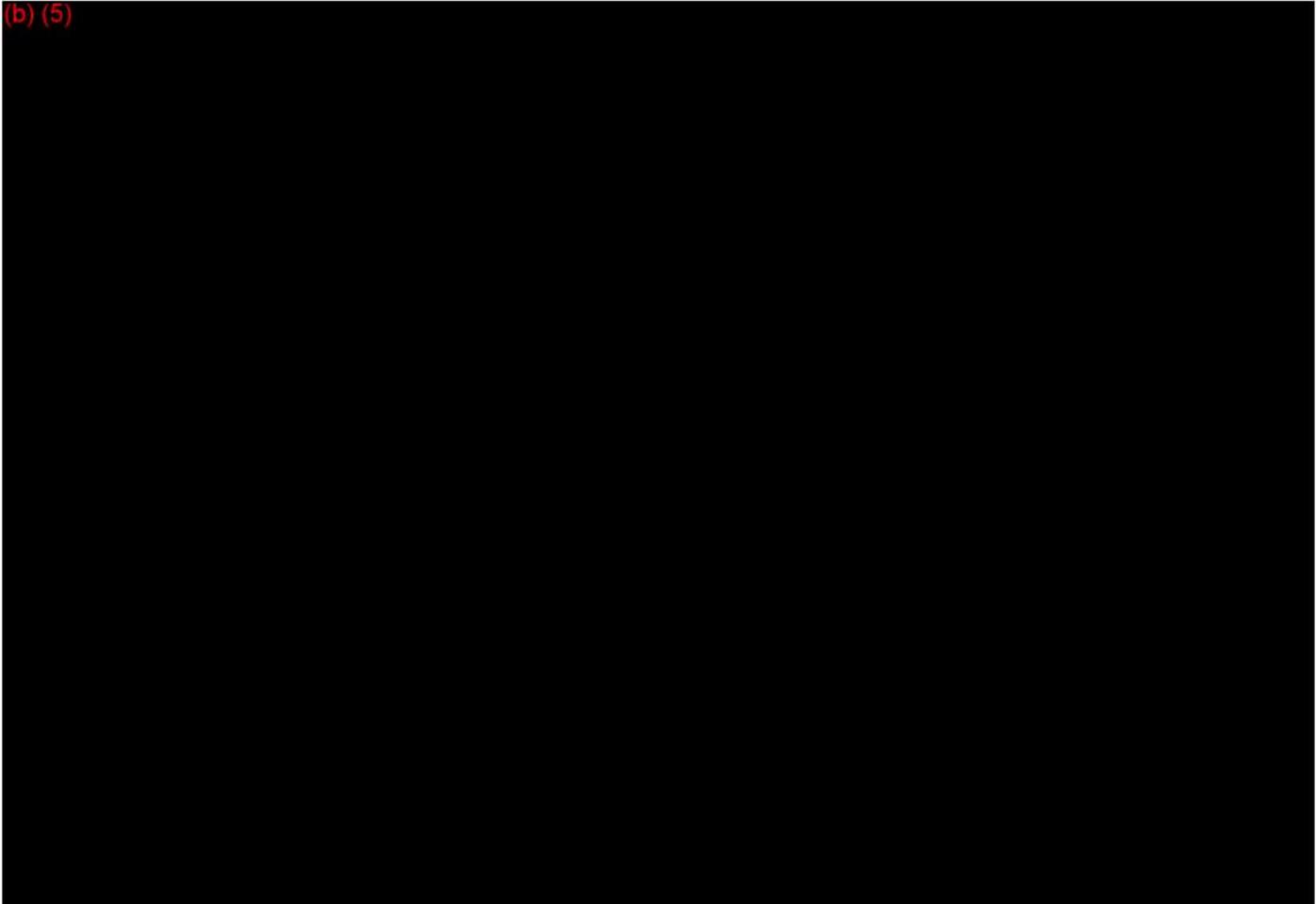
From: (b) (6)
Sent: Wednesday, July 22, 2020 12:36 PM
To: (b) (6)
Subject: RE: SNAP assessment (2 of 4 emails)

From: (b) (6)
Sent: Wednesday, July 22, 2020 12:34 PM
To: (b) (6)
Subject: FW: SNAP assessment (1 of 4 emails)

From: (b) (6)
Sent: Wednesday, July 22, 2020 9:26 AM
To: 'Emily Pauline Newman' (b) (6)
Cc: (b) (6); [Diane Cullo](#) (b) (6)
Subject: RE: SNAP assessment

Emily,

(b) (5)



Thanks, (b) (6)

(b) (6)
(b) (6) Personnel Security Group
Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

From: (b) (6)
Sent: Monday, July 20, 2020 2:57 PM
To: 'Emily Pauline Newman' (b) (6) (b) (6)
Cc: Diane Cullo (b) (6)
Subject: RE: SNAP assessment

Good Afternoon Emily,

I misspoke in my email as (b) (6) will be back in the office tomorrow (Tuesday). We will discuss and provide you some materials then as she oversees that program.

Thanks, in advance, for your understanding.

(b) (6)
(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence
(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Monday, July 20, 2020 2:06 PM
To: (b) (6); (b) (6)
Cc: Diane Cullo (b) (6)
Subject: RE: SNAP assessment
Importance: High

Hi (b) (6),

I called the number below and spoke briefly to your colleague.

We are eager to work with you, and to review recommendations, reports and other information, as discussed. Is it possible for us to obtain the materials from you today, so that we can prepare for a more detailed conversation?

Best,
Emily

Emily Newman
Chief of Staff
(b) (6)

From: (b) (6)
Sent: Friday, July 17, 2020 2:16 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Cc: (b) (6); (b) (6)
Subject: SNAP assessment

Good Afternoon Ms. Newman and Ms. Cullo,

(b) (5)

(b) (5)



Thank you, again, for reaching out. We look forward to working together and appreciate your willingness to address these outstanding issues of concern.

Respectfully,

(b) (6)

(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

From: [Emily Pauline Newman](#)
To: [Frank Wuco](#) (b) (6); [Sam Dewey](#) (b) (6)
Subject: FW: SNAP assessment (3 of 4 emails)
Date: Thursday, October 1, 2020 9:37:00 PM
Attachments: [USAGM Draft Report \(Followup\) Feb 2020.pdf](#)

From: (b) (6)
Sent: Wednesday, July 22, 2020 2:37 PM
To: Emily Pauline Newman (b) (6)
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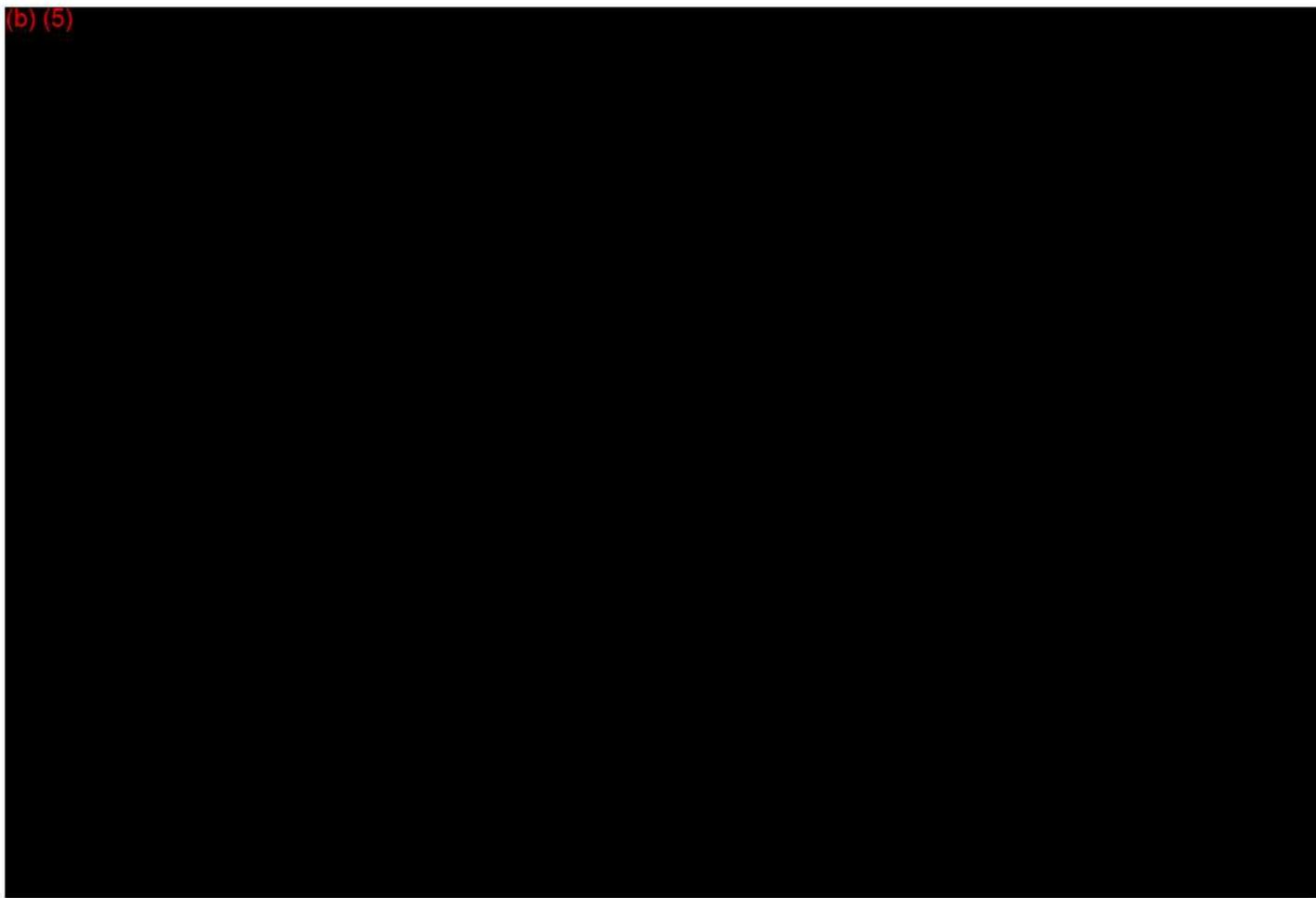
From: (b) (6)
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Cc: (b) (6); Diane Cullo (b) (6)
Subject: RE: SNAP assessment

Emily,

(b) (5)



Thanks, (b) (6)

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(b) (6) Personnel Security Group
Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence
(b) (6)

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Office of the Director of National Intelligence
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Importance: High

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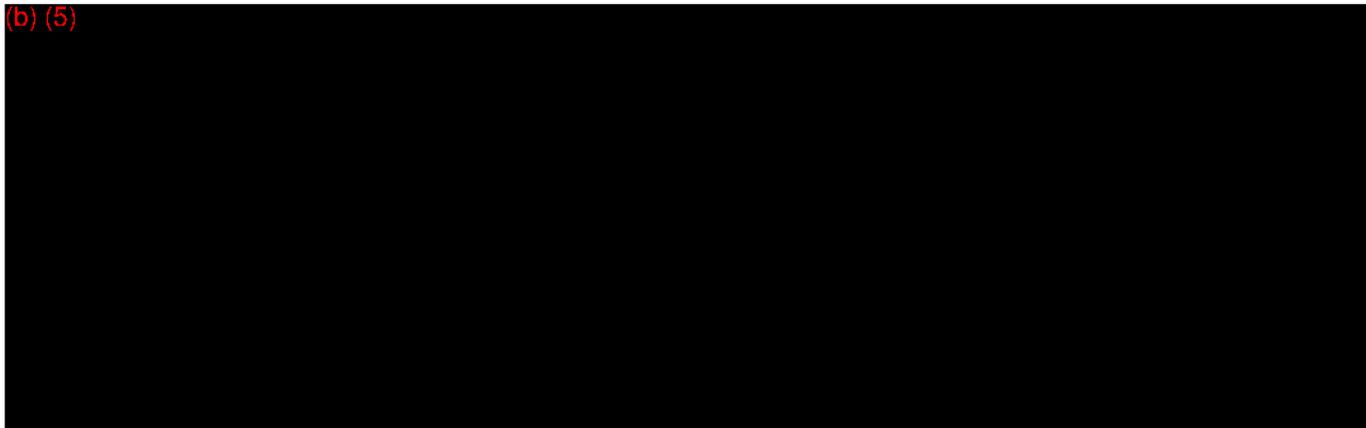
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Chief of Staff
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(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#) (b) (6); [Morvared Namdarkhan](#) (b) (6)
Subject: FW: SNAP assessment (4 of 4 emails)
Date: Wednesday, July 22, 2020 1:23:00 PM
Attachments: [USAGM Plan of Action and Response Report.docx](#)

From: (b) (6)
Sent: Wednesday, July 22, 2020 12:43 PM
To: Emily Pauline Newman (b) (6)
Subject: RE: SNAP assessment (4 of 4 emails)

From: (b) (6)
Sent: Wednesday, July 22, 2020 12:42 PM
To: (b) (6)
Subject: RE: SNAP assessment (3 of 4 emails)

From: (b) (6)
Sent: Wednesday, July 22, 2020 12:36 PM
To: (b) (6)
Subject: RE: SNAP assessment (2 of 4 emails)

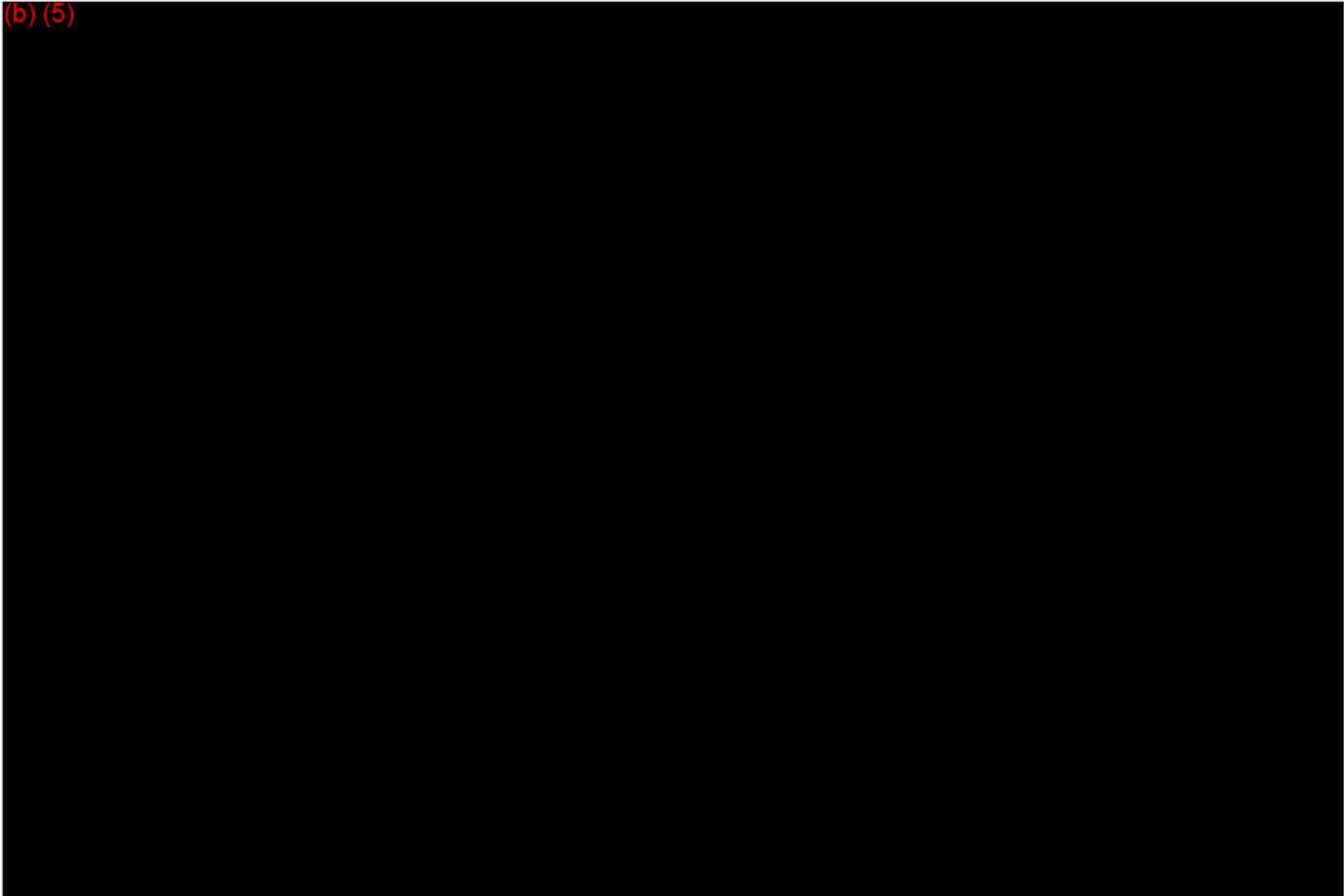
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Subject: RE: SNAP assessment

Emily,

(b) (5)

(b) (5)



Thanks, (b) (6)

(b) (6)
(b) (6) Personnel Security Group
Special Security Directorate
National Counterintelligence and Security Center (NCSC)
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(b) (6) Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

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To: [Frank Wuco](#) (b) (6); [Sam Dewey](#) (b) (6)
Subject: FW: SNAP assessment (4 of 4 emails)
Date: Thursday, October 1, 2020 9:37:00 PM
Attachments: [USAGM Plan of Action and Response Report.docx](#)

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To: Emily Pauline Newman (b) (6)
Subject: RE: SNAP assessment (4 of 4 emails)

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Cc: (b) (6); Diane Cullo (b) (6)
Subject: RE: SNAP assessment

Emily,

(b) (5)

(b) (5)



Thanks, (b) (6)

(b) (6)
(b) (6) Personnel Security Group
Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)

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Subject: RE: SNAP assessment

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National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence
(b) (6)

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Cc: Diane Cullo (b) (6)
Subject: RE: SNAP assessment
Importance: High

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Emily Newman
Chief of Staff
(b) (6)

From: (b) (6)
Sent: Friday, July 17, 2020 2:16 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Cc: (b) (6); (b) (6)
Subject: SNAP assessment

Good Afternoon Ms. Newman and Ms. Cullo,

(b) (5)

(b) (5)



Thank you, again, for reaching out. We look forward to working together and appreciate your willingness to address these outstanding issues of concern.

Respectfully,

(b) (6)



 Special Security Directorate
National Counterintelligence and Security Center (NCSC)
Office of the Director of National Intelligence

(b) (6)



From: [Elez Biberaj](#)
To: [Michael Pack](#)
Cc: [Andre Mendes](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Sam Dewey](#); [Elez Biberaj](#)
Subject: FW: the investigation of Urdu as a possible firewall violation
Date: Tuesday, August 4, 2020 8:27:21 AM
Importance: High

Michael,
I wanted to bring to your attention these concerns raised by (b) (6). We can discuss when we meet later today.
Thank you.
Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237

(b) (6)

Mobile

(b) (6)



A Free Press Matters

From: (b) (6)
Sent: Monday, August 3, 2020 12:16 PM
To: Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: the investigation of Urdu as a possible firewall violation
Importance: High

Dear Mr. Biberaj and Ms. Chao:

I'm writing with my concerns that the current USAGM "investigation" of the VOA Urdu Service's coverage of the Biden address to the U.S. Muslim organization constitutes a firewall violation on two grounds:

1. VOA has apparently been instructed by USAGM not to investigate the issue (source: (b) (6) phone call to (b) (6), who was mid-interview when she was instructed not to communicate with the people further and that USAGM would be the exclusive investigator of the issue – there are many emails to support this claim). While USAGM can do its own investigation, editorially, VOA needs to conduct its own independent investigation of the circumstances involved in the posting of the video. We have the mechanism to do so – Program Review – as well as a supervisory chain within the service that should be looking

into the supervisory issues involved.

If our ability to independently assess the situation were prevented from occurring at VOA (in the form of the direct order that has been given), our editorial processes and content would be adversely impacted, because it will weaken our ability to find and fix content problems in the future. USAGM telling VOA not to investigate or speak with the individuals involved would therefore seem to constitute interference by a U.S. government employee in how VOA objectively and independently reports the news. It would also seem to undermine the ability of VOA to decide whether our journalists have developed content that reflects the highest professional standards of journalism. Both are tenets of the agency's firewall protections that seem to have been violated here.

2. USAGM has also dictated the personnel actions for four Urdu Service members involved in this issue. Those actions to me seem to violate the PSC Handbook and the PSC Contract that each has signed, and may also have left the agency open to counter-claims through the courts covering contract compliance (I believe it's called the Office of Federal Contract Compliance Programs). The normal procedure is for VOA to investigate and then take other action if warranted, with the Office of Contracts implementing directives from VOA's PSC office (and its Agency Authorized Officer, which is I). In this case, USAGM has dictated to the Office of Contracts that four individuals be immediately suspended without pay without a VOA investigation, without contacting the VOA office handling PSCs. There is also no timetable for the conclusion of the investigation and no opportunity given for the accused to answer. In the case of discipline, the PSC Handbook provides both a timetable and mechanism for appeal that has not been followed by USAGM and which seems to be interference by a U.S. government employee in how VOA objectively and independently reports the news (something our investigation would determine).

VOA, not USAGM, is the contract holder with these individuals. It would seem to me that only VOA has the authority to suspend them. It is broadly reported (sources: (b) (6) and others) that Mr. Pack's representative, Sam Dewey, demanded on behalf of Mr. Pack that the individuals be terminated even before the investigation is begun. That runs counter to normal, fair investigation process (with time for response) that the agency has promised PSCs. I know that PSC contracts can be terminated at any time and for any reason. BUT there are different procedures for that than have been used by USAGM.

It seems to me that USAGM's direct involvement in the suspension decision, taking VOA out of the process, may also be a firewall violation, in that it pulled four content-creating staff members out of VOA without VOA's involvement, directly and adversely impacting VOA's ability to develop content that reflects the highest professional standards of journalism. It seems to me that USAGM may have also breached the firewall in dictating the punishment for these journalists – the investigation it is conducting seems to be solely in search of information in support of its pre-existing decision.

I am not a lawyer, and so I do not know what our General Counsel or outside attorneys would say about my concerns. To me, these two areas of involvement by US government employees (outside

of VOA) seem to usurp VOA's authority and adversely impact our ability to develop content that reflects the highest professional standards of journalism. I cannot say whether USAGM is also driven by a motivation to politically interfere in VOA operations – I do know (b) (6) that there were inquiries made about the visa status of the four employees that may be connected to what has been reported (by media including CNBC and the Washington Post) as a larger campaign by USAGM decision to unilaterally eliminate J-1 visa employees. That is one of the other firewall prohibitions.

I believe that, to avoid firewall violations, VOA should inform USAGM of the lines it is crossing and that we will now do our own independent investigation of this incident, as we would normally do, using the resources of VOA Program Review, the VOA Standards Editor, VOA line management, and (if necessary) outside experts chosen and contracted exclusively by VOA. I also believe that, to avoid firewall violations, VOA should exclusively determine the consequences and punishment, if any, for those involved, without consultation with U.S. government employees in Mr. Pack's office. Because both activities involve my area of responsibility, I hope you will allow me to proceed.

I wanted to bring my concerns to your attention in writing, and look forward to hearing from you.

Respectfully,

(b) (6)

Deputy Director for Programming

Voice of America

330 Independence Ave. SW

Washington, DC 20237

(b) (6)

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#) (b) (6)
Subject: FW: Time Sensitive: J-1 Visa Extension Request for VOA Indonesian (b) (6)
Date: Tuesday, June 16, 2020 11:51:00 PM
Attachments: [11 VISA EXTENSION MEMO - \(b\) \(6\) _VOAPPL.pdf](#)

Please add to list for discussion.

From: Oanh Tran (b) (6)
Sent: Tuesday, June 16, 2020 3:47 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Cc: CEO Office (b) (6)
Subject: Time Sensitive: J-1 Visa Extension Request for VOA Indonesian (b) (6)

Hi Diane/Emily,

Attached please find a memo from VOA requesting a J-1 visa extension for VOA Indonesian (b) (6)

(b) (6) was hired by VOA as a Personal Service Contractor (PSC) and, since (b) (6) doesn't have a work permit, VOA sponsored (b) (6) on a J-1 visa so that (b) (6) can work. (b) (6) current J-1 visa expires July 26, 2020, so we need to submit (b) (6) paperwork to ICE soon if we want to extend (b) (6) J-1 visa.

We'd be happy to brief you, if you like. In the meantime, we recommend the CEO's immediate approval of the above request from VOA to extend (b) (6) J-1 visa.

Many thanks!

From: (b) (6)
Sent: Friday, June 12, 2020 5:33 PM
To: CEO Office (b) (6)
Subject: RE: J-1 Visa Permanent Residency Sponsorship - (b) (6)

Hi Team,

Here is another J-1 Visa Sponsorship request for CEO Pack to sign.

Thanks,

(b) (6)

From: [Frank Wuco](#)
To: [Sam Dewey](#); [Morvared Namdarkhan](#)
Cc: [Emily Pauline Newman](#)
Subject: FW: Timeliness Metrics FY20 Q1
Date: Monday, September 28, 2020 3:33:39 PM

No adjudicating...

From: (b) (6)
Sent: Monday, September 28, 2020 3:25 PM
To: Frank Wuco (b) (6)
Subject: FW: Timeliness Metrics FY20 Q1

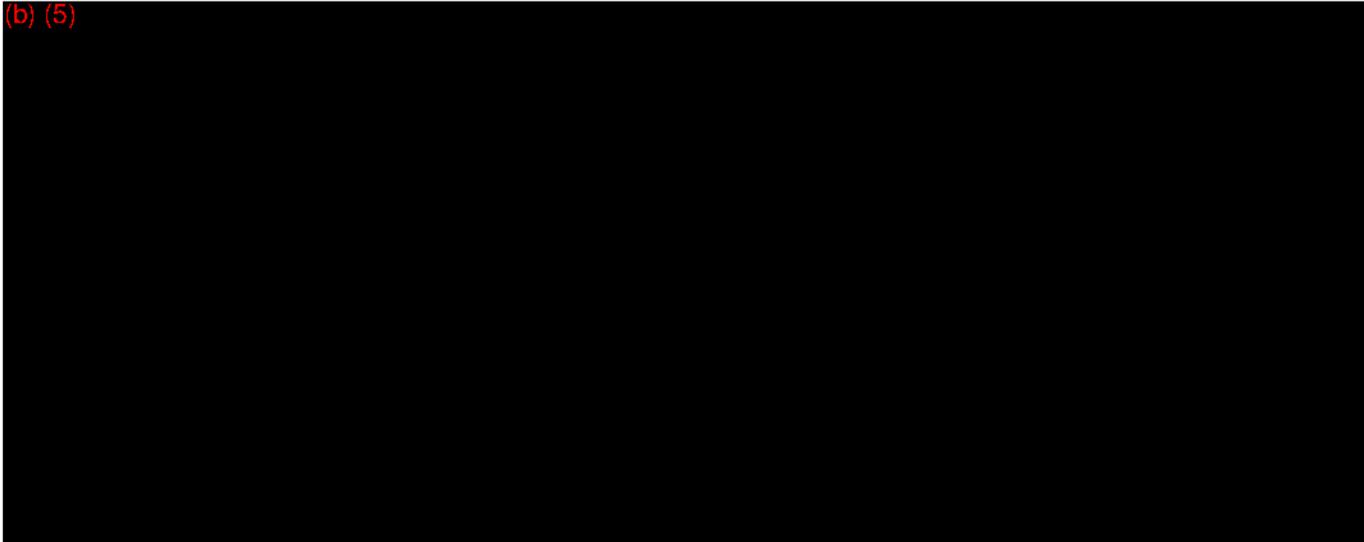
Below is the Correspondence from (b) (6).

(b) (6)

From: (b) (6)
Sent: Monday, August 31, 2020 12:32 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Timeliness Metrics FY20 Q1

(b) (6)

(b) (5)



Please let me know if you have any questions.

Thank you,

(b) (6)

Personnel Security Group
Special Security Directorate

NCSC | ODNI

Phone: (b) (6)

Secure Phone: (b) (6)

From: (b) (6)
To: [Andrew M. Jansen](#)
Cc: [Emily Pauline Newman](#); (b) (6); (b) (6); (b) (6)
Subject: FW: TTC Appointments at USAGM
Date: Monday, July 27, 2020 3:24:43 PM
Attachments: [image001.png](#)

Dear Mr. Jansen,

There is no investigative requirement for making an appointment to a non-sensitive TTC position (other than whatever internal policy an agency may have for their temporary appointments).

With regard to access, since these TTC appointments are short-term positions, USAGM can issue an alternative token for accessing its systems, rather than issue PIV credentials (which require the initiation of a background investigation).

Regards,

(b) (6)
(b) (6)
Suitability Executive Agent Programs
U.S. Office of Personnel Management

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

From: Andrew M. Jansen (b) (6)
Sent: Monday, July 27, 2020 1:47 PM
To: (b) (6)
Cc: (b) (6)
Subject: TTC Appointments at USAGM

(b) (6)
USAGM is in receipt of several emails from you indicating four individuals were cleared for TTC Appointments. We have looked in CVS and found investigative actions on two of the four, but we only see fingerprint checks for the remaining two.
We are trying to process these folks in an expeditious manner, but we apparently missed the exception/exemption of TTC Appointments from the normal course leading to investigative action. Could you please provide where this exemption can be located or under what authority we may process under HSPD-12. Sorry, but this is not something we've dealt with previously so any direction is greatly appreciated.
Thanks for the assist.
Respectfully,



Andrew Jansen
Director, Office of Security
U.S. Agency for Global Media
330 Independence Ave SW
Washington, DC 20237

(b) (6)

From: (b) (6)
To: [Andrew M. Jansen](#)
Cc: [Emily Pauline Newman](#); (b) (6); (b) (6); (b) (6)
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*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

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Director, Office of Security
U.S. Agency for Global Media
330 Independence Ave SW
Washington, DC 20237

p. (b) (6)

f. (b) (6)

From: [Emily Pauline Newman](#)
To: [Sam Dewey](#) (b) (6); [Morvared Namdarkhan](#) (b) (6); [Frank Wuco](#)
(b) (6); [Diane Cullio](#) (b) (6)
Subject: FW: Two Info Items
Date: Monday, October 19, 2020 12:29:00 AM
Attachments: [image001.png](#)
[Non Citizen Vacancy Announcement.pdf](#)
[Citizen Vacancy Announcement.pdf](#)
[Example - Non-Citizen Hiring Justification.docx](#)
[Permanent Residency Sponsorship.pdf](#)
Importance: High

PRIVILEGED

More on J-1 (litigation)

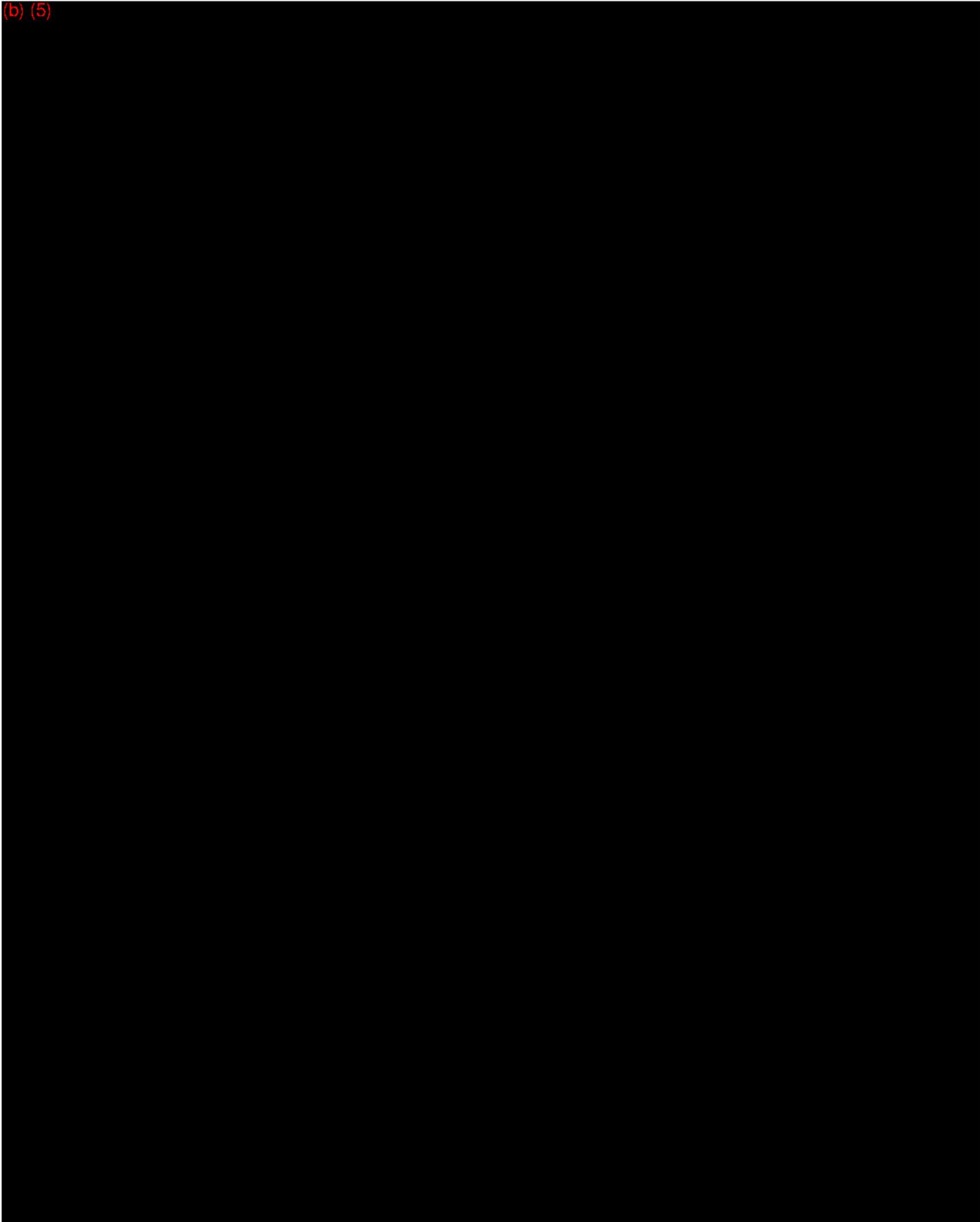
From: Marie Lennon (b) (6)
Sent: Tuesday, June 30, 2020 3:35 PM
To: [Emily Pauline Newman](#) (b) (6); [Diane Cullio](#) (b) (6)
Subject: RE: Two Info Items

Emily,

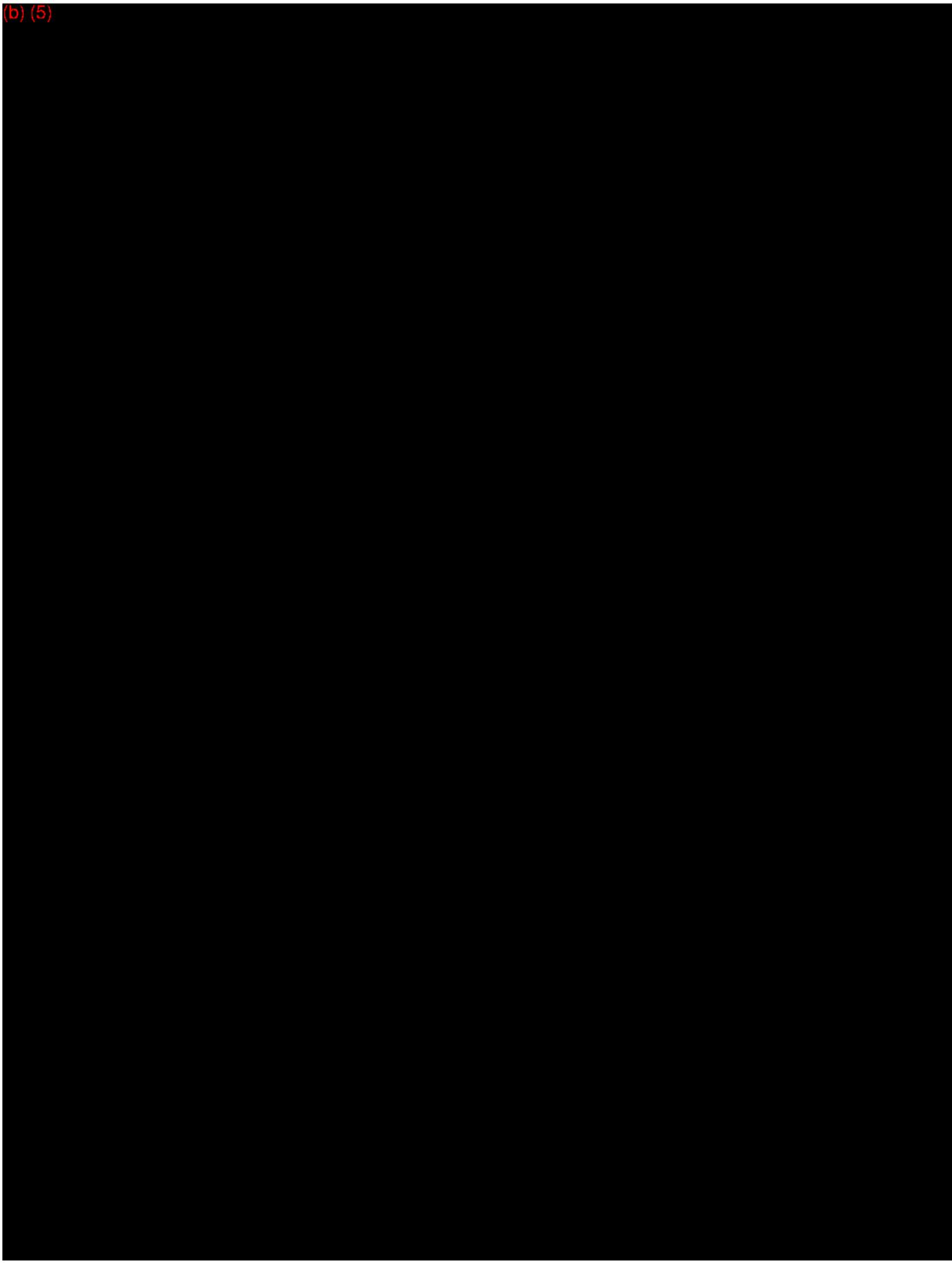
(b) (5)



(b) (5)



(b) (5)



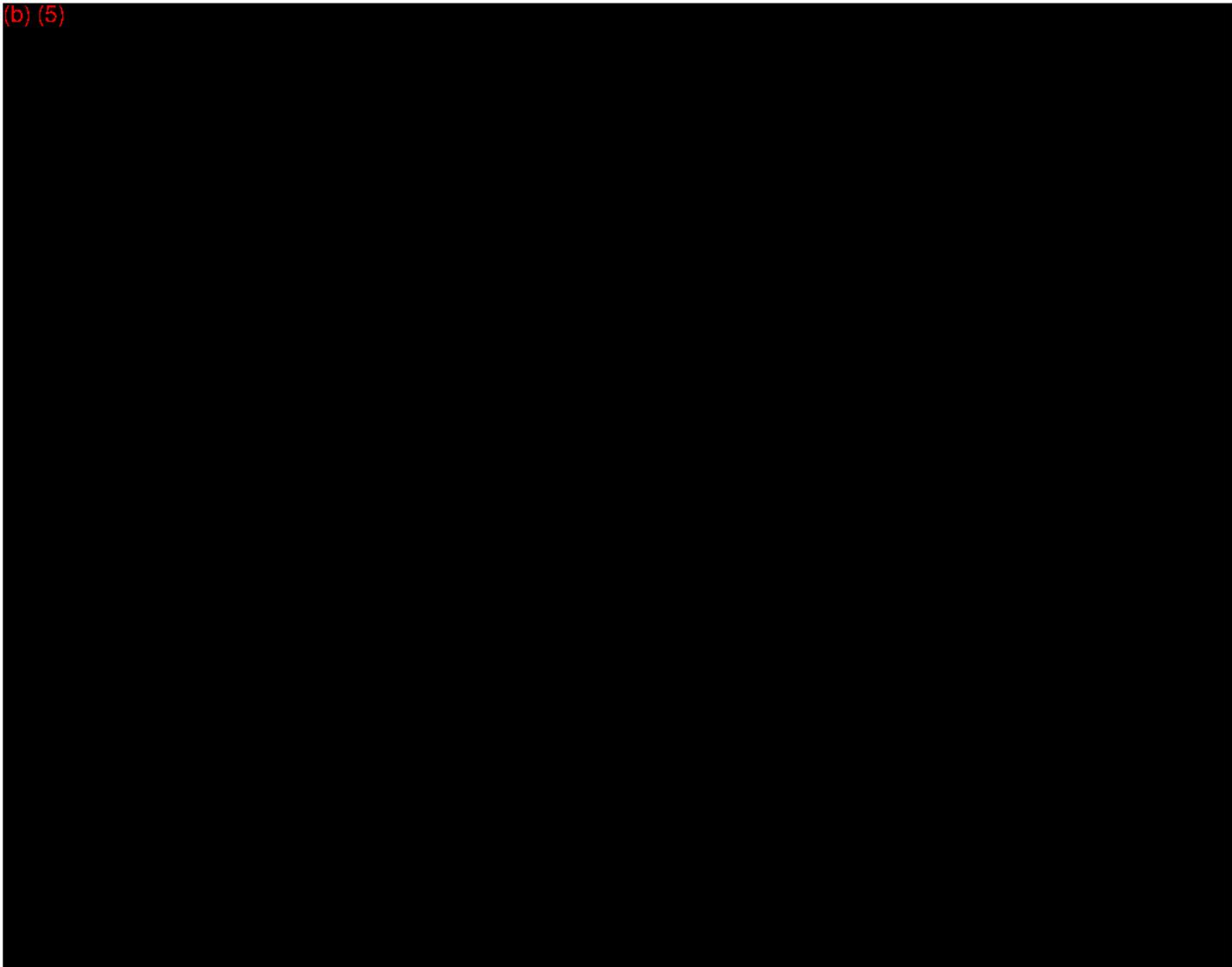
(b) (5)



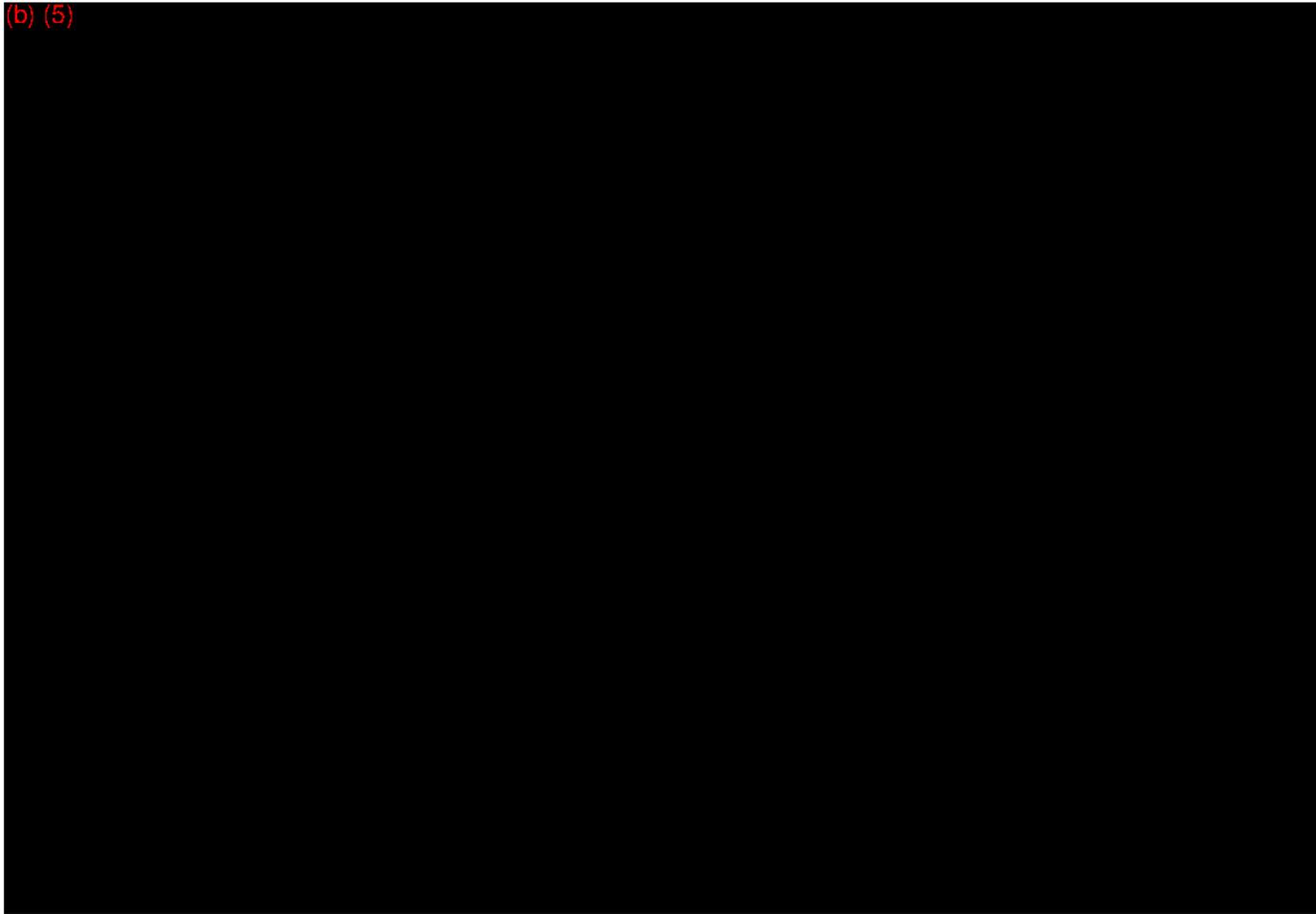
From: Emily Pauline Newman (b) (6)
Sent: Sunday, June 28, 2020 7:50 PM
To: Marie Lennon (b) (6); Diane Cullor (b) (6)
Subject: RE: Two Info Items

Thank you, Marie!

(b) (5)



(b) (5)



Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

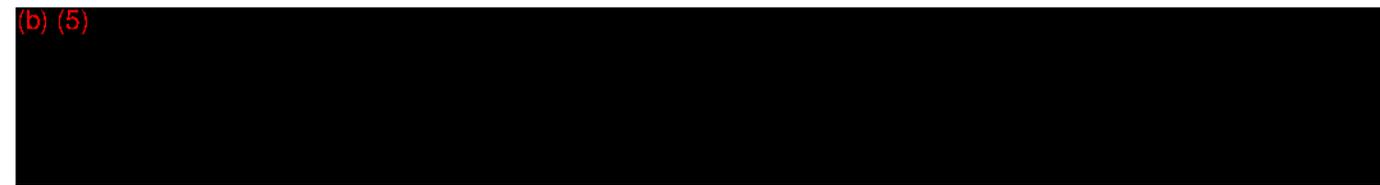
From: Marie Lennon (b) (6)

Sent: Sunday, June 28, 2020 6:05 PM

To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)

Subject: Two Info Items

Diane & Emily,



Many thanks,
Marie

Employee On-Board Counts by Organization June 2020				
Appointment Type	Organizational Element			
	USAGM	TSI	VOA	OCB
PAS	1			
SES	8	3	3	
Senior Level	2			
Consultant	2			
General Schedule	169	135	846	93
Non-Citizens			87	
Foreign Service		11	3	
Wage Board			44	
Totals	182	149	983	93
Agency On-Board Total: 1,238				

Marie Lennon

Director of Management Services
U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

(b) (6)



From: [Emily Pauline Newman](#)
To: [Sam Dewey](#) (b) (6); [Morvared Namdarkhan](#) (b) (6); [Frank Wuco](#)
Subject: FW: Two Info Items
Date: Sunday, October 18, 2020 11:48:00 PM
Attachments: [Employee On-Board Counts June 2020.docx](#)
[J1 Visa Program - Overview.docx](#)
[image001.png](#)

PRIVILEGED

(litigation)

From: Marie Lennon (b) (6)
Sent: Sunday, June 28, 2020 6:05 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Subject: Two Info Items

Diane & Emily,

(b) (5)

Many thanks,
Marie

Employee On-Board Counts by Organization June 2020				
Appointment Type	Organizational Element			
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Marie Lennon

Director of Management Services

U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

(b) (6)



From: [Emily Pauline Newman](#)
To: [Sam Dewey](#) (b) (6); [Morvared Namdarkhan](#) (b) (6); [Frank Wuco](#)
(b) (6); [Diane Cullo](#) (b) (6)
Subject: FW: Two Info Items
Date: Monday, October 19, 2020 12:33:00 AM
Attachments: [image001.png](#)

PRIVILEGED

More J-1 (litigation)

From: Diane Cullo (b) (6)
Sent: Wednesday, July 1, 2020 12:20 PM
To: Emily Pauline Newman (b) (6); Marie Lennon (b) (6)
Subject: RE: Two Info Items

Greetings!

(b) (5)

Thanks much!

Diane

From: Emily Pauline Newman (b) (6)
Sent: Tuesday, June 30, 2020 8:41 PM
To: Marie Lennon (b) (6); Diane Cullo (b) (6)
Subject: Re: Two Info Items

Thanks, Marie. I'm referring to both legal authorities and internal policies and procedures.

Get [Outlook for iOS](#)

From: Marie Lennon (b) (6)
Sent: Tuesday, June 30, 2020 8:30:39 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: Two Info Items

(b) (5)

From: Emily Pauline Newman (b) (6)
Sent: Tuesday, June 30, 2020 8:17 PM
To: Marie Lennon (b) (6); Diane Cullo (b) (6)

Subject: RE: Two Info Items

Hi Marie,

Thank you for this.

(b) (5)



Best,
Emily

From: Marie Lennon (b) (6)

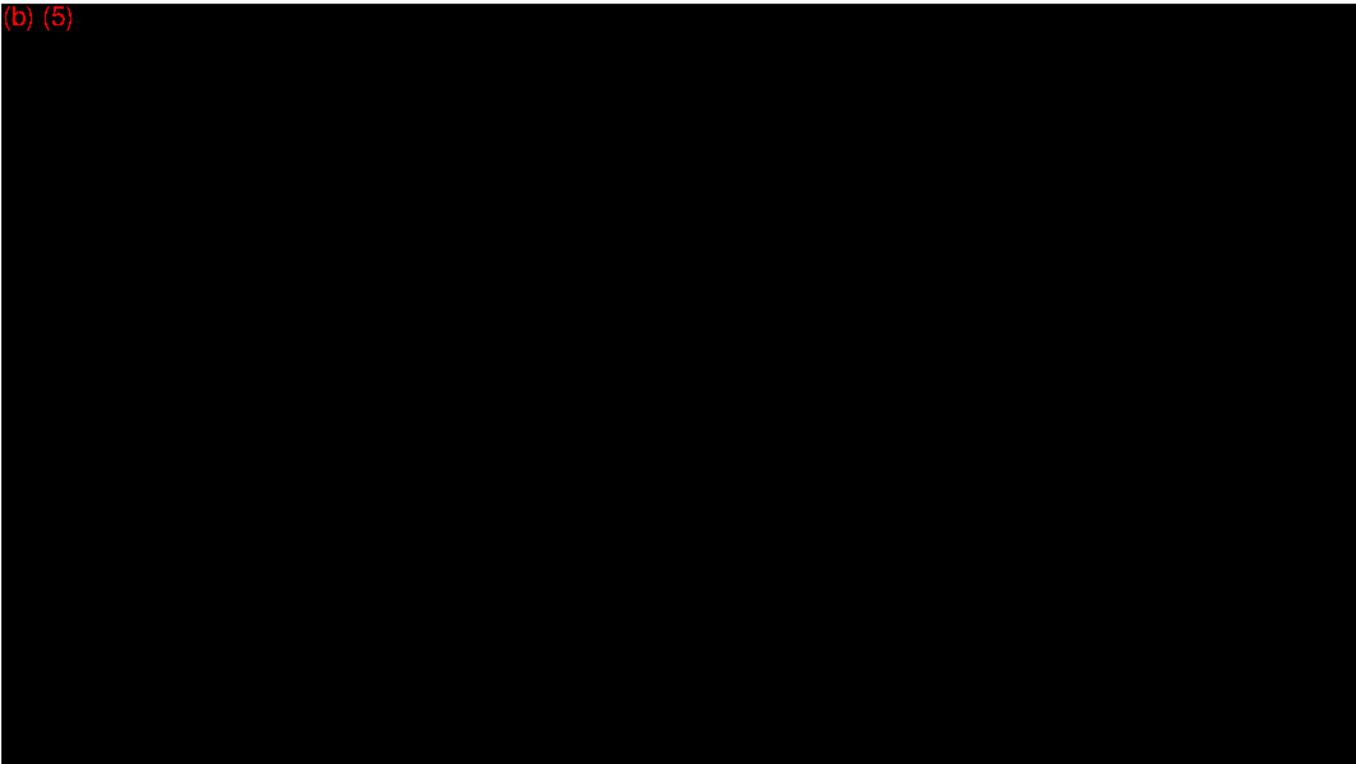
Sent: Tuesday, June 30, 2020 3:35 PM

To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)

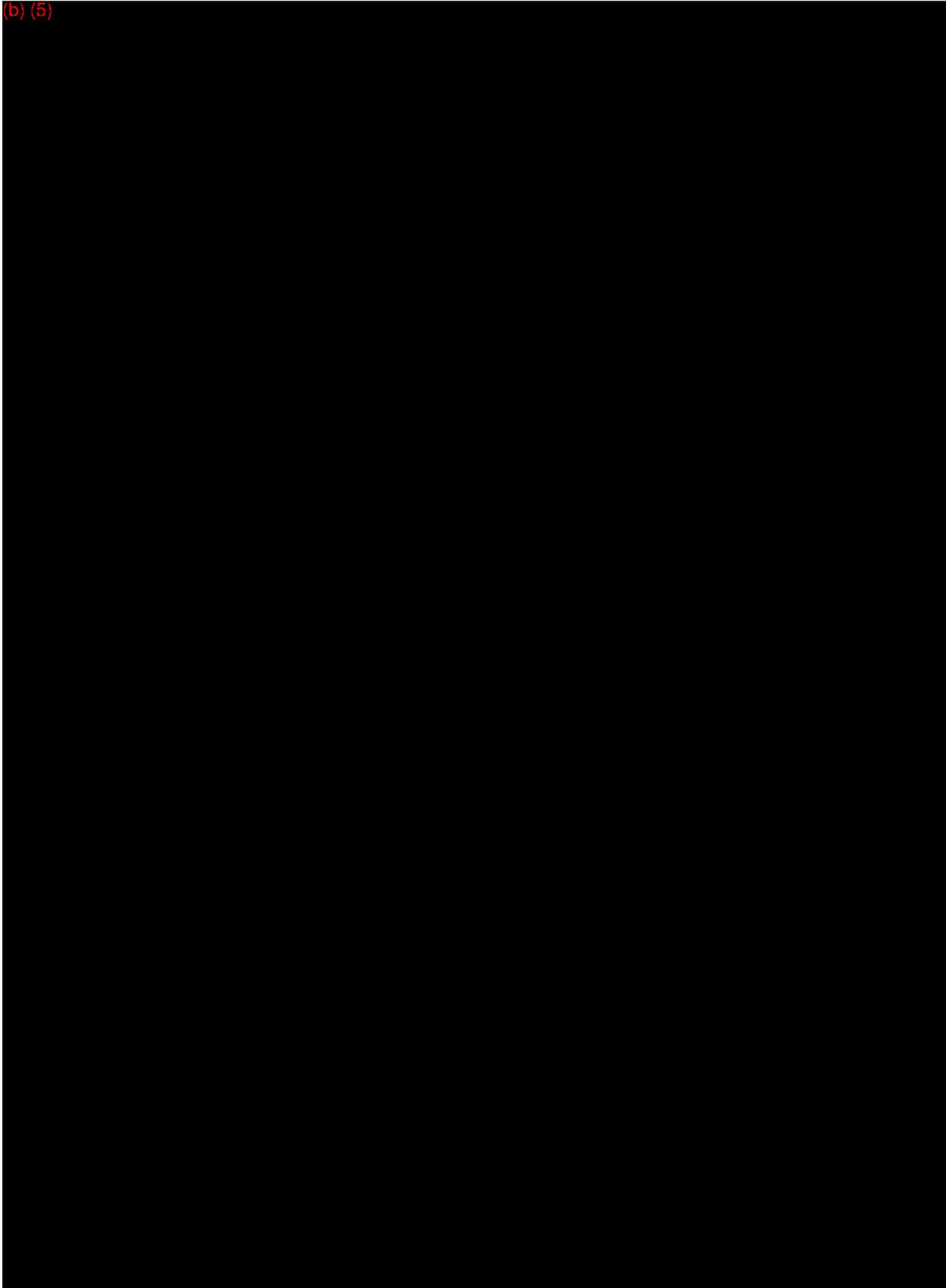
Subject: RE: Two Info Items

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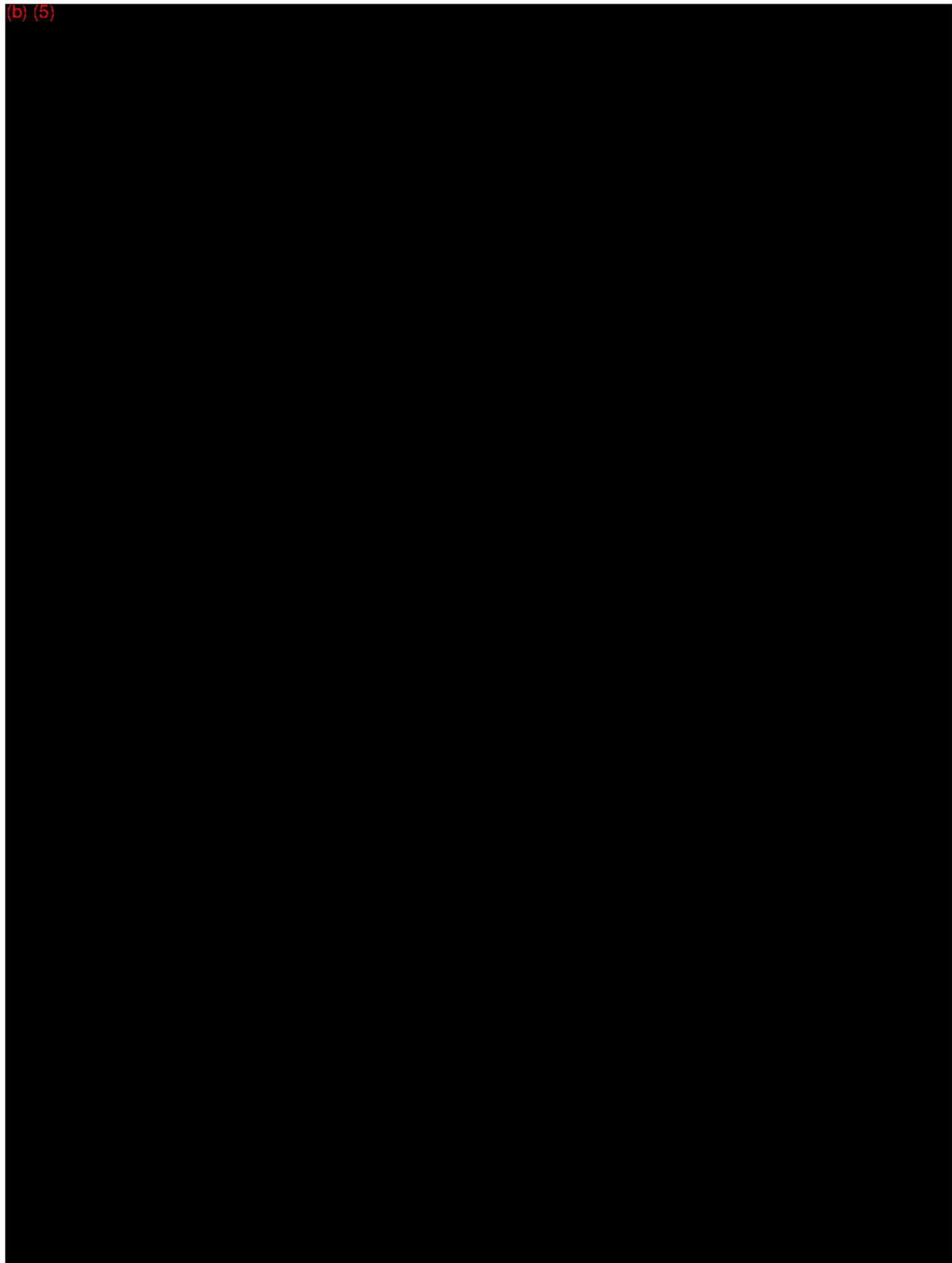
(b) (5)



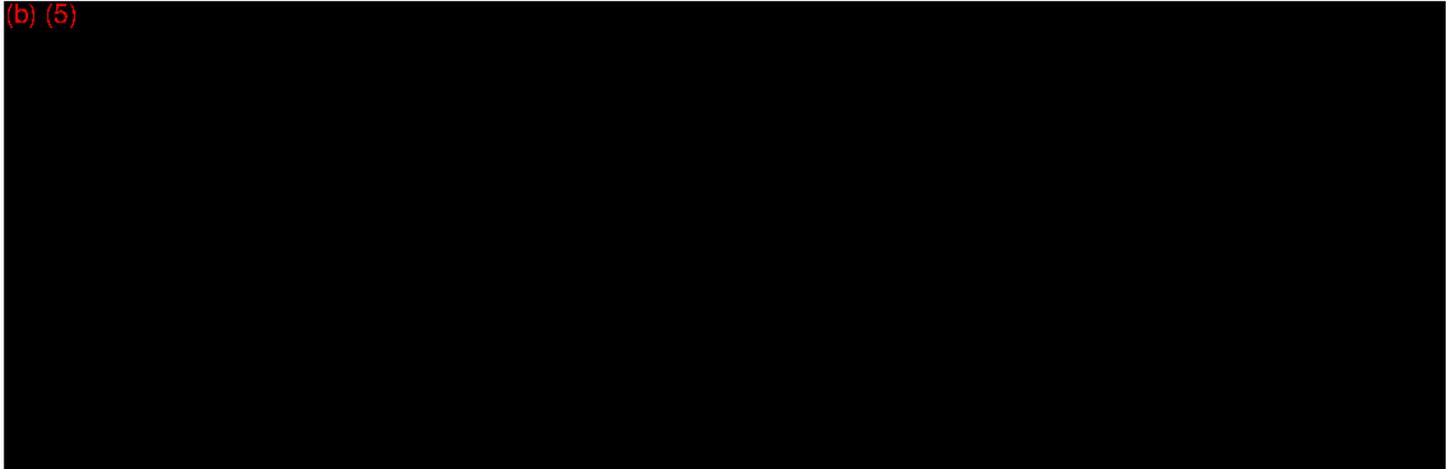
(b) (5)



(b) (5)



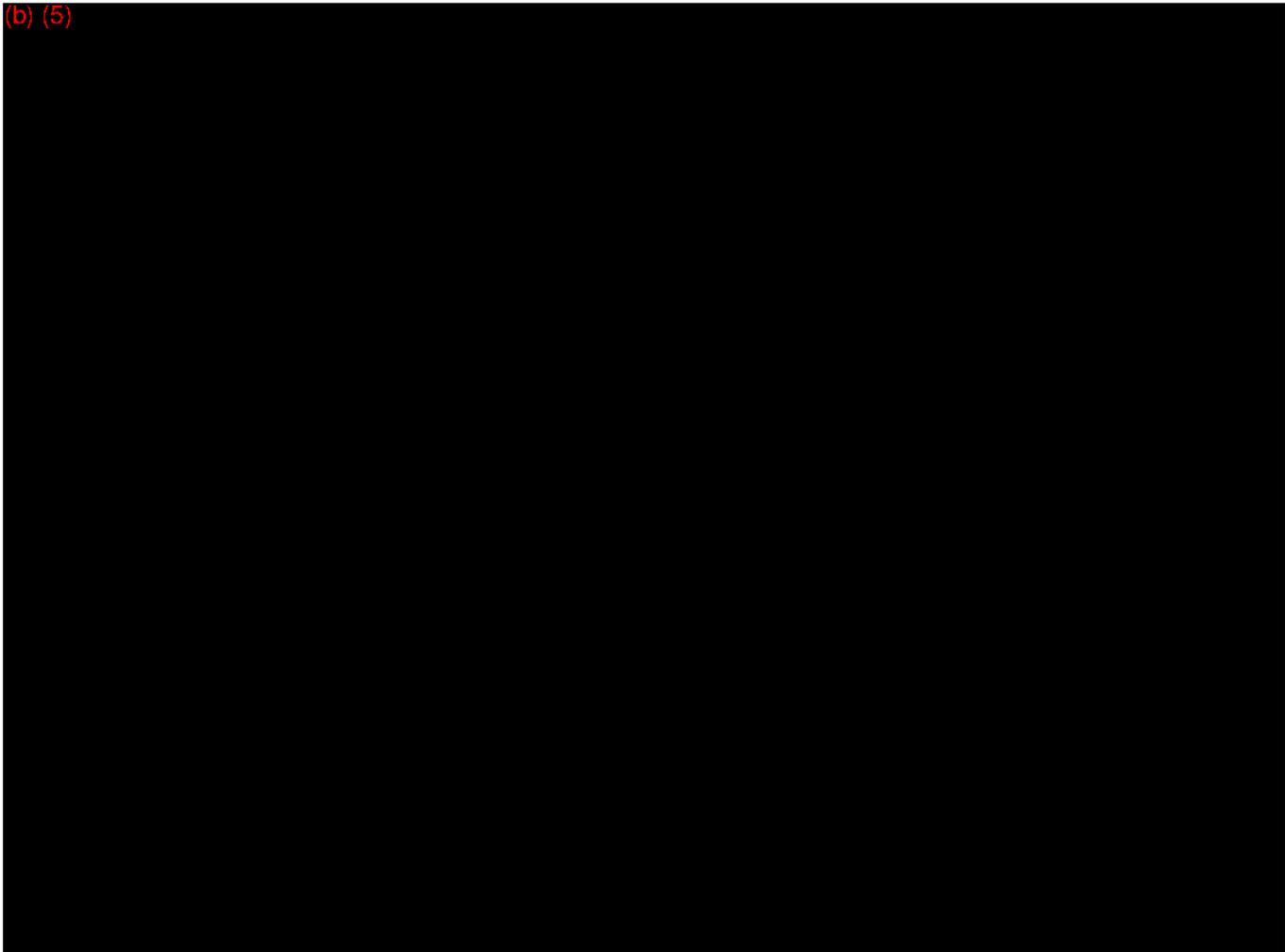
(b) (5)



From: Emily Pauline Newman (b) (6)
Sent: Sunday, June 28, 2020 7:50 PM
To: Marie Lennon (b) (6); Diane Cullo (b) (6)
Subject: RE: Two Info Items

Thank you, Marie!

(b) (5)



(b) (5)



Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

From: Marie Lennon (b) (6)

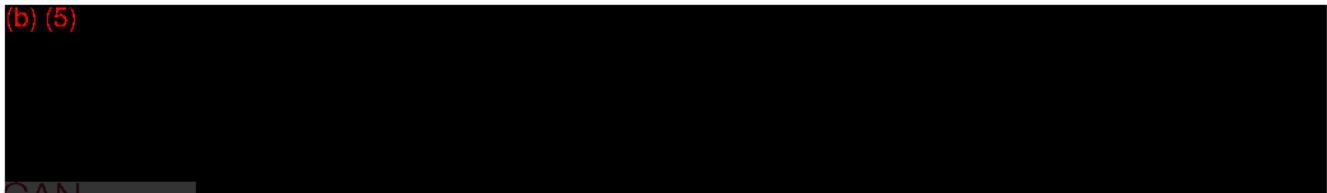
Sent: Sunday, June 28, 2020 6:05 PM

To: Diane Cull (b) (6) Emily Pauline Newman (b) (6)

Subject: Two Info Items

Diane & Emily,

(b) (5)



Many thanks,
Marie

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Marie Lennon

Director of Management Services
U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

(b) (6)



From: (b) (6)
To: [Toni DeLancey](#); [Emily Pauline Newman](#); [Diane Cullo](#)
Cc: [Elez Biberaj](#); (b) (6)
Subject: Fw: UPDATE! + PSC List & VOA's Highest Priorities: Vacancies / Contracts
Date: Tuesday, September 1, 2020 7:42:43 PM
Attachments: [image001.png](#)
[Outlook-F2dplwq3.png](#)
[VOA Hiring Priorities \(Sept 1 2020\) FINAL \(v4\).xlsx](#)
[PSC Active Employee List 8-24-2020.xlsx](#)
[VOA Hiring Priorities \(Sept 1 2020\) FINAL \(v4\).xlsx](#)
[ALPHA_ROSTER_VOA_08_28_2020.xlsx](#)
[Outlook-50dawju1.png](#)

Toni, Emily, Diane,

I am sending you an update to the previous email message I sent you this afternoon. Two new additions are reflected here. First, I've included the **PSC Active Positions List** (this is comparable to the Alpha Roster for PSCs). Secondly, we've added a new Turkish Service entry to the list ((b) (6)), PSC III). This person is added. (b) (6) already has already received a tentative offer letter. Thank you.

(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – Suite 3360-I
Washington, DC 20237
(b) (6) Business



From: (b) (6)
Sent: Tuesday, September 1, 2020 3:50 PM
To: Toni DeLancey (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Cc: Elez Biberaj (b) (6); (b) (6)
Subject: Fw: VOA's Highest Priorities: Vacancies / Contracts

Toni, Emily and Diane,

As a follow-up to your request for information regarding VOA's vacancies, the employment status of all VOA FTE's and the most pressing issues facing VOA contracts, please find two Excels attached.

In response to your request outlined in your message of August 21 below (**Item a**) I have attached an Excel document titled (VOA Hiring

Priorities). This Excel lists the vacancies we consider VOA's highest priorities. The most important TAB is TAB 1.

VOA's vacancy needs are vast and far reaching. We have several divisions that will experience program disruption as the result of the freeze on hiring and personnel actions as well as the non-renewal of J-1 Visas.

The list was culled by VOA Programming from the priorities identified by each of VOA's divisions. The first tab lists about 57 important positions that we would like to fill right away. The Excel also provides rationales that justify why each is on the Highest Priority List.

This excel *also* provides a division by division accounting of its specific needs as identified in each of the Tabs. *Again, Tab 1 reflects VOA's most urgent needs.*

Below is a brief summary of the number of positions in each major category which we have broken down in 5 categories below.

1. Management positions to fill (4)
2. Supervisory/Editorial Team Lead positions to fill (16)
3. Keeping Critical Programs on the Air positions to fill (32)
4. Program Support positions to fill (2)
5. Temporary Detail positions to fill (3)

Please find the complete list that includes both FTE and PSC positions attached.

In response to **(Item c)** of your message, we have attached the Alpha Roster of all VOA (FTE) employees and their employment status.

Regarding **(Item b)** identified as "any need not reflected in the vacancies", Here are some of our top issues:

1. Latin America:

We gave notice to the LatAm POVS that were funded through Monday August 31st that they needed to stop working by midnight on that day. These are the POVS

that have contracts with option years. We request that we be allowed to exercise the option on these contracts. If we do not, because of the loss of manpower, we will need to eliminate digital coverage for the weekends and substantially reduce digital coverage weeknights, as well as social media coverage. Affiliate coverage has been cancelled for the weekends and we can only provide minimal coverage weeknights. We will also need to reduce some programming content.

This approval will only extend contracts with individuals who are currently working with VOA. This will not bring any new individuals on to work at the VOA. We have included a list of those actions requiring approval below, they are on the Share Point Critical Contracts list.

2. SCA Stringers:

The call orders for SCA Domestic Stringers expire Monday August 31st. VOA would like to exercise the option to extend these existing contracts. This does not involve hiring new individuals, just keeping current contractors on board. SCA relies on these contractors to provide content for programming. If they are not renewed, this will affect our ability to cover domestic news events. If this is not approved, they will lose 13 domestic stringers.

3. VOA PR Contractor:

The VOA PR Office has one contractor whose contract expired a few weeks ago. We are requesting permission to extend exercise the option on this contract. This would not be a new hire, simply keeping contract support on board. This individual is principally responsible for the digital communications component of the VOA Public Relations Office. The agency uses these forms of communication to reach external stakeholders about VOA's critical programming and initiatives that support USAGM's strategic goals and objectives. In addition, this position is responsible for reviewing, researching and developing responses to hundreds of one-time VOA content usage requests by domestic and international news and information outlets. This is a congressionally-mandated task performed in coordination with the VOA Editor for News Standards and Best Practices. Interruption of this contract has affected VOA's ability to inform outside stakeholder and fulfill external requests.

4. The Eurasia Division:

The division is awaiting approval of their request for a (b) (4) Story Hunter contract request. This will enable the division to continue producing content for their various programs.

I hope this information provides you with the information you are seeking. Please advise if you would like to schedule a meeting to discuss in more detail. Thank you.

(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – Suite 3360-I
Washington, DC 20237
(b) (6) Business



From: Toni DeLancey (b) (6)
Sent: Friday, August 21, 2020 4:32 PM
To: (b) (6)
Subject: RE: VOA Vacancies

Hi there, (b) (6) :

I'd love to be able to meet together with you on Monday! Thanks so much for the invite.

Here's what Emily Newman has requested however, prior to our meeting.

She told me that she has mentioned to Elez previously that she would like to have the following materials first prior to meeting. Do you think you guys could provide?

1. Breakdown of staffing of all of your offices and language divisions including
 - a. Vacancies
 - b. Any needs not reflected in vacancies
 - c. Employment Status of the people there

If you are able to get this to us, let's update the meeting for Monday to include Diane and Emily. I am

also happy to answer any questions you may have also. I'm so sorry if you didn't receive this breakdown of information and for any confusion on the request.

Hope you have a wonderful weekend and feel free to call on me anytime.

Thank you,

Toni DeLancey, Ph.D.

Senior Advisor

Office of the Chief Executive Officer (CEO)

Office: (b) (6) | Mobile: (b) (6) | Email: (b) (6)



U.S. Agency for Global Media

330 Independence Ave. SW | Washington, DC 20237

<http://usagm.gov>

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-----Original Appointment-----

From: (b) (6)

Sent: Friday, August 21, 2020 10:21 AM

To: (b) (6); Toni DeLancey; (b) (6)

Subject: VOA Vacancies

When: Monday, August 24, 2020 1:00 PM-1:20 PM (UTC-05:00) Eastern Time (US & Canada).

Where:

All,

Let's have a brief huddle and meet & greet to discuss the information on VOA vacancy priorities list requested by the USAGM CEO. If this time is inconvenient, kindly offer an alternative. Thank you.

[Join Microsoft Teams Meeting](#)

(b) (6) United States, New York City (Toll)

Conference ID: (b) (6)

[Local numbers](#) | [Reset PIN](#) | [Learn more about Teams](#) | [Meeting options](#)

From: [Emily Pauline Newman](#)
To: [Andre Mendes](#)
Subject: FW: URGENT case of VOA (b) (6)
Date: Tuesday, July 14, 2020 4:44:00 PM

Andre:

This is the email I was referring to. Please see below.

Best,
Emily

From: Emily Pauline Newman (b) (6)
Sent: Sunday, July 12, 2020 11:11 PM
To: Andre Mendes (b) (6); Diane Cullo (b) (6); Michael Pack (b) (6)
Subject: Re: URGENT case of VOA (b) (6)

Andre,

Thanks for flagging.

Review is ongoing and we are still awaiting critical information.

Let's discuss again tomorrow morning.

Best,
Emily

Get [Outlook for iOS](#)

From: Andre Mendes (b) (6)
Sent: Sunday, July 12, 2020 9:20 PM
To: Emily Pauline Newman; Diane Cullo; Michael Pack
Subject: Fwd: URGENT case of VOA (b) (6)

Michael, Emily and Diane.

Please advise.

Best,

Andre

From: Elez Biberaj (b) (6)
Sent: Sunday, July 12, 2020 9:11:51 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: URGENT case of VOA (b) (6)

Good evening, Andre! I hope you had a great weekend. I need your help on the urgent matter of J-1 visa holders, particularly (b) (6) (b) (6)'s case. I am being bombarded with questions and I am unable to provide any clear answers. Thank you and see you tomorrow.
Elez

From: David Kligerman (b) (6)
Sent: Sunday, July 12, 2020 6:55 PM
To: Elez Biberaj (b) (6)
Cc: (b) (6)
Subject: Fwd: URGENT case of VOA (b) (6)

Forwarding on to Elez

From: (b) (6)
Sent: Friday, July 10, 2020 2:44 PM
To: David Kligerman (b) (6)
Cc: (b) (6)
Subject: URGENT case of VOA (b) (6)

Dear David,

I understand that you might have had conversations about (b) (6) case in which (b) (6) is waiting for a signature by USAGM's CEO on (b) (6) J-1 visa extension.

(b) (6) is now in the U.S. on a grace period after (b) (6) visa expired July 1. (b) (6) has just over two weeks to stay in the country legally. If there is no response from the CEO's office by July 29, (b) (6) will fly out of the U.S. at 1 a.m. on July 30.

Currently, (b) (6) is on leave without pay (b) (6) hasn't been informed about the implication of leaving the U.S. and (b) (6) has wondered if that would mean an end of (b) (6) employment with VOA. If leaving the country will result in an employment termination, (b) (6) will very soon need to know what options (b) (6) has.

On my end, I would like to ask whether there are ways to mitigate the impact of this situation, such as a possibility to employ (b) (6) while (b) (6) back in (b) (6) given that most of the works we are performing during Covid-19 are teleworks. In fact, (b) (6) has been 100% on

telework since late March.

(b) (6) is extremely valuable to (b) (6). (b) (6) is a Fulbright scholar and holds a graduate degree in journalism from Columbia University. Having left The Wall Street Journal to join (b) (6) in 2019, (b) (6) played key roles in improving quality of work, training contractors, and sharpening story ideas for content that holds Thailand's pro-military regime in check. (b) (6) video products have helped us expand contacts with nationwide television affiliates. In short, (b) (6) brand and influence in (b) (6) benefit greatly from (b) (6) journalistic expertise.

If we lose (b) (6) it will put a huge dent on our ability to maintain and expand our impactful work in (b) (6) where China steps up its media operations by leaps and bounds.

(b) (6)'s deadline is very very close, and I would really appreciate your advice.

Thank you,

(b) (6)

Chief of VOA Thai

Voice of America

Desk: (b) (6)

Cell: (b) (6)

From: [Emily Pauline Newman](#)
To: [Andre Mendes](#)
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Chief of VOA Thai

Voice of America

Desk (b) (6)

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telework since late March.

(b) (6) is extremely valuable to (b) (6). (b) (6) is a Fulbright scholar and holds a graduate degree in journalism from Columbia University. Having left The Wall Street Journal to join (b) (6) in 2019, (b) (6) played key roles in improving quality of work, training contractors, and sharpening story ideas for content that holds (b) (6) pro-military regime in check. (b) (6) video products have helped us expand contacts with nationwide television affiliates. In short, (b) (6) brand and influence in (b) (6) benefit greatly from (b) (6) journalistic expertise.

If we lose (b) (6) it will put a huge dent on our ability to maintain and expand our impactful work in (b) (6) where China steps up its media operations by leaps and bounds.

(b) (6)'s deadline is very very close, and I would really appreciate your advice.

Thank you,

(b) (6)

Chief of VOA Thai

Voice of America

Desk: (b) (6)

Cell: (b) (6)

Subject: FW: URGENT case of VOA (b) (6)
Date: Tuesday, July 14, 2020 4:36:42 PM

Andre:

This is the email I was referring to. Please see

From: Emily Pauline Newman (b) (6)
Sent: Sunday, July 12, 2020 11:11 PM
To: Andre Mendes (b) (6); Diane Cullo (b) (6); Michael Pack (b) (6)
Subject: Re: URGENT case of VOA (b) (6)

Andre,

Thanks for flagging.

Review is ongoing and we are still awaiting critical information.

Let's discuss again tomorrow morning.

Best,
Emily

Get [Outlook for iOS](#)

From: Andre Mendes (b) (6)
Sent: Sunday, July 12, 2020 9:20 PM
To: Emily Pauline Newman; Diane Cullo; Michael Pack
Subject: Fwd: URGENT case of VOA (b) (6)

Michael, Emily and Diane.

Please advise.

Best,

Andre

From: Elez Biberaj (b) (6)
Sent: Sunday, July 12, 2020 9:11:51 PM
To: Andre Mendes (b) (6)

Cc: Elez Biberaj (b) (6)

Subject: FW: URGENT case of VOA (b) (6)

Good evening, Andre! I hope you had a great weekend.

I need your help on the urgent matter of J-1 visa holders, particularly (b) (6) (b) (6)'s case. I am being bombarded with questions and I am unable to provide any clear answers. Thank you and see you tomorrow.

Elez

From: David Kligerman (b) (6)

Sent: Sunday, July 12, 2020 6:55 PM

To: Elez Biberaj (b) (6)

Cc: (b) (6)

Subject: Fwd: URGENT case of VOA (b) (6)

Forwarding on to Elez

From: (b) (6)

Sent: Friday, July 10, 2020 2:44 PM

To: David Kligerman (b) (6)

Cc: (b) (6)

Subject: URGENT case of VOA (b) (6)

Dear David,

I understand that you might have had conversations about (b) (6)'s case in which (b) (6) is waiting for a signature by USAGM's CEO on (b) (6) J-1 visa extension.

(b) (6) is now in the U.S. on a grace period after (b) (6) visa expired July 1. (b) (6) has just over two weeks to stay in the country legally. If there is no response from the CEO's office by July 29, (b) (6) will fly out of the U.S. at 1 a.m. on July 30.

Currently, (b) (6) is on leave without pay. (b) (6) hasn't been informed about the implication of leaving the U.S. and (b) (6) has wondered if that would mean an end of (b) (6) employment with VOA. If leaving the country will result in an employment termination, (b) (6) will very soon need to know what options (b) (6) has.

On my end, I would like to ask whether there are ways to mitigate the impact of this situation, such as a possibility to employ (b) (6) while (b) (6) back in T (b) (6) given that most of the works we are performing during Covid-19 are teleworks. In fact, (b) (6) has been 100% on telework since late March.

(b) (6) is extremely valuable to (b) (6). (b) (6) is a Fulbright scholar and holds a graduate degree in journalism from Columbia University. Having left The Wall Street Journal to join (b) (6) in 2019, (b) (6) played key roles in improving quality of work, training

contractors, and sharpening story ideas for content that holds (b) (6) pro-military regime in check. (b) (6) video products have helped us expand contacts with nationwide television affiliates. In short, (b) (6) brand and influence in (b) (6) benefit greatly from (b) (6) journalistic expertise.

If we lose (b) (6), it will put a huge dent on our ability to maintain and expand our impactful work in (b) (6) where China steps up its media operations by leaps and bounds.

(b) (6) deadline is very very close, and I would really appreciate your advice.

Thank you,

(b) (6)

Chief of VOA Thai

Voice of America

Desk: (b) (6)

Cell: (b) (6)

From: [Andre Mendes](#)
To: [Michael Pack](#); [Emily Pauline Newman](#); [Morvared Namdarkhan](#); [Diane Cullo](#)
Subject: FW: Urgent Requested Termination of PSCs
Date: Tuesday, July 28, 2020 11:42:26 AM
Importance: High

Michael et al;

See below. Looks like VOA is ready to execute on the summary firing of the 4 PSCs involved in the Urdu video incident.

Below, you will find a detailed timeline of the video publishing and description/translation of its contents.

They will not proceed without your approval but will be ready to act immediately upon you granting it.

Please let me know if you have any questions, I might answer on this subject.

Best regards,

André

From: Elez Biberaj (b) (6)
Sent: Tuesday, July 28, 2020 11:36 AM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: Urgent Requested Termination of PSCs

Andre,
FYI.
Elez

From: (b) (6)
Sent: Tuesday, July 28, 2020 11:32 AM
To: (b) (6)
Cc: Elez Biberaj (b) (6); (b) (6)
(b) (6) Kelu Chao
(b) (6); (b) (6)
Subject: RE: Urgent Requested Termination of PSCs

(b) (6)

I have started the notices for termination for all parties involved. CON has determined and decided based on the information submitted in the matter regarding the actions of the Urdu PSC's to issue

the notices effective today. Unless the situation has changed I will have the notices ready for OGC review this afternoon.

If you have any questions please feel free to contact me.

Thank you

(b)

From: (b) (6)
Sent: Tuesday, July 28, 2020 10:12 AM
To: (b) (6)
Cc: Elez Biberaj (b) (6); (b) (6)
Kelu Chao
(b) (6)
Subject: FW: Urgent Requested Termination of PSCs

Colleagues,

VOA requests to terminate immediately four PSCs for cause for posting on Facebook a story that resembles a campaign advertisement for Vice President Biden with no balance, thus violating VOA's journalism standards and Best Practices. If an initial suspension is required to comply with the contract, please advise.

The posting was produced and reviewed by four Urdu Service PSCs on July 22 by Digital Lead (b) (6)

<https://www.facebook.com/voaurdu/videos/603326047281871>

VOA removed the original video posting.

Please note that (b) (6) is on a J-1 Visa that expires Nov. 18, 2020.

Below is a description of the events and our response this issue for internal use only and our response.

We are dealing with this serious issue immediately and the story has been removed. This is not a training issue – it is something every journalist, whether at VOA or not, should have known. an assignment of editorial responsibility that fell through the cracks at the service level, in violation of VOA editorial standards.

While VOA believes it was correct to run excerpts from the Biden outreach to Muslims, which the

candidate did in a news event, the treatment of the story on Facebook violated our editorial standards for social media on several grounds:

1. The video of the advertisement ran too long and without context. It was correct to run excerpts from the Biden outreach to Muslims as part of the story. Biden did it in a news event and that's the story. But we crossed the line running much of the campaign ad itself. No more than 10 seconds of the campaign ad should have been included, and not as sound full. The short excerpt from the ad by the group Biden spoke to should have run with a super that said "A political action committee released advertising aimed at mobilizing Muslim voters." The excerpt from the ad should not have been from a portion that included the partisan exhortation.
2. The video should have accurately corrected Biden: "While candidate Biden referred to the 'Muslim ban,' the President's immigration order of 2017 did not ban Muslims or citizens of all predominantly-Muslim countries, only selected ones."
3. The use of the VOA logo at the end of the campaign video made it seem that VOA was part of the ad.
4. The video did not mention the Trump campaign's own outreach to Muslim voters and should have added that context.
5. The last two lines of the story should have been deleted. While some Muslim organizations support Biden, some others support President Trump, so those supporting Biden's candidacy should not be singled out. While many women members of Congress are supporting Biden, other support President Trump, so those supporting Biden's candidacy should not have been singled out.

The cause of our editorial breakdown is being investigated.

Once we have completed a thorough investigation we will take necessary disciplinary actions. For now, we are changing workflow to ensure more oversight in social media postings. The Urdu service chief, (b) (6), has taken responsibility for the breakdown. (b) returned to the service a few weeks ago from a four-month division-level assignment and is now beginning a series of changes to provide greater editorial oversight. The VOA Standards Editor, who would typically have provided election issues training for all VOA staff and stringers in July, has been on assignment with USAGM since June. (b) would have been the first contact when editorial issues arose but was not replaced in the wake of the CEO's hiring freeze and contract review, which is ongoing.

The original text version of the story failed to meet VOA standards of balance.

Below is a description of each PSCs role and translations:

- Multimedia reporter/producer (b) (6) saw the story on AP and informed the digital lead (b) (6) who gave the go ahead to do a story for social.
- (b) (6) adapted the AP script and sent it for copy editing to writer/editor (b) (6)
- (b) (6) had the final eyes on the package before publishing

- (b) (6) wrote the text story and it was copy edited by (b) (6)
- The video also appeared on TW and IG, in addition to FB. All have since been taken down.
- The text story was published on FB and on the Urdu website. (Since the website is blocked in Pakistan, Urdu uses FB to distribute text content as well.) The story has been updated adding context/corrections (standard practice is to correct text on the web not remove it).

Translation of the subtitles on the video (italics are Joe Biden speaking in the video):

I will end the Muslim ban on Day One: Joe Biden

Presidential candidate Joe Biden's address to American Muslims

Hadith from the Prophet Muhammad instructs whomever among you sees a wrong, let him change it with his hand. If he is not able, then with his tongue, if he is not able, then with his heart.

Joe Biden delivered the address in an online event

The event was organized to mobilize Muslims to vote

We all have the same fundamental beliefs

I thank you for your resolve to play your role in November

Your voice is your vote, your vote is your voice

Muslim Americans' voices matter.

I will be a president that seeks out and incorporates and listens to the ideas and concerns of Muslim Americans on everyday issues that matter most to our communities. I will include Muslims in my administration.

The Trump administration has banned people from several Muslim countries to come to the United States.

This Muslim organization is formally supporting Joe Biden.

(Women) Muslim members of Congress have also joined the organization in this support

Translation of the original text story seen on FB and website:

I will include Muslims in my administration: Joe Biden promises

Democratic presidential candidate Joe Biden has said if he becomes the President he will incorporate and listens to the ideas and concerns of Muslim Americans on everyday issues that matter most to the communities. "I will include Muslims in my administration."

He made these remarks he made while addressing an online event, titled Million Muslim Votes. The event was organized by an organization of American Muslims called Emgage Action.

It is worth mentioning that many elected American Muslims have announced their support for Joe Biden in the next presidential election in a letter to the organization. Among them are Minnesota Congressman Alhan Omar, Minnesota Attorney General Keith Ellison, and Indiana Member congressman Andre Carson.

"After Becoming President, I will try to address the suggestions and concerns of American Muslims in these everyday matters, listen to and act on what is important to our communities," Biden said. "If I have the honor of being your president, I will end the Muslim ban on day one."

Joe Biden was referring to the ban that the Trump administration imposed on citizens of certain Muslim countries coming to the United States.

"We all have the same basic beliefs. And I want to thank you for playing a key role in November elections this year. You are doing things that have never been done before. You are registering one million Muslims to vote in November. This is important. Your voice is your vote. Your vote is your voice. American Muslims' voice matters. I'm not asking for your vote because Donald Trump is not qualified for the presidency. I want to work with you in your partnership. I wish you are involved in decision making when we rebuild the nation," Senator Biden said.

The Muslim member of the U.S. Congress, Alhan Omar, was supporting Bernie Sanders earlier. But after his presidential campaign ended in April, she has been supporting Biden. The former vice president wants to mobilize Muslim voters in the presidential election. The number of Muslim voters in many key states can play a decisive role. In the upcoming presidential election, Muslim voters can play an important role in several States. In 2016, President Trump won Michigan by less than 11,000 votes. The State has 150,000 Muslim voters.

President Trump's administration has not only banned Muslim nationals from coming to the United States, but also withheld the nuclear deal with Iran. These decisions have been criticized by American Muslim leaders.

The end!

(b) (6)

VOA

Senior Advisor to the Director

330 Independence Ave., SW

Washington, DC 20237

(b) (6)

NOTICE: This e-mail message contains confidential, privileged information intended solely for the addressee. Please do not forward this message without permission. To maintain attorney-client confidentiality, this message should be distributed only within the agency to employees having a need for this information.

From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#); [Sam Dewey](#); [Diane Cullo](#)
Subject: FW: USAGM - Office of Security
Date: Tuesday, September 1, 2020 5:35:54 PM
Attachments: [MFR - Security BBG 08192020.rtf](#)
[ATT00001.htm](#)
Importance: High

From: (b) (6)
Sent: Tuesday, September 1, 2020 5:33 PM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: USAGM - Office of Security

FYI

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Tuesday, September 1, 2020 5:31:28 PM
To: (b) (6)
Subject: Fwd: USAGM - Office of Security

Hi (b) (6) This is from the pubaff mailbox.

Thanks

(b) (6)

From: (b) (6)
Sent: Saturday, August 29, 2020 11:52 AM
To: Public Affairs (b) (6)
Subject: USAGM - Office of Security

(b) (6) :

I have been following USAGM lately in the news and being a former USAGM/BBG Director of Security (2008-2014), I am compelled to provide the attached statement in order to provide clarity to some of the issues involving it's security program.

I have also sent a signed copy by mail in care of your name.

I would appreciate you forwarding it to CEO - Mr. Pack, your GC, COO - Mr. Mendez, Andrew Jansen and to any other individual in which has an official active

role in this process.

Please provide confirmation of receipt of this email.

Thanks and best regards,

(b) (6)
[Redacted signature block]

From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#); [Sam Dewey](#); [Diane Cullo](#)
Subject: FW: USAGM - Office of Security
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To: Public Affairs (b) (6)
Subject: USAGM - Office of Security

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role in this process.

Please provide confirmation of receipt of this email.

Thanks and best regards,

(b) (6)
[Redacted signature block]

From: [Frank Wuco](#)
To: [CEO2016; Emily Pauline Newman](#)
Subject: FW: USAGM Cleared Prints
Date: Friday, October 9, 2020 10:04:16 PM
Attachments: [image001.png](#)

Michael,

FYI, as you are handling the SSD moving forward, pushing this to you. The item below is connected, via the MOU to which the SSD and long term services were to be affixed. Until the MOU is executed, which was one of the subjects of the meeting cancelled this week, OPM will likely be hesitant to continue adjudicating our personnel.

-Frank

From: (b) (6)
Sent: Friday, October 9, 2020 8:00 PM
To: Frank Wuco (b) (6)
Cc: (b) (6)
Subject: FW: USAGM Cleared Prints

Good evening Mr. Wuco.

I hope you are well.

Please see the notes below. Are you expecting OPM to manage USAGM personnel in the clearance process?

Thank you.

(b) (6)

Facilities, Security & Emergency Management
U.S. Office of Personnel Management
1900 E St, NW Room 1300-L
Washington, DC 20415

(b) (6)

From: (b) (6)
Sent: Friday, October 9, 2020 6:15 PM

To: (b) (6) (b) (6)

Subject: Fwd: USAGM Cleared Prints

Not sure how to respond. I am not aware of anything being submitted.

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: October 9, 2020 at 4:47:49 PM EDT
To: (b) (6)
Subject: USAGM Cleared Prints

(b) (6)

I hope you are doing well. I was reaching out in regards to John Jagers, a new hire at USAGM, who was fingerprinted at OPM earlier this week in order to be cleared to work at USAGM. Do you know if he has been cleared yet?

Thank you so much,

(b) (6)

(b) (6)

Special Assistant and Director of Executive Office Operations
Office of the Chief Executive Officer (CEO)

(b) (6)



U.S. Agency for Global Media
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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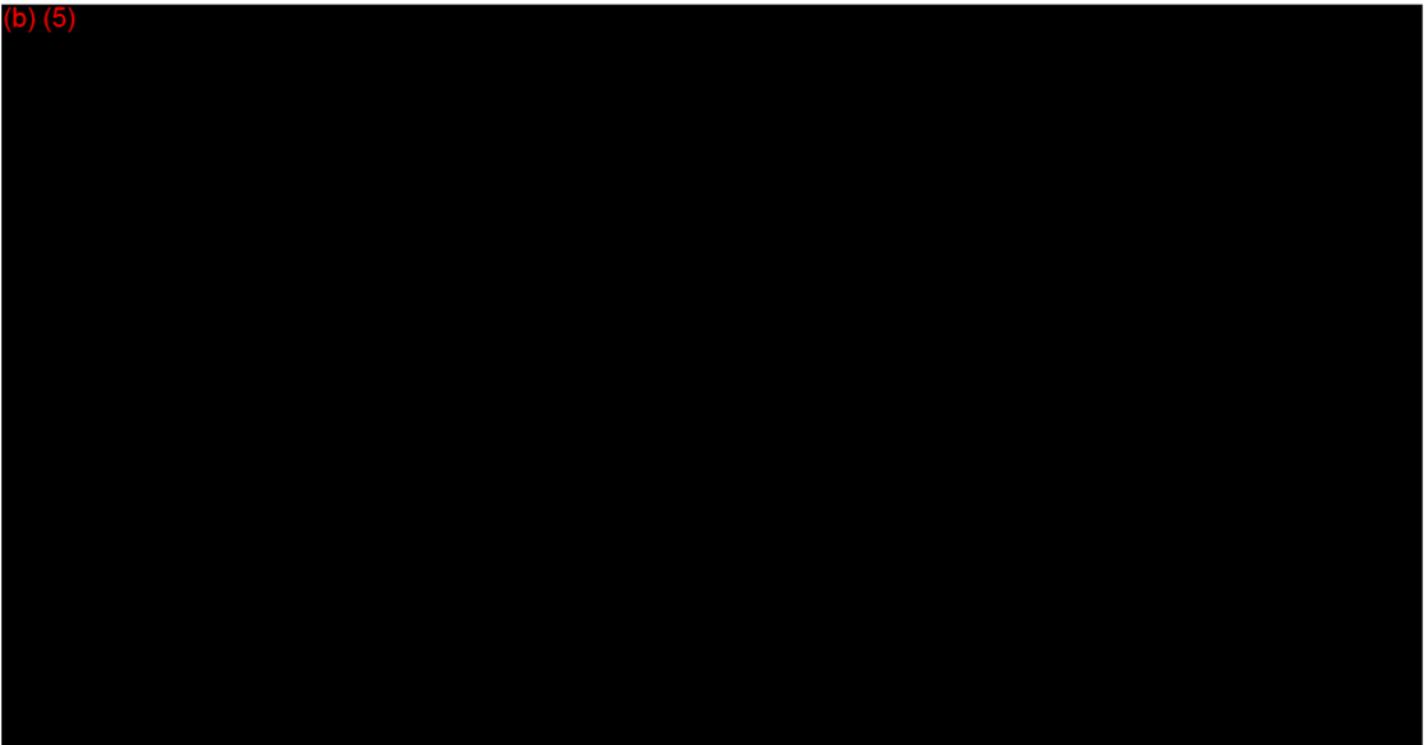
From: [Sam Dewey](#)
To: (b) (6)
Cc: [Emily Pauline Newman](#); [Morvared Namdarkhan](#)
Subject: FW: USAGM: CEO Declaration
Date: Monday, October 26, 2020 12:58:50 PM
Attachments: [Pack Declaration +mfk + cml + ch.docx](#)

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

(b) (6)

Happy to discuss.

(b) (5)



Best,

Sam

From: (b) (6)
Sent: Monday, October 26, 2020 12:49 PM
To: Sam Dewey (b) (6); (b) (6)



(b) (6)

Subject: RE: USAGM: CEO Declaration

(b) (5)

Regards,

(b) (6)

From: Sam Dewey (b) (6)

Sent: Monday, October 26, 2020 12:36 PM

To: (b) (6)

Subject: RE: USAGM: CEO Declaration

Importance: High

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

(b) (6)

(b) (5)

Best,

Sam

From: (b) (6)

Sent: Monday, October 26, 2020 11:44 AM

To: Sam Dewey (b) (6); (b) (6)

[Redacted]

Subject: RE: USAGM: CEO Declaration

Importance: High

(b) (5)

[Redacted]

(b) (5)

From: Sam Dewey (b) (6)

Sent: Sunday, October 25, 2020 5:26 PM

To: (b) (6)

Subject: USAGM: CEO Declaration

Importance: High

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

Gents:

(b) (5)

Best,

Sam

From: [Toni DeLancey](#)
To: [Jonathan Bronitsky](#); [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Thad Strom](#)
Subject: FW: USAGM: rollout
Date: Wednesday, July 29, 2020 4:20:03 PM
Attachments: [Roll-out Security Comms Strategy DRAFT072920_227pm.docx](#)

Team,

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

Thanks everyone,

Toni

From: Jonathan Bronitsky (b) (6) [Redacted]
Sent: Wednesday, July 29, 2020 3:10 PM
To: Toni DeLancey (b) (6) [Redacted]
Subject: Fwd: USAGM: rollout

From: Toni DeLancey (b) (6) [Redacted]
Sent: Wednesday, July 29, 2020 2:45:22 PM
To: Jonathan Bronitsky (b) (6) [Redacted]
Subject: RE: USAGM: rollout

Thanks, Jonathan.

Take a look at the attached.

This is NOT the best template but I can hopefully locate that one later in my files at home. I just don't have that template here.

Hopefully we can make do with this one for now. I can happily make any edits. Have I missed any

important pieces? Is this on the right track?

Thank you!

Toni

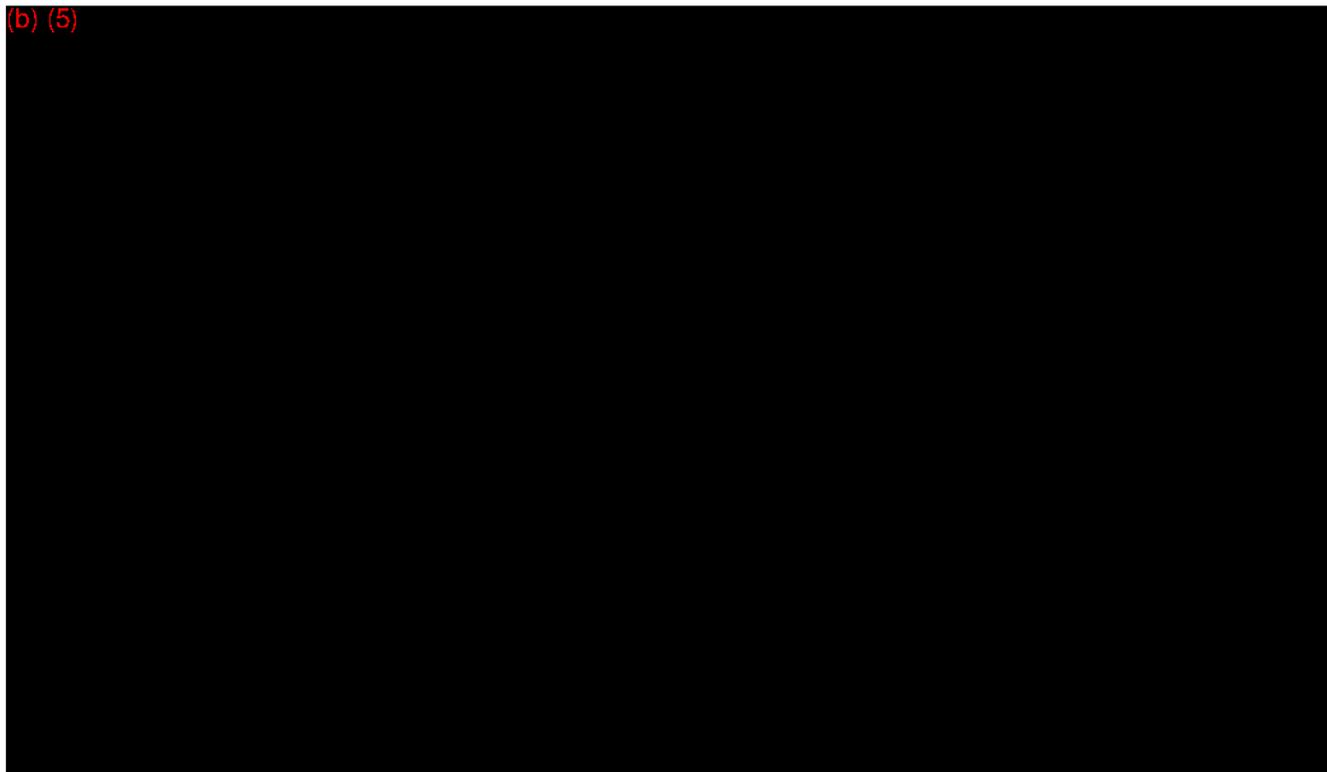
From: Jonathan Bronitsky (b) (6)
Sent: Wednesday, July 29, 2020 1:18 PM
To: Toni DeLancey (b) (6)
Subject: FW: USAGM: rollout

Toni, I'm forwarding this message as well, just in case the attachments didn't go through previously.

From: (b) (6)
Sent: Wednesday, July 29, 2020 12:52 PM
To: Jonathan Bronitsky (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: USAGM: rollout

Thanks for sending. Think this is a good start! Attached are my edits and thoughts.

(b) (5)



(b) (6)
The White House, Office of Management and Budget
(b) (6)

(b) (6)

From: Jonathan Bronitsky (b) (6)
Sent: Wednesday, July 29, 2020 11:24 AM
To: CEO2016 (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6); (b) (6)
Subject: USAGM: rollout

PRE-DECISIONAL AND DELIBERATIVE PROCESS

(b) (5)

JB

From: [Sam Dewey](#)
To: [Emily Pauline Newman](#); [Morvared Namdarkhan](#)
Subject: FW: USAGM: security rollout (drafts)
Date: Friday, July 31, 2020 1:38:31 PM

Has Michael signed the authorization?

Best,

Sam

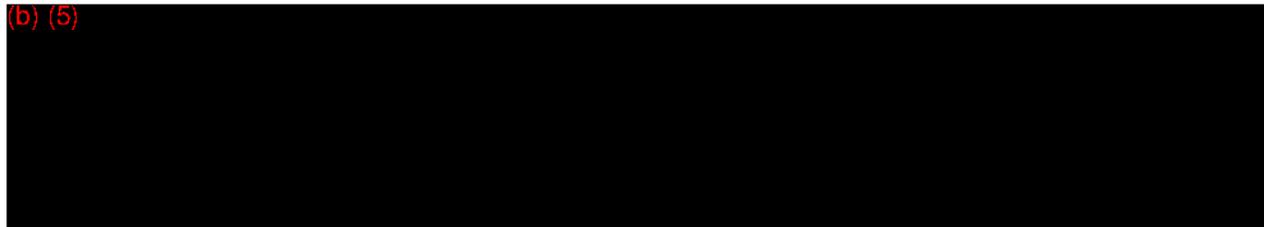
From: (b) (6)
Sent: Friday, July 31, 2020 1:25 PM
To: Jonathan Bronitsky (b) (6); Diane Cullo (b) (6); Toni DeLancey (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); Morvared Namdarkhan (b) (6); Sam Dewey (b) (6)
Subject: RE: USAGM: security rollout (drafts)

Can you also send the report over for me to share w the reporters I'm talking to? I'll keep you updated as they share interest

From: Jonathan Bronitsky (b) (6)
Sent: Thursday, July 30, 2020 8:01 PM
To: Diane Cullo (b) (6); Toni DeLancey (b) (6); CEO2016 (b) (6); Emily Pauline Newman (b) (6); (b) (6); (b) (6); Morvared Namdarkhan (b) (6); Sam Dewey (b) (6)
Subject: USAGM: security rollout (drafts)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

(b) (5)



Sincerely,
JBB

From: [Frank Wuco](#)
To: [Emily Pauline Newman](#)
Subject: FW: USAGM-OPM Personnel Security Coordination Call
Date: Monday, October 19, 2020 11:24:08 AM

Again, (b) (6) and (b) (6).

From: (b) (6)
Sent: Monday, October 19, 2020 11:05 AM
To: Frank Wuco (b) (6)
Subject: Meeting Forward Notification: USAGM-OPM Personnel Security Coordination Call

Your meeting was forwarded

(b) (6) has forwarded your meeting request to additional people.

Meeting

USAGM-OPM Personnel Security Coordination Call

Meeting Time

Monday, October 19, 2020 12:00 PM - Monday, October 19, 2020 1:00 PM

Recipients

(b) (6)

All times listed are in the following time zone: (UTC-05:00) Eastern Time (US & Canada)

From: [Emily Pauline Newman](#)
To: [Andre Mendes](#); [Michael B. Williams](#) (b) (6)
Cc: [Diane Cullo](#) (b) (6)
Subject: FW: VOA J-1 Visa and Permanent Residence Requests
Date: Wednesday, June 24, 2020 1:42:00 PM
Attachments: [Time Sensitive J-1 Visa Extension Request for VOA](#) (b) (6) .msg
[Time Sensitive J-1 Visa Extension Request for VOA](#) (b) (6) .msg
[Permanent Residency Sponsorship Request for VOA](#) (b) (6) .msg

Andre & Michael:

Please see below.

As discussed, Oanh should not be using the CEO Office list serve, and this type of information should flow up the chain through her direct report only, not the entire front office (plus whomever is included on this list serve). Please ensure this is addressed again today.

Additionally, it remains unclear to me why Oanh is involved in this matter at all. Who typically handles these types of requests? This is a process question that may require further consideration.

Thank you,
Emily

From: Oanh Tran (b) (6)
Sent: Wednesday, June 24, 2020 1:25 PM
To: [Diane Cullo](#) (b) (6); [Emily Pauline Newman](#) (b) (6)
Cc: CEO Office (b) (6)
Subject: VOA J-1 Visa and Permanent Residence Requests

Hi Diane/Emily,

Just wanted to check back with you on VOA's requests to either extend J-1 visa or sponsor permanent residency for the following employees:

- J-1 visa extension for VOA (b) (6)
- J-1 visa extension for VOA (b) (6)
- Permanent Residency Sponsorship for VOA (b) (6)

For your convenience, I've attached the emails again.

VOA is worried about the two J-1 visa holders—(b) (6) is on an expired visa and (b) (6) visa will expire on July 26.

Please let us know soon the status of the above individuals.

Many thanks!

From: [Emily Pauline Newman](#)
To: [Andre Mendes](#); [Michael B. Williams](#) (b) (6)
Cc: [Diane Cullo](#) (b) (6)
Subject: FW: VOA J-1 Visa and Permanent Residence Requests
Date: Wednesday, June 24, 2020 1:42:00 PM
Attachments: [Time Sensitive J-1 Visa Extension Request for VOA](#) (b) (6).msg
[Time Sensitive J-1 Visa Extension Request for VOA](#) (b) (6).msg
[Permanent Residency Sponsorship Request for VOA](#) (b) (6).msg

Andre & Michael:

Please see below.

As discussed, Oanh should not be using the CEO Office list serve, and this type of information should flow up the chain through her direct report only, not the entire front office (plus whomever is included on this list serve). Please ensure this is addressed again today.

Additionally, it remains unclear to me why Oanh is involved in this matter at all. Who typically handles these types of requests? This is a process question that may require further consideration.

Thank you,
Emily

From: Oanh Tran (b) (6)
Sent: Wednesday, June 24, 2020 1:25 PM
To: [Diane Cullo](#) (b) (6); [Emily Pauline Newman](#) (b) (6)
Cc: CEO Office (b) (6)
Subject: VOA J-1 Visa and Permanent Residence Requests

Hi Diane/Emily,

Just wanted to check back with you on VOA's requests to either extend J-1 visa or sponsor permanent residency for the following employees:

- J-1 visa extension for VOA (b) (6)
- J-1 visa extension for VOA (b) (6)
- Permanent Residency Sponsorship for VOA (b) (6)

For your convenience, I've attached the emails again.

VOA is worried about the two J-1 visa holders—(b) (6) is on an expired visa and (b) (6) visa will expire on July 26.

Please let us know soon the status of the above individuals.

Many thanks!

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#) (b) (6)
Subject: FW: VOA J-1 Visa Extension and Permanent Resident Sponsorship Requests
Date: Tuesday, July 14, 2020 2:01:00 PM
Attachments: [J1 VISA EXTENSION MEMO - \(FTE\) \(b\) \(6\) - VOAPPI.pdf](#)
[J1 Visa Extension Memo - \(b\) \(6\) - July 10 2020.pdf](#)
[Permanent Resident Memo \(b\) \(6\) .pdf](#)
[J1 Visa Extension Memo - \(b\) \(6\) .pdf](#)

Please ensure that Marie and her team are putting together a single comprehensive document for our review. This remains non-negotiable. We cannot conduct reasonable assessments with this these types of one off emails. Marie should not be clearing these materials or sending via Oanh until we get this information. She needs to provide the document we've asked for directly to you for our review.

From: Oanh Tran (b) (6)
Sent: Tuesday, July 14, 2020 1:54 PM
To: [Diane Cullo](#) (b) (6); [Emily Pauline Newman](#) (b) (6)
Cc: CEO Office (b) (6)
Subject: VOA J-1 Visa Extension and Permanent Resident Sponsorship Requests

Diane/Emily,

Attached please find requests from VOA to extend J-1 visa for the following Personal Service Contractors (PSC) and to sponsor one contractor for Permanent Resident. Also attached is a request to extend J-1 visa for one Full Time Employee (FTE).

- J-1 visa extension for VOA (b) (6) – Visa expires 8/6/2020. Note, VOA is also requesting to sponsor (b) (6) for Permanent Residency, and the request is still with you.
- J-1 visa extension for VOA (b) (6) – Visa expires 10/25/2020.
- J-1 visa extension and Permanent Resident sponsorship for VOA (b) (6) – Visa expires 7/18/202.

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: FW: VOA news story on USAGM security lapses
Date: Tuesday, August 4, 2020 2:28:26 PM

FYA

From: (b) (6)
Sent: Tuesday, August 4, 2020 2:22 PM
To: Jonathan Bronitsky (b) (6)
Cc: (b) (6)
Subject: FW: VOA news story on USAGM security lapses

Jonathan, pls see VOA news email below.

From: (b) (6)
Sent: Tuesday, August 4, 2020 2:20 PM
To: (b) (6)
Cc: VOA Newsroom Duty Editors (b) (6); (b) (6)
Subject: VOA news story on USAGM security lapses

Hi (b) (6)

Good afternoon. VOA is reporting on the OPM report that USAGM released today and we have several followup questions if you can please direct them to the appropriate people.

- The report contains a warning that it must not be released to the public without prior authorization. Who authorized the publication of the report?
- Several times the report names the USAGM head of security as well as other agency staff for failing to follow up on previous OPM recommendations. Are any USAGM employees facing disciplinary action as a result of the report's findings?
- The report states "OPM will take steps to revoke USAGM's adjudicative and other delegated authority ... OPM does not intend to grant delegated investigative authority to USAGM"

What does that mean for the day-to-day functioning of USAGM and its entities? Are any employees being told not to report to work until the any or all of the 19 issues identified in the report are resolved?

- What impact have the issues identified in the report had on the quality or accuracy of information and other content distributed by UASGM and its entities?

The report states USAGM conducted 1,527 investigations "under expired delegated authority" and that new investigations have been scheduled for 314 individuals.

But the report also states USAGM only has 1,412 employees.

So, how many USAGM employees have been properly investigated? And how many employees are working without having been investigated properly? Is there a breakdown for the different entities?

Thanks for your time,

(b) (6)

Assignment Editor

VOA News Center

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: FW: VOA news story on USAGM security lapses
Date: Tuesday, August 4, 2020 2:28:26 PM

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So, how many USAGM employees have been properly investigated? And how many employees are working without having been investigated properly? Is there a breakdown for the different entities?

Thanks for your time,

(b) (6)

Assignment Editor

VOA News Center

To: [Frank Wuco](#) (b) (6)
Cc: [CE02016](#)
Subject: FW: VOA Urgency -- Hausa, Spanish Contract/Programming
Date: Thursday, September 10, 2020 1:45:59 PM

This is very troubling and counterproductive.

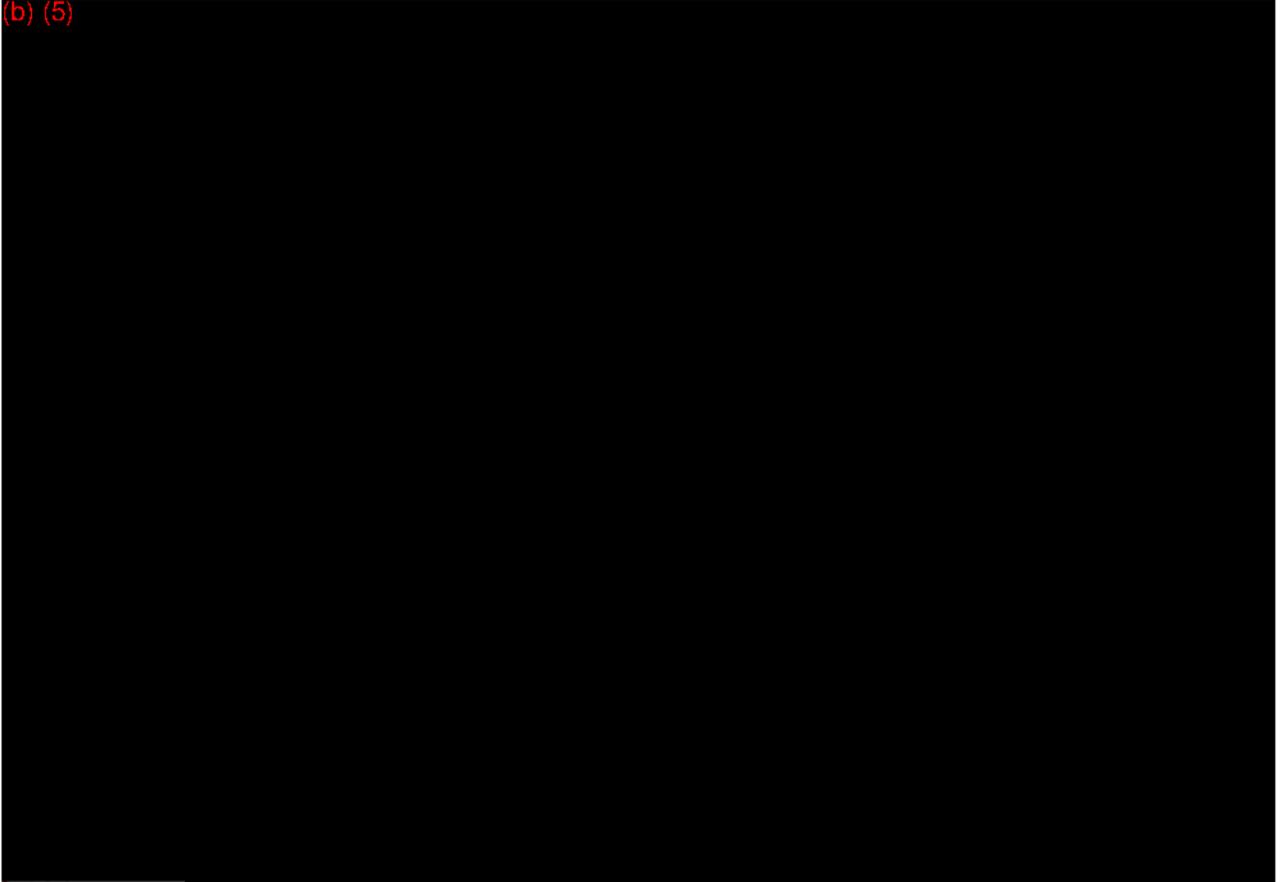
(b) (5)



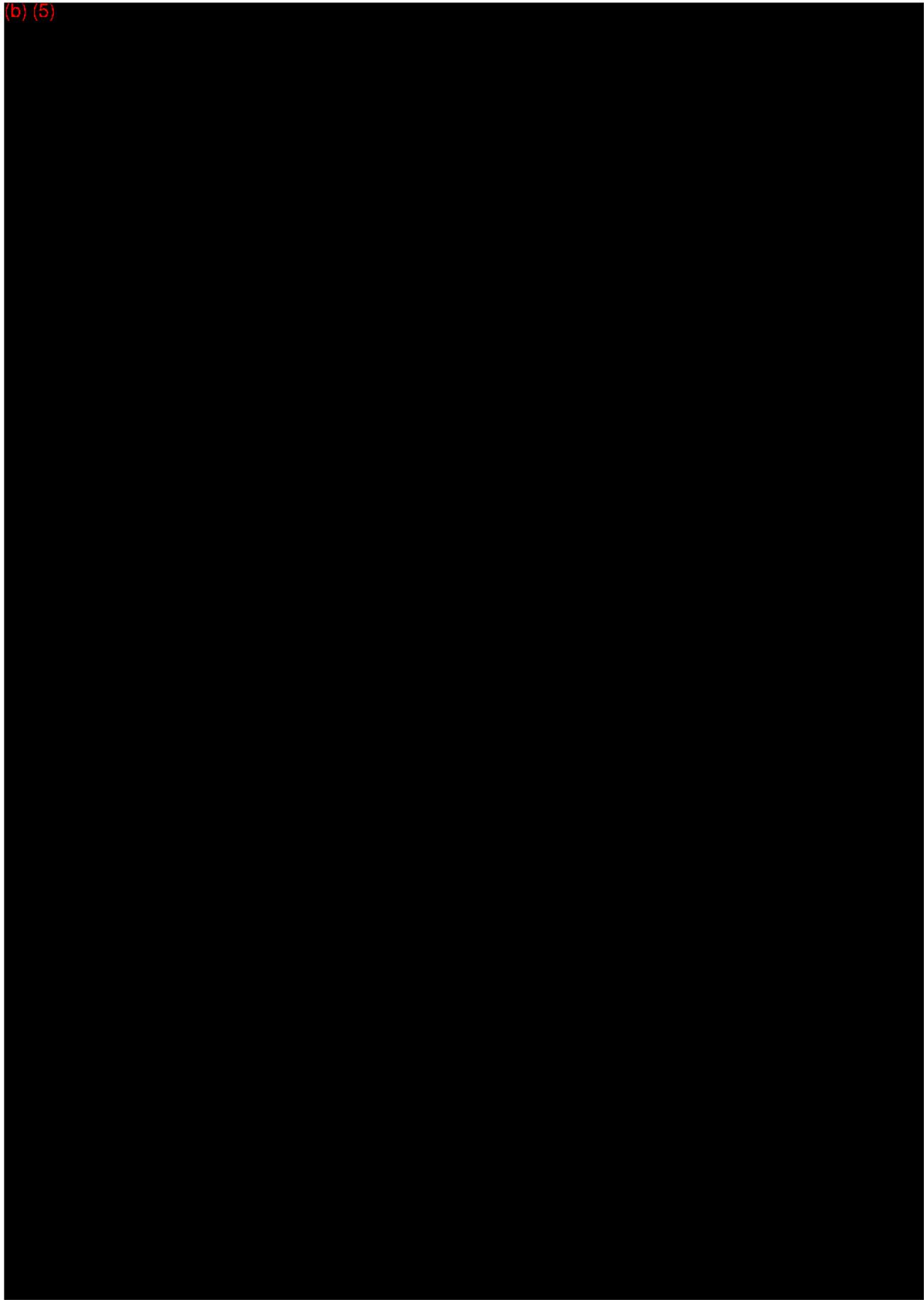
From: Elez Biberaj (b) (6)
Sent: Thursday, September 10, 2020 11:16 AM
To: Michael Pack (b) (6)
Cc: Frank Wuco (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Kelu Chao (b) (6); (b) (6)
Elez Biberaj (b) (6)
Subject: VOA Urgency -- Hausa, Spanish Contract/Programming

Michael:

(b) (5)



(b) (5)



(b) (5)



Thank you.
Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237

(b) (6)

Mobile

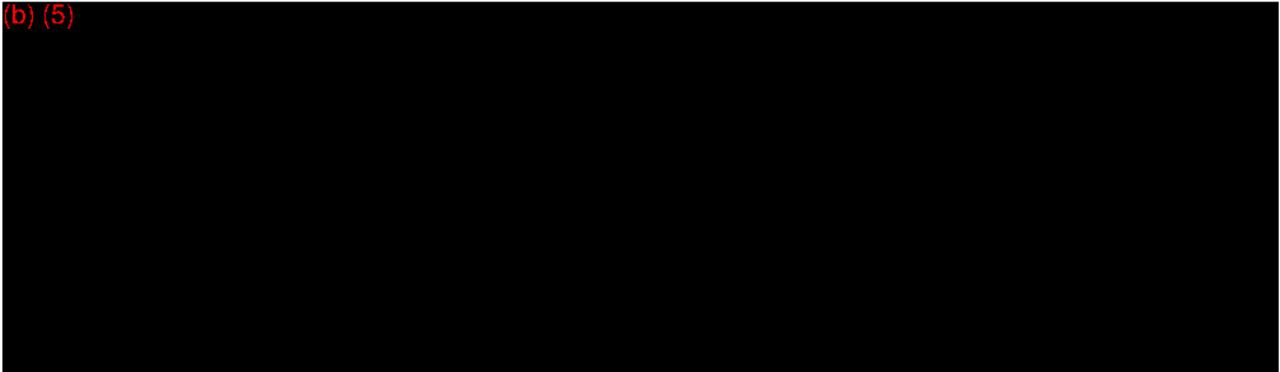
(b) (6)



A Free Press Matters

From: [Emily Pauline Newman](#)
To: [CEO2016; Frank Wuco](#) (b) (6)
Subject: FW: VOA Urgency -- Hausa, Spanish Contract/Programming
Date: Thursday, September 10, 2020 1:47:00 PM

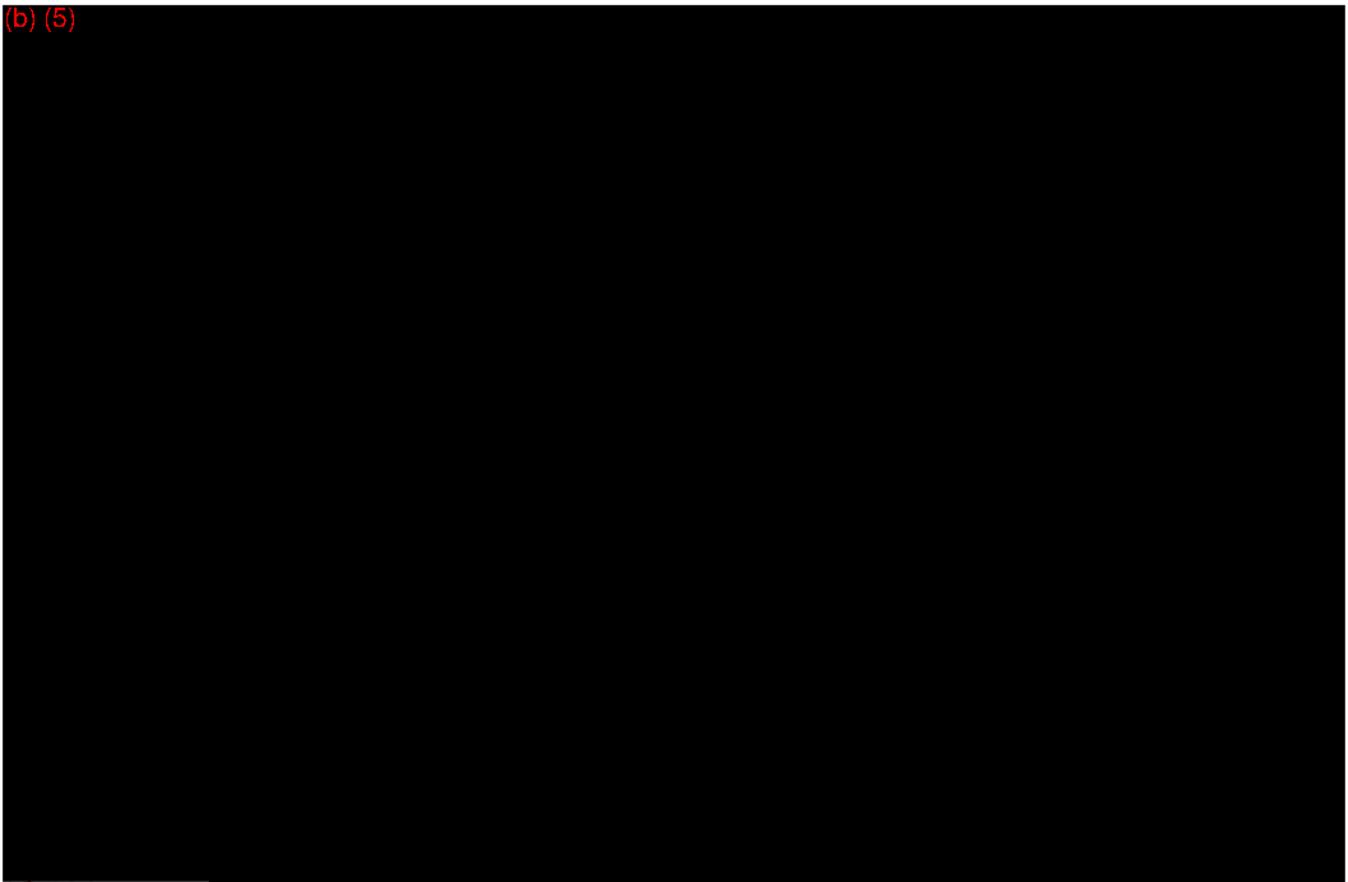
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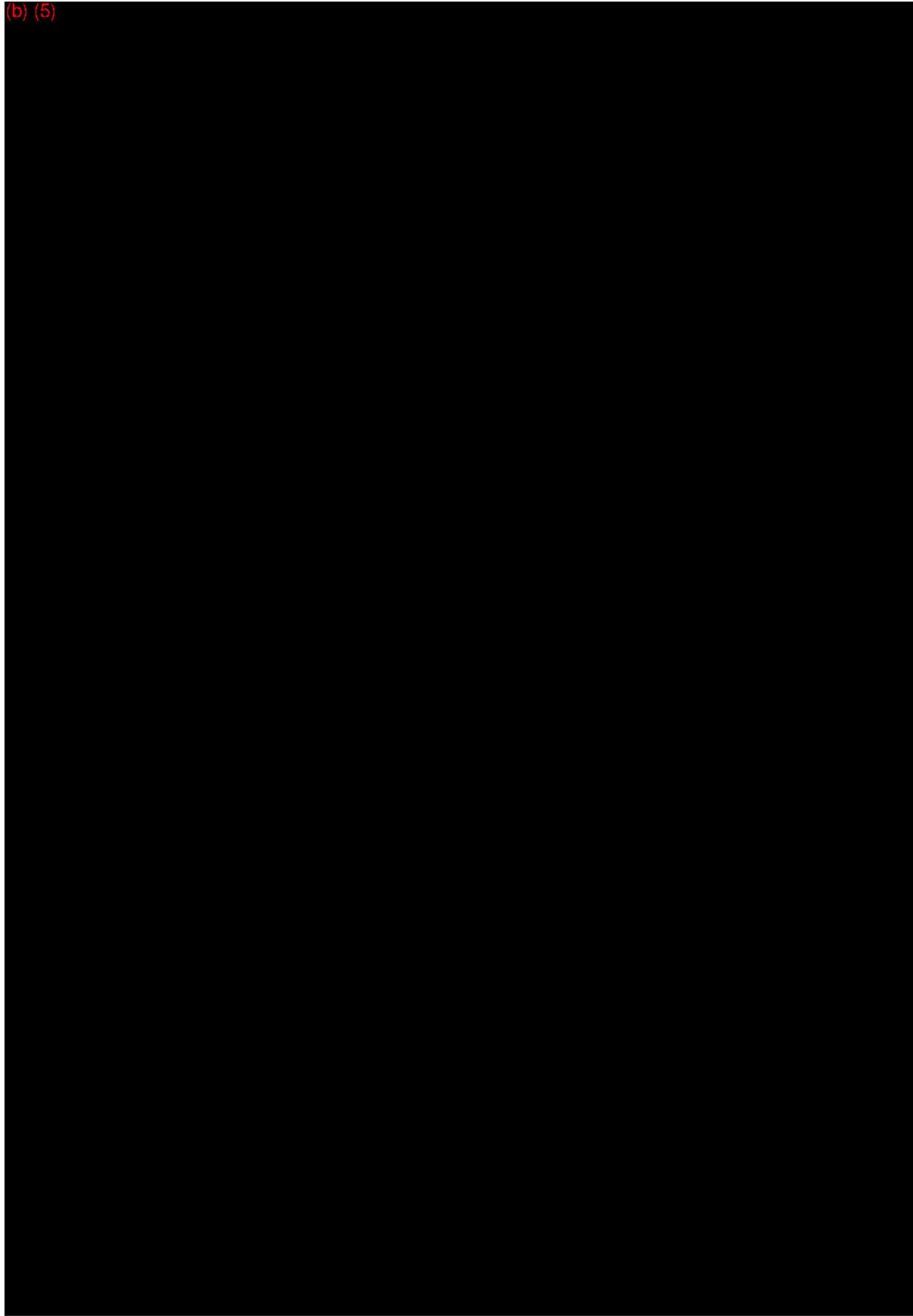
From: Elez Biberaj (b) (6)
Sent: Thursday, September 10, 2020 11:16 AM
To: Michael Pack (b) (6)
Cc: Frank Wuco (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Kelu Chao (b) (6); (b) (6); Elez Biberaj (b) (6)
Subject: VOA Urgency -- Hausa, Spanish Contract/Programming

Michael:

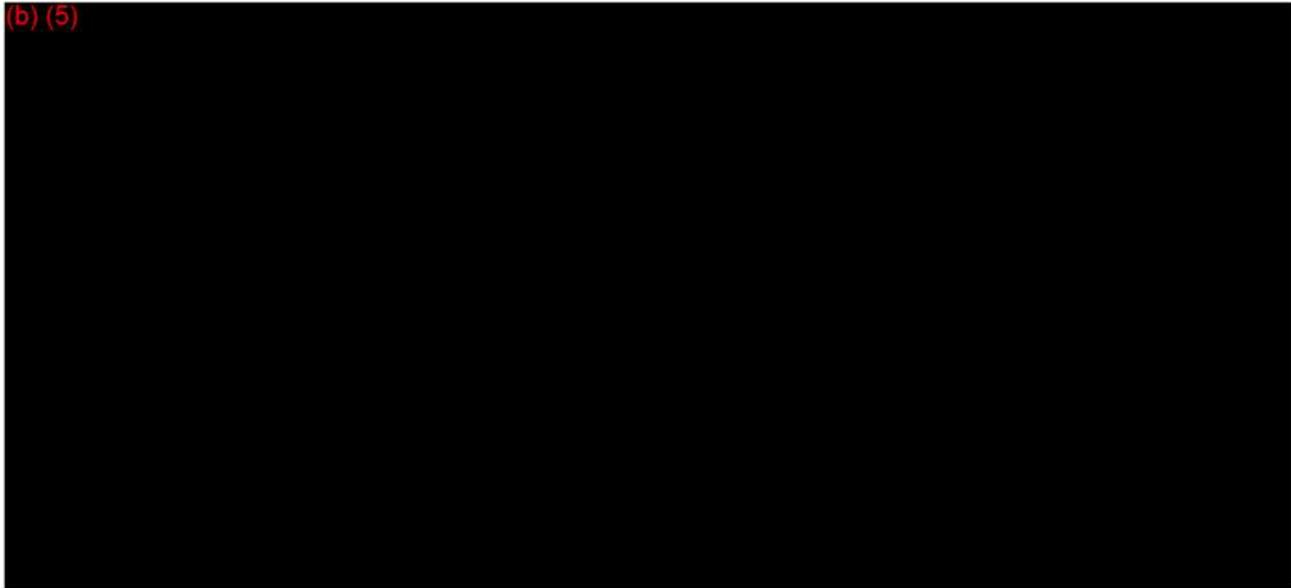
(b) (5)



(b) (5)



(b) (5)



Thank you.
Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237

(b) (6)

(b) (6)



A Free Press Matters

From: [Emily Pauline Newman](#)
To: [Frank Wuco \(b\) \(6\)](#); [Sam Dewey \(b\) \(6\)](#)
Subject: FW: VOA's Highest Priorities: Vacancies / Contracts
Date: Wednesday, September 2, 2020 11:33:00 PM
Attachments: [image001.png](#)
[VOA Hiring Priorities \(August 27 2020\) FINAL \(v.3\).xlsx](#)
[ALPHA_ROSTER_VOA_08_28_2020.xlsx](#)
[Outlook-f2dplwq3.png](#)

From: (b) (6)
Sent: Tuesday, September 1, 2020 3:51 PM
To: Toni DeLancey (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Cc: Elez Biberaj (b) (6); (b) (6)
Subject: Fw: VOA's Highest Priorities: Vacancies / Contracts

Toni, Emily and Diane,

As a follow-up to your request for information regarding VOA's vacancies, the employment status of all VOA FTE's and the most pressing issues facing VOA contracts, please find two Excels attached.

In response to your request outlined in your message of August 21 below (Item a) I have attached an Excel document titled (VOA Hiring Priorities). This Excel lists the vacancies we consider VOA's highest priorities. The most important TAB is TAB 1.

VOA's vacancy needs are vast and far reaching. We have several divisions that will experience program disruption as the result of the freeze on hiring and personnel actions as well as the non-renewal of J-1 Visas.

The list was culled by VOA Programming from the priorities identified by each of VOA's divisions. The first tab lists about 57 important positions that we would like to fill right away. The Excel also provides rationales that justify why each is on the Highest Priority List.

This excel *also* provides a division by division accounting of its specific needs as identified in each of the Tabs. *Again, Tab 1 reflects VOA's most urgent needs.*

Below is a brief summary of the number of positions in each major category which we have broken down in 5 categories below.

1. Management positions to fill (4)
2. Supervisory/Editorial Team Lead positions to fill (16)
3. Keeping Critical Programs on the Air positions to fill (32)
4. Program Support positions to fill (2)
5. Temporary Detail positions to fill (3)

Please find the complete list that includes both FTE and PSC positions attached.

In response to **(Item c)** of your message, we have attached the Alpha Roster of all VOA (FTE) employees and their employment status.

Regarding **(Item b)** identified as "any need not reflected in the vacancies", Here are some of our top issues:

1. Latin America:

We gave notice to the LatAm POVS that were funded through Monday August 31st that they needed to stop working by midnight on that day. These are the POVS that have contracts with option years. We request that we be allowed to exercise the option on these contracts. If we do not, because of the loss of manpower, we will need to eliminate digital coverage for the weekends and substantially reduce digital coverage weeknights, as well as social media coverage. Affiliate coverage has been cancelled for the weekends and we can only provide minimal coverage weeknights. We will also need to reduce some programming content.

This approval will only extend contracts with individuals who are currently working with VOA. This will not bring any new individuals on to work at the VOA. We have included a list of those actions requiring approval below, they are on the Share Point Critical Contracts list.

2. SCA Stringers:

The call orders for SCA Domestic Stringers expire Monday August 31st. VOA would like to exercise the option to extend these existing contracts. This does not involve hiring new individuals, just keeping current contractors on board. SCA relies on these contractors to provide content for programming. If they are not renewed, this will affect our ability to cover domestic news events. If this is not approved, they will lose 13 domestic stringers.

3. VOA PR Contractor:

The VOA PR Office has one contractor whose contract expired a few weeks ago. We are requesting permission to extend exercise the option on this contract. This would not be a new hire, simply keeping contract support on board. This individual is principally responsible for the digital communications component of the VOA Public Relations Office. The agency uses these forms of communication to reach external stakeholders about VOA's critical programming and initiatives that support USAGM's strategic goals and objectives. In addition, this position is responsible for reviewing, researching and developing responses to hundreds of one-time VOA content usage requests by domestic and international news and information outlets. This is a congressionally-mandated task performed in coordination with the VOA Editor for News Standards and Best Practices. Interruption of this contract has affected VOA's ability to inform outside stakeholder and fulfill external requests.

4. The Eurasia Division:

The division is awaiting approval of their request for a (b) (4) Story Hunter contract request. This will enable the division to continue producing content for their various programs.

I hope this information provides you with the information you are seeking. Please advise if you would like to schedule a meeting to discuss in more detail. Thank you.

(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – Suite 3360-I
Washington, DC 20237
(b) (6) Business



From: Toni DeLancey (b) (6)
Sent: Friday, August 21, 2020 4:32 PM

To: (b) (6)

Subject: RE: VOA Vacancies

Hi there, (b) (6) :

I'd love to be able to meet together with you on Monday! Thanks so much for the invite.

Here's what Emily Newman has requested however, prior to our meeting.

She told me that she has mentioned to Elez previously that she would like to have the following materials first prior to meeting. Do you think you guys could provide?

1. Breakdown of staffing of all of your offices and language divisions including
 - a. Vacancies
 - b. Any needs not reflected in vacancies
 - c. Employment Status of the people there

If you are able to get this to us, let's update the meeting for Monday to include Diane and Emily. I am also happy to answer any questions you may have also. I'm so sorry if you didn't receive this breakdown of information and for any confusion on the request.

Hope you have a wonderful weekend and feel free to call on me anytime.

Thank you,

Toni DeLancey, Ph.D.

Senior Advisor

Office of the Chief Executive Officer (CEO)

Office: (b) (6) | Mobile: (b) (6) | Email: (b) (6)



U.S. Agency for Global Media
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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-----Original Appointment-----

From: (b) (6)

Sent: Friday, August 21, 2020 10:21 AM

To: (b) (6); Toni DeLancey; (b) (6)

Subject: VOA Vacancies

When: Monday, August 24, 2020 1:00 PM-1:20 PM (UTC-05:00) Eastern Time (US & Canada).

Where:

All,

Let's have a brief huddle and meet & greet to discuss the information on VOA vacancy priorities list requested by the USAGM CEO. If this time is inconvenient, kindly offer an alternative. Thank you.

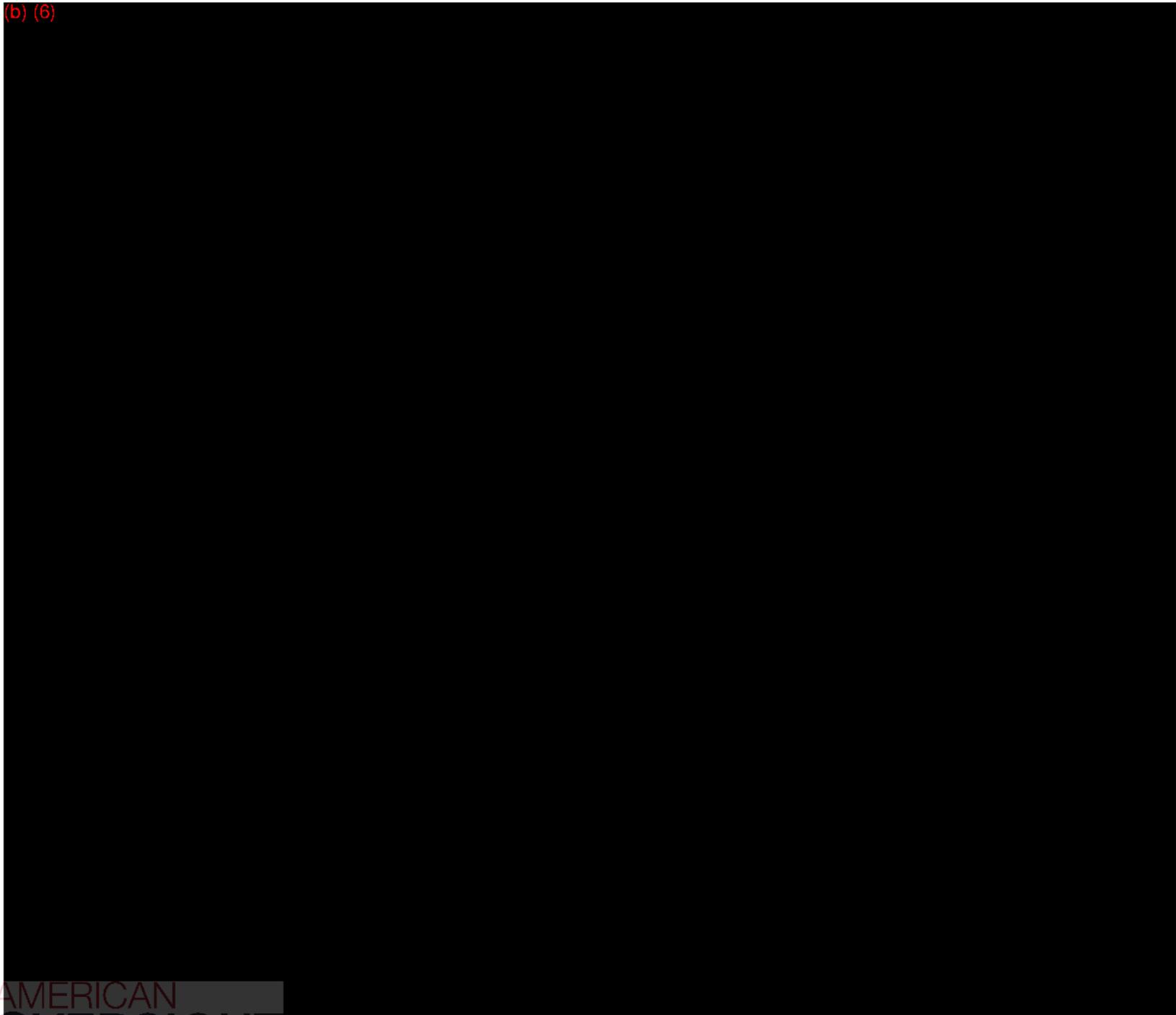
[Join Microsoft Teams Meeting](#)

(b) (6) United States, New York City (Toll)

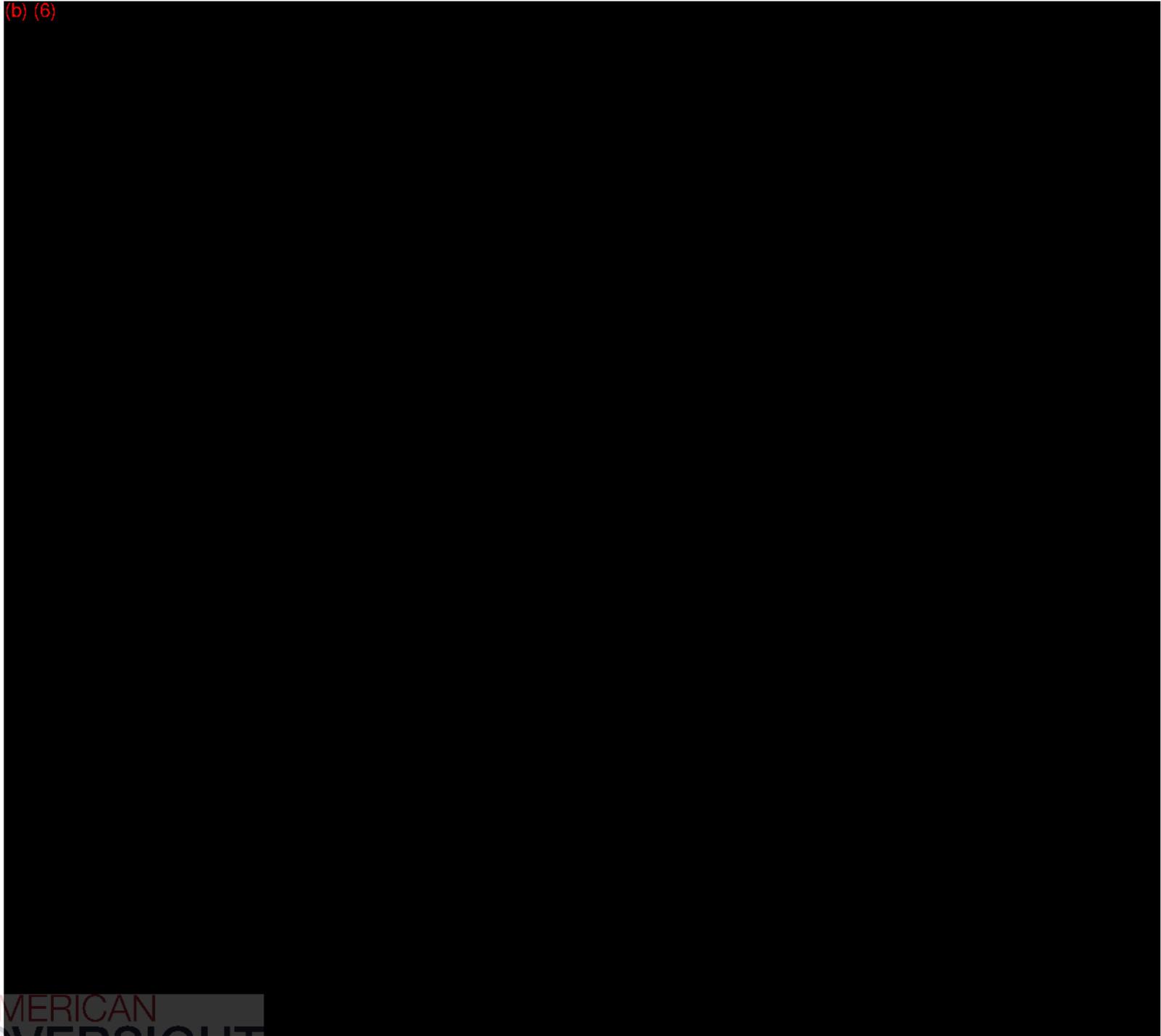
Conference ID: (b) (6)

[Local numbers](#) | [Reset PIN](#) | [Learn more about Teams](#) | [Meeting options](#)

(b) (6)



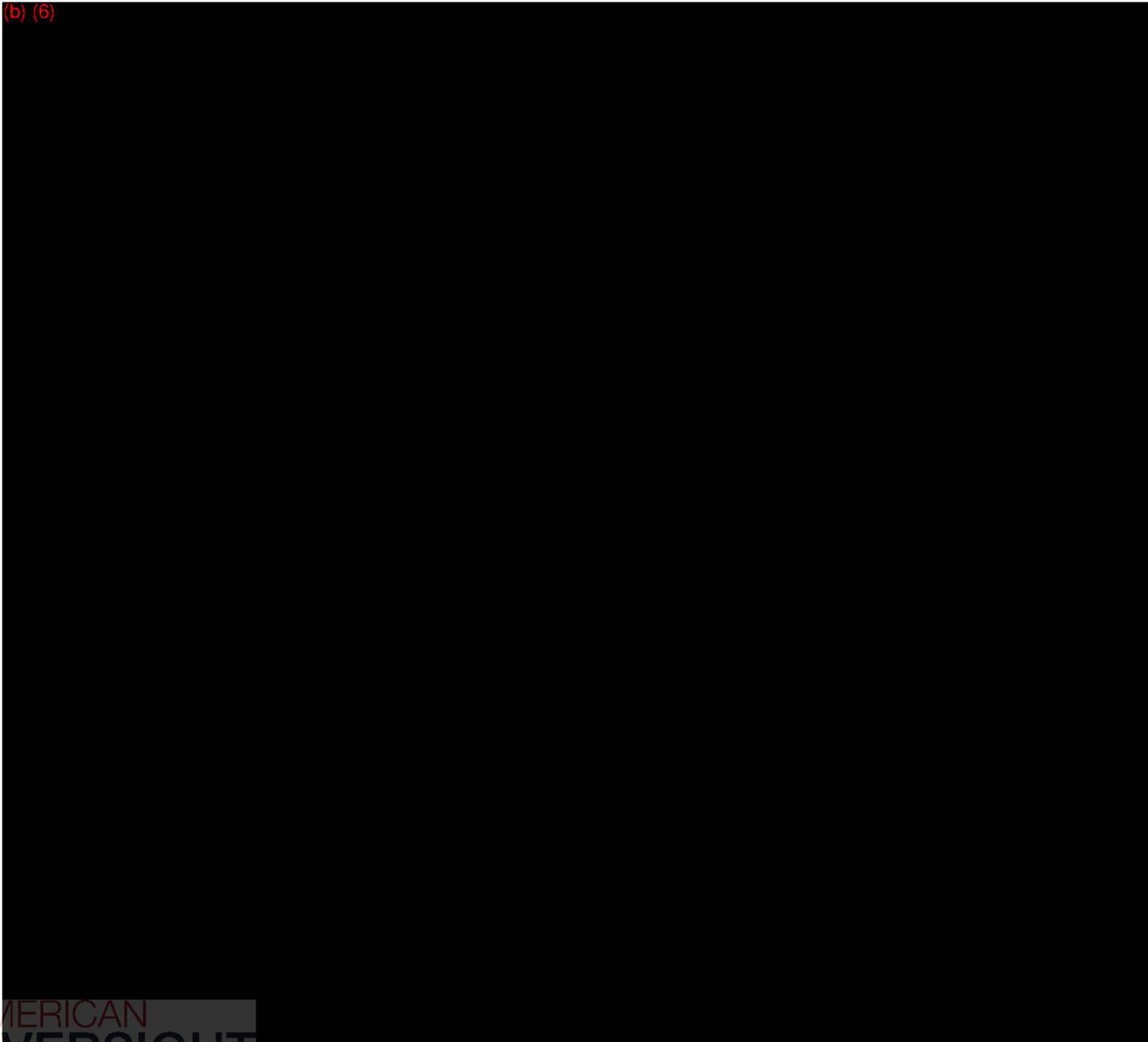
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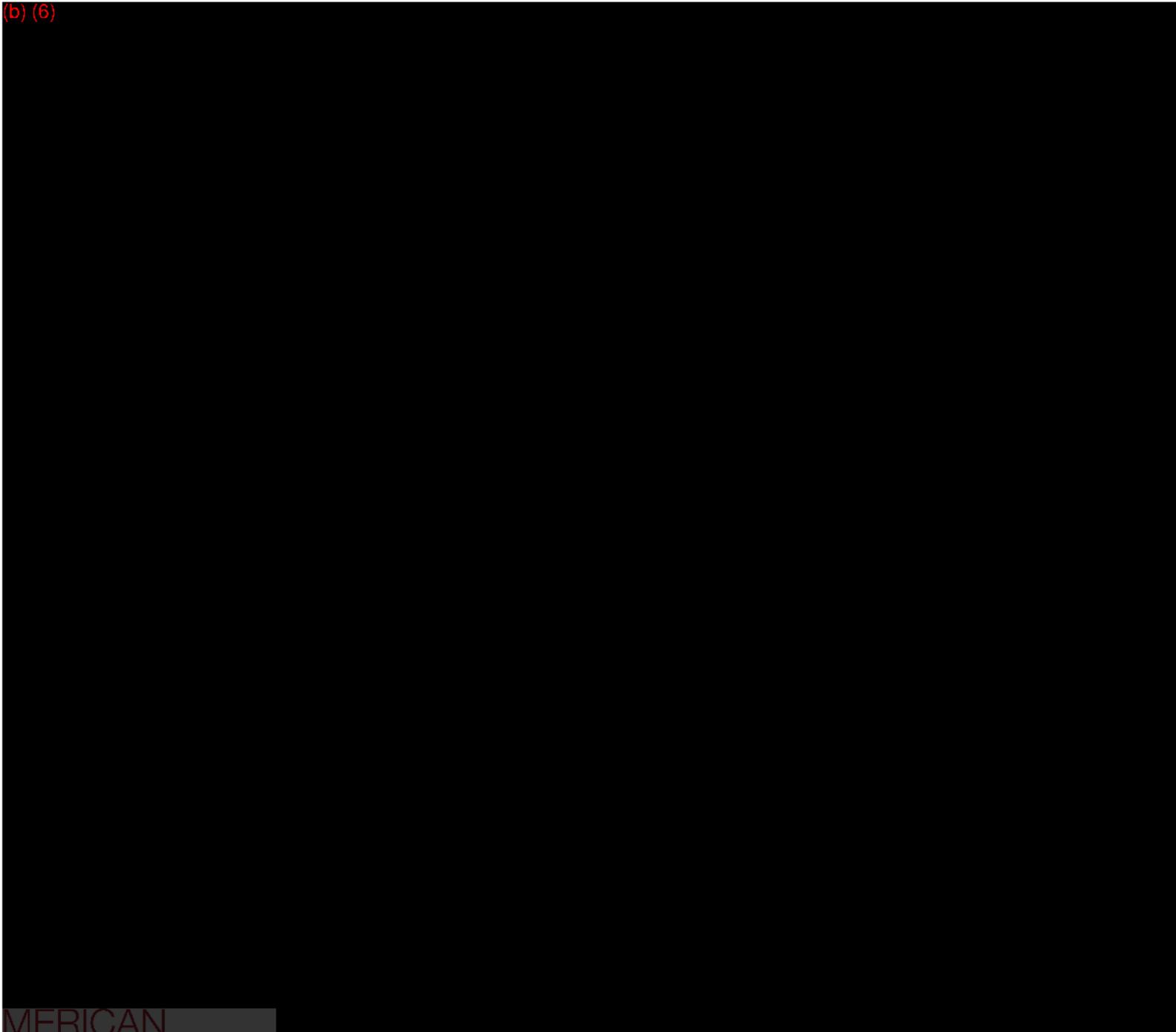
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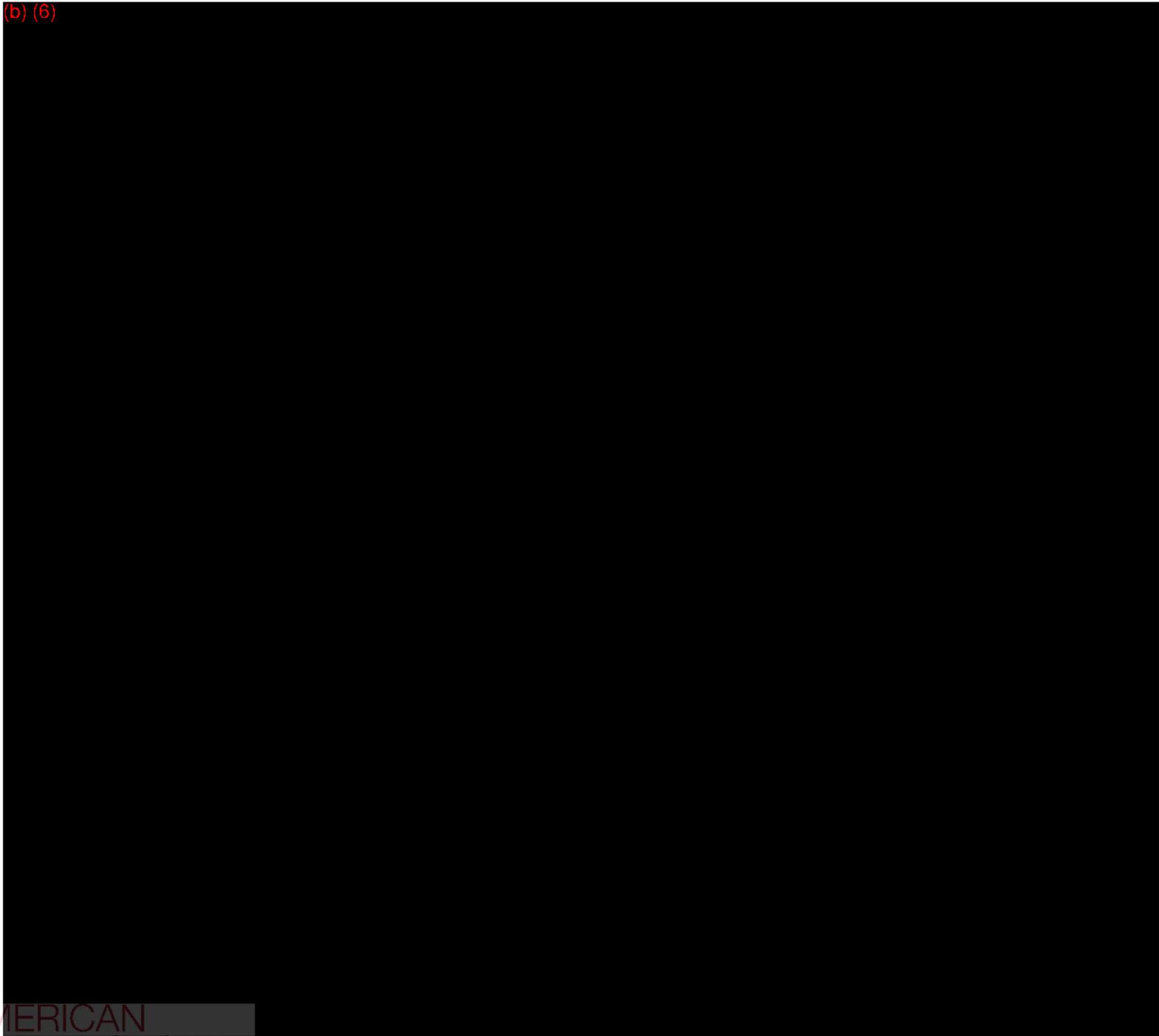
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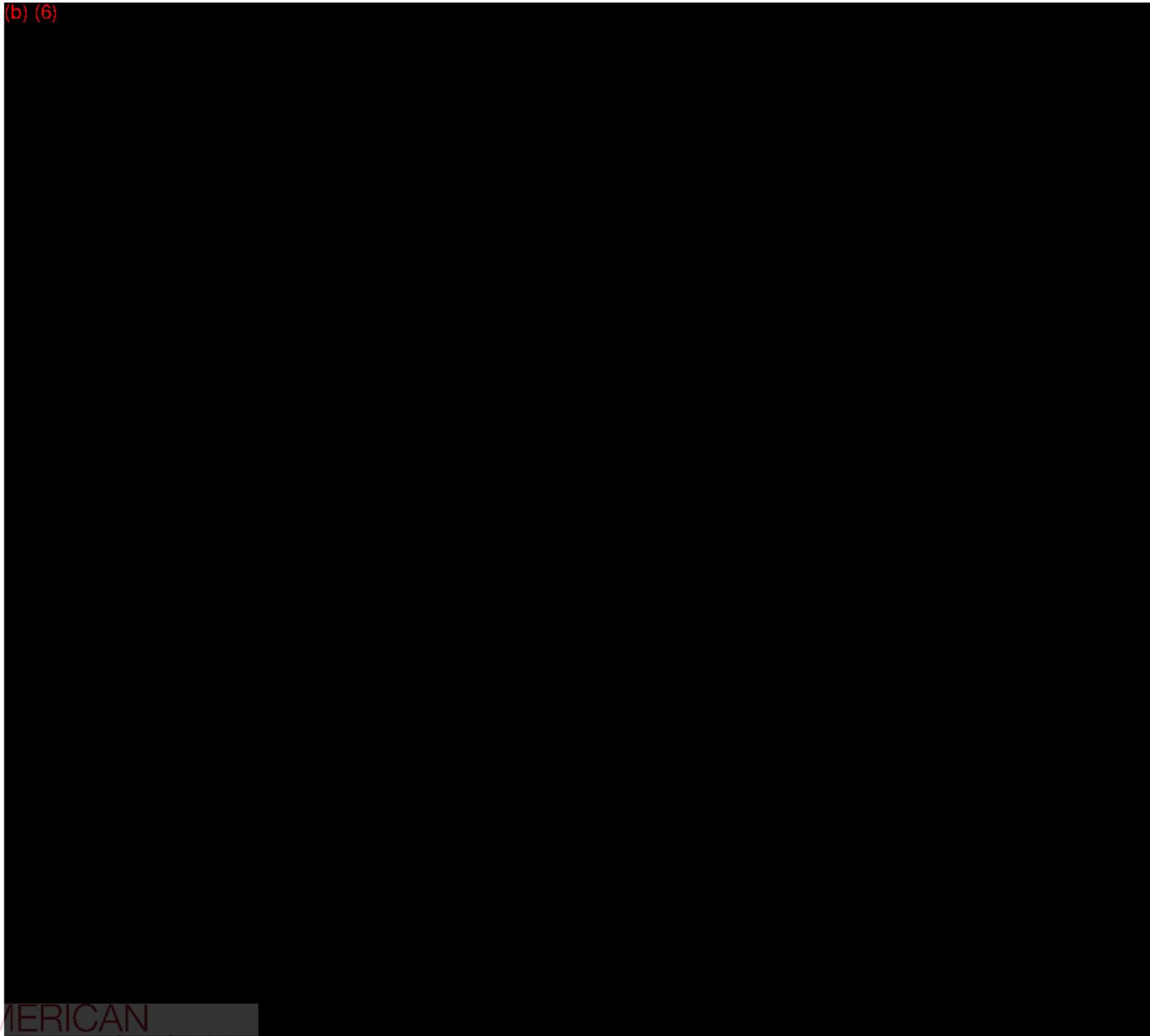
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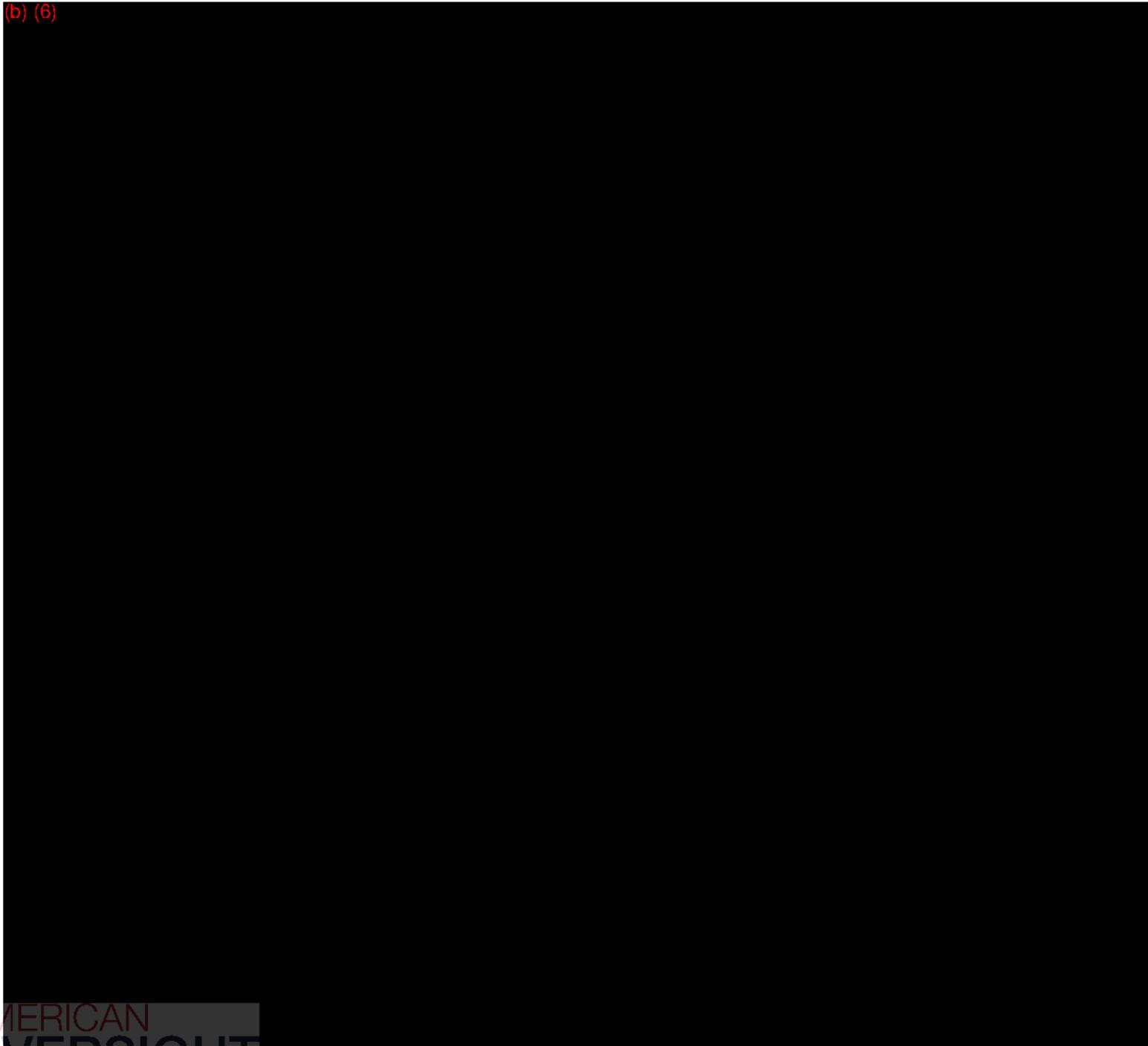
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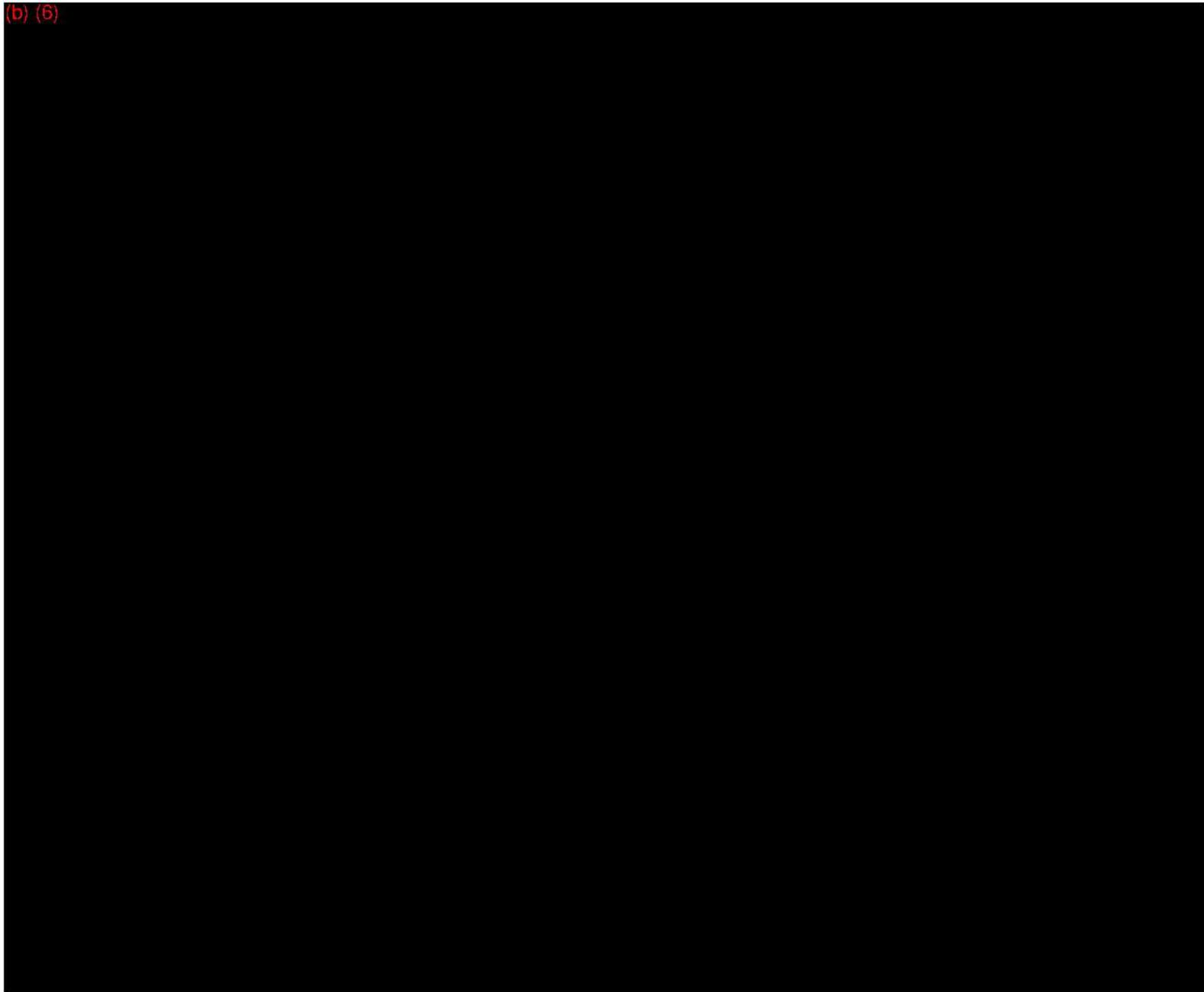
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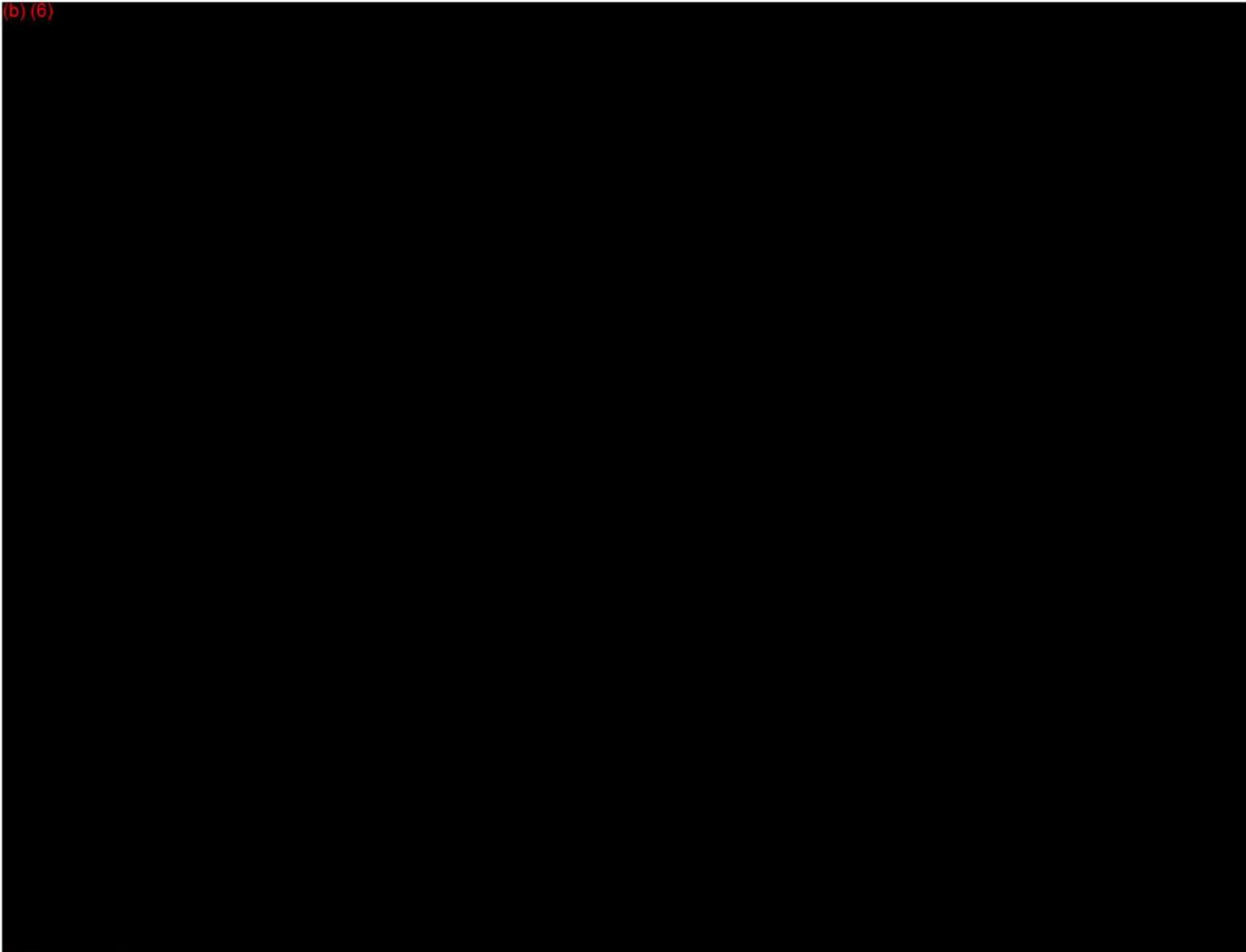
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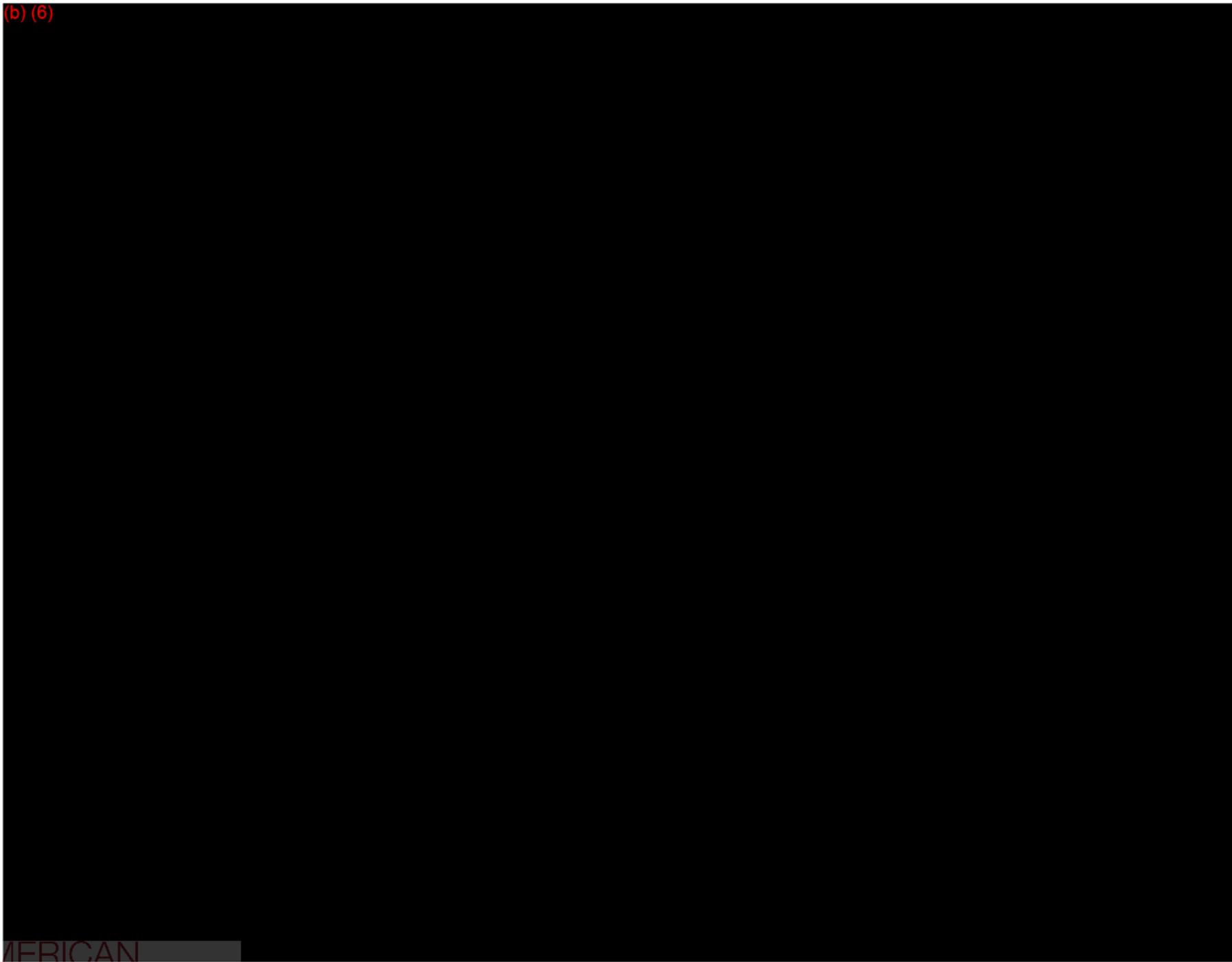
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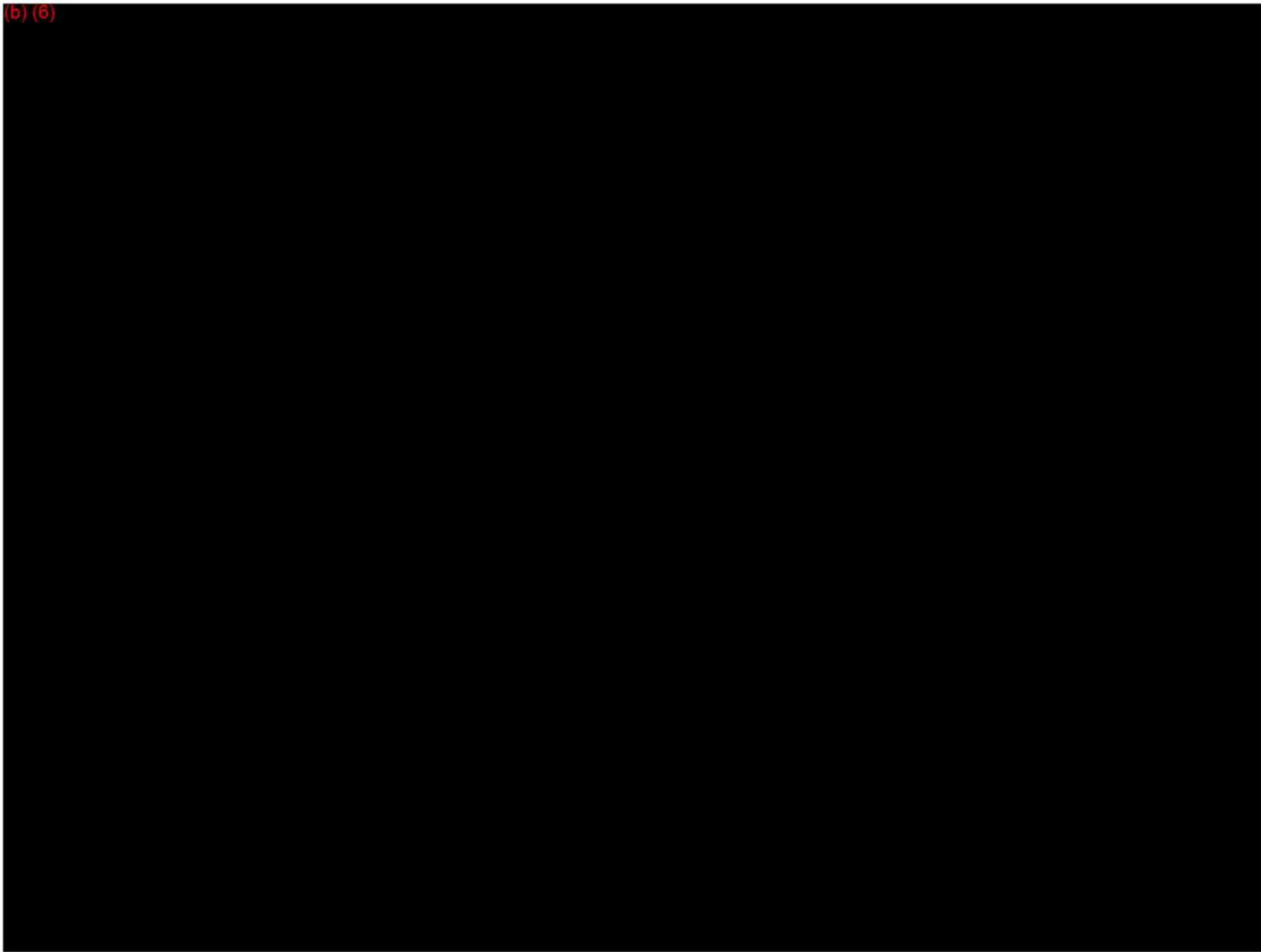
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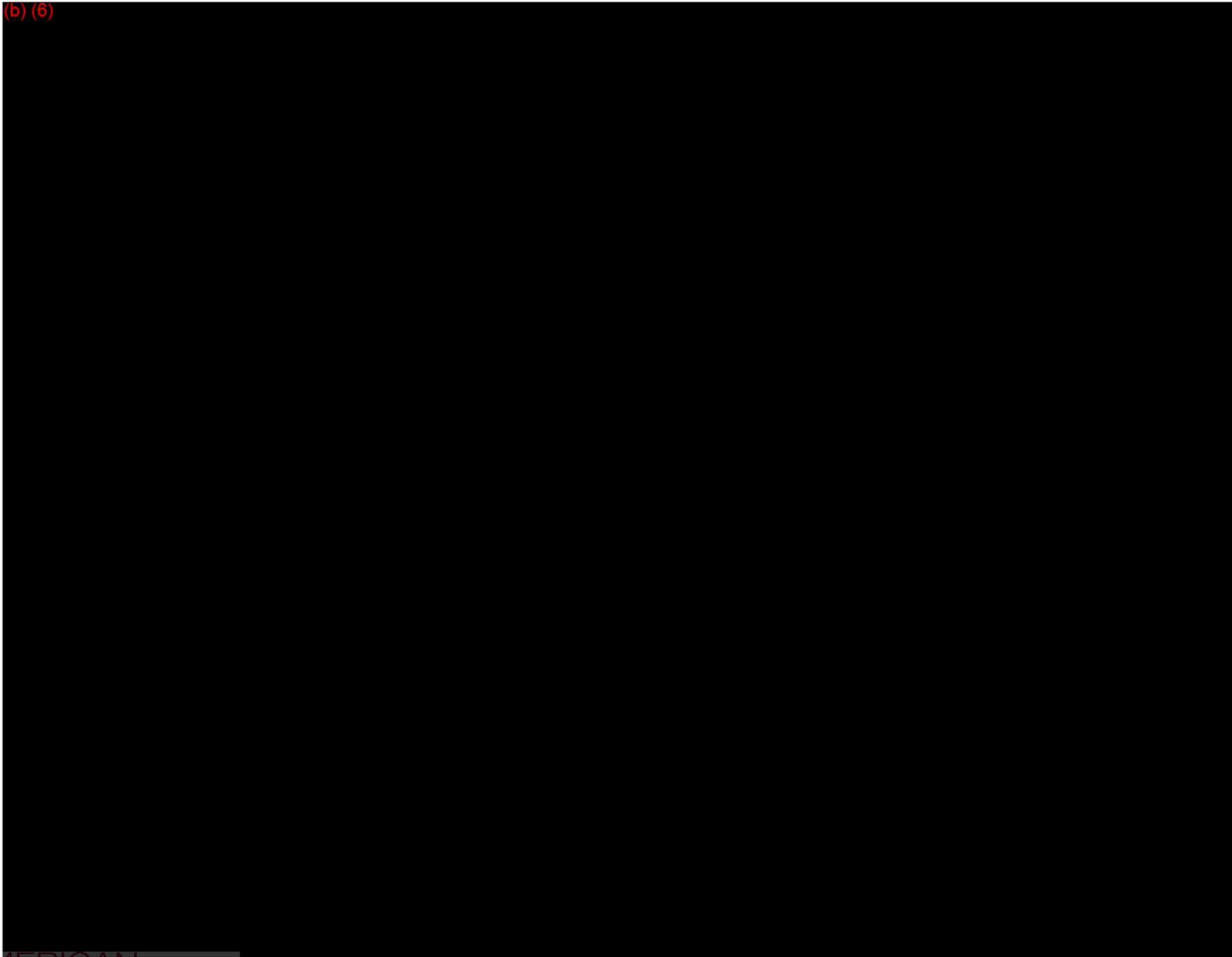
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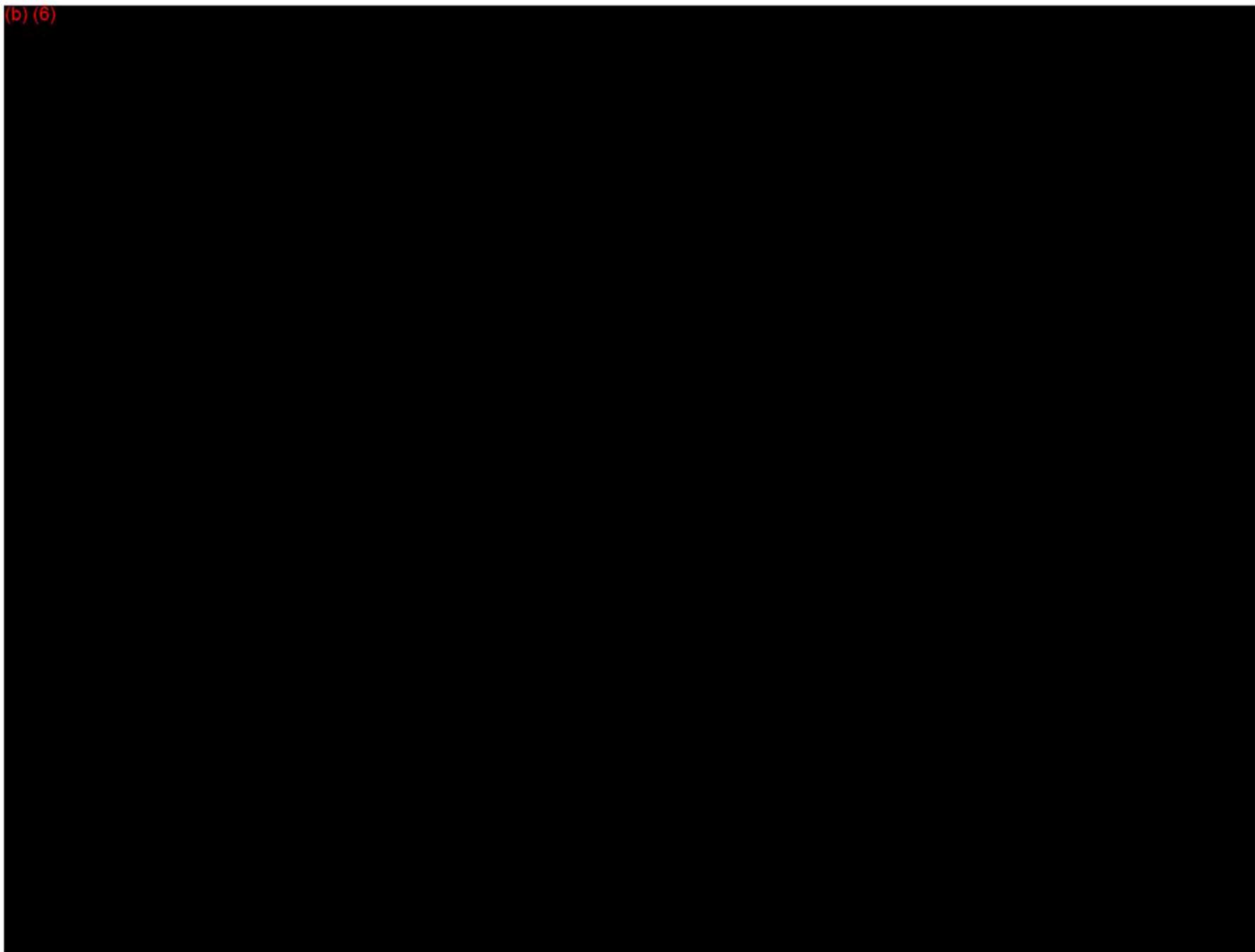
(b) (6)



(b) (6)



(b) (6)



From: (b) (6)
To: [Toni Delancey](#); [Emily Pauline Newman](#); [Diane Cullio](#)
Cc: [Fiez Biberai](#); (b) (6)
Subject: Fw: VOA's Highest Priorities: Vacancies / Contracts
Date: Tuesday, September 1, 2020 3:50:58 PM
Attachments: [image001.png](#)
[VOA Hiring Priorities \(August 27 2020\) FINAL \(v.3\).xlsx](#)
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[Outlook-f2dplwo3.png](#)

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(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – Suite 3360-I
Washington, DC 20237
(b) (6) Business



From: Toni DeLancey (b) (6)
Sent: Friday, August 21, 2020 4:32 PM
To: (b) (6)
Subject: RE: VOA Vacancies

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Thank you,

Toni DeLancey, Ph.D.

Senior Advisor

Office of the Chief Executive Officer (CEO)

Office: (b) (6) | Mobile: (b) (6) | Email: (b) (6)



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330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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-----Original Appointment-----

From: (b) (6)

Sent: Friday, August 21, 2020 10:21 AM

To: (b) (6); Toni DeLancey; (b) (6)

Subject: VOA Vacancies

When: Monday, August 24, 2020 1:00 PM-1:20 PM (UTC-05:00) Eastern Time (US & Canada).

Where:

All,

Let's have a brief huddle and meet & greet to discuss the information on VOA vacancy priorities list requested by the USAGM CEO. If this time is inconvenient, kindly offer an alternative. Thank you.

[Join Microsoft Teams Meeting](#)

(b) (6) United States, New York City (Toll)

Conference ID: (b) (6)

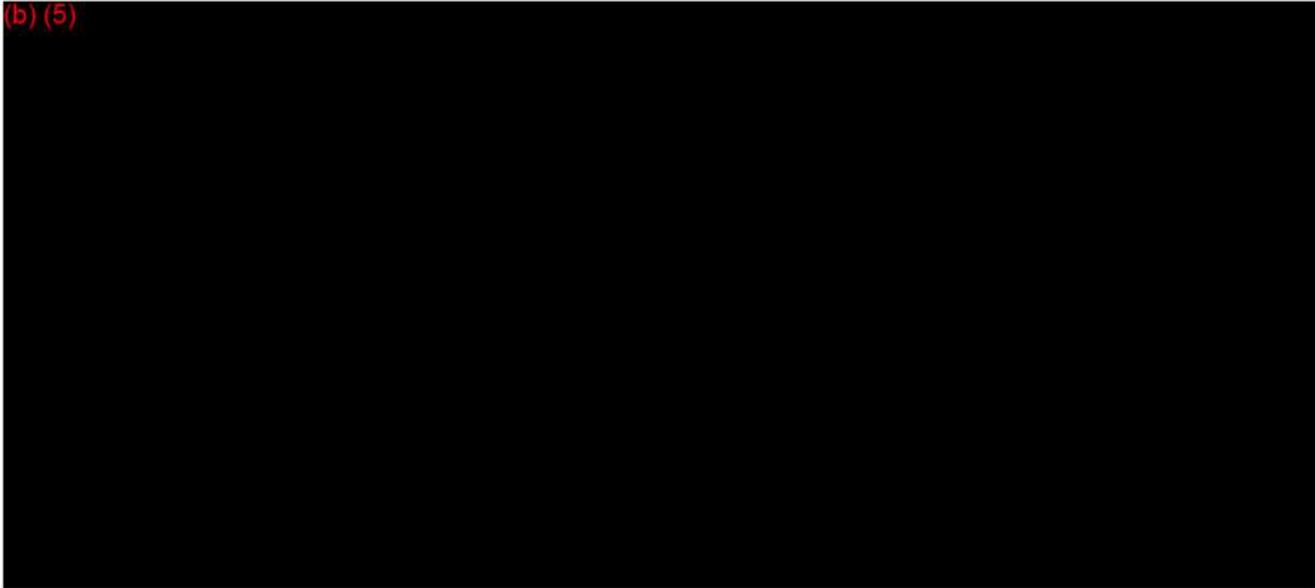
[Local numbers](#) | [Reset PIN](#) | [Learn more about Teams](#) | [Meeting options](#)

From: [Frank Wuco](#)
To: [Chris Luer](#)
Cc: [Sam Dewey](#); [Morvared Namdarkhan](#); [Emily Pauline Newman](#)
Subject: FW: Waivers for Foreigners
Date: Wednesday, October 28, 2020 5:47:06 PM
Importance: High

PRE-DECISIONAL//DELIBERATIVE
SENSITIVE INVESTIGATIVE MATERIAL
NO FOIA//NO PUBLIC RELEASE
ATTORNEY-CLIENT PRIVILEGE//ATTORNEY WORK PRODUCT
NO DISSEMINATION BEYOND RECIPIENTS AND U.S. DEPARTMENT OF STATE OFFICE OF SECURITY
AND OFFICE OF INSPECTOR GENERAL WITHOUT ORIGINATOR APPROVAL

Chris,

(b) (5)

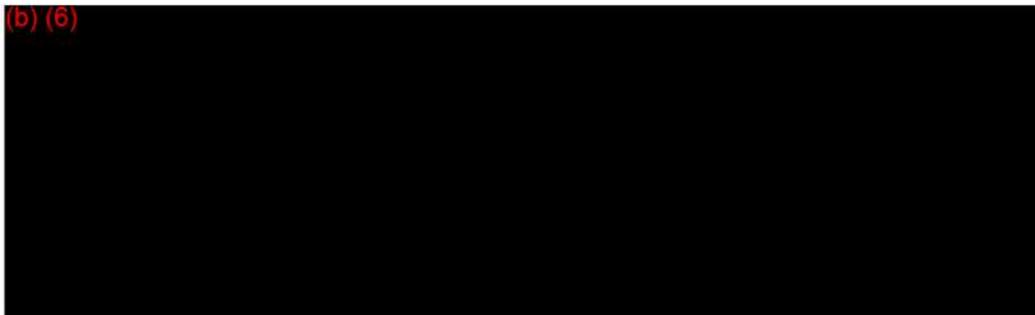


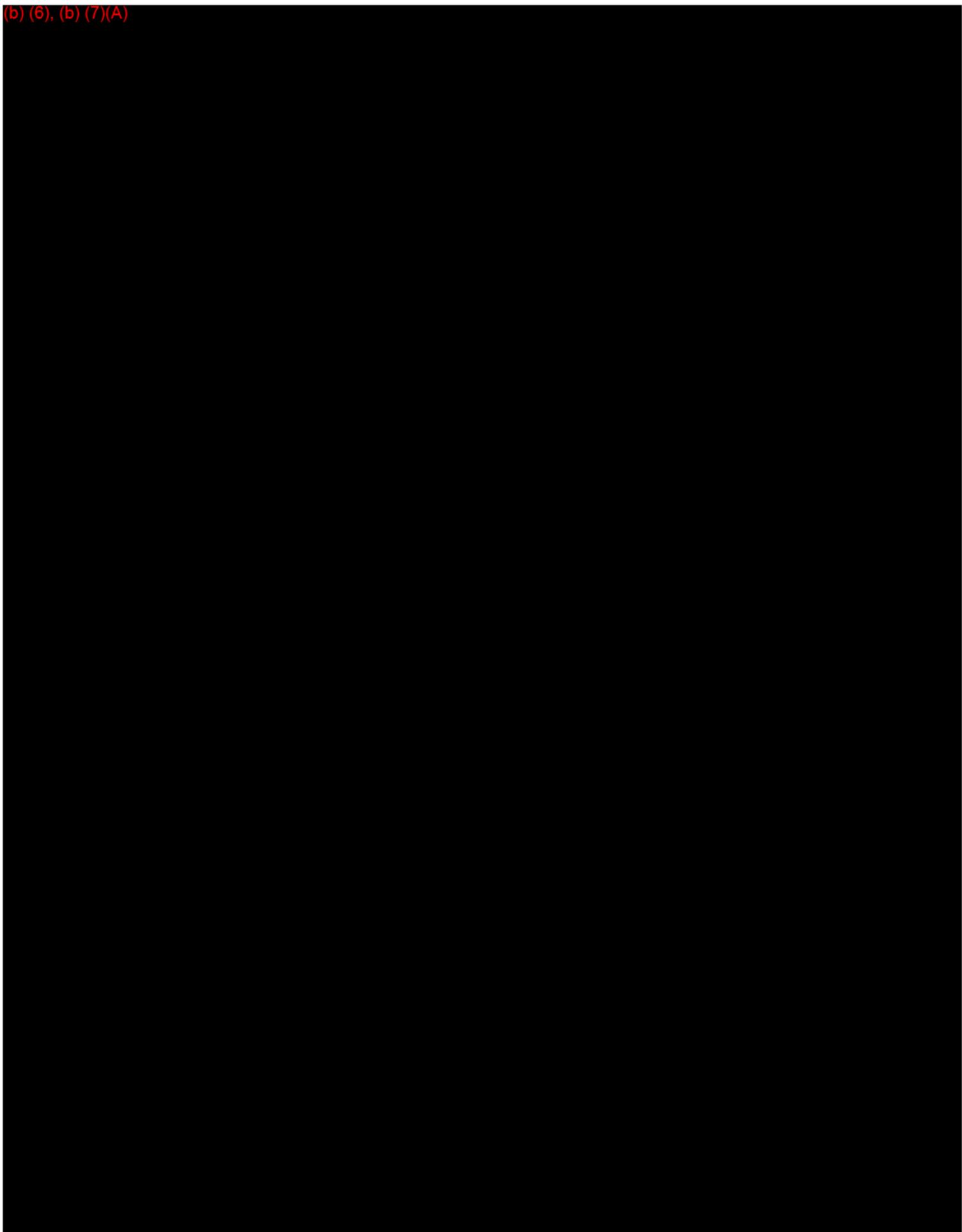
Will follow up soonest.

Thanks,

Frank

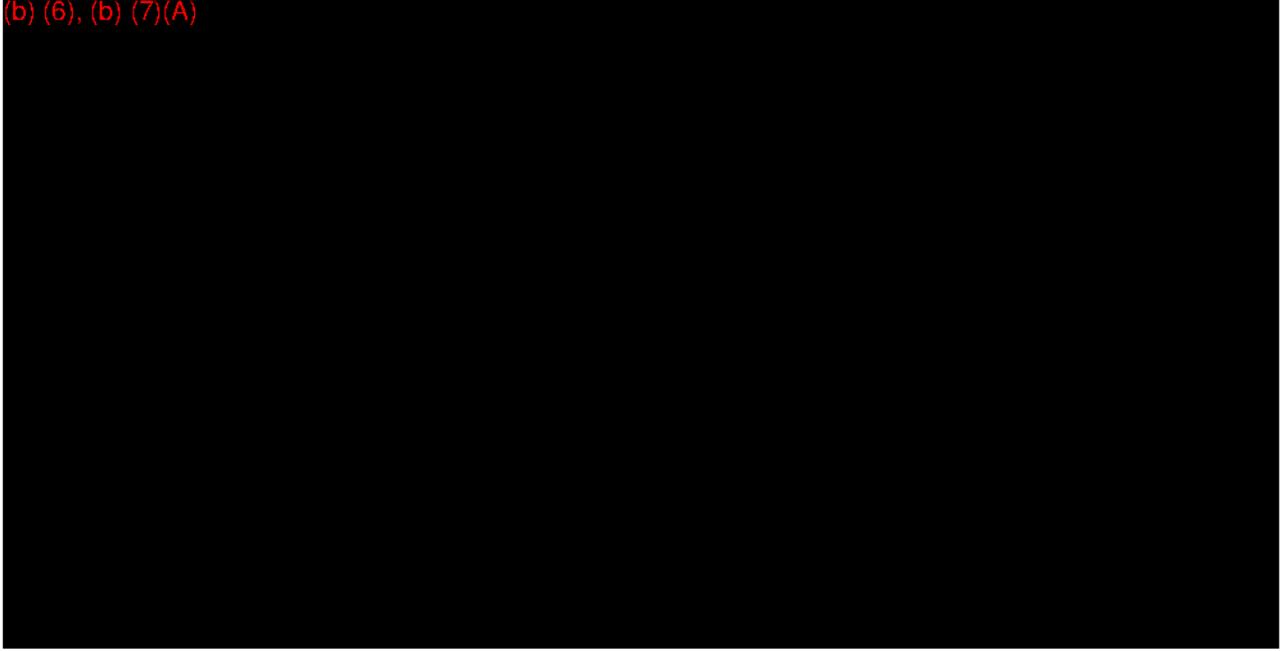
(b) (6)



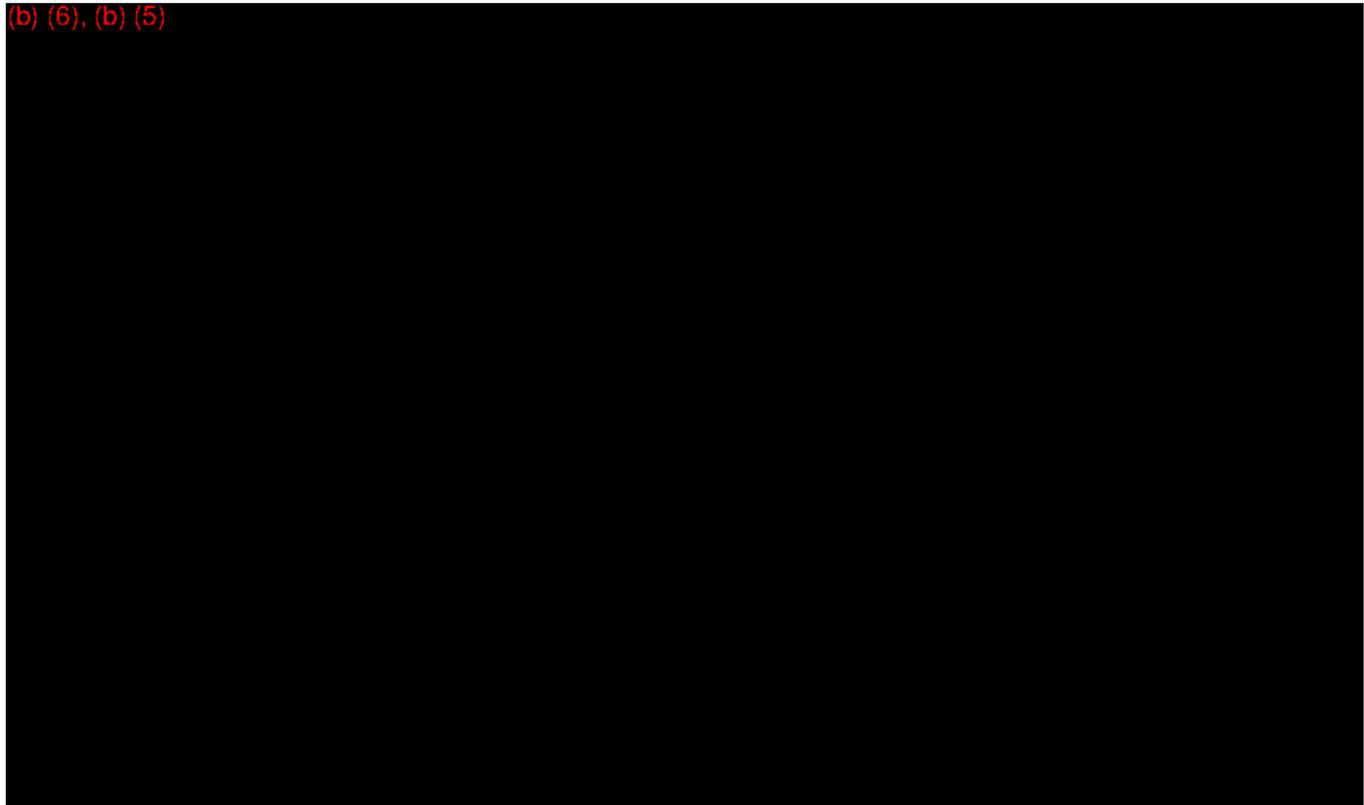


(b) (6), (b) (7)(A)

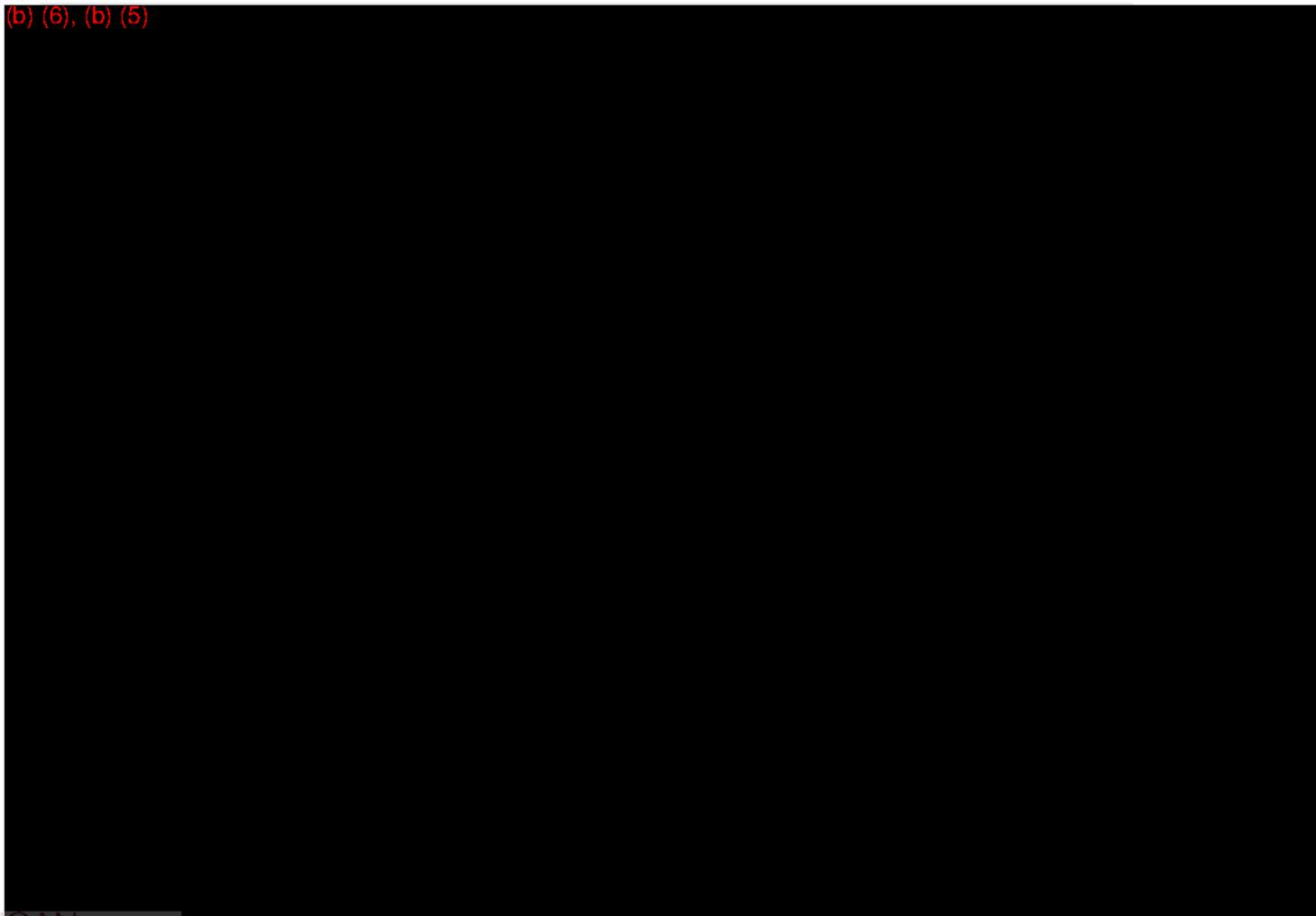
(b) (6), (b) (7)(A)



(b) (6), (b) (5)



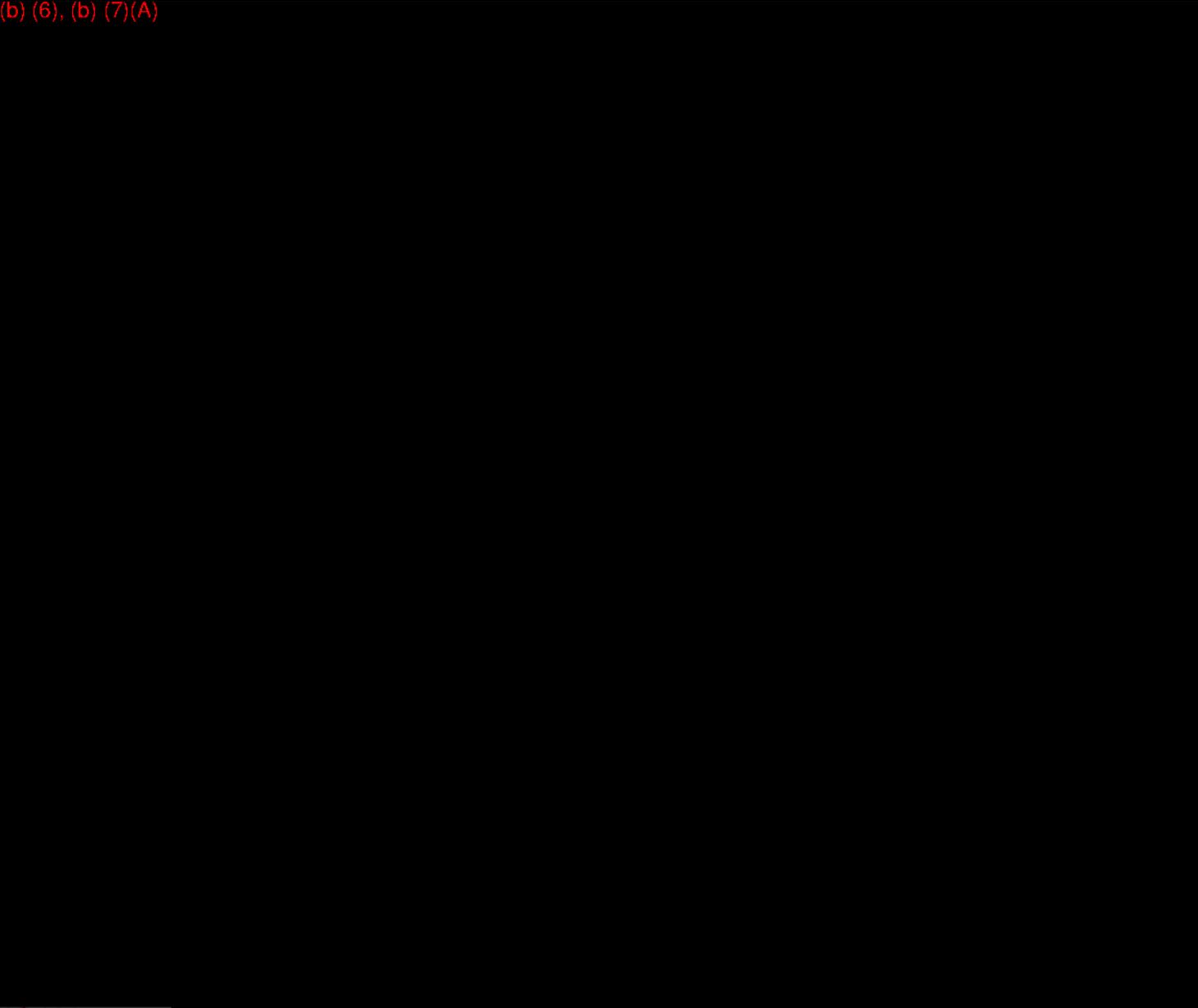
(b) (6), (b) (5)



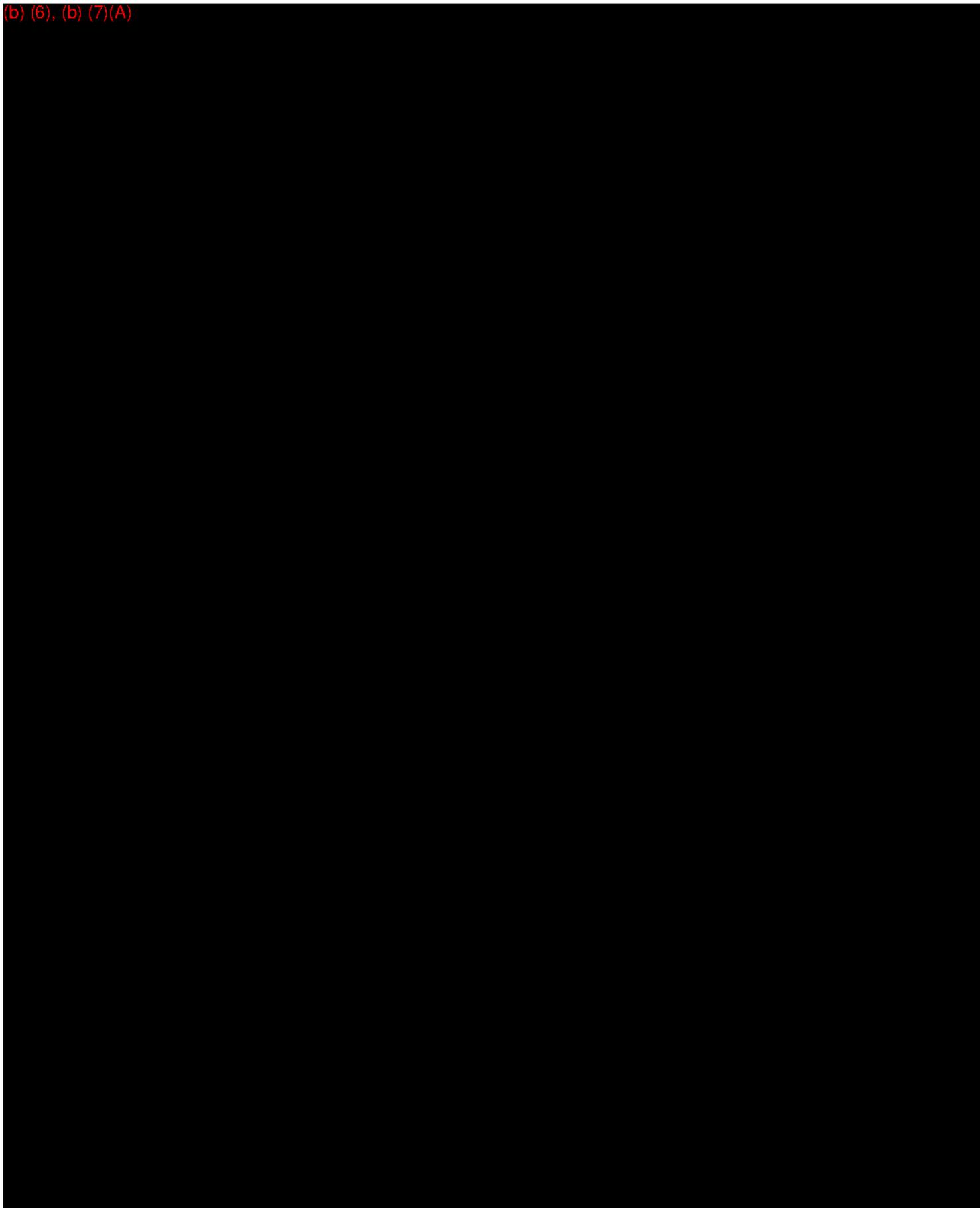
(b) (6), (b) (5)



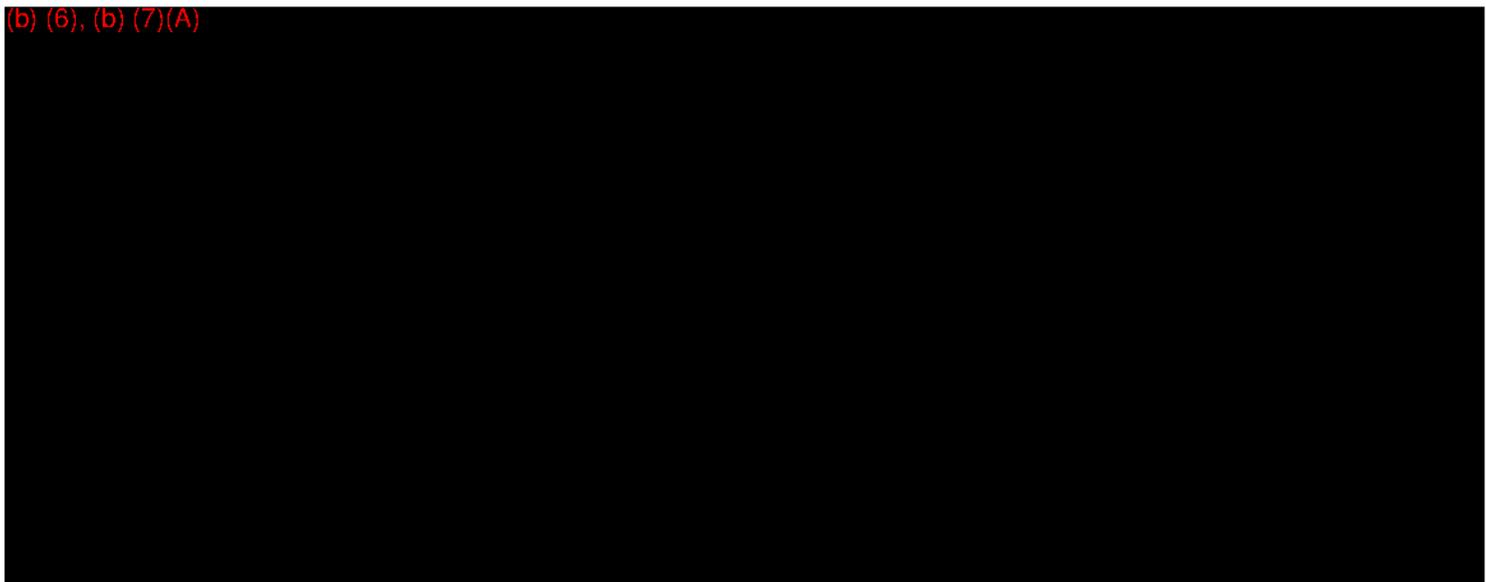
(b) (6), (b) (7)(A)



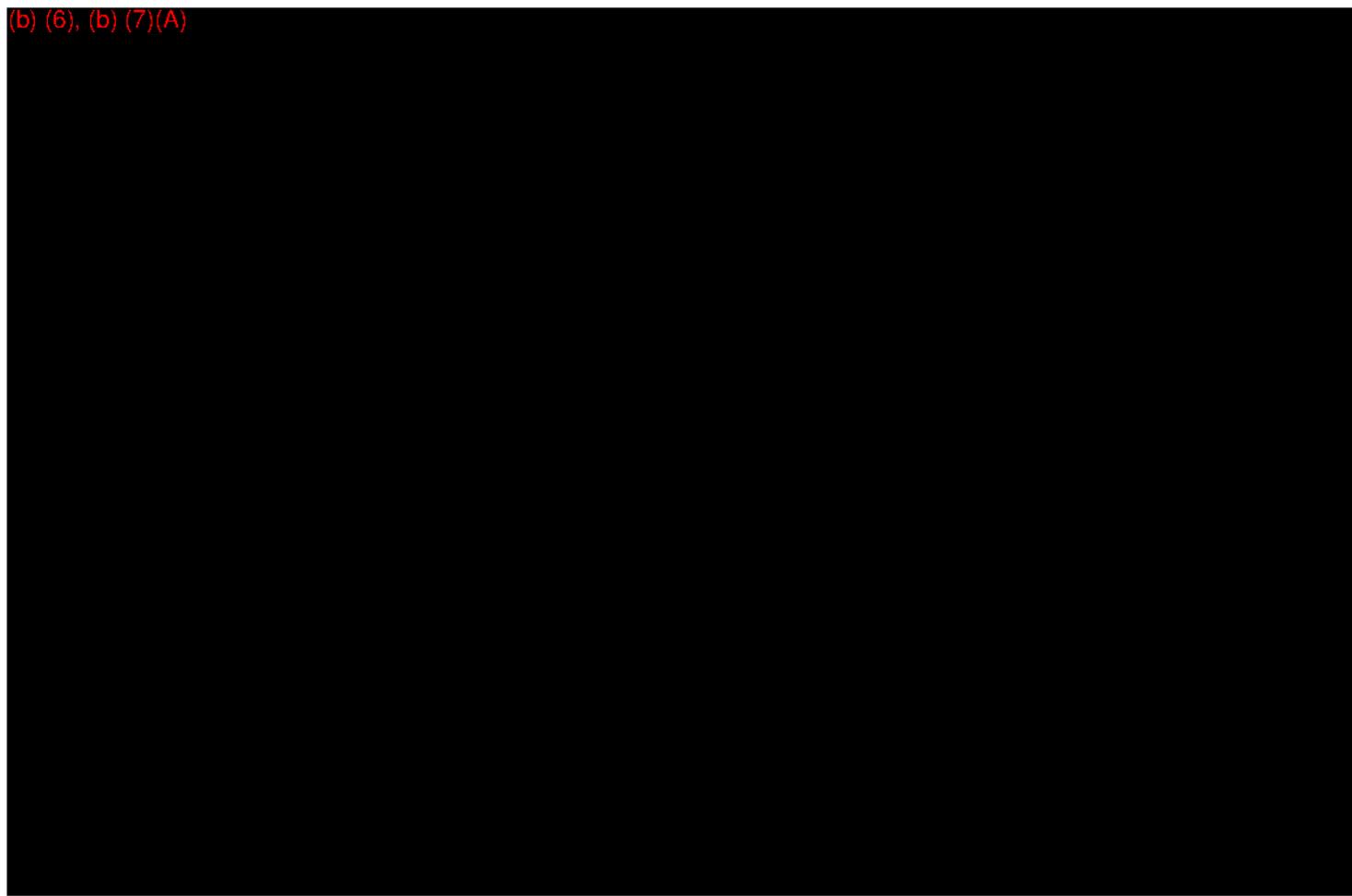
(b) (6), (b) (7)(A)



(b) (6), (b) (7)(A)



(b) (6), (b) (7)(A)



From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: FW: White House Liaison access to ESCS
Date: Saturday, June 13, 2020 11:51:06 AM
Attachments: [ESCSAccessFormWHL.pdf](#)

Emily,

Please see below and return form to (b) (6) for processing.

Best regards,

(b) (6)

From: CHCOC Schedule (b) (6) **On Behalf Of** (b) (6)
Sent: Friday, June 12, 2020 7:53 AM
To: (b) (6)
Subject: [CHCOC-SCHEDULE] White House Liaison access to ESCS

Greetings CHCOs and Deputy CHCOs,

FYI, White House Liaisons have recently been granted access to the Executive and Schedule C System (ESCS) in order to perform their duties. Your agency's White House Liaison will soon present you the attached form for signature. Thanks in advance for your help.

Respectfully,

(b) (6)

(b) (6) for Policy and the CHCO Council
United States Office of Personnel Management

(b) (6)

To unsubscribe from the CHCOC-SCHEDULE list, create a new email message, addressed to (b) (6). The message content does not matter and the sender's email address will be removed from the list.

From: [Michael Pack](#)
To: [Morvared Namdarkhan](#)
Cc: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: FW: Wrongful Dismissal by VOA Persian Service on Baseless Charges
Date: Sunday, August 16, 2020 10:46:43 AM

From: (b) (6)
Sent: Wednesday, June 24, 2020 12:22 PM
To: Michael Pack (b) (6); All Staff (b) (6)
Subject: Wrongful Dismissal by VOA Persian Service on Baseless Charges

Mr. Michael Pack
CEO
USAGM

Subject: Wrongful Dismissal by VOA Persian Service on Baseless Charges

Dear Sir,

My professional record as a faithful reporter has been maligned by the VOA Persian Service on false charges. Besides looking into the negative political matters surrounding my dismissal, I request that my record be expunged of any derogatory content.

I have served VOA Persian Service since 2007 as a contractual correspondent in various capacities – news reporter, news editor, anchorman of daily news program, correspondent based in Erbil, Iraq covering the war against ISIS from the front lines, chief reporter on Iranian affairs, etc. I have attached my resume herewith in support of my experience and qualifications.

Over the past 13 years I have always excelled in my job and met my superior's approval. Two factors made me move back home in mid-March: Covid-19 (I have had heart valve replacement surgery 3 years ago, which puts me in the high risk group), and threat on my life by the Islamic regime in Iran. (b) (6), the head of VOA Persian Service is fully aware of my situation.

Upon my return to the US, I requested to be allowed to report on Iran and the Middle East from Washington, as I had done at various points in the past, using my extensive contacts. I was ignored, totally sidelined, and then dismissed. I have copied the 2 letters I received from USAGM as well as my response to the first dismissal that resulted in USAGM first rescinding my dismissal, followed by re-dismissal in the next paragraph, "based on the needs of the Government in accordance with the terms and conditions of the BPA 52.212-4(1)" (copied below). The real reason for my dismissal was that I faithfully reported President Trump's pronouncements and policy towards Iran -policy that VOA Persian Service staff and officials, who

seem to function as the fifth column of the Islamic regime, opposed.

Sir, the work environment at the VOA Persian Service is so toxic and anti-US Administration that at this point I only want my name cleared and my reputation to remain unblemished. I hope you find time and see fit to read through the attachments and determine the truth for yourself.

I look forward to your response.

Yours sincerely,

(b) (6)

Attachment: Resume

Copy of FIRST LETTER FROM USAGM

April 9, 2020

VIA: Electronic Mail

(b) (6)

Dear (b) (6),

The purpose of this letter is to inform you that your Blanket Purchase Agreement and Call Order with the United States Agency for Global Media is terminated effective April 9, 1159pm.

In accordance with FAR 212-4(m), your contract with the USAGM is hereby terminated for cause because of your failure to adhere to the VOA Best Practices Guide, including Social Media Policy, which is a requirement of your contract at Clause 2.0 subpart 15. VOA has had previous occasion to direct you to remove material from your social media. The repeated offense stated below led to the decision to terminate your contract early, rather than wait until its expiration on June 30.

You recently posted the following:

(b) (6)

Instagram: (b) (6)

These postings name individuals, accuse them of wrongdoing, and encourage action against them, which could potentially result in physical harm to the individuals. VOA makes no judgment as to the accuracy of the facts presented. However, the postings are incompatible with the Best Practices Guide and Social Media Policy. They represent advocacy journalism rather than fairness, impartiality and objectivity. Adherence to VOA guidance protects the integrity of VOA's reputation for reliable, authoritative, accurate and objective journalism. A reporter who advocates one side of an issue on social media cannot be viewed as an unbiased source of truth when performing journalism for VOA.

As a result of this termination your USAGM/VOA access and credentials have been turned off.

Please use your personal e-mail address to correspond with the agency and make arrangements to return the Government Furnished Equipment (GFE) below that was issued to you during your tenure along with your USAGM badge and Press Badge. Please submit your final invoice to the agency through the IPP payment portal which will not be processed until your GFE is received by the agency. The management of Voice of America has asked me to convey its gratitude for the work that you have done for the agency and wishes you every success in your future endeavors.

GFE (estimated total value of (b) (4))

- 1 Sennheiser e835 Hand Mic
- 1 Jabra Stealth wireless headset/mic
- 1 Sony ECM-77B lavalier wired microphone
- 1 XLR cable
- 1 VOA Flag

Contracting Officer's Final Decision

This letter serves as the final decision of the Contracting Officer. You may appeal this decision to the Civilian Board of Contract Appeals. If you decide to appeal, you must, within

ninety (90) days from the date you receive this decision, mail or otherwise furnish written notice to the Civilian Board of Contract Appeals and provide a copy to the Contracting Officer from whose decision this appeal is taken. The written notice shall indicate that an appeal is intended, reference this decision, and identify the contract by number.

Regarding appeals to the Civilian Board of Contract Appeals, you may, solely at your election,

proceed under the boards-

(1) Small claim procedure for claims of \$50,000 or less or, in the case of a small business

concern (as defined in the Small Business Act and regulations under that Act), \$150,000 or less;

or

(2) Accelerated procedure for claims of \$100,000 or less.

Instead of appealing to the Civilian Board of Contract Appeals, you may bring an action directly

in the United States Court of Federal Claims (except as provided in 41 U.S.C. § 7102(d),

regarding Maritime Contracts) within twelve (12) months of the date you receive this decision.

Sincerely,

(b) (6)

Contracting Officer

U.S. Agency for Global Media

Office of Management Services/Contracts

330 Independence Ave., S.W., Room 4360

Washington, DC 20237

MY RESPONSE

13 April 2020

Dear (b) (6)

I received your email dated 9 April 2020 informing me that VOA Persian service has terminated my contract, accusing me of posting material on my social media sites contrary to VOA Charter. I reject this accusation because it is totally false. I categorically deny ever posting any material that could in any way be deemed contrary to VOA Charter or any related regulations. As proof you provided two links, none of which was my work or in any way related to me or my social

media accounts. One of the links a program of (b) (6), and posted on (b) (6) site, and the other to a VOA Persian service contractor. None of these were ever posted or linked to my website.

I have served VOA Persian for 13 years during which time I was never accused of violating its Charter. My work during this time is proof. As for my social media, I follow the values of American democracy and human right. I have always kept my private activities separate from my professional responsibilities. In expressing my views on social media, I have always made it abundantly clear that the views were mine and not related in any way to the VOA. I have always supported the views and policies of President Donald Trump towards the Islamic Republic of Iran. In my reporting for the Voice of America I have never deviated from the VOA charter nor the policies of the U. S. of America. I have always presented facts as I saw them. In fact, it was because of my open support on social media for President Trump's policies that (b) (6), a supporter of NIAC, attacked me on Twitter and filed a complaint against me with the VOA and with her personal friend (b) (6). I had responded to her tweets about me and accused her of supporting the Islamic Republic of Iran. Despite being aware of the fact that (b) (6) had been expelled from the VOA for violating VOA Charter by attacking the President and other related issues, (b) (6) insisted that I remove all my tweets relating to (b) (6) – which I did so immediately.

It is important to note that (b) (6) openly supports the policies of the Islamic Republic of Iran and has called General Qassem Sulaimany the deceased commander of Quds Force which is a branch of IRGC, “a true national hero”.

In summer 2019, while I was stationed in Erbil reporting for VOA Persian Service, the American consulate in Erbil, Iraqi Kurdistan, informed me that they had received information that Islamic Republic of Iran was planning to kidnap me. Indeed, the IRGC had sent (b) (6) a member of their Ministry Information – their intelligence agency - along with a team to carryout the plan. The plot was uncovered and she was arrested by KRG security forces. The details of plot to kidnap an American journalist in Erbil is available at the US Consulate. and inspite pressure from Iran to release the their agent, she remains imprisoned in Erbil.

As I had reported at the time, over the past four years, while stationed in Erbil, my family – mother and brothers who live in Iran - were threatened, interrogated and intimidated by the security forces on several occasions. I reported each incident to the VOA Persian Service, but no action was ever taken.

During the war against ISIS in Iraq and Syria I was the only VOA Persian Service reporter who provided reports from the frontline of the war zone. My life was in near constant danger. I never received any awards, .

Please note that I acknowledge having certain equipment in my Erbil office. You may deduct the cost as shown from my unpaid invoice related to my last year's assigned trip to Bahrain that is way over due.

I know fully well that I am being punished by the current management for my support on social media for President Trump's policy towards Iran. My posts are quite popular and attract millions of viewers each week. It is not a coincidence that after 13 years of honorable service and reporting from dangerous war zones, I am suddenly accused of not observing the VOA charter.

I shall file a counter complaint and present my supporting documents to the VOA Persian Service, to the Department of State, to the appropriate committees of US congress and to the White House on the following grounds :

- 1- Clear discrimination at VOA Persian Service against those who support the US National interest versus those who support the policies of the Islamic Republic of Iran.
- 2- Increasing influence of the Islamic Republic in all parts of VOA Persian Service management
- 3- Frequent and unnecessary expensive whiteout any tangible results by the close associates of the management.
- 4- Clear discrimination against myself, disregarding my 25 years as a journalist, 13 years of it at the VOA at all levels and tasks - as anchorman, reporter and web journalist.

There is a clear comparison between my journalistic experience - 13 years with VOA, 5 years reporting for Radio Farda, 7 years with Radio Kurdistan and Kurdistan24 tv, and those who have been promoted to grades 13 and 14, who have little or no experience.

I look forward to your response to clear the facts.

(b)
(6)

Copy of USAGM'S SECOND LETTER

May 4, 2020

VIA: Electronic Mail

(b) (6)

Subject: Letter to Rescind Termination for Cause

(b) (6)

Dear (b) (6)

Based on VOA's request and upon further review by the Office of Contracts, the Contracting Officer hereby rescinds the termination for cause notice issued to you on April 9, 2020.

In lieu of termination for cause, USAGM has determined that your services for the

Persian service is no longer needed based on the needs of the Government in accordance with the terms and conditions of the BPA 52.212-4(l). The termination for convenience is effective immediately.

Again, we do thank you for your years of reporting and wish you success with future endeavors.

Sincerely,

(b) (6)

Contracting Officer
U.S. Agency for Global Media
Office of Management Services/Contracts
330 Independence Ave., S.W., Room 4360
Washington, DC 20237

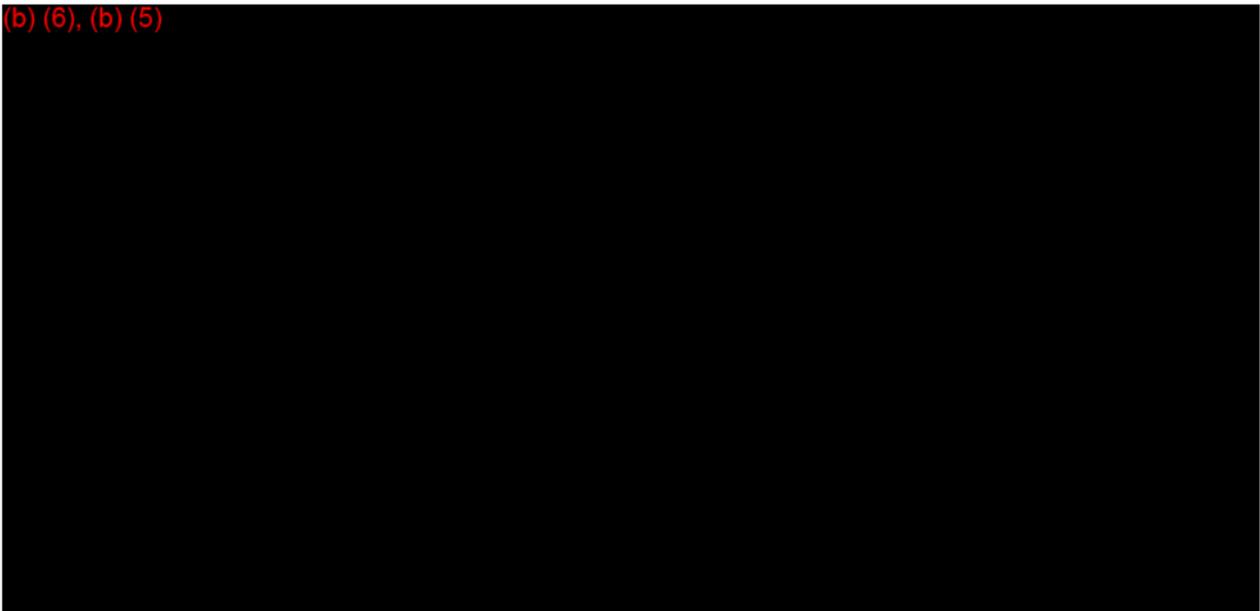
From: [Morvared Namdarkhan](#)
To: [Emily Pauline Newman](#)
Subject: Fwd:
Date: Saturday, July 25, 2020 12:16:16 AM
Attachments: [image001.png](#)
[5 CFR 1400, Waiver, Article X.zip](#)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Saturday, July 25, 2020 12:02 AM
To: Morvared Namdarkhan
Subject: FW:

Hi Mora,

(b) (6), (b) (5)



Best,

(b) (6)
Attorney-Advisor, Policy Officer
Office of Management Services

(b) (6)
[Redacted]
[Redacted]



U.S. Agency for Global Media

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From: (b) (6)

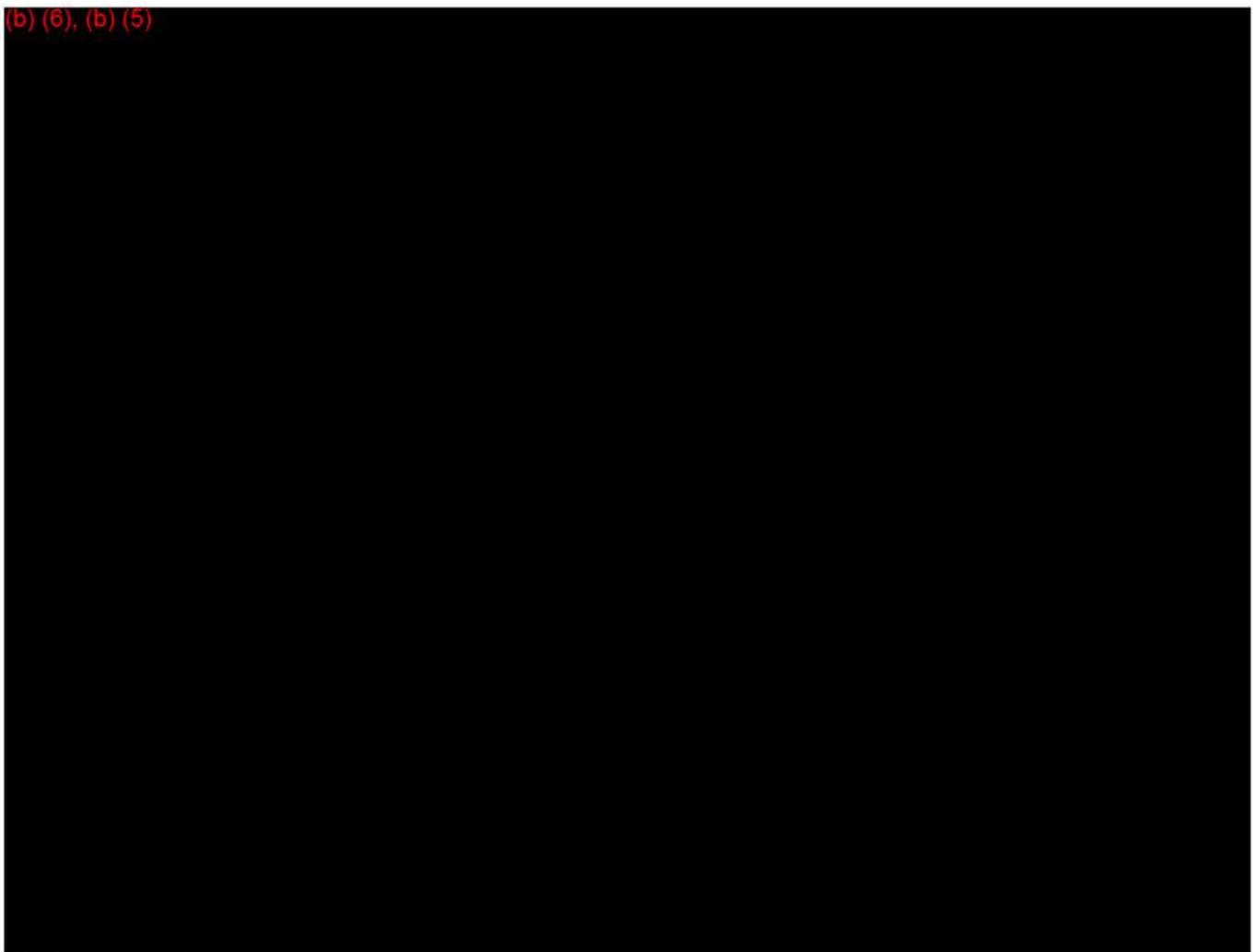
Sent: Friday, July 24, 2020 11:51 PM

To: David Kligerman (b) (6)

Subject: RE:

Hi Dave,

(b) (6), (b) (5)



(b) (5)

(b) (6)

Attorney-Advisor, Policy Officer
Office of Management Services

(b) (6)



U.S. Agency for Global Media
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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From: David Kligerman
Sent: Friday, July 24, 2020 10:37 AM
To: (b) (6)
Subject: FW:

(b) (6) I am trying to answer Mora's question (s) below. I should have included you in this email. Spoke to (b) (6) and he said that you may have additional background that would aid my write-up.

Dave

From: David Kligerman
Sent: Friday, July 24, 2020 10:20 AM
To: Marie Lennon (b) (6); Andrew M. Jansen (b) (6); Matthew Walsh (b) (6)
Cc: Andre Mendes (b) (6); Lillian Cheng (b) (6)
Subject: FW:

All: (b) (6)

But leadership has made clear this is pressing. Lillian is the usual POC on this, but she is out as well; and I don't want to bother her on this. So please forgive me if I don't have all the background.

Anyhow, this is the first of this report that I have seen. It does say "Atch 1_" is there some master report that this is associated with. If so, it would be helpful to finalize my review.

Thank you, Dave

From: Morvared Namdarkhan

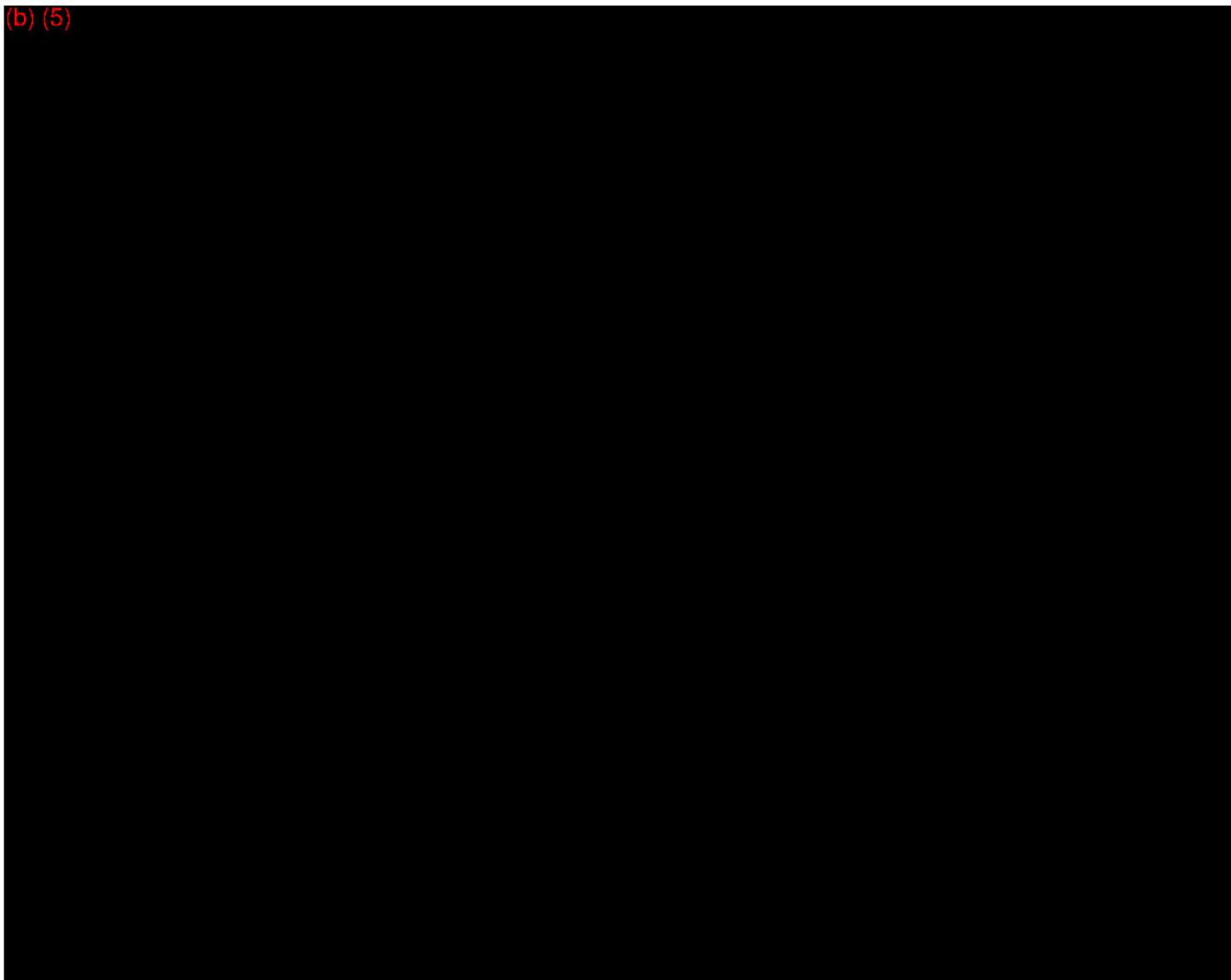
Sent: Friday, July 17, 2020 8:35 PM

To: David Kligerman (b) (6)

Subject:

Dear Dave,

(b) (5)



(b) (5)

Best,

Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C

(b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
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Pre-decisional and Deliberative Communication

From: [Emily Pauline Newman](#)
To: [Morvared Namdarkhan](#)
Subject: Fwd: [Non-DoD Source] RE: Introductions
Date: Thursday, August 27, 2020 12:16:36 AM

Please be sure to reconnect, if you haven't already!

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Wednesday, August 19, 2020 10:53 AM
To: (b) (6); Morvared Namdarkhan; Emily Pauline Newman
Subject: RE: [Non-DoD Source] RE: Introductions

Emily/Mora,

I'll get back with you next Monday. I believe I know where this should go.

(b) (6)

Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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From: (b) (6)
Sent: Tuesday, August 18, 2020 12:15 PM
To: Morvared Namdarkhan (b) (6); Emily Pauline Newman
Cc: (b) (6)
Subject: [Non-DoD Source] RE: Introductions

All active links contained in this email were disabled. Please verify the identity of the sender, and confirm the authenticity of all links contained within the message prior to copying and pasting the address to a Web browser.

Emily / Mora,

Cc'd here is (b) (6) from the DoD Office of General Counsel. I gave him a brief synopsis of what you told me yesterday about your vetting problem, but you should speak with him. He will be able to connect you with the right component at DoD for further assistance.

Thanks,

(b) (6)

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

Office of the Attorney General
U.S. Department of Justice

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

From: Morvared Namdarkhan (b) (6)
Sent: Monday, August 17, 2020 10:28 AM
To: (b) (6); (b) (6)
(b) (6); Emily Pauline Newman (b) (6)
Subject: RE: Introductions

Thanks for reaching out, (b) (6) Apologies for the delayed response as well. Looking forward to chatting with you today at 12:30 if you are free!

Best,
Mora

From: (b) (6)
(b) (6)
Sent: Friday, August 14, 2020 6:10 PM
To: (b) (6)
(b) (6); Emily Pauline Newman
(b) (6) Morvared Namdarkhan
(b) (6) .>>
Subject: RE: Introductions

Emily and Mora,

So sorry for my tardy reply. Is there any chance that you would be free to chat on Monday at 12:30?

Thanks,

(b) (6)

[Redacted]

Office of the Attorney General
U.S. Department of Justice

(b) (6)

[Redacted]

From: (b) (6)

[Redacted]

Sent: Friday, August 14, 2020 8:22 AM

To: (b) (6)

[Redacted] Emily Pauline Newman (b) (6)

[Redacted] -> (b) (6)

[Redacted]

Subject: Introductions

(b) (6)

I wanted to connect you with two friends and colleagues in the national security space.

Meet **Emily Newman** and **Mora Namdar**. (I actually might have already connected you with Mora, so forgive any repetition.) Emily is the Acting Chief of Staff for Michael Pack, the new Chief Executive Officer for the U.S. Agency for Global Media (USAGM), and Mora is a Senior Advisor over at USAGM, detailed over from the State Department. I have had the privilege of working with them for many years in different capacities, and we continue to work together on a range of issues.

Emily and Mora:

Meet (b) (6). I have also had the privilege of knowing and working for and with (b) (6) for many years now, but he is currently Attorney General Barr’s counselor for national security affairs.

Consider yourselves introduced, and please let me know if I can be of further assistance.

(b) (6)

Office of the Senior Advisor for Policy
Executive Office of the President

(b) (6)

From: [Andre Mendes](#)
To: [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Morvared Namdarkhan](#)
Subject: Fwd: (b) (6)
Date: Tuesday, August 11, 2020 4:34:46 AM
Attachments: [RE Need answers.msg](#)

FYSA.

Best,

A

From: (b) (6)
Sent: Monday, August 10, 2020, 15:30
To: Marie Lennon; Chris Luer
Cc: Elez Biberaj; Andre Mendes
Subject: FW: (b) (6)

Hi Marie,

I was wondering if you had any additional information from the USAGM Front Office about the status of (b) (6). Per this email from (b) (6), we need a decision now so as not to jeopardize the Agency's J-1 visa sponsorship program. I'm trying one last time to get approval for this hire—any information about a decision will be greatly appreciated.

Per GC's advice, VOA will need to regard no response as a decision by USAGM not sign (b) (6) final PSC contract.

As a reminder of the situation, I've attached an email from (b) (6) that we forwarded some time ago.

Thanks,

(b) (6)

From: (b) (6)
Sent: Monday, August 10, 2020 12:39 PM
To: (b) (6)
Subject: (b) (6)
(b) (6), (b) (5)

(b) (6)

From: Emily Pauline Newman
Subject: Fwd: Agenda for Wednesday's Meeting with Michael Pack
Date: Tuesday, September 1, 2020 9:32:17 PM
Attachments: [Outlook-yfu5j5r4.png](#)
[USAGM_CEO 02 Sept 2020.docx](#)
[image001.png](#)

Get [Outlook for iOS](#)

From: Toni DeLancey <(b) (6)>
Sent: Tuesday, September 1, 2020 6:26:09 PM
To: Emily Pauline Newman <(b) (6)>
Subject: FW: Agenda for Wednesday's Meeting with Michael Pack

FYI... I haven't sent to anyone yet. Do you want me to do so?

Thank you,

Toni DeLancey, Ph.D.

Senior Advisor

Office of the Chief Executive Officer (CEO)

Office: (b) (6) | Mobile: (b) (6) | Email: (b) (6)



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From: Daisy Sindelar <(b) (6)>
Sent: Tuesday, September 1, 2020 4:40 PM
To: Toni DeLancey <(b) (6)>
Cc: (b) (6)
Subject: Re: Agenda for Wednesday's Meeting with Michael Pack

Hi Toni – thanks for reaching out and for sending the agenda. Looking forward to tomorrow's conversation!

I'm attaching a briefing document with more background material as needed, but would

propose for the sake of fitting everything into 45 minutes that we focus on the following priorities for this meeting and return to some of the other issues in the coming weeks.

Journalism and Reporters at Risk:

- Belarus
- Russia

Government Interference, Actions and Trends:

- Russia
- Tajikistan

Technological Obstruction:

- Belarus
- Iran/Uzbekistan/Turkmenistan/Tajikistan/Pakistan

Significant Upcoming Events:

- Launch of RFE/RL's service to Hungary
- Heavy election season across RFE/RL region with potential for Belarus-style repression

Staffing:

- Security & background checks

Technical/Support Issues:

- Belarus
- CMS remigration from Voltron to Pangea

Additional issues:

- Disbursement of August funds
- 990 submitted
- USG contacts

Please let me know if this works for you, or if you have any questions related to the reading material.

Thanks!

Daisy

Daisy Sindelar

Acting President | VP & Editor in Chief

Radio Free Europe/Radio Liberty

email: (b) (6) | web: www.rferl.org

Czech Republic: Vinohradská 159a | Prague 10 | 100 00

USA: 1201 Connecticut Ave NW | Washington, DC | 20036 | tel: (b) (6)

**70
years**



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From: [Frank Wuco](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: Assisting US Agency Global Media
Date: Friday, October 2, 2020 11:02:21 PM

FYI...

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From: Frank Wuco <(b) (6)>
Sent: Friday, October 2, 2020 11:01:28 PM
To: Chris Luer <(b) (6)>
Subject: Re: Assisting US Agency Global Media

I agree. Not much of a plan at all. Can explain. Will call tomorrow.

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From: Chris Luer <(b) (6)>
Sent: Friday, October 2, 2020 8:55:32 PM
To: Frank Wuco <(b) (6)>
Subject: RE: Assisting US Agency Global Media

Frank,

Please see my attached comments. This looks more like an assist to get our investigations from the "in eQIP" stage to the "open investigation" stage that is outlined on our 1527 list. Unless I am missing something, this is nothing like the event that we were planning. Happy to discuss.

Thanks,

Chris

From: Frank Wuco <(b) (6)>
Sent: Friday, October 2, 2020 7:29 PM
To: Chris Luer <(b) (6)>
Subject: FW: Assisting US Agency Global Media

Chris... have a look, then let's talk.

From: (b) (6)
Sent: Friday, October 2, 2020 2:50 PM
To: Frank Wuco <(b) (6)>
Cc: (b) (6)
Subject: Assisting US Agency Global Media

Good afternoon Mr. Wuco.

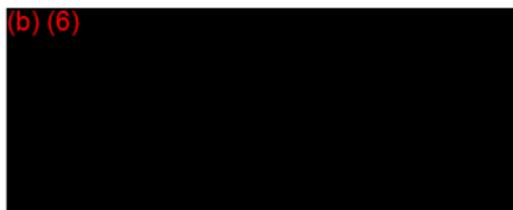
Per the VM I placed on your office and cell phones, here is the proposal (attachment #2) for your review that will address the surge plan we have discussed recently. With respect to reimbursement for surge services, a total estimate will be developed once OPM and USAGM reach consensus on a plan of action.

In addition, I have provided here again the original draft MOU that was submitted to USAGM recently. Please review both documents and feel free to contact me with questions you may have.

By the way, several USAGM employees have recently arrived at the OPM Headquarters to have their fingerprints taken. OPM provided services. As such, please review the draft MOU so that we may move forward to executing the understanding and billing.

Thank you.

(b) (6)

A large black rectangular redaction box covering several lines of text.

Facilities, Security & Emergency Management
U.S. Office of Personnel Management
1900 E St, NW Room 1300-L
Washington, DC 20415

(b) (6)

A black rectangular redaction box covering a few lines of text.

From: [Morvared Namdarkhan](#)
To: [CEO2016](#); [Sam Dewey](#); [Frank Wuco](#); [Emily Pauline Newman](#)
Subject: Fwd: Briefing
Date: Thursday, October 22, 2020 5:39:11 PM
Attachments: [image001.png](#)

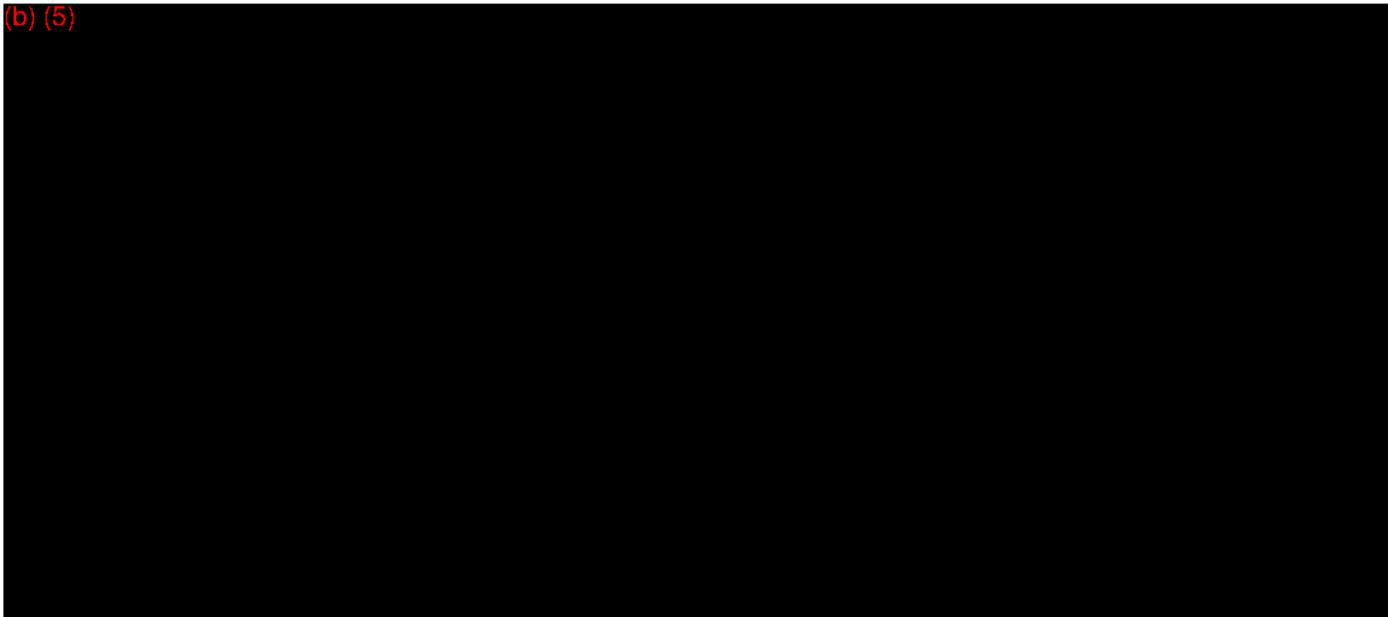
Please see below.

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From: (b) (6)
Sent: Thursday, October 22, 2020 5:36 PM
To: Morvared Namdarkhan
Cc: Michael Pack; Frank Wuco; Sam Dewey; Emily Pauline Newman
Subject: RE: Briefing

Mora,

(b) (5)



Thanks,

(b) (6)



From: Morvared Namdarkhan <(b) (6)>
Sent: Wednesday, October 21, 2020 5:14 PM
To: (b) (6)
Cc: Michael Pack <(b) (6)>; Frank Wuco <(b) (6)>; Sam Dewey <(b) (6)>; Emily Pauline Newman <(b) (6)>
Subject: [EXTERNAL EMAIL] - RE: Briefing

(b) (5)



(b) (5)

Best,
Mora

From: (b) (6)
Sent: Wednesday, October 21, 2020 4:52 PM
To: Morvared Namdarkhan <(b) (6)>
Cc: Michael Pack <(b) (6)>; Frank Wuco <(b) (6)>; Sam Dewey <(b) (6)>; Emily Pauline Newman <(b) (6)>
Subject: RE: Briefing

Mora,

(b) (5)

Thanks,

(b) (6)

WFO Squad CI-10

Desk: (b) (6)

Mobile: (b) (6)

From: Morvared Namdarkhan <(b) (6)>
Sent: Monday, October 19, 2020 6:32 PM
To: (b) (6)
Cc: Michael Pack <(b) (6)>; Frank Wuco <(b) (6)>; Sam Dewey <(b) (6)>; Emily Pauline Newman <(b) (6)>
Subject: [EXTERNAL EMAIL] - Re: Briefing

Hi (b) (6)

(b) (5)

Thank you!

Best,
Mora

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From: (b) (6)
Sent: Thursday, October 15, 2020 12:49 PM
To: Morvared Namdarkhan
Cc: Michael Pack; Frank Wuco
Subject: RE: Briefing

Ms. Namdar,

(b) (5)

Thanks,

(b) (6)

WFO Squad CI-10
Desk (b) (6)
Mobile (b) (6)

From: Morvared Namdarkhan (b) (6) >
Sent: Wednesday, October 14, 2020 7:22 PM
To: (b) (6)
Cc: Michael Pack (b) (6); Frank Wuco <(b) (6)>

Subject: [EXTERNAL EMAIL] - Re: Briefing

(b) (5)

Best,
Mora Namdar

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From: (b) (6)
Sent: Wednesday, October 14, 2020 4:34 PM
To: Morvared Namdarkhan
Cc: Michael Pack; Frank Wuco
Subject: RE: Briefing

Ms. Namdar,

(b) (5)

Thanks,

(b) (6)

WFO Squad CI-10

Desk: (b) (6)

Mobile: (b) (6)

From: Morvared Namdarkhan <(b) (6)>
Sent: Wednesday, October 14, 2020 3:00 PM
To: (b) (6)
Cc: Michael Pack (b) (6); Frank Wuco <(b) (6)>
Subject: [EXTERNAL EMAIL] - Briefing
Importance: High

(b) (5)

Best,
Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C

(b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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Pre-decisional and Deliberative Communication

From: [Emily Pauline Newman](#)
To: [Morvared Namdarkhan](#)
Subject: Fwd: Broadcasting Board: J1 Visas, new agency USAGM
Date: Wednesday, August 19, 2020 3:28:47 AM
Attachments: [image001.png](#)

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From: (b) (6)
Sent: Sunday, July 5, 2020 7:52:07 AM
To: Emily Pauline Newman <(b) (6)>; Diane Cullo (b) (6) >
Subject: Broadcasting Board: J1 Visas, new agency USAGM

Emily and Diane,

Not sure the facts you have on the ground there --- about the prior agency practices --- can possibly mate to the laws and regs, so sending cites to you, and your GC can decide. Perhaps a program that time has decided to let expire...

I would perhaps question State Department why no closer scrutiny, but one might guess, though I could not possibly say that. They own it there in total.

Respectfully,

(b) (6)
Associate Director, Employee Services
Office: (b) (6)
Direct: (b) (6)
Cell: (b) (6)

From: (b) (6)
Sent: Thursday, July 2, 2020 5:18 PM
To: (b) (6)
Subject: RE: J1 Visas

(b) (6) I have compiled the following. If you need detail in any area, let me know. I'm at your disposal.

The "Cultural Exchange Visa Program" commonly referred to as J-1, is authorized and governed by the Mutual Educational and Cultural Exchange Act of 1961 as amended, [22 U.S.C. 2451 et seq](#) (1988), also known as the Fulbright-Hays Act.

Additional related legislation:

[Summer Work Travel Statutory Authority \(Public Law 105-277\)](#) (PDF)

[Au Pair Statutory Authority \(Public Law 105-48\)](#) (PDF)

[USA PATRIOT ACT of 2001](#) (PDF) – Uniting and Strengthening America by Providing

Appropriate Tools Required to Intercept and Obstruct Terrorism Act of 2001 (Public Law 107-56)

[Enhanced Border Security and Visa Entry Reform Act of 2002](#) (PDF) (Public Law 107-173), Section 501 Foreign Student Monitoring Program (SEVIS)

Related CFR provisions:

- [22 CFR 62 Exchange Visitor Program](#)
- [22 CFR 22 Schedule of Fees for Consular Services](#)
- [8 CFR 214 Nonimmigrant Classes](#)

Also, person on an J-1 visa is deemed to be an “[Exchange Visitor](#)” based upon the Form [DS-2019](#) issued by the sponsor.

From: (b) (6)
Sent: Thursday, July 2, 2020 11:00 AM
To: (b) (6)
Subject: RE: J1 Visas

(b) (6)

I want my legal talent to check out the J 1 issues, as think we are missing the actual legal citations and regulations, so want to acquire and put in front of you, Sir.

Respectfully,

(b) (6)
Associate Director, Employee Services
Office: (b) (6)
Direct: (b) (6)
Cell: (b) (6)

From: (b) (6)
Sent: Thursday, July 2, 2020 10:10 AM
To: (b) (6)
Subject: FW: J1 Visas

Let's discuss this afternoon.

From: Emily Pauline Newman <(b) (6)>
Sent: Thursday, July 2, 2020 10:00 AM
To: (b) (6)
Subject: FW: J1 Visas

Hi (b) (6)

As discussed, please see explanations below and attached.

Best,
Emily

Emily Newman
Chief of Staff
(b) (6)

From: Marie Lennon (b) (6) >
Sent: Wednesday, July 1, 2020 3:54 PM
To: Diane Cullo (b) (6) >; Emily Pauline Newman (b) (6) >
Subject: J1 Visas

1. Extension Request. I asked one of our HR Deputies to talk to our contact at the State Department. Her name is (b) (6) and she works in the Bureau of Educational and Cultural Exchanges, Academic and Government Programs Division. She is understanding about our situation but she cannot provide additional time to us as it's not within her authority. USCIS provided the two-month extension to J1 visa holders in consideration of the pandemic but State cannot change the law behind the mandate that permission to work is only good for one year and if that permit is not extended, the employee must return to their home country. As I mentioned previously, it is our Agency's policy to provide 30 days following the expiration of the permission to work before sending the employee back home. We are on day 1 of 30.

I asked my HR Deputy to go back to the State Department and ask for any policies and procedures that they have put into place with regard to the management of the J1 program at State. Looking for best practices and guidance in order for us to update our own policies and procedures.

2. General – J1 Visa Program. Our internal policy document on J1 visas has not been updated in a long time, and does not include criteria to be applied with regard to making determinations about continuation of employment nor sponsorship for citizenship. In my experience those determinations are based on the job performance of the employee and their role within the language service. If they are high-performing, possess excellent journalistic and language skills as well as their experience both at VOA and in previous positions, they are most often sponsored for citizenship. Language services would argue that it's in the best interests of the mission to retain such an employee.

I've attached a brief summary of the legal authorities surrounding non-citizen employment and the J1 visa program.

As always, happy to discuss further.

Thanks,

Marie

From: Diane Cullo <(b) (6)>
Sent: Wednesday, July 1, 2020 12:55 PMA
To: Marie Lennon <(b) (6)>; Emily Pauline Newman <(b) (6)>
Subject: RE: Two Info Items

Thx.

From: Marie Lennon <(b) (6)>
Sent: Wednesday, July 1, 2020 12:49 PM
To: Diane Cullo <(b) (6)>; Emily Pauline Newman <(b) (6)>
Subject: RE: Two Info Items

Checking my info with the legal team now. Stay tuned.

From: Diane Cullo <(b) (6)>
Sent: Wednesday, July 1, 2020 12:20 PM
To: Emily Pauline Newman <(b) (6)>; Marie Lennon <(b) (6)>
Subject: RE: Two Info Items

Greetings!

Don't see a response to this. Any update on the legal authorities and internal policies/procedures? If it's taking time to compile internal documents, please send legal citation in the interim.

Thanks much!

Diane

From: Emily Pauline Newman <(b) (6)>
Sent: Tuesday, June 30, 2020 8:41 PM
To: Marie Lennon <(b) (6)>; Diane Cullo <(b) (6)>
Subject: Re: Two Info Items

Thanks, Marie. I'm referring to both legal authorities and internal policies and procedures.

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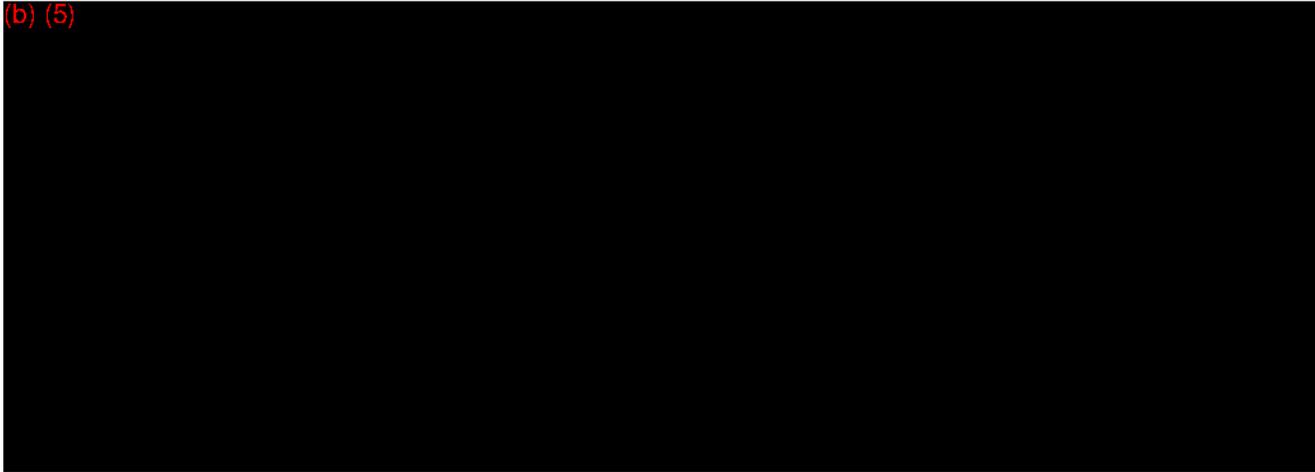
From: Marie Lennon <(b) (6)>
Sent: Tuesday, June 30, 2020 8:30:39 PM
To: Emily Pauline Newman <(b) (6)>; Diane Cullo <(b) (6)>
Subject: RE: Two Info Items

We'll keep at it until you are satisfied with the information and regret that this is such a long process. We should talk about the authorities – it was unclear to me whether you were referring to legal authorities or internal policy and procedures.

From: Emily Pauline Newman <(b) (6)>
Sent: Tuesday, June 30, 2020 8:17 PM
To: Marie Lennon <(b) (6)>; Diane Cullo <(b) (6)>
Subject: RE: Two Info Items

Hi Marie,

(b) (5)

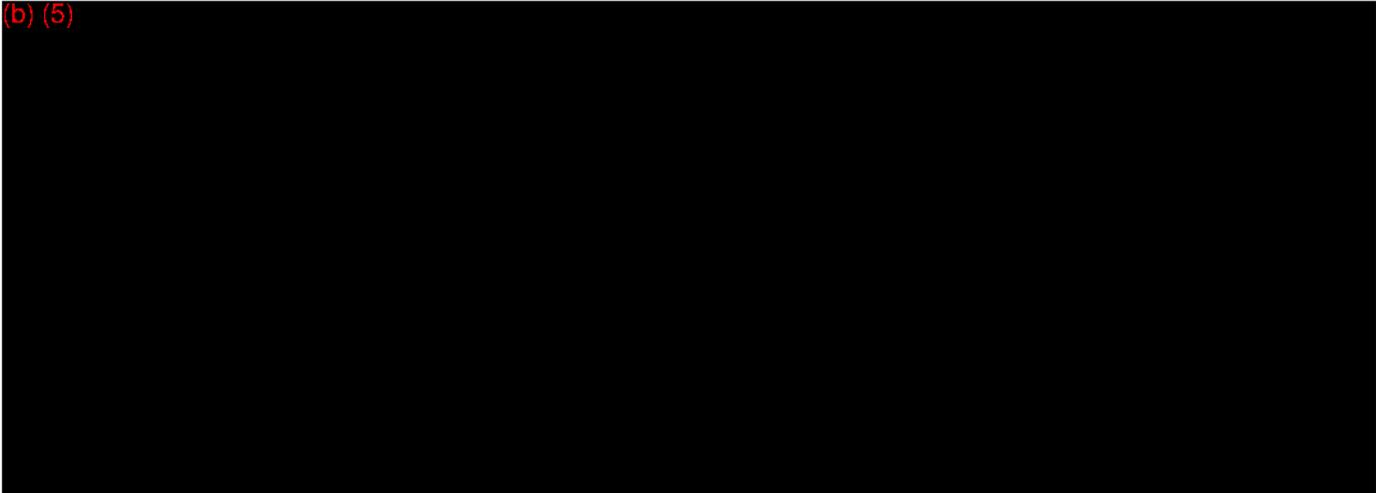


Best,
Emily

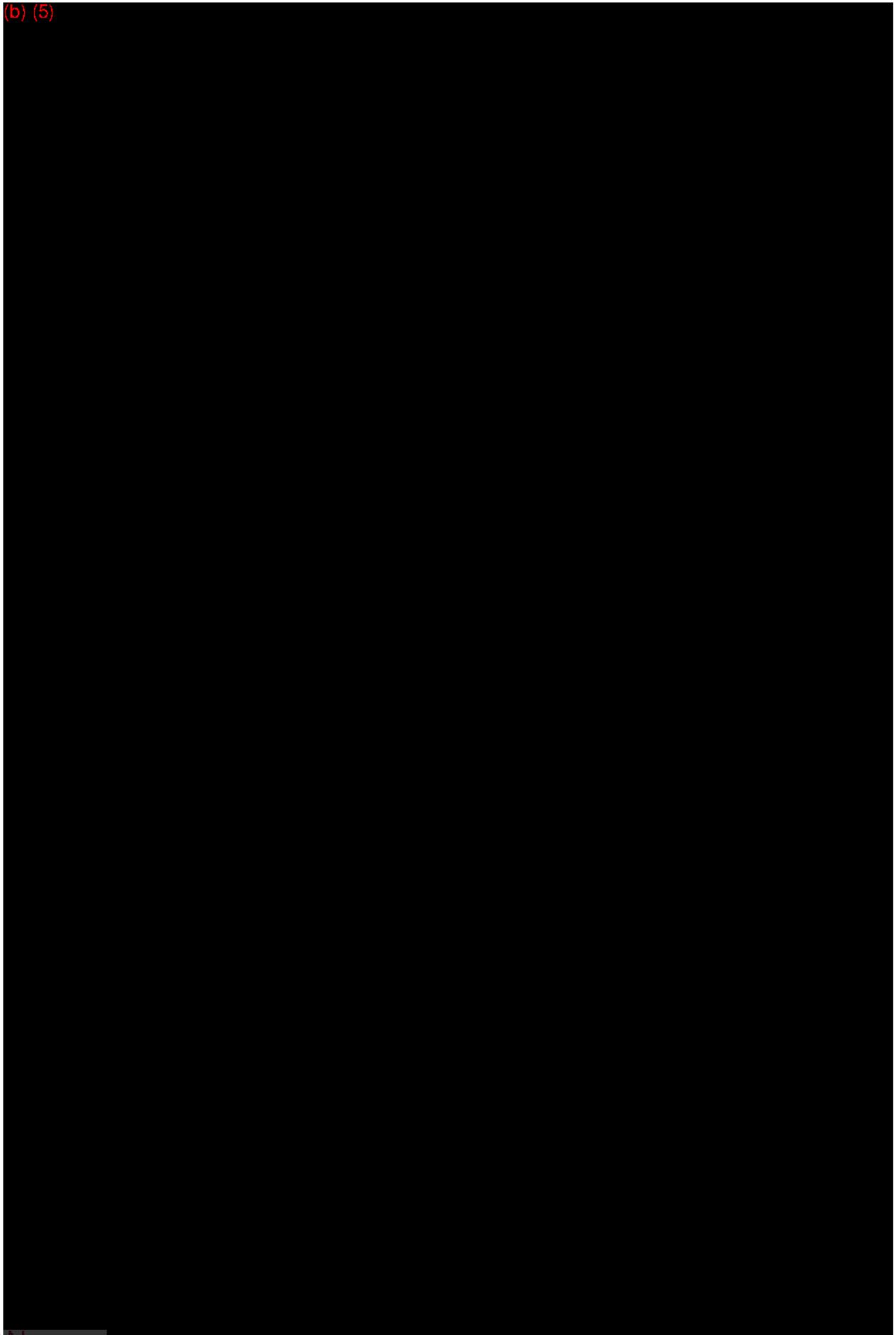
From: Marie Lennon <(b) (6)>
Sent: Tuesday, June 30, 2020 3:35 PM
To: Emily Pauline Newman <(b) (6)>; Diane Cullo <(b) (6)>
Subject: RE: Two Info Items

Emily,

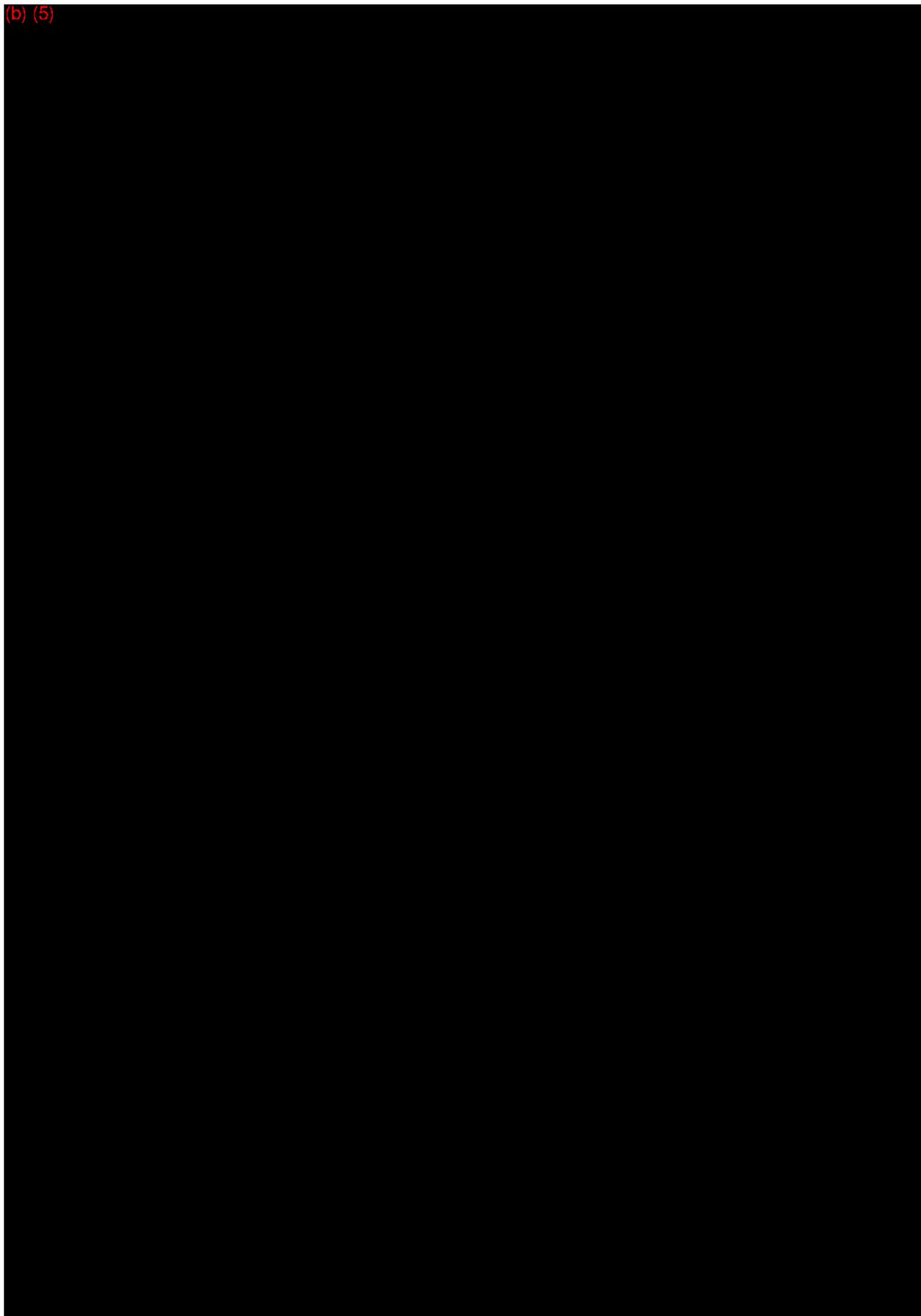
(b) (5)



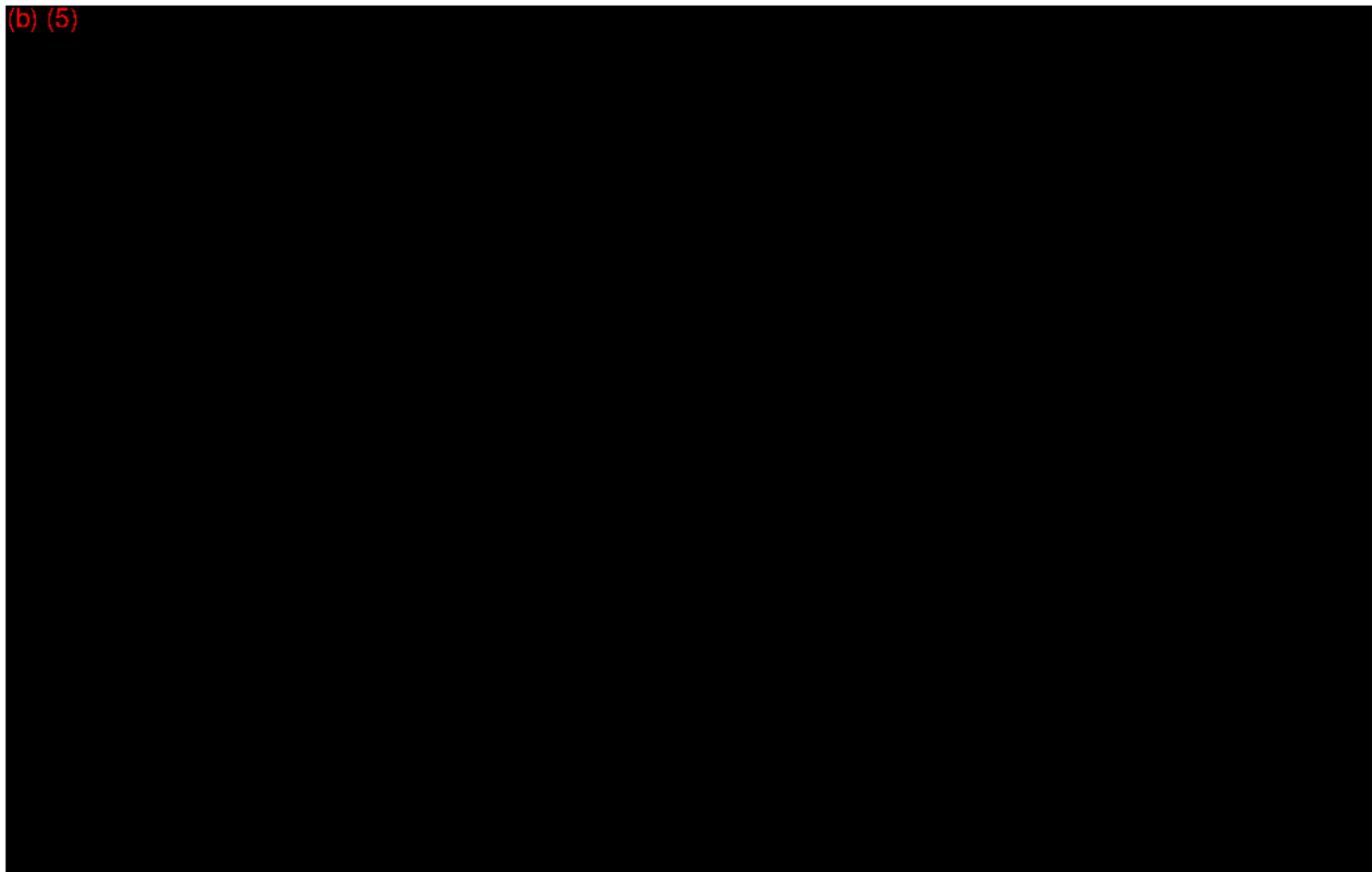
(b) (5)



(b) (5)



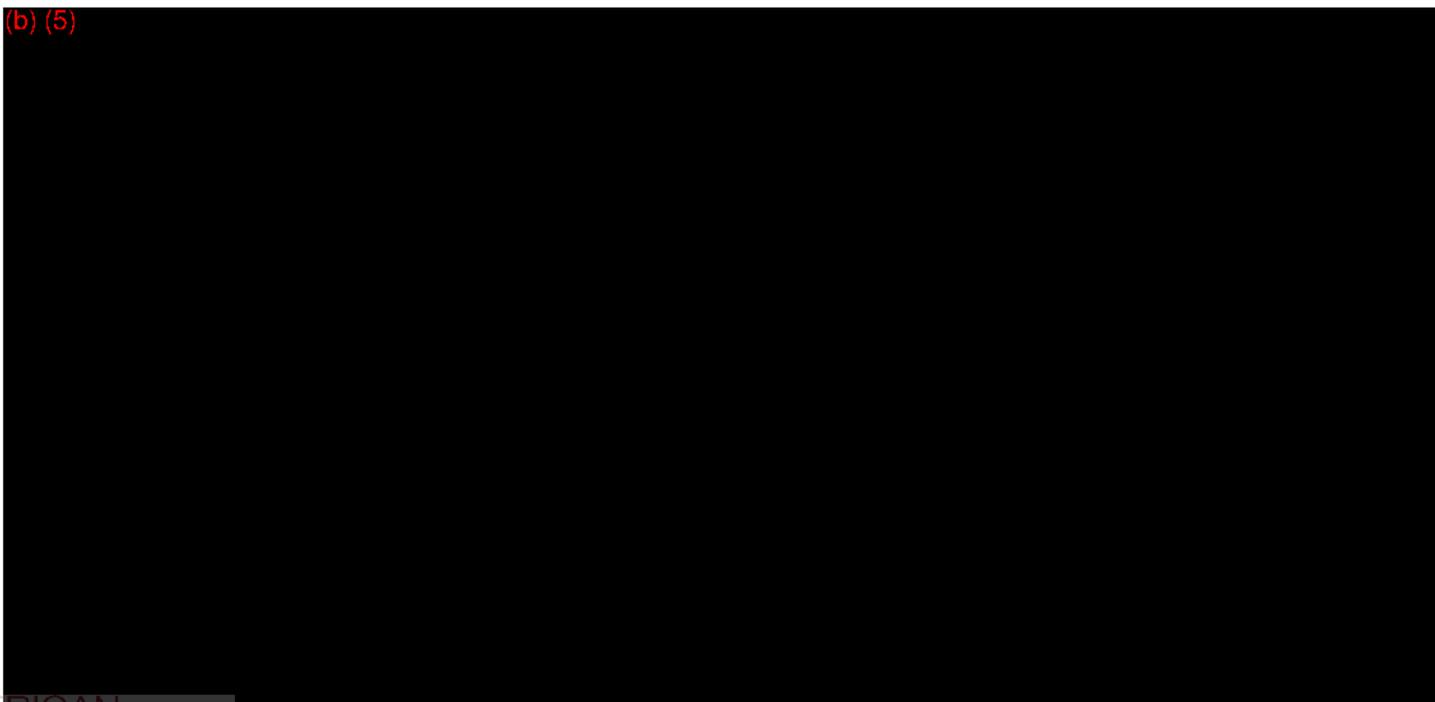
(b) (5)



From: Emily Pauline Newman <(b) (6)>
Sent: Sunday, June 28, 2020 7:50 PM
To: Marie Lennon <(b) (6)>; Diane Cullo <(b) (6)>
Subject: RE: Two Info Items

Thank you, Marie!

(b) (5)



(b) (5)

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

From: Marie Lennon <(b) (6)>

Sent: Sunday, June 28, 2020 6:05 PM

To: Diane Cullo (b) (6) >; Emily Pauline Newman <(b) (6) >
Subject: Two Info Items

Diane & Emily,

(b) (5)

Many thanks,
 Marie

Employee On-Board Counts by Organization June 2020				
Appointment Type	Organizational Element			
	USAGM	TSI	VOA	OCB
PAS	1			
SES	8	3	3	
Senior Level	2			
Consultant	2			
General Schedule	169	135	846	93
Non-Citizens			87	
Foreign Service		11	3	
Wage Board			44	
Totals	182	149	983	93
Agency On-Board Total: 1,238				

Marie Lennon
 Director of Management Services
 U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

(b) (6)



U.S. AGENCY FOR
GLOBAL MEDIA

UNITED STATES
BROADCASTING
BOARD OF
GOVERNORS

From: [Sam Dewey](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#)
Subject: Fwd: Clean - USAGM Plan of Action and Response Report Draft (FINAL)
Date: Thursday, October 29, 2020 11:41:38 AM
Attachments: [Foreign National Security Clearances.xlsx](#)

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From: Chris Luer <(b) (6)>
Sent: Thursday, October 29, 2020 11:38:00 AM
To: Sam Dewey <(b) (6)>
Subject: RE: Clean - USAGM Plan of Action and Response Report Draft (FINAL)

PLEASE NOTE THAT THE ATTACHED EXCEL SPREADSHEET CONTAINS PERSONALLY IDENTIFIABLE INFORMATION
NO FOIA
NO PUBLIC RELEASE

Sam,

(b) (5)



Thanks,

Chris

From: Sam Dewey <(b) (6)>
Sent: Wednesday, October 28, 2020 9:09 PM
To: Chris Luer <(b) (6)>
Subject: Re: Clean - USAGM Plan of Action and Response Report Draft (FINAL)

ETA on list?

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From: Chris Luer <(b) (6)>
Sent: Wednesday, October 28, 2020 7:25:45 PM
To: Sam Dewey <(b) (6)>
Subject: Clean - USAGM Plan of Action and Response Report Draft (FINAL)

From: (b) (6)
To: [Emily Newman](#)
Subject: Fwd: complaint
Date: Friday, September 11, 2020 2:49:42 AM
Attachments: [Cases of Severe Security Violations in Voice of an Ex](#)

Sent from ProtonMail Mobile

----- Forwarded message -----

From: Michael Pack (b) (6)
Date: On Sat, Sep 5, 2020 at 10:24 AM
Subject: Fwd: complaint
To: (b) (6) >
Cc: Emily Newman (b) (6)

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ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL/DELIBERATIVE**

Begin forwarded message:

From: André Mendes (b) (6)
Subject: Fwd: Please see the attached PPT
Date: September 1, 2020 at 10:57:04 AM EDT
To: (b) (6)

FWiW

Best

A

Get Outlook for Android

From: (b) (6)
Sent: Tuesday, September 1, 2020 10:44:25 AM
To: André Mendes (b) (6)
Subject: Please see the attached PPT

Hi, Andre,

I have read the letter against Pack from those editors Attached please find a PPT I made, Might be useful for you guys

Good luck!

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

Michael Pack

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

**PRIVILEGED AND CONFIDENTIAL
ATTORNEY WORK PRODUCT
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PRE-DECISIONAL/DELIBERATIVE**

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: Coverage - J-1 - draft
Date: Sunday, July 12, 2020 2:52:09 PM
Attachments: [Coverage - J-1 - draft.docx](#)

FYI

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From: Jonathan Bronitsky <(b) (6)>
Sent: Sunday, July 12, 2020 2:38:14 PM
To: Emily Pauline Newman (b) (6) >
Subject: Coverage - J-1 - draft

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#)
Subject: Fwd: Critical HR Actions
Date: Thursday, June 25, 2020 2:03:57 AM
Attachments: [Tier 2 Select Hiring Justifications.docx](#)
[USAGM HIRING ACTIONS Pipeline 6.15.2020.xlsx](#)

Can we circle back in anything outstanding here tomorrow?

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From: Matthew Walsh <(b) (6)>
Sent: Tuesday, June 16, 2020 9:02:30 AM
To: Emily Pauline Newman <(b) (6)>; Diane Cullo <(b) (6)>
Cc: Matthew Walsh <(b) (6)>; Marie Lennon <(b) (6)>; Oanh Tran <(b) (6)>; David Kligerman <(b) (6)>; Daniel Hanlon <(b) (6)>; Logan B. McVey <(b) (6)>
Subject: Critical HR Actions

Emily/Diane,

As you know, per CEO Pack's directive last week, we've frozen all HR and contracting actions in the pipeline as well as technical migrations, which we've interpreted broadly to apply to any changes in software or hardware systems. I'm going to be flagging for you this week actions in each category on the federal side that we recommend the CEO allow to move forward.

Would be great if we could discuss process around the three categories and how you'd like to proceed. I can tweak how this is being presented to you however you'd like, no prob. But most importantly – there will be some pretty critical items in each category that we should brief you on this week so urgent operations aren't affected.

The rest of this e-mail and the attachments pertain only to the HR actions. Kudos to Marie and her team ((b) (6)), and everyone else) for pulling this all together so quickly:

- The attached spreadsheet is the comprehensive list of all HR actions in the pipeline for USAGM, VOA, and OCB. HR worked with senior staff across the federal elements to put this together.
- Marie and I recommend that all 24 "Tier 1" actions be allowed to move forward now or ASAP. These are either actions where (a) an offer has been made and was accepted; or (b) hires who need a J-1 (journalist) visa to come to the U.S. and are in danger of losing the visa if we don't proceed.
 - Hire Has Accepted Offer: In these cases, the applicant was made an offer and accepted. These individuals either have been cleared by security (what's called a "pre-suitability" determination) and are awaiting the assignment of a start date, or currently are being vetted by security for a pre-suitability determination. (Pre-

suitability is not the full background investigation that we also conduct for most hires; rather, this is the cursory review sufficient enough to allow them to start while the full investigation is being completed DOD, which conducts our background investigations.) So these individuals could have reasonably expected to start in the next few weeks.

- J-1 Visa: Obtaining a J-1 visa is a lengthy process involving lots of moving pieces at other agencies (mainly State and DHS). Based on what we've seen in the past, pausing the hiring process could affect hires' ability to obtain a visa.

- "Tier 2" actions simply are all other HR actions in the pipeline. There are 61 of these, and I recommend that 19 of them be allowed to move forward now. (These are the 19 that have been flagged by senior staff as most critical.) The attached Word document provides brief written justifications for all 19 of these. Roughly speaking, these 19 are either positions critical to ongoing priority reform efforts (HR and IT reform, OCB reform, etc.) or critical support jobs that need to be filled to keep IT, production, transmission station, etc. support going at current levels. Most of these positions are U.S.-based, but some are overseas. These 19 are not listed in priority order; rather, they are grouped by operational unit. My suggestion is we brief you on all of these so you can better understand them and the broader background behind each, ask questions, etc.

- Re: hiring new schedule c appointees, bringing on the new CEO's team and key hires, etc., we started planning for that months ago on the hiring and budget fronts to make sure the new CEO has the flexibility needed to bring on his team. Suggest a briefing around that soon, including the big picture re: FY20 hiring. The CFO Office is a key part of that.

- There also are related issues – disciplinary cases, the question of when to do our next round of buyouts (we've been aggressive on this front), etc. – that would be great to discuss with you as well.

Cheers, Matt

From: [Emily Pauline Newman](#)
To: [Frank Wuco](#); [Diane Cullo](#)
Subject: Fwd: Critical Requirements Export August 11th
Date: Tuesday, August 11, 2020 11:49:30 PM
Attachments: [Export of Critical Requirements List 2020.08.11.xlsx](#)

Let's put forward the new exemption request process for MP clearance ASAP, and then implement ASAP. Once it's on paper, Frank should should present to MP.

Also, as discussed, we may need an interim approach to categorization/clearance in the meantime. Perhaps the guidance on certain requests, or certain categories of requests, should be clarified and/or cleared.

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From: Marie Lennon (b) (6)
Sent: Tuesday, August 11, 2020 8:57 PM
To: Diane Cullo; Emily Pauline Newman
Subject: Critical Requirements Export August 11th

Diane,

Attached is the critical contract list. We are up to 88 items on the list. Please let me know how I can help you make determinations on these requested actions.

Thanks,
Marie

From: [Emily Pauline Newman](#)
To: [Jonathan Bronitsky](#)
Subject: Fwd: Daily Signal (Heritage Foundation): "Severe, Fundamental Security Failures" in This Federal Agency Need to Be Investigated
Date: Friday, July 31, 2020 5:07:49 PM

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From: (b) (6); (b) (6)
Sent: Friday, July 31, 2020 4:41:44 PM
To: Emily Pauline Newman (b) (6); Morvared Namdarkhan (b) (6)
Subject: Daily Signal (Heritage Foundation): "Severe, Fundamental Security Failures" in This Federal Agency Need to Be Investigated

FYI:

<https://www.dailysignal.com/2020/07/30/severe-fundamental-security-failures-in-this-federal-agency-need-to-be-investigated/>

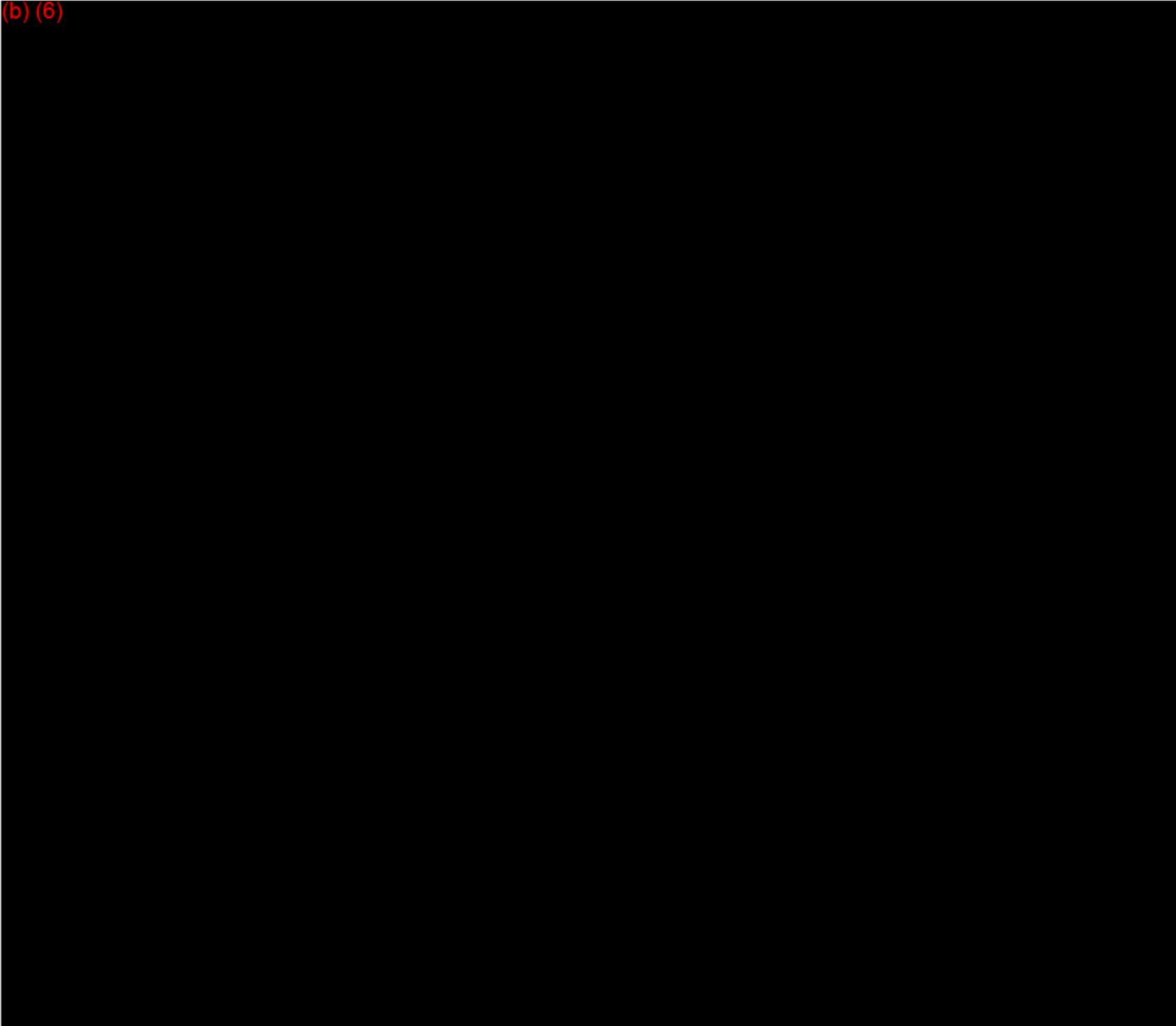
(b) (6)
Deputy Assistant to the President
Office of the Senior Advisor for Policy
Executive Office of the President
(b) (6)
(b) (6)

From: Emily Pauline Newman
To: [Morvared Namdarkhan](#)
Subject: Fwd: Daily Update - August 10th
Date: Monday, August 10, 2020 10:52:55 PM
Attachments: [GR Removal \(b\) \(6\) .pdf](#)
[Grievance \(b\) \(6\) 07.03.2020.pdf](#)
[Copy of Export of Critical Requirements List 2020.08.10.xlsx](#)
[OCB Nicaragua Assessments 7.30.2020.pdf](#)
[image001.png](#)

Get [Outlook for iOS](#)

From: Marie Lennon (b) (6)
Sent: Monday, August 10, 2020 9:04:32 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Subject: Daily Update - August 10th

(b) (6)



Sent: Monday, August 10, 2020 12:39 PM

To: (b) (6)

Subject: (b) (6)

(b) (6) – Where are we? If we have not hired (b) (6) in accordance with our obligation under the J-1 sponsorship program, we need to now consult DoS as there is a very real possibility that we will bring the J-1 visa program into disrepute. This will happen if (b) (6) has to seek welfare assistance or if (b) (6) sues USAGM. These are mandatory reporting circumstances under 22 CFR 62.13(d). I believe at this juncture if we have not made (b) (6) a PSC the decision needs to be regarded as final, and, DoS consulted about sending (b) (6) back to (b) (6).

Details from State Department. Believe I mentioned this topic last week. Further information is provided for your info in the attached email from Matt Walsh to PD at State.

Thanks,
Marie

Marie Lennon

Director of Management Services
U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

(b) (6)



From: [Davis, Melinda M.](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: DELANCY, Toni - Cleared for TTC Appointment 07/25/20
Date: Saturday, July 25, 2020 2:21:34 PM

Yes. I thought this one has been forwarded as well. Thanks.

Sent from my iPhone

Begin forwarded message:

From: (b) (6) (b) (6)
Date: July 25, 2020 at 7:56:27 AM EDT
To: (b) (6) (b) (6)
Subject: DELANCY, Toni - Cleared for TTC Appointment 07/25/20

Toni Delancy is cleared for a TTC Appointment with the US Agency for Global Media.

Thank you!

(b) (6)
U.S. Office of Personnel Management
FSEM/Personnel Security
1137 Branchton Road
Boyers, PA 16016

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

From: [Davis, Melinda M.](#)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Fwd: DEWEY, Samuel- Cleared for TTC Appointment 07/25/20
Date: Saturday, July 25, 2020 8:11:22 AM

Good morning. Fyi

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 25, 2020 at 8:00:16 AM EDT
To: (b) (6)
Subject: DEWEY, Samuel- Cleared for TTC Appointment 07/25/20

Samuel Dewey is cleared for a TTC Appointment with the US Agency for Global Media.

Thank you!

(b) (6)
U.S. Office of Personnel Management
FSEM/Personnel Security
1137 Branchton Road
Boyers, PA 16016

(b) (6)

From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#); [Sam Dewey](#)
Subject: Fwd: DO NOT USE! ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Friday, August 28, 2020 7:54:29 PM
Attachments: [image002.png](#)

From: (b) (6)
Sent: Friday, August 28, 2020 7:50:20 PM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: DO NOT USE! ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: August 28, 2020 at 7:32:39 PM EDT
To: (b) (6)
Cc: (b) (6)
**Subject: DO NOT USE! ON FRAME.IO: Interview to White House Official
Re: Situation at VOA**

Dear Colleagues,
Please DO NOT use this interview on any platforms.
If you have already used it, please let us know as soon as possible.
Best regards,

(b) (6)

From: (b) (6)
Sent: Friday, August 28, 2020 10:53 AM
To: (b) (6)
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, (b) (6). We talked about the White House new strategy to Latin

America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on (b) (6). Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6) www.voanoticias.com



From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#); [Sam Dewey](#)
Subject: Fwd: DO NOT USE! ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Friday, August 28, 2020 7:54:29 PM
Attachments: [image002.png](#)

From: (b) (6)
Sent: Friday, August 28, 2020 7:50:20 PM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: DO NOT USE! ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: August 28, 2020 at 7:32:39 PM EDT
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**Subject: DO NOT USE! ON FRAME.IO: Interview to White House Official
Re: Situation at VOA**

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If you have already used it, please let us know as soon as possible.
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(b) (6)

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Sent: Friday, August 28, 2020 10:53 AM
To: (b) (6)
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America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on (b) (6). Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

(b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6) | www.voanoticias.com



From: [Emily Pauline Newman](#)
To: [Frank Wuco](#); [Diane Cullo](#)
Subject: Fwd: ES, approved, USAGM request for 20 TTC (security emergency), 8-25-2020, signed DD Kirk.pdf
Date: Thursday, August 27, 2020 12:43:03 AM
Attachments: [ES, approved, USAGM request for 20 TTC \(security emergency\), 8-25-2020, signed DD Kirk.pdf](#)

For reference — TTC request approval memo

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Tuesday, August 25, 2020 1:39:41 PM
To: (b) (6)
Subject: ES, approved, USAGM request for 20 TTC (security emergency), 8-25-2020, signed (b) (6)

Approved, please process.

From: [Emily Pauline Newman](#)
To: [Sam Dewey](#)
Cc: [Morvared Namdarkhan](#); [Diane Cullo](#)
Subject: Fwd: Follow-Up Review of the USAGM assessment
Date: Wednesday, July 29, 2020 12:49:11 AM

FYI - RE OPM findings/improperly issued PIV credentials

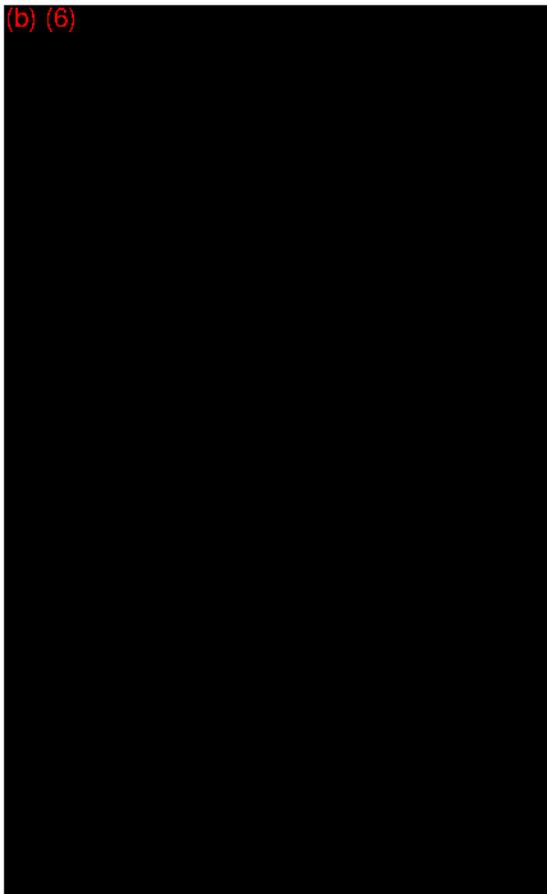
Get [Outlook for iOS](#)

From: (b) (6)
Sent: Tuesday, July 28, 2020 2:06 PM
To: Emily Pauline Newman
Cc: Diane Cullo; Morvared Namdarkhan; (b) (6)
Subject: FW: Follow-Up Review of the USAGM assessment

Hello Ms. Newman,

Per your conversations with (b) (6), I'm providing the requested information to you. Please let me know if I can be of further assistance.

(b) (6)



(b) (6)
(b) (6) Suitability Oversight

Office of Personnel Management
Suitability Executive Agent Programs

(b) (6)

From: (b) (6)

Sent: Monday, July 27, 2020 11:00 AM

To: (b) (6)

Subject: FW: Follow-Up Review of the USAGM assessment

(b) (6),

We are finalizing our corrective action plan and would like to know if we can received the names reflected on Table 7 Improperly Issued PIV Credentials, 2020, page 44?

Thank you very much.

(b) (6)

From: (b) (6)

Sent: Monday, July 20, 2020 11:38 AM

To: (b) (6)

Subject: RE: Follow-Up Review of the USAGM assessment

Good morning (b) (6)

I hope all is well and you're remaining safe!

Our CEO received report and passed it along to SEC for our action.

I would like to know if I can get the names of the personnel reflected on Table 7 Improperly Issued PIV Credentials, 2020, page 44?

Thank you very much.

(b) (6)

(b) (6)

Personnel Security Division

Office of Security

(b) (6)

Stay Safe

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: FTE and Contractor List
Date: Thursday, August 13, 2020 2:31:03 AM
Attachments: [image001.png](#)
[FTE and Contractor Listing by Ora 7.31.20 No SSNs.xlsx](#)
Sensitivity: Confidential

FYI
Discuss

Get [Outlook for iOS](#)

From: Marie Lennon (b) (6)
Sent: Friday, July 31, 2020 9:32:27 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Subject: FTE and Contractor List

Attached is an updated version of the subject spreadsheet. All entries have been checked through the Office of Security for clearance info as well as the status of their investigative status. There are a few entries (contractors) where no info is entered regarding investigative status and that is because security was unable to find them in any of their databases. The most prevalent reason that security would not have a record on a contractor is that the individual in question is a stringer. In general, stringers do not have physical or logical access and we would not be required to run Tiered background investigations on them. If language services do not report stringers to us, then we will not have a record of them. It is also possible that a contractor could be "off-site" and not require physical or logical access. We would not have records in these cases either.

I have also attached a copy of our request to the CIO to assist with establishing a system that will allow us to keep this list up-to-date in near real-time. As stated previously, as of now, this document has only captured information that is accurate on the day the data was exported into this list.

Please let me know if you have any further questions on this reference.

Thanks,
Marie

Marie Lennon
Director of Management Services
U.S. Agency for Global Media (USAGM)
Teams: (b) (6)
Mobile: (b) (6)
(b) (6)



From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Friday, August 28, 2020 4:05:07 PM
Attachments: [image002.png](#)

(b) (6)

For situational awareness, I'm told:

- (1) (b) (6) has repeatedly violated the social media policy.
- (2) (b) (6) failed to make a disclosure; (b) (6) is here on a JN-1 and has an obvious and egregious conflict of interest.
- (3) Not only does (b) (6) have the conflict above, (b) (6) has actively spoken against the Administration on this issue.

Also, see below.

We are looking into this from the usagm perspective, but it does raise broader concerns.

Happy to discuss.

Best,
Emily

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)
Sent: Friday, August 28, 2020 1:17 PM
To: Sam Dewey; Emily Pauline Newman; Diane Cullo; Frank Wuco
Subject: RE: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Troublingly, in terms of journalistic ethics, it appears that (b) (6) – a former RT (b) (6) who was profiled in the recent *WaPo* story – failed to disclose (b) (6) potential connection to the issue.

From: Sam Dewey (b) (6)
Sent: Friday, August 28, 2020 12:19 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Roger.

Get [Outlook for iOS](#)

From: Emily Pauline Newman (b) (6)
Sent: Friday, August 28, 2020 12:18:16 PM
To: Sam Dewey (b) (6); Diane Cullo (b) (6); Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6)
Subject: Re: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Nothing at this point. I'm flagging for WH.

Get [Outlook for iOS](#)

From: Sam Dewey (b) (6)
Sent: Friday, August 28, 2020 12:16:01 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6); Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6)
Subject: HOT ITEM Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Let me know what to do.

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)
Sent: Friday, August 28, 2020 11:12 AM
To: Sam Dewey
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: (b) (6)
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: August 28, 2020 at 10:53:21 AM EDT

To: (b) (6)

Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, (b) (6). We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on (b) (6). Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

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-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

Cell: (b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6) | www.voanoticias.com



From: [Emily Pauline Newman](#)
To: [Sam Dewey](#) (b) (6); [Morvared Namdarkhan](#) (b) (6)
Cc: [Frank Wuco](#) (b) (6)
Subject: Fwd: Impact of Hiring Freeze on VOA Operations
Date: Saturday, October 10, 2020 12:39:00 AM
Attachments: [VOA Impact Assessment October 6, 2020.docx](#)

Get [Outlook for iOS](#)

From: Elez Biberaj (b) (6)
Sent: Tuesday, October 6, 2020 2:14:22 PM
To: Frank Wuco (b) (6)
Cc: Emily Pauline Newman (b) (6); (b) (6) VOA
Director's Office (b) (6); Elez Biberaj (b) (6)
Subject: Impact of Hiring Freeze on VOA Operations

Frank:
I am taking the liberty of respectfully reminding the CEO office of the adverse impact that the hiring freeze, the loss of a large number of J-1 visa holder reporters, and the non-approval of further PSC contracts are having on VOA programming and operations. Please find attached details on how these actions have diminished VOA's ability to fulfill its mission. To avoid further diminishment of VOA's ability to provide comprehensive news and information to the global audiences it serves, it is imperative that USAGM take action now to lift the freeze on hiring and other important personnel actions.
Thank you.
Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237
(b) (6)
(b) (6)



A Free Press Matters

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: Information Request
Date: Sunday, August 2, 2020 8:33:57 PM

From: (b) (6)
Sent: Sunday, August 2, 2020 8:16:48 PM
To: Jonathan Bronitsky (b) (6)
Subject: Information Request

Jonathan Bronitsky
Public Affairs
U.S. Agency for Global Media

Jonathan,

This is a request for information relating to a story BBG/USAGM Watch is preparing regarding OPM/ODNI assessments of agency failures to adequately vet staff and associated national security threats from years of deficiencies.

It's my understanding that USAGM plans to issue a statement on this subject on Tuesday. It would be helpful if you could confirm the timing of any such statement and clarify whether documentation, including the OPM report from 2020, will be formally released as part of this or whether this document should be considered as background for media.

I have the following questions -- the first three relate specifically to the security deficiency issues that are a matter of grave concern to Mr. Pack and his team:

- Were investigative authorities ever returned to the agency after their transfer to NBIB/DOD?
- What is new USAGM management's understanding of progress made by the agency as of this month toward re-investigating the 1,527 cases (OPM's report refers to 310 as of earlier this year)?
- What is the status of State Department OIG attention to the security issues identified in the OPM's 2020 report?
- Is Mr. Pack aware that long-running abuse of J-1 visa policy stretches throughout VOA and many language services?

Your assistance with responses would be greatly appreciated.

(b) (6)

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: Information Request
Date: Sunday, August 2, 2020 8:33:57 PM

From: (b) (6)
Sent: Sunday, August 2, 2020 8:16:48 PM
To: Jonathan Bronitsky (b) (6)
Subject: Information Request

Jonathan Bronitsky
Public Affairs
U.S. Agency for Global Media

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Your assistance with responses would be greatly appreciated.

(b) (6)

From: [Andre Mendes](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#); [Michael Pack](#)
Subject: Fwd: Issues for SACFO meeting and resolution
Date: Monday, July 13, 2020 6:16:16 AM

Micgael et al;

FYSA.

Best,

Andre

From: Grant Turner (b) (6)
Sent: Monday, July 13, 2020 12:28:47 AM
To: Andre Mendes (b) (6)
Subject: Issues for SACFO meeting and resolution

Hi Andre,

Following up on my last email, I wanted to provide you some thoughts related to finance, operations, and the eventual meeting with the Senate appropriators to free up the OCB money. I think the Hill's concerns are not OCB-specific in most cases and are fairly obvious ones, similar to mine and likely yours, so easy to enumerate. I think most of the issues are the broad subjects below. You may not have the answers to all, but perhaps Diane, Emily, Michael, or Mr Pack can fill in the blanks to help address the concerns and prep for the meeting with the Senate to lift the Hold:

—Explanation for the mass firings of the network heads and the general strategy going forward. (Also the recent firing of (b) (6)).

—The impact of the continuing freeze on contracting actions, personnel actions, and technical migrations (particularly on the federal side, but also during the time the freeze applied to the grantees). Impacts on health and safety related to covid or otherwise.

—Governance issues at USAGM including violations of the firewall, such as the removal of (b) (6) as standards editor of VOA; the makeup of the grantee boards, etc.

—The status of the lawsuit with the Open Technology Fund and the qualifications of the Acting CEO at this boutique organization.

—The current status of OTF's grant agreement and various work they fund, including impacts on human rights activists, journalists/sources worldwide, and including protesters in Hong Kong. (The July funding still has not gone out).

—The status of the J-1 visas; threats to journalists who may need to return home; impact on operations; and the reasons for conducting the reviews.

Best,
Grant

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From: [Emily Pauline Newman](#)
To: [Diane Cullo](#)
Subject: Fwd: July 24 - Daily Report
Date: Saturday, July 25, 2020 3:38:53 AM
Attachments: [Critical Contract Requirements 7.24.2020 Past Due.xlsx](#)
[FW Warangkana"s Status J1"s.msg](#)

Let's review any outstanding contracts ASAP (sat)

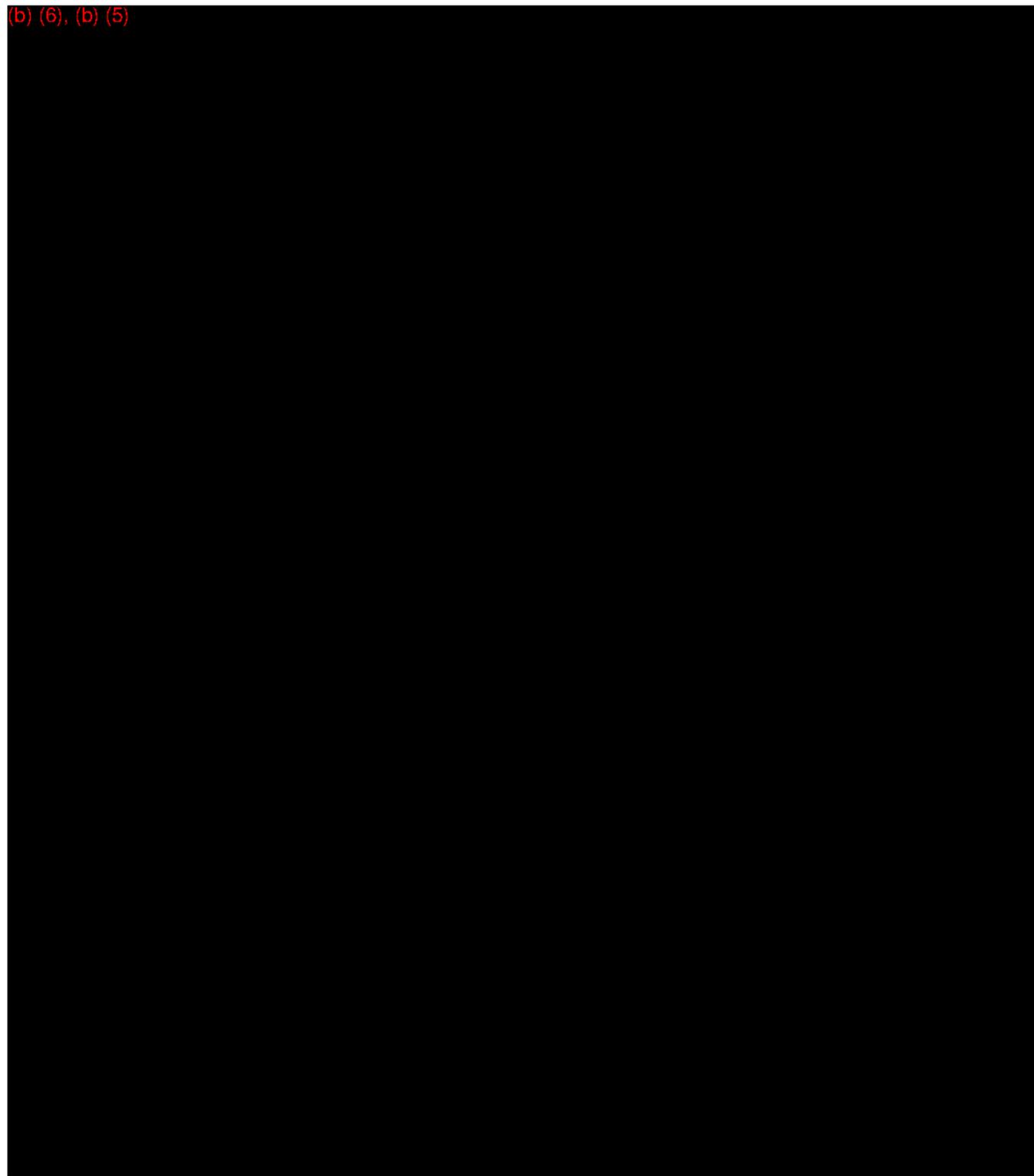
Get [Outlook for iOS](#)

From: Marie Lennon (b) (6)
Sent: Friday, July 24, 2020 8:41:32 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Subject: July 24 - Daily Report

(b) (6), (b) (5)



(b) (6), (b) (5)



Thank you.

From: [Frank Wuco](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: Fwd: MARTINEZ, Osmin /Notice of Proposed Removal
Date: Monday, August 24, 2020 6:50:36 PM
Attachments: [Request for Extension of Time 24 August 2020.pdf](#)
[ATT00001.htm](#)

FYI...

From: (b) (6)
Sent: Monday, August 24, 2020 4:55:47 PM
To: Frank Wuco (b) (6)
Subject: FW: (b) (6) /Notice of Proposed Removal

Frank:

See below. Happy to discuss at your convenience,

(b) (6)

(b) (6)
Office of Human Resources
U.S. Agency for Global Media
330 Independence Avenue, SW, Washington, DC 20237
Office phone: (b) (6); Cell phone: (b) (6)

This message may contain information that may be confidential and subject to the attorney-client privilege, work-product doctrine, or other applicable protection. If you have received this message in error, please advise the sender by reply e-mail and delete the message. If you are not the intended addressee, you should not use, copy, transfer, or disclose to anyone else this message, attached documents, or any information relating to this message.

From: (b) (6)
Sent: Monday, August 24, 2020 4:51 PM
To: (b) (6)
Subject: (b) (6) /Notice of Proposed Removal

Dear Ms. Cullo (b) (6)

Good afternoon. I have been retained to represent (b) (6) in connection with his Notice of Proposed Removal (USAGM/OCB).

Please see the attached correspondence dated 24 August 2020, where I request additional time to submit the response to the Notice on behalf of (b) (6).

Please feel free to reply directly to this email or call me at the office at (b) (6) should

you have any questions.

From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#); [Sam Dewey](#)
Subject: Fwd: Media Inquiry
Date: Sunday, September 6, 2020 9:05:22 PM

FYSA

From: (b) (6)
Sent: Sunday, September 6, 2020 8:41:15 PM
To: Jonathan Bronitsky (b) (6)
Subject: Media Inquiry

This is a media inquiry seeking USAGM comment.

One week after a group of 14 Voice of America employees publicly challenged the new CEO, it's unclear whether key figures involved in organizing and promoting the unprecedented protest will face any disciplinary action.

Documents and social media posts obtained by USAGM Watch show that VOA's two White House correspondents have been key leaders of the protest, with one the apparent leader of steps to add signatures to the original protest letter.

One of them has used her Facebook page to campaign for J-1 visa holders forced to leave the U.S. The other has used his Facebook page, which he uses to promote his coverage for VOA, to support outside critics of Michael Pack who compared the CEO's actions to McCarthyism.

Questions:

Is USAGM aware of the above?

Is USAGM actively investigating, or has it investigated, the origins of the protest letter sent to the CEO?

Will the organizers of the protest, including the drafters and signatories of the letter, face any disciplinary action?

It appears, based on initial checks by USAGM Watch, that (b) (6) may once again be blocking citizen journalists -- editors and contributors to USAGM Watch -- from viewing his Facebook page ["w7voa"]. As reported by USAGM Watch in the past, (b) (6) was previously ordered by USAGM/VOA officials to remove an earlier block that prevented us from viewing his content. Is USAGM aware of this?

Thank you for your time.

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: Fwd: Media Request for Comment: USAGM J-1 renewals
Date: Saturday, July 11, 2020 1:16:07 PM

From: (b) (6)
Sent: Saturday, July 11, 2020 1:02:55 PM
To: (b) (6); Jonathan Bronitsky (b) (6)
Cc: (b) (6)
(b) (6)
(b) (6)
Subject: Media Request for Comment: USAGM J-1 renewals

Good afternoon. Please could you provide clarification and comment on the following findings and claims in our reporting:

A USAGM spokesperson said earlier this week that the J-1 visa renewal process is aimed at improving agency management, protecting U.S. national security and ensuring that hiring authorities are not misused.

Please could you provide clarification or incidents of alleged mismanagement and hiring authority misuse that led to this decision, and what national security concerns the agency has that were not addressed in its existing vetting process.

About 30 VOA journalists have J-1 visas that have or are due to expire soon. Some have already booked flights to their home countries because they have not received a definitive decision on their visa. Will USAGM expedite their renewals?

Can you provide comment on claims that:

The visa delay endangers some VOA journalists, who risk arrest or retaliation if forced to return to their home countries because of their reporting for VOA.

The visa delays and recent leadership changes and journalist dismissals risk damaging VOA's reputation as an independent broadcaster.

That the visa delays risk hampering VOA's ability to cover the news for its large international audience during a busy news cycle when staff are focused on the pandemic, upcoming U.S. elections, and race relations.

Thanks for your time,

(b) (6)
Assignment Editor
VOA News Center

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
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Thanks for your time,

(b) (6)
Assignment Editor
VOA News Center

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: Fwd: Media Request for Comment: USAGM J-1 renewals
Date: Saturday, July 11, 2020 3:35:19 PM

From: (b) (6)
Sent: Saturday, July 11, 2020 3:03:42 PM
To: (b) (6); Jonathan Bronitsky (b) (6)
Cc: (b) (6)
(b) (6)
(b) (6)
Subject: RE: Media Request for Comment: USAGM J-1 renewals

Hello

Please could you provide clarification and comment today on the following:

The number of contractors and staff at VOA News who hold a J-1 visa that are due for renewal between July 1 and Aug.31.

And please provide comment today on VOA journalists who say they are worried the J-1 visa renewal delays and changes to the review process may affect the broadcaster's ability to continue to comprehensively cover news for their overseas audiences.

Kind regards,
(b) (6)

From: (b) (6)
Sent: Saturday, July 11, 2020 1:03 PM
To: (b) (6); Jonathan Bronitsky (b) (6)
Cc: (b) (6)
(b) (6)
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Thanks for your time,

(b) (6)
Assignment Editor
VOA News Center

From: [Sam Dewey](#)
To: [CEO2016](#)
Cc: [Emily Pauline Newman](#); [Frank Wuco](#); [Morvared Namdarkhan](#); (b) (6)
Subject: Fwd: meeting with Mr. Pack
Date: Wednesday, October 21, 2020 7:01:36 PM

Michael:

Please see the below from (b) (6). This is the email i referenced in your office earlier today.

To me, this is an alarming email. It is sent outside or normal course and in my mind seems to be an effort to set you up by someone whom we have reason to believe has leaked sensitive information.

Please let us know how you would like to respond. We are unable to formulate a recommended course of action because any course of action we would recommend requires a predicate act you have ruled out.

Best,

Sam

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From: (b) (6)
Sent: Wednesday, October 21, 2020 1:34 PM
To: Sam Dewey
Cc: Emily Pauline Newman
Subject: Fwd: meeting with Mr. Pack

From: (b) (6)
Sent: Wednesday, October 21, 2020 10:34
To: (b) (6)
Subject: meeting with Mr. Pack

Hi (b) (6)

I wanted to see if Mr. Pack does meetings with individuals. I'm interested in speaking with him to talk about what his rationale was for the denial of the J-1 visa and Permanent Residence sponsorship for (b) (6), an employee in the (b) (6) Service. To the best of my knowledge, it's the first rejection – others have just been tabled without action – and it's good to have him on the record. Now that we know it's something he disapproves, I want to talk with him about the strategies going forward, and hope you can set up a meeting in his office (or mine) or by Teams.

All the best,

(b) (6)

Deputy Director for Programming, VOA

(b) (6)

From: (b) (6)
To: [Sam Dewey](#)
Cc: [Emily Pauline Newman](#)
Subject: Fwd: meeting with Mr. Pack
Date: Wednesday, October 21, 2020 1:34:26 PM

From: (b) (6)
Sent: Wednesday, October 21, 2020 10:34
To: (b) (6)
Subject: meeting with Mr. Pack

Hi (b) (6)
I wanted to see if Mr. Pack does meetings with individuals. I'm interested in speaking with him to talk about what his rationale was for the denial of the J-1 visa and Permanent Residence sponsorship for (b) (6), an employee in the (b) (6) Service. To the best of my knowledge, it's the first rejection – others have just been tabled without action – and it's good to have him on the record. Now that we know it's something he disapproves, I want to talk with him about the strategies going forward, and hope you can set up a meeting in his office (or mine) or by Teams.

All the best,

(b) (6)

Deputy Director for Programming, VOA

(b) (6)

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: Memo to OPM
Date: Wednesday, October 7, 2020 11:13:12 AM

Status update re: security below. On hold until further notice/direction.

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From: Michael Pack (b) (6)
Sent: Wednesday, October 7, 2020 10:33 AM
To: Emily Pauline Newman
Cc: Frank Wuco
Subject: Re: Memo to OPM

I think we should put the entire effort on hold. Let's revisit it when I return.

So, you should really postpone the OPM meeting.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 7, 2020, at 10:21 AM, Emily Pauline Newman (b) (6) wrote:

Michael,

To clarify, do you want us to hold on the entire effort at this point -- including remediation of issues with the 77 individuals who hold national security clearances? Or are you still good with the phased approach you cleared on Friday?

Also, we have a coordination meeting scheduled with OPM staff today. Would you like us to cancel or postpone, or should we proceed?

Best,
Emily

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From: Michael Pack (b) (6)

Sent: Wednesday, October 7, 2020 10:03:02 AM

To: Frank Wuco (b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: Re: Memo to OPM

As you once suggested, I think we should put the stand down on hold. I will continue working on It at my end.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 7, 2020, at 9:50 AM, Frank Wuco (b) (6) wrote:

Will do. This version for you. Should discuss before sending to OPM. We have a meeting with them in a couple of hours to bring it all together.

Best,

F

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From: Michael Pack (b) (6)

Sent: Wednesday, October 7, 2020 9:42:49 AM

To: Frank Wuco (b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: Re: Memo to OPM

Looks good, but please wait to send.

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 6, 2020, at 11:06 PM, Frank Wuco

(b) (6) wrote:

PRE-DECISIONAL//DELIBERATIVE//NO PUBLIC RELEASE

Sir,

Attached, as requested. Please advise should you have any additional questions/concerns.

Best,

Frank

-----Original Message-----

From: Michael Pack (b) (6)

Sent: Tuesday, October 6, 2020 2:57 PM

To: Frank Wuco (b) (6)

Cc: Emily Pauline Newman (b) (6)

Subject: Memo to OPM

Have you drafted the memo (b) (6) requested? This is a high priority. Thanks.

Best,

Michael Pack

Chief Executive Officer

U.S. Agency for Global Media

(b) (6)

<USAGM-OPM PLAN.docx><USAGM-OPM SSD
Comparison_201006.pdf>

From: [Emily Pauline Newman](#)
To: [Jonathan Bronitsky](#); [Frank Wuco](#); [Diane Cullo](#); [Toni DeLancey](#)
Subject: Fwd: Messaging: J-1 / VOA (draft)
Date: Monday, August 31, 2020 10:39:30 PM

This is much improved. Thanks for your work on this.

****HOWEVER**, this email thread raises a number of concerns and questions, including:

Why is this being bounced around via email with MP before going through even the semblance of clearance?

What is the reference to extension of the J-1 visa program? I didn't see or clear an extension, and very much hope this is a typo. If not, please send background info immediately.

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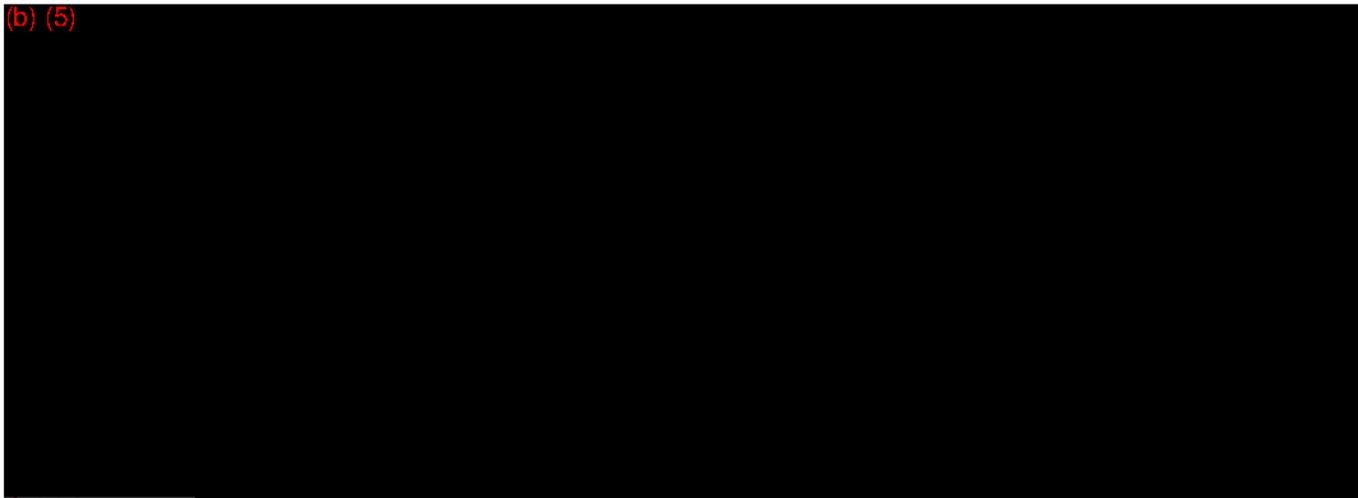
From: Jonathan Bronitsky (b) (6)
Sent: Monday, August 31, 2020 9:54 PM
To: Frank Wuco; CEO2016
Cc: Toni DeLancey; Emily Pauline Newman; Diane Cullo
Subject: Re: Messaging: J-1 / VOA (draft)

Very good. Michael?

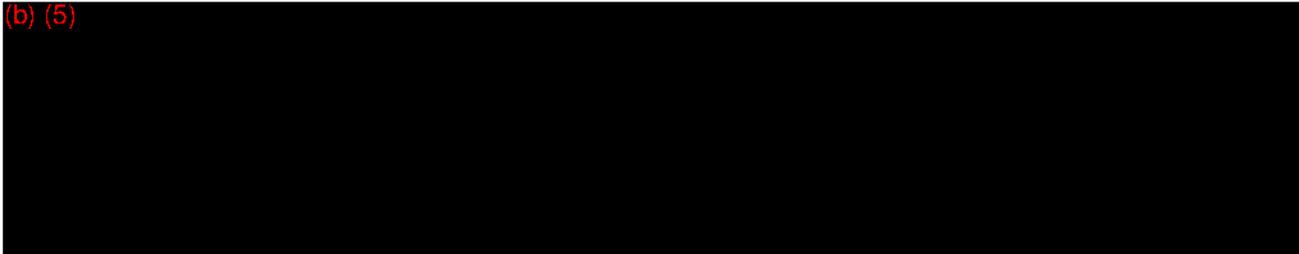
From: Frank Wuco (b) (6)
Sent: Monday, August 31, 2020 9:22:02 PM
To: Jonathan Bronitsky (b) (6); CEO2016 (b) (6)
Cc: Toni DeLancey (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: Messaging: J-1 / VOA (draft)

Alternative, below:

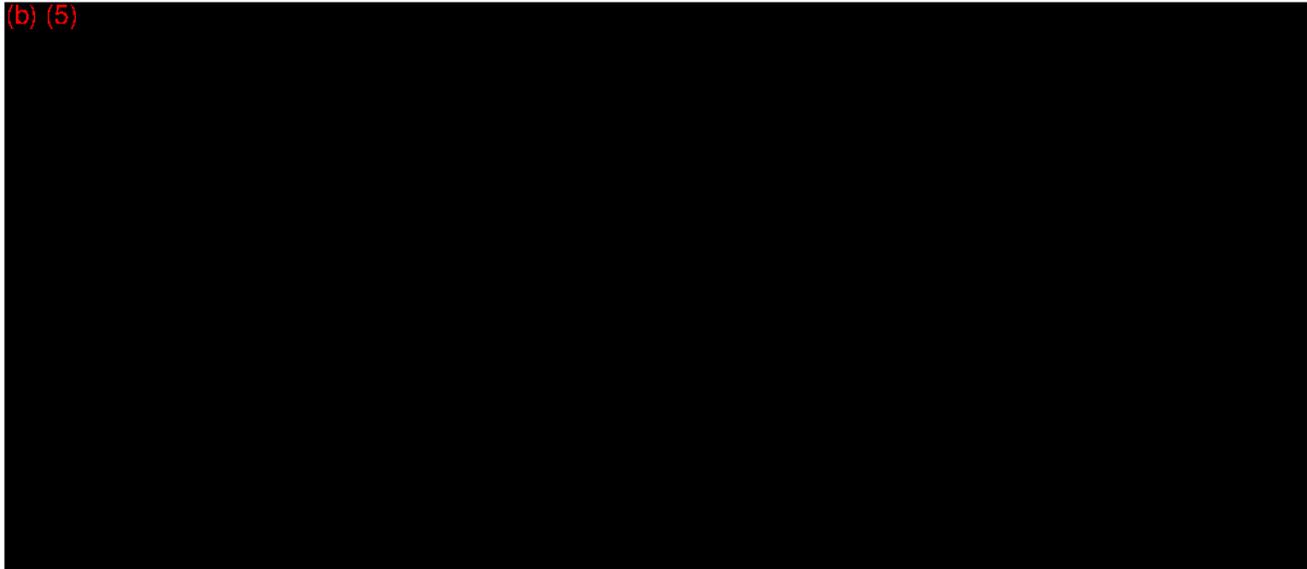
(b) (5)



(b) (5)



(b) (5)



From: Jonathan Bronitsky (b) (6)
Sent: Monday, August 31, 2020 8:35 PM
To: CEO2016 (b) (6); Frank Wuco (b) (6)
Cc: Toni DeLancey (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: Re: Messaging: J-1 / VOA (draft)

Correct, Michael, that's what I reupped above.

Team, any thoughts on the J-1 copy?

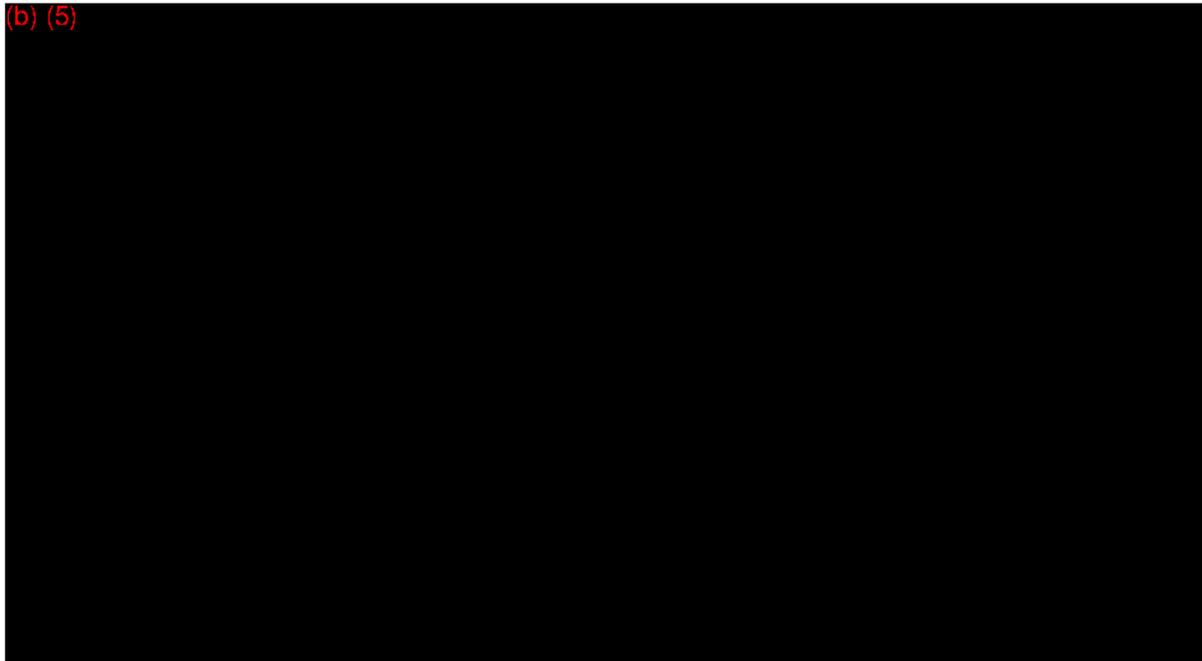
From: CEO2016 (b) (6)
Sent: Monday, August 31, 2020 8:05 PM
To: Frank Wuco
Cc: Jonathan Bronitsky; Toni DeLancey; Emily Pauline Newman; Diane Cullo
Subject: Re: Messaging: J-1 / VOA (draft)

We also need a j1 statement

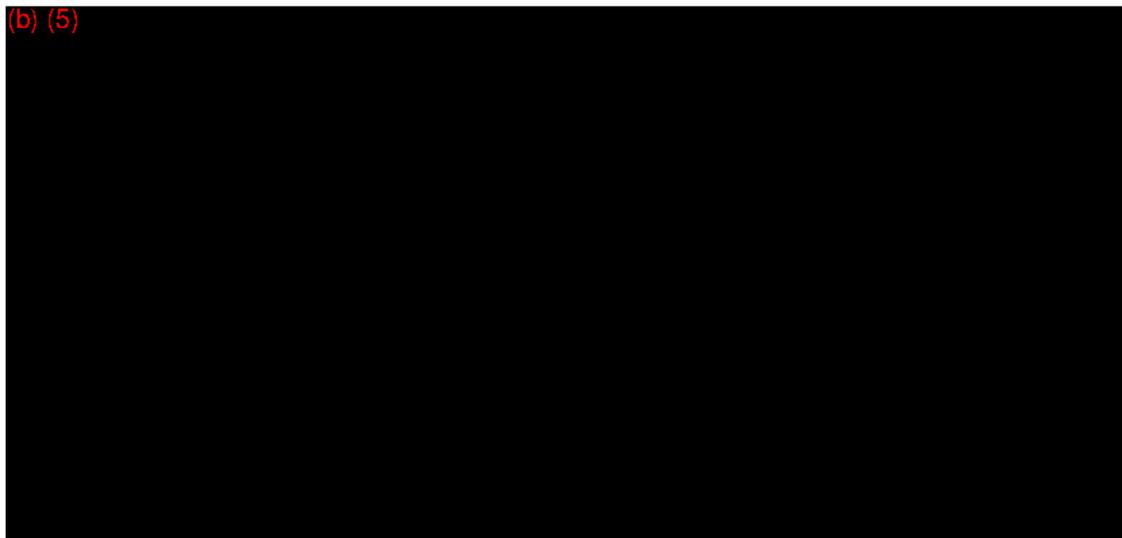
Sent from my iPhone

On Aug 31, 2020, at 5:01 PM, Frank Wuco (b) (6) wrote:

(b) (5)



(b) (5)



From: Jonathan Bronitsky (b) (6)
Sent: Monday, August 31, 2020 3:52 PM
To: CEO2016 (b) (6); Frank Wuco (b) (6); Toni DeLancey (b) (6); Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: Messaging: J-1 / VOA (draft)
Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

Awaiting comment and clearance.

(b) (5)

From: Jonathan Bronitsky

Sent: Monday, August 31, 2020 3:14 PM

To: CEO2016 (b) (6)

Cc: Frank Wuco (b) (6); Toni DeLancey (b) (6);

Emily Pauline Newman (b) (6); Diane Cullo (b) (6)

Subject: RE: Messaging: J-1 / VOA (draft)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

(b) (5)

From: CEO2016 (b) (6)

Sent: Monday, August 31, 2020 2:46 PM

To: Jonathan Bronitsky (b) (6)

Cc: CEO2016 (b) (6); Frank Wuco (b) (6); Toni

DeLancey (b) (6); Emily Pauline Newman (b) (6);

Diane Cullo (b) (6)

Subject: Re: Messaging: J-1 / VOA (draft)

Basically right. Let me see what others say. Did you want to correct specific errors in the VOA one.

Michael Pack

Chief Executive Officer

U.S. Agency for Global Media

(b) (6)

On Aug 31, 2020, at 2:24 PM, Jonathan Bronitsky

(b) (6) wrote:

PRE-DECISIONAL AND DELIBERATIVE PROCESS

J-1:

(b) (5)

(b) (5)



(b) (5)



From: [Frank Wuco](#)
To: [Emily Pauline Newman](#); [Sam Dewey](#)
Subject: Fwd: Missed Call
Date: Thursday, October 29, 2020 9:29:27 PM

Great update from Chris L.

Get [Outlook for iOS](#)

From: Chris Luer (b) (6)
Sent: Thursday, October 29, 2020 7:55:17 PM
To: Frank Wuco (b) (6)
Subject: RE: Missed Call

Frank,

No problem, and sorry for stalker calling today. A couple of things...

- I sent a list of our FTE and PSC foreign nationals (FN) that encumber sensitive positions to Sam. SEC is working to pull the physical case files for the additional 1,000 contractors that could potentially be FNs encumbering sensitive positions. The estimated completion timeframe to pull the files is the end of next week, but I will let you know if that changes. We have 5 security personnel on the project pulling files. I will forward the email I sent Sam that has the Excel file. The password is tier3.
 - Sam was also sent a document that I believe could be the origin of the blanket designation for all positions (including foreign nationals) to be vetted as non-critical sensitive. I will forward that e-mail as well.
- SEC flagged an issue related to the conversion of VOA's PSCs, and the hiring of any new personnel. In short, the contractors that are being converted to PSCs are going through the security process given that their contractor statuses and PDs are changing, which will require us to process pre-suitability documents. If we no longer have the ability to determine pre-suitability, we will need to ask someone else to do it for us prior to clearing the PSCs to begin working. I am not sure that the pre-suitability issue has been raised with OPM, but I was hoping that we could discuss the best path forward for determining pre-suitability.
- Our contact at FPS was nonresponsive today, so I have asked SEC to escalate the issue. Everyone on our side of the fence understands that the services need to be in place prior to the election. I will let you know as soon as I hear more.
- Our account with Fieldprint is active. As soon as you have a chance to look at the notice to personnel for the SSD, (b) (6) can make any required changes.

There are probably items that I am leaving off, but this is enough for now. Happy to get on the horn if you'd like to discuss anything.

Thanks,

Chris

From: Frank Wuco (b) (6)
Sent: Thursday, October 29, 2020 7:14 PM
To: Chris Luer (b) (6)
Subject: Missed Call

Chris, sorry I missed your earlier call. Can you give me a rundown in email?

Thanks

Get [Outlook for iOS](#)

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Fwd: My contacts at ODNI
Date: Thursday, July 16, 2020 2:38:00 PM

Emily—See below for the ODNI POC.

(b) (6)

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 15, 2020 at 2:42:20 PM EDT
To: (b) (6)
Subject: My contacts at ODNI

(b) (6)

*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

(b) (6)

From: Emily Pauline Newman
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Friday, August 28, 2020 12:16:50 PM
Attachments: [image002.png](#)

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)
Sent: Friday, August 28, 2020 11:11:28 AM
To: CEO2016 (b) (6); Frank Wuco (b) (6); Emily Pauline Newman (b) (6)
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: (b) (6)
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: August 28, 2020 at 10:53:21 AM EDT
To: (b) (6)
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, (b) (6). We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on (b) (6). Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

(b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6) www.voanoticias.com



From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Friday, August 28, 2020 12:18:53 PM
Attachments: [image002.png](#)

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)
Sent: Friday, August 28, 2020 11:11 AM
To: CEO2016; Frank Wuco; Emily Pauline Newman
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: (b) (6)
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

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To: (b) (6)
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, (b) (6). We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on (b) (6). Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

(b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6) | www.voanoticias.com



From: Emily Pauline Newman
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA
Date: Friday, August 28, 2020 12:16:50 PM
Attachments: [image002.png](#)

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)
Sent: Friday, August 28, 2020 11:11:28 AM
To: CEO2016 (b) (6); Frank Wuco (b) (6); Emily Pauline Newman (b) (6)
Subject: FW: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

From: (b) (6)
Sent: Friday, August 28, 2020 11:03 AM
To: Jonathan Bronitsky (b) (6)
Subject: Fwd: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

FYI

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: August 28, 2020 at 10:53:21 AM EDT
To: (b) (6)
Subject: ON FRAME.IO: Interview to White House Official Re: Situation at VOA

Good morning,

I uploaded to frame.io my interview to Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, (b) (6). We talked about the White House new strategy to Latin America and the Caribbean but also about **the situation VOA foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas**. Please see below a translation of the two questions and answers referring VOA. The interview can be found on (b) (6). Thank you.

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-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

Best,

(b) (6)

Voice of America (VOA) - Spanish TV Service

(b) (6)

330 Independence Ave. SW, Washington, DC 20237

(b) (6) | www.voanoticias.com



From: [Emily Pauline Newman](#)
To: [Frank Wuco](#)
Subject: Fwd: OPM and ODNI Corrective Action Plans (CAPs)
Date: Tuesday, September 15, 2020 7:20:54 PM
Attachments: [Clean - Consolidated List of OPM Required Recommendations Draft \(FINAL\).docx](#)
[Clean - USAGM Plan of Action and Response Report Draft \(FINAL\).docx](#)

Get [Outlook for iOS](#)

From: Diane Cullo (b) (6)
Sent: Tuesday, August 25, 2020 11:30:07 AM
To: Emily Pauline Newman (b) (6)
Subject: FW: OPM and ODNI Corrective Action Plans (CAPs)

Let's discuss...

From: Chris Luer (b) (6)
Sent: Tuesday, August 25, 2020 11:17 AM
To: Diane Cullo (b) (6)
Subject: OPM and ODNI Corrective Action Plans (CAPs)

Diane,

As promised, attached are the CAPs that Security was working in response to the 2020 OPM and ODNI audit findings. Happy to discuss.

Thanks,

Chris

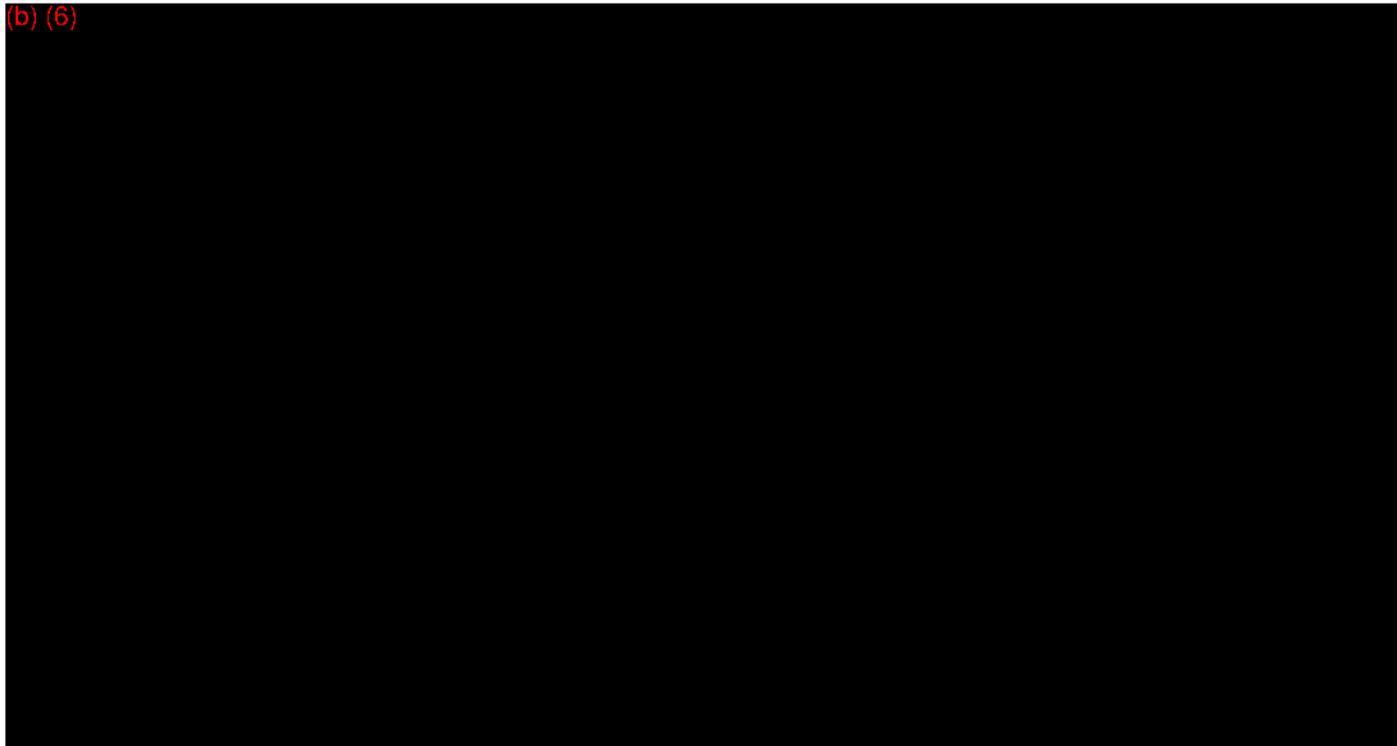
From: [Frank Wuco](#)
To: [Emily Pauline Newman](#); [Monyared Namdakhhan](#)
Subject: Fwd: OPM List
Date: Tuesday, September 15, 2020 9:14:56 PM
Attachments: [1527 Final 9.15.2020.xlsx](#)
[image003.png](#)

The list...

From: Chris Luer (b) (6)
Sent: Tuesday, September 15, 2020 9:06:38 PM
To: Frank Wuco (b) (6)
Subject: OPM List

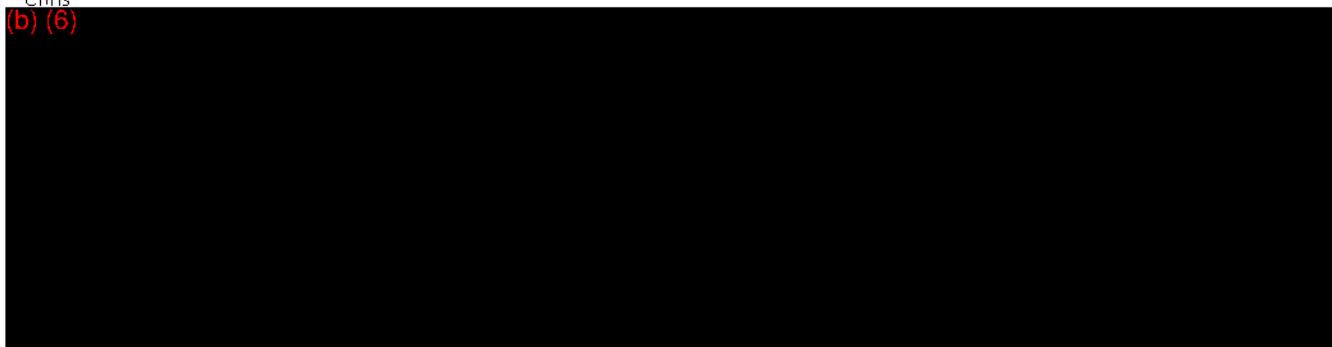
Frank,

(b) (6)



Thanks,

Chris
(b) (6)



From: Emily Pauline Newman
Subject: Fwd: OPM Suitability Oversight inspection of USAGM
Date: Wednesday, January 13, 2021 2:52:07 PM
Attachments: [USAGM Final August 2019.pdf](#)

From: (b) (6)
Sent: Monday, July 13, 2020 6:04 PM
To: Emily Pauline Newman
Cc: (b) (6)
Subject: FW: OPM Suitability Oversight inspection of USAGM

Good afternoon Ms. Newman,

(b) (6) asked that I forward the attached materials to provide you with information regarding OPM's most recent comprehensive assessment of the personnel vetting and suitability program at U.S. Agency for Global Media. As explained in the email below and the materials attached, last year OPM issued a report of its findings during the inspection and corrective actions to be undertaken by USAGM. As per the report, a follow-up review was recently conducted to determine the status of the outstanding actions. A report of that review will be issued soon.

Please let me know if I can be of assistance with any questions you might have.

Best regards,

(b) (6)

*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

(b) (6)

From: (b) (6)
Sent: Thursday, August 22, 2019 2:02 PM
To: (b) (6)
Cc: (b) (6); (b) (6)
Subject: OPM Suitability Oversight inspection of USAGM

Dear Mr. Lansing,

(b) (5)

(b) (5)



Thank you,

(b) (6)

Suitability Oversight
Office of Personnel Management
Suitability Executive Agent Programs

(b) (6)



[\[1\]](#) ODNI will report its findings separately.

From: Emily Pauline Newman
Subject: Fwd: OPM Suitability Oversight inspection of USAGM
Date: Tuesday, July 14, 2020 12:39:56 AM
Attachments: [USAGM Final August 2019.pdf](#)

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, July 13, 2020 6:04 PM
To: Emily Pauline Newman
Cc: (b) (6)
Subject: FW: OPM Suitability Oversight inspection of USAGM

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(b) (6)

*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

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From: (b) (6)
Sent: Thursday, August 22, 2019 2:02 PM
To: (b) (6)
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Subject: OPM Suitability Oversight inspection of USAGM

Dear Mr. Lansing,

(b) (5)

(b) (5)

Thank you,

(b) (6)

Suitability Oversight
Office of Personnel Management
Suitability Executive Agent Programs

(b) (6)

[\[1\]](#) ODNI will report its findings separately.

From: [Emily Pauline Newman](#)
To: [Diane Cullio](#)
Subject: Fwd: OPM Suitability Oversight inspection of USAGM
Date: Tuesday, July 14, 2020 12:16:22 AM
Attachments: [USAGM Final August 2019.pdf](#)

Attached and below.

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, July 13, 2020 6:04 PM
To: Emily Pauline Newman
Cc: (b) (6)
Subject: FW: OPM Suitability Oversight inspection of USAGM

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Please let me know if I can be of assistance with any questions you might have.

Best regards,

(b) (6)

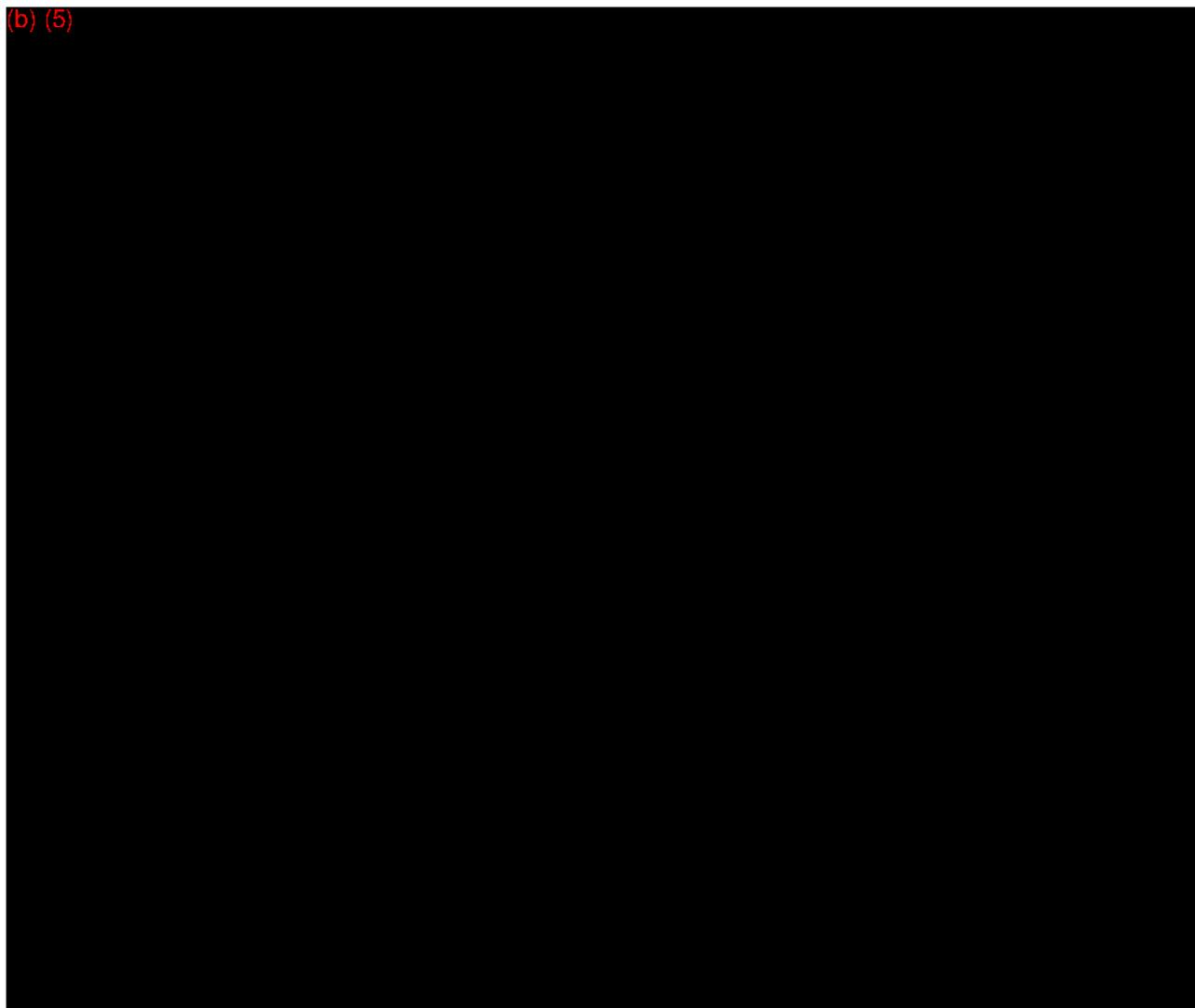
*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

(b) (6)

From: (b) (6)
Sent: Thursday, August 22, 2019 2:02 PM
To: (b) (6)
Cc: (b) (6); (b) (6)
Subject: OPM Suitability Oversight inspection of USAGM

Dear Mr. Lansing,

(b) (5)



Thank you,

(b) (6)

Suitability Oversight
Office of Personnel Management
Suitability Executive Agent Programs

(b) (6)

[Redacted signature block]

[\[1\]](#) ODNI will report its findings separately.

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#)
Subject: Fwd: OPM Suitability Oversight inspection of USAGM
Date: Tuesday, July 14, 2020 12:14:54 AM

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, July 13, 2020 6:04:04 PM
To: Emily Pauline Newman (b) (6)
Cc: (b) (6)
Subject: FW: OPM Suitability Oversight inspection of USAGM

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Best regards,

(b) (6)
Suitability Executive Agent Programs
U.S. Office of Personnel Management

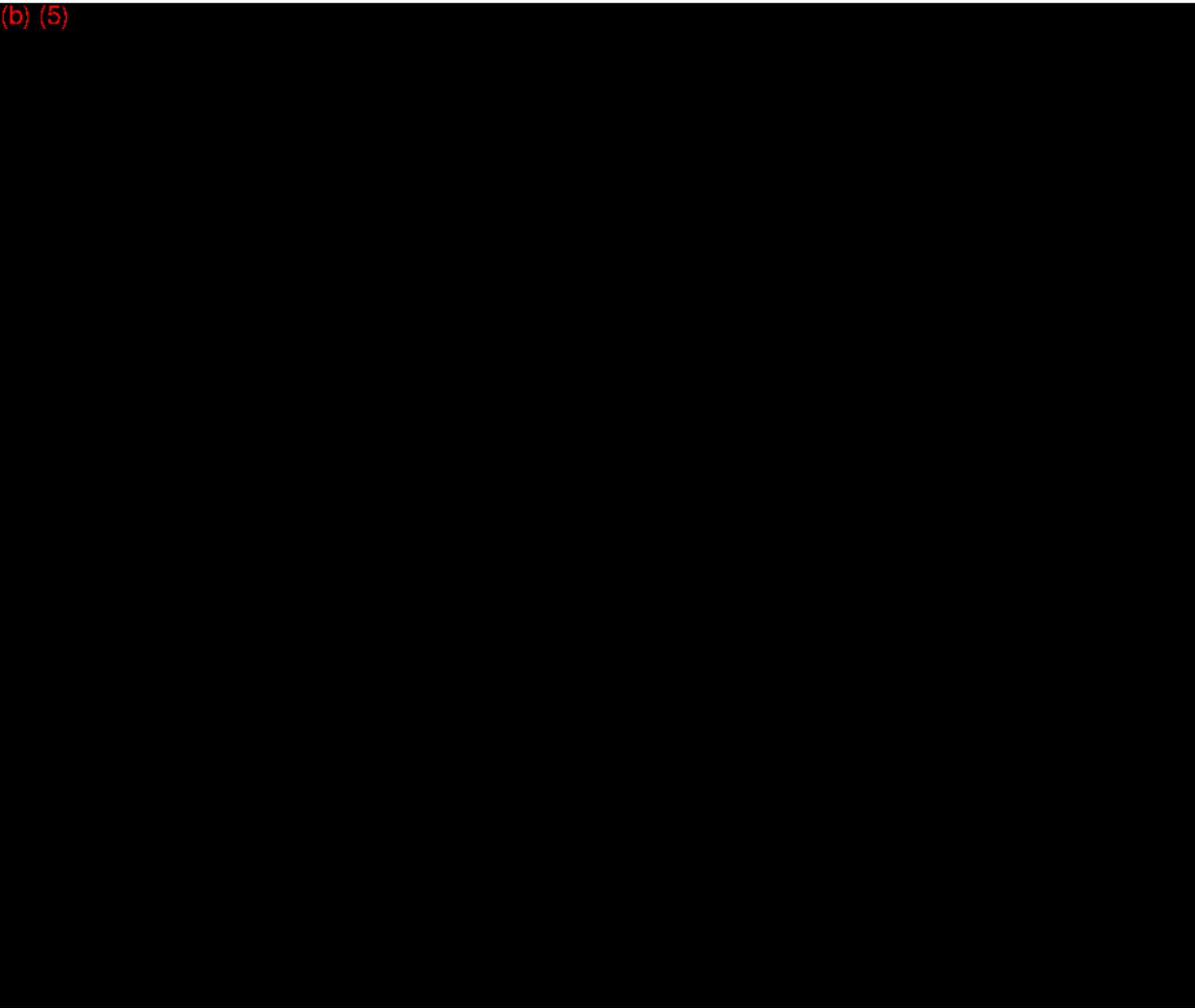
(b) (6)

From: (b) (6)
Sent: Thursday, August 22, 2019 2:02 PM
To: (b) (6)
Cc: (b) (6); (b) (6)
Subject: OPM Suitability Oversight inspection of USAGM

Dear Mr. Lansing,

(b) (5)

(b) (5)



Thank you,

(b) (6)

Suitability Oversight
Office of Personnel Management
Suitability Executive Agent Programs

(b) (6)



[\[1\]](#) ODNI will report its findings separately.

From: [Emily Pauline Newman](#)
To: [Jonathan Bronitsky](#)
Subject: Fwd: Press on J-1 Visas
Date: Friday, July 10, 2020 11:43:32 PM

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From: Andre Mendes (b) (6)
Sent: Friday, July 10, 2020 10:13 AM
To: Emily Pauline Newman; Diane Cullo; Michael Pack
Subject: FW: Press on J-1 Visas

I have not replied.

Let me know your thoughts on this.

Best,

a

From: Grant Turner (b) (6)
Sent: Friday, July 10, 2020 10:12 AM
To: Andre Mendes (b) (6)
Subject: Press on J-1 Visas

Hi Andre,

OMB seems to be concerned about all the press on J-1 visas that is happening right now. (b) (6) inquired and she's probably passing info up to (b) (6) and (b) (6) and probably (b) (6). She called yesterday and I told her I didn't know anything about it, just the one news article that had been circulating. You may not know much about this either, but I wanted to flag OMB's interest. I read a couple of the other articles too and I'm sure like me you are worried about potential impacts for people who may have to return to countries where they are no longer welcome due to the broadcasting they have done for USAGM. Obviously some could face harassment, imprisonment, and death threats and killing of journalists are not off the table for some of the countries we deal with. I'm sure this will come up with our appropriators and authorizers imminently, too. The senate is writing their bill now and obviously want to talk with us about the CN. It might be good to get ahead of this since we have confirmed to the press that we are doing a review of visas. For instance, we could have GC research asylum rules. Even if ultimately we don't think someone is a good fit for the journalistic enterprise, we may want to help them understand their rights to remain in the country since health and safety is at stake. Let me know if you want me to flag this for Dave or you could ping Michael Williams. By the way, I'm trying to work on some talking points for the eventual discussion the new leadership team may have to conduct with (b) (6) and (b) (6). I don't know if Diane or Mr Pack will want you to face down that difficult tete-a-tete, but either way I'll try and flag a few of the big concerns that will likely come up.

Grant

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From: Emily Pauline Newman
To: [Sam Dewey](#)
Subject: Fwd: PSC, POV Hiring
Date: Friday, October 16, 2020 8:19:20 PM

FYSA

Get [Outlook for iOS](#)

From: Elez Biberaj (b) (6)
Sent: Friday, October 16, 2020 7:38 PM
To: Frank Wuco
Cc: Emily Pauline Newman
Subject: Re: PSC, POV Hiring

Understood, Frank. Thank you.
eb

On Oct 16, 2020, at 7:23 PM, Frank Wuco (b) (6) wrote:

Elez,

Thank you and please be aware that I have only been authorized to commence the process, which incorporates appropriate security and suitability determinations. This does not assure/guarantee hiring and/or extension. Just wanted to ensure that was clear.

Kind regards,

Frank

From: Elez Biberaj (b) (6)
Sent: Friday, October 16, 2020 7:17 PM
To: Frank Wuco (b) (6)
Subject: PSC, POV Hiring

Frank,
Thank you very much for approving VOA's request to resume the hiring process for PSCs and POVs. Have a wonderful weekend.
Elez

From: Emily Pauline Newman
To: [Morvared Namdarkhan](#)
Subject: Fwd: Pulling Security Clearance Leads to Disciplinary Indefinite Suspension - FedSmith.com
Date: Monday, July 27, 2020 2:59:10 PM

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, July 27, 2020 1:17 PM
To: Emily Pauline Newman
Subject: FW: Pulling Security Clearance Leads to Disciplinary Indefinite Suspension - FedSmith.com

From: (b) (6)
Sent: Tuesday, July 7, 2020 8:22 AM
To: (b) (6)
Subject: Pulling Security Clearance Leads to Disciplinary Indefinite Suspension - FedSmith.com

<https://www.fedsmith.com/2020/07/06/pulling-security-clearance-leads-disciplinary-indefinite-suspension/>

When removable for no clearance, agency makes first call as its on the ground local security and employees protection is the ruling factor.

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#)
Subject: Fwd: Release of Documents
Date: Wednesday, August 5, 2020 6:05:55 PM

Get [Outlook for iOS](#)

From: CEO2016 (b) (6)
Sent: Monday, July 27, 2020 8:18 PM
To: (b) (6)
Cc: (b) (6) Emily Pauline Newman
Subject: Release of Documents

(b) (6)

Although it is not required, I am writing to let you know that we, USAGM, intend to release to the public one or more of the OPM reports/audits on USAGM security issues.

If you have any concerns or issues, please let me know by 5PM tomorrow, July 28th, 2020.

Thank you.

Best,
Michael

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

From: [Emily Pauline Newman](#)
To: [Diane Cullo](#)
Subject: Fwd: Release of Documents
Date: Wednesday, August 5, 2020 6:06:37 PM

Get [Outlook for iOS](#)

From: CEO2016 (b) (6)
Sent: Monday, July 27, 2020 8:23 PM
To: (b) (6)
Cc: Emily Pauline Newman
Subject: Release of Documents

(b) (6)

Please forward the note below to (b) (6). Thanks.

Michael

(b) (6) :

Although it is not required, I am writing to let you know that we, USAGM, may release to the public one or more of the ODNI reports/audits on USAGM security issues.

If you have any concerns or issues, please let me know by 5PM tomorrow, July 28th, 2020.

Thank you.

Best,
Michael

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

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

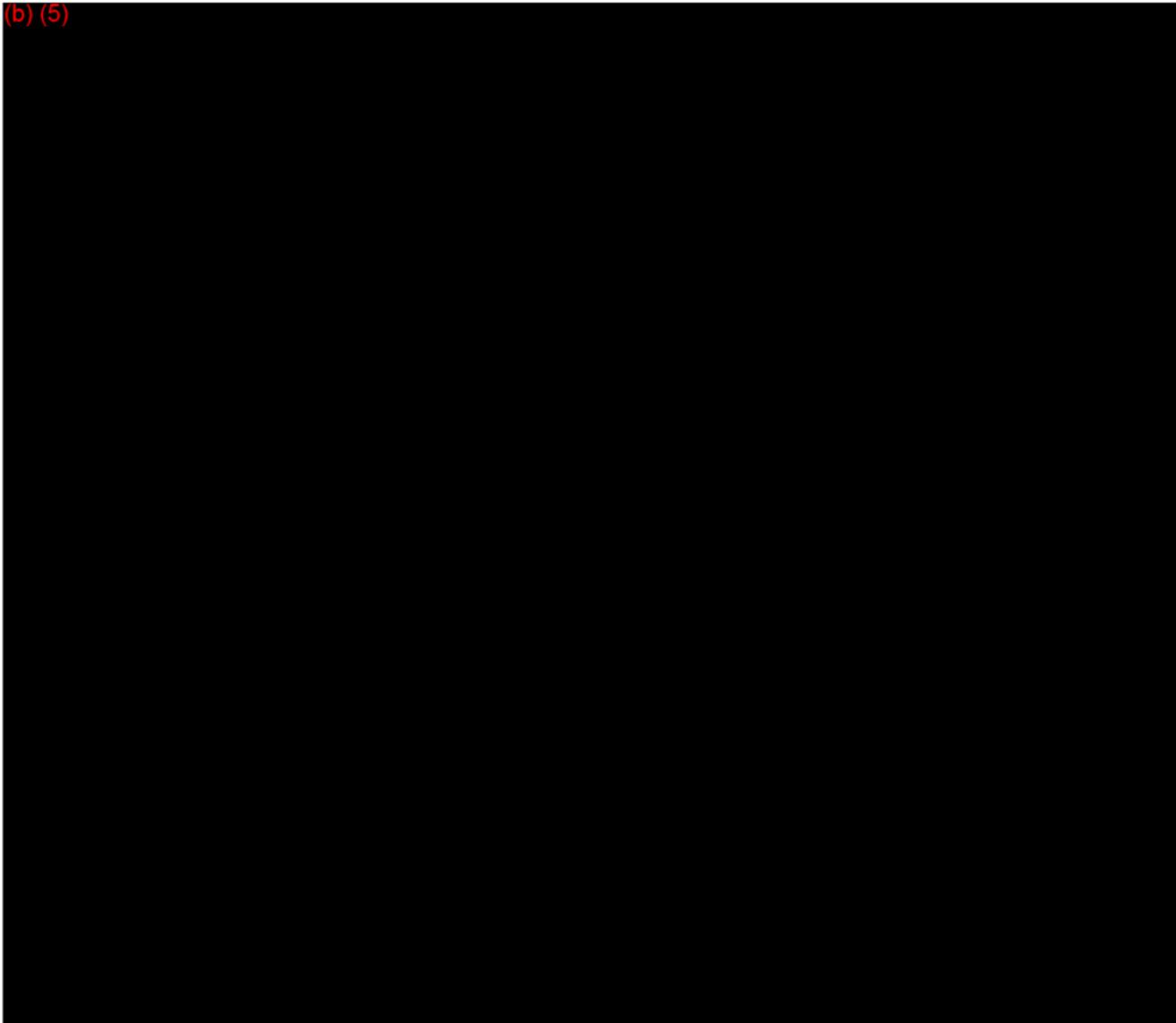
From: [Sam Dewey](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#); [Morvared Namdarkhan](#)
Cc: [Frank Wuco](#)
Subject: Fwd: Request for Authorization to Pursue Extraordinary Contract Action
Date: Thursday, August 27, 2020 11:04:07 PM
Attachments: (b) (6) - Draft Departure Notice.docx
(b) (6) Offer Letter (002).pdf

Get [Outlook for iOS](#)

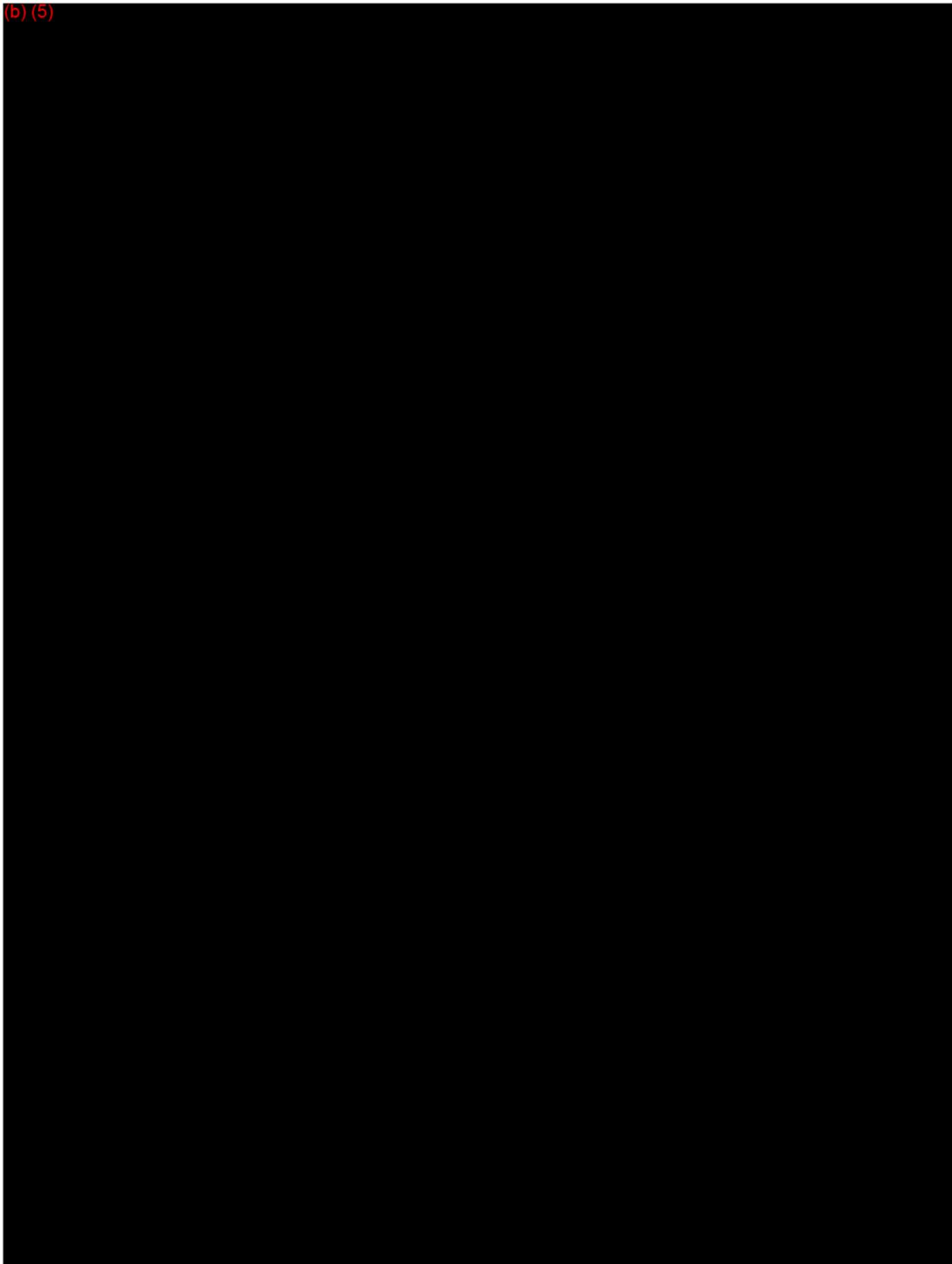
From: (b) (6)
Sent: Thursday, August 27, 2020 10:31:14 PM
To: Sam Dewey (b) (6); Frank Wuco (b) (6)
Subject: Request for Authorization to Pursue Extraordinary Contract Action

Good evening Sam and Frank,

(b) (5)



(b) (5)



I have forwarded the note (b) (6) sent to VOA on July 21.

Best,

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Tuesday, July 21, 2020 12:31 PM

To: (b) (6)

Cc: (b) (6)

Subject: Need answers

I hope that this email finds you very well.

As you are aware that I have arrived in the US based on an employment offer from VOA. To my surprise when I landed in the US and arranged for my accommodation in the fourth most expensive city of the US and thousands of miles away from home, I am told that the job I was offered has perished from existence or is frozen. It has been more than a month that I am waiting here in Washington DC in the hope that the organization (VOA) will take the responsibility it offered to take when I was in my home country.

I would like to draw your attention to the fact that prior to coming here I was in (b) (6) and was working for arguably the best news channel, (b) (6). Not only that I was doing a prime time political analysis show with esteemed panel members followed by millions of people in (b) (6) and abroad. While happy with my the then post and roles, I was always open to exposing myself to new challenges and coming out of my comfort zone, which have always helped bring the best out of me.

When I was offered the current post as a broadcaster at the VOA based on my experience and skills, I accepted it with the aim of enriching my professional experience further while benefiting VOA with my skills and experience that I have gained with sustained efforts at different levels in the News industry.

After I was made an employment offer while in (b) (6) there were a lot of efforts from the VOA side, which encouraged me and made me feel that I was coming to a place where employees are valued. Nonetheless, the treatments that I have got from VOA after I landed in the US, to assume my duties, have been contrasting. After a lot of forethought I would like answers to following questions:

1. Is the employment, I was offered and was facilitated to come to the US for, going to be available? If yes, then when.

2. How is VoA going to reimburse the expenses that I have incurred so far in the US and when?
3. How is my time being paid for and when for all the time that I have been associated with VoA?

I will be really thankful if my questions are answered as soon as possible so that I have clearer understanding.

Kind regards,

(b) (6)

From: [Michael Pack](#)
To: [Morvared Namdarkhan](#); [Sam Dewey](#); [Emily Pauline Newman](#)
Subject: Fwd: Request for revocation authority
Date: Monday, November 9, 2020 4:24:57 PM

I spoke to (b) (6) and he is on it.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

Begin forwarded message:

From: Michael Pack (b) (6)
Subject: Re: Request for revocation authority
Date: November 9, 2020 at 3:55:34 PM EST
To: (b) (6)
Cc: Emily Newman (b) (6), Mora Namdarkhan (b) (6), Sam Dewey (b) (6)

Sam and Mora are the lead on this issue. Sam in out this week, so it might be easier to be in touch with Mora, whose responsibility it is primarily. For us, it is urgent.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Nov 9, 2020, at 3:47 PM, (b) (6) wrote:

Michael,

I am not up to speed on this. Who is running point at your agency?

Best,
(b) (6)

On Nov 9, 2020, at 2:10 PM, Michael Pack

(b) (6) wrote:

(b) (6)

We are working hard here to fulfill the President's agenda and continue to reform the agency, including fixing our security lapses. To that end, I need to be able to revoke the security clearance persons who pose major security risks (as identified by outside agencies) and of the seven on investigative leave. I would like to ask (b) (6) to re-grant me this limited authority. The details are below. I would appreciate the chance to talk to him directly about this. Can you help set that up?

Many thanks.

Best,
Michael

(b) (6)

As the CEO of USAGM, I have been working to correct the serious security lapses that have been identified by OPM and ODNI which have existed at this agency for nearly a decade. As USAGM's adjudication authority generally was revoked just recently, we have not been able to revoke security clearances for those in the agency which have posed a severe threat to US national security. The FBI has flagged immediate security risks including a known foreign intelligence officer in our organization (more details can be provided in a secure communication or briefing). However, as I don't have the authority to revoke a security clearance as of August of this year, our process has been stalled. I respectfully request that ODNI grant USAGM the limited adjudication authority to revoke security clearances in applicable cases. As head of the agency, this is an imperative authority I need to ensure US national security interests are met. This authority would not extend to granting clearances or any other part of the adjudication process apart from those associated with revocation of a clearance.

I appreciate your attention to this matter and look forward to a speedy reply.

Respectfully,
Michael Pack

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

From: [Emily Pauline Newman](#)
To: [Morvared Namdarkhan](#)
Cc: [Frank Wuco](#)
Subject: Fwd: Security Clearance Info
Date: Wednesday, September 9, 2020 2:06:10 AM
Attachments: [Copy of 1527 Adjudicated Cases \(003\).xlsx](#)
[FTE and Contractor Listing by Ora 7.31.10 No SSNs.xlsx](#)

This is the latest I have. May want to validate with Frank to ensure it's on point, complete, up to date, etc.

Get [Outlook for iOS](#)

From: Diane Cullo (b) (6)
Sent: Thursday, August 27, 2020 11:49 PM
To: Emily Pauline Newman
Cc: Morvared Namdarkhan; Frank Wuco
Subject: RE: Security Clearance Info

Attached are both the original list of the 1527 and the 3K+ for the agency. Both of which were sent previously.

Diane

From: Emily Pauline Newman (b) (6)
Sent: Thursday, August 27, 2020 8:16 PM
To: Diane Cullo (b) (6)
Cc: Morvared Namdarkhan (b) (6); Frank Wuco (b) (6)
Subject: Security Clearance Info

Diane:

Please send the list of all officials with a security clearance, including specification for each person of clearance level (TS/SCI, TS, S, etc.), the date that the clearance was granted, and which agency granted the clearance.

As you know, this compilation was requested long ago. We need it immediately.

If this information has not yet been provided, please let me know.

Best,
Emily

Get [Outlook for iOS](#)

From: [CEO2016](#)
To: [Morvared Namdarkhan](#); [Sam Dewey](#)
Cc: [Emily Pauline Newman](#)
Subject: Fwd: Security Issues at VOA/"Mandarin 5" matter
Date: Friday, September 4, 2020 4:16:47 PM
Attachments: [Submission to OIG and OSC 3-30-18.pdf](#)
[Letter to BBG re Security Issue.pdf](#)

Fyi

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

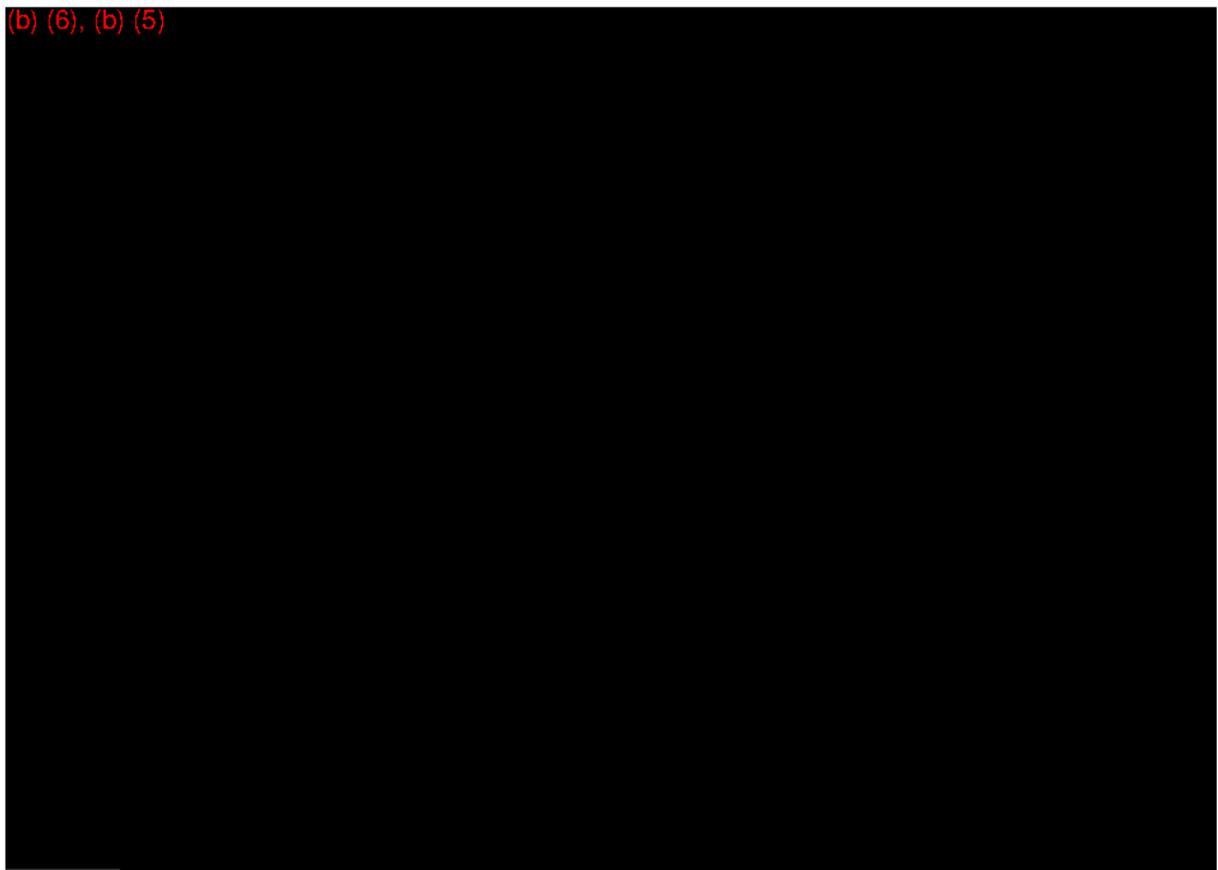


Begin forwarded message:

From: (b) (6)
Subject: Security Issues at VOA/"Mandarin 5" matter
Date: September 4, 2020 at 3:39:47 PM EDT
To: (b) (6)

Mr. Pack:

(b) (6), (b) (5)



(b) (6)

A large black rectangular redaction box covers the majority of the page's content, starting below the '(b) (6)' label and extending down to the 'NOTICE' section.

NOTICE:

This message is intended for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication in error, please notify us immediately by reply or by telephone (call us collect at (202) 363-2776) and immediately delete this message and all its attachments.

From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: Security project reboot
Date: Monday, October 19, 2020 12:02:09 PM

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Saturday, October 17, 2020 5:06 PM
To: Frank Wuco
Cc: (b) (6); Emily Pauline Newman
Subject: RE: Security project reboot

Very good. Thanks, Frank.

I believe (b) (6) and team are setting up a meeting for next week. Talk then.

Best,

(b) (6)

Office of Personnel Management

(b) (6)

From: Frank Wuco (b) (6)
Sent: Friday, October 16, 2020 6:09 PM
To: (b) (6)
Cc: (b) (6); Emily Pauline Newman (b) (6)
Subject: RE: Security project reboot

(b) (6)

Likewise, I hope you have had a productive week at OPM. Your information is correct. Mr. Pack had instructed, on Oct 7, 2020 that we place all of our security stand-down and reconstitution efforts on hold. Mr. Pack lifted this hold on Wednesday of this week.

As such, we would like to get back on track with proceeding, in part by employing the assistance offered by OPM in your proposed plan.

Thanks for reaching out and we look forward to getting started.

Kindest regards for a pleasant weekend,

Frank

Frank Wuco
Sr. Advisor & VP for Strategy, Research & Operations
U.S. Agency for Global Media
(b) (6)

From: (b) (6)
Sent: Friday, October 16, 2020 6:00 PM
To: Frank Wuco (b) (6)
Cc: (b) (6)
Subject: Security project reboot

Mr. Wuco,

Hope your week is wrapping up well. Our (b) (6), informed me this afternoon that USAGM intends to move forward with the security project that's been under discussion. The latest communication I had received from Reid on this was that the plan was on hold per Mr. Pack's instruction.

To make sure I'm tracking, can you confirm the decision to go forward? We stand ready to help according to the plan that was laid out by our team earlier this month.

Thanks – please feel free to call me directly with any questions.

(b) (6)

(b) (6)
(b) (6)
Office of Personnel Management
(b) (6)

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Office of Personnel Management

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U.S. Agency for Global Media
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Cc: (b) (6)
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Office of Personnel Management

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Office of Personnel Management

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From: Frank Wuco (b) (6)
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Subject: RE: Security project reboot

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U.S. Agency for Global Media
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(b) (6)

A large black rectangular redaction box covers the signature area. A horizontal dashed line extends from the right side of the box.

Office of Personnel Management
(b) (6)

From: [Michael Pack](#)
To: [Sam Dewey](#)
Cc: [Emily Pauline Newman](#)
Subject: Fwd: See Attached Letter from Government Accountability Project
Date: Monday, October 5, 2020 2:53:32 PM
Attachments: [2020-10-05 - Govt Accountability Project Supplemental Letter to USAGM CEO Pack - Whistleblower Disclosure.pdf](#)

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

Begin forwarded message:

From: (b) (6)
Subject: Re: See Attached Letter from Government Accountability Project
Date: October 5, 2020 at 2:52:05 PM EDT
To: (b) (6)
Cc: (b) (6)

Dear Mr. Pack,

Please see attached a supplement to our October 4 letter.

V/r,

(b) (6)

From: (b) (6)
Date: Sunday, October 4, 2020 at 6:04 PM
To: (b) (6)
Cc: (b) (6)
Subject: See Attached Letter from Government Accountability Project

Dear Mr. Pack,

Please see the attached letter. This letter constitutes a protected disclosure pursuant to the federal whistleblower statutes, 5 U.S.C. § 2302 & 41 U.S.C. § 4712.

V/r,

(b) (6)

From: [Emily Pauline Newman](#)
To: [Michael B. Williams](#); [Diane Cullo](#)
Subject: Fwd: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension
Date: Friday, July 10, 2020 8:19:25 PM
Attachments: [FW Do not send Thai FTE home yet - Do a Reinstatement of the J-1.msg](#)
[URGENT case of VOA Thai's Warangkana.msg](#)
[Re Seeking Advice about FTE with Pending Permanent Resident Application Pending J-1 Extension.msg](#)
[RE Seeking Advice about FTE with Pending Permanent Resident Application Pending J-1 Extension.msg](#)
[Fw Burmese Service FTE J-1 visa extension Ei Thant Sin .msg](#)
[Re Seeking Advice about FTE with Pending Permanent Resident Application Pending J-1 Extension.msg](#)

Get [Outlook for iOS](#)

From: Elez Biberaj (b) (6)
Sent: Friday, July 10, 2020 4:22 PM
To: Andre Mendes; Emily Pauline Newman
Cc: (b) (6); Elez Biberaj
Subject: FW: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

Andre, Emily:

I am not sure if David Kligerman has raised these issues with the CEO's office, but I am forwarding for your consideration his email and attachments. Needless to say, the issue of J-1 visa holders has become one of the most urgent challenges facing VOA.

Thank you.

Elez

From: David Kligerman (b) (6)
Sent: Friday, July 10, 2020 3:39 PM
To: Elez Biberaj (b) (6); Kelu Chao (b) (6)
Cc: (b) (6)
Subject: RE: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

(b) (6)

Elez: Responding, per your email below. There are many chains on this. I may be missing folks; it seems that some chains have more folks than other. (Below I have pasted together all of the descriptive/background materials sent by VOA (these set forth facts and concerns, including operational, policy, and equitable, and compassionate issues and grounds); I quote these directly, so as not to substitute my words for those of the clients.)

This is the first that I am aware of all of this. It sounds like you are asking for an opinion as to what the options are, and what the legal risk is of certain courses of action.

I sounds like you have continued to flag this for the front office, but to the extent it is not yet

resolved, I will try and answer your questions.

(b) (6), (b) (5)



*GUIDANCE IF A VISA IS EXPIRED (from (b) (6)) [reproduced from attached email #1]

(b) (5)

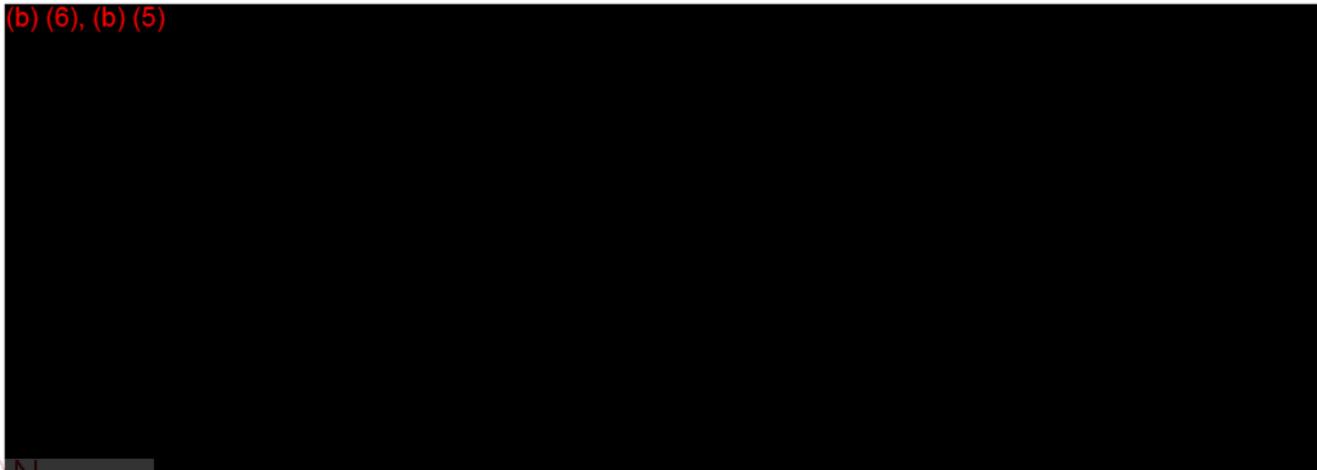


(b) (5)

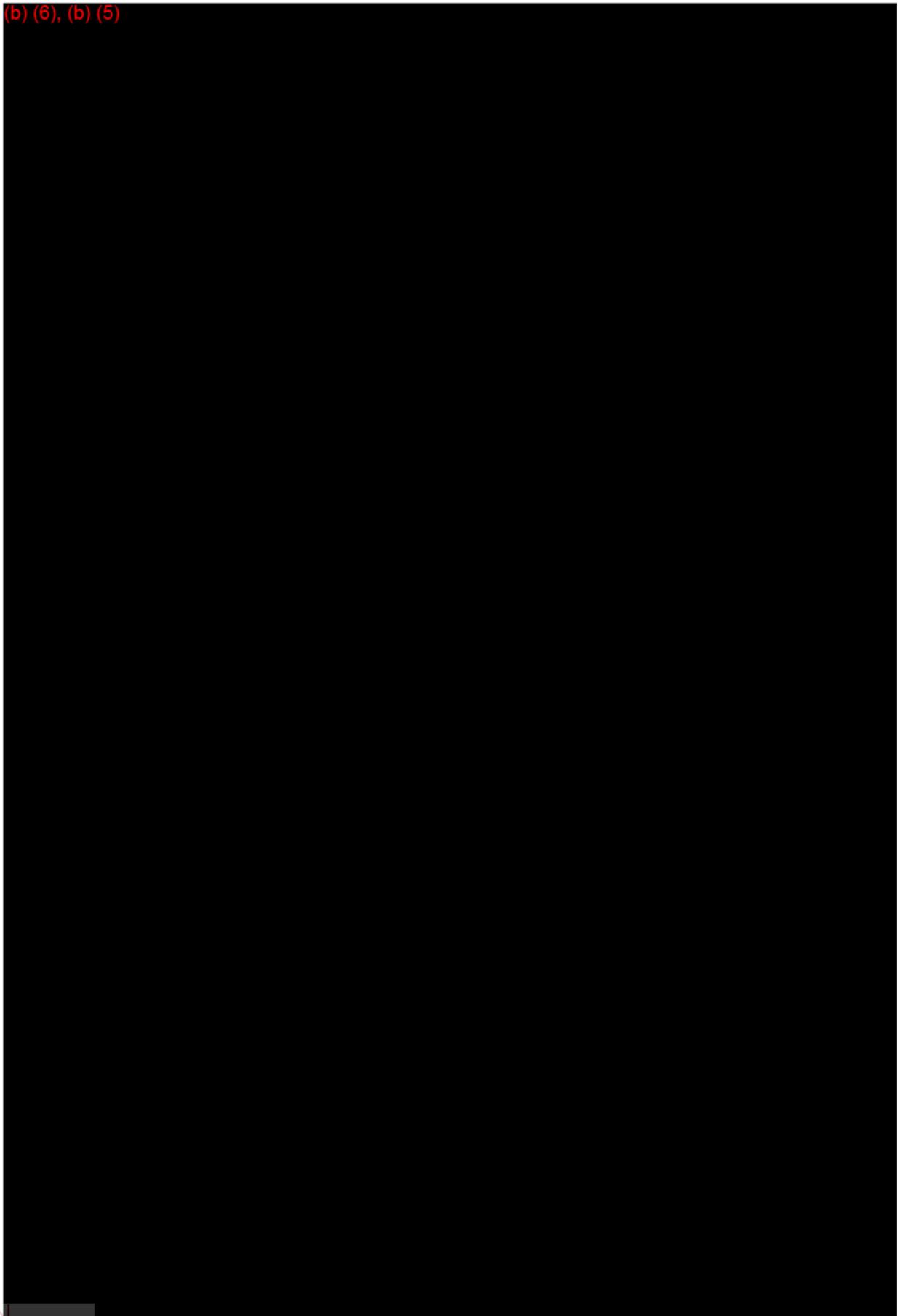


CONSOLIDATED FACTS (feel free to correct) (quoting from prior emails; not my words)

(b) (6), (b) (5)



(b) (6), (b) (5)



(b) (6), (b) (5)

From: David Kligerman
Sent: Thursday, July 9, 2020 6:47 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6); (b) (6) VOA Director's Office
(b) (6); Elez Biberaj (b) (6)
Subject: Re: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

This is one of three emails that I saw on visas.

I will try and consolidate everything that I have seen/received into one email and answer the questions.

Get [Outlook for iOS](#)

From: Elez Biberaj (b) (6)
Sent: Thursday, July 9, 2020 5:31 PM
To: David Kligerman
Cc: Kelu Chao (b) (6) VOA Director's Office; Elez Biberaj
Subject: FW: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

From: Kelu Chao (b) (6)
Sent: Thursday, July 9, 2020 4:28 PM
To: (b) (6)
Cc: Elez Biberaj (b) (6) VOA Director's Office (b) (6)
Subject: Re: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

+ David Kligerman.

Sent from my iPhone

On Jul 8, 2020, at 4:20 PM, (b) (6) wrote:

We also have the case of (b) (6) who is in China, (b) (6) has a J-1 and a PSC Offer, and is planning to fly to the US on July 12. (As a reminder, (b) (6) was a stringer who we are bringing over because (b) (6) is in trouble with the Chinese Government.) We just need approval for (b) (6) to start before we have (b) (6) fly over.

This issue has been escalated to the front Office—both Marie and Matt are involved. I'm hoping for a quick approval.

I just wanted to quickly fill you in.

Thanks,

(b) (6)

From: Kelu Chao (b) (6)
Sent: Wednesday, July 8, 2020 4:15 PM
To: Elez Biberaj (b) (6)
Cc: VOA Director's Office (b) (6)
Subject: Fwd: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

Just FYI. We will have more and more issues with J1, visa and green card sponsorship.

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 8, 2020 at 4:02:26 PM EDT
To: (b) (6)
Cc: (b) (6)
Kelu Chao (b) (6)
Subject: RE: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

My understanding is that (b) (6) extension expires on July 29, 2020 and (b) (6) expires on August 6, 2020.

Both are currently in the CEO's office awaiting signature.

(b) (6)

(b) (6)

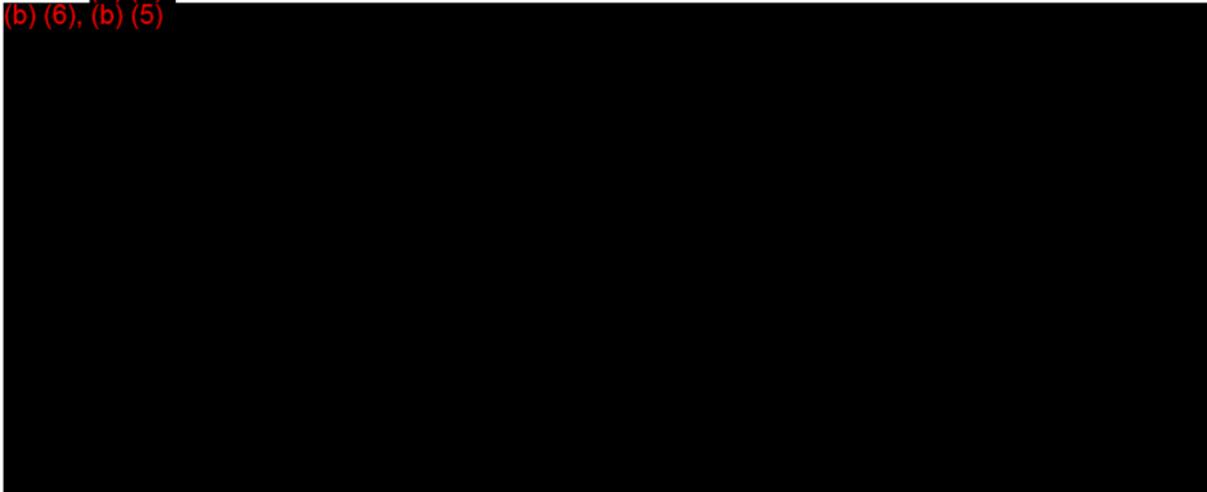
Office of Human Resources

Voice of America
U.S. Agency for Global Media
330 Independence Avenue, SW, Washington, DC 20237
Office phone: (b) (6); Cell phone: (b) (6)

This message may contain information that may be confidential and subject to the attorney-client privilege, work-product doctrine, or other applicable protection. If you have received this message in error, please advise the sender by reply e-mail and delete the message. If you are not the intended addressee, you should not use, copy, transfer, or disclose to anyone else this message, attached documents, or any information relating to this message.

From: (b) (6)
Sent: Wednesday, July 8, 2020 3:56 PM
To: (b) (6)
Cc: (b) (6)
(b) (6)
(b) (6)
(b) (6) Kelu Chao (b) (6)
Subject: Re: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

(b) (6)
(b) (6), (b) (5)



Thank you,

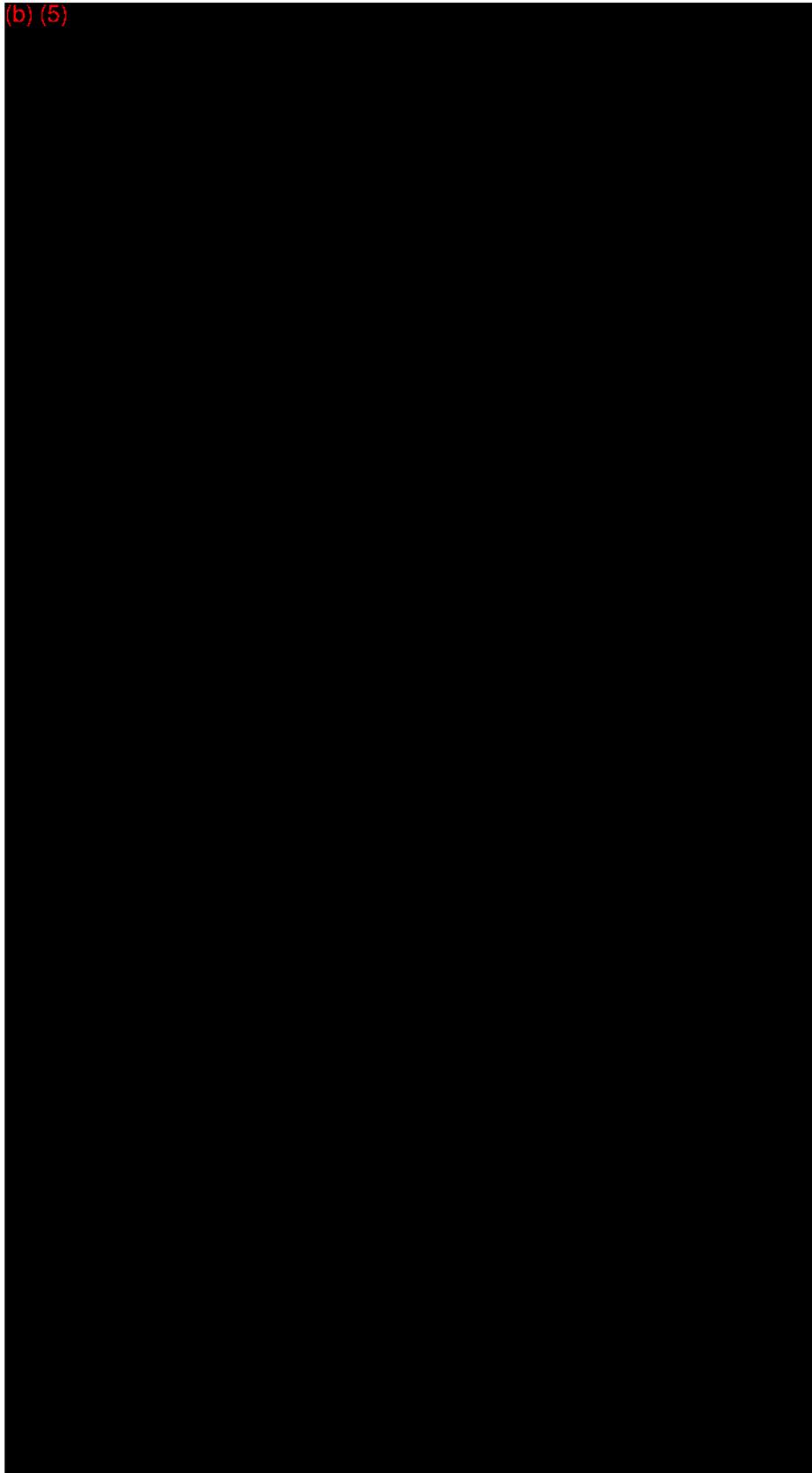
(b) (6)
East Asia and Pacific Division
P: (b) (6)
Sent from my iPhone

On Jul 8, 2020, at 15:32, (b) (6)

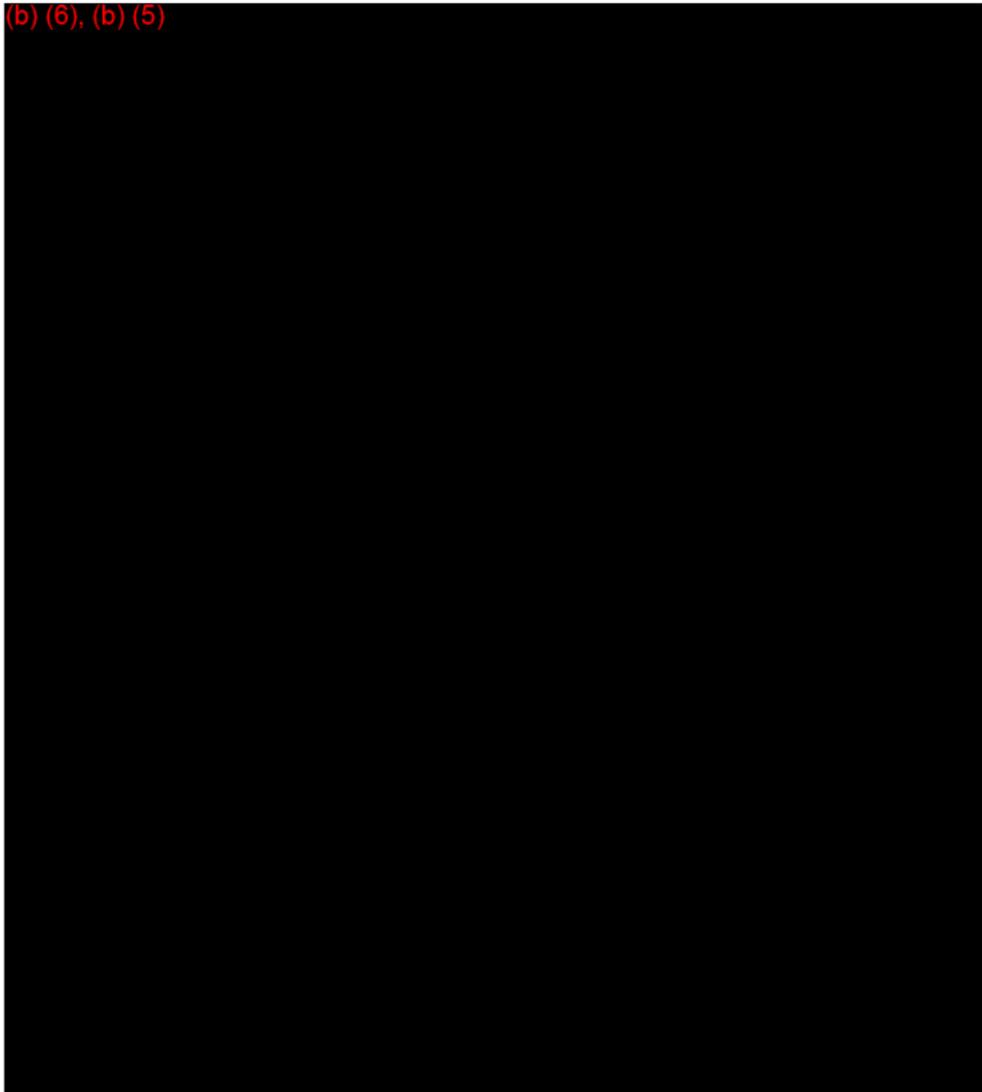
(b) (6) wrote:

HOW DOES THIS WORK?

(b) (5)



(b) (6), (b) (5)



(b) (6)

Operations Law

From: (b) (6)

Sent: Wednesday, July 8, 2020 2:37 PM

To: (b) (6)

Cc: (b) (6)

Subject: Seeking Advice about FTE with Pending Permanent Resident Application & Pending J-1 Extension

Dear (b) (6),

I'm wondering if we can get your advice on one of our FTE's immigration process. (b) (6) from the (b) (6)

Service is in the process of obtaining (b) green card with sponsorship from the agency. (b) is now on Phase 2 - before biometrics and work authorization. In the meantime, (b) DS-2019 will expire on August 6. (b) extension memo is now pending signature from the CEO's office.

In the case of the process being delayed, could (b) still be allowed to remain in the country past the 30-day grace period after August 6, or would (b) have to return to (b) (6) ?

Please kindly advise, and thank you so much in advance.

(b)
(6)

Indonesian Service
Voice of America

(b) (6)
303 Independence Ave SW
Washington, D.C. 20237

From: [Frank Wuco](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: SF-312 Briefing
Date: Monday, August 31, 2020 8:31:25 PM

“My adjudicator” in the agency.
Get [Outlook for iOS](#)

From: (b) (6)
Sent: Monday, August 31, 2020 5:21:12 PM
To: Frank Wuco (b) (6)
Subject: SF-312 Briefing

Hi Mr. Wuco,

I’m an adjudicator here at the Agency and I’ve been assigned your case. I will need to brief you and have you sign the SF-312 form prior to granting you your security clearance. Will you be available tomorrow via Face Time or TEAMS? If so, please let me know what time works best for you. I’m available anytime between 9am – 3pm.

Thanks,

(b) (6)

Office of Security OMS/SPS
USAGM, Office of Management Services

(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Fwd: STROM, Thaddeus- Cleared for TTC Appointment 07/25/20
Date: Saturday, July 25, 2020 8:11:45 AM

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 25, 2020 at 7:58:02 AM EDT
To: (b) (6)
Subject: STROM, Thaddeus- Cleared for TTC Appointment 07/25/20

Thaddeus Strom is cleared for a TTC Appointment with the US Agency for Global Media.

Thank you!

(b) (6)

U.S. Office of Personnel Management
FSEM/Personnel Security
1137 Branchton Road
Boyers, PA 16016

(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Fwd: STROM, Thaddeus- Cleared for TTC Appointment 07/25/20
Date: Saturday, July 25, 2020 8:12:08 AM

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 25, 2020 at 7:58:02 AM EDT
To: (b) (6)
Subject: STROM, Thaddeus- Cleared for TTC Appointment 07/25/20

Thaddeus Strom is cleared for a TTC Appointment with the US Agency for Global Media.

Thank you!

(b) (6)

U.S. Office of Personnel Management
FSEM/Personnel Security
1137 Branchton Road
Boyers, PA 16016

(b) (6)

From: [Andre Mendes](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#); [Michael Pack](#)
Subject: Fwd: URGENT case of VOA (b) (6)
Date: Sunday, July 12, 2020 9:20:09 PM

Michael, Emily and Diane.

Please advise.

Best,

Andre

From: Elez Biberaj (b) (6)
Sent: Sunday, July 12, 2020 9:11:51 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: URGENT case of VOA (b) (6)

Good evening, Andre! I hope you had a great weekend.
I need your help on the urgent matter of J-1 visa holders, particularly (b) (6) case. I am being bombarded with questions and I am unable to provide any clear answers. Thank you and see you tomorrow.
Elez

From: David Kligerman (b) (6)
Sent: Sunday, July 12, 2020 6:55 PM
To: Elez Biberaj (b) (6)
Cc: (b) (6)
Subject: Fwd: URGENT case of VOA (b) (6)

Forwarding on to Elez

From: (b) (6)
Sent: Friday, July 10, 2020 2:44 PM
To: David Kligerman (b) (6)
Cc: (b) (6)
Subject: URGENT case of VOA (b) (6)

Dear David,

I understand that you might have had conversations about (b) (6) case in which (b) (6) is waiting for a signature by USAGM's CEO on (b) (6) J-1 visa extension.

(b) (6) is now in the U.S. on a grace period after (b) (6) visa expired July 1. (b) (6) has just over two weeks to stay in the country legally. If there is no response from the CEO's office by July 29, (b) (6) will fly out of the U.S. at 1 a.m. on July 30.

Currently, (b) (6) is on leave without pay. (b) (6) hasn't been informed about the implication of leaving the U.S. and (b) (6) has wondered if that would mean an end of (b) (6) employment with VOA. If leaving the country will result in an employment termination, (b) (6) will very soon need to know what options (b) (6) has.

On my end, I would like to ask whether there are ways to mitigate the impact of this situation, such as a possibility to employ (b) (6) while (b) (6) back in (b) (6) given that most of the works we are performing during Covid-19 are teleworks. In fact, (b) (6) has been 100% on telework since late March.

(b) (6) is extremely valuable to VOA (b) (6). (b) (6) is a (b) (6) and holds a graduate degree in journalism from (b) (6). Having left (b) (6) to join VOA (b) (6), (b) (6) played key roles in improving quality of work, training contractors, and sharpening story ideas for content that holds (b) (6) pro-military regime in check. (b) (6) video products have helped us expand contacts with nationwide television affiliates. In short, VOA (b) (6) brand and influence in (b) (6) benefit greatly from (b) (6) journalistic expertise.

If we lose (b) (6) it will put a huge dent on our ability to maintain and expand our impactful work in (b) (6) where China steps up its media operations by leaps and bounds.

(b) (6) deadline is very very close, and I would really appreciate your advice.

Thank you,

(b) (6)

Chief of VOA (b) (6)

Voice of America

(b) (6)

From: [Andre Mendes](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: Fwd: Urgent Request re Three J-1 Holders
Date: Thursday, July 9, 2020 7:04:37 AM

I recommend the urgent approval of these three actions.

Please let me know if you have any questions.

Best

Andre

From: Elez Biberaj (b) (6)
Sent: Thursday, July 9, 2020 6:05:11 AM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: Urgent Request re Three J-1 Holders

Good morning, Andre!

This is an urgent request for your assistance in obtaining approval to bring on board as soon as possible two PSCs, for the (b) (6) Service and the (b) (6) Branch, and extend the visa for an FTE in the (b) (6) Service. Failure to obtain approval will have an immediate and drastic impact on our programming. Your assistance would be highly appreciated.

Background information:

1. (b) (6) : (b) (6) received a tentative offer letter for a PSC IMJ-3 position with the (b) (6) service on December 2, 2019. (b) (6) cleared security and received a J-1 Visa on January 15th, but (b) (6) was unable to travel to the US due to restrictions on flights caused by COVID-19. As part of the J-1 process, the Agency commits to fly individuals to the US for a specific job, and back home when the program ends. (b) (6) travel was previously booked, and she arrived in the US on the evening of June 16th. (b) (6) was scheduled to on-board on July 6th, but before CON will sign (b) (6) contract they need the exception request for (b) (6) to start to be approved. According to the Division, “(b) (6) has rented an apartment in DC and if (b) (6) is not onboarded soon, (b) (6) may run into some serious financial difficulty.” **The only action needed is for USAGM to approve (b) (6) to start.**
2. (b) (6) : (b) (6) has worked for the (b) (6) service in VOA’s (b) (6) for some time now, and (b) (6) is a (b) (6) citizen. Over the years, (b) (6) has been questioned, detained, and harassed by security services for (b) (6) role within VOA. VOA is now trying to bring (b) (6) to the US as soon as possible to work as a PSC. (b) (6) is under threat from the Chinese Government as a result of working for us. Matt Walsh worked with the State Department to get (b) (6) a J-1 Visa during COVID-19 (my understanding is that the Embassy was closed, but they opened for a short time to grant (b) (6) visa because of (b) (6) unique circumstances.) (b) (6) was cleared to fly to the US, but has been delayed because of COVID-19—(b) (6) has had 5 flights canceled. (b) (6) very recently was able to get a plane ticket to depart for the US on June 12th. We would like (b) (6) to start as soon as possible, but we do not want to bring (b) (6) to the United States if (b) (6) will be unable to start

working when (b) (6) arrives. **The only action needed is for USAGM to approve (b) (6) to start.**

3. (b) (6): (b) (6) joined VOA (b) (6) as an FTE last May and has brought new energy to the service. Because of (b) (6) high quality work, VOA (b) (6) has increased their brand awareness and picked up major national TV and radio affiliates in the country. (b) (6) is a graduate of (b) (6) and a (b) (6) who has worked at NBC and the Wall Street Journal. (b) (6) has also won a U.S. National Press Club award. The paperwork for (b) (6) visa extension was submitted to the CEO's Office on June 18th, but it has not yet been signed. Therefore, (b) (6) J-1 Visa expired on July 1st. This means that (b) (6) cannot currently work, and (b) (6) has until August 1st to leave the country and go back to (b) (6). However, we can still get an extension of the J-1—**the only action needed is for the CEO to sign the paperwork, and (b) (6) can begin working again.**

Thank you.

Elez

From: [Diane Cullo](#)
To: [CEO2016](#)
Cc: [Emily Pauline Newman](#); [Morvared Namdarkhan](#); [Sam Dewey](#)
Subject: Fwd: Urgent Requested Termination of PSCs
Date: Tuesday, July 28, 2020 11:44:54 AM

Get [Outlook for iOS](#)

From: Andre Mendes (b) (6)
Sent: Tuesday, July 28, 2020 11:42:24 AM
To: Michael Pack (b) (6); Emily Pauline Newman (b) (6);
Morvared Namdarkhan (b) (6); Diane Cullo (b) (6)
Subject: FW: Urgent Requested Termination of PSCs

Michael et al;

See below. Looks like VOA is ready to execute on the summary firing of the 4 PSCs involved in the (b) (6) video incident.

Below, you will find a detailed timeline of the video publishing and description/translation of its contents.

They will not proceed without your approval but will be ready to act immediately upon you granting it.

Please let me know if you have any questions, I might answer on this subject.

Best regards,

André

From: Elez Biberaj (b) (6)
Sent: Tuesday, July 28, 2020 11:36 AM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: Urgent Requested Termination of PSCs

Andre,
FYI.
Elez

From: (b) (6)
Sent: Tuesday, July 28, 2020 11:32 AM
To: (b) (6)

(b) (6)

Cc: Elez Biberaj (b) (6)

Kelu Chao

(b) (6)

Subject: RE: Urgent Requested Termination of PSCs

(b) (6)

I have started the notices for termination for all parties involved. CON has determined and decided based on the information submitted in the matter regarding the actions of the (b) (6) PSC's to issue the notices effective today. Unless the situation has changed I will have the notices ready for OGC review this afternoon.

If you have any questions please feel free to contact me.

Thank you

(b) (6)

From: (b) (6)

Sent: Tuesday, July 28, 2020 10:12 AM

To: (b) (6)

Cc: Elez Biberaj (b) (6)

Kelu Chao

(b) (6)

Subject: FW: Urgent Requested Termination of PSCs

Colleagues,

VOA requests to terminate immediately four PSCs for cause for posting on Facebook a story that resembles a campaign advertisement for Vice President Biden with no balance, thus violating VOA's journalism standards and Best Practices. If an initial suspension is required to comply with the contract, please advise.

The posting was produced and reviewed by four Urdu Service PSCs on July 22 by Digital Lead (b) (6)

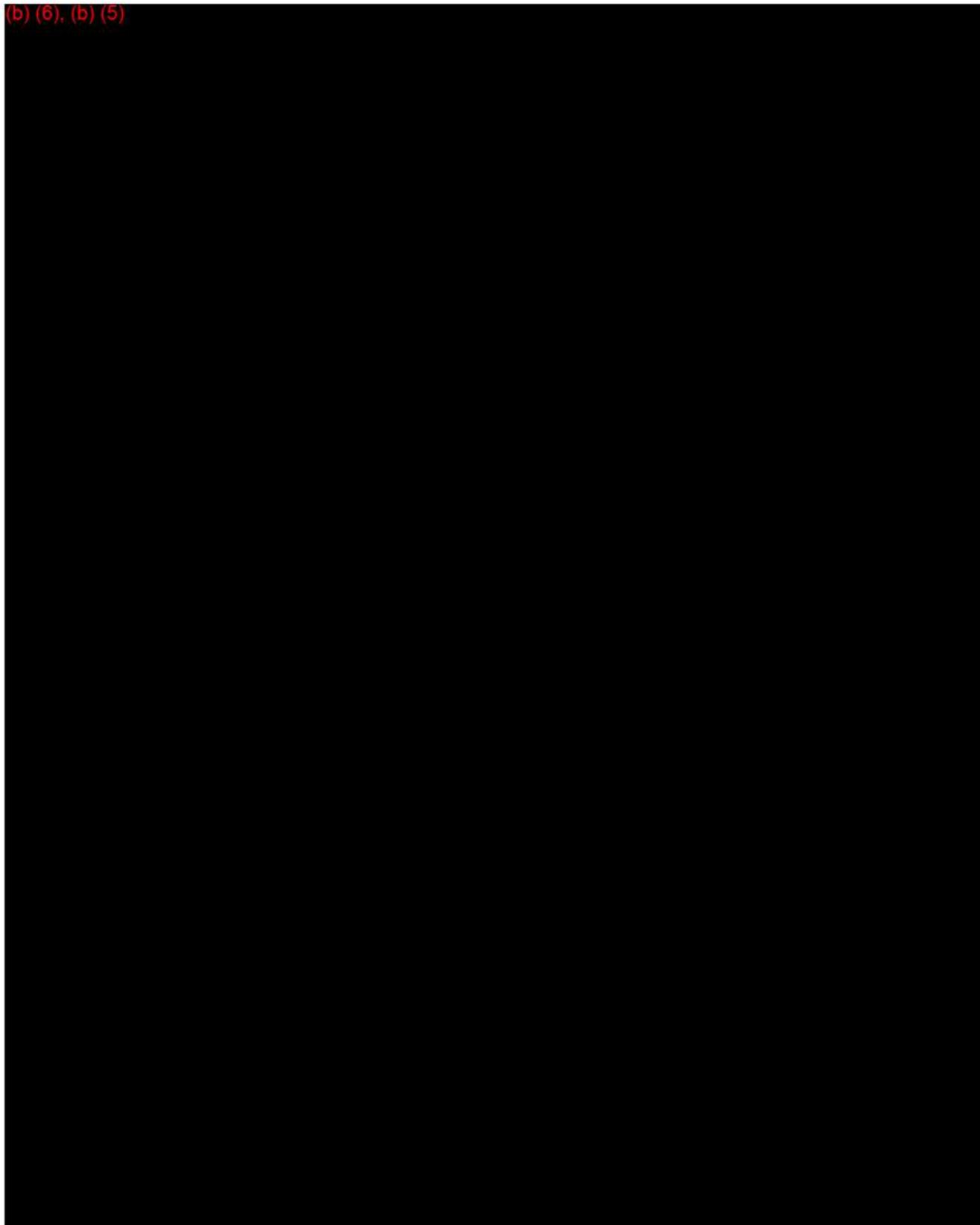
<https://www.facebook.com/voaurdu/videos/603326047281871>

VOA removed the original video posting.

Please note that (b) (6) is on a J-1 Visa that expires Nov. 18, 2020.

Below is a description of the events and our response this issue for internal use only and our response.

(b) (6), (b) (5)



The original text version of the story failed to meet VOA standards of balance.

Below is a description of each PSCs role and translations:

- Multimedia reporter/producer (b) (6) (PSC) saw the story on AP and informed the digital lead (b) (6) (PSC) who gave the go ahead to do a story for social.
- (b) (6) adapted the AP script and sent it for copy editing to writer/editor (b) (6) (PSC).
- (b) (6) had the final eyes on the package before publishing
- (b) (6) wrote the text story and it was copy edited by (b) (6) (PSC).
- The video also appeared on TW and IG, in addition to FB. All have since been taken down.
- The text story was published on FB and on the Urdu website. (Since the website is blocked in (b) (6) (b) (6) uses FB to distribute text content as well.) The story has been updated adding context/corrections (standard practice is to correct text on the web not remove it).

Translation of the subtitles on the video (italics are Joe Biden speaking in the video):

I will end the Muslim ban on Day One: Joe Biden

Presidential candidate Joe Biden's address to American Muslims

Hadith from the Prophet Muhammad instructs whomever among you sees a wrong, let him change it with his hand. If he is not able, then with his tongue, if he is not able, then with his heart.

Joe Biden delivered the address in an online event

The event was organized to mobilize Muslims to vote

We all have the same fundamental beliefs

I thank you for your resolve to play your role in November

Your voice is your vote, your vote is your voice

Muslim Americans' voices matter.

I will be a president that seeks out and incorporates and listens to the ideas and concerns of Muslim Americans on everyday issues that matter most to our communities. I will include Muslims in my administration.

The Trump administration has banned people from several Muslim countries to come to the United States.

This Muslim organization is formally supporting Joe Biden.

(Women) Muslim members of Congress have also joined the organization in this support

Translation of the original text story seen on FB and website:

I will include Muslims in my administration: Joe Biden promises

Democratic presidential candidate Joe Biden has said if he becomes the President he will incorporate and listens to the ideas and concerns of Muslim Americans on everyday issues that matter most to the communities. "I will include Muslims in my administration."

He made these remarks he made while addressing an online event, titled Million Muslim Votes. The event was organized by an organization of American Muslims called Emgage Action.

It is worth mentioning that many elected American Muslims have announced their support for Joe Biden in the next presidential election in a letter to the organization. Among them are Minnesota Congressman Alhan Omar, Minnesota Attorney General Keith Ellison, and Indiana Member congressman Andre Carson.

"After Becoming President, I will try to address the suggestions and concerns of American Muslims in these everyday matters, listen to and act on what is important to our communities," Biden said. "If I have the honor of being your president, I will end the Muslim ban on day one."

Joe Biden was referring to the ban that the Trump administration imposed on citizens of certain Muslim countries coming to the United States.

"We all have the same basic beliefs. And I want to thank you for playing a key role in November elections this year. You are doing things that have never been done before. You are registering one million Muslims to vote in November. This is important. Your voice is your vote. Your vote is your voice. American Muslims' voice matters. I'm not asking for your vote because Donald Trump is not qualified for the presidency. I want to work with you in your partnership. I wish you are involved in decision making when we rebuild the nation," Senator Biden said.

The Muslim member of the U.S. Congress, Alhan Omar, was supporting Bernie Sanders earlier. But after his presidential campaign ended in April, she has been supporting Biden. The former vice president wants to mobilize Muslim voters in the presidential election. The number of Muslim voters in many key states can play a decisive role. In the upcoming presidential election, Muslim voters can play an important role in several States. In 2016, President Trump won Michigan by less than 11,000 votes. The State has 150,000 Muslim voters.

President Trump's administration has not only banned Muslim nationals from coming to the United States, but also withheld the nuclear deal with Iran. These decisions have been criticized by American Muslim leaders.

The end!

(b) (6)

VOA

Senior Advisor to the Director

330 Independence Ave., SW

Washington, DC 20237

(b) (6)

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From: [Emily Pauline Newman](#)
To: (b) (6)
Subject: Fwd: USAGM CEO Pack Announces Investigation into Long-Term Security Failures
Date: Thursday, July 23, 2020 8:06:30 PM
Attachments: [image.png](#)
[Outlook-tv5ghcto.png](#)

FYI

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From: USAGM House Announcements <(b) (6)>
Sent: Thursday, July 23, 2020 7:24 PM
To: All Staff
Subject: USAGM CEO Pack Announces Investigation into Long-Term Security Failures



USAGM CEO Pack Announces Investigation into Long-Term Security Failures

July 23, 2020

Dear Colleagues,

Multiple in-depth assessments of USAGM have been conducted by other federal agencies. These assessments reveal systemic, severe, and fundamental security failures, many of which have persisted for years. We are working closely with our federal partners to ensure that findings are addressed swiftly and appropriately. Because of the nature of the findings, I further requested meetings with the Chairmen and Ranking Members of USAGM's Congressional committees.

I also ordered a comprehensive investigation of USAGM operations because I am concerned that the failures identified compromise the agency's ability to fulfill its mission, undermine the efficiency and effectiveness of the federal workforce, and pose a threat to U.S. national security. Decisive action is required to protect our country, the integrity of USAGM, and the safety of our journalists in America and abroad.

(b) (6)



Michael Pack
Chief Executive Officer
U.S. Agency for Global Media



Steve Herman ✓
@W7VOA

There's a debate online (and in newsrooms) as to whether someone at #RNC2020, after @POTUS mentioned @BarackObama, shouted 'monkey' or 'Spygate.' c-span.org/video/?c490189...

5:21 PM · Aug 24, 2020 · Twitter Web App

26 Retweets and comments 14 Likes

- Aug 24

Replying to @W7VOA @POTUS and @BarackObama

The man shouted spygate, very clearly and POTUS repeated it. You're a reporter?

2
1
10

1 more reply
- Aug 24

Replying to @W7VOA @POTUS and @BarackObama

It didn't happen, I listened to the whole speech they said SPYGATE

1
3
25

The people saying it was monkey are wrong, but the debate has moronically occurred.

1
- Replying to @W7VOA

I heard it live, and I heard Spygate.

1
4
- Replying to @W7VOA @POTUS and @BarackObama

Get ready to be called all kinds of unkind names for even suggesting a debate. The cult trolls have been unleashed and I suspect it is only the beginning to coincide with the RNC this week.

2
- Replying to @W7VOA @POTUS and @BarackObama

No debate he said Spygate.
- Replying to @W7VOA @POTUS and @BarackObama

Not news please report something of substance for once

1
- Aug 24

Replying to @W7VOA @POTUS and @BarackObama

No debate. It was spygate and everyone heard it

2
12
- Aug 24

Replying to @W7VOA @POTUS and @BarackObama

They sound so much alike

6
- Aug 25

Replying to @W7VOA @POTUS and @BarackObama

I hear "spygate"

The first syllable is clearly an "s", not an "m"

1
- Aug 24

Replying to @W7VOA @POTUS and @BarackObama

A hoax the MSM and DNC is pushing, you mean.

1
10

From: [Diane Cullo](#)
To: [Emily Pauline Newman](#)
Cc: [Morvared Namdarkhan](#)
Subject: Fwd: (b) (6) Status & J1's
Date: Friday, July 24, 2020 12:05:52 PM

From: Marie Lennon (b) (6)
Sent: Friday, July 24, 2020 11:46 AM
To: Diane Cullo
Subject: FW: (b) (6) Status & J1's

Diane, this is the gist of my request to talk with you.

From: (b) (6)
Sent: Wednesday, July 22, 2020 7:29 PM
To: Marie Lennon (b) (6)
Subject: Re: (b) (6) Status & J1's

Ok, this was Dave Kligerman's way if swooping in at the last minute and saving the day, but I will follow up.

(b) (6)

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From: Marie Lennon (b) (6)
Sent: Wednesday, July 22, 2020 6:48:05 PM
To: (b) (6)
Subject: RE: (b) (6) Status & J1's

Has (b) (6) been part of the process? Perhaps you can call (b) (6) and figure out what's what. While I want to do everything possible to help this employee, the direction from the front office has been unambiguous and this program resides in HR – if you get my drift. Thanks.

From: (b) (6)
Sent: Wednesday, July 22, 2020 6:45 PM
To: Marie Lennon (b) (6)
Subject: Re: (b) (6) Status & J1's

That was my understanding as well. I don't understand how this could get approved if not signed by the CEO.

(b) (6)

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From: Marie Lennon (b) (6)
Sent: Wednesday, July 22, 2020 5:55:40 PM
To: (b) (6)
Subject: RE: (b) (6) Status & J1's

This doesn't quite make sense to me. I was under the impression that if the extension request was signed by the CEO and we got it to State ASAP, they might be able to turn it around quickly enough. Is that what we're talking about when we say "reinstate (b) (6) visa?"

From: (b) (6)
Sent: Wednesday, July 22, 2020 5:53 PM
To: Marie Lennon (b) (6)
Subject: FW: (b) (6) Status & J1's

FYI.

(b) (6)
Office of Human Resources
Voice of America
U.S. Agency for Global Media
330 Independence Avenue, SW, Washington, DC 20237
Office phone: (b) (6) Cell phone: (b) (6)

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From: (b) (6)
Sent: Wednesday, July 22, 2020 3:04 PM
To: (b) (6); Kelu Chao (b) (6); Elez Biberaj (b) (6)
Cc: (b) (6)
(b) (6)
(b) (6)
Subject: RE: (b) (6) Status & J1's

(b) (6), (b) (5)

(b) (6), (b) (5)

Respectfully,

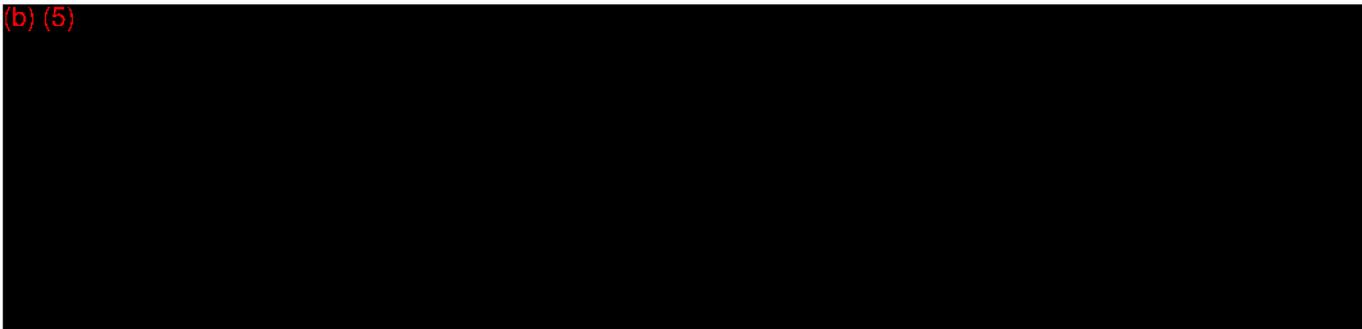
(b) (6)

From: [Morvared Namdarkhan](#)
To: [Emily Pauline Newman](#)
Subject: Fwd: (b) (6) Status & J1's
Date: Saturday, July 25, 2020 12:16:43 AM
Attachments: [image001.png](#)

Get [Outlook for iOS](#)

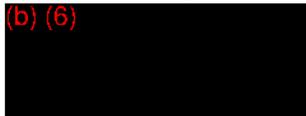
From: (b) (6)
Sent: Saturday, July 25, 2020 12:16 AM
To: Morvared Namdarkhan
Subject: FW: (b) (6) Status & J1's

(b) (5)



(b) (6)
Policy Officer
Office of Management Services

(b) (6)



U.S. Agency for Global Media
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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immediately and immediately and permanently delete the original message, any attachments, and all copies.

From: Marie Lennon
Sent: Friday, July 24, 2020 5:27 PM
To: Chris Luer (b) (6)
Subject: FW: (b) (6) Status & J1's

From: Marie Lennon
Sent: Friday, July 24, 2020 11:47 AM
To: Diane Cullo (b) (6)
Subject: FW: (b) (6) Status & J1's

Diane, this is the gist of my request to talk with you.

From: (b) (6)
Sent: Wednesday, July 22, 2020 7:29 PM
To: Marie Lennon (b) (6)
Subject: Re: (b) (6) Status & J1's

Ok, this was Dave Kligerman's way of swooping in at the last minute and saving the day, but I will follow up.

(b) (6)

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From: Marie Lennon (b) (6)
Sent: Wednesday, July 22, 2020 6:48:05 PM
To: (b) (6)
Subject: RE: Warangkana's Status & J1's

Has (b) (6) been part of the process? Perhaps you can call (b) (6) and figure out what's what. While I want to do everything possible to help this employee, the direction from the front office has been unambiguous and this program resides in HR – if you get my drift. Thanks.

From: (b) (6)
Sent: Wednesday, July 22, 2020 6:45 PM
To: Marie Lennon (b) (6)
Subject: Re: (b) (6) Status & J1's

That was my understanding as well. I don't understand how this could get approved if not signed by

the CEO.

(b) (6)

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From: Marie Lennon (b) (6)
Sent: Wednesday, July 22, 2020 5:55:40 PM
To: (b) (6)
Subject: RE: (b) (6) Status & J1's

This doesn't quite make sense to me. I was under the impression that if the extension request was signed by the CEO and we got it to State ASAP, they might be able to turn it around quickly enough. Is that what we're talking about when we say "reinstate (b) (6) visa?"

From: (b) (6)
Sent: Wednesday, July 22, 2020 5:53 PM
To: Marie Lennon (b) (6)
Subject: FW: (b) (6) Status & J1's

FYI.

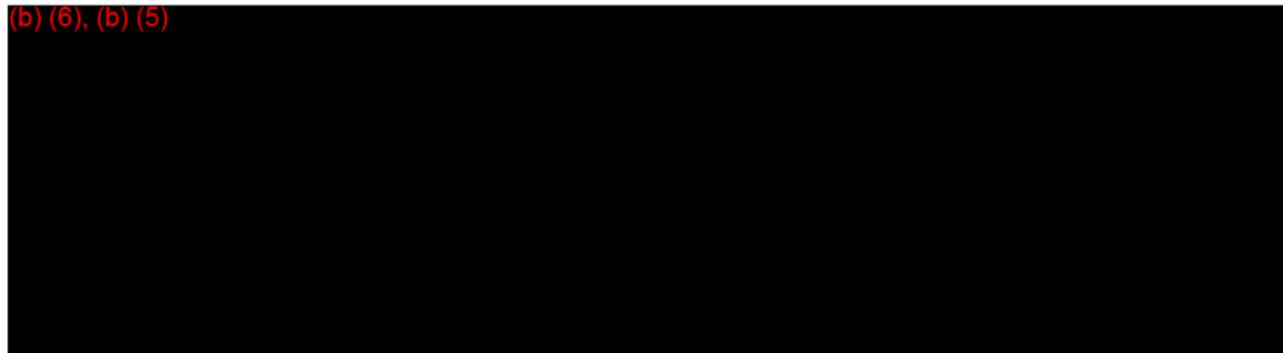
(b) (6)

Office of Human Resources
Voice of America
U.S. Agency for Global Media
330 Independence Avenue, SW, Washington, DC 20237
Office phone: (b) (6) Cell phone: (b) (6)

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From: (b) (6)
Sent: Wednesday, July 22, 2020 3:04 PM
To: (b) (6) Kelu Chao (b) (6) Elez Biberaj
(b) (6)
Cc: (b) (6)
(b) (6)
(b) (6)
Subject: RE: (b) (6) Status & J1's

(b) (6), (b) (5)



Respectfully,

(b) (6)



From: [Frank Wuco](#)
To: [Emily Pauline Newman](#); [Morvared Namdarkhan](#)
Subject: Fwd: we begin the day and end the day together...
Date: Thursday, August 27, 2020 8:15:04 PM

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From: (b) (6)
Sent: Thursday, August 27, 2020 7:40:09 PM
To: Frank Wuco (b) (6)
Subject: we begin the day and end the day together...

Hi Frank,

It was good talking with you this morning. I've asked for the paperwork on the radio news anchors and we will get it tomorrow. The Exec Officer says she has all approvals in hand.

I'd like to talk with you *collaboratively* about the security situation. Clearly, it is a mess. You know security but are new to the agency. You'll get to a solution sooner if somebody reflects the operations of VOA/USAGM in the discussions. It might have been Andre Mendes, but he's gone. I want to work with you to figure out a strategy that will allow us to sort things out without the drama.

With 1500 employees with bad security checks, it needs to work operationally. Just as we're not sending GS employees home on their anniversary date, we need some kind of "lock box" that allows us to renew our continuing contracts and contractors without interruption, even while USAGM looks for another agency willing to do our security authentication. It's not exaggeration – we'll be canceling programming, some of it Congressionally mandated, if we can't figure out how to keep the people we've recruited under the old security protocol while this is being sorted out.

My sense is that VOA is not engaging with you in the process. We can. But it's not good use of your time if we're just throwing out suggestions (or Hail Marys) to you in isolation or via memo. Can you, Fermaint Rios (an expert on contracts and a former intelligence officer), and I, plus others you think can contribute, meet to talk about potential ways forward? I know you guys are working hard on this and it doesn't seem like it's solved. Meeting with us "outsiders" to discuss alternative ways to achieve security and continuity of operations might provide a different point of view and be helpful.

Please give it some thought and let me know.

Best regards,
(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Fwd: WUCO, Frank - Cleared for TTC Appointment 07/25/20
Date: Saturday, July 25, 2020 8:11:33 AM

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 25, 2020 at 7:59:34 AM EDT
To: (b) (6)
Subject: WUCO, Frank - Cleared for TTC Appointment 07/25/20

Frank Wuco is cleared for a TTC Appointment with the US Agency for Global Media.

Thank you!

(b) (6)

U.S. Office of Personnel Management
FSEM/Personnel Security
1137 Branchton Road
Boyers, PA 16016

(b) (6)

From: [Frank Wuco](#)
To: (b) (6)
Cc: [Emily Pauline Newman](#); [Sam Dewey](#)
Subject: IAAs for Security Background Investigations/Adjudications
Date: Monday, October 26, 2020 10:19:46 AM
Attachments: [Security background check IAAS.msg](#)
[RE Security background check IAAS.msg](#)
[SIGNATURES NEEDED OPM Support to Security Agreement.msg](#)

(b) (6)

Please, if not done already (I may have initialed hard copies), please package hard copies for MP's signature.

Thanks!

Frank

From: [Elez Biberaj](#)
To: [Frank Wuco](#)
Cc: [Emily Pauline Newman](#); (b) (6); [VOA Director's Office](#); [Elez Biberaj](#)
Subject: Impact of Hiring Freeze on VOA Operations
Date: Tuesday, October 6, 2020 2:14:37 PM
Attachments: [VOA Impact Assessment October 6, 2020.docx](#)

Frank:

I am taking the liberty of respectfully reminding the CEO office of the adverse impact that the hiring freeze, the loss of a large number of J-1 visa holder reporters, and the non-approval of further PSC contracts are having on VOA programming and operations. Please find attached details on how these actions have diminished VOA's ability to fulfill its mission. To avoid further diminishment of VOA's ability to provide comprehensive news and information to the global audiences it serves, it is imperative that USAGM take action now to lift the freeze on hiring and other important personnel actions.

Thank you.

Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237

(b) (6)



A Free Press Matters

From: [Jeffrey Shapiro](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#)
Subject: IMPORTANT
Date: Wednesday, October 28, 2020 3:11:29 PM
Attachments: [image001.png](#)

Hi Frank,

I may need your help. I just spoke to Chris Luer and Security and they referred me to you – no one informed me about this list of contractors being suspended on November 1 (see list in yellow below), and I only learned about it by chance today.

Three of these contractors are scheduled to work election night. We will have other immediate gaps in other broadcast areas as well and need to plan for backups ASAP, but election night is key.

Can we possibly delay this until after the election?

Very Respectfully,
Jeffrey Scott Shapiro

From: (b) (6)
Sent: Tuesday, October 27, 2020 4:21 PM
To: Chris Luer (b) (6)
(b) (6)
Cc: (b) (6)
(b) (6)
Subject: RE: Personnel Contracts for FY2021

Team,

So no it is:

Next Steps are:

CON will inform (b) (6) the identified individuals cannot report to work onsite/remotely after October 31st until their clearance is completed.

OCB management will need to provide input on whether this will result in disruption of programming and how to fill the programming/staffing gaps.

We still need the Front Office to approve the new contract with (b) (6) effective November 1st with the understanding the two areas above are addressed.

I will relay this information to (b) (6) tomorrow (Wednesday, October 28th) unless I hear differently.

(b) (6)

From: Chris Luer (b) (6)
Sent: Tuesday, October 27, 2020 4:03 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Personnel Contracts for FY2021

Greetings,

(b) (6) is correct. Anyone requiring additional vetting will not be allowed to work under the new contract until the issues identified by OPM have been rectified. Please let me know if you have any additional questions.

Thanks,

Chris

From: (b) (6)
Sent: Tuesday, October 27, 2020 3:35 PM
To: (b) (6)
Cc: (b) (6); Chris Luer (b) (6)
Subject: Re: Personnel Contracts for FY2021

I'll let Chris come in over my email, but I'm almost positive the contractors identified as having a lacking investigation will not be allowed to report on-site.

(b) (6)
Management and Program Analyst
U.S. Agency for Global Media
(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 2:24 PM
To: (b) (6)
Cc: (b) (6); Chris Luer (b) (6)
Subject: RE: Personnel Contracts for FY2021

(b) (6) and Chris,

I have added (b) (6) and (b) (6) onto this feed.

So...here is the situation:

While management has identified individuals that may need new SEC clearances, they are employed by (b) (6) who then directs these individuals to report onsite/remotely to OCB.

The existing (b) (6) contract expires 10/31/2020. (b) (6) and I have been working with Jeff Shapiro and (b) (6) to issue a new contract with (b) (6) effective November 1. If we do not get approval to proceed with the contract then all of the staffers will stop work on Saturday, October 31st.

We need to be able to separate the people from the company and have the (b) (6) contract be approved by the Front Office so a new contract can be issued for November 1 and those with valid SEC clearances can report to work November 1 and beyond and avoid any disruption in programming.

CON will need direction on whether those individuals that need new SEC clearances can continue to report onsite/remotely while their investigation is underway?

If the answer is YES, CON and (b) (6) will stay the course and continue reporting to work onsite/remotely until their background clearance is completed and properly vetted by management.

If the answer is NO, CON will inform (b) (6) the identified individuals cannot report to work onsite/remotely until their clearance is completed. OCB management will need to provide input on whether this will result in disruption of programming.

Let's chat

Thanks!

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 3:02 PM
To: (b) (6)
Cc: (b) (6) Chris Luer (b) (6)
Subject: Re: Personnel Contracts for FY2021

Hi (b) (6)

Thank you for your email. I will work with (b) (6) on the (b) (6) contractors that are listed in this email.

Best,

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 2:54 PM
To: (b) (6)
Cc: (b) (6) Chris Luer (b) (6)
(b) (6)
Subject: RE: Personnel Contracts for FY2021

Hey (b) (6)

As the result of the 2020 SNAP inspection by OPM and ODNI of USAGM's Personnel Security program, OPM outlined a number of investigations that did not meet established investigative standards/requirements. (b) (6) investigation is one of those identified by OPM as lacking. USAGM Senior Management is working with OPM and ODNI on a plan to rectify this issue as soon as possible. At present, however, we are unable to extend or start personnel contracts with those individuals whose background investigations were identified by OPM as lacking until corrective actions are taken.

I don't have a firm timeline for when this situation will resolve, though this is a priority of Michael Pack's and that of his management team.

Best,

(b) (6)

Management and Program Analyst
Office of Management Services



U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

From: (b) (6)
Sent: Tuesday, October 27, 2020 2:18 PM
To: (b) (6)
Cc: (b) (6) Chris Luer (b) (6)
(b) (6)

Subject: Re: Personnel Contracts for FY2021

Hi (b) (6)

Sorry, (b) (6) is a FTE now. Can you explain what you mean “to pursue further vetting? And how long will that take?

Best,

(b) (6)

On Oct 27, 2020, at 1:58 PM, (b) (6) wrote:

Afternoon (b) (6)

I checked all of the listed contractors and stringers. First the good news; all of your stringers are approved to move forward. Unfortunately, there are a number of contractors we cannot yet approve on account of a requirement to pursue further vetting. Those contractors are listed below:

Can you confirm if the last 4 digits to (b) (6) ?

Best,

OCB Contractor Name	Function	Approved to Move Forward
(b) (6)	Radio Host	No
(b) (6)	Radio Host	No
(b) (6)	Multi-platform host	No
(b) (6)	Radio Host/Producer	No
(b) (6)	Multi-platform and radio producer	No
(b) (6)	TV Production Assistant	No
(b) (6)	Multi-media journalist	No
(b) (6)	Broadcast Audio Tech	No
(b) (6)	TV Director	No

(b) (6)

Management and Program Analyst
Office of Management Services

<image001.png>

U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237

<http://usagm.gov>

From: (b) (6)
Sent: Tuesday, October 27, 2020 12:57 PM
To: (b) (6)
Cc: (b) (6)
Subject: RE: Personnel Contracts for FY2021

Hi (b) (6)

Per our telephone conversation, below is the list of contractors under the (b) (6) staffing agency we use. The current contract ends on October 31st therefore the new contract starts on November 1st.

(b) (6)

- Radio Host
- Radio Host
- Radio Host
- Radio Host
- Multimedia Producer
- Multi-platform host
- Radio Host/Producer
- Multi-platform producer
- Radio Commentator
- Multi-platform and radio producer
- Radio Commentator

RADIO PROGRAMS TOTAL

DIGITAL MEDIA

(b) (6)

- Multi-platform host/commentator
- Multimedia Journalist
- Photojournalist

DIGITAL MEDIA TOTAL

TV PROGRAMS

(b) (6)

- TV Production Assistant
- TV Host/Broadcaster
- TV Host/Broadcaster
- TV Host/Broadcaster
- Multi-media journalist
- Multi-platform producer
- Multi-platform host
- Producer/host

TV PROGRAMS TOTAL

RADIO TECHNICAL

(b) (6)

- Broadcast Audio Tech
- Broadcast Audio Tech

(b) (6)

Broadcast Audio Tech
Broadcast Audio Tech
Broadcast Audio Tech
Broadcast Audio Tech

RADIO TECHNICAL TOTAL

TV TECHNICAL

(b) (6)

General Studio Tech
TV Make-up Artist
TV Director
TV Graphic Artist
General Studio Tech
Administrative Asst.

TV TECHNICAL TOTAL

TRANSMISSIONS

(b) (6)

Broadcast Systems Engr.
Broadcast Systems Engineer
Broadcast Systems Engineer

TRANSMISSIONS TOTAL

NEWS GATHERING

(b) (6)

Broadcast Journalist
Broadcast Journalist
Broadcast Journalist
Multi-platform host
Multi-platform host/producer
Meteorologist
Broadcast Journalist
Multi-platform host
Multimedia Journalist/Announcer

NEWS GATHERING SUBTOTAL

(b) (6)

Onsite Project Manager

Also, below is the list of OCB Stringers. Their PO also ends on October 31st and new PO's would be issued for November 1st.

(b) (6)	Venezuela
	Germany
	Argentina
	Israel
	Colombia
	Guatemala
	Ceska

(b) (6)	Republic
	Spain
	Nicargua

Please let me know if we receive approval.

Best,

(b) (6)
Program Analyst (Procurement)
U.S. Agency for Global Media/Office of Cuba Broadcasting
Office of Administration
4201 NW 77th Ave
Miami, FL 33166

(b) (6)

From: (b) (6)
Sent: Monday, October 19, 2020 12:04 PM
To: (b) (6)
(b) (6)
(b) (6)
Cc: Chris Luer (b) (6)
Subject: Personnel Contracts for FY2021

Good Afternoon All,

In an attempt to provide approvals for each entity's personnel contracts, we're asking that each entity include two pieces of information for each personnel contract:

1. The full name of the contractor/PSC/POV
 1. If there are multiple contractors/PSCs/POVs on one submission, please separate them.
1. Whether the contractor/PSC/POV requires a J-1 visa

We're going to be able to approve personnel contracts much faster if we have this information up front. By way of an explanation for why we're requesting this information, we're checking to ensure these contractors, POVs and PSCs do not require an additional level of vetting based on information OPM provided us in their FY2020 audit of our Personnel Security Program.

Thank you,

(b) (6)
Management and Program Analyst
Office of Management Services

<image001.png>

U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237

<http://usagm.gov>

<OCB Contractors.xlsx>

From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: [Sam Dewey](#)
Subject: J-1 Development/Litigation
Date: Thursday, October 15, 2020 12:38:49 PM

Hi (b) (6),

We want to brief you ASAP on a new J-1 issue raised by litigation that was filed late last week. Any chance we can connect by phone this afternoon to discuss? Any time between 2 and 5 pm today would be ideal (we are hoping to connect before a 5pm DOJ call, if possible).

Best,
Emily

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From: [Emily Pauline Newman](#)
To: (b) (6)
Cc: [Sam Dewey](#)
Subject: J-1 Development/Litigation
Date: Thursday, October 15, 2020 12:38:49 PM

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Best,
Emily

Get [Outlook for iOS](#)

From: [Emily Pauline Newman](#)
To: [CEO2016](#)
Cc: [Frank Wuco](#) (b) (6); [Sam Dewey](#) (b) (6) (b) (6)
Subject: J-1 Issue for Immediate Action
Date: Monday, October 19, 2020 1:19:00 AM
Attachments: (b) (6).pdf
[Rec to Deny J1 Extension and Permanent Residence Sponsorship \(b\) \(6\) Cover Memo 10182020.docx](#)
Importance: High

Michael,

Please see attached recommendation for immediate action regarding a J-1 visa request.

Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

From: [CEO2016](#)
To: [Frank Wuco](#)
Cc: [Emily Pauline Newman](#)
Subject: J1 Visa Applications
Date: Friday, September 11, 2020 4:13:56 PM

Frank:

We need to articulate a policy on how we will ejudicate these going forward, including a new clearance process, a search for American workers, etc. I know this is caught up in the larger security issues, but we should issue some kind of guidance soon. Please let me know what you would propose.

Best,
Mp

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

A black rectangular redaction box covers the text "(b) (6)".

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: [Elez Biberaj](#); (b) (6)
Subject: J-1 Visa Grievances
Date: Wednesday, October 14, 2020 12:49:27 PM

Hi Emily,

The USAGM Equal Employment Opportunity Office has six requests for Alternative Dispute Resolutions regarding the CEO's decision not to extend J-1 visas. I serve as VOA's representative in these mediations. The first mediation is scheduled for Monday, Oct. 19.

Since this was a CEO policy, we need a single letter to explain the rationale or policy behind the decision not to extend the visas. This will allow the EEO to pass over the requests for ADR and move to the next stage of the grievance process.

Could your office please issue a letter to the EEO explaining the policy?

Thanks,

(b) (6)

VOA
Senior Advisor to the Director
330 Independence Ave., SW
Washington, DC 20237

(b) (6)

NOTICE: This e-mail message contains confidential, privileged information intended solely for the addressee. Please do not forward this message without permission. To maintain attorney-client confidentiality, this message should be distributed only within the agency to employees having a need for this information.

From: [Marie Lennon](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Subject: J1 Visas
Date: Wednesday, July 1, 2020 3:54:23 PM
Attachments: [image001.png](#)
[Summary - Non-Citizen Legal Authorities.docx](#)

1. Extension Request. I asked one of our HR Deputies to talk to our contact at the State Department. Her name is (b) (6) and she works in the Bureau of Educational and Cultural Exchanges, Academic and Government Programs Division. She is understanding about our situation but she cannot provide additional time to us as it's not within her authority. USCIS provided the two-month extension to J1 visa holders in consideration of the pandemic but State cannot change the law behind the mandate that permission to work is only good for one year and if that permit is not extended, the employee must return to their home country. As I mentioned previously, it is our Agency's policy to provide 30 days following the expiration of the permission to work before sending the employee back home. We are on day 1 of 30.

I asked my HR Deputy to go back to the State Department and ask for any policies and procedures that they have put into place with regard to the management of the J1 program at State. Looking for best practices and guidance in order for us to update our own policies and procedures.

2. General – J1 Visa Program. Our internal policy document on J1 visas has not been updated in a long time, and does not include criteria to be applied with regard to making determinations about continuation of employment nor sponsorship for citizenship. In my experience those determinations are based on the job performance of the employee and their role within the language service. If they are high-performing, possess excellent journalistic and language skills as well as their experience both at VOA and in previous positions, they are most often sponsored for citizenship. Language services would argue that it's in the best interests of the mission to retain such an employee.

I've attached a brief summary of the legal authorities surrounding non-citizen employment and the J1 visa program.

As always, happy to discuss further.

Thanks,
Marie

From: Diane Cullo (b) (6)
Sent: Wednesday, July 1, 2020 12:55 PMA
To: Marie Lennon (b) (6); Emily Pauline Newman (b) (6)
Subject: RE: Two Info Items

Thx.

From: Marie Lennon (b) (6)

Sent: Wednesday, July 1, 2020 12:49 PM

To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)

Subject: RE: Two Info Items

Checking my info with the legal team now. Stay tuned.

From: Diane Cullo (b) (6)

Sent: Wednesday, July 1, 2020 12:20 PM

To: Emily Pauline Newman (b) (6); Marie Lennon (b) (6)

Subject: RE: Two Info Items

Greetings!

Don't see a response to this. Any update on the legal authorities and internal policies/procedures? If it's taking time to compile internal documents, please send legal citation in the interim.

Thanks much!

Diane

From: Emily Pauline Newman (b) (6)

Sent: Tuesday, June 30, 2020 8:41 PM

To: Marie Lennon (b) (6); Diane Cullo (b) (6)

Subject: Re: Two Info Items

Thanks, Marie. I'm referring to both legal authorities and internal policies and procedures.

Get [Outlook for iOS](#)

From: Marie Lennon (b) (6)

Sent: Tuesday, June 30, 2020 8:30:39 PM

To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)

Subject: RE: Two Info Items

We'll keep at it until you are satisfied with the information and regret that this is such a long process. We should talk about the authorities – it was unclear to me whether you were referring to legal authorities or internal policy and procedures.

From: Emily Pauline Newman (b) (6)

Sent: Tuesday, June 30, 2020 8:17 PM

To: Marie Lennon (b) (6); Diane Cullo (b) (6)

Subject: RE: Two Info Items

Hi Marie,

Thank you for this.

It's concerning that some of the fundamental questions remain unanswered – including on what basis, and under what authority, the agency is sponsoring J1 visa holders for employment and permanent residence. While the attached “justification” document offers some helpful context, it does not answer questions 7 or 9. Additionally, a number of the other specific questions are only partially addressed and, much like the last round, the responses raise additional questions and concerns.

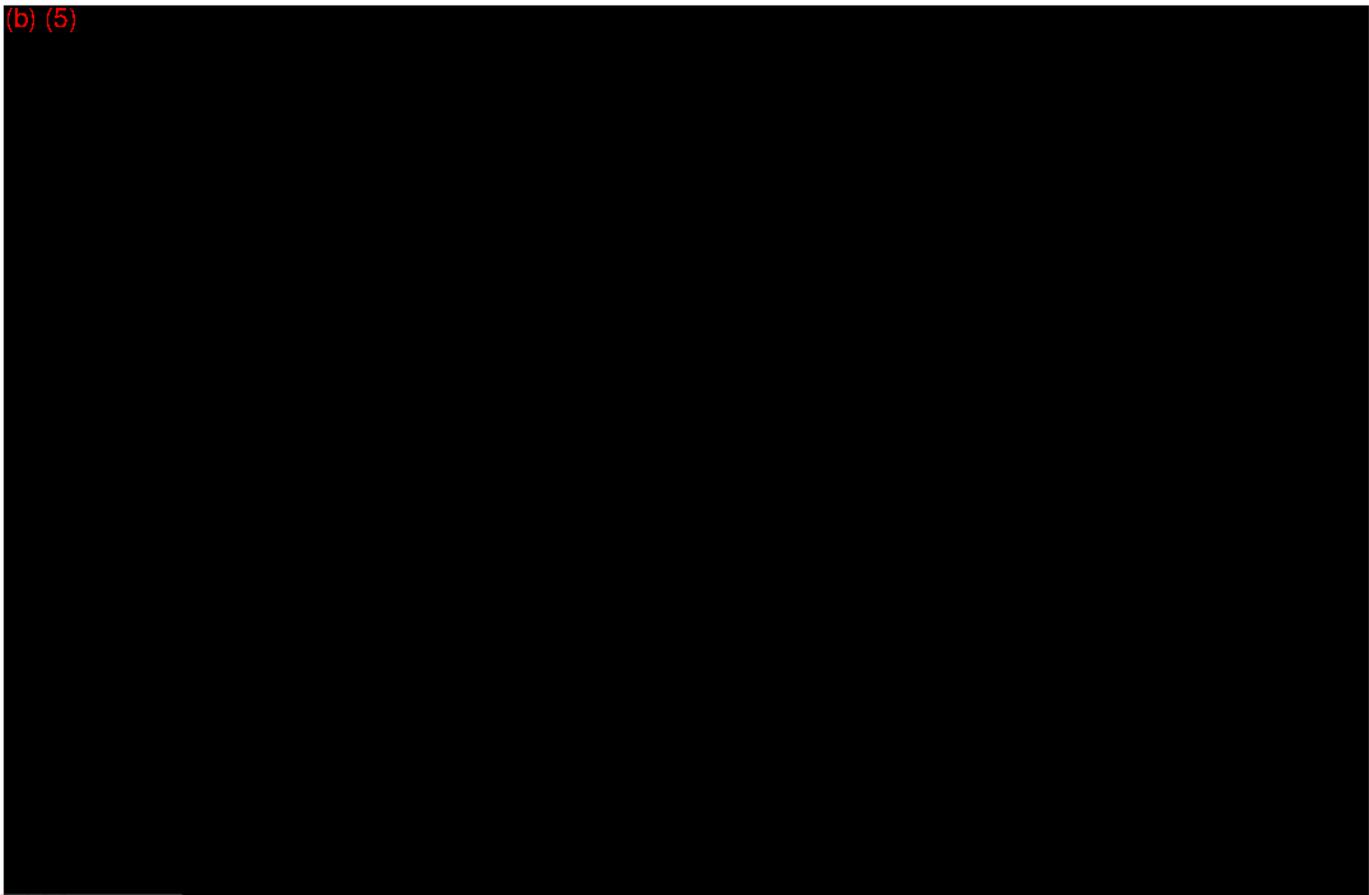
Diane and I will call you back shortly to discuss. No matter what, this basic information will be required.

Best,
Emily

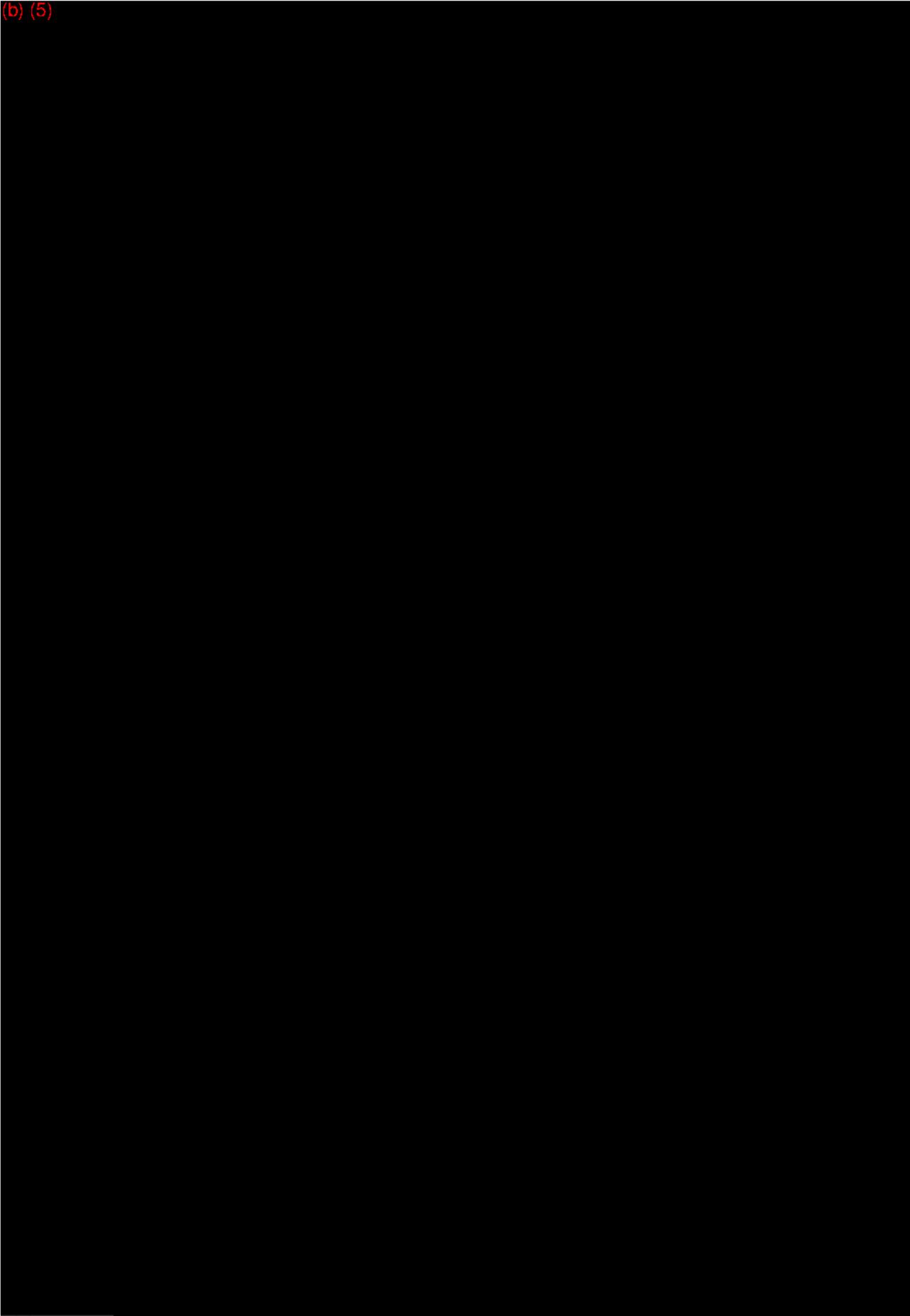
From: Marie Lennon (b) (6)
Sent: Tuesday, June 30, 2020 3:35 PM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject: RE: Two Info Items

Emily,

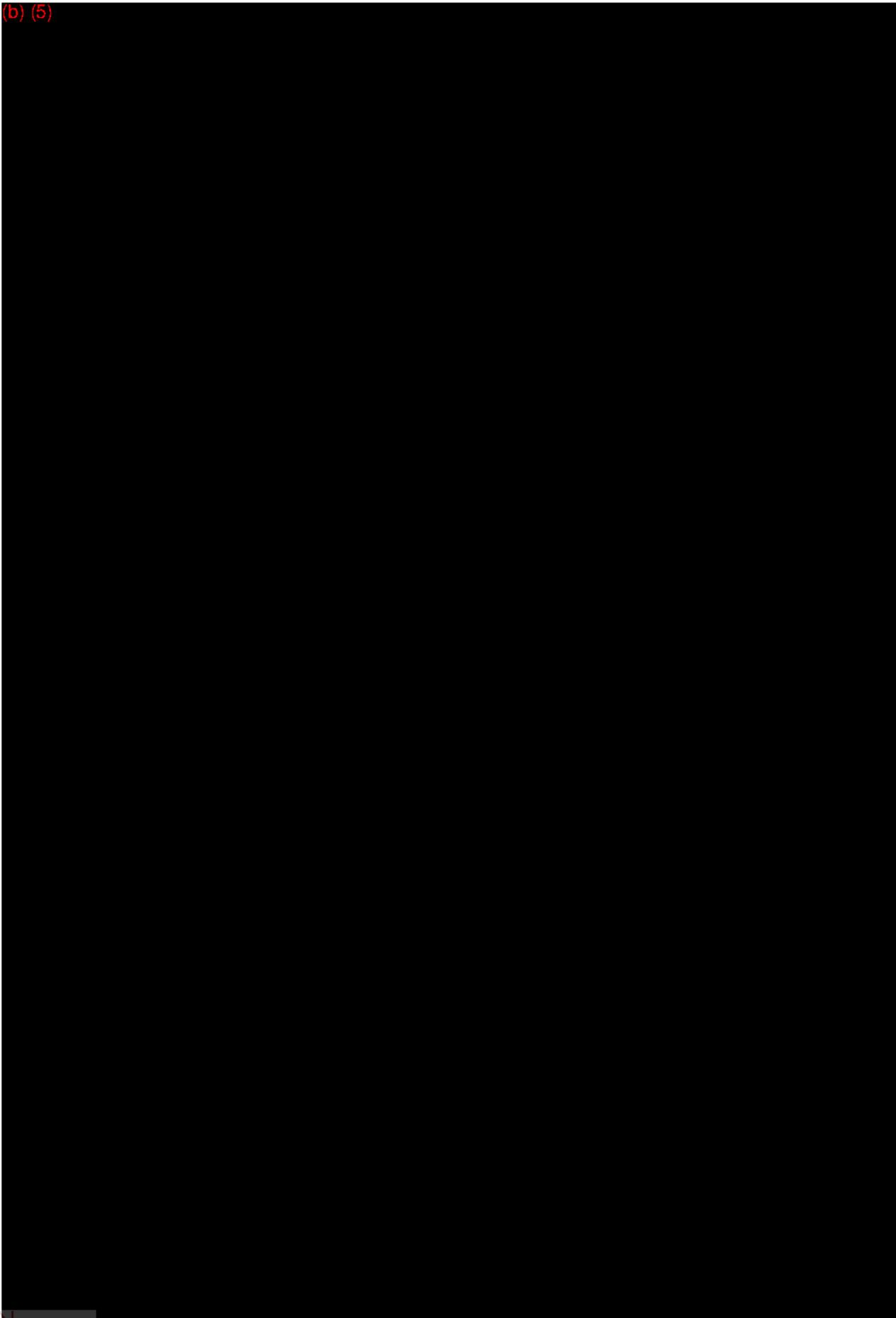
(b) (5)



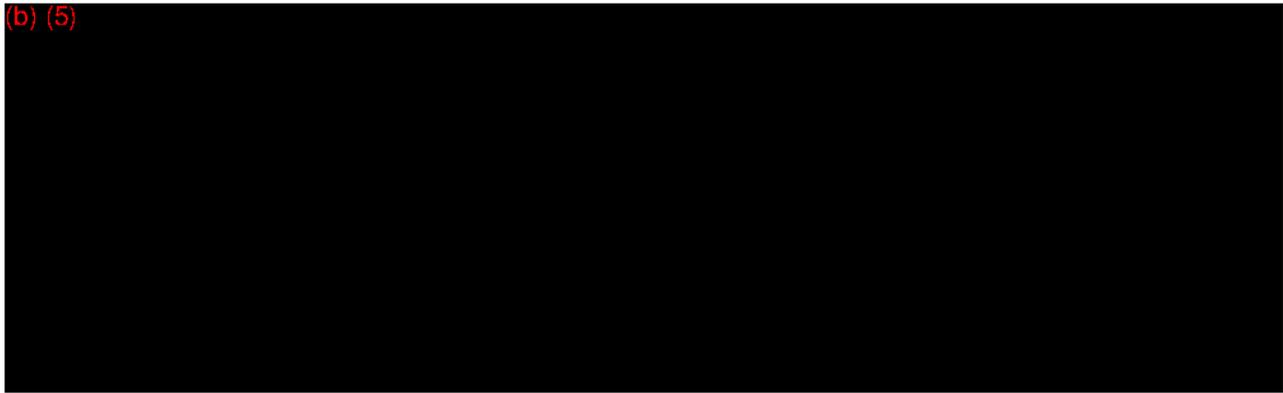
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(b) (5)



(b) (5)



From: Emily Pauline Newman (b) (6)

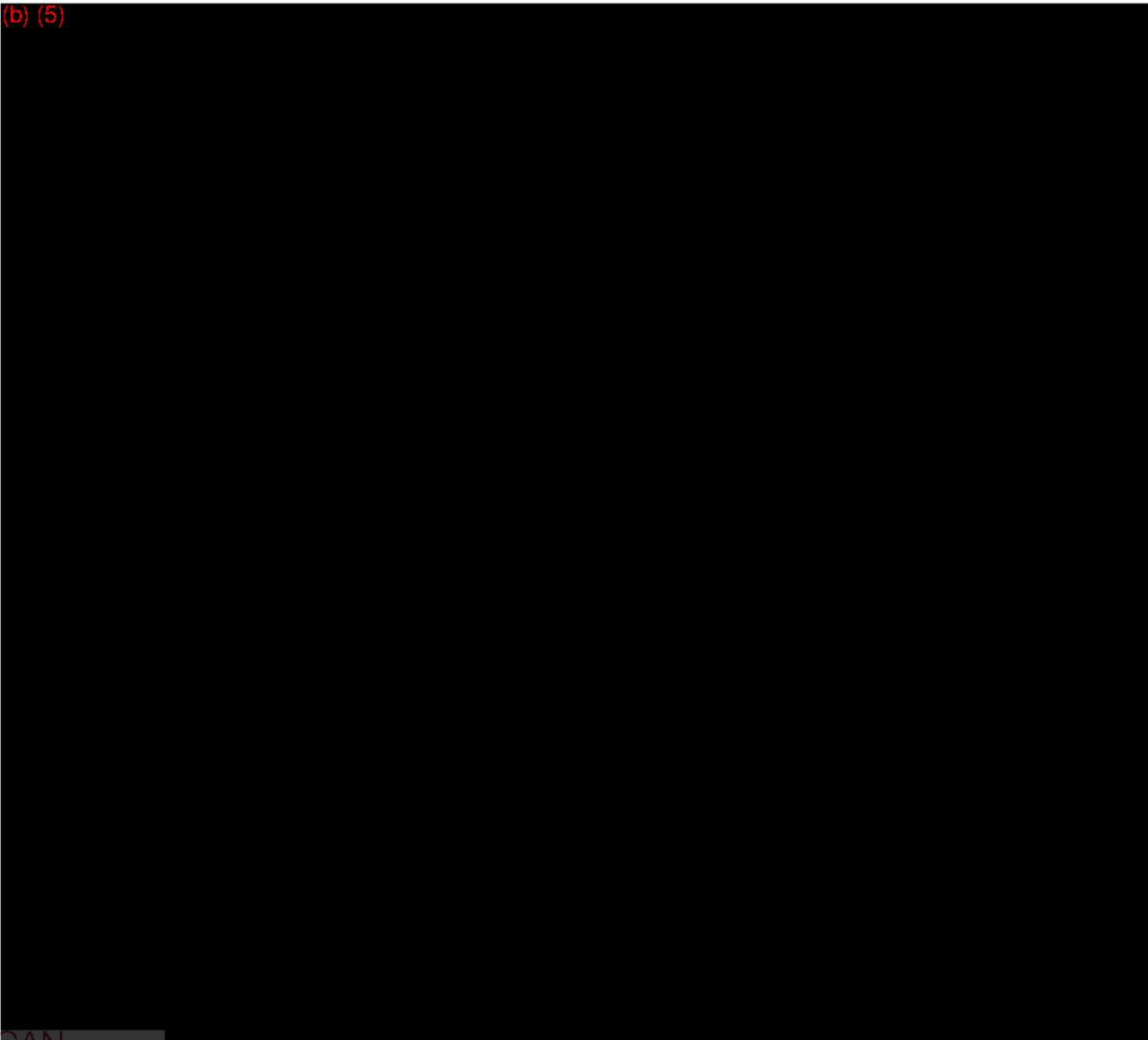
Sent: Sunday, June 28, 2020 7:50 PM

To: Marie Lennon (b) (6); Diane Cullo (b) (6)

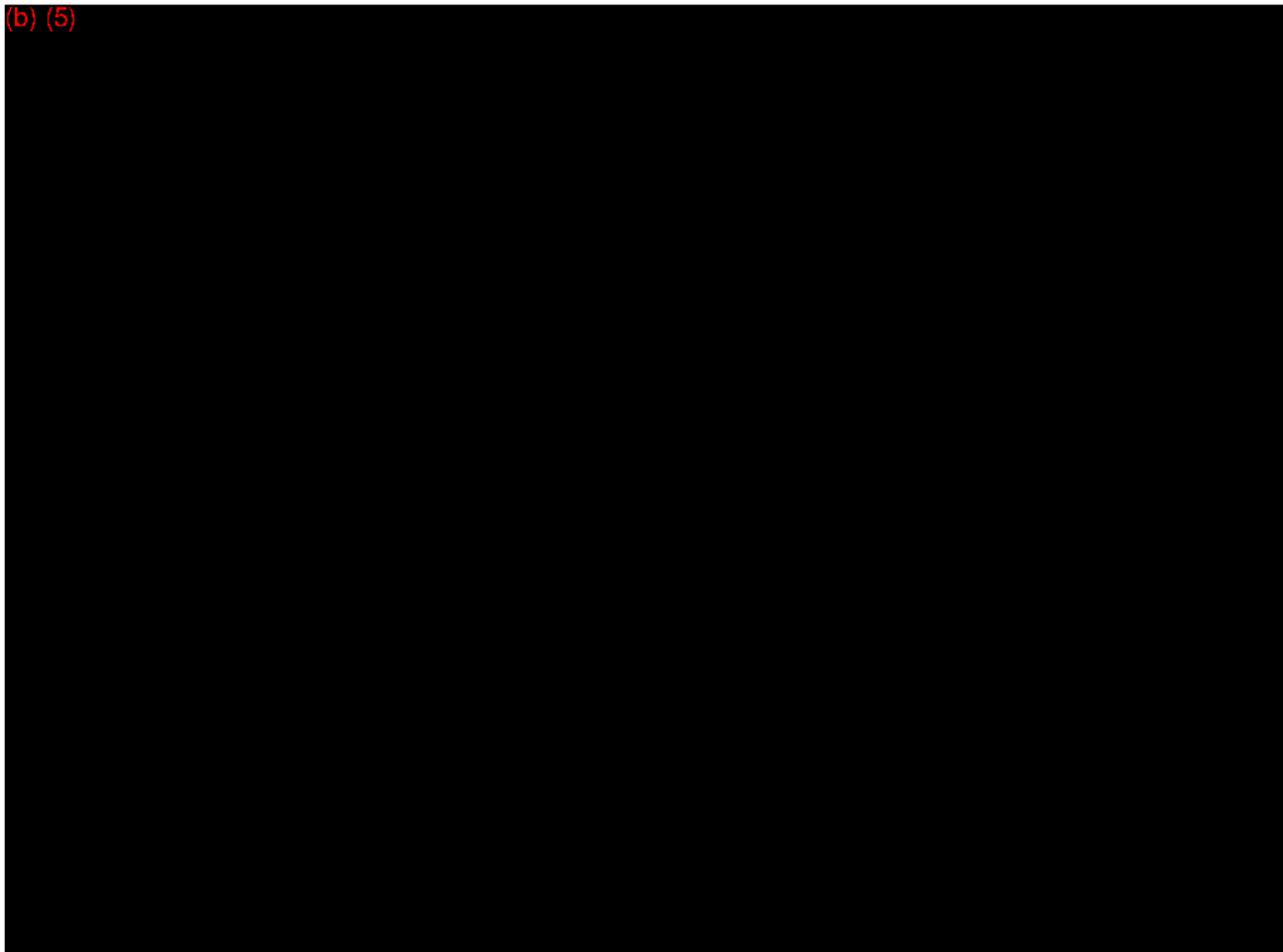
Subject: RE: Two Info Items

Thank you, Marie!

(b) (5)



(b) (5)



Best,
Emily

Emily Newman
Chief of Staff

(b) (6)

From: Marie Lennon (b) (6)

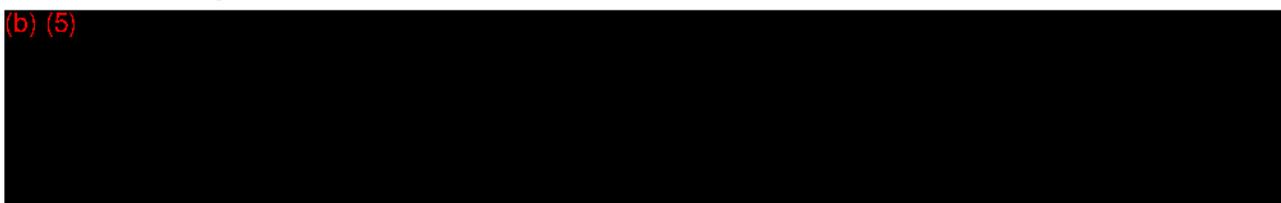
Sent: Sunday, June 28, 2020 6:05 PM

To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)

Subject: Two Info Items

Diane & Emily,

(b) (5)



Many thanks,
Marie

Employee On-Board Counts by Organization June 2020				
Appointment Type	Organizational Element			
	USAGM	TSI	VOA	OCB
PAS	1			
SES	8	3	3	
Senior Level	2			
Consultant	2			
General Schedule	169	135	846	93
Non-Citizens			87	
Foreign Service		11	3	
Wage Board			44	
Totals	182	149	983	93
Agency On-Board Total: 1,238				

Marie Lennon

Director of Management Services
U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

(b) (6)



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I've attached a brief summary of the legal authorities surrounding non-citizen employment and the J1 visa program.

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Subject: RE: Two Info Items

Thx.

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Sent: Wednesday, July 1, 2020 12:49 PM

To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)

Subject: RE: Two Info Items

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Sent: Wednesday, July 1, 2020 12:20 PM

To: Emily Pauline Newman (b) (6); Marie Lennon (b) (6)

Subject: RE: Two Info Items

Greetings!

(b) (5)

Thanks much!

Diane

From: Emily Pauline Newman (b) (6)

Sent: Tuesday, June 30, 2020 8:41 PM

To: Marie Lennon (b) (6); Diane Cullo (b) (6)

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Get [Outlook for iOS](#)

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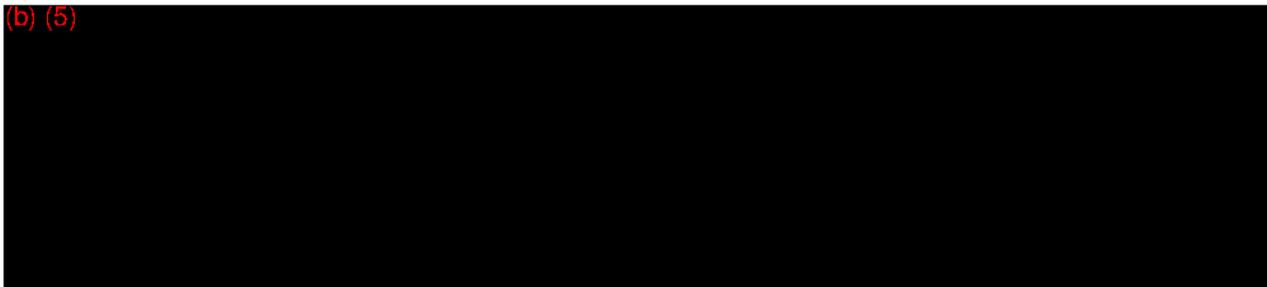
To: Marie Lennon (b) (6); Diane Cullo (b) (6)

Subject: RE: Two Info Items

Hi Marie,

Thank you for this.

(b) (5)



Diane and I will call you back shortly to discuss. No matter what, this basic information will be required.

Best,
Emily

From: Marie Lennon (b) (6)

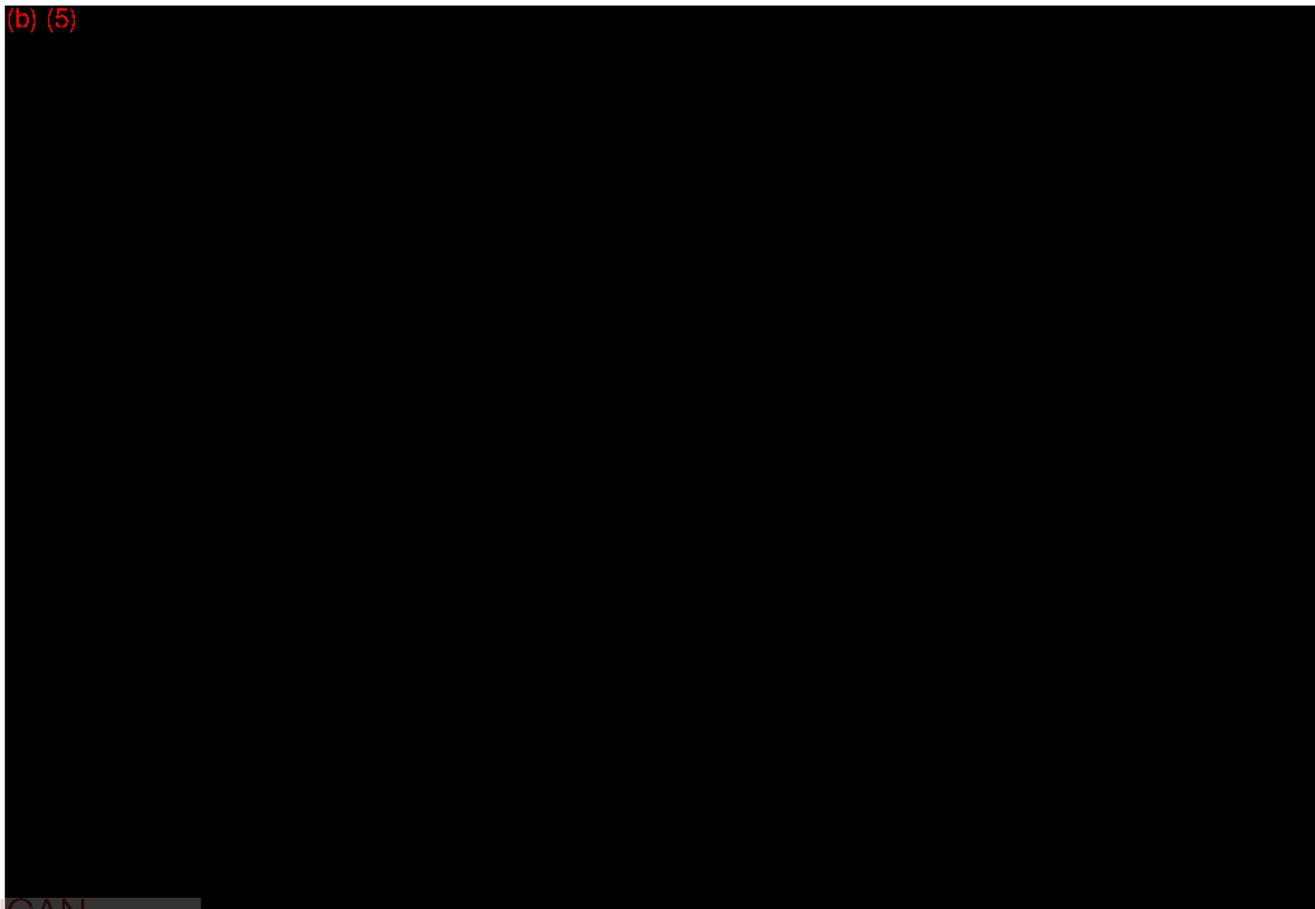
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To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)

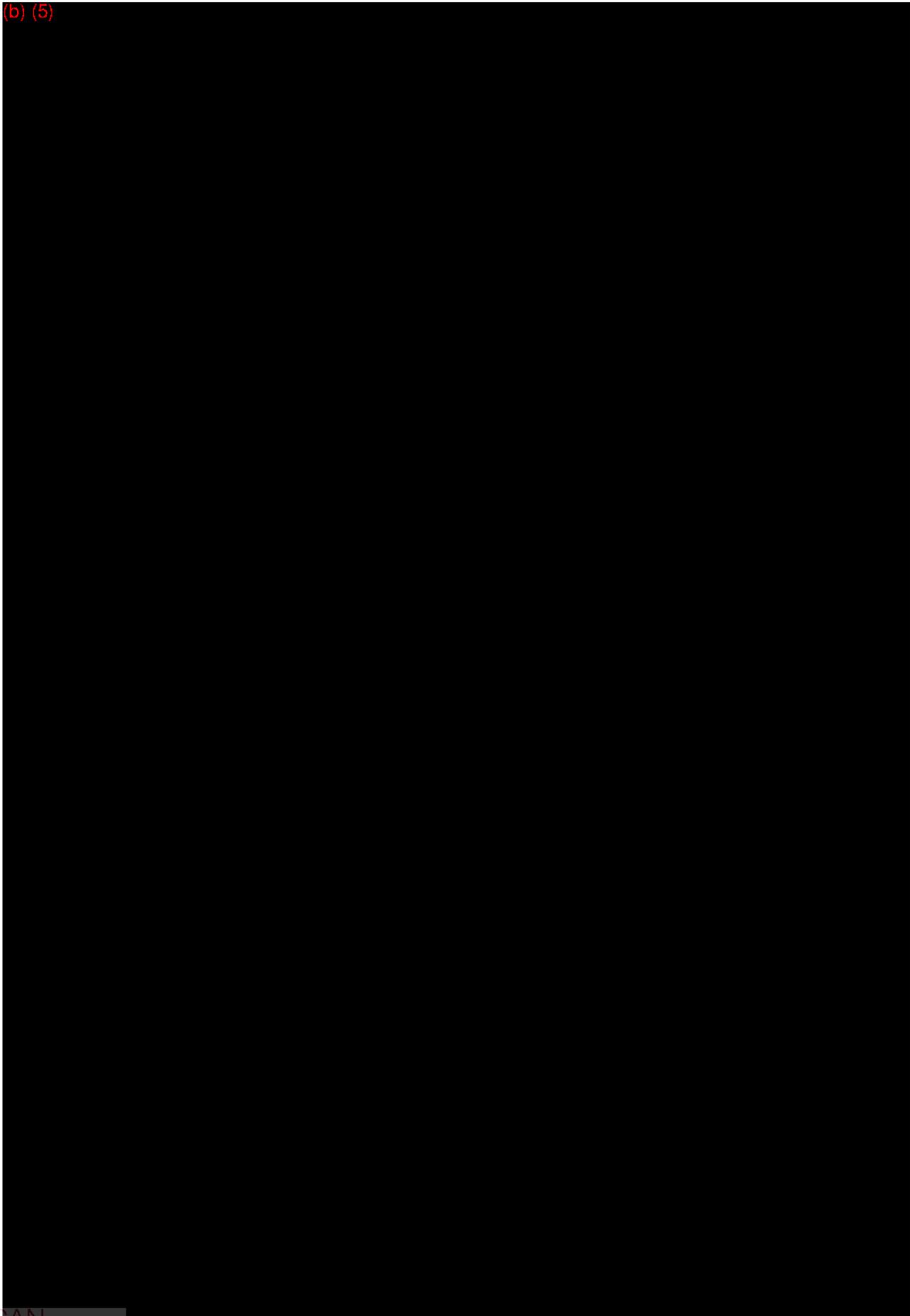
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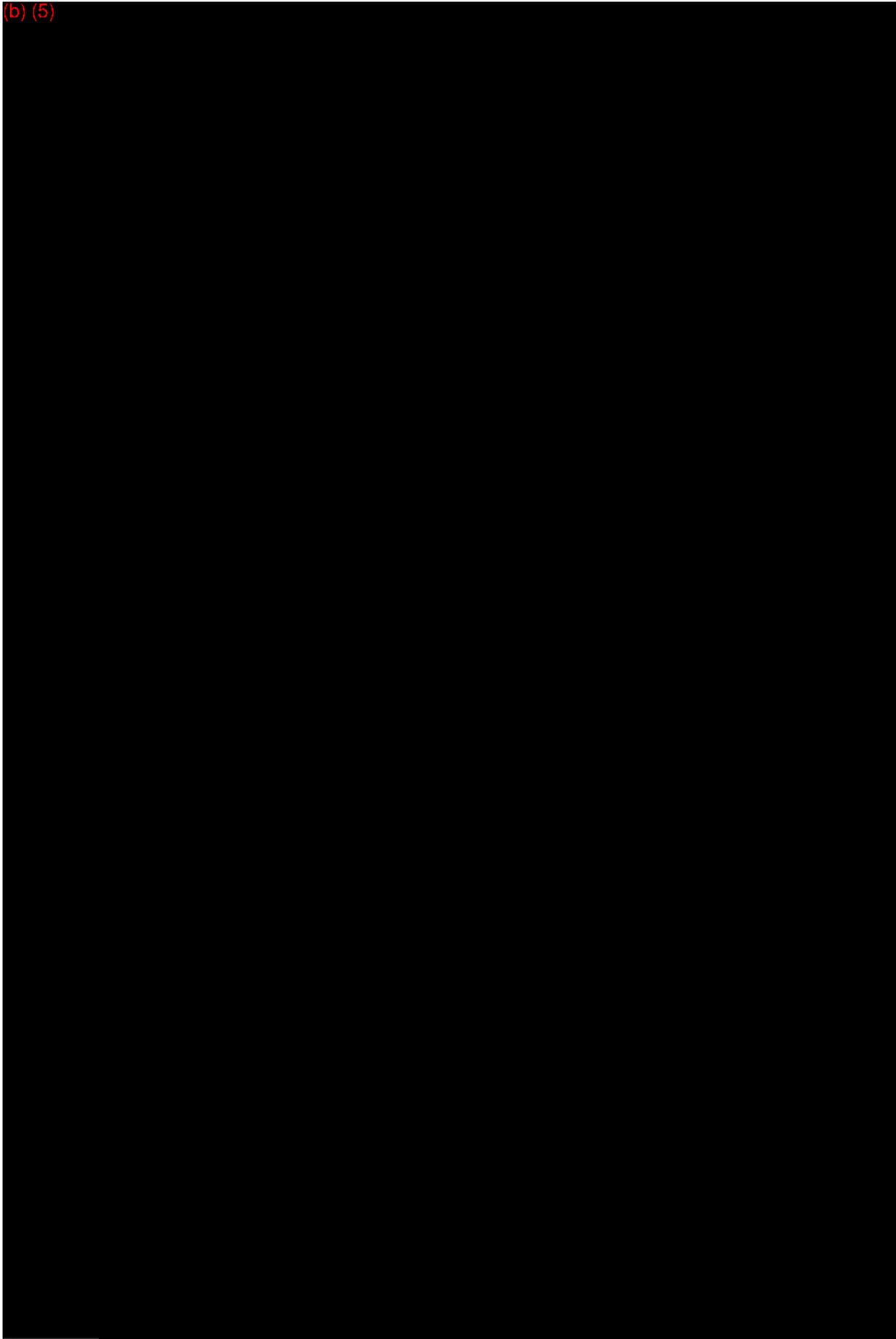
(b) (5)



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(b) (5)



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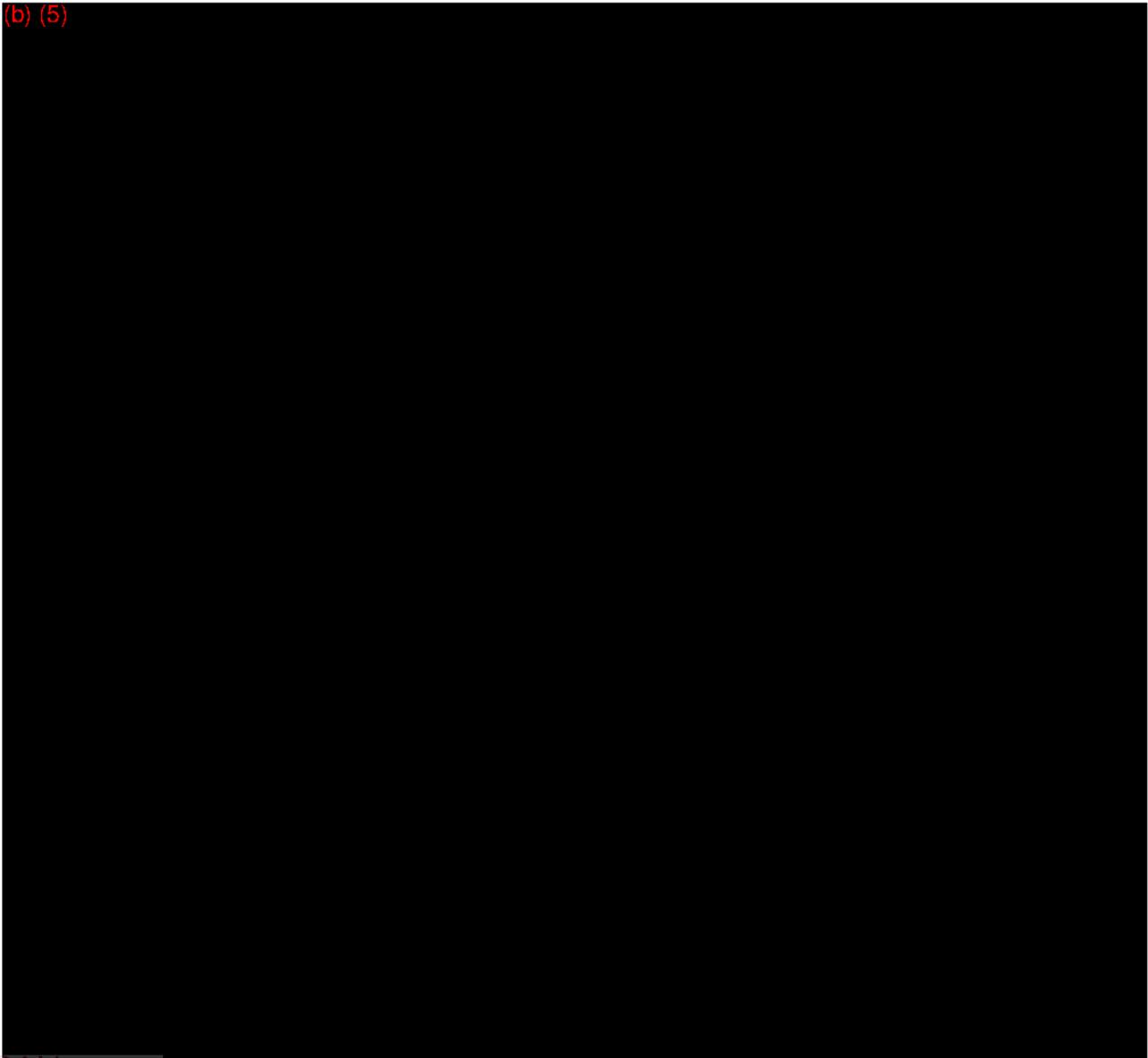
Sent: Sunday, June 28, 2020 7:50 PM

To: Marie Lennon (b) (6); Diane Cullo (b) (6)

Subject: RE: Two Info Items

Thank you, Marie!

(b) (5)



(b) (5)

Best,
Emily

Emily Newman
Chief of Staff
(b) (6)

From: Marie Lennon (b) (6)
Sent: Sunday, June 28, 2020 6:05 PM
To: Diane Cullo (b) (6); Emily Pauline Newman (b) (6)
Subject: Two Info Items

Diane & Emily,

(b) (5)

Many thanks,
Marie

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Totals	182	149	983	93
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Marie Lennon

Director of Management Services
U.S. Agency for Global Media (USAGM)

Teams: (b) (6)

Mobile: (b) (6)

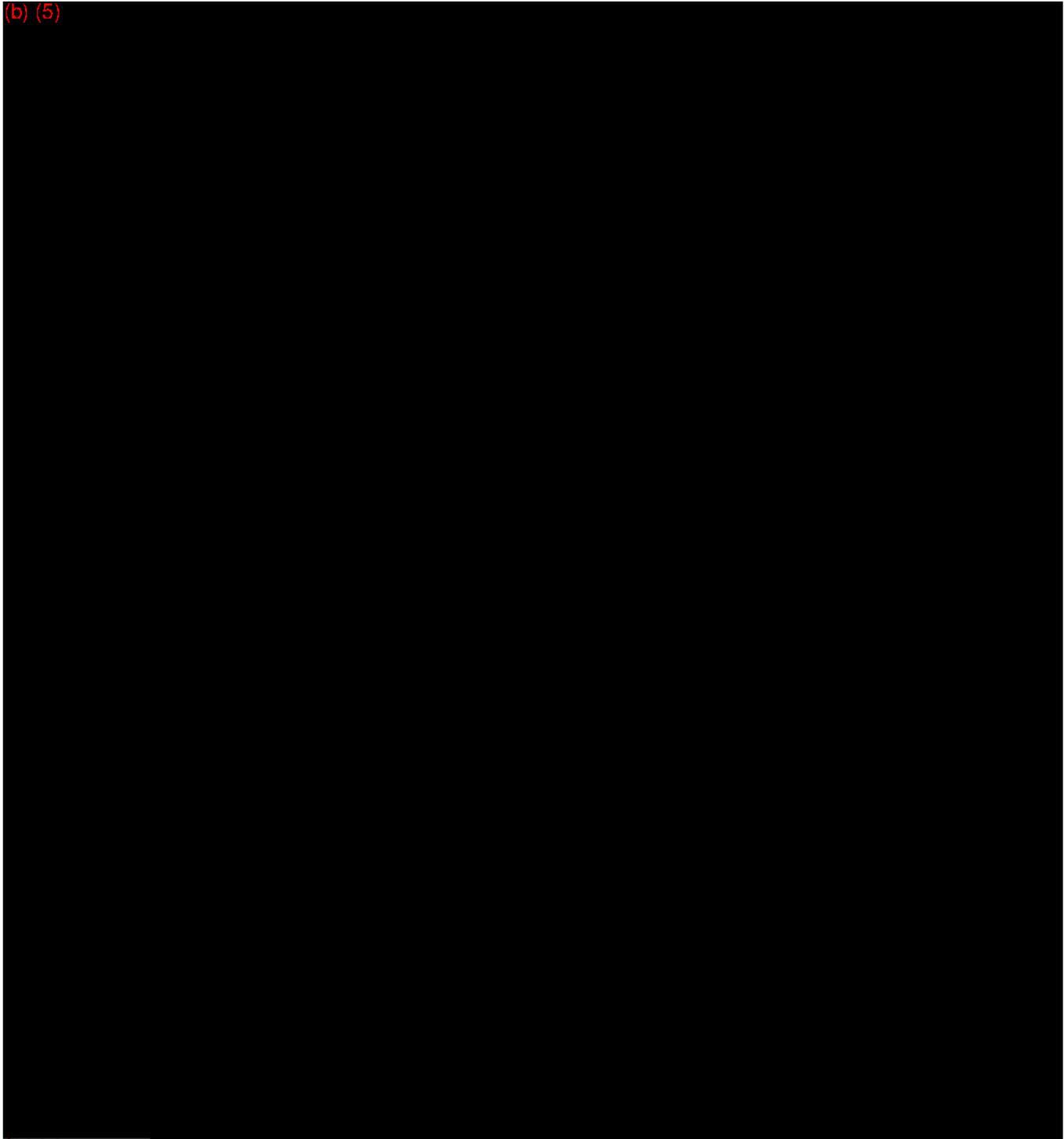
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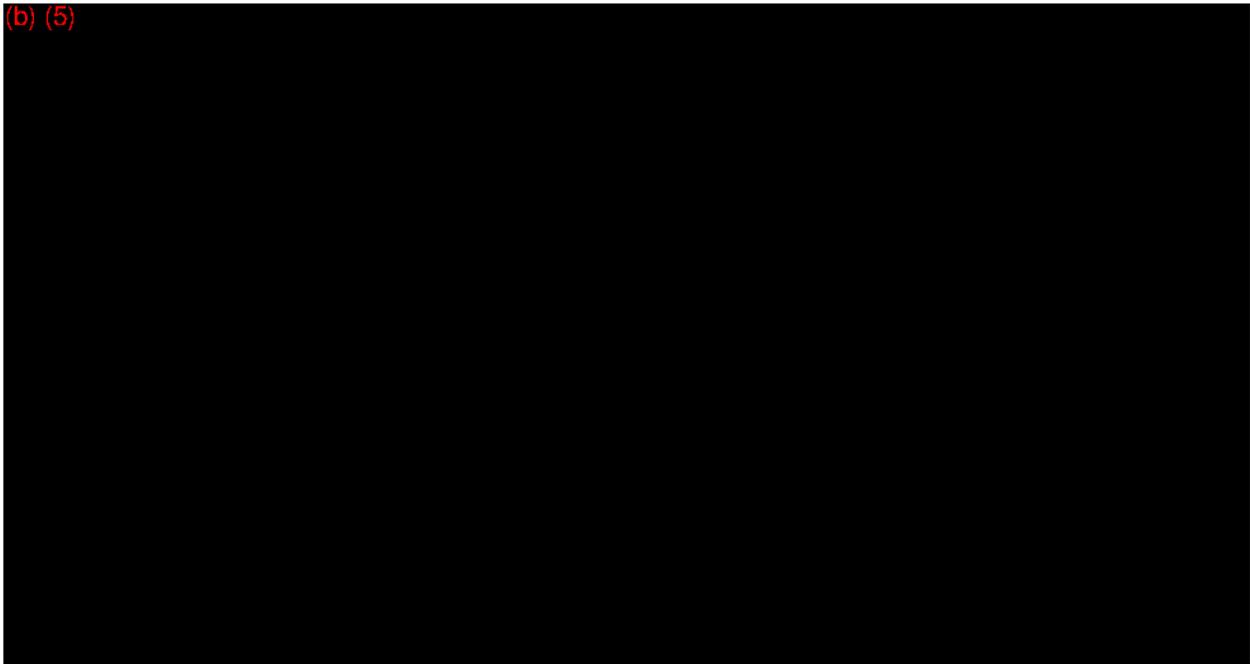
From: [Frank Wuco](#)
To: [Sam Dewey](#); [Emily Pauline Newman](#)
Subject: J1
Date: Saturday, October 17, 2020 1:57:18 PM

Privileged and Confidential
Attorney work product
Attorney client communication
Pre-decisional deliberative

(b) (5)

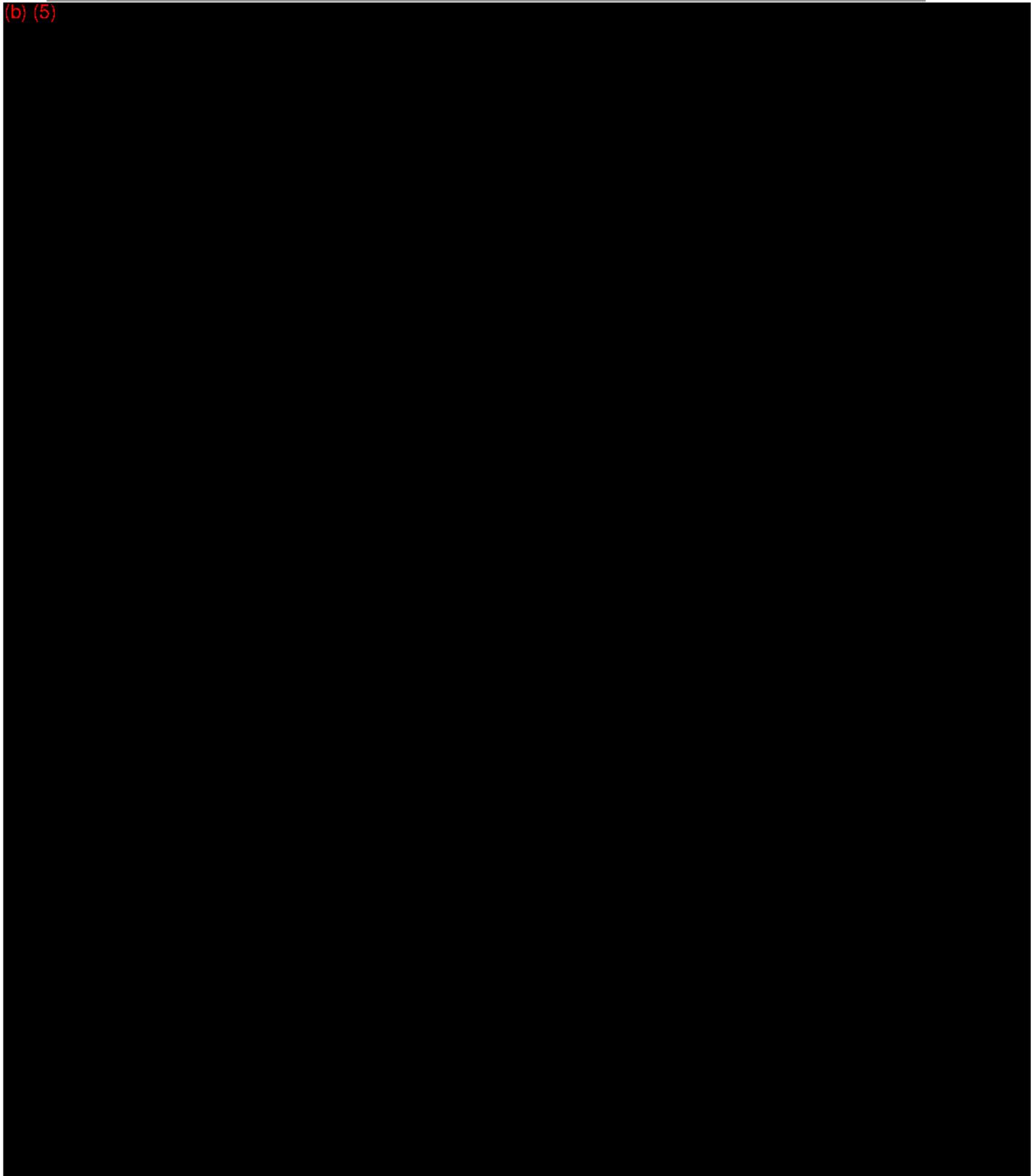


(b) (5)



From: [Marie Lennon](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Subject: July 24 - Daily Report
Date: Friday, July 24, 2020 8:41:47 PM
Attachments: [Critical Contract Requirements 7.24.2020 Past Due.xlsx](#)
[FW \(b\) \(6\) Status J1's.msg](#)

(b) (5)



(b) (6), (b) (5)

Thank you.

From: [Diane Cullo](#)
To: [Marie Lennon](#)
Cc: [Emily Pauline Newman](#)
Subject: July 2020 OPM Suitability Program Review
Date: Friday, July 17, 2020 8:46:11 PM
Attachments: [Atch 1_OPM SuitEA July 2020 Follow-up Report of USAGM Assessment.pdf](#)

Greetings Marie ...

Please see the attached report from OPM dated July 2020. If you haven't already received this document, "Follow-Up Review of the U.S. Agency for Global Media Suitability Program," please take the time to read it thoroughly. There are over 20 critical recommendations that need to be remedied immediately. There is a longstanding history of USAGM ignoring or not fulfilling obligations and recommendations from OPM which are critical.

In order to perform a proper assessment of those organizations which report directly to me, I need the following information from you and your direct reports ASAP, but no later than Monday, July 21 at NOON.

1. Who specifically is responsible for adjudicating fingerprint checks? Of the sample identified as receiving PIV credentials inappropriately (many due to this check), have all been corrected? How was this documented and reported to USAGM leadership and OPM?
2. USAGM was provided a list of 1,527 investigations conducted under expired delegated authority and was instructed to initiate a new investigation for all applicable individuals. Please provide the list of 1,527 investigations identified.
3. Of the 1,527 investigations, it was reported that as of February 2020, only 314 investigations were scheduled, although USAGM was instructed to initiate a new investigation for all applicable individuals. Please report the status of those 314 scheduled investigations, the outcomes of each and the status of the balance due.

Thank you.

Diane

From: [Jonathan Bronitsky](#)
To: [CEO2016](#); [Morvared Namdarkhan](#); [Diane Cullo](#); [Emily Pauline Newman](#); [Frank Wuco](#); [Thad Strom](#); (b) (6)
[Sam Dewey](#); [Toni DeLancey](#)
Subject: Justice, Federalist: NPR Manipulates Federalist Interview
Date: Thursday, September 3, 2020 12:01:37 PM
Attachments: [image001.png](#)

the
FEDERALIST

[NPR Manipulates Federalist Interview With VOA Executive On Behalf Of Government Employees Opposing Reform](#)

SEPTEMBER 3, 2020 By [Tristan Justice](#)

National Public Radio (NPR) offered a platform to fellow government-funded employees at the Voice of America (VOA) Monday to amplify a letter condemning their CEO for reforms to safeguard the government agency in the interest of national security.

The article, [headlined](#) “Voice of America Journalists: New CEO Endangers Reporters, Harms U.S. Aims,” reported on a letter signed by several of VOA’s veteran journalists rebuking their new parent agency chief Michael Pack for comments during an interview with The Federalist, which National Propaganda Radio falsely characterized as a “pro-Trump outlet.”

“Voice of America journalists are compelled to express our profound disappointment with the actions and comments of the chief executive officer of the U.S. Agency for Global Media, which endanger the personal security of VOA reporters at home and abroad, as well as threatening to harm U.S. national security objectives,” several VOA staff wrote, going on to accuse Pack of executing a

“purge” of agency employees while threatening to ban face masks and unplug the air conditioning in its D.C. offices. The latter accusation was repeated by NPR, although both conceded it was merely a joke.

A clear and honest reading of the transcript between Pack and Federalist Senior Editor Chris Bedford reveals no such threats made by Pack, only sarcastic commentary from Bedford.

Here’s the transcript outlining the moment when Pack was discussing obstacles to implementing long-neglected security procedures to protect the agency. He brushed off Bedford’s unserious suggestion:

PACK: One of the challenges of taking over an agency at this moment in time is sorting all this out, especially during COVID. The headquarters building – the Cohen Building here in Washington, DC – is largely empty. We’re bringing people back as we move from Phase I...

BEDFORD: Have you considered banning masks and turning off the air conditioning? That’s my prescription for federal agencies.

PACK: [SEGUE] Yeah, well, we’ll have to look into that one. But you know it’s been hard to get to know the employees when they’re largely working from home.

Primarily at issue was Pack’s reasonable suggestion that foreign governments could deploy spies into newsrooms masquerading as journalists.

For years, Pack explained, VOA overlooked critical clearance processes, leaving the U.S. agency vulnerable to foreign interference as it broadcast American news around the world. Pack cited one instance in which an explicitly supportive ad for Democratic presidential nominee Joe Biden was translated into another language to encourage Muslims in Michigan to turn out for Democrats in November.

“I have a responsibility to make sure that the security of these agencies is maintained. The fact is that foreign intelligence agencies from the beginning – from the creation of these agencies – have been interested in penetrating them,” Pack

said, going on to offer as a cautious example one British journalist who worked as a double-agent for the Soviet Union. “To be a journalist is a great cover for a spy – famous journalists like Kim Philby who worked for the BBC... It’s just a great cover. And from the beginning of the Cold War, even earlier, they’ve been penetrated. It [the field of journalism] is a great place to put a foreign spy. I have to make sure that doesn’t happen – to stand up for the national security interests of Americans.”

Listen to Bedford’s full interview [here](#).

Tristan Justice is a staff writer at The Federalist focusing on the 2020 presidential campaigns. Follow him on Twitter at [@JusticeTristan](#) or contact him at Tristan@thefederalist.com.

From: [Emily Pauline Newman](#)
To: [Jonathan Bronitsky](#)
Subject: latest draft
Date: Thursday, July 23, 2020 12:59:00 PM
Attachments: [Hill - security5.docx](#)

From: [Morvared Namdarkhan](#)
To: [Diane Cullo](#)
Cc: [Emily Pauline Newman](#); [Frank Wuco](#)
Subject: List of those with clearances
Date: Tuesday, September 8, 2020 7:05:19 PM
Attachments: [image001.png](#)

Hi Diane,

Did you get the list of everyone at USAGM with a security clearance and the date that clearance was granted?

Best,

Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C

(b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

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Pre-decisional and Deliberative Communication

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Date: Thursday, July 23, 2020 1:39:49 PM
Attachments: [Presser - security 2.0 - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-

Updated header included

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Date: Thursday, July 23, 2020 1:39:49 PM
Attachments: [Presser - security 2.0 - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-

Updated header included

From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#)
Date: Thursday, July 23, 2020 1:22:29 PM
Attachments: [Hill - security 6.docx](#)

From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#)
Date: Thursday, July 23, 2020 1:22:29 PM
Attachments: [Hill - security 6.docx](#)

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Date: Tuesday, July 28, 2020 11:06:23 AM
Attachments: [Comms - security - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#)
Date: Friday, July 24, 2020 4:52:20 PM
Attachments: [TP - teaser-security - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#)
Date: Tuesday, August 11, 2020 8:51:33 PM
Attachments: [Messaging - 08.11.20 - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#)
Date: Thursday, August 13, 2020 2:19:31 PM

From: Hsu, Spencer <Spencer.Hsu@washpost.com>

Sent: Thursday, August 13, 2020 10:14 AM

To: Toni DeLancey (b) (6); Jonathan Bronitsky (b) (6)

Subject: Washington Post deadline news query re removal of 7 USAGM executives per NY Post/Politico and 8/14 OTF response to 8/12 AGM letter demanding grantee information

Hello Toni and Jonathan,

On deadline this morning, would USAGM comment on

1) Reports that 7 USAGM executives were removed for alleged security concerns related to the agency's hiring of foreign workers, including CFO Grant Turner; general counsel David Kligerman, chief strategy officer Shawn Powers, deputy director for operations Matt Walsh, executive director Oanh Tran and director of management services Marie Lennon.

<https://www.politico.com/news/2020/08/12/trump-purge-us-agency-global-media-394403> [[nam01.safelinks.protection.outlook.com](#)]

<https://nypost.com/2020/08/12/voa-leaders-sidelined-over-pro-biden-video-and-foreign-hiring/> [[nam01.safelinks.protection.outlook.com](#)]

2) OTF's response to Mora Namdar's 8/10 letter requesting information.

Thank you.

best, Spencer

Spencer Hsu

The Washington Post

Mobile/Signal/WhatsApp: 202.557.9156

O: 202.334.7335

<https://www.washingtonpost.com/people/spencer-s-hsu/>
[[nam01.safelinks.protection.outlook.com](#)]

@hsu_spencer

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USAGM

Re personnel:

We took action to restore integrity to and respect for the rule of law in our work at USAGM. We will take additional steps to help return this agency to its glory days.

Re OIF/OTF:

OTF has a bad habit of lying not only to Congress, but also to the press. First, USAGM has given \$10.9 million this year to OTF, including \$1.6 million last month. Yet OTF continues to spread the falsehood that USAGM has withheld "\$20 million." Second, OTF has refused to cooperate with reasonable requests for security-related information, and it has repeatedly threatened USAGM personnel who are trying to do their jobs and serve the American people.

USAGM is fully committed to funding internet freedom projects, as it was doing even prior to the inception of OTF. USAGM's Office of Internet Freedom, which precedes OTF by several years, is fully capable of funding a variety of firewall circumvention technologies. It performed the same task but far more efficiently, saving millions of taxpayer dollars by avoiding unnecessary overhead expenses. OIF and USAGM intend to continue the work of advancing human rights and freedom of expression for those living in closed regimes, and that is despite OTF leadership's attempts to line its own pockets with U.S. taxpayer dollars while insisting upon no oversight.

=====

From: Daniel Lippman <dlippman@politico.com>

Sent: Thursday, August 13, 2020 12:06 PM

To: Public Affairs (b) (6); Jonathan Bronitsky (b) (6)

Subject: Time-sensitive request for comment

Hi,

Do you have a comment? My deadline is 2 pm EST today. My cell is (b) (6)

Thanks!

I plan to report that USAGM has hired Frank Wuco, a controversial former conspiracy-theory spreading talk radio host who once called President Barack Obama a Kenyan and said Nancy Pelosi was a Botox-using Nazi, three USAGM officials told me.

I plan to report that Wuco recently started as an adviser in the front office of USAGM. One of his responsibilities so far has been to audit USAGM's office of policy and research.

I plan to report that Wuco's hire has raised eyebrows among USAGM employees, who are surprised that an agency devoted to promoting fact-based news to audiences around the world would hire someone who has spread conspiracy theories with no basis in reality.

I plan to report that USAGM's front office also has hired Toni DeLancey, who was previously the chief operating officer of socially conservative group Concerned Women of America, as a senior adviser. This is Delancey's second stint in the administration. From September 2017 to April 2019, she was deputy director of congressional and public affairs at the Farm Credit Administration. Earlier in her career, she worked for the U.S. Postal Service for seven years, Fox News for a year, and is a graduate of West Point.

I plan to report that a few months ago, USAGM's front office, at the direction of chief of staff Emily Newman, asked a new political appointee to try to find dirt on Kligerman, but he didn't feel comfortable doing that and soon left for another part of the Trump administration, according to three people familiar with the matter.

The front office then put in former State Department official Mora Namdar as acting vice president for legal affairs, risk and compliance, she did what the first appointee wasn't willing to do, according to two of the people.

I plan to report that Grant Turner, who was ousted as CFO on Wednesday, is exploring all legal options related to his firing, according to a USAGM employee.

I also plan to report that three current and former officials of USAGM or BBG raised questions about why USAGM COO André Mendes wasn't among the officials removed on Wednesday given that he served in senior leadership roles at a time when there were questions raised later about the proper vetting of foreign nationals who were hired during those years to be journalists for USAGM's broadcast networks.

"More than any of the folks fired on Wednesday, COO André Mendes who was interim CEO in 2015 and interim COO in 2014 should have been fired," one former BBG official said. "Security was one of his key portfolios -- and he was at the agency long before several of the people terminated."

I plan to report that earlier this week, the USAGM front office also asked the Middle East Broadcasting Networks, Radio Free Asia and Radio Free Europe to return internet freedom funding back to USAGM. MBN provided a paper check of \$500,000, and RFA provided a check worth \$2.9 million, money that was supposed to go to the Open Technology Fund, according to the employee.

I plan to report that USAGM wants to give out the money for other internet freedom projects, and USAGM officials have been in touch in recent months with Ultrasurf.

For the last several years, USAGM has refused to provide money to Ultrasurf because they haven't allowed their software to be subjected to a thorough audit of the code, and USAGM and OTF prefer to fund open source technologies, in part to prevent the insertion of back doors into the code.

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USAGM

Re Front Office:

CEO Pack has chosen an elite leadership team comprised of subject-matter experts as well as former members of the U.S. Armed Forces who are committed to fulfilling USAGM's mission, protecting U.S. national security, and serving the American people.

Re Mr. Kligerman:

Members of CEO Pack's senior leadership team have never even met the people who are lodging attacks against them. This team has been directed to protect U.S. national security, and it is dedicated to addressing over a decade of severe and systemic security catastrophes that it inherited from the agency's prior failed leadership. There is a lot of disinformation and misinformation being propagated by certain individuals who desire U.S. taxpayer dollars but want no oversight on how those funds are spent.

Re OTF:

USAGM is fully committed to funding internet freedom projects, as it was doing even prior to the inception of OTF. USAGM's Office of Internet Freedom, which precedes OTF by several years, is fully capable of funding a variety of firewall circumvention technologies. It performed the same task but far more efficiently, saving millions of taxpayer dollars by avoiding unnecessary overhead expenses. OIF and USAGM intend to continue the work of advancing human rights and freedom of expression for those living in closed regimes, and that is despite OTF leadership's attempts to line its own pockets with U.S. taxpayer dollars while insisting upon no oversight.

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Date: Tuesday, July 28, 2020 11:06:23 AM
Attachments: [Comms - security - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#)
Date: Tuesday, August 11, 2020 8:51:33 PM
Attachments: [Messaging - 08.11.20 - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

Date:

Tuesday, July 14, 2020 12:33:28 AM

(b) (6)

Thank you for providing this information. Please consider this email confirmation of receipt.

We are most eager to ensure that appropriate action is taken to protect national security, and will be in touch with questions as we continue to review the materials provided.

Thank you again, and please don't hesitate to contact me at any time via email or the number below.

Sincerely,

Emily Newman

Chief of Staff

(b) (6)

From: [Jonathan Bronitsky](#)
To: [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Morvared Namdarkhan](#); [Frank Wuco](#)
Date: Thursday, August 13, 2020 2:10:52 PM

From: (b) (6)
Date: August 13, 2020 at 12:48:39 PM EDT
To: VOA NewsCenter (b) (6)
Cc: Kelu Chao (b) (6), (b) (6) Elez
Biberaj (b) (6)
Subject: News Center Update

Dear colleagues,

As you know, last week I submitted to our Acting VOA Director the concerns you shared with me regarding the release of the OPM report and the negative media attention we received afterwards.

Mr. Biberaj just got back to me and I want to share with you his answer:

Thank you for bringing this to our attention. It's unfortunate that the OPM's Follow-Up Review of the U.S. Agency for Global Media Suitability Program Report has become the subject of external media reporting. Fortunately, Voice of America has earned a global reputation as a consistently reliable source of fact-based news and information with a corps of reporters and workforce that are second to none.

To your points regarding the security of our journalists, VOA reporter safety is of paramount importance. Our reporters are among our greatest assets and we are doing everything within our power to safeguard their security both here at home and abroad.

All security matters are in the hands of the agency's Office of Security. VOA has no control over security investigations conducted by USAGM. We can work with VOA Programming to provide a briefing from the Office of Security on what their protocols are for security investigations to give you and others a better idea of what's involved.

I want to join Elez in emphasizing that everyone's safety is paramount. Please keep us informed of your questions and concerns moving forward. I also want everyone to know we are continuing to report on these developments through the News Center. Our report on the most recent USAGM personnel news will be out later today.

(b) (6)

From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#); [Toni DeLancey](#)
Date: Tuesday, September 15, 2020 4:06:02 PM

PRE-DECISIONAL AND DELIBERATIVE PROCESS

(b) (5)



From: [Jonathan Bronitsky](#)
To: [Diane Cullio](#)
Cc: [Emily Pauline Newman](#)
Date: Friday, July 24, 2020 4:52:20 PM
Attachments: [TP - teaser-security - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [CEO2016](#); [Emily Pauline Newman](#); [Diane Cullo](#); [Morvared Namdarkhan](#); [Frank Wuco](#)
Date: Thursday, August 13, 2020 2:10:52 PM

From: (b) (6)
Date: August 13, 2020 at 12:48:39 PM EDT
To: VOA NewsCenter (b) (6)
Cc: Kelu Chao (b) (6), (b) (6) Elez
Biberaj (b) (6)
Subject: News Center Update

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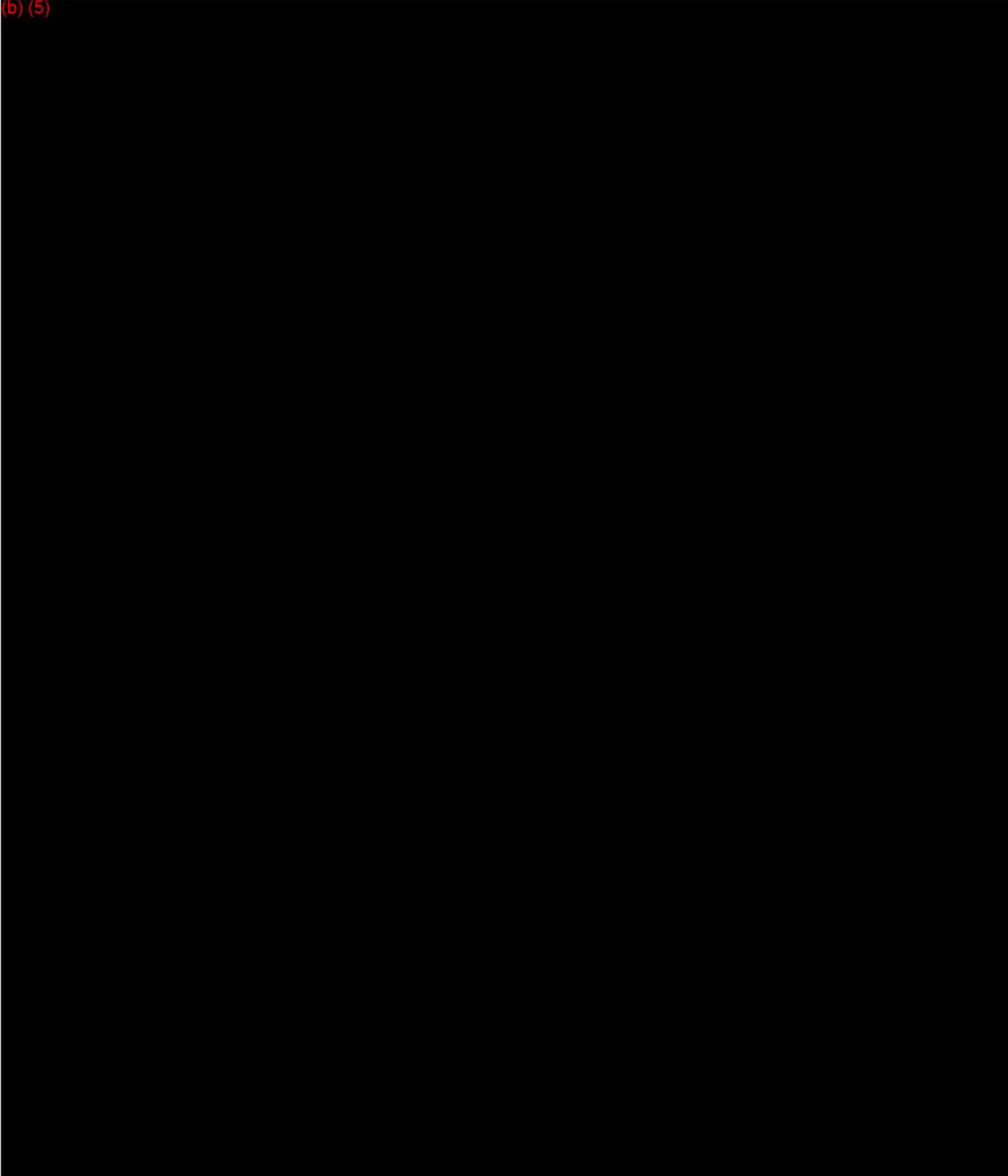
I want to join Elez in emphasizing that everyone's safety is paramount. Please keep us informed of your questions and concerns moving forward. I also want everyone to know we are continuing to report on these developments through the News Center. Our report on the most recent USAGM personnel news will be out later today.

(b) (6)

From: [Sam Dewey](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#)
Subject: Meeting with Elez re
Date: Friday, October 9, 2020 5:55:55 PM
Attachments: [Meeting with Elez re.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

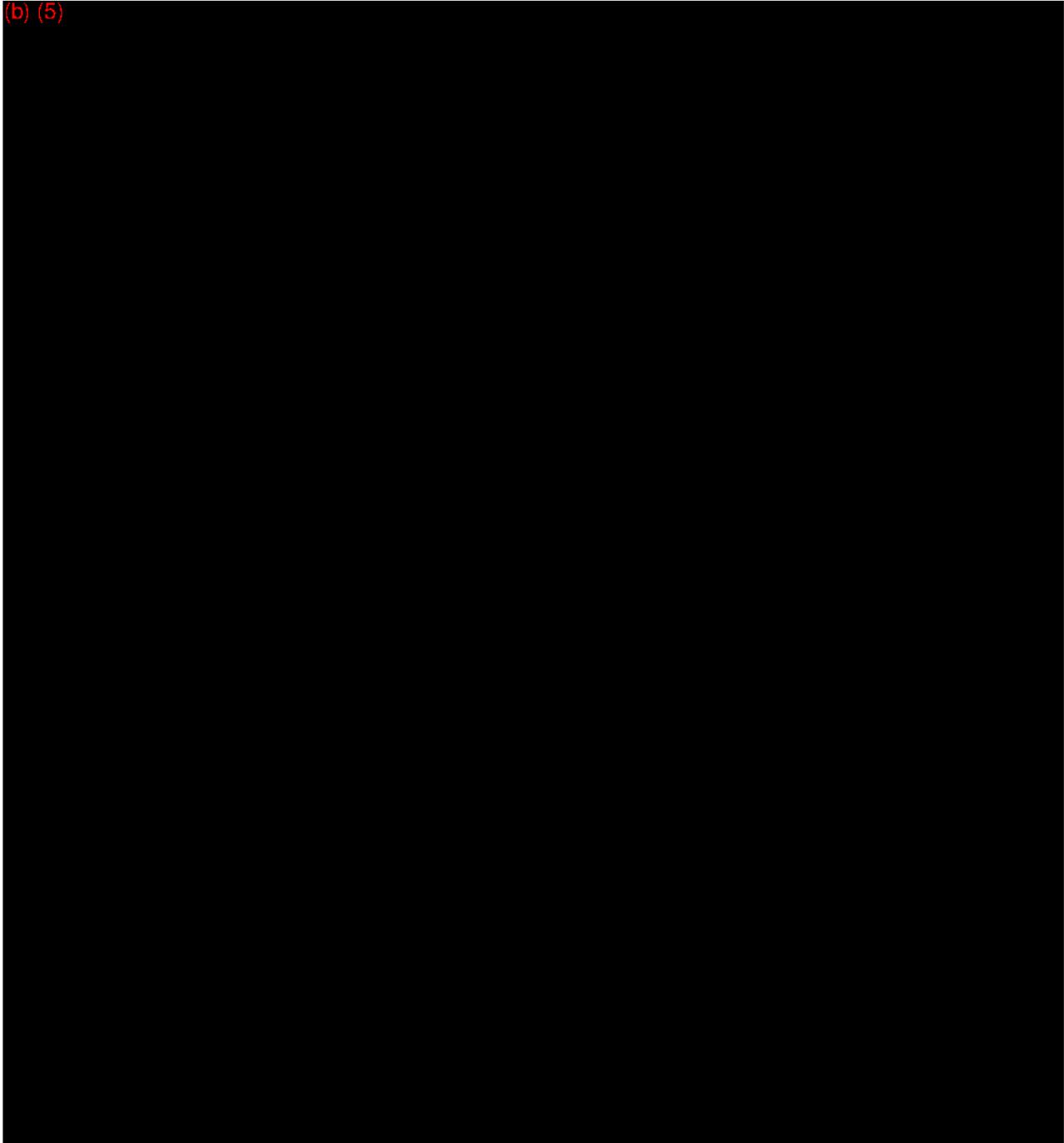
(b) (5)



From: [Jonathan Bronitsky](#)
To: [CEO2016](#); [Frank Wuco](#); [Toni DeLancey](#); [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: Messaging: J-1 / VOA (draft)
Date: Monday, August 31, 2020 2:24:15 PM

PRE-DECISIONAL AND DELIBERATIVE PROCESS

(b) (5)



From: [Jonathan Bronitsky](#)
To: [CEO2016](#); [Frank Wuco](#); [Toni DeLancey](#); [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: Messaging: J-1 / VOA (draft)
Date: Monday, August 31, 2020 2:24:15 PM

PRE-DECISIONAL AND DELIBERATIVE PROCESS

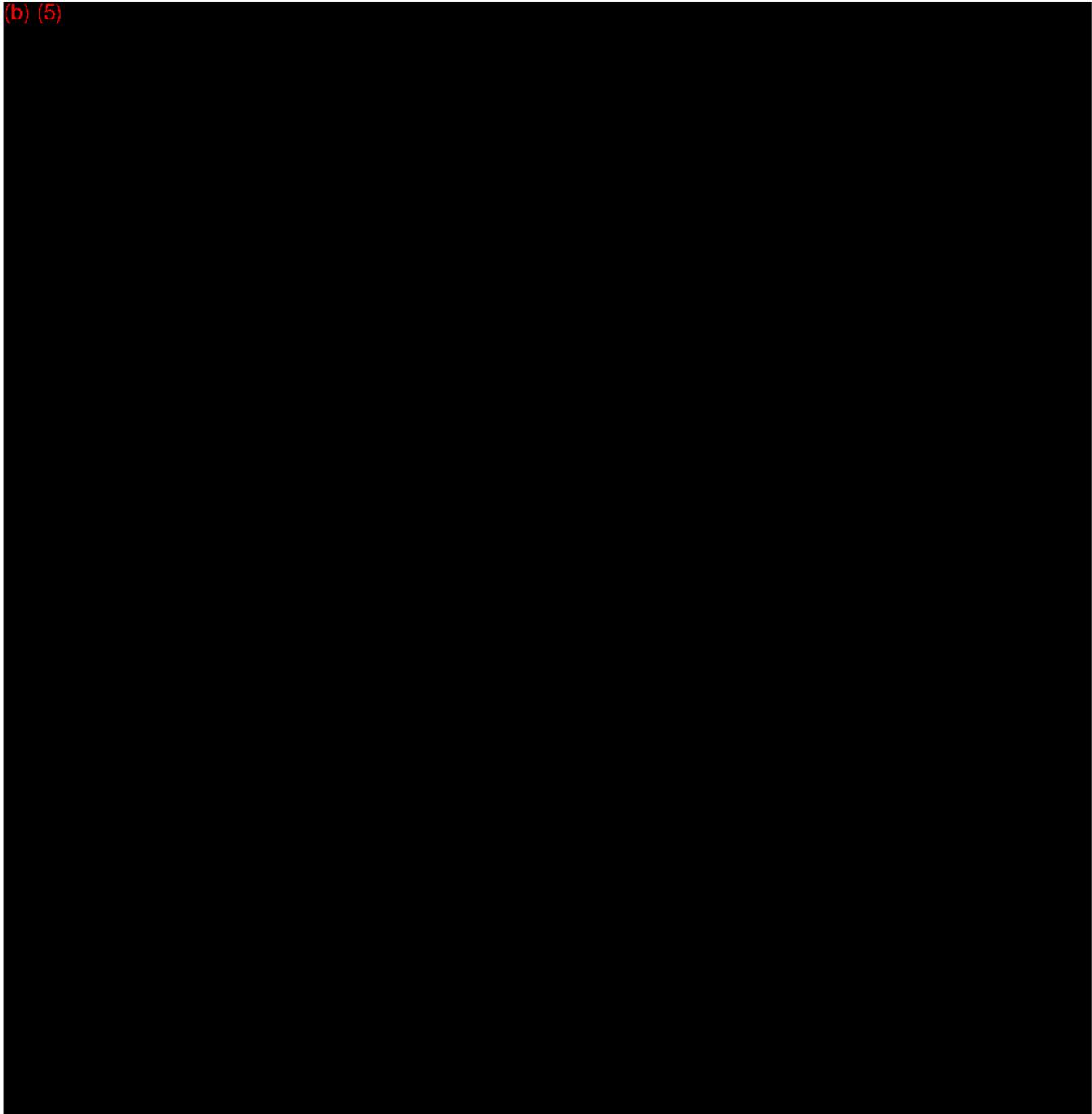
(b) (5)



From: [Jonathan Bronitsky](#)
To: [CEO2016; Emily Pauline Newman](#)
Subject: Messaging: J-1 visas (draft)
Date: Saturday, July 11, 2020 4:51:57 PM
Attachments: [Messaging - personnel 4.0 - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

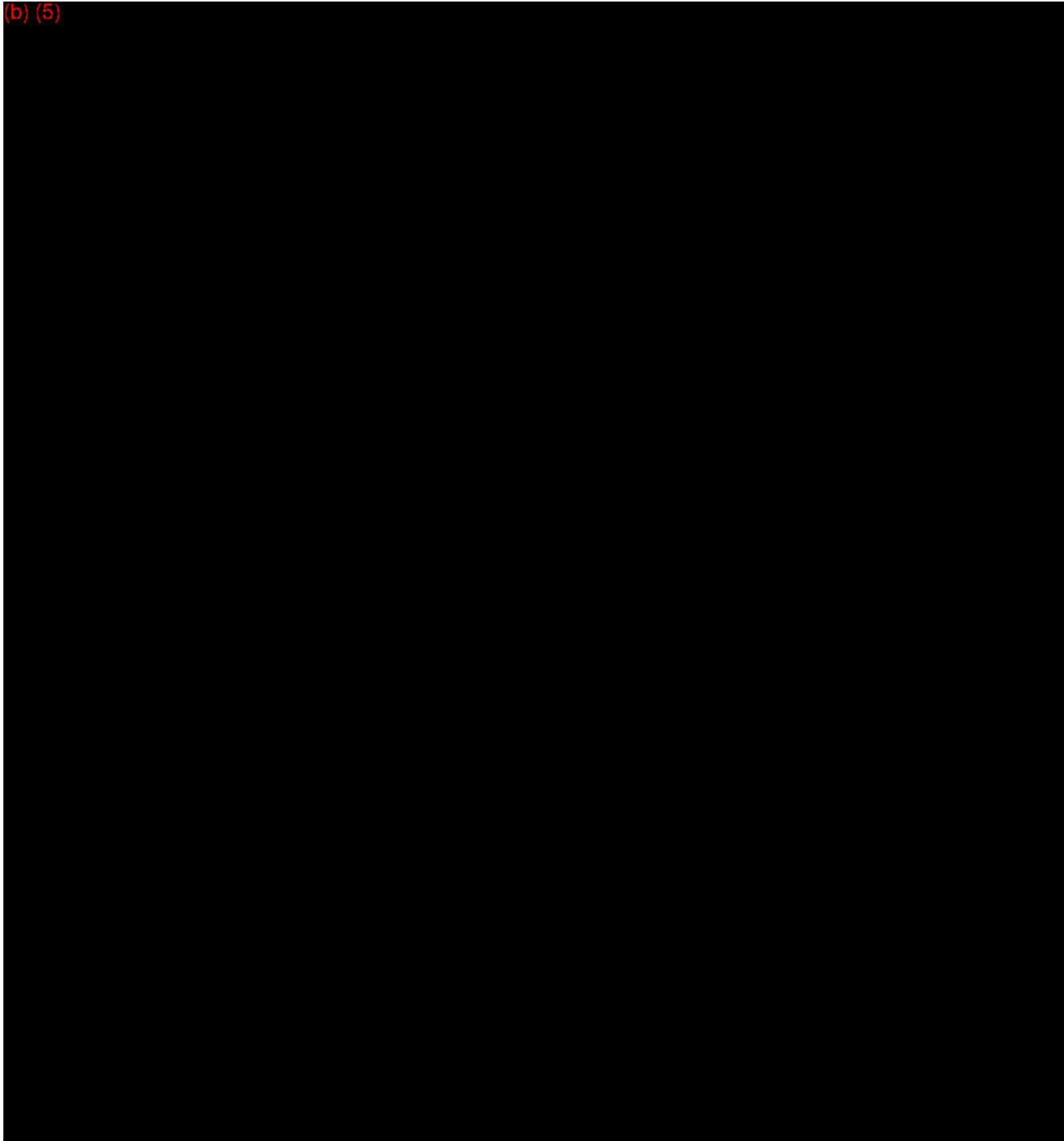
(b) (5)



From: [Jonathan Bronitsky](#)
To: [CEO2016; Emily Pauline Newman](#)
Subject: Messaging: J-1 visas (draft)
Date: Saturday, July 11, 2020 4:51:57 PM
Attachments: [Messaging - personnel 4.0 - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

(b) (5)



From: [Jonathan Bronitsky](#)
To: [Sam Dewey](#); [Frank Wuco](#); [Emily Pauline Newman](#)
Subject: Messaging: NPR 09.01.20 (draft)
Date: Tuesday, September 1, 2020 11:41:12 PM
Attachments: [Messaging - NPR 09.01.20 - draft.docx](#)
Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [Sam Dewey](#); [Frank Wuco](#); [Emily Pauline Newman](#)
Subject: Messaging: NPR 09.01.20 (draft)
Date: Tuesday, September 1, 2020 11:41:12 PM
Attachments: [Messaging - NPR 09.01.20 - draft.docx](#)
Importance: High

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: (b) (6)
To: [Emily Pauline Newman](#); (b) (6)
Subject: Next steps
Attachments: [Next Steps for USAGM Get Well 8 07 2020.docx](#)

Meeting to discuss next steps (attached)

From: (b) (6)
To: [Emily Pauline Newman](#); (b) (6)
Subject: Next steps
Attachments: [Next Steps for USAGM Get Well 8 07 2020.docx](#)

Meeting to discuss next steps (attached)

From: [Chris Luer](#)
To: [Frank Wuco](#); [Emily Pauline Newman](#); (b) (6)
Subject: Onboarding Procedures
Date: Tuesday, September 15, 2020 11:43:36 AM
Attachments: [Overview of On Boarding Process for New Hires.pdf](#)

FYI. Onboarding procedures and security package documents.

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: OPM Letter on Suitability and Credentialing Determinations
Date: Wednesday, July 15, 2020 1:39:09 PM
Attachments: [OPM Letter on Suitability and Credentialing Determinations for USAGM.pdf](#)
[Atch 1 OPM SuitEA July 2020 Follow-up Report of USAGM Assessment.pdf](#)
[Atch 2 OPM 2019 Final Report of USAGM Assessment.pdf](#)
[Atch 3 OPM 2017 Final Report of USAGM Assessment.pdf](#)
[Atch 4 OPM 2012 Letter to BBG.pdf](#)

Good afternoon,

Please see the attached letter from (b) (6) for Director Pack. If USAGM has any questions, (b) (6) Director of Suitability Executive Agent Programs, can be reached at (b) (6). Thank you.

(b) (6)
(b) (6), Office of the Director
U.S. Office of Personnel Management

From: [Toni DeLancey](#)
To: [CEO2016](#); [Jonathan Bronitsky](#); [Emily Pauline Newman](#); [Diane Cullo](#)
Cc: [Sam Dewey](#); [Morvared Namdarkhan](#); [Frank Wuco](#)
Subject: OPM/ODNI Roll out strategy / VOA Urdu Roll out Strategy
Attachments: [Roll-out Security Comms Strategy DRAFT073020_730pm.docx](#)
[Messaging - security 5.0 - draft.docx](#)
[USAGM - backgrounder - draft.docx](#)

As discussed... this time does seem to work for everyone (Note: Frank/Mora/Sam are included to receive the attachments –Jonathan just sent as well).

From: [Oanh Tran](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Cc: [CEO Office](#)
Subject: Permanent Residency Sponsorship Request for VOA (b) (6)
Date: Monday, June 29, 2020 3:31:33 PM
Attachments: [J1 VISA PERMANENT RESIDENCY SPONSORSHIP MEMO - \(FTE\) \(b\) \(6\).pdf](#)

Hi Diane/Emily,

Attached please find a memo from VOA requesting a J-1 visa extension for VOA (b) (6)

VOA hired (b) (6) as a Full Time Employee (b) (6) current J-1 visa will expire on August 6, 2020, so we need to submit (b) (6) paperwork to ICE soon to convert (b) (6) status so (b) (6) can continue to work for VOA.

We recommend the CEO's immediate approval of the above request from VOA to sponsor (b) (6)

Many thanks!

From: (b) (6)
Sent: Monday, June 29, 2020 12:59 PM
To: CEO Office (b) (6)
Subject: (b) (6) J1 Visa Permanent Residency Sponsorship

Oanh,

Attached please find a Permanent Residency Sponsorship for (b) (6) for CEO Pack's signature. We have used the new coversheet you sent around.

In addition, is there any update on the three documents we recently sent—I assume they are still awaiting signature?

Thanks
(b) (6)

From: [Oanh Tran](#)
To: [Diane Cullo](#); [Emily Pauline Newman](#)
Cc: [CEO Office](#)
Subject: Permanent Residency Sponsorship Request for VOA (b) (6)
Date: Friday, June 12, 2020 7:36:33 PM
Attachments: [J-1 VISA PERMANENT RESIDENCY SPONSORSHIP - \(b\) \(6\) FTE \(b\) \(6\).pdf](#)

Hi Diane/Emily,

Attached please find a memo from VOA recommending Permanent Residency Sponsorship for VOA (b) (6).

By way of background, the J-1 visa and permanent residency sponsorship of any VOA employees (and possibly Personal Service Contractors – PSC) require the approval by the agency’s head/or CEO. Briefly, the process begins with the Office of Human Resources (OHR) working VOA language services to hire International Media Broadcasters on a J-1 visa in order to have a work permit to work for VOA. After a period, VOA may want to sponsor the broadcaster so he/she can continue to work for VOA. As such, VOA Service/Division is required to submit its request through VOA management to the CEO for consideration. Upon receipt of the CEO’s approval, the Office of Human Resources will then submit the paperwork to U.S. Immigration and Customs Enforcement (ICE).

If you like, we could ask Matt Walsh to include Marie Lennon in his briefing with CEO Pack, as OHR falls under Marie who reports to Matt, to talk about the visa process and other OHR responsibilities. Happy to discuss with you about scheduling effective briefings for CEO Pack and/or considering designating someone on his staff as his proxy.

In the meantime, we recommend the CEO’s approval of the above request from VOA to sponsor (b) (6)

Many thanks!

From: (b) (6)
Sent: Friday, June 12, 2020 2:27 PM
To: CEO Office (b) (6)
Cc: Oanh Tran (b) (6)
Subject: J-1 Visa Permanent Residency Sponsorship - (b) (6)

Hi Oanh,

Here is a J-1 Visa Sponsorship request for CEO Pack to sign.

Thanks

(b) (6)

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, November 23, 2020 11:49:30 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 38 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, November 23, 2020 6:37:51 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 38 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

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U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

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From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, November 16, 2020 3:41:14 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 45 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Friday, November 13, 2020 1:52:22 PM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 48 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, November 9, 2020 10:39:56 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 52 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Sunday, November 8, 2020 7:59:34 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 53 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Thursday, November 5, 2020 7:18:34 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 56 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

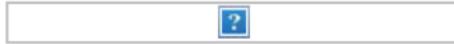
Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Tuesday, November 3, 2020 7:52:31 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 58 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Sunday, November 1, 2020 4:58:52 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 60 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Saturday, October 24, 2020 1:58:09 PM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 68 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, October 19, 2020 6:32:58 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 73 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Friday, October 16, 2020 9:58:59 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 76 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Thursday, October 8, 2020 12:13:50 PM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 84 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Thursday, October 8, 2020 8:48:26 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 84 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Wednesday, September 30, 2020 9:15:17 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 92 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, September 28, 2020 6:35:54 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 94 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Tuesday, September 22, 2020 7:23:33 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 100 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Thursday, September 17, 2020 1:59:28 PM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 105 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Tuesday, September 15, 2020 6:34:19 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 107 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, September 14, 2020 8:51:55 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 108 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, September 7, 2020 5:35:28 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 115 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Tuesday, September 1, 2020 9:16:13 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 121 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Sunday, August 30, 2020 8:13:41 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 123 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Sunday, August 23, 2020 6:59:01 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 130 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Thursday, August 20, 2020 8:21:09 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 133 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, August 17, 2020 6:48:45 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 136 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Saturday, August 15, 2020 6:59:13 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 138 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Saturday, August 8, 2020 6:45:53 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 145 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Tuesday, August 4, 2020 6:37:15 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 149 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Saturday, August 1, 2020 5:03:21 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 152 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Friday, July 31, 2020 8:26:17 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 153 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Friday, July 24, 2020 10:48:18 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 160 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, July 20, 2020 6:40:25 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 164 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Thursday, July 16, 2020 7:46:56 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 168 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: notifications@securityiq-notifications.com on behalf of [Infosec IQ Notifications](#)
To: [Emily Pauline Newman](#)
Subject: Please begin your security awareness training course
Date: Monday, November 30, 2020 6:38:38 AM



Hi Emily Newman,

This is a friendly reminder to begin the 2020 Annual Security Awareness Training training course. You have 31 days to complete your training.

Start your training here:

<https://securityiq.infosecinstitute.com/learner/course/EJ1bMt>

Please note: For the employees that need Closed Captions, they are available by selecting the "CC" button in the video controls.

Thank You,

U.S. Agency for Global Media

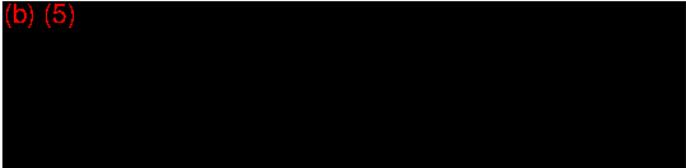
Information Technology Security Operations & Monitoring Division (T/IS)

If you have any questions about accessing the course, please contact Computer Services (CSS) at (b) (6) to open ticket for Infosec IQ support.

From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Diane Cullo](#)
Cc: [Emily Pauline Newman](#); [Morvared Namdarkhan](#); [Sam Dewey](#); [Toni DeLancey](#); (b) (6)
Subject: Presser: OPM report (draft)
Date: Sunday, August 2, 2020 3:35:01 PM
Attachments: [Presser - OPM report - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Frank and Diane,

(b) (5)


JBB

From: [Jonathan Bronitsky](#)
To: [Frank Wuco](#); [Diane Cullo](#)
Cc: [Emily Pauline Newman](#); [Morvared Namdarkhan](#); [Sam Dewey](#); [Toni DeLancey](#); (b) (6)
Subject: Presser: OPM report (draft)
Date: Sunday, August 2, 2020 3:35:01 PM
Attachments: [Presser - OPM report - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

-
Frank and Diane,

(b) (5)
[Redacted]

JBB

From: (b) (6)
To: [Moryared Namdarkhan](#); [Emily Pauline Newman](#); [Sam Dewey](#)
Cc: (b) (6)
Subject: PRIVILEGED COMMUNICATION – PRE-DECISIONAL AND DELIBERATIVE
Date: Friday, September 18, 2020 9:34:33 AM
Attachments: [Discipline Requirements and Timeline.docx](#)
[Untitled attachment 00019.htm](#)

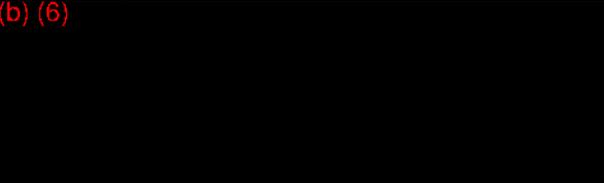
Good morning,

(b) (5)



Thanks,

(b) (6)



Federal Employment Law Training Group, LLC

(b) (6)



Teaching the Law of the Federal Workplace
www.feltg.com

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Proposed MOU between USAGM and OPM FSEM for investigations processing services
Date: Friday, July 24, 2020 5:57:22 PM
Attachments: [MOU with OPM FSEM and USAGM Draft July 24 2020.doc](#)
[Action Template in development 07 24 20.docx](#)

Good afternoon Emily,

As I mentioned in our call this afternoon, the attached proposed MOU between USAGM and OPM's Facilities Security & Emergency Management – Personnel Security (FSEM-PS) has been cleared by OPM's attorneys and is provided for your review. If USAGM were to enter into the agreement, it would help to address Action Items 6a, 6b, and 7 on the attached Action Template under development. That being said, there is no requirement to enter into the agreement; there are other ways to address those items. It would alleviate the problems in those areas, however, so it's something you may wish to consider at least for the short-term.

If you decide to go forward and are satisfied with the MOU, the next step would be to enter the contact information into Section 7 of the agreement, followed by having Mr. Pack sign the MOU. We would then process the MOU through our front office for (b) (6) signature.

We will be standing by next week for any questions you might have.

Have a good weekend.

Best regards,

(b) (6)

*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: Proposed MOU between USAGM and OPM FSEM for investigations processing services
Date: Friday, July 24, 2020 5:57:22 PM
Attachments: [MOU with OPM FSEM and USAGM Draft July 24 2020.doc](#)
[Action Template in development 07 24 20.docx](#)

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(b) (6)

*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

(b) (6)

From: (b) (6)
To: [Emily Pauline Newman](#)
Subject: quick question
Date: Friday, July 17, 2020 1:20:43 PM

Good afternoon, Emily,
I'm working on action plan recommendations to discuss with you, and I have a quick question for you with regard to the HR and security offices' current telework posture. Are the folks mostly teleworking, or are they onsite?

Thanks,

(b) (6)



*ive Agent Programs
U.S. Office of Personnel Management*

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(b) (6)
[Redacted]

*Suitability Executive Agent Programs
U.S. Office of Personnel Management*

(b) (6)
[Redacted]

From: [Sam Dewey](#)
To: [Emily Pauline Newman](#)
Subject: Re Herman
Date: Saturday, September 5, 2020 2:16:20 PM
Attachments: (b) (6) v (b) (6) .pdf

From: [Andre Mendes](#)
To: [Toni DeLancey](#); [CEO2016](#); [Emily Pauline Newman](#); [Morvared Namdarkhan](#); (b) (6)
Cc: [Jonathan Bronitsky](#)
Subject: RE: (Internal Comms) Michael's Draft Message on Security Report to Employees
Date: Thursday, August 6, 2020 12:21:46 PM
Attachments: [image001.png](#)

I have no proposed edits.

Best,

A

From: Toni DeLancey (b) (6)
Sent: Thursday, August 6, 2020 11:52 AM
To: CEO2016 (b) (6); Emily Pauline Newman (b) (6); Morvared Namdarkhan (b) (6); Andre Mendes (b) (6)
Cc: Jonathan Bronitsky (b) (6)
Subject: (Internal Comms) Michael's Draft Message on Security Report to Employees

For your edits/approval.

Thank you,

Toni DeLancey, Ph.D.

Senior Advisor

Office of the Chief Executive Officer (CEO)

Office: (b) (6) | Mobile: (b) (6) | Email: (b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

This communication, along with any attachments, is covered by federal and state law governing electronic communications and may contain confidential and legally privileged information. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, use or copying of this message is strictly prohibited. If you have received this in error, please reply immediately to the sender and delete this message. Thank you.

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: RE:
Date: Tuesday, July 28, 2020 2:16:12 PM
Attachments: [Messaging - security - draft.docx](#)
[Timeline - security - draft.docx](#)

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: Emily Pauline Newman (b) (6)
Sent: Tuesday, July 28, 2020 11:12 AM
To: Jonathan Bronitsky (b) (6); Diane Cullo (b) (6)
Subject: Re:

(b) (5)

Get [Outlook for iOS](#)

From: Jonathan Bronitsky (b) (6)
Sent: Tuesday, July 28, 2020 11:05:52 AM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject:

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [Jonathan Bronitsky](#)
To: [Emily Pauline Newman](#); [Diane Cullo](#)
Subject: RE:
Date: Tuesday, July 28, 2020 2:16:12 PM
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[Timeline - security - draft.docx](#)

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Sent: Tuesday, July 28, 2020 11:12 AM
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Subject: Re:

(b) (5)

Get [Outlook for iOS](#)

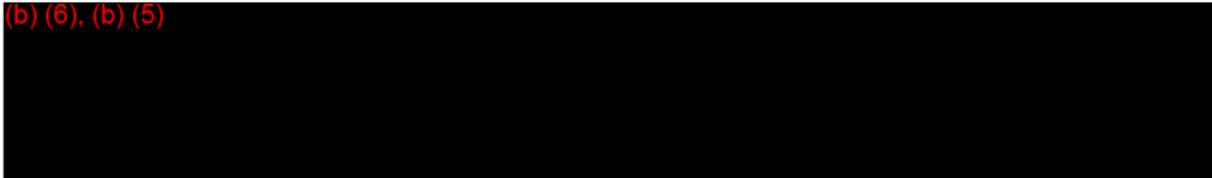
From: Jonathan Bronitsky (b) (6)
Sent: Tuesday, July 28, 2020 11:05:52 AM
To: Emily Pauline Newman (b) (6); Diane Cullo (b) (6)
Subject:

PRE-DECISIONAL AND DELIBERATIVE PROCESS

From: [David Kligerman](#)
To: [Morvared Namdarkhan](#)
Cc: [Emily Pauline Newman](#)
Subject: RE:
Date: Monday, July 27, 2020 6:45:48 PM
Attachments: [image001.png](#)
[Questions re security.docx](#)

Mora. Here are our answers.

(b) (6), (b) (5)



From: Morvared Namdarkhan
Sent: Thursday, July 23, 2020 8:08 PM
To: David Kligerman (b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: FW:

Dave,

(b) (5)

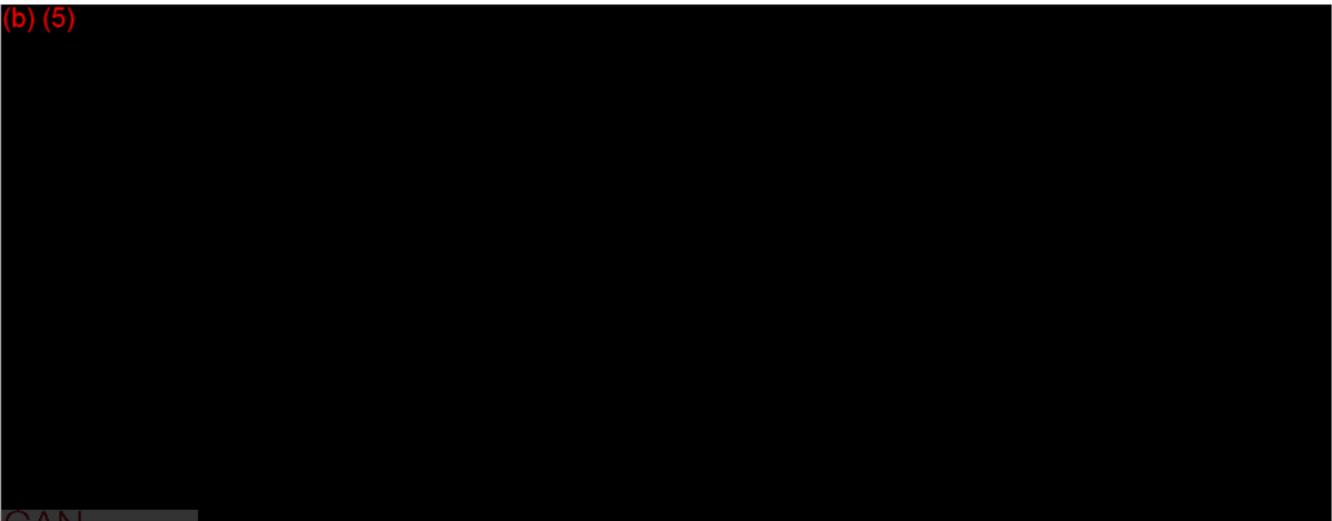


Thanks,
Mora

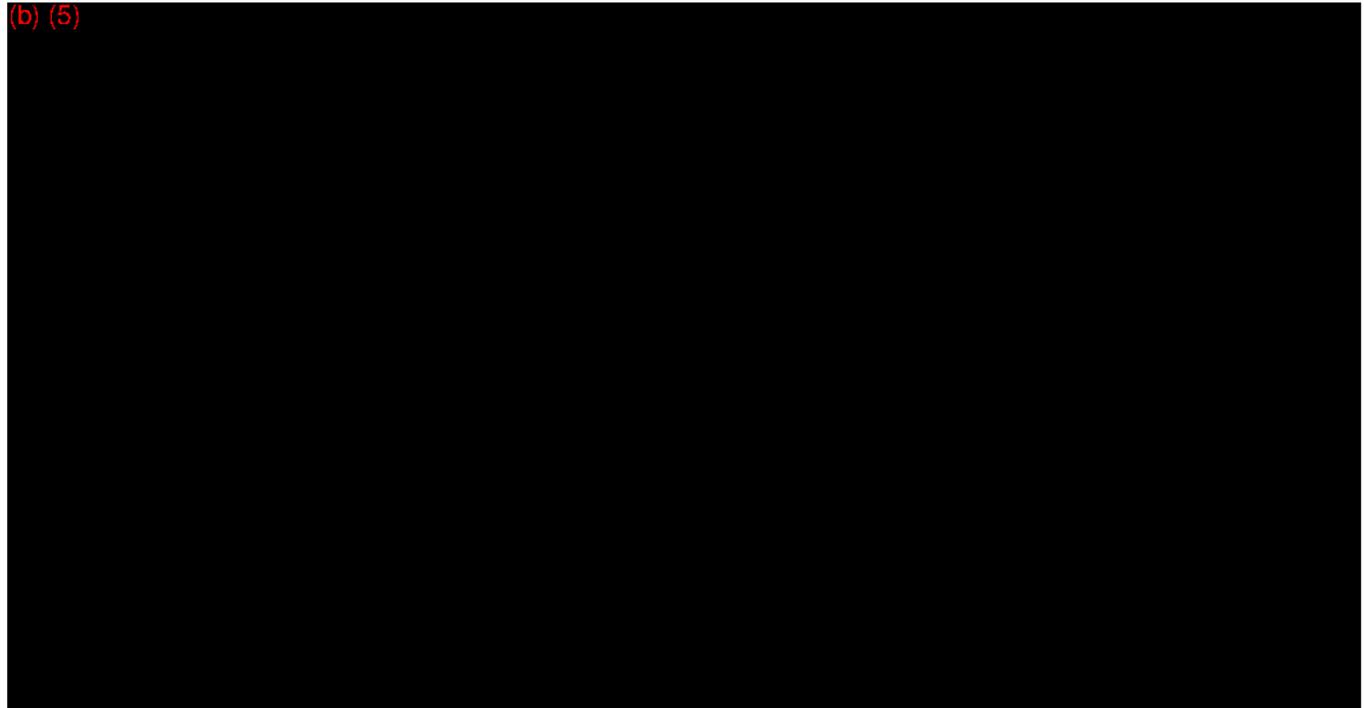
From: Morvared Namdarkhan
Sent: Friday, July 17, 2020 8:35 PM
To: David Kligerman (b) (6)
Subject:

Dear Dave,

(b) (5)



(b) (5)



Best,

Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C
w) (b) (6)
c) (b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
<http://usagm.gov>

--

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Pre-decisional and Deliberative Communication

From: [Morvared Namdarkhan](#)
To: [David Kligerman](#)
Cc: [Emily Pauline Newman](#)
Subject: RE:
Date: Monday, July 27, 2020 9:58:39 AM
Attachments: [image001.png](#)

Dave,

(b) (5)



Mora

From: Morvared Namdarkhan
Sent: Thursday, July 23, 2020 8:08 PM
To: David Kligerman (b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: FW:

Dave,

(b) (5)

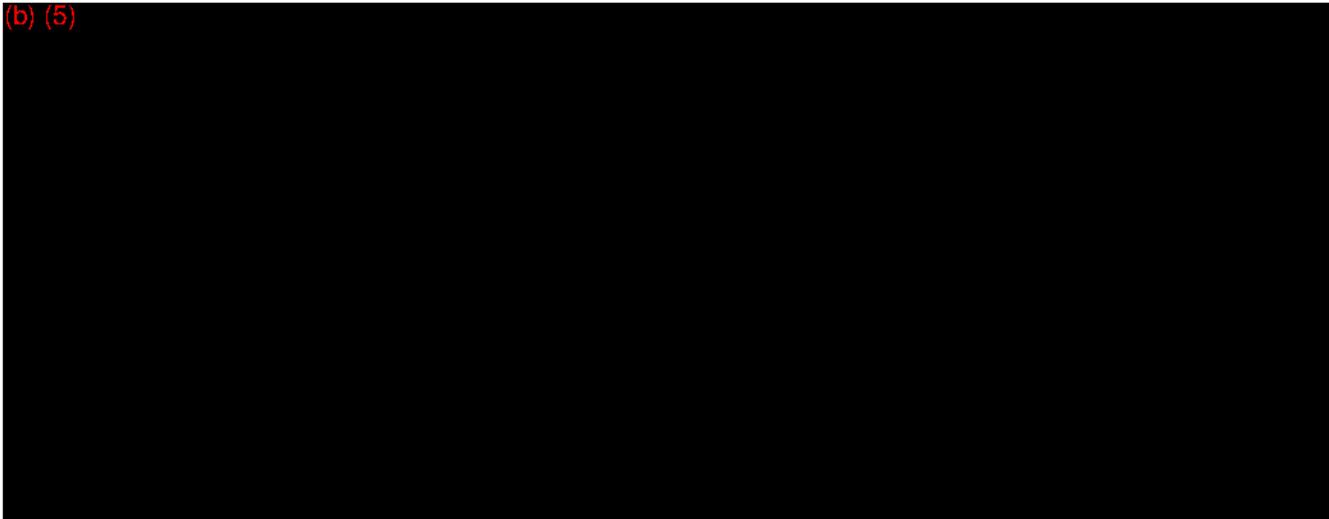


Thanks,
Mora

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Subject:

Dear Dave,

(b) (5)



(b) (5)

Best,

Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C

w) (b) (6)

c) (b) (6)



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Pre-decisional and Deliberative Communication

From: [CEO2016](#)
To: (b) (6)
Cc: [Emily Pauline Newman](#)
Subject: Re: [EXTERNAL] 3 pieces of good news for American workers
Date: Thursday, October 29, 2020 6:13:23 PM
Importance: High

(b) (6)

All interesting stories, especially at the last one, which is just teased. Why not talk to Emily first. I too am always happy to talk.

Best,
Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

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

On Oct 29, 2020, at 5:46 PM, (b) (6) wrote:

FYSA (see the highlighted portion all the way at the bottom).

Let me know if either or both of you can talk tomorrow (Friday 10/30). I have space in the morning before 11:00 a.m. and then again between 2:30-4:30 p.m.

(b) (6)
Office of the Senior Advisor for Policy
Executive Office of the President

(b) (6)

From: (b) (6)
Sent: Thursday, October 29, 2020 3:26 PM
To: (b) (6) (b) (6)
Subject: [EXTERNAL] 3 pieces of good news for American workers

[Three Pieces of Good News on the Foreign Worker Front](#)

By [David North](#) on October 29, 2020

Three — count them, three — different pieces of good news regarding foreign workers and a potential visa mill have arrived in the last 24 hours.

The best news is that the Department of Homeland Security is proposing to drop its lottery of H-1B slots, and replace it with a de facto auction, thus running up the costs of the program to — one hopes — the extent that it will create jobs for American workers. Also:

- The Washington Post exposed how the H-1B program, in addition to favoring young Indian males, is replete with caste prejudice, imported from overseas; and
- USA Today ran a long story about how a feeble accrediting agency, long known to be overly friendly to visa mills, accredited a "university" in South Dakota that Wikipedia says "does not exist".

DHS [announced](#) last night the proposed replacement of the current lottery of the H-1B slots that allows employers to secure both ill-paid and well-paid H-1B slots with what looks like an auction system that will distribute the H-1B permissions to the employers who offer the best salaries to their potential workers.

The announcement sought to explain it this way:

Modifying the H-1B cap selection process by replacing the random selection process with a wage-level-based selection process is a better way to allocate H-1Bs when demand exceeds supply. If finalized as proposed, this new selection process would incentivize employers to offer higher wages or petition for positions requiring higher skills and higher-skilled workers instead of using the program to fill relatively lower-paid vacancies.

As background, currently there are ceilings of 65,000 and 20,000 for new H-1B positions each year, with the former cap for those with bachelors' degrees or more, and the latter one for aliens with advanced degrees. Routinely, in recent years, more applications arrived than slots available, so DHS ran a lottery to determine how many slots were allocated to would-be employers. Often there were about three petitions for each H-1B opportunity.

The H-1B program has been criticized for years, not only because it allows (even encourages) employers to hire foreign workers rather than American (citizen and green card) ones, it has a wage-setting system that lets employers hire foreign (mostly Indian and Chinese) workers at rates that [lower wages](#) generally in the industries where they work.

Yesterday's announcement by DHS on the wage auction is not to be confused (though they both trod similar paths) with an earlier announcement by the Department of Labor that, in effect, [set minimum wages](#) for the various jobs covered by the H-1B program.

My sense of DHS's [100-page proposal](#) is not that it will create one auction, in which all the H-1B slots go to the highest bidders, but that it will create a series of smaller auctions in which the wages offered in comparison to existing wage scales will prevail, not the total wages offered. Thus a regional symphony orchestra seeking a cellist will not be in a dollar to dollar competition with, say, Microsoft's desires for some expensive IT talent.

The Labor Department's move has already been challenged in courts by the industry. The DHS auction regulation may meet a similar fate. Both proposals may be modified should Biden be elected.

But it is useful to bring these proposals into the public view, and perhaps, implementation.

Professor Ron Hira of Howard University, the country's ranking H-1B scholar, says that the new approach makes "absolute sense" for the country on the grounds that it will bring highly skilled people to the U.S., not just routine workers. He pointed out to me that the current lottery system works just fine for the big outsourcing companies. If one of them wants 3,000 new workers for routine chores, and the odds in the lottery are three to one against the employer, then the employer files for 9,000 workers, not caring which of them they actually hire.

On the other hand, the start-up that wants a particular person and files for just that person, faces two chances out of three of failure. With the proposed system, it would have the option of getting the person it wants, if it pays enough.

Caste Discrimination Exposed. On October 27, the [Washington Post](#) published a long article on the caste discrimination that Dalits (once termed "untouchables") have experienced in the U.S., notably in the high-tech industries. The general idea is that other, higher-caste Indians in the industry will not hire or promote the Dalits because of a hold-over of ancient prejudices brought here from the home country.

The reporter barely mentions the H-1B program in which most of the discrimination must be taking place, nor did she mention the over-arching role of the big Indian outsourcing companies (such as Tata and Infosys) which puts so many Indians in the position of making employment decisions, but it was useful that this problem — yet another black eye for H-1B — was given some attention.

Though the article did not say so specifically, it indicated that the H-1B program allowed many of the employers in it not only to discriminate against U.S. workers, but also — as we noted earlier — to [discriminate against all but young Indian males](#) from the south of the country. Now we can add traditional caste prejudice to all the other biases tolerated within the program.

A Potential Visa Mill in South Dakota, Again. Another newspaper, this time [USA Today](#), has exposed another potential problem in the foreign student business: the existence of a potential visa mill, this time, again, in South Dakota, where it is all too easy to open a shady educational institution. (Visa mills major in foreign students and the work permits that they issue, rather than providing a

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In this case, the reporter is Chris Quintana, and the "educational" institution is (like the D.C. airport) named Reagan National University. The problem, however, is that the place does not exist; no classes, no students, and only the dean answering the phone, saying that everyone else at the place is sick.

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--

(b) (6)
Director of Communications
Center for Immigration Studies
1629 K Street NW, Suite 600
Washington, DC 20006

(b) (6)
>www.cis.org<

From: [CEO2016](#)
To: (b) (6)
Cc: [Emily Pauline Newman](#)
Subject: Re: [EXTERNAL] 3 pieces of good news for American workers
Date: Friday, October 30, 2020 2:42:15 PM

(b) (6)

I just spoke to Emily. I appreciate your letting us know about these problems.

I have asked Sam Dewey (and Emily) to write up our policy to deal with the J1 and other related issues ASAP.

I am always happy to talk further with you about this, maybe after they get something on paper.

Best,
Michael

Michael Pack
Chief Executive Officer
U.S. Agency for Global Media

(b) (6)

On Oct 30, 2020, at 7:58 AM, (b) (6) wrote:

Emily:

I'll send you a calendar invitation momentarily for 9:30 a.m.

Looking forward to talking.

(b) (6)

(b) (6)

From: Emily Pauline Newman (b) (6)
Sent: Friday, October 30, 2020 1:23 AM
To: CEO2016 (b) (6); (b) (6)
(b) (6)
Subject: Re: [EXTERNAL] 3 pieces of good news for American workers

Thanks very much for flagging. (b) (6)

I look forward to speaking with you tomorrow!

Let's aim for 9:30 am or 2:30 pm — whichever works best for you. USAGM cell:

(b) (6)

Best,
Emily

Get [Outlook for iOS](#)

From: CEO2016 (b) (6)
Sent: Thursday, October 29, 2020 6:13:22 PM
To: (b) (6)
Cc: Emily Pauline Newman (b) (6)
Subject: Re: [EXTERNAL] 3 pieces of good news for American workers

(b) (6)

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(b) (6)

Office of the Senior Advisor for Policy
Executive Office of the President

(b) (6)

(b) (6)

From: (b) (6)

Sent: Thursday, October 29, 2020 3:26 PM

To: (b) (6) (b) (6)

Subject: [EXTERNAL] 3 pieces of good news for American workers

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--

(b) (6)

Director of Communications
Center for Immigration Studies
1629 K Street NW, Suite 600
Washington, DC 20006

(b) (6)

www.cis.org

From: (b) (6)
To: (b) (6); [Morvared Namdarkhan](#); [Emily Pauline Newman](#); (b) (6)
Cc: (b) (6); (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions
Date: Thursday, August 27, 2020 4:41:17 PM

(b) (5)

(b) (6)
Associate General Counsel
Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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-----Original Message-----

From: (b) (6)
Sent: Thursday, August 27, 2020 4:07 PM
To: (b) (6); [Morvared Namdarkhan](#)
(b) (6); [Emily Pauline Newman](#) (b) (6)
Cc: (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

Hello Mora and Emily -

(b) (6), (b) (5)

Best regards,

(b) (6)

General Counsel
Defense Counterintelligence and Security Agency

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, August 27, 2020 11:05 AM

To: Morvared Namdarkhan (b) (6)

Emily Pauline Newman (b) (6)

Cc: (b) (6)

Subject: RE: [Non-DoD Source] RE: Introductions

(b) (6), (b) (5)



(b) (6)

Associate General Counsel

Department of Defense

Office of the General Counsel (Litigation Counsel)

1600 Defense Pentagon

Washington, DC 20301-1600

(b) (6)



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From: Morvared Namdarkhan (b) (6)

Sent: Thursday, August 27, 2020 10:28 AM

To: (b) (6)

Emily Pauline Newman (b) (6)

Subject: RE: [Non-DoD Source] RE: Introductions

All active links contained in this email were disabled. Please verify the identity of the sender, and confirm the authenticity of all links contained within the message prior to copying and pasting the address to a Web browser.

(b) (6), (b) (5)



Best,

Mora Namdar, Esq

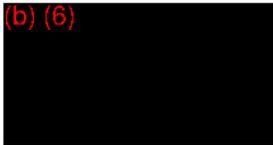
Senior Advisor to the CEO

Acting Vice President for Legal, Compliance, and Risk

US Agency for Global Media

3300C

(b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors

330 Independence Ave. SW | Washington, DC 20237

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the original message, any attachments, and all copies.

Pre-decisional and Deliberative Communication

From: (b) (6)
>
Sent: Wednesday, August 19, 2020 10:53 AM
To: (b) (6) Morvared
Namdarkhan (b) (6) Emily Pauline Newman
(b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

Emily/Mora,

(b) (6), (b) (5)

(b) (6)

Associate General Counsel

Department of Defense

Office of the General Counsel (Litigation Counsel)

1600 Defense Pentagon

Washington, DC 20301-1600

(b) (6)

(b) (6)

This message may contain information protected by the attorney-client, attorney work product, deliberative process, or other privilege. Do not disseminate without approval from the Office of the DoD General Counsel.

From: (b) (6)

Sent: Tuesday, August 18, 2020 12:15 PM

To: Morvared Namdarkhan (b) (6)

>>, Emily Pauline

Newman (b) (6)

Cc: (b) (6)

Subject: [Non-DoD Source] RE: Introductions

All active links contained in this email were disabled. Please verify the identity of the sender, and confirm the authenticity of all links contained within the message prior to copying and pasting the address to a Web browser.

Emily / Mora,

(b) (6), (b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General

Office of the Attorney General

U.S. Department of Justice

(b) (6)

(b) (6) > <
(b) (6)

From: Morvared Namdarkhan (b) (6) >>
Sent: Monday, August 17, 2020 10:28 AM
To: (b) (6) >>>; (b) (6) >>; Emily
Pauline Newman (b) (6) >
Subject: RE: Introductions

(b) (6), (b) (5)

Best,
Mora

From: (b) (6) >>
Sent: Friday, August 14, 2020 6:10 PM
To: (b) (6) (b) (6) >; Emily Pauline Newman
(b) (6) Morvared
Namdarkhan (b) (6) >>>
Subject: RE: Introductions

Emily and Mora,

(b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General

Office of the Attorney General

U.S. Department of Justice

(b) (6)

From: (b) (6)

(b) (6)

>>>

Sent: Friday, August 14, 2020 8:22 AM

To: (b) (6)

>>>; Emily Pauline

Newman (b) (6)

Subject: Introductions

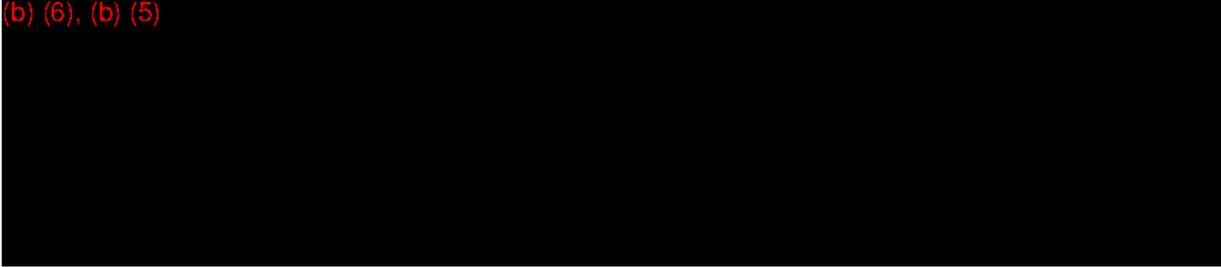
(b) (6), (b) (5)

(b) (5)



Emily and Mora:

(b) (6), (b) (5)



(b) (6)



Office of the Senior Advisor for Policy

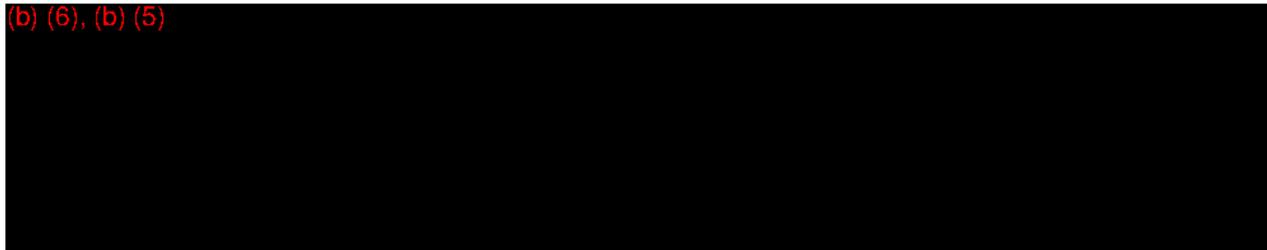
Executive Office of the President

(b) (6)



From: (b) (6)
To: [Morvared Namdarkhan](#); (b) (6); [Emily Pauline Newman](#)
Cc: (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions
Date: Thursday, August 27, 2020 11:06:53 AM
Attachments: [image001.png](#)

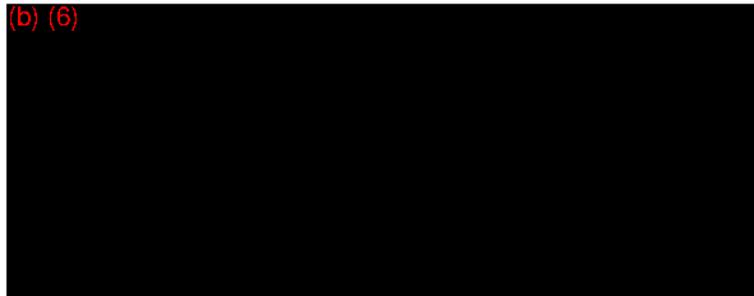
(b) (6), (b) (5)



(b) (6)

Associate General Counsel
Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)



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From: Morvared Namdarkhan (b) (6)
Sent: Thursday, August 27, 2020 10:28 AM
To: (b) (6); [Emily Pauline Newman](#) (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

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Hi (b) (6),

(b) (5)

Best,

Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C

(b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
330 Independence Ave. SW | Washington, DC 20237
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Pre-decisional and Deliberative Communication

From: (b) (6)
Sent: Wednesday, August 19, 2020 10:53 AM
To: (b) (6) Morvared Namdarkhan
(b) (6) Emily Pauline Newman (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

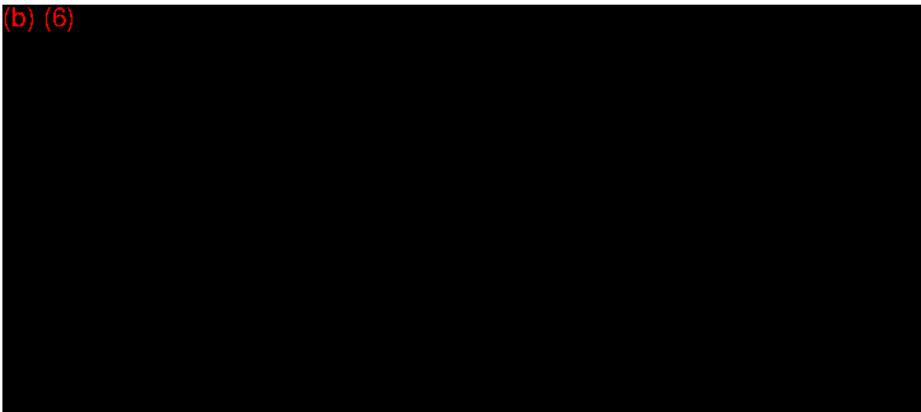
Emily/Mora,

(b) (6), (b) (5)

Associate General Counsel

Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)



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From: (b) (6)

Sent: Tuesday, August 18, 2020 12:15 PM

To: Morvared Namdarkhan (b) (6)

Emily Pauline Newman (b) (6)

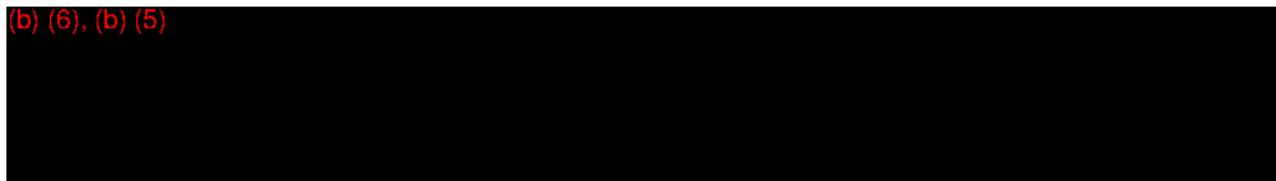
Cc: (b) (6)

Subject: [Non-DoD Source] RE: Introductions

All active links contained in this email were disabled. Please verify the identity of the sender, and confirm the authenticity of all links contained within the message prior to copying and pasting the address to a Web browser.

Emily / Mora,

(b) (6), (b) (5)



Thanks,

(b) (6)



Counselor to the Attorney General
Office of the Attorney General
U.S. Department of Justice

(b) (6)

From: Morvared Namdarkhan (b) (6)

[Redacted]

Sent: Monday, August 17, 2020 10:28 AM

To: (b) (6)

[Redacted] (b) (6)

(b) (6) > >; Emily

Pauline Newman (b) (6) > >

Subject: RE: Introductions

(b) (6), (b) (5)

Best,
Mora

From: (b) (6)

[Redacted]

[Redacted] >

Sent: Friday, August 14, 2020 6:10 PM

To: (b) (6) (b) (6)

[Redacted]

[Redacted]

[Redacted] > >; Emily Pauline Newman

(b) (6)

[Redacted] > >; Morvared

Namdarkhan (b) (6)

[Redacted]

[Redacted] > >

Subject: RE: Introductions

Emily and Mora,

(b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General
Office of the Attorney General
U.S. Department of Justice

(b) (6)

From: (b) (6) | (b) (6)

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

Sent: Friday, August 14, 2020 8:22 AM

To: (b) (6)

(b) (6)
(b) (6) > > >; Emily Pauline Newman

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

Subject: Introductions

(b) (6), (b) (5)

(b) (6)

Office of the Senior Advisor for Policy
Executive Office of the President

(b) (6)

From: (b) (6)
To: (b) (6); [Morvared Namdarkhan](#); [Emily Pauline Newman](#)
Subject: RE: [Non-DoD Source] RE: Introductions
Date: Wednesday, August 19, 2020 10:53:33 AM

Emily/Mora,

(b) (5)

(b) (6)

Associate General Counsel
Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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From: (b) (6)
Sent: Tuesday, August 18, 2020 12:15 PM
To: Morvared Namdarkhan (b) (6); Emily Pauline Newman
(b) (6)
Cc: (b) (6)
Subject: [Non-DoD Source] RE: Introductions

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Emily / Mora,

(b) (6), (b) (5)

(b) (6), (b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General
Office of the Attorney General
U.S. Department of Justice

(b) (6)

From: Morvared Namdarkhan (b) (6)

Sent: Monday, August 17, 2020 10:28 AM

To: (b) (6) (b) (6)

(b) (6); Emily Pauline Newman (b) (6)

Subject: RE: Introductions

(b) (6), (b) (5)

Best,
Mora

From: (b) (6)

Sent: Friday, August 14, 2020 6:10 PM

To: (b) (6) (b) (6)
>; Emily Pauline Newman

(b) (6) >>; Morvared Namdarkhan

(b) (6) >>

Subject: RE: Introductions

Emily and Mora,

(b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General
Office of the Attorney General

U.S. Department of Justice

(b) (6)

From: (b) (6) (b) (6)

Sent: Friday, August 14, 2020 8:22 AM

To: (b) (6)

(b) (6) .> >; Emily Pauline Newman (b) (6)

Subject: Introductions

(b) (6), (b) (5)

(b) (6)

Office of the Senior Advisor for Policy
Executive Office of the President

(b) (6)

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: [REDACTED]
Date: Monday, August 21, 2018 11:42 AM

All,

(b) (5)

Sincerely,

(b) (6)
Adjutant General Counsel
Defense Counterintelligence and Security Agency

(b) (6)

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-----Original Message-----

From: Mohamed Namdarhath (b) (6)
Sent: Thursday, August 23, 2018 11:37 AM
To: [REDACTED] Emily Pastore Newman (b) (6)
Cc: [REDACTED]
Subject: RE: [Non DOD Source] RE: [Introduce Note]

All as per bulleted content of this email were disabled. Please verify the veracity of the content, and confirm the authenticity of all links contained within the message prior to copying and pasting the address to a Web browser.

(b) (5)

Best,

Mia

Get Outlook for iOS < <https://itunes.apple.com/us/app/apple-mail/id981967220?mt=8> >
or <https://play.google.com/store/apps/details?id=com.microsoft.office.outlook&hl=en> >
or <https://aka.ms/OutlookApp> >

From: [REDACTED]
Sent: Thursday, August 23, 2018 11:37 AM
To: [REDACTED] Mohamed Namdarhath; Emily Pastore Newman (b) (6)
Cc: [REDACTED]
Subject: RE: [Non DOD Source] RE: [Introduce Note]

(b) (5)

(b) (6)
Adjutant General Counsel
Department of Defense
Office of the General Counsel (Legalion Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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-----Original Message-----

From: [REDACTED]
Sent: Thursday, August 23, 2018 11:37 AM
To: [REDACTED] Mohamed Namdarhath (b) (6); Emily Pastore Newman (b) (6)
Cc: [REDACTED]
Subject: RE: [Non DOD Source] RE: [Introduce Note]

Hello Mia and Emily,

(b) (6), (b) (5)

(b) (6)

General Counsel
Defense Counterintelligence and Security Agency

(b) (6)

-----Original Message-----

From: [REDACTED]
Sent: Thursday, August 23, 2018 11:37 AM
To: Mohamed Namdarhath (b) (6); Emily Pastore Newman (b) (6)
Cc: [REDACTED]
Subject: RE: [Non DOD Source] RE: [Introduce Note]

(b) (6), (b) (5)

(b) (6)

Adjutant General Counsel
Department of Defense
Office of the General Counsel (Legalion Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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From: Mohamed Namdarhath (b) (6)
Sent: Thursday, August 23, 2018 11:37 AM
To: [REDACTED] Emily Pastore Newman (b) (6)

From: [Morvared Namdarkhan](#)
To: (b) (6); [Emily Pauline Newman](#)
Subject: RE: [Non-DoD Source] RE: Introductions
Date: Thursday, August 27, 2020 10:28:12 AM
Attachments: [image001.png](#)

(b) (6), (b) (5)

Best,

Mora Namdar, Esq
Senior Advisor to the CEO
Acting Vice President for Legal, Compliance, and Risk
US Agency for Global Media
3300C

(b) (6)



U.S. Agency for Global Media | Broadcasting Board of Governors
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Pre-decisional and Deliberative Communication

From: (b) (6)
Sent: Wednesday, August 19, 2020 10:53 AM
To: (b) (6); [Morvared Namdarkhan](#)
(b) (6); [Emily Pauline Newman](#) (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

Emily/Mora,

(b) (5)

(b) (6)

Associate General Counsel
Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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From: (b) (6)

Sent: Tuesday, August 18, 2020 12:15 PM

To: Morvared Namdarkhan (b) (6); Emily Pauline Newman

(b) (6)

Cc: (b) (6)

Subject: [Non-DoD Source] RE: Introductions

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Emily / Mora,

(b) (6), (b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General

Office of the Attorney General
U.S. Department of Justice

(b) (6)

From: Morvared Namdarkhan (b) (6)
Sent: Monday, August 17, 2020 10:28 AM

To: (b) (6); (b) (6)
(b) (6); Emily Pauline Newman (b) (6)

Subject: RE: Introductions

(b) (5)

Best,
Mora

From: (b) (6)

(b) (6) >>

Sent: Friday, August 14, 2020 6:10 PM

To: (b) (6) <(b) (6)>
(b) (6) >> Emily Pauline Newman

(b) (6) >> Morvared Namdarkhan

(b) (6) >>

Subject: RE: Introductions

Emily and Mora,

(b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General
Office of the Attorney General
U.S. Department of Justice

(b) (6)

From: (b) (6); (b) (6)

Sent: Friday, August 14, 2020 8:22 AM

To: (b) (6)

> Emily Pauline Newman (b) (6)

Subject: Introductions

(b) (6), (b) (5)

(b) (6)

Office of the Senior Advisor for Policy
Executive Office of the President

(b) (6)

From: [Morvared Namdarkhan](#)
To: (b) (6); [Emily Pauline Newman](#); (b) (6)
Cc: (b) (6)
Subject: Re: [Non-DoD Source] RE: Introductions
Date: Thursday, August 27, 2020 7:17:01 PM

(b) (5)

Best,
Mora

Get [Outlook for iOS](#)

From: (b) (6)
Sent: Thursday, August 27, 2020 4:41 PM
To: (b) (6); [Morvared Namdarkhan](#); [Emily Pauline Newman](#);
(b) (6)
Cc: (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

(b) (5)

(b) (6)
Associate General Counsel
Department of Defense
Office of the General Counsel (Litigation Counsel)
1600 Defense Pentagon
Washington, DC 20301-1600

(b) (6)

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-----Original Message-----

From: (b) (6)
Sent: Thursday, August 27, 2020 4:07 PM
To: (b) (6); [Morvared Namdarkhan](#);
(b) (6); [Emily Pauline Newman](#); (b) (6)

Cc: (b) (6)

Subject: RE: [Non-DoD Source] RE: Introductions

Hello Mora and Emily -

(b) (6), (b) (5)

Best regards,

(b) (6)

Defense Counterintelligence and Security Agency

(b) (6)

-----Original Message-----

From: (b) (6)

Sent: Thursday, August 27, 2020 11:05 AM

To: Morvared Namdarkhan (b) (6)

Emily Pauline Newman (b) (6)

Cc: (b) (6)

Subject: RE: [Non-DoD Source] RE: Introductions

(b) (6), (b) (5)

(b) (6)

Associate General Counsel

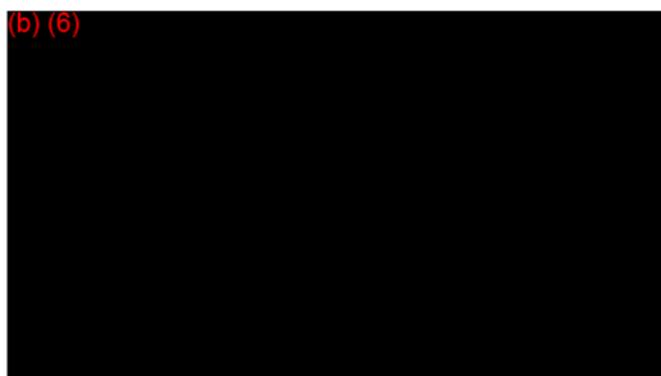
Department of Defense

Office of the General Counsel (Litigation Counsel)

1600 Defense Pentagon

Washington, DC 20301-1600

(b) (6)

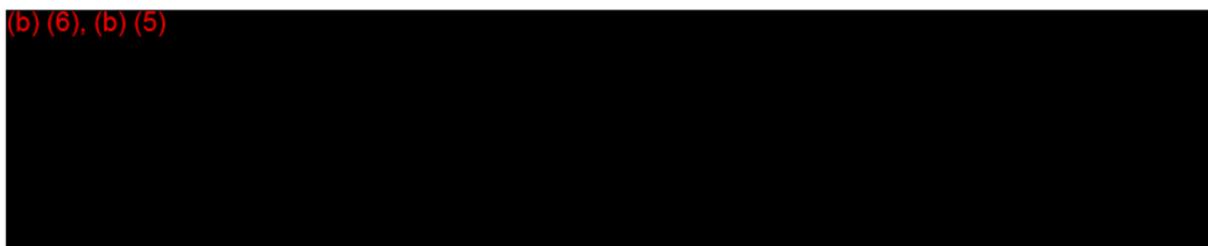


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From: Morvared Namdarkhan (b) (6)
Sent: Thursday, August 27, 2020 10:28 AM
To: (b) (6)
Emily Pauline Newman (b) (6)
Subject: RE: [Non-DoD Source] RE: Introductions

All active links contained in this email were disabled. Please verify the identity of the sender, and confirm the authenticity of all links contained within the message prior to copying and pasting the address to a Web browser.

(b) (6), (b) (5)



Best,

Mora Namdar, Esq

Senior Advisor to the CEO

Acting Vice President for Legal, Compliance, and Risk

US Agency for Global Media

3300C

(b) (6)

U.S. Agency for Global Media | Broadcasting Board of Governors

330 Independence Ave. SW | Washington, DC 20237

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Pre-decisional and Deliberative Communication

From: (b) (6)

>>

Sent: Wednesday, August 19, 2020 10:53 AM

To: (b) (6)

>>; Morvared Namdarkhan (b) (6)

>; Emily Pauline Newman (b) (6)

Subject: RE: [Non-DoD Source] RE: Introductions

Emily/Mora,

(b) (5)

(b) (6)

Associate General Counsel

Department of Defense

Office of the General Counsel (Litigation Counsel)

1600 Defense Pentagon

Washington, DC 20301-1600

(b) (6)

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From: (b) (6)

>>>

Sent: Tuesday, August 18, 2020 12:15 PM

To: Morvared Namdarkhan (b) (6)

>>>: Emily Pauline Newman (b) (6)

mailto:(b) (6)

Cc: (b) (6)

>>>

Subject: [Non-DoD Source] RE: Introductions

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Emily / Mora,

(b) (6), (b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General

Office of the Attorney General

U.S. Department of Justice

(b) (6)

From: Morvared Namdarkhan (b) (6)

Sent: Monday, August 17, 2020 10:28 AM

To: (b) (6) (b) (6)
(b) (6)
(b) (6)
(b) (6)
>>: Emily Pauline Newman (b) (6)
Subject: RE: Introductions

(b) (6), (b) (5)

Best,
Mora

From: (b) (6)
Sent: Friday, August 14, 2020 6:10 PM
To: (b) (6) (b) (6)
(b) (6)
Emily Pauline Newman
(b) (6)
>: Morvared Namdarkhan (b) (6)
Subject: RE: Introductions

Emily and Mora,

(b) (5)

Thanks,

(b) (6)

Counselor to the Attorney General

Office of the Attorney General

U.S. Department of Justice

(b) (6)

From: (b) (6) | (b) (6)

Sent: Friday, August 14, 2020 8:22 AM

To: (b) (6)

(b) (6) Emily Pauline Newman

Subject: Introductions

Ryan:

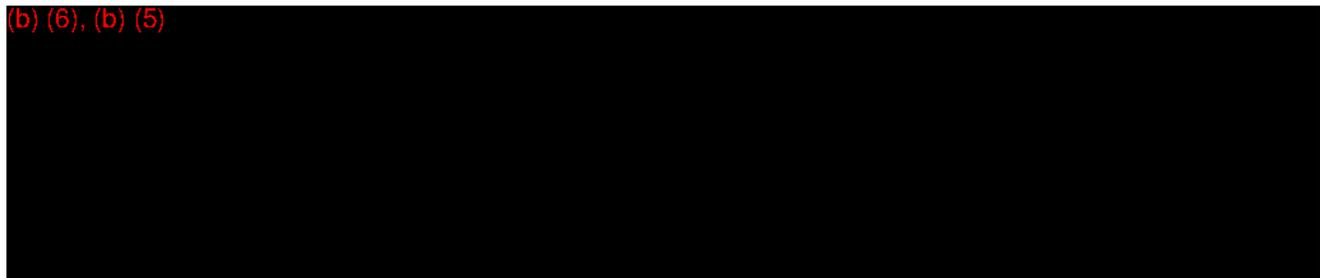
(b) (5)

(b) (6), (b) (5)



Emily and Mora:

(b) (6), (b) (5)



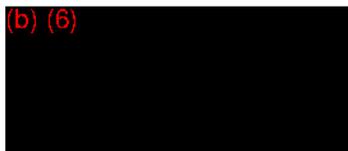
(b) (6)



Office of the Senior Advisor for Policy

Executive Office of the President

(b) (6)



From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [VOA Director's Office;](#) (b) (6)
Bcc: [Elez Biberaj](#)
Subject: Re: refuting disinformation
Date: Friday, July 3, 2020 5:08:50 PM

Thanks, Kelu. I'll pass this on to (b) (6) and Andre.
Elez

On Jul 3, 2020, at 4:51 PM, Kelu Chao (b) (6) wrote:

FYI. USAGM needs to dispute this, or clarify the misinformation.

Thanks
Kelu

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: July 3, 2020 at 12:24:22 PM EDT
To: (b) (6)
Cc: Kelu Chao (b) (6)
Subject: refuting disinformation

Are we doing lots of stories to refute or clarify this disinformation about USAGM's role in HK? It's likely to be reported widely, if it's used as the excuse to create the N Division and the new security law in HK. It's from Asia Times (<https://asiatimes.com/2020/07/beijings-n-division-the-new-face-of-hk-security/>):

The N Division's deployment comes amid new revelations by Time magazine, which reported that the little-known US Agency for Global Media had bankrolled protesters in Hong Kong since last year and also helped them with technical support to evade surveillance and crackdowns by law enforcement agencies.

According to the report, the US agency that oversees funding for news and information operations including Voice of America and Radio Free Asia planned to earmark US\$2 million for the protest movement in Hong Kong.

But the funding is now frozen due to a general overhaul and restructuring of the agency. It has also been reported that at least one payout to local protest groups, originally to be made allegedly via the Washington-based Open Technology Fund, had been affected.

From: [Elez Biberaj](#)
To: (b) (6)
(b) (6)
(b) (6)
Cc: [Kelu Chao](#); (b) (6); [VOA Director's Office](#); [Elez Biberaj](#)
Subject: Thank you!
Date: Friday, July 3, 2020 4:25:00 PM

Esteemed Colleagues:

I would like to express my sincerest appreciation to you for your great work in the evening hours of Friday, June 26, when our TV Master Control system operation failed. Your hard work that night and in the aftermath to investigate the problem, stabilize the system and to put VOA back on the air was simply exemplary.

I would like to thank and acknowledge **the following colleagues** who worked tirelessly to find a solution:

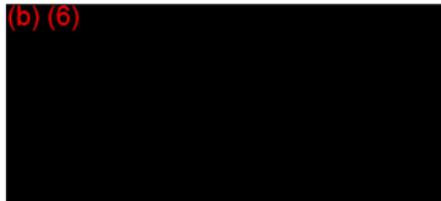
TV Master Control

(b) (6)

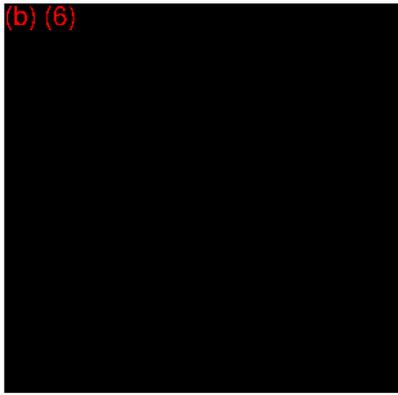
A large black rectangular redaction box covering the names of colleagues under the 'TV Master Control' heading.

TV Maintenance

(b) (6)

A large black rectangular redaction box covering the names of colleagues under the 'TV Maintenance' heading.

(b) (6)

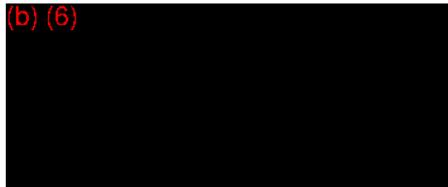


(b) (6)

- Technical Support Manager

Traffic/Scheduling

(b) (6)



Your dedication is exemplary and VOA is grateful to you for stepping in at this critical time and on short notice to ensure the fulfillment of our mission.

Happy Fourth of July.

Sincerely,

Elez Biberaj

Acting Director

Voice of America

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: Paycom Update
Date: Friday, July 3, 2020 4:02:00 PM

Thank you, (b) (6).
Elez

From: (b) (6)
Sent: Friday, July 03, 2020 11:20 AM
To: (b) (6); Elez Biberaj (b) (6)
Cc: (b) (6)
Subject: Paycom Update

Hi (b) (6), Elez,

I've updated Paycom so that all of the Eurasia workflows route to (b) (6) now (e.g. job requisition and candidate selection).

Alen, I also saw that you submitted a cash award nomination for (b) (6). With the CEO's spending freeze, we've held off on approving new awards for the moment.

Please let us know if you have any questions or issues with the system.

Thanks,

(b) (6)

Project Manager
VOA Programming Directorate
Desk: (b) (6)
Email: (b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Bcc: [Elez Biberaj](#)
Subject: Re:
Date: Friday, July 3, 2020 8:09:11 AM

Thank you, (b) (6).

On Jul 2, 2020, at 10:23 PM, (b) (6) > wrote:

<https://www.youtube.com/watch?v=kXeIOdMFiFg&t=2s>

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Thank you!
Date: Friday, July 3, 2020 7:41:00 PM

Thank you very much, (b) (6). Much appreciated.
Elez

From: (b) (6)
Sent: Friday, July 03, 2020 6:28 PM
To: Elez Biberaj (b) (6)
Subject: Re: Thank you!

Thank you Elez! Congratulations on your new appointment!

(b) (6)

(b) (6)

Chief

VOA Traffic, Program Support & Television Broadcast Scheduling

330 Independence Ave. SW, (b) (6)

Washington, DC 20232

(b) (6) : Direct (Teams)

(b) (6) : Mobile

(b) (6) : TV Traffic Main (Teams)

(b) (6) : Radio Traffic-Main (Teams)

(b) (6) : Television Broadcast Scheduling (Teams)

(b) (6) -Fax



From: Elez Biberaj (b) (6)
Sent: Friday, July 3, 2020 4:25 PM

(b) (6)

Cc: Kelu Chao (b) (6); (b) (6); VOA
Director's Office (b) (6); Elez Biberaj (b) (6)
Subject: Thank you!

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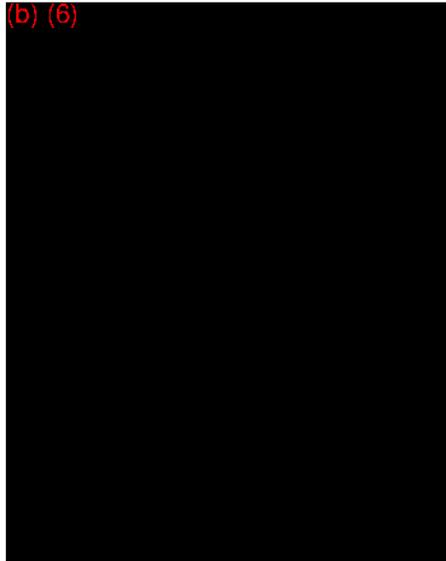
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(b) (6)

TV Maintenance

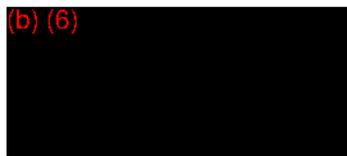
(b) (6)



(b) (6) - Technical Support Manager

Traffic/Scheduling

(b) (6)



Your dedication is exemplary and VOA is grateful to you for stepping in at this critical time and on short notice to ensure the fulfillment of our mission.

Happy Fourth of July.

Sincerely,

Elez Biberaj

Acting Director

Voice of America

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: Parking Pass
Date: Thursday, July 2, 2020 5:15:00 PM

Thank you very much, (b) (6). I will be in on Monday.
Have a very Happy Fourth of July and a wonderful weekend.
Elez

From: (b) (6)
Sent: Thursday, July 2, 2020 11:00 AM
To: Elez Biberaj (b) (6)
Subject: Parking Pass

Good Morning Mr. Elez,

I have your new parking pass and accompanying paperwork in my possession. Please let me know when you are in the office next, I will them by.

Thanks,

(b) (6)

PS Have a blessed and safe Holiday Weekend!

From: [Elez Biberaj](#)
To: (b) (6)
Bcc: [Elez Biberaj](#); [Andre Mendes](#)
Subject: Fwd: refuting disinformation
Date: Friday, July 3, 2020 5:05:03 PM

Greetings, (b) (6).

Kelu just brought this to my attention — you probably have seen it, but just in case you didn't.

Happy Fourth of July and have a wonderful weekend.

Elez

Begin forwarded message:

From: Kelu Chao (b) (6)
Date: July 3, 2020 at 4:51:29 PM EDT
To: Elez Biberaj (b) (6)
Cc: VOA Director's Office (b) (6)
(b) (6)
Subject: Fwd: refuting disinformation

FYI. USAGM needs to dispute this, or clarify the misinformation.

Thanks
Kelu

Sent from my iPhone

Begin forwarded message:

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Date: July 3, 2020 at 12:24:22 PM EDT
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Cc: Kelu Chao (b) (6)
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But the funding is now frozen due to a general overhaul and restructuring of the agency. It has also been reported that at least one payout to local protest groups, originally to be made allegedly via the Washington-based Open Technology Fund, had been affected.

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Bcc: [Elez Biberaj](#)
Subject: Re: VOA Proposal - Countering China's Disinformation
Date: Friday, July 3, 2020 8:21:18 AM

Thank you, Kelu.
Elez

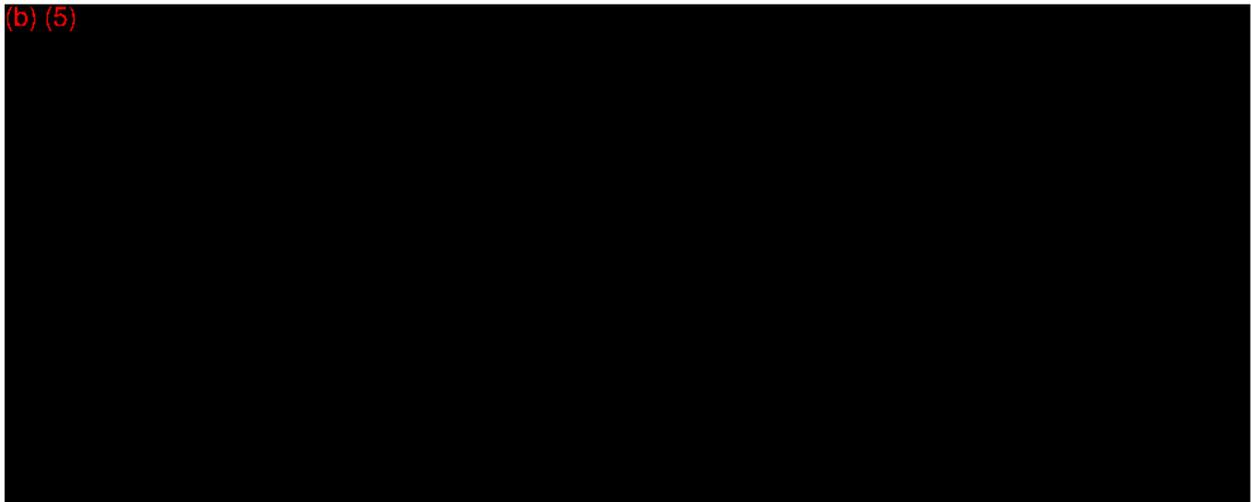
On Jul 3, 2020, at 12:25 AM, Kelu Chao (b) (6) wrote:

Earlier proposal re China, FYI. Shawn/Grant then submitted the USAGM proposal to the Hill, including some portion of ours. No response yet.

From: Kelu Chao (b) (6)
Sent: Thursday, April 30, 2020 3:59 PM
To: Shawn Powers (b) (6)
Cc: Amanda Bennett (b) (6); Sandy Sugawara (b) (6); Kelu Chao (b) (6)
Subject: VOA Proposal - Countering China's Disinformation

Shawn, please see VOA's draft proposal re: Countering China's disinformation. As we discussed earlier, we focus on:

(b) (5)



Let me know if you have questions.

Thanks,
Kelu

<countering chinese disinformation - VOA.docx>

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Elez Biberaj](#)
Subject: RE: (b) (6)
Date: Thursday, July 2, 2020 5:37:00 PM

My sincere apology, Esteemed Colleague.
I just handled (b) (6). Please reassign all the plans to (b) (6).
I wish you a very Happy Fourth of July and a wonderful weekend.
eb

From: (b) (6)
Sent: Thursday, July 2, 2020 10:54 AM
To: Elez Biberaj (b) (6)
Subject: (b) (6)

Hi Elez,

Sorry to bother you – I understand how busy you are. The (b) (6) for last year is in your queue, as well as (b) (6) plan for next year.

Should I ask for this actions to be reassigned to (b) (6) ?

Hope everything is going well in your new position.

Thank you

(b) (6)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:25:00 PM

Thank you, Kelu. I, too, though it was a great meeting.
Have a very Happy Fourth of July and wonderful weekend. And thank you very much for your support.
Elez

From: Kelu Chao (b) (6)
Sent: Thursday, July 2, 2020 5:23 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Re: POC for best practices/standards

i am fine with the draft. As matter of fact, (b) (6)'s language is clear and succinct. I'd appreciate if you send it, since it's firewall potential.

BTW, I thought Andre's meeting went well. What do you think?

Thanks, and Happy 4th!

Kelu

From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 5:01 PM
To: Kelu Chao (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

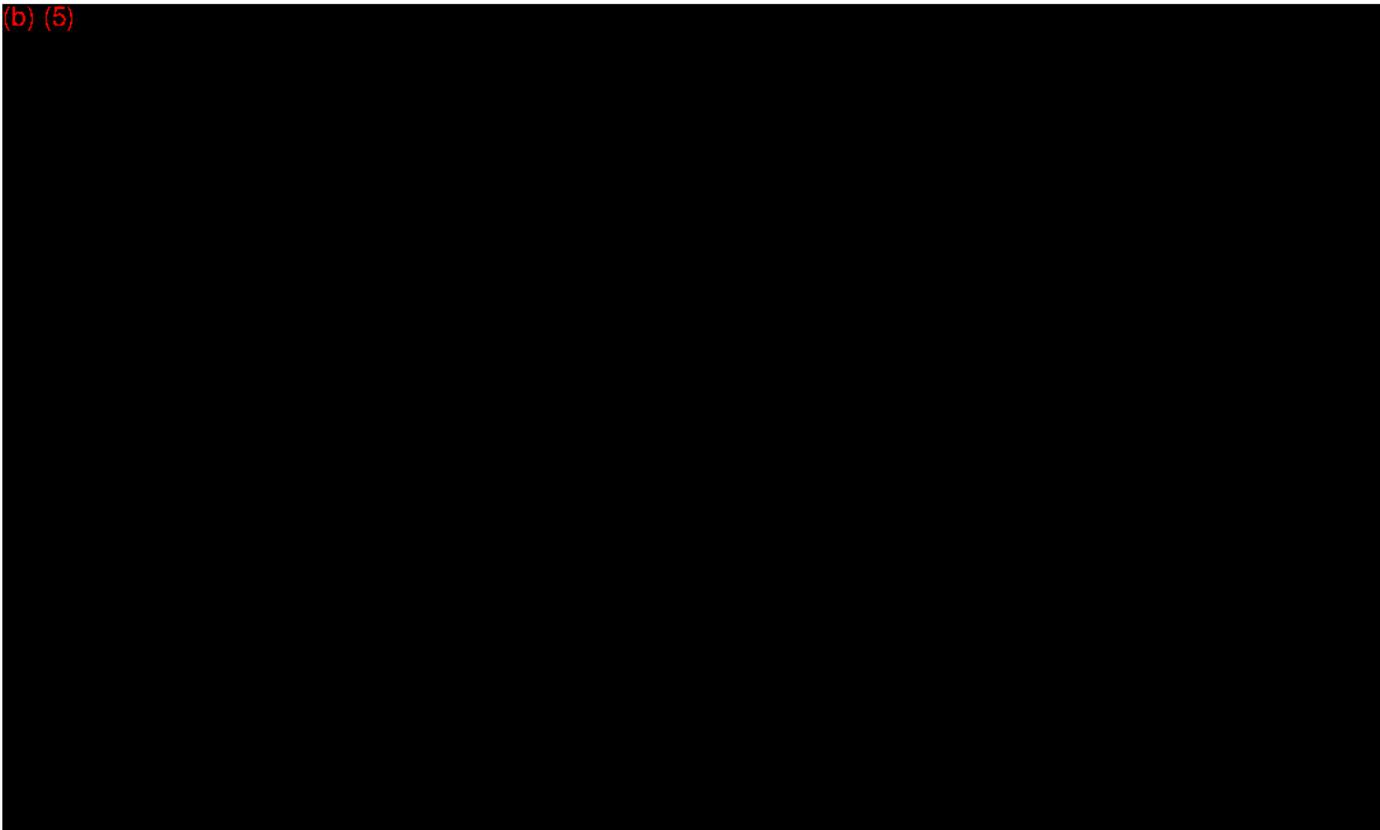
Kelu,
I'm ok with the draft response. Your thoughts? And do you want me to send it to (b) (6) or do you want to send it to her?
Many thanks.
eb

From: (b) (6)
Sent: Thursday, July 2, 2020 2:02 PM
To: Elez Biberaj (b) (6)
(b) (6)

Cc: Kelu Chao (b) (6)
Subject: Re: POC for best practices/standards

Here is a draft response from (b) (6) and me:

(b) (5)



From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 7:26 AM
To: (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6); Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)

Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from (b) (6) re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that (b) (6) may return to his VOA Standards Editor's job, but we don't have a timeline yet. In the meantime, we will not assign this GC inquiry to (b) (6). We've promised GC we would assign it to a senior editor for review, we haven't done it yet. Your advice? What's the best way to approach this inquiry.

Thanks,
Kelu

Get [Outlook for iOS](#)

From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: RE: POC for best practices/standards

(b) (6), there are a lot of information gathering. Do you have a deadline?

Thanks,
Kelu

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. What we would like input on is what do the

best practices of journalism or news organizations say about standards for decisions regarding editorials? Who typically decides on the placement of editorials? What is the difference in the process between true editorials vs op-ed pieces? May a publisher dictate where an editorial appears in a publication? Is it typical for editorials to appear on the front page?

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,

Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)
Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA
Director's Office (b) (6); Elez Biberaj
(b) (6)
Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).
Thank you.
Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 2:15 PM
To: Elez Biberaj (b) (6)
Cc: Lillian Cheng (b) (6)
Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)
(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Lillian Cheng](#); [Kelu Chao](#); [VOA Director's Office](#); [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:32:00 PM

Greetings, (b) (6)!

My colleagues and I have discussed your request and the following is the response:

It is not unusual for news organizations to put editorials into their site's navigation. *The Washington Post*, *The New York Times*, *Foxnews.com*, and *The Washington Times* all do it. There is a dividing line between the group that produces editorials and the rest of the newsgathering operation. Editorials are clearly marked as such so that users do not confuse them with news.

What was unusual was the way this request was made. Rather than USAGM leadership engaging directly with VOA leadership to discuss placement (analogous to a publisher discussing a similar request with the executive editor or a station's news director), someone from USAGM PR went to the head of the newsroom with the directive to put the editorials into the navigation. On top of that, USAGM sent a press release without even consulting the matter with VOA, and rushed VOA into making a decision without engaging its leadership in a discussion.

Further complicating matters is the detailing of VOA's Head of Standards and Practices to USAGM. Difficult questions like this are almost always subject to discussion with experienced journalists to make sure our work is in line with industry best practices, as required by law, which states that our work "be conducted in accordance with the highest professional standards of broadcast journalism."

Thank you and Happy Fourth of July.

Elez

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. What we would like input on is what do the best practices of journalism or news organizations say about standards for decisions regarding editorials? Who typically decides on the placement of editorials? What is the difference in the process between true editorials vs op-ed pieces? May a publisher dictate where an editorial appears

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Best,

(b) [REDACTED]

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6) [REDACTED]

Cc: Lillian Cheng (b) (6) [REDACTED]; Elez Biberaj (b) (6) [REDACTED]

Subject: Re: POC for best practices/standards

Hi (b) (6) [REDACTED], it's not (b) (6) [REDACTED] works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) [REDACTED] has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,

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Hi Kelu,

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Best,

(b) (6) [REDACTED]

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6) [REDACTED]

Cc: Lillian Cheng (b) (6) [REDACTED]; Kelu Chao (b) (6) [REDACTED]; VOA Director's Office (b) (6) [REDACTED]; Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

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Assistant General Counsel
U.S. Agency for Global Media

(b) (6) (office)

(b) (6) (mobile)

(b) (6)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: RE: POC for best practices/standards
Date: Thursday, July 2, 2020 5:33:00 PM

Thank YOU, Kelu!

From: Kelu Chao (b) (6)
Sent: Thursday, July 2, 2020 5:32 PM
To: Elez Biberaj (b) (6)
Subject: Re: POC for best practices/standards

Elez, congratulations, you've passed the first two weeks, with flying color! You can count on me for support. Off to an excellent start!

Kelu

Sent from my iPhone

On Jul 2, 2020, at 5:25 PM, Elez Biberaj (b) (6) wrote:

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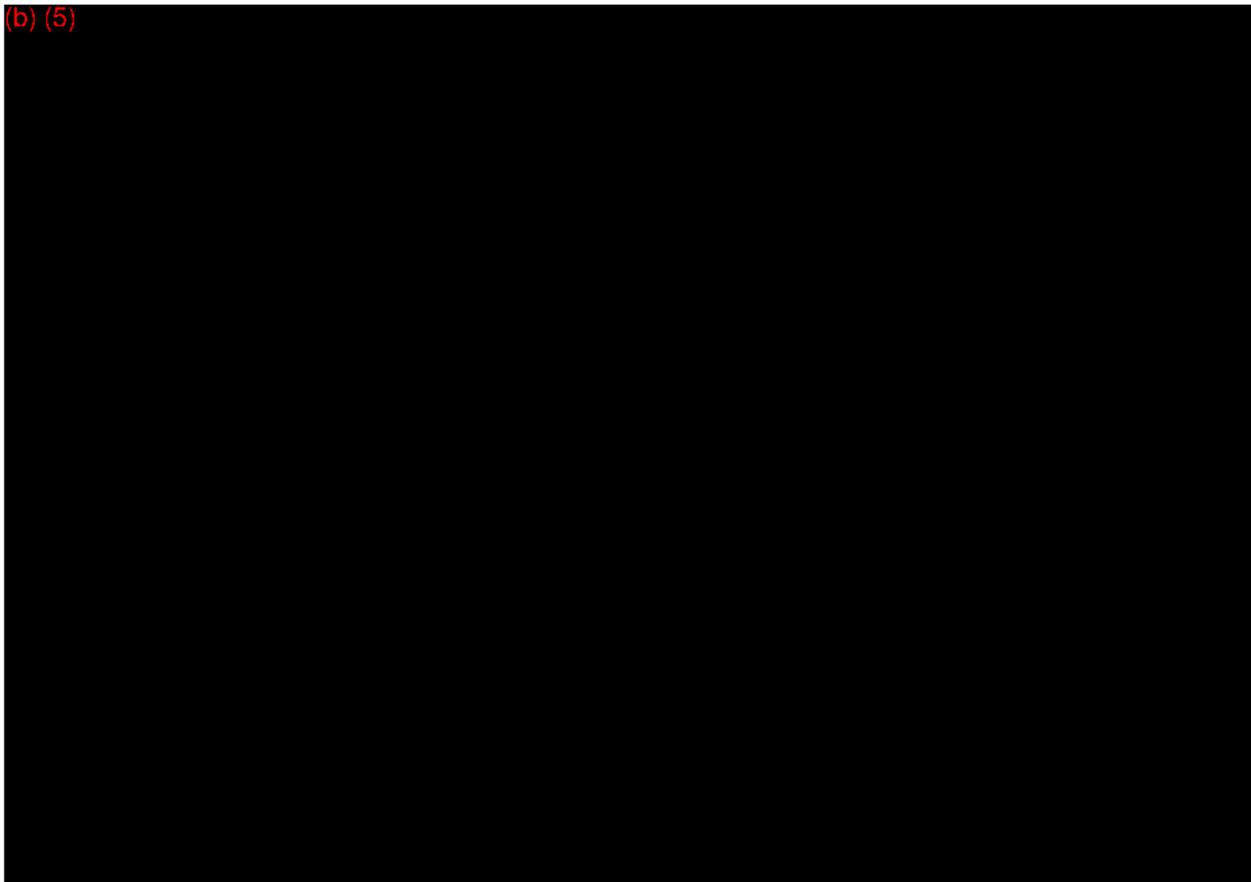
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(b) (6)
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(b) (5)



(b) (5)

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Cc: Elez Biberaj (b) (6)
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Cc: Kelu Chao (b) (6)
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Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao (b) (6)
Subject: RE: POC for best practices/standards

(b) (6), there are a lot of information gathering. Do you have a deadline?

Thanks,
Kelu

From: (b) (6)
Sent: Tuesday, June 30, 2020 3:32 PM
To: Kelu Chao (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. What we would like input on is what do the best practices of journalism or news organizations say about standards for decisions regarding editorials? Who typically decides on the placement of editorials? What is the difference in the process between true editorials vs op-ed pieces? May a publisher dictate where an editorial appears in a publication? Is it typical for editorials to appear on the front page?

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao
Sent: Tuesday, June 30, 2020 3:06 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)
Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re:

firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,
Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao

(b) (6); VOA Director's Office (b) (6)

(b) (6); Elez Biberaj (b) (6)

Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).

Thank you.

Elez

From: (b) (6)

Sent: Tuesday, June 30, 2020 2:15 PM

To: Elez Biberaj (b) (6)

Cc: Lillian Cheng

Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel
U.S. Agency for Global Media

(b) (6)

(office)

(mobile)

(b) (6)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#); [Elez Biberaj](#)
Subject: RE: Happy 4th! (Was Fwd: Request for a letter explaining visa renewal delay)
Date: Thursday, July 2, 2020 5:08:00 PM

Thank you, (b) (6).

From: (b) (6)
Sent: Thursday, July 2, 2020 5:05 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Happy 4th! (Was Fwd: Request for a letter explaining visa renewal delay)

Hi Elez,

Thank you so much for your end of week wish for a great weekend! Just wanted to share with you what I mentioned earlier. I'm hoping I will hear something from someone, hopefully by Monday.

Again, if you need anything from me, let me know!

All the best,

(b) (6)

Begin forwarded message:

From: (b) (6)
Date: July 2, 2020 at 16:31:46 EDT
To: (b) (6)
(b) (6)
Cc: (b) (6) Kelu Chao (b) (6)
Subject: Re: Request for a letter explaining visa renewal delay

(Taking (b) (6) out, for a moment, here.)

Hello,

Is there any legal loop hole that the agency can use, considering the special circumstances with COVID and all and allow (b) (6) to continue to work? It is such an unfortunate time and it is not any of our faults. I just want to see if we can come up with a way to avoid a valuable employee to lose income.

Please advise.

Thank you,

(b) (6)

Director - VOA East Asia and Pacific Division

P: (b) (6)

On Jul 2, 2020, at 16:21, (b) (6)

(b) (6) wrote:

Hi (b) (6),

(b) (6)

Thank you.

Best regards,

(b) (6)

From: [Elez Biberaj](#)
To: [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: FW: POC for best practices/standards
Date: Thursday, July 2, 2020 5:01:00 PM

Kelu,

I'm ok with the draft response. Your thoughts? And do you want me to send it to (b) (6) or do you want to send it to her?

Many thanks.

eb

From: (b) (6)

Sent: Thursday, July 2, 2020 2:02 PM

To: Elez Biberaj (b) (6)

(b) (6)

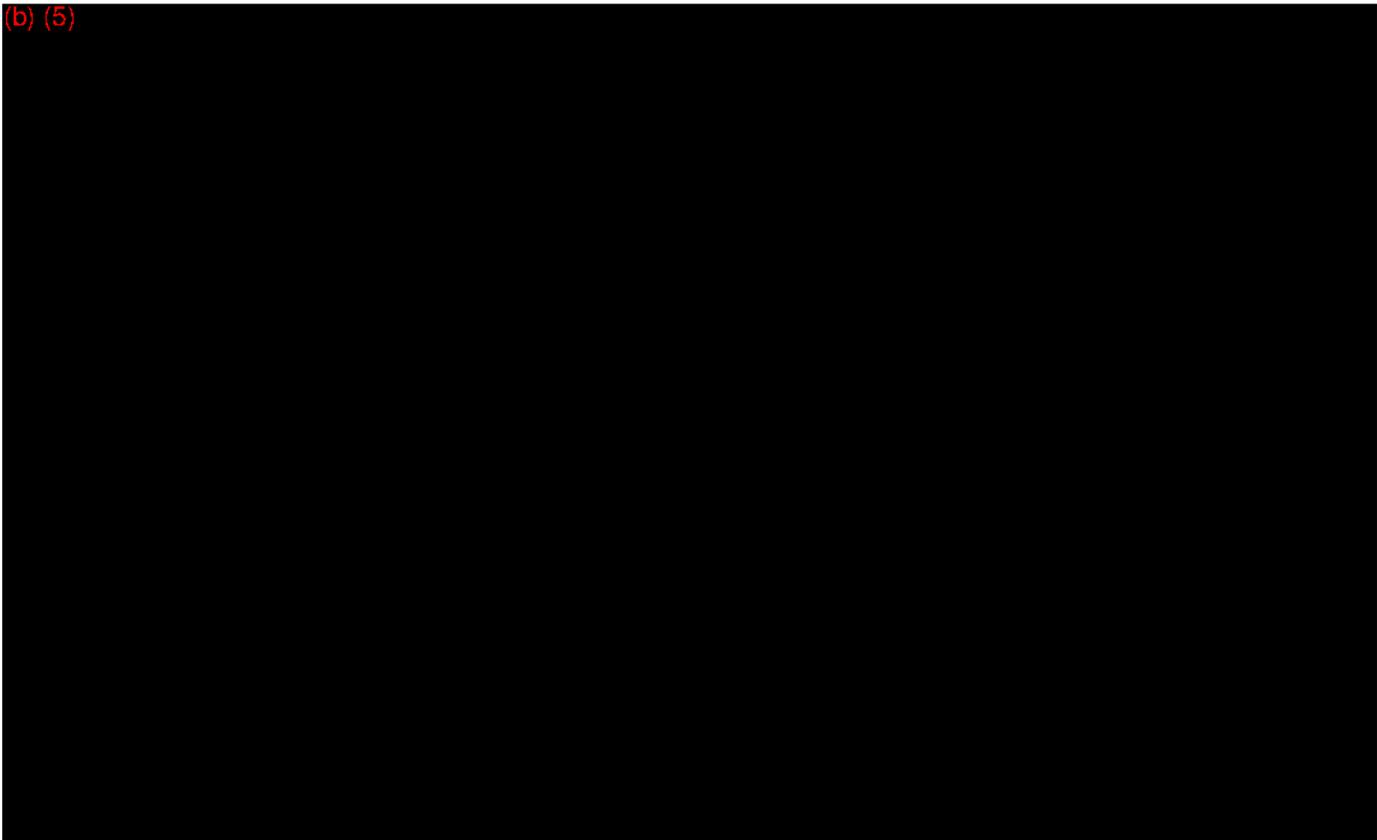
(b) (6)

Cc: Kelu Chao (b) (6)

Subject: Re: POC for best practices/standards

Here is a draft response from (b) (6) and me:

(b) (5)



From: Elez Biberaj (b) (6)
Sent: Thursday, July 2, 2020 7:26 AM
To: (b) (6)
(b) (6)
Cc: Kelu Chao (b) (6); Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Good morning, Colleagues!
Please review and let's discuss at our senior staff meeting.
Thank you.
Elez

From: Elez Biberaj (b) (6)
Sent: Wednesday, July 1, 2020 6:06 PM
To: Andre Mendes (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: POC for best practices/standards

Andre,
If you have time tomorrow, may we discuss? Have a great evening.
Elez

From: Kelu Chao (b) (6)
Sent: Wednesday, July 01, 2020 4:03 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Fwd: POC for best practices/standards

Elez, I haven't heard from (b) (6) re deadline, but don't want to be caught by surprise. The information and decision I gathered from our 9 am Senior Staff meeting today, Andre told you the good news that (b) (6) may return to his VOA Standards Editor's job, but we don't have a timeline yet. In the meantime, we will not assign this GC inquiry to (b) (6). We've promised GC we would assign it to a senior editor for review, we haven't done it yet. Your advice? What's the best way to approach this inquiry.

Thanks,
Kelu

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From: Kelu Chao (b) (6)
Sent: Tuesday, June 30, 2020 6:33:10 PM
To: (b) (6)
Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6); Kelu Chao

(b) (6)

Subject: RE: POC for best practices/standards

(b) (6), there are a lot of information gathering. Do you have a deadline?

Thanks,

Kelu

From: (b) (6)

Sent: Tuesday, June 30, 2020 3:32 PM

To: Kelu Chao (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: RE: POC for best practices/standards

Thanks Kelu. The specific inquiry from the Hill is below. What we would like input on is what do the best practices of journalism or news organizations say about standards for decisions regarding editorials? Who typically decides on the placement of editorials? What is the difference in the process between true editorials vs op-ed pieces? May a publisher dictate where an editorial appears in a publication? Is it typical for editorials to appear on the front page?

What legal authority does the CEO have to direct that editorials will be featured at the top of VOA's home page? How does this direction by the CEO comply with the statutory firewall requirements outlined in subsections (a) and (b) of section 303 of the United States International Broadcasting Act of 1994 (22 USC 6202)?

Best,

(b) (6)

From: Kelu Chao

Sent: Tuesday, June 30, 2020 3:06 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Elez Biberaj (b) (6)

Subject: Re: POC for best practices/standards

Hi (b) (6), it's not (b) (6) works for VOA Copy Right Clearances. As you stated, VOA's Standards Editor (b) (6) has been temporarily detailed to the USAGM COO office since June 21. We are trying to cover his various duties as we speak. Re: firewall potential inquiry, please let us know the specifics. We will assign a senior editor to review the situation as soon as possible. Firewall issue is a serious issue to us. After the review, VOA Director will ultimately weigh in, make the decision, and relay the concern if needed, as required by law.

Thanks,

Kelu

Sent from my iPhone

On Jun 30, 2020, at 2:21 PM, (b) (6) wrote:

Hi Kelu,

I'm sorry – I know you are busy. I am working on reviewing responses to a congressional inquiry and there is a short turnaround time on this. Let me know who I should speak to about best practices and the firewall. Is it (b) (6) ?

Best,

(b) (6)

From: Elez Biberaj

Sent: Tuesday, June 30, 2020 2:17 PM

To: (b) (6)

Cc: Lillian Cheng (b) (6); Kelu Chao (b) (6); VOA Director's Office (b) (6); Elez Biberaj

(b) (6)

Subject: RE: POC for best practices/standards

Greetings, (b) (6). Please contact Kelu Chao (cc above).

Thank you.

Elez

From: (b) (6)

Sent: Tuesday, June 30, 2020 2:15 PM

To: Elez Biberaj (b) (6)

Cc: Lillian Cheng

Subject: POC for best practices/standards

Good afternoon Elez,

I'm working on responding to an inquiry about a potential firewall issue and I was wondering if there is someone who is filling in for (b) (6) on best practices/news standards while he is on his detail. I wanted to speak to someone about best practices in the news industry as it relates to this particular issue. Is there a POC designated for these types of questions?

Best,

(b) (6)

Assistant General Counsel

U.S. Agency for Global Media

(b) (6) [redacted] (office)

[redacted] (mobile)

(b) (6) [redacted]

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#); (b) (6); [Elez Biberaj](#)
Subject: RE: Update on PARs and Awards for July 2, 2020
Date: Thursday, July 2, 2020 4:52:00 PM

Thank you, (b) (6).

From: (b) (6)
Sent: Thursday, July 2, 2020 2:40 PM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
Subject: Update on PARs and Awards for July 2, 2020

Hi Elez,

Here is our status on rating PARs and granting awards as of this afternoon:

Outstanding: 89 approved and 5 returned.

Highly: 172 approved and 34 returned

Fully: 337 approved and 17 returned

Minimally: 4 approved and 1 returned

Unsuccessful: 0

Total completed: 602 of 963 or 62.5%

Breakdown:

Outstanding 14.8%

Highly 28.6%

Fully 58.9%

Minimally 0.7%

57 PARs are pending changes.

There are 302 employees classified as VOA supervisors in ePerformance, so we have almost completed all of the non-supervisory PARs and are starting on the supervisors.

VOA has granted \$438,546.70 in performance awards and \$219,021.00 in incentive awards for a sum of \$657,567.70 or 47.3% of VOA's awards budget of \$1.391 million.

Thanks,

(b) (6)

From: [Frank Wucco](#)
To: [Elez Biberaj](#); (b) (6)
Subject: Attorney-Client Privilege: Social Media Violations
Date: Thursday, September 17, 2020 4:32:36 PM
Attachments: (b) (5), (b) (6)

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CONFIDENTIAL COMPLAINT**

Elez, (b) (6)

Please review the attached document and then let's discuss your recommended courses of action.

Thank you,

Frank

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:41 PM
To: (b) (6)
Subject: FW: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

This is another memo that mentions conflict of interest.

-----Original Message-----

From: (b) (6)
Sent: Saturday, August 29, 2020 11:35 AM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6); (b) (6)
(b) (6)
(b) (6)
Subject: Re: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

I don't think this is one to respond to besides a statement of (b) (6) which can answer these without answering. I can loop (b) (6) in.

(b) (6)

> On Aug 29, 2020, at 4:41 AM, Elez Biberaj (b) (6) wrote:

>
> Good morning, Colleagues!
> I will need a draft response by early Monday morning, please.
> Thanks.
> Elez

> -----Original Message-----

> **From:** (b) (6)
> **Sent:** Friday, August 28, 2020 11:57 PM
> **To:** Elez Biberaj (b) (6)
> **Cc:** CEO2016 (b) (6); Andre Mendes (b) (6); Emily Pauline Newman (b) (6); Jonathan Bronitsky (b) (6)
> **Subject:** Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

> Elez, I know it's late and that you might be on vacation but did you know that a VOA Newsroom editor killed (b) (6)'s interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone?

> What was the reason?

> Did (b) (6), (b) (6) have prior VOA approval to seek and conduct this interview and to ask the questions (b) (6) did, especially the one about the visas for USAGM employees?

- >
- > Did (b) tell the White House official that (b) was one of the VOA employees whose visa may not get extended? Was it a conflict of interest for (b) to ask the question about the visas?
- >
- > Did you or VOA Newsroom editors know that (b) (b) (6) had previously worked for Russia's RT?
- >
- > Best,
- >
- > (b)

From: [Elez Biberaj](#)
To: (b) (6)
Cc: [Kelu Chao](#) (b) (6) [Elez Biberaj](#)
Subject: RE: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone
Date: Saturday, August 29, 2020 11:44:20 AM

(b) (6) :
Clarification -- I need background information on this incident for a meeting I will have tomorrow in the Front Office and NOT for a response to (b) (6)
Elez

-----Original Message-----

From: (b) (6)
Sent: Saturday, August 29, 2020 11:35 AM
To: Elez Biberaj (b) (6)
Cc: Kelu Chao (b) (6)
(b) (6)
(b) (6)
Subject: Re: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

I don't think this is one to respond to besides a statement of (b) (6) which can answer these without answering. I can loop (b) (6) in.

(b) (6)

> On Aug 29, 2020, at 4:41 AM, Elez Biberaj (b) (6) wrote:

>
> Good morning, Colleagues!
> I will need a draft response by early Monday morning, please.
> Thanks.
> Elez
>

> -----Original Message-----

> **From:** (b) (6)
> **Sent:** Friday, August 28, 2020 11:57 PM
> **To:** Elez Biberaj (b) (6)
> **Cc:** CEO2016 (b) (6); Andre Mendes (b) (6); Emily Pauline Newman (b) (6); Jonathan Bronitsky (b) (6)
> **Subject:** Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone
>

> Elez, I know it's late and that you might be on vacation but did you know that a VOA Newsroom editor killed (b) (6)'s interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone?

> What was the reason?

> Did (b) (6) have prior VOA approval to seek and conduct this interview and to ask the questions (b) (6) did, especially the one about the visas for USAGM employees?

> Did (b) (6) tell the White House official that (b) (6) was one of the VOA employees whose visa may not get extended? Was it a conflict of interest for (b) (6) to ask the question about the visas?

>

> Did you or VOA Newsroom editors know that (b) (6) had previously worked for Russia's RT?

>

> Best,

>

> (b)

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:38 PM
To: (b) (6)
Subject: FW: (b) (6)

Importance: High

This is a conflict of interest memo I sent.

From: (b) (6)
Sent: Wednesday, September 23, 2020 8:50 AM
To: (b) (6)
Subject: (b) (6)
Importance: High

(b) (5), (b) (6)

(b) (6)

(b) (5), (b) (6)

(b) (5), (b) (6)

(b) (5), (b) (6)

(b)
)
(
5
)
,
(
b
)
(
6
)

[REDACTED]

(b) (5), (b) (6)

[REDACTED]

I have not done a written report or talked with HR. Elez has recommended that you deal with this issue (b) (5), (b) (6)

[REDACTED]

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:38 PM
To: (b) (6)
Subject: FW: Attorney-Client Privilege: Social Media Violations
Attachments: (b) (6), (b) (5).docx

This is the conflict of interest discussion memo I received.

From: Frank Wuco (b) (6)
Sent: Thursday, September 17, 2020 4:32 PM
To: Elez Biberaj (b) (6)
Subject: Attorney-Client Privilege: Social Media Violations

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ATTORNEY WORK PRODUCT
ATTORNEY-CLIENT COMMUNICATION
PRE-DECISIONAL DELIBERATIVE//NO FOIA
CONFIDENTIAL COMPLAINT

Elez, (b) (6),

Please review the attached document and then let's discuss your recommended courses of action.

Thank you,

Frank

(b) (6)

From: (b) (6)
Sent: Tuesday, October 27, 2020 1:46 PM
To: (b) (6)
Subject: FW: Investigation and recommendations regarding (b) (6) violations of VOA Best Practices
Attachments: (b) (6), (b) (5).zip; (b) (6), report.pdf

The pdf references a violation of the conflict of interest policy.

From: (b) (6)
Sent: Tuesday, September 29, 2020 2:57 PM
To: (b) (6)
Cc: Kelu Chao (b) (6)
(b) (6)
Subject: Investigation and recommendations regarding (b) (6) violations of VOA Best Practices

Hi (b) (6)
Attached is our report on the investigation of the (b) (6) incident, and the investigative file our team collected on the incident.

As you'll see in the report, we're recommending (b) (5), (b) (6)
We'll just send it to those people without a need for your involvement.

We'll add the report and the investigative background to the files of the involved individuals.

It is always a pleasure to work with you.

Best regards,

(b) (6)

From: (b) (6)
To:
Subject: Fwd: delegated authority for investigation
Date: Monday, August 31, 2020 8:39:13 PM

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From: (b) (6)
Sent: Monday, August 31, 2020 8:16:41 PM
To: (b) (6)
Cc: (b) (6)
Subject: delegated authority for investigation

Hello (b) (6),

As you know, I have been delegated the responsibility as VOA's Authorized Agency Official (AAO) for matters regarding PSC discipline. I would like to delegate to (b) (6) the responsibility to conduct an investigation of the publication of a story (and video) of the interview conducted by (b) (6) with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone. During the interview, (b) (6) asked two questions regarding USAGM's policies on J-1 visas. Here is the rough transcript:

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. **Is the White House aware of this situation and, if so, is it willing to act?**

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: **Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions**, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>

(b) (5), (b) (6)

From: (b) (6)
To: [VOA Director's Office](#)
Cc: (b) (6); [Kelu Chao](#)
Subject: Social Media Policy
Date: Wednesday, October 7, 2020 8:20:26 AM
Attachments: [CEO Policy Memo - Guidance on Conflicts of Interest.pdf](#)
[V-530 - Social Media Policy.pdf](#)

Dear colleagues,
We might want to discuss this in our 9am meeting. I'm confused.

From: (b) (6)
Date: Monday, October 5, 2020 at 6:06 PM
To: (b) (6)
(b) (6)
(b) (6) (b) (6)
(b) (6)
Cc: (b) (6)
Subject: Notice of Change in Working Conditions

Colleagues,

Attached please find the USAGM updated Social Media Policy and the new CEO Policy Memo – Guidance on Conflicts of Interest. If you wish to bargain the impact and implementation of this change, please submit bargainable proposals no later than Thursday, October 15, 2020. Failure to submit negotiable proposals by Thursday, October 15, 2020, shall be construed as the Union's waiver of its right to bargain. Merely notifying management that you wish to bargain does not constitute the submission of bargainable proposals or preserve your right to bargain.

Should you have any questions regarding this change, please do not hesitate to contact me. Thank you for your cooperation in this matter.

Best,

(b) (6)
Supervisory Human Resources Specialist
Agency Performance Management Program Manager
Labor and Employee Relations
Office of Human Resources
United States Agency for Global Media
(b) (6) (b) (6)



U.S. AGENCY FOR
GLOBAL MEDIA

Title: V-A BAM 530 - Social Media Policy

Policy Tracking#: OGC 19 02

Effective Date: July 8, 2019

Originating Office: Office of the General Counsel, (b) (6)

(a) **PURPOSE:** This policy establishes a framework for access to and use of social media. This policy shall be modified and/or amended in the future to accommodate additional social media issues.

(b) **AUTHORITY AND SCOPE:**

(1) Authorities.

(i) The United States International Broadcasting Act, 22 U.S.C. § 6201 et seq.

(ii) The United States Information and Educational Exchange Act of 1948, as amended (the “Smith-Mundt Act”), at 22 U.S.C. § 1461 et seq.

(iii) The Hatch Act, 5 U.S.C. § 7321 et seq.

(iv) 5 C.F.R. Part 735 – Employee Responsibilities and Conduct

(v) 5 C.F.R. Part 2635 – Standards of Ethical Conduct for Employees of the Executive Branch.

(vi) CEO Policy Memo re: Guidance on Conflicts of Interest.¹

(2) Scope. This policy applies to all personnel of the United States Agency for Global Media (hereafter “USAGM” or the “Agency”) and all users of Agency systems, including Civil Service employees, personal services contractors, employees abroad including locally employed staff, and contractors performing duties under their contract with the Agency.

(c) **SOCIAL MEDIA DEFINITION:** Social media consists of a variety of digital technologies that foster interaction among individuals who use those tools. Social media enable individuals to post their own content to Web sites accessible to others; comment on, rate and/or tag content that others have posted; download distributed media files; dynamically develop software applications; interact in simulated learning, gaming and trading environments; engage in online conversations; and observe the interactions of others.

¹ Updated October 2, 2020.

(d) POLICY:

(1) Basic Social Media Policy.

(i) As a general matter, the Agency encourages the responsible use of social media consistent with current laws, policies, and guidance that govern information and information technology.

(ii) The Agency notes that while social media have vastly accelerated the speed of communication and greatly broadened audience size, they neither restrict nor expand the existing limitations on speech by Agency personnel. Agency personnel do not surrender their First Amendment rights as a result of their employment; however, the Government may restrict the speech of its personnel when they are not speaking as private citizens on matters of public concern or when the Government's interest in the efficient provision of public services outweighs the interest of its personnel in their speech.

(2) Additional Social Media Considerations for Journalists.

(i) The Agency is required by law to conduct international broadcasting in accordance with the highest professional standards of broadcast journalism, 22 U.S.C. § 6202(a)(5). This includes:

(A) news which is consistently reliable and authoritative, accurate, objective, and comprehensive, 22 U.S.C. § 6202(b)(1); and

(B) a balanced and comprehensive projection of United States thought and institutions, reflecting the diversity of United States culture and society, 22 U.S.C. § 6202(b)(2).

(ii) To effectuate these requirements, Agency journalists, defined as those involved in the gathering, production, editing, translation, presentation, or dissemination of content, must be fair, impartial, and objective in all public spaces, including social media. Accordingly, journalists must avoid action that undermines their objectivity as journalists and/or the credibility of the Agency and its constituent entities as news organizations. For further information, including conflicts of interest examples, see the CEO policy memo regarding [Guidance on Conflicts of Interest](#), dated October 2, 2020.²

² This sentence was updated on October 2, 2020 to reflect the most recent guidance from the USAGM CEO.

(iii) Therefore, in addition to the social media policy set forth in this Broadcasting Administrative Manual, journalists must comply with any and all applicable journalistic standards governing use of and conduct on social media, as set forth by their respective entity's best practices guides or internal professional guidance. Failure to do so may be cause for disciplinary action, up to and including removal from Federal Service or contractual termination, as applicable.

(3) Government-wide Standards of Conduct. All Agency personnel are required to adhere to government-wide standards of conduct that apply to online communications at all times, whether by means of Agency or personal social media accounts. In general, the restrictions on communications by Agency personnel are adapted from statute and the Code of Federal Regulations (C.F.R.). While not exhaustive, the following restrictions apply to all personnel, and violations may be cause for disciplinary action, up to and including removal from Federal Service or contractual termination, as applicable:

(i) Ethical Standards. Agency personnel shall not engage in criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct, or other conduct prejudicial to the Government. ([5 C.F.R. § 735.203](#));

(ii) Misuse of Position. Agency personnel shall not use their public office for private gain, for the endorsement of any product, service, or enterprise, or for the private gain of friends, relatives, or other acquaintances. Agency personnel shall not use or permit the use of their Government position or title or any authority associated with their public office in a manner that is intended to coerce or induce another person to provide any benefit, financial or otherwise, to themselves or to friends, relatives, or persons with whom they are affiliated in a nongovernmental capacity. Subject to limitations set forth in [5 C.F.R. § 2635.702\(b\) and\(c\)](#), Agency personnel shall not use their Government position or title, or Federal or Agency seals or logos, in a manner that could reasonably be construed to imply that the Government endorses or sanctions their personal activities or those of another. ([5 C.F.R. § 2635.702](#));

(iii) Use of Non-Public Information. Agency personnel shall not allow the improper use of non-public information to further their own private interest or that of another, whether by engaging in financial transactions using such information, through advice or recommendation, or by knowing unauthorized disclosure. Non-public information is information that an individual gains by reason of Federal employment and that he or she knows or reasonably should know has not been made available to the general public. ([5 C.F.R. § 2635.703](#));

(iv) Political Activity. Certain restrictions on political activity by certain Agency personnel apply regardless of whether they are on duty or on their personal time. Hatch Act (5 U.S.C. § 7321 et seq.). For example, no employee may solicit, accept, or receive political contributions, at any time or in any forum. 5 U.S.C. § 7323(a)(2). Additional information is available in Office of Special Counsel's Hatch Act Guidance on Social Media and Hatch Act Social Media Quick Guide; and

(v) Discrimination and Harassment. All Agency personnel are responsible for treating fellow employees with basic respect and dignity, and must not harass or discriminate against fellow employees based on race, color, religion, national origin, sex, gender identity, age, disability (physical or mental), genetic information, status as a parent, sexual orientation, marital status, political affiliation, or any other non-merit factor. (5 U.S.C. §§ 2301- 2302).

(4) Official Use of Social Media.

(i) Agency personnel may access and contribute content (both original entries and responses to entries) on and through social media in their official capacity. Agency personnel are responsible for the content they publish in their official capacity, which must:

(A) abide by the Terms of Service - defined as a contract between social media users and third-party site providers - of the site on which the content is posted;

(B) comply with intellectual property laws;

(C) adhere to host country laws, as applicable and directed by management;

(D) conform to the standards and principles for United States international broadcasting set forth in Sections 303 of the United States International Broadcasting Act, 22 U.S.C. § 6202; and

(E) comply with the United States Information and Educational Exchange Act of 1948, as amended (the "Smith-Mundt Act"), 22 U.S.C. § 1461 et seq.

(ii) Agency personnel using social media in their official capacity must comply with:

(A) the Agency policy on safeguarding Personally Identifiable Information (PII), codified in in Section 200 of Part XI of the Broadcasting Administrative Manual;

(B) the Agency policy on information security awareness training and role-based training requirements and responsibilities, codified in in Section 300 of Part XI of the Broadcasting Administrative Manual; and

(C) the 2008 Privacy Breach Notification Policy.

(iii) Agency personnel using social media in their official capacity shall also:

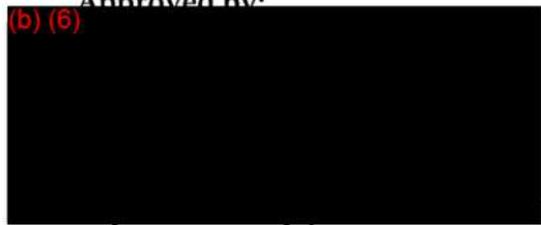
(A) refrain from using or permitting Agency computer systems, electronic devices, and social media accounts to be used for other than authorized purposes; and

(B) use time allocated to official use of social media in an honest effort to perform official duties.

(iv) Violations of the foregoing policies on official use of social media in paragraphs (d)(4)(i)-(iii) may be cause for disciplinary action, up to and including removal from the Federal Service or contractual termination, as applicable.

(5) Personal Use of Social Media. Posting Journalistic Material - Agency personnel are permitted to link to and embed Agency journalistic material from official, public-facing outlets. However, Agency personnel are prohibited from directly posting Agency journalistic or wire service material to their personal social media accounts, of any length or in any format and including archived and unaired content (“B-roll”). Doing so may violate intellectual property laws, and harms the Agency’s ability to grow and maintain audiences through official distribution channels. Violations may constitute grounds for disciplinary action, up to and including termination.

(e) **EFFECTIVE DATE AND APPROVAL:**

Approved by:
(b) (6) 

John F. Lansing
Chief Executive Officer and Director

Effective Date

July 8, 2019

From: **Michael Pack, Chief Executive Officer
U.S. Agency for Global Media**

To: **The Voice of America, the Office of Cuba
Broadcasting, Radio Free Europe/Radio Liberty,
Radio Free Asia, Middle East Broadcasting
Networks**

Date: **October 2, 2020**

Subject: **Guidance on Conflicts of Interest**

Reporting the news in a manner that is “consistently reliable and authoritative, accurate, objective, and comprehensive” (22 U.S.C. § 6202(b)(1)) requires “fairness, objectivity & balance.” *VOA Best Practices Guide*, at 8 (June 2020). Management of conflicts of interest is a key component of maintaining fairness, objectivity, and balance. Such actual conflicts as well as even the appearance of such conflicts in the eyes of a reasonable observer must be avoided. *See, e.g., VOA Best Practices Guide*, at 8–9 (June 2020); The New York Times, *Ethical Journalism*; The Washington Post, *Policies and Standards* (Jan. 1, 2016; 12:01 p.m. EST). A key part of prophetically preventing conflicts of interest amongst journalists is compliance with social media policies. *See, e.g., V-A BAM 530, Social Media Policy* (July 8, 2019); *VOA Best Practices*, at 50 (June 2020). I write to clarify policies and provide guidance on these points.

First. Policies regarding conflicts of interest and use of social media shall be enforced as written.

Second. Under applicable policies, conflicts of interest are not limited to those involving the recipient of money, ownership of stock, or gifts. The rule is broader. Simply put, it is a conflict of interest for a journalist to participate personally and substantially in reporting on an issue: (1) in which they have a personal interest or (2) have publically personally expressed a political opinion. For example, the *VOA Best Practices Guide* states:

VOA's mission is to provide accurate and objective news and information. To facilitate that mission, as journalists, you are expected to remain neutral and objective in all public appearances and public spaces, including social media. That means that you should try to avoid conduct or activity that would call into question your neutrality and objectivity as well as the neutrality and objectivity of VOA.

➤ For example: If as a VOA journalist you are reporting on or otherwise working on a story regarding "X" situation, it is recommended that you avoid publicly voicing your personal opinion about that situation because such activity may call into question your credibility as a journalist and could compromise VOA's reputation as a reliable and credible news organization.

VOA Best Practices Guide, at 111 (June 2020); *see also, e.g.*, The New York Times, *Ethical Journalism*; The Washington Post, *Policies and Standards* (Jan. 1, 2016; 12:01 p.m. EST). This is a common sense principle.

Recent events require explanation of the following examples, which in some cases, constitute a conflict of interest that can only be remedied by recusal.

- If a Voice of America ("VOA") journalist is personally affected by a potential governmental action, then they may not cover that issue. For example, a journalist who is working in the United States on a J-1 visa must follow normal procedures and recuse themselves from any story involving J-1 visas.
- A VOA journalist who publically takes a personal position on an active political issue has a conflict of interest—doubly so if that issue directly affects that individual. For example, a journalist who, in their private capacity, publically criticizes the U.S. Department of Justice's leadership for, among other things, implementing the policies and protecting the prerogatives of the Administration must recuse themselves

from reporting on the Department and the part of the Administration implicated by the criticism.

- A VOA journalist who expresses personal views on political topics in their personal social media creates the potential for a conflict of interest and should consider whether recusal or mitigation is required. For example, a journalist who on Facebook “likes” a comment or political cartoon that aggressively attacks or disparages the President must recuse themselves from covering the President.

The obligation to recuse or mitigate conflicts of interest rests with both the individual journalist and their supervisor. If a journalist fails to recuse themselves, it is the obligation of the supervisor to order recusal.

Despite the informal nature of this Memorandum, it constitutes a U.S. Agency for Global Media policy, and shall be recorded in the Broadcasting Administrative Manual as such.

This Memorandum is not intended to, and does not, create any right or benefit, substantive or procedural, enforceable at law or in equity by any party against the United States, its departments, agencies, or entities, its officers, employees, or agents, or any other person.

From: [Elez Biberaj](#)
To: [VOA Director's Office](#); [Kelu Chao](#)
Cc: [Elez Biberaj](#)
Subject: FW: Letter from VOA Central News colleagues
Date: Monday, August 31, 2020 8:17:52 AM
Attachments: [Attachment follows](#)
Importance: High

From: (b) (6)
Sent: Monday, August 31, 2020 7:55 AM
To: Elez Biberaj (b) (6)
(b) (6)
Subject: Letter from VOA Central News colleagues
Importance: High

Dear Acting Director Biberaj:

It is with the utmost respect and heavy heart that, on behalf of myself and other Central News colleagues, we dispatch the attached letter. After discussions a number of us have had with those across VOA we know our sentiment reflects the views of many others, especially those who are in vulnerable situations and unable to sign their names.

We are always open to dialogue in whatever form may be possible in these trying terms.

Most sincerely,

(b) (6)
White House Bureau Chief
[Voice of America](#)

(b) (6)

Voice of America is an international broadcaster in 47 languages via television, radio, web and mobile. VOA has a weekly measured audience of 350 million people and transmits programs through a network of more than 2,500 local broadcast affiliates worldwide.

Elez Biberaj
Acting director, Voice of America

Aug. 31, 2020

The undersigned Voice of America journalists are compelled to express our profound disappointment with the actions and comments of the chief executive officer of the U.S. Agency for Global Media, which endanger the personal security of VOA reporters at home and abroad, as well as threatening to harm U.S. national security objectives.

Michael Pack's actions risk crippling programs and projects for some countries that are considered national security priorities. He has ordered the firing of contract journalists, with no valid reason, by cancelling their visas, forcing them back to home countries where the lives of some of them may be in jeopardy. Now the purge appears to be expanding to include U.S. permanent residents and even U.S. citizens, with Mr. Pack recklessly expressing that being a journalist is "a great cover for a spy."

We have watched in dismay as USAGM executives have been dismissed for, in their words, attempting to educate the new CEO on avoiding legal violations, as well as guiding him on the firewall that protects VOA's legally mandated editorial independence.

Just as concerning are Mr. Pack's public comments, including bantering with a podcast host about turning off the air conditioning and banning masks inside VOA's headquarters, as part of his effort to "drain the swamp."

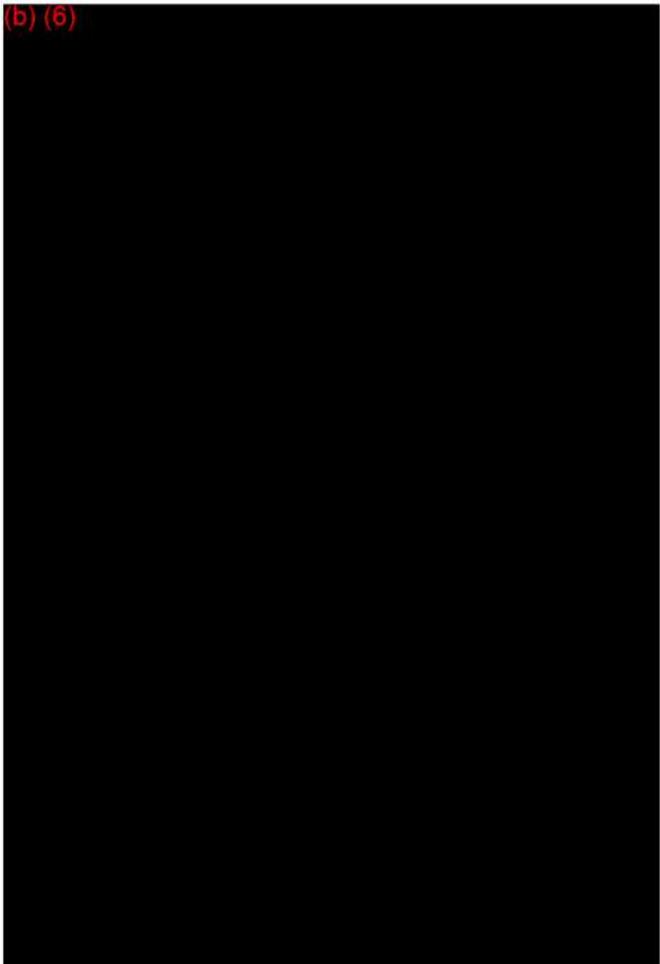
Mr. Pack has made a thin excuse that his actions are meant to protect national security, but just as was the case with the McCarthy 'Red Scare,' which targeted VOA and other government organizations in the mid-1950's, there has not been a single demonstrable case of any individual working for VOA -- as the USAGM CEO puts it -- "posing as a spy."

Many of us have repeatedly put ourselves in harm's way abroad for our audiences of several hundred million people in nearly 50 languages. In line with strictly upholding the VOA charter, which was signed into law in 1976, we insist on competent and professional oversight for VOA and our sister media organizations, including the Middle East Broadcasting Networks, Radio Free Europe/Radio Liberty and Radio/TV Marti.

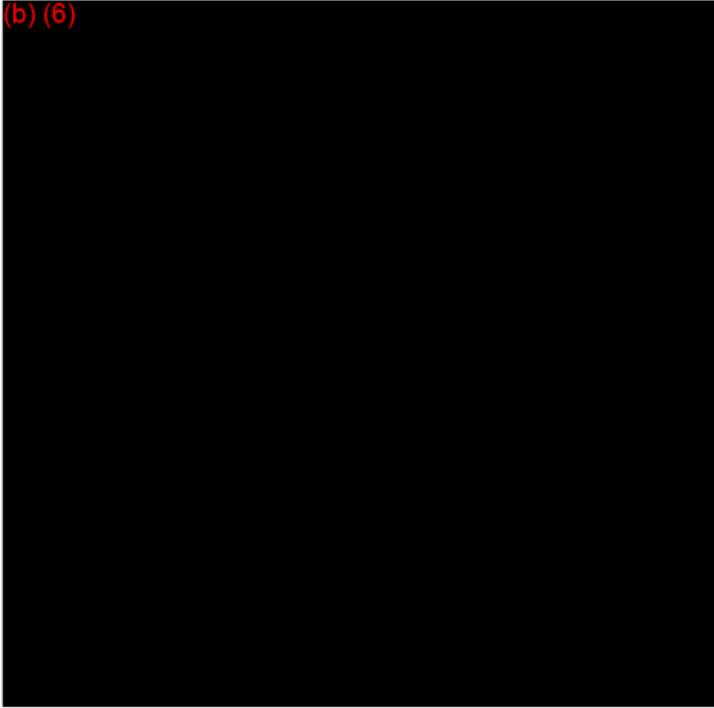
Given these concerns we fear that the current USAGM leadership is failing not only the news organizations of USAGM (one of the world's largest broadcasting entities) and our audiences, but also our stakeholders, including the American public.

Signed,

(b) (6)



(b) (6)



From: [REDACTED]
To: [REDACTED]
Sent: [REDACTED]
Subject: [REDACTED]

PT...

Value of America
310 Independence Ave. SW
Washington, DC 20227

From: [REDACTED]
Sent: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]

(b) (6), (b) (5)

Like all news organizations, VOA works hard to balance the power of new technologies - with their ability to deluge us with messages to a far more people around the world - against the inherent limitations of those technologies. YouTube, for example, is the most powerful of these technologies, which offers content of millions but limits each tweet to a single image or a handful of characters, making it virtually impossible to give the balance and context within each tweet.

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On 10/20/11 9 AM, [REDACTED] wrote:

Value of America
310 Independence Ave. SW
Washington, DC 20227

From: [REDACTED]
Sent: [REDACTED]
Subject: [REDACTED]

Please open the attached document. It was scanned and sent to you using a Xerox Multifunction Printer.

Attachment: [REDACTED].pdf

Mail (sent on Printer Location: 700 Con Ave (Bldg))
Do not Name: [REDACTED]

For more information on Xerox products and what our phone: 1-877-899-8999 or visit our website: <http://www.xerox.com>
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From: [Kelu Chao](#)
To: [Elez Biberaj](#)
Subject: Fwd: social media policy followups, (b) (6)
Date: Friday, September 25, 2020 2:00:51 PM

FYI.

Sent from my iPhone

Begin forwarded message:

From: (b) (6)
Date: September 25, 2020 at 10:14:18 AM PDT
To: (b) (6) Kelu Chao
(b) (6)
Subject: FW: social media policy followups, (b) (6)

(b) (6) and Kelu,

As discussed, (b) (6), (b) (6) supervisor, had a counseling conversation with (b) (6) about USAGM's social media policies. The conversation was followed by the email below. No further action will be taken.

From: (b) (6)
Date: Friday, September 25, 2020 at 11:14 AM
To: (b) (6)
(b) (6)
Subject: FW: social media policy followups

From: (b) (6)
Sent: Friday, September 25, 2020 11:14 AM
To: (b) (6)
Subject: social media policy followups

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(b) (6) [Redacted]

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(6)

[Redacted text block]

Sincerely,

(b) (6) -

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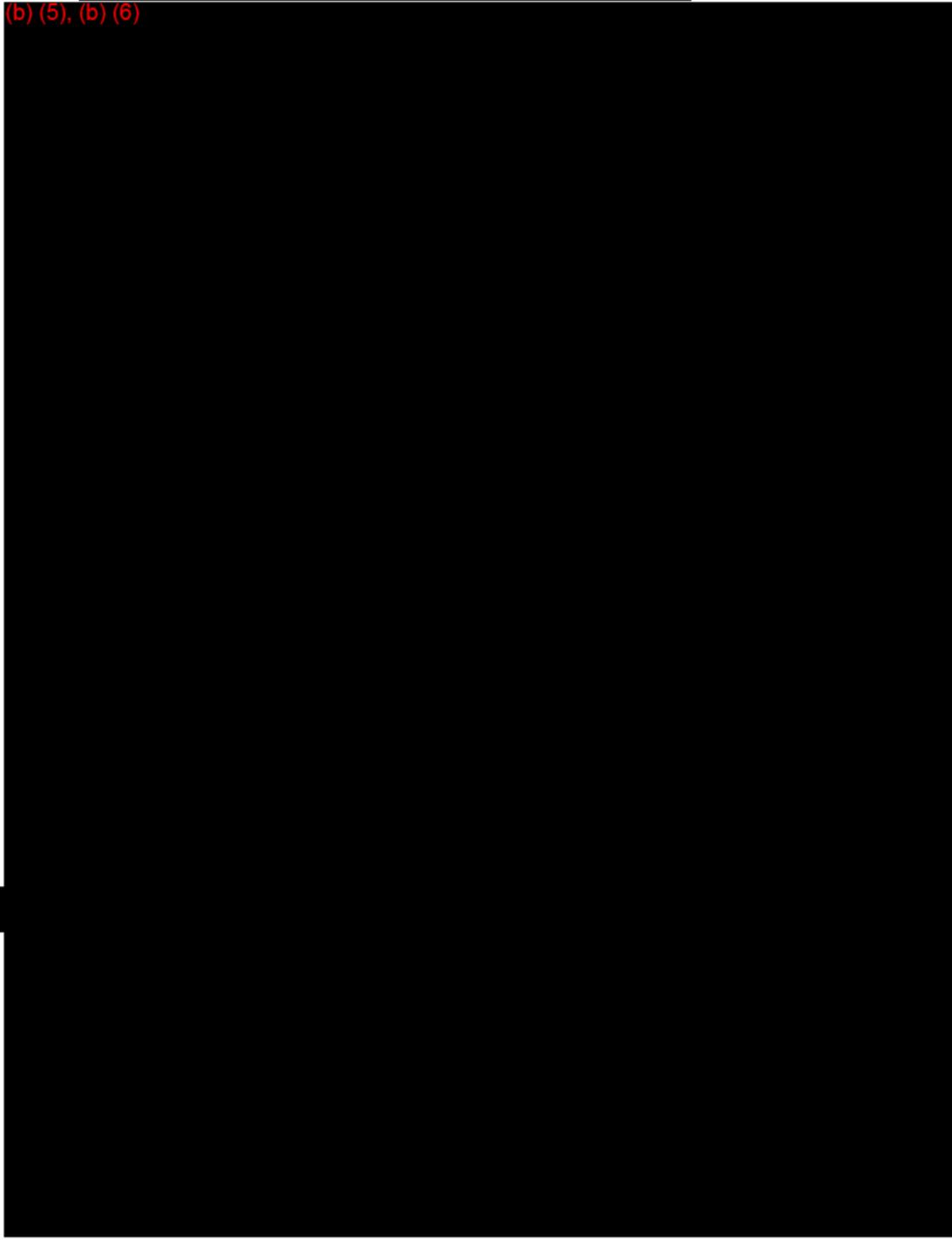
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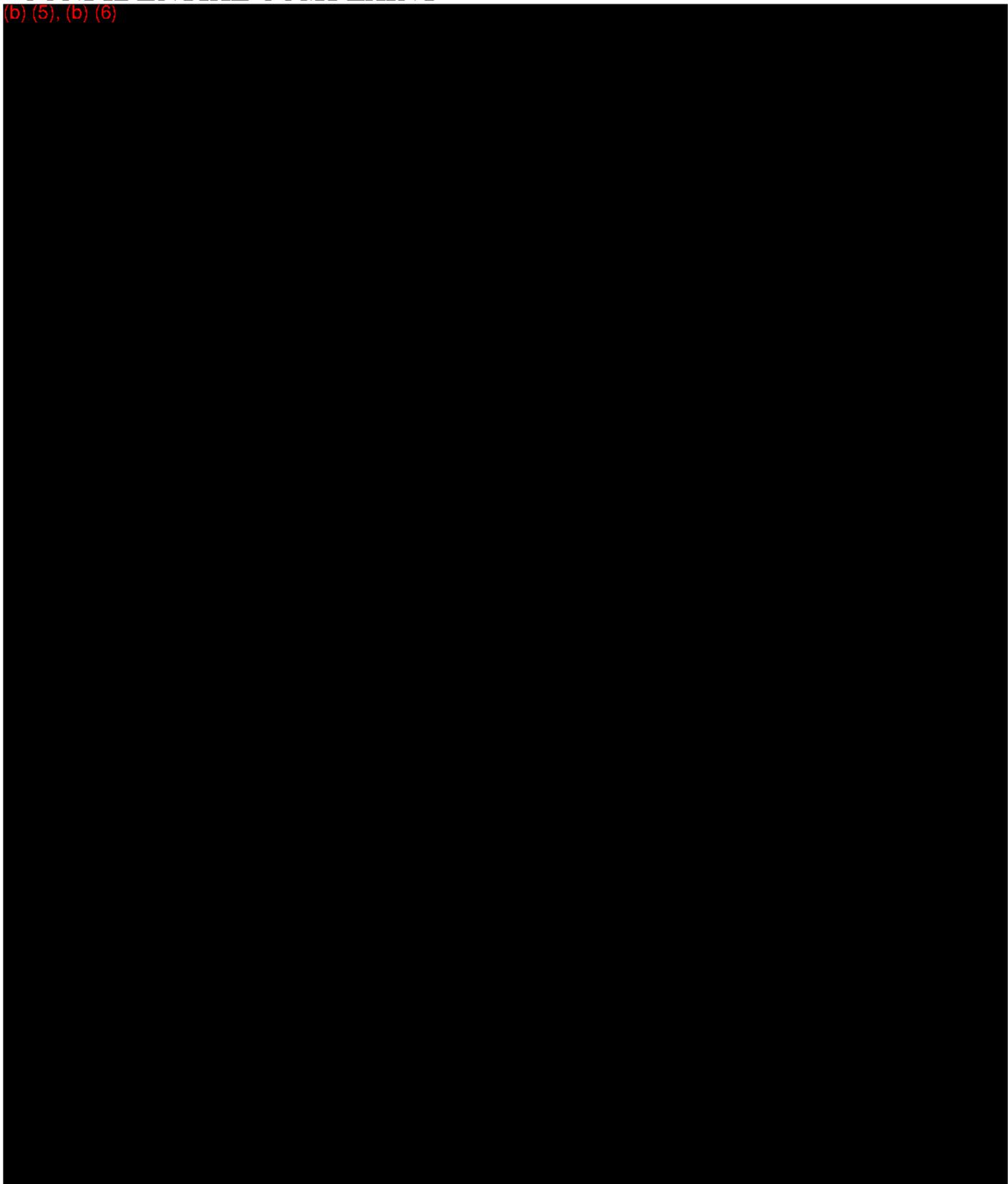


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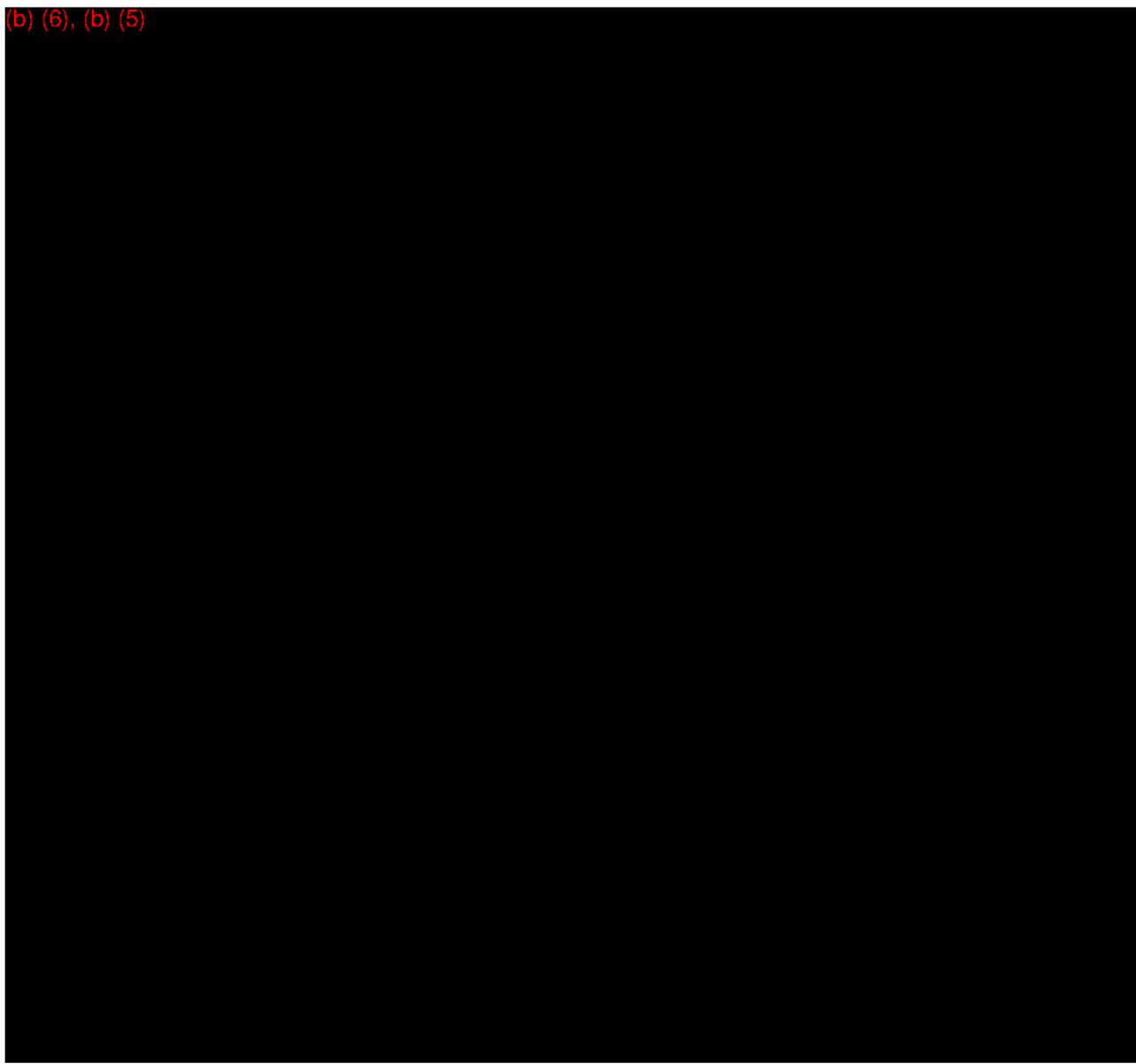
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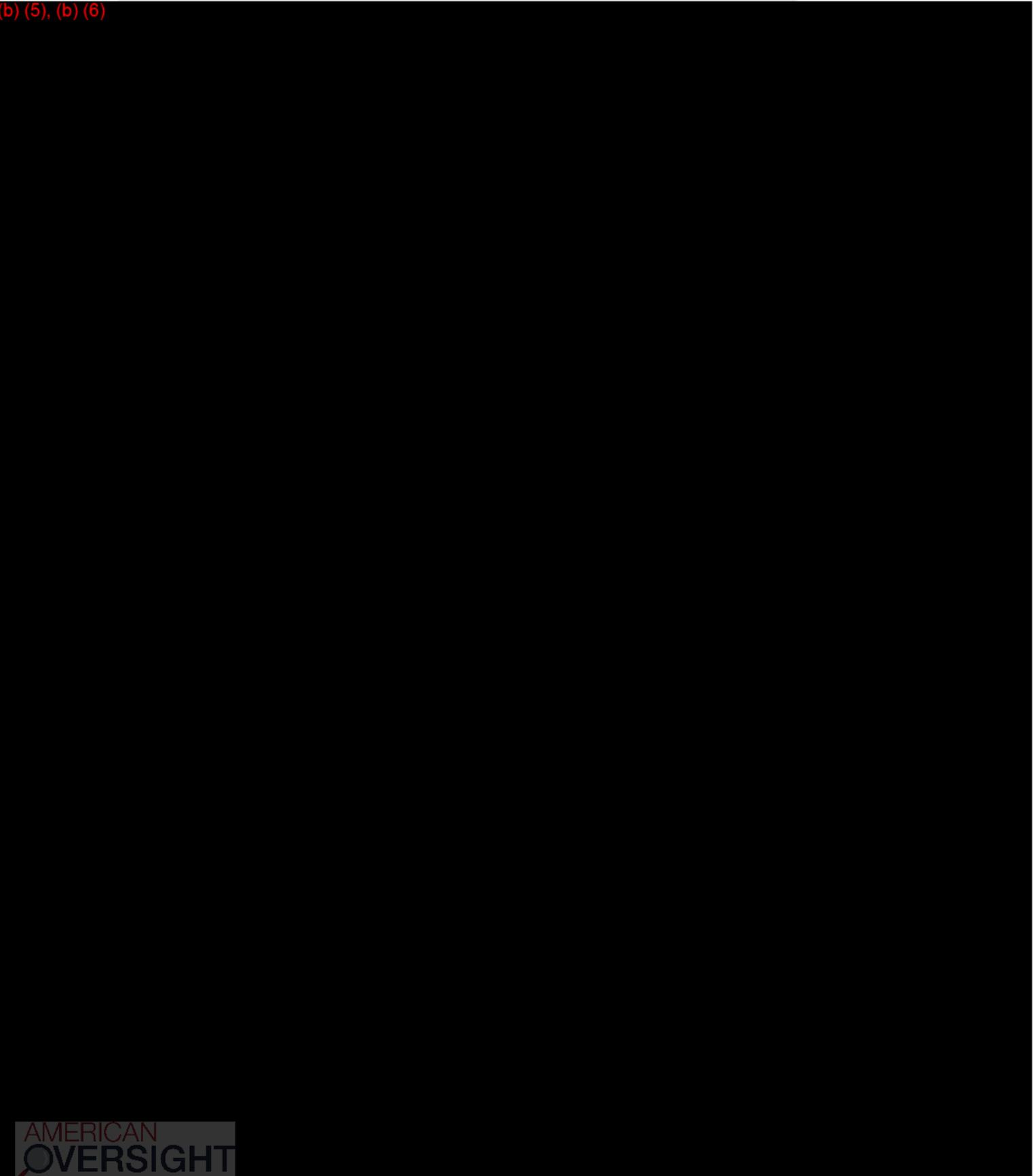
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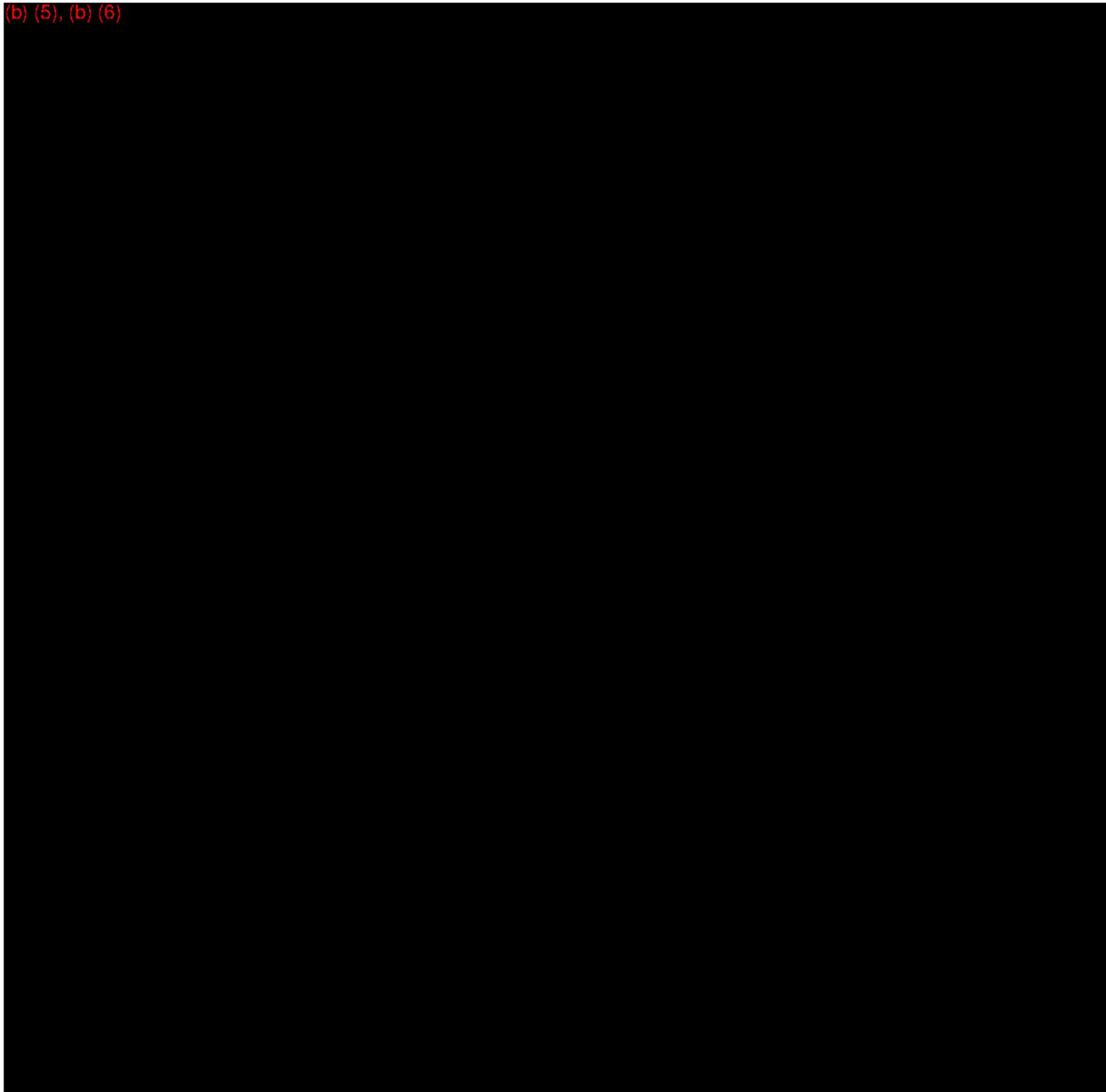
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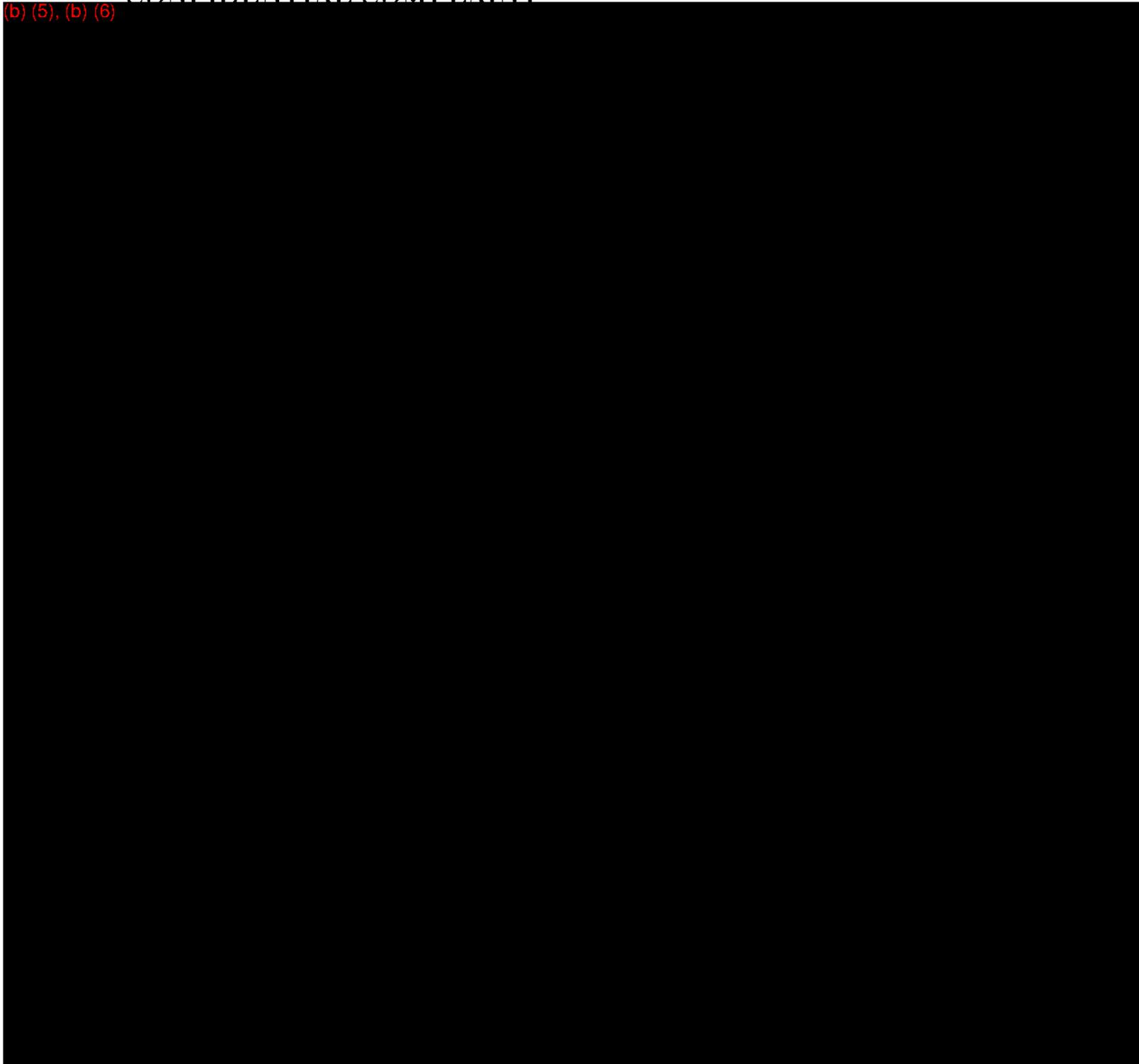
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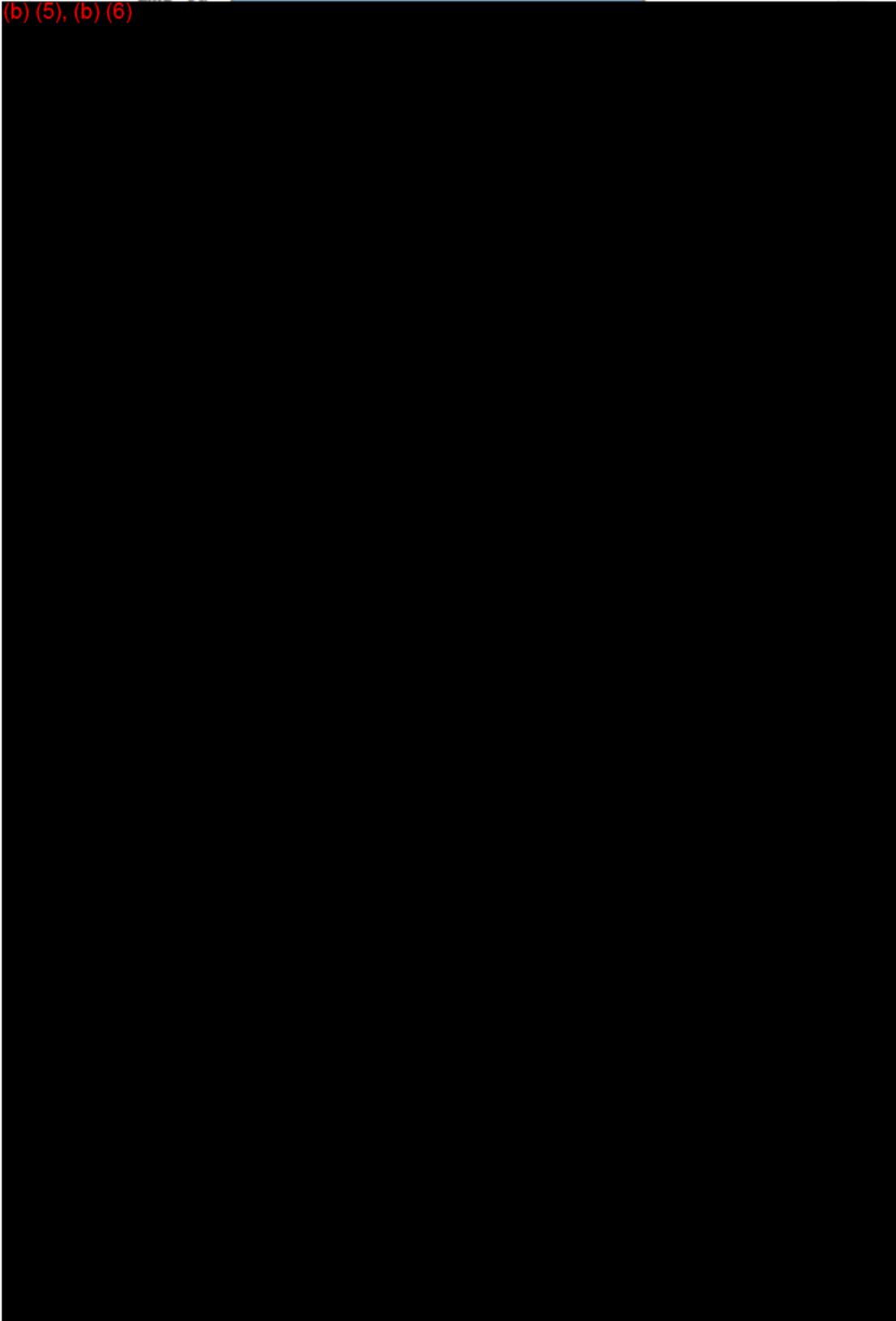
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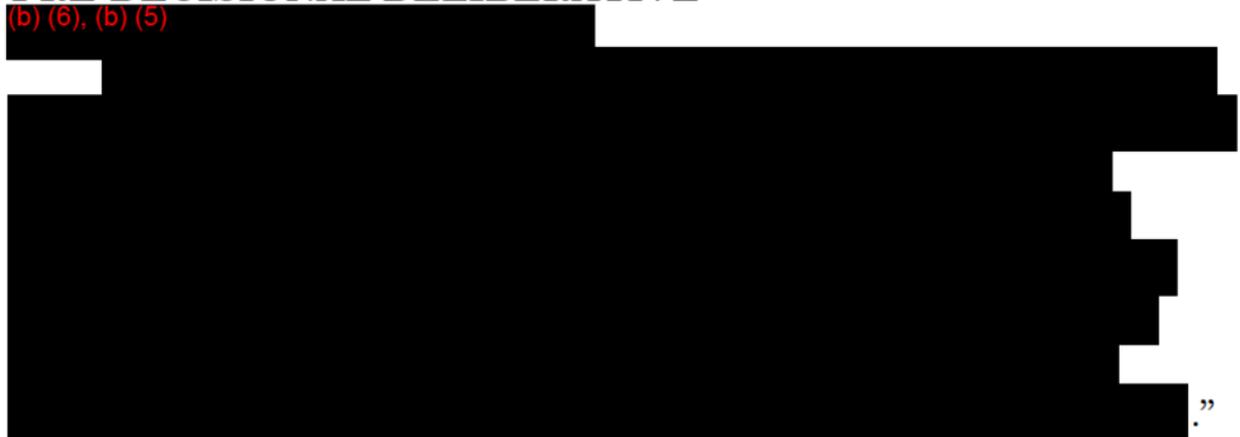
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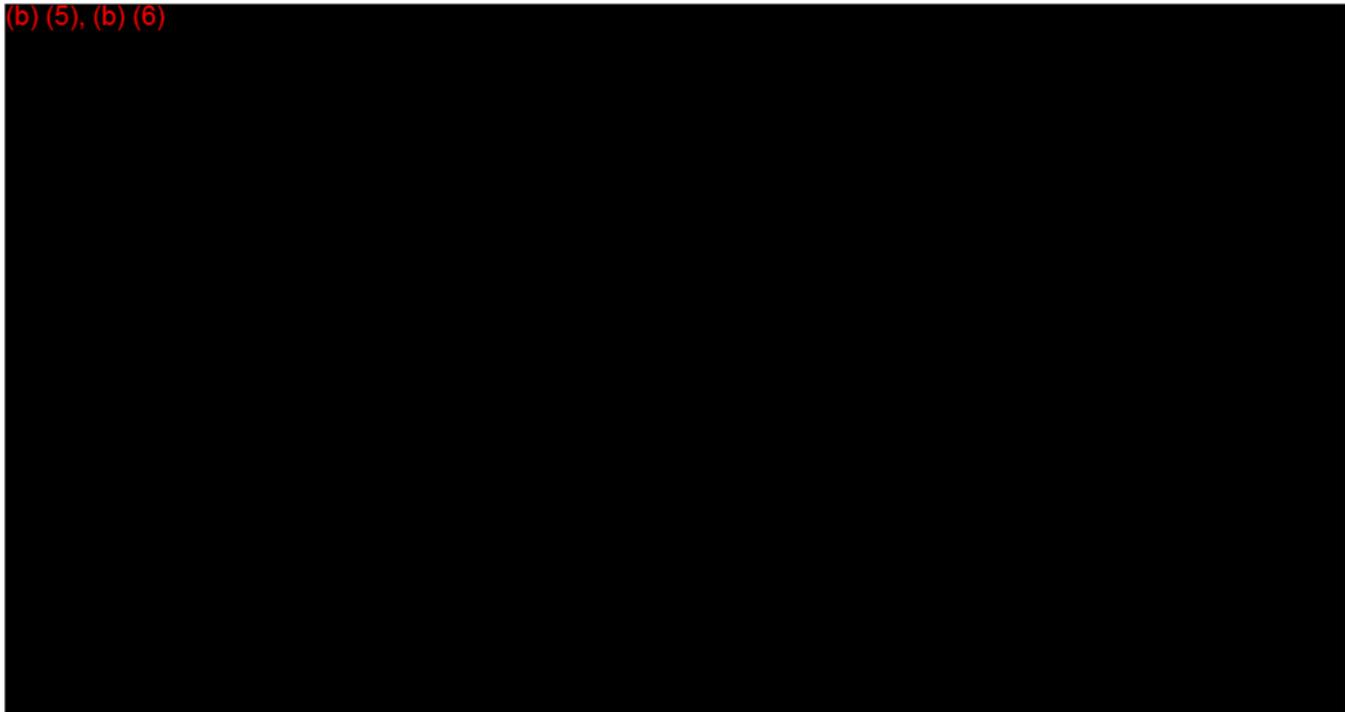
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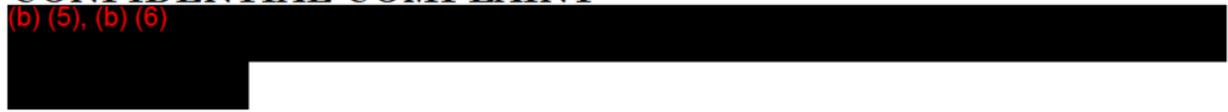
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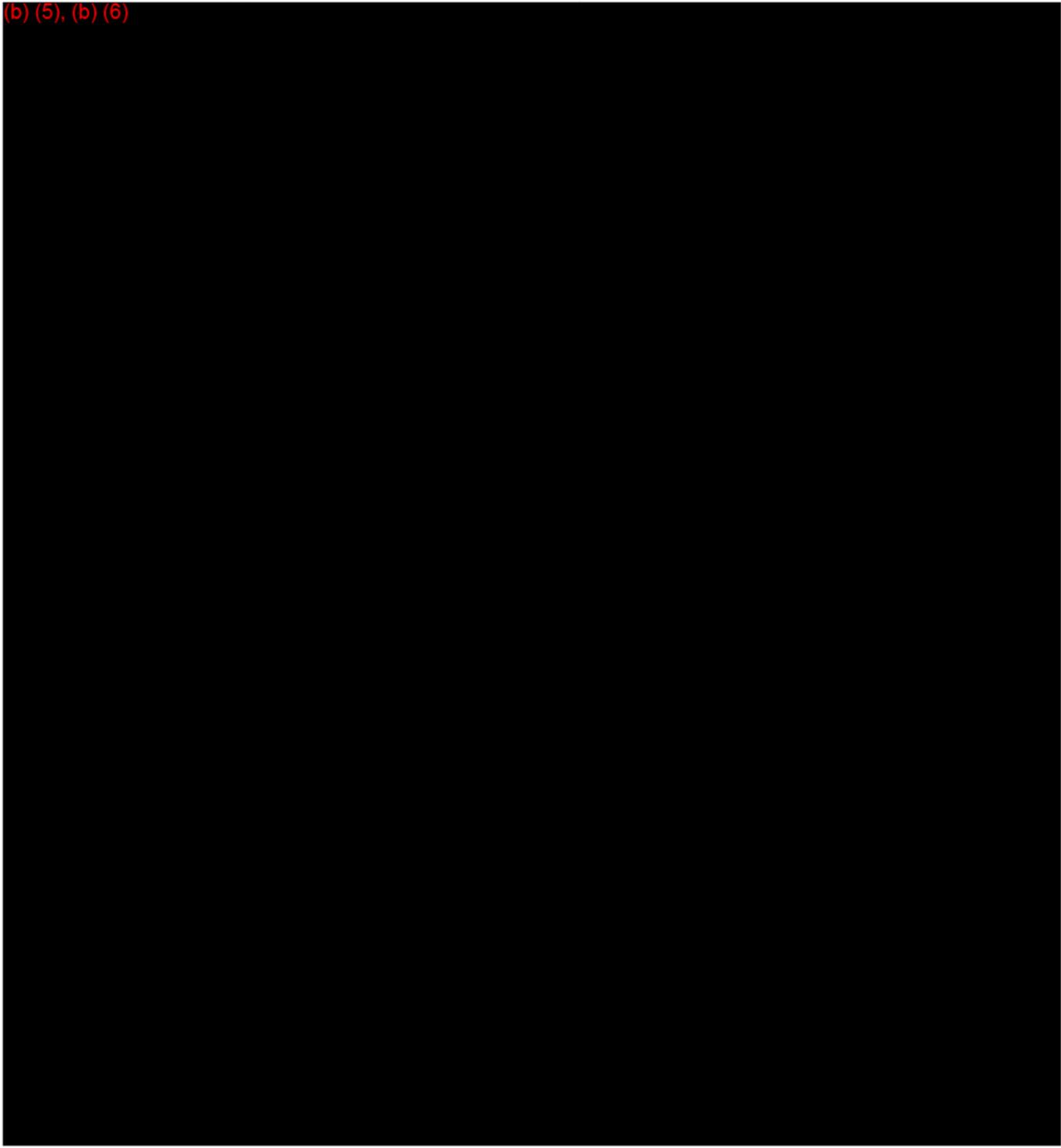
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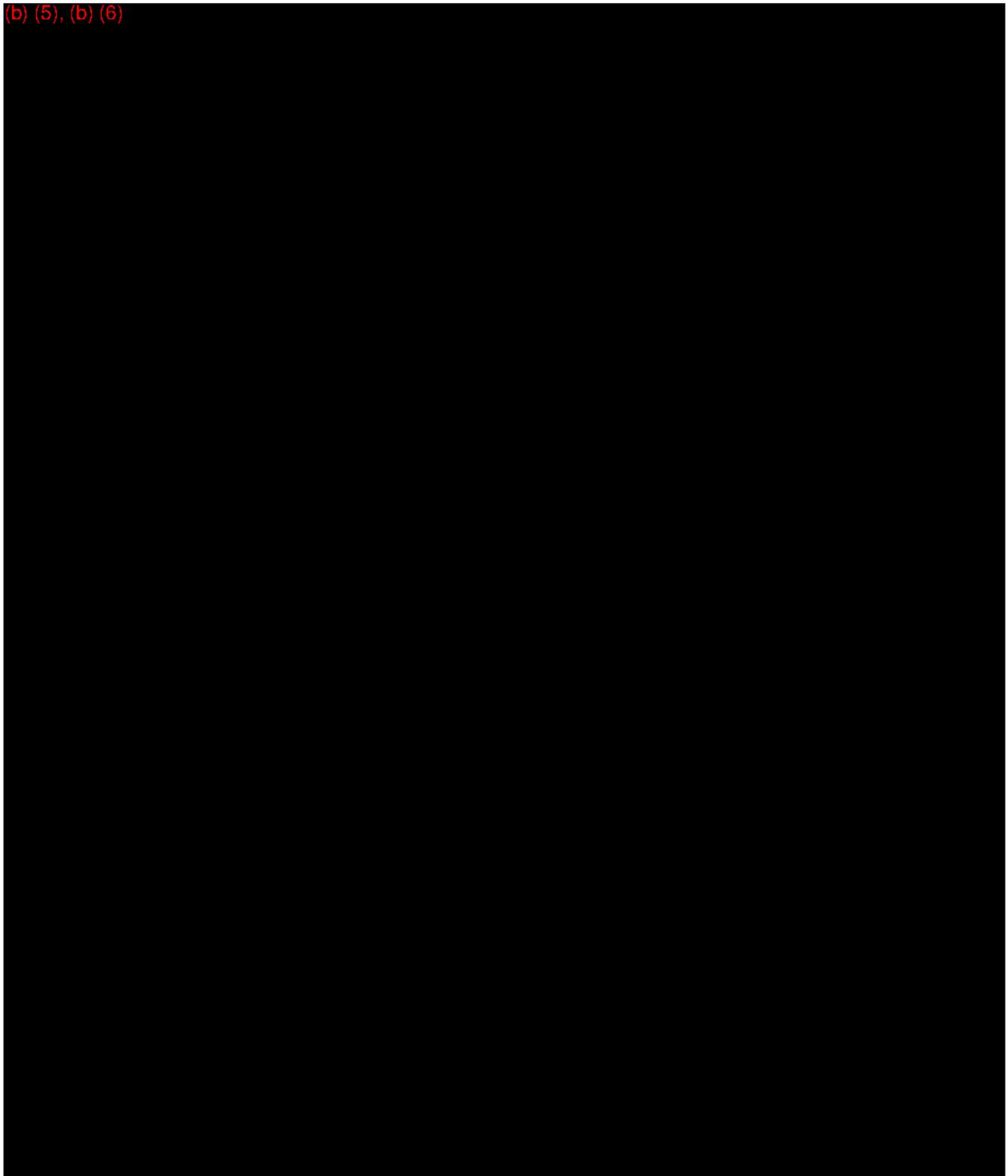
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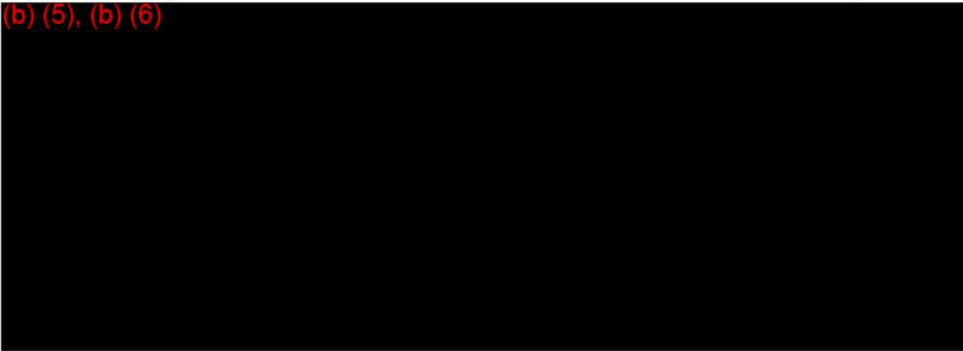
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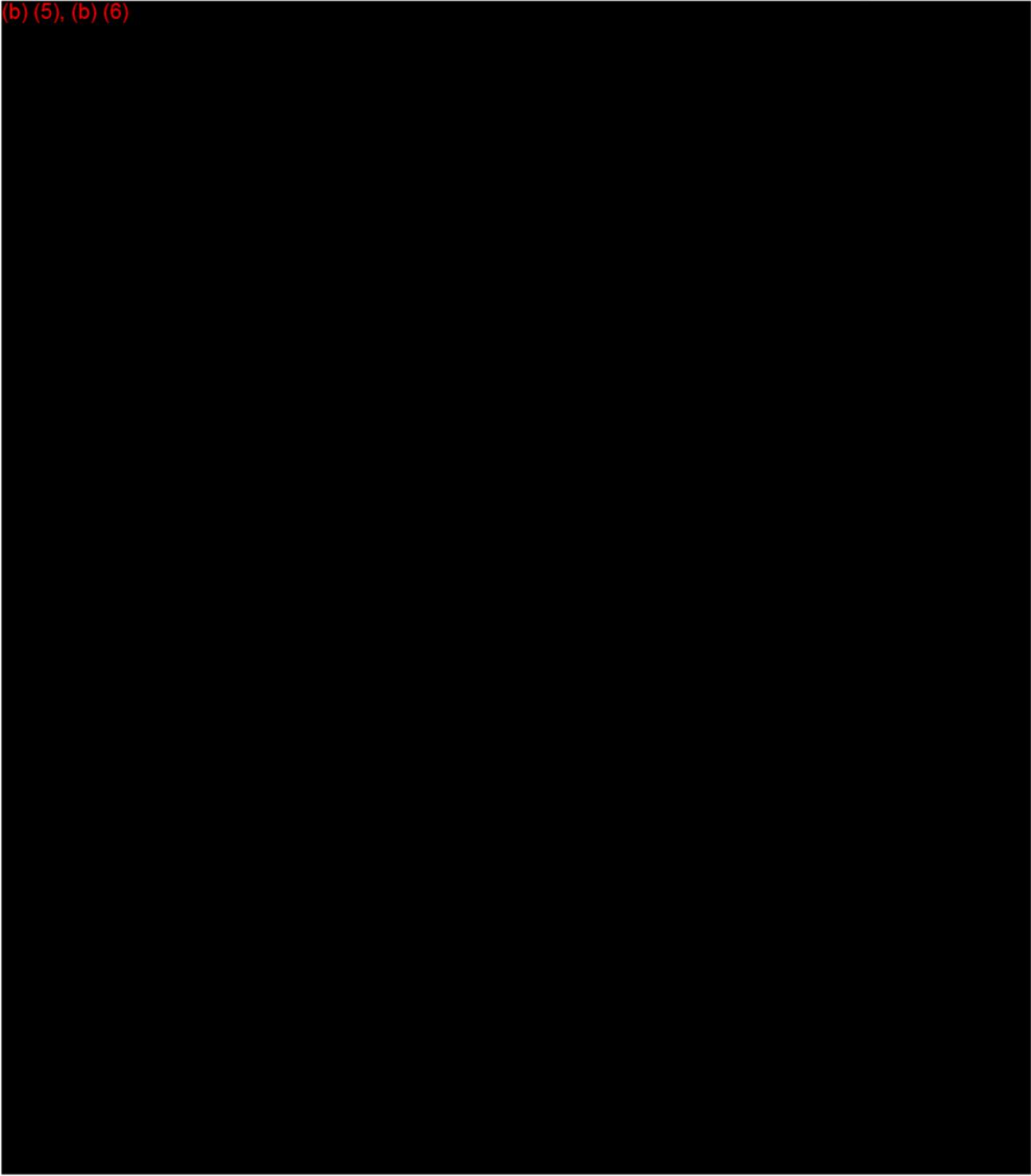
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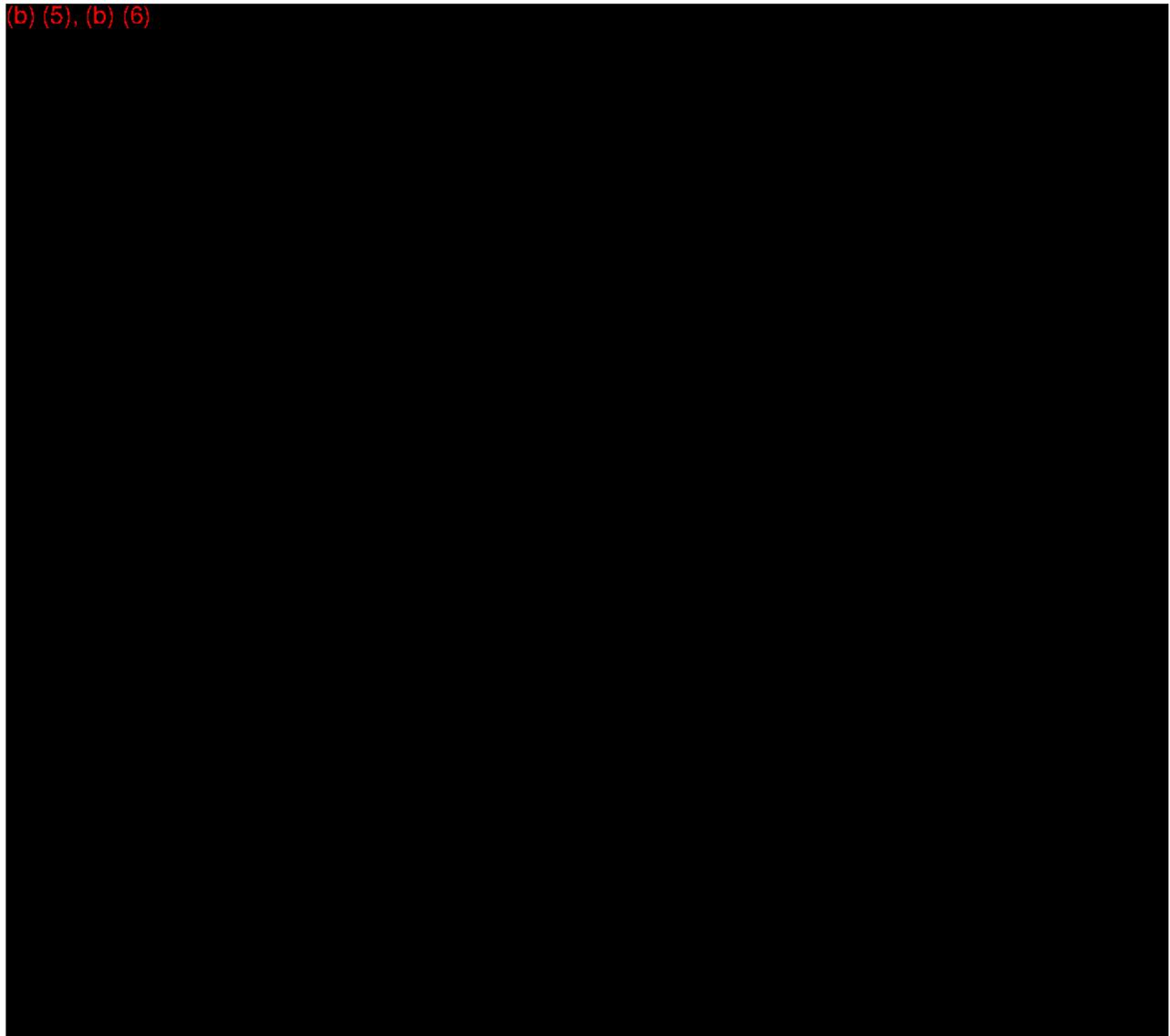
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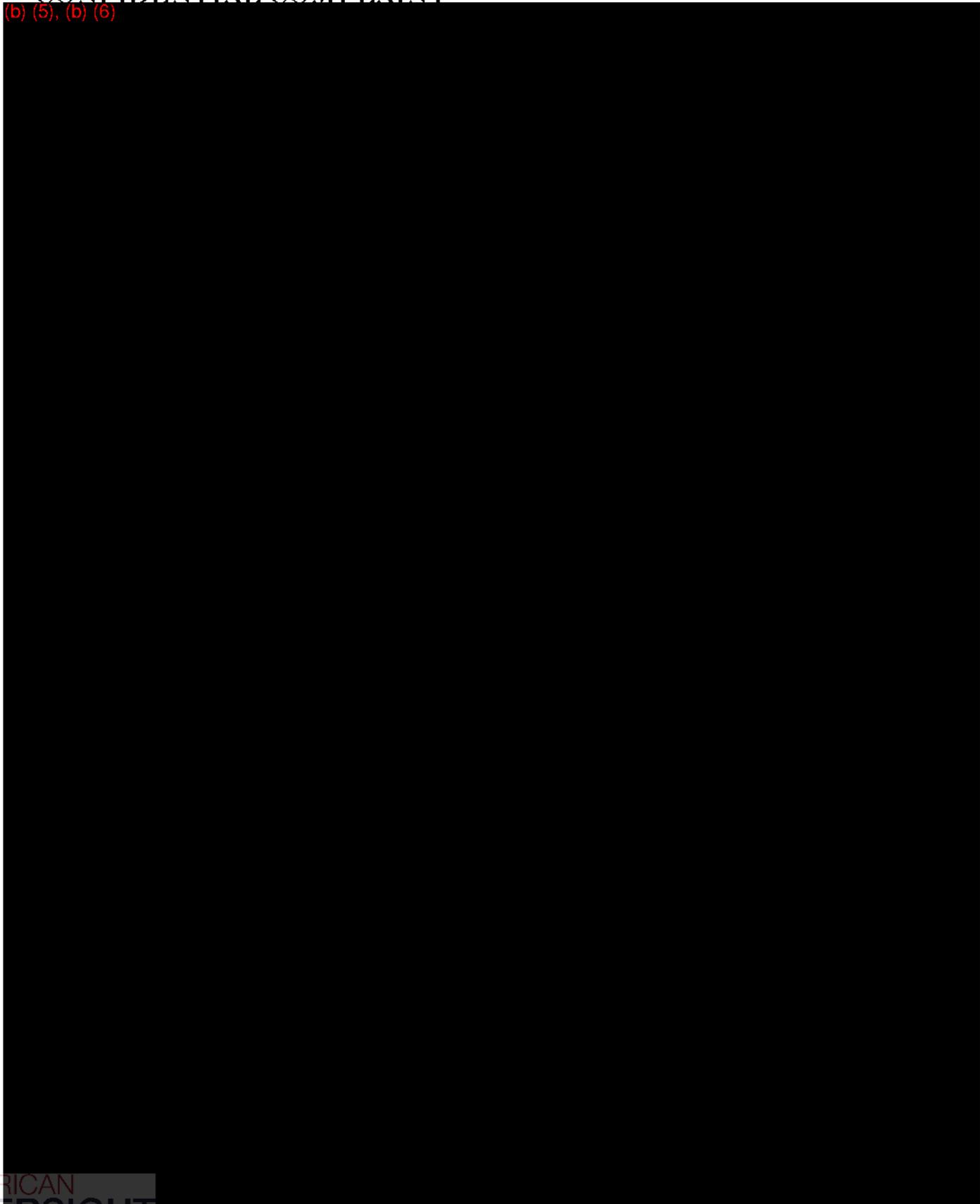
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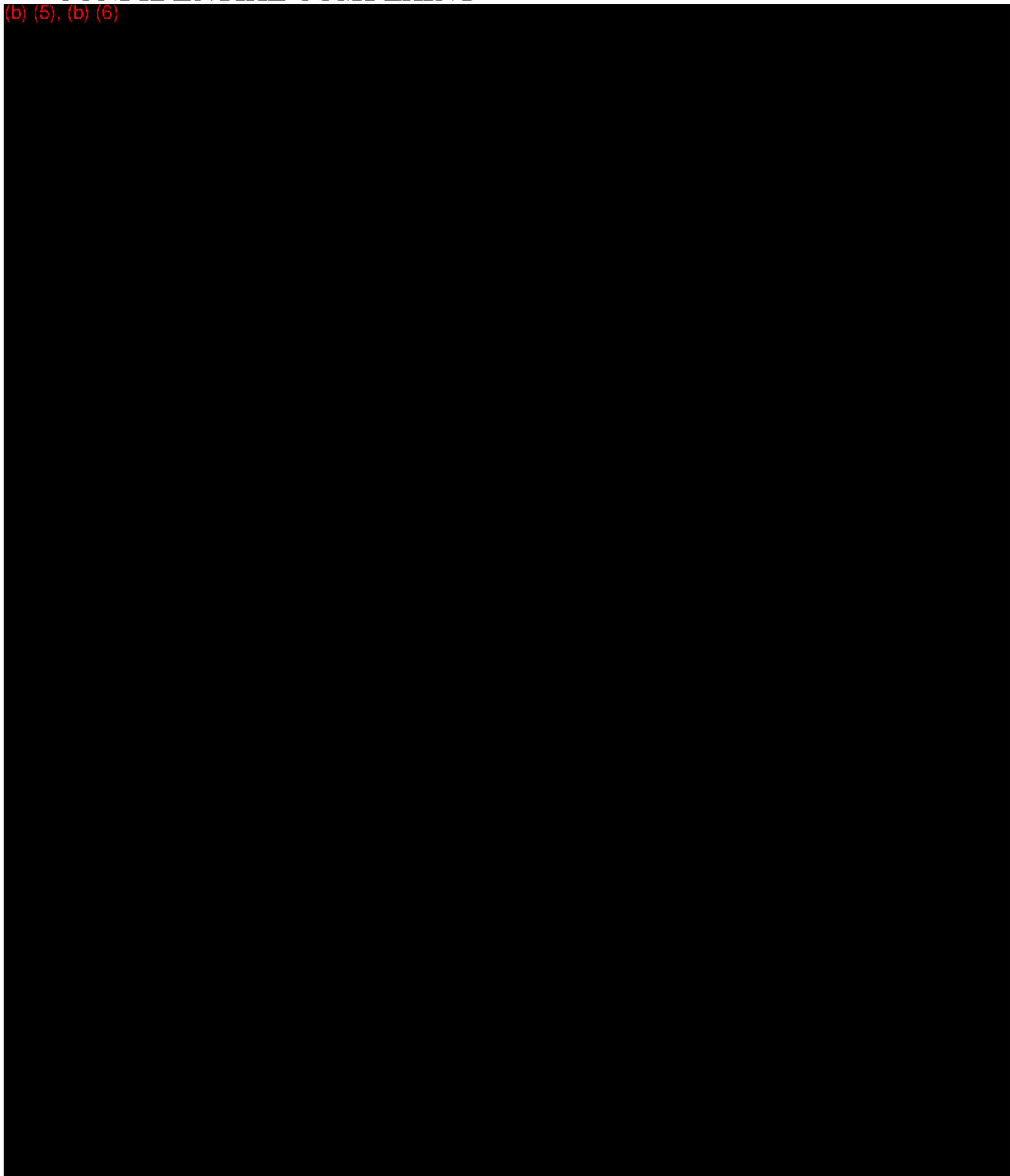
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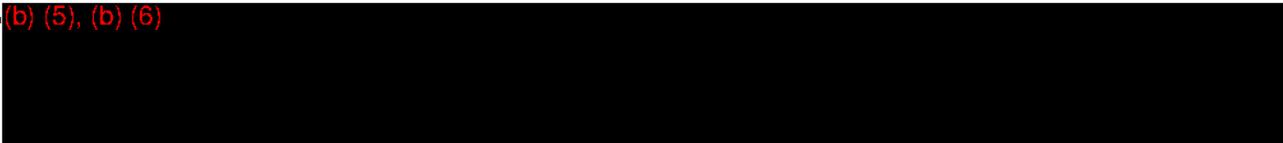
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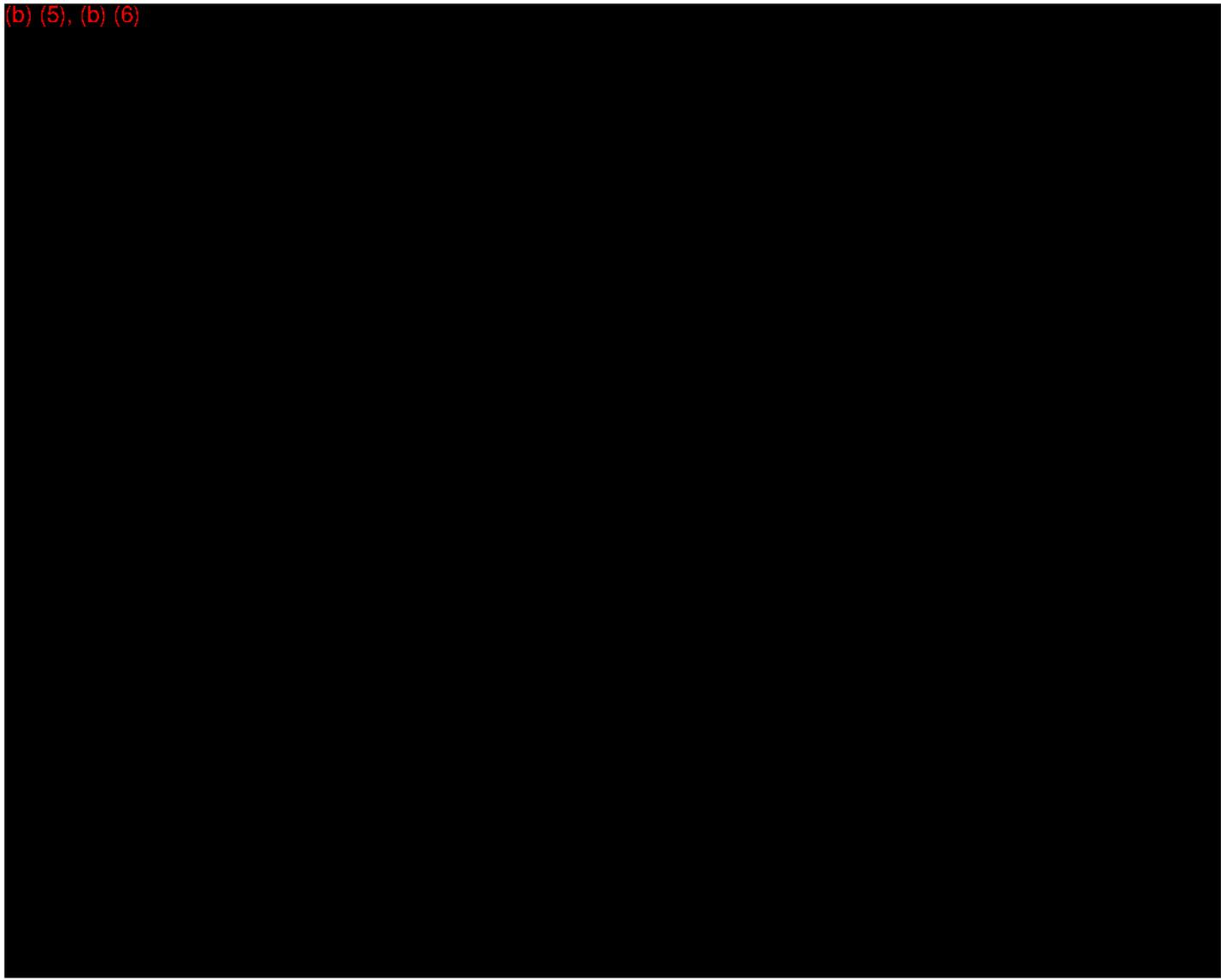


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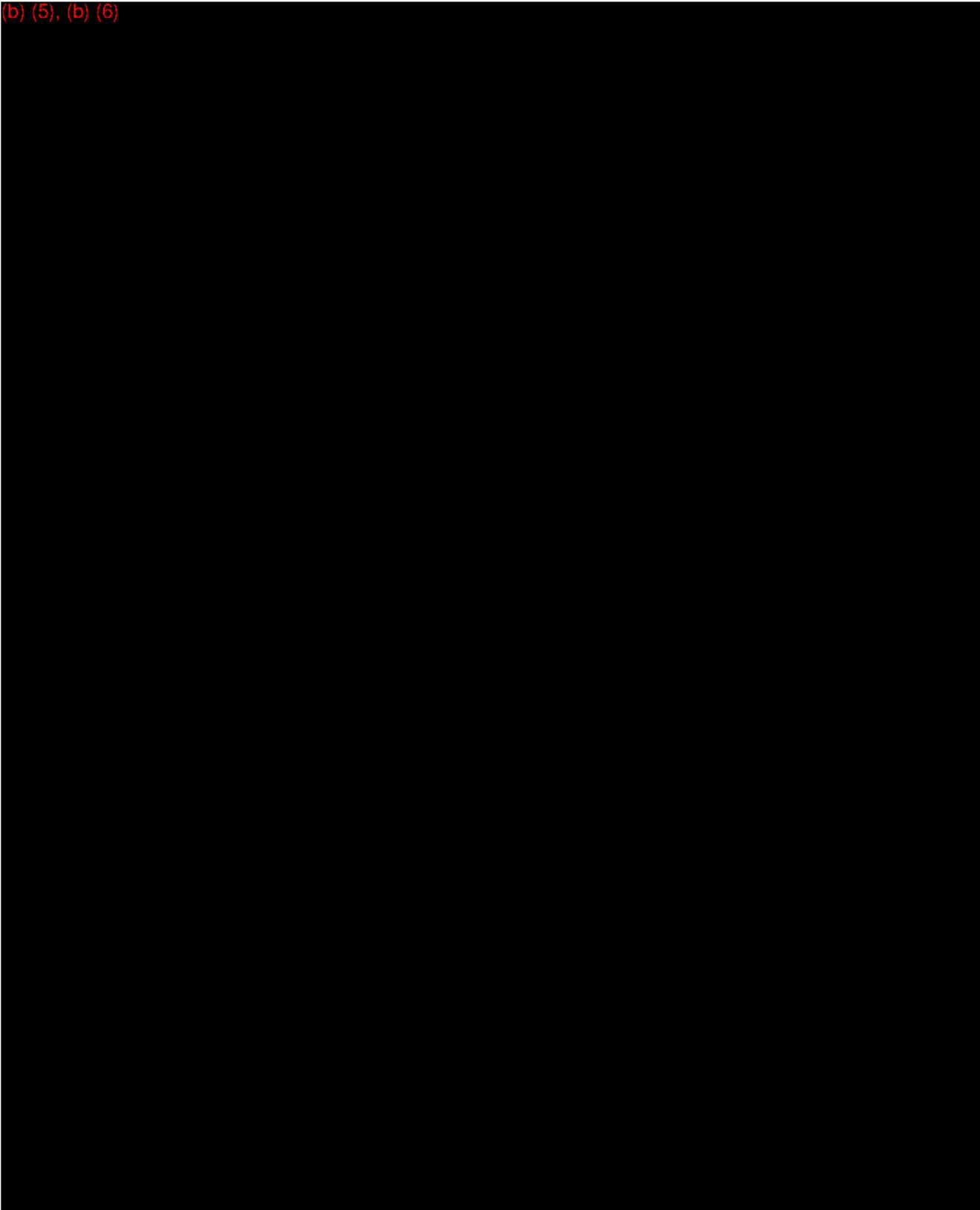
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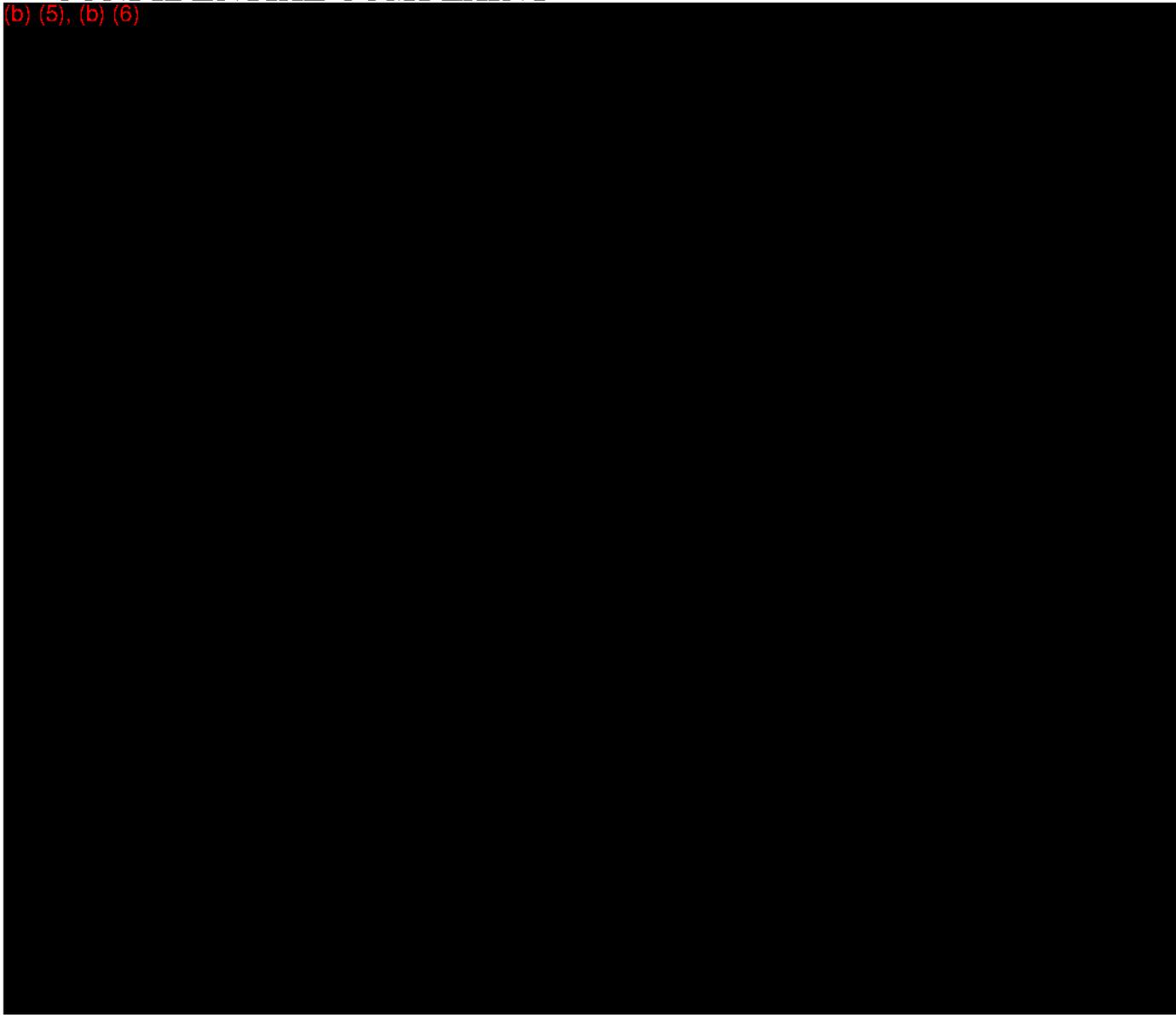
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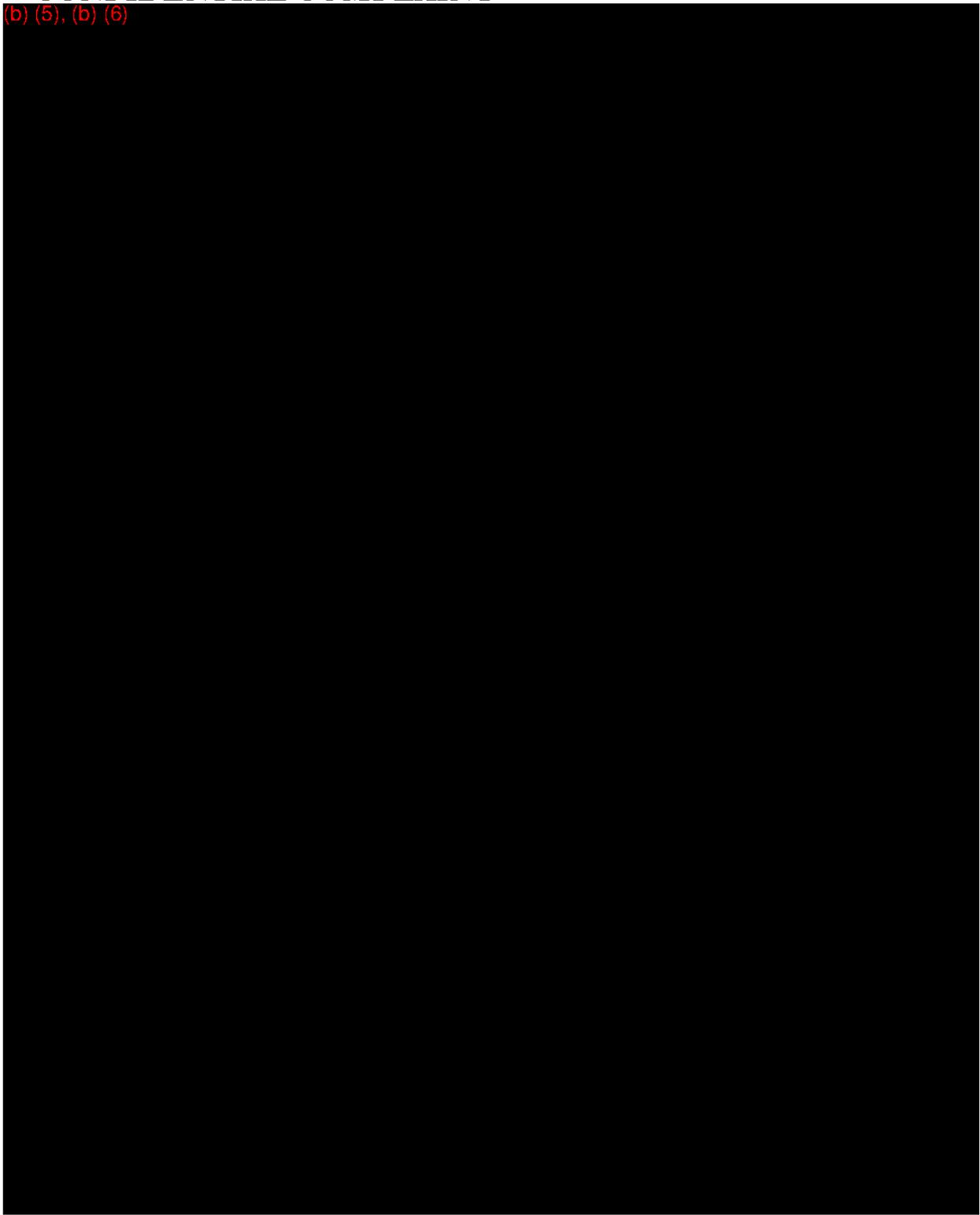
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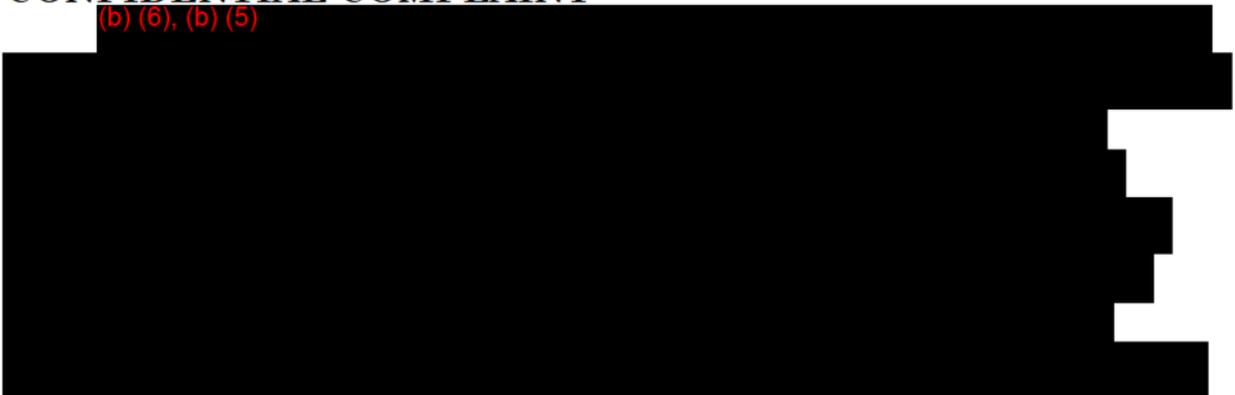
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CONFIDENTIAL COMPLAINT**

(b) (5), (b) (6)

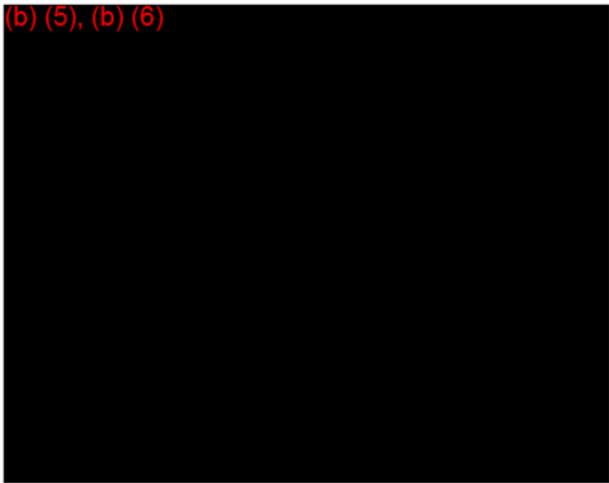


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PRE-DECISIONAL DELIBERATIVE
CONFIDENTIAL COMPLAINT**

(b) (6), (b) (5)



(b) (5), (b) (6)



From: (b) (6)
To: [Elez Biberaj](#)
Cc: (b) (6)
Subject: Letter from VOA Central News colleagues
Date: Monday, August 31, 2020 7:55:29 AM
Attachments: [LettertoVOAdirector.pdf](#)
Importance: High

Dear Acting Director Biberaj:

It is with the utmost respect and heavy heart that, on behalf of myself and other Central News colleagues, we dispatch the attached letter. After discussions a number of us have had with those across VOA we know our sentiment reflects the views of many others, especially those who are in vulnerable situations and unable to sign their names.

We are always open to dialogue in whatever form may be possible in these trying terms.

Most sincerely,

(b) (6)

White House Bureau Chief
[Voice of America](#)

(b) (6)

Voice of America is an international broadcaster in 47 languages via television, radio, web and mobile. VOA has a weekly measured audience of 350 million people and transmits programs through a network of more than 2,500 local broadcast affiliates worldwide.

Elez Biberaj
Acting director, Voice of America

Aug. 31, 2020

The undersigned Voice of America journalists are compelled to express our profound disappointment with the actions and comments of the chief executive officer of the U.S. Agency for Global Media, which endanger the personal security of VOA reporters at home and abroad, as well as threatening to harm U.S. national security objectives.

Michael Pack's actions risk crippling programs and projects for some countries that are considered national security priorities. He has ordered the firing of contract journalists, with no valid reason, by cancelling their visas, forcing them back to home countries where the lives of some of them may be in jeopardy. Now the purge appears to be expanding to include U.S. permanent residents and even U.S. citizens, with Mr. Pack recklessly expressing that being a journalist is "a great cover for a spy."

We have watched in dismay as USAGM executives have been dismissed for, in their words, attempting to educate the new CEO on avoiding legal violations, as well as guiding him on the firewall that protects VOA's legally mandated editorial independence.

Just as concerning are Mr. Pack's public comments, including bantering with a podcast host about turning off the air conditioning and banning masks inside VOA's headquarters, as part of his effort to "drain the swamp."

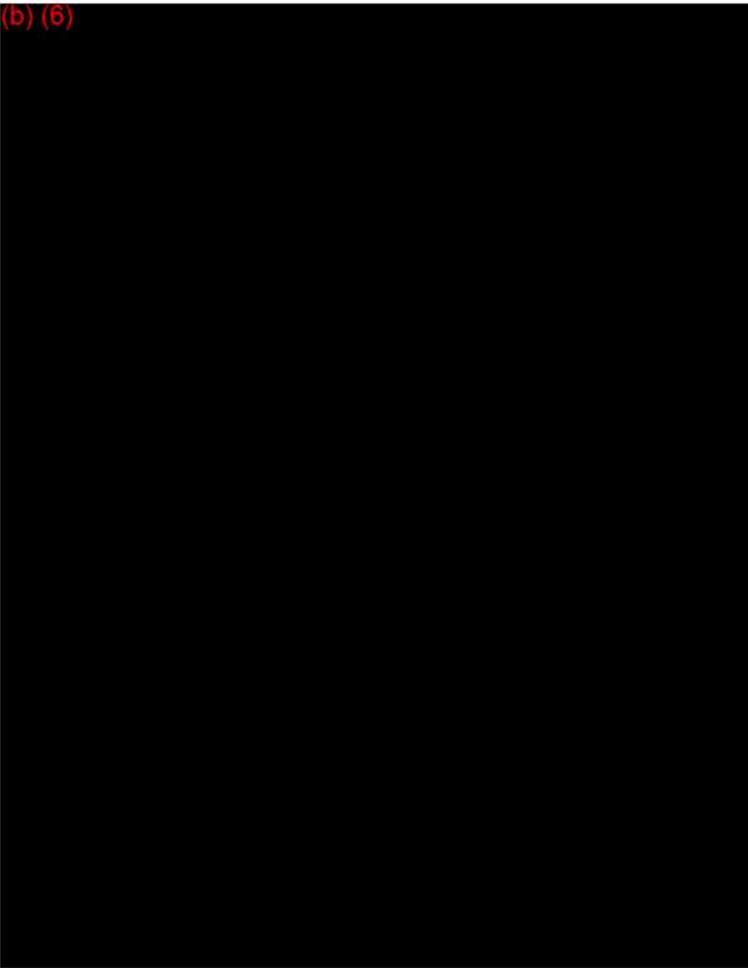
Mr. Pack has made a thin excuse that his actions are meant to protect national security, but just as was the case with the McCarthy 'Red Scare,' which targeted VOA and other government organizations in the mid-1950's, there has not been a single demonstrable case of any individual working for VOA -- as the USAGM CEO puts it -- "posing as a spy."

Many of us have repeatedly put ourselves in harm's way abroad for our audiences of several hundred million people in nearly 50 languages. In line with strictly upholding the VOA charter, which was signed into law in 1976, we insist on competent and professional oversight for VOA and our sister media organizations, including the Middle East Broadcasting Networks, Radio Free Europe/Radio Liberty and Radio/TV Marti.

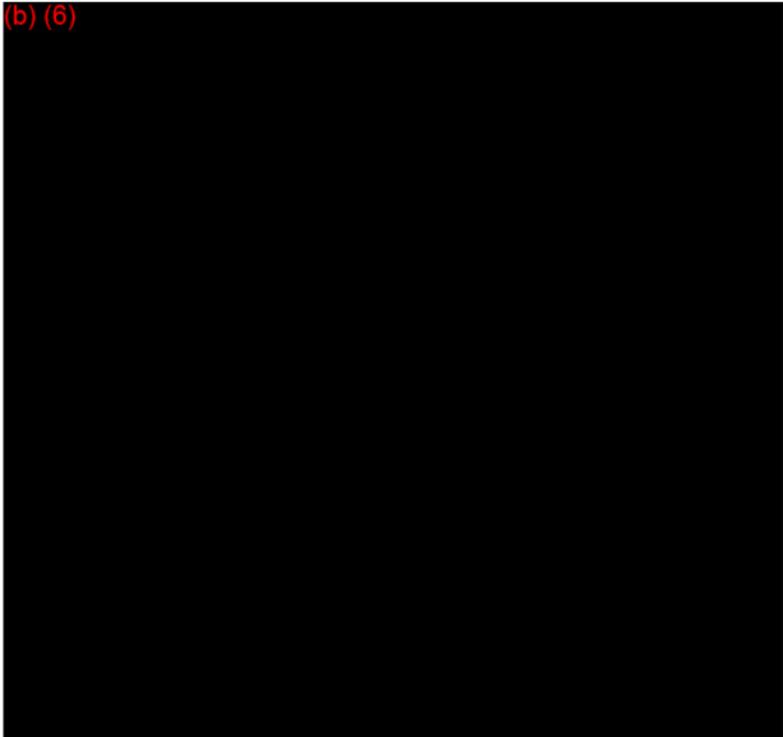
Given these concerns we fear that the current USAGM leadership is failing not only the news organizations of USAGM (one of the world's largest broadcasting entities) and our audiences, but also our stakeholders, including the American public.

Signed,

(b) (6)



(b) (6)



From: [Daniel Robinson](#)
To: [Elez Biberaj](#)
Subject: Media/Press Inquiry
Date: Tuesday, October 6, 2020 7:58:04 PM
Importance: High

Elez Biberaj
Acting Director/Voice of America

Subject: Media/Press Inquiry

Elez, I hope you are well. This is a media inquiry with questions relating to recent events at VOA, and reporting about those events. I would appreciate a prompt response to the following questions:

(1) A recent NPR report carried the headline "Acting VOA Director Pledges To Protect Newsroom Despite Inquiry Into Reporter" This headline is being widely interpreted as meaning that you have decided to take no action against (b) (6) linked to the internal investigation by officials of USAGM. **While the NPR headline may accurately reflect your broader view and intentions regarding firewall issues, does it accurately reflect your views and intentions regarding the investigation of (b) (6)**

(2) It is widely known in the VOA community, and by agency management, that Herman was a leader of efforts to obtain additional signatures for the protest letter signed initially by 14 VOA employees. **Are you aware of this? If so, what administrative action has been taken, or will be taken, regarding his actions? Has, or will he receive any formal reprimand and/or face other repercussions, such as suspension?**

(3) In a press release on October 6th, USAGM stated that the agency, and the Voice of America (VOA) "have long had published policies governing journalists' conflicts of interest and use of social media. These policies were developed and implemented by former USAGM CEOs, including John Lansing, and CEO Michael Pack has made it clear they will be enforced."

On October 2nd, 2020 USAGM CEO Michael Pack issued a memo "clarifying long-standing agency conflicts of interest and social media policies" and in its October 6th statement an agency spokesman stated the CEO's intention to ensure that "critical aspects of USAGM's mission and federal law [have] and will be diligently and fairly reflected in the management of the agency."

Are you in agreement with the USAGM CEO on the points contained in both the October 2nd and October 6th

memos/statements? If not, can you please state where you differ with the CEO on the points contained in both statements?

(4) Who has been in charge of overseeing standards and practices and VOA's Best Practices Guide since Steve Springer was reassigned earlier this year?

Thank you in advance for your time and a prompt response to these questions, which are being sent as part of a story in development by BBG-USAGM Watch, the independent watchdog website. We have a specific deadline for this story, so lack of a response to any or all of these questions will require our noting that absence of response in our story.

Dan Robinson
Contributing Writer/BBG-USAGM Watch

From: [Frank Wuco](#)
To: [Elez Biberaj](#)
Subject: NPR FOLKENFLICK ARTICLE
Date: Sunday, October 4, 2020 8:34:03 PM

<https://www.npr.org/2020/10/04/919266194/political-aides-investigate-voa-white-house-reporter-for-anti-trump-bias>

From: [Elez Biberai](#)
To: (b) (6)
Cc: (b) (6)
Subject: Re: Journalist Questioning Accuracy of VOA Reporter's Tweet
Date: Monday, October 26, 2020 3:58:40 PM

(b) (6)
Thanks for bringing this to my attention. In the future, please feel free to contact directly (b) (6) in Programming, who will address these issues.
Elez

On Oct 26, 2020, at 2:29 PM, (b) (6) wrote:

Elez, another journalist is questioning accuracy of a tweet by VOA correspondent. The VOA reporter's tweet is attracting a lot of anti-Trump comments. Can you check on this and let me know if the criticism of the inaccuracy of the tweet is accurate?

Best,

(b) (6)

<IMG_2165.jpg>

<2020-10-26_112902 Crabtree - (b) (6) JPG>

From: (b) (6)
To: (b) (6); [VOA Director's Office](#); [Kelu Chao](#); (b) (6)
Subject: Re: Agenda - October 5 Sr. Staff Mtg.
Date: Monday, October 5, 2020 8:49:16 AM

I would say that yesterday's email about social media should be discussed. I've been grilled with questions about it and these questions are probably come your way as well.
Same with the NPR story about (b) (6)

From: (b) (6)
Date: Monday, October 5, 2020 at 8:42 AM
To: VOA Director's Office (b) (6), Kelu Chao
(b) (6)

Subject: Agenda - October 5 Sr. Staff Mtg.

Good morning,

Attached please find the agenda for today's Senior Staff meeting attached. Have a great week everyone.

(b) (6)
U.S. Agency for Global Media
Voice of America
330 Independence Ave., SW – (b) (6)
Washington, DC 20237
(b) (6) Business



From: [Elez Biberai](#)
To: [Frank Wuco](#)
Cc: (b) (6)
Subject: Re: Attorney-Client Privilege: Social Media Violations
Date: Thursday, September 17, 2020 8:26:17 PM

Received, Frank.

(b) (6) returns from leave on Monday. We will review and can discuss next week.
Elez

On Sep 17, 2020, at 4:32 PM, Frank Wuco (b) (6) wrote:

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PRE-DECISIONAL DELIBERATIVE//NO FOIA
CONFIDENTIAL COMPLAINT**

Elez, (b) (6)

Please review the attached document and then let's discuss your recommended courses of action.

Thank you,

Frank
<(b) (6) Social Media.docx>

From: (b) (6)
To: [Elez Biberaj](#)
Cc: [Kelu Chao](#); (b) (6)
Subject: Re: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone
Date: Saturday, August 29, 2020 11:35:19 AM

I don't think this is one to respond to besides a statement of (b) (6) which can answer these without answering. I can loop (b) in.

(b)

> On Aug 29, 2020, at 4:41 AM, Elez Biberaj (b) (6) wrote:

>

> Good morning, Colleagues!

> I will need a draft response by early Monday morning, please.

> Thanks.

> Elez

>

> -----Original Message-----

> From (b) (6)

> Sent: Friday, August 28, 2020 11:57 PM

> To: Elez Biberaj (b) (6)

> Cc: CEO2016 (b) (6); Andre Mendes (b) (6) (b) (6) Emily Pauline Newman

(b) (6); Jonathan Bronitsky (b) (6)

> Subject: Interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone

>

> Elez, I know it's late and that you might be on vacation but did you know that a VOA Newsroom editor killed (b) (6)'s interview with Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone?

>

> What was the reason?

>

> Did (b) (b) (6) have prior VOA approval to seek and conduct this interview and to ask the questions (b) did, especially the one about the visas for USAGM employees?

>

> Did (b) tell the White House official that (b) was one of the VOA employees whose visa may not get extended? Was it a conflict of interest for (b) to ask the question about the visas?

>

> Did you or VOA Newsroom editors know that (b) (b) (6) had previously worked for Russia's RT?

>

> Best,

>

> (b)

From: (b) (6)
To: (b) (6)
Subject: RE: Journalist Questioning Accuracy of VOA Reporter's Tweet
Date: Monday, October 26, 2020 3:17:30 PM

From: (b) (6) :

(b) (6)

This is my mistake and I take full responsibility.

You might tell (b) (6) to contact Programming directly, so I could respond directly to him in the future

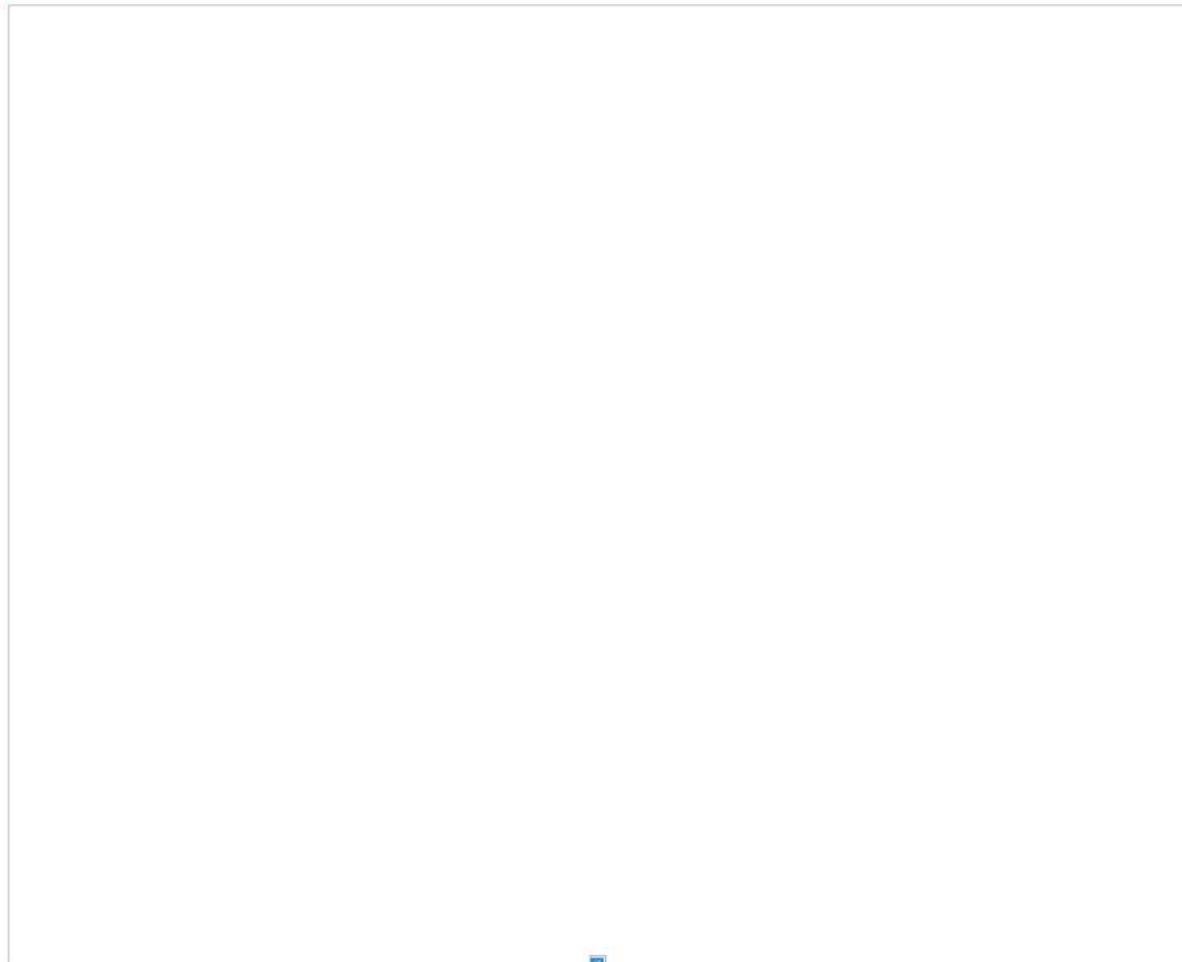
From: Elez Biberaj (b) (6)
Sent: Monday, October 26, 2020 2:31 PM
To: (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: FW: Journalist Questioning Accuracy of VOA Reporter's Tweet

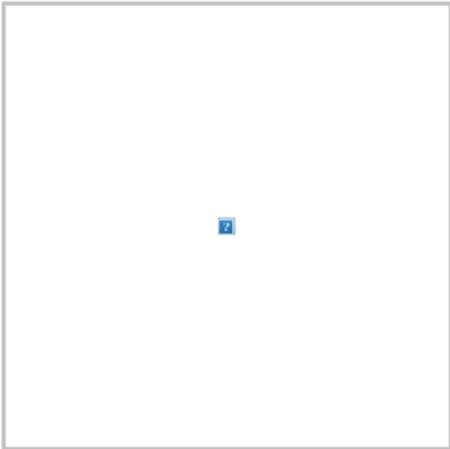
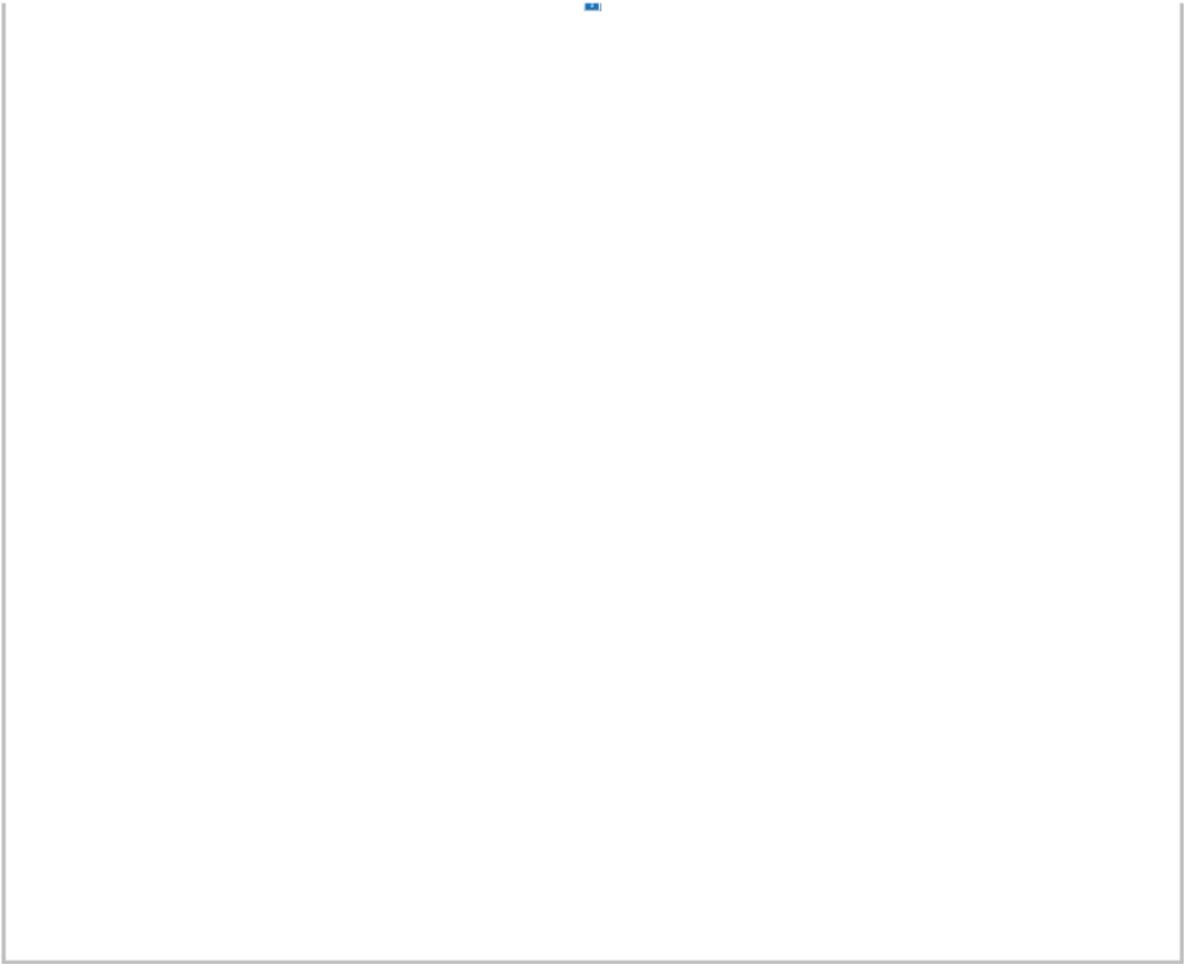
From: (b) (6)
Sent: Monday, October 26, 2020 2:30 PM
To: Elez Biberaj (b) (6)
Subject: Journalist Questioning Accuracy of VOA Reporter's Tweet

Elez, another journalist is questioning accuracy of a tweet by VOA correspondent. The VOA reporter's tweet is attracting a lot of anti-Trump comments. Can you check on this and let me know if the criticism of the inaccuracy of the tweet is accurate?

Best,

(b) (6)





From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: Letter from VOA Central News colleagues
Date: Monday, August 31, 2020 4:16:05 PM

(b) (6),
Thank you for your letter, which I have shared with the USAGM leadership. Please know that I deeply value the work our journalists perform on a daily basis, bringing vital news to our global audiences who often have no access to a free press. The safety of our reporters at home and abroad is of paramount importance as well as any matter involving the VOA Charter and firewall.

Thank you.
Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW
Suite 3360
Washington, D.C. 20237

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



From: (b) (6)
Sent: Monday, August 31, 2020 7:55 AM
To: Elez Biberaj (b) (6)
Cc: (b) (6)
(b) (6)
Subject: Letter from VOA Central News colleagues
Importance: High

Dear Acting Director Biberaj:

It is with the utmost respect and heavy heart that, on behalf of myself and other Central News colleagues, we dispatch the attached letter. After discussions a number of us have had with those across VOA we know our sentiment reflects the views of many others, especially those who are in vulnerable situations and unable to sign their names.

We are always open to dialogue in whatever form may be possible in these trying

terms.

Most sincerely,

(b) (6)

White House Bureau Chief

[Voice of America](#)

(b) (6)

Voice of America is an international broadcaster in 47 languages via television, radio, web and mobile. VOA has a weekly measured audience of 350 million people and transmits programs through a network of more than 2,500 local broadcast affiliates worldwide.

From: (b) (6)
To: Elez Biberaj; (b) (6)
Cc: (b) (6)
Subject: RE: request for comment/ Committee to Protect Journalists
Date: Monday, October 5, 2020 11:06:15 AM

Elez,

(b) (5), (b) (6)

I'll have something for you soon and we'll take from there.

Best,

(b) (6)

From: Elez Biberaj
Sent: Monday, October 5, 2020 10:55 AM
To: (b) (6)
Cc: (b) (6); Elez Biberaj; (b) (6)
Subject: FW: request for comment/ Committee to Protect Journalists

From: Katherine Jacobsen; (b) (6)
Sent: Monday, October 5, 2020 10:48 AM
To: Elez Biberaj; (b) (6)
Cc: Carlos Martínez de la Serna; (b) (6)
Subject: request for comment/ Committee to Protect Journalists

Dear Dr. Biberaj,

I am the U.S. researcher at the Committee to Protect Journalists and am closely following developments at USAGM and Voice of America.

NPR recently reported that USAGM appointees investigated (b) (6)

(b) (6)

Is this a fair portrayal of what has taken place? And do you or anyone at your organization plan to take administrative action against (b) (6) based on these allegations?

Thank you for your time.

Best,
Katherine

--

Katherine Jacobsen
Committee to Protect Journalists

(b) (6)

www.cpj.org

Are you a journalist covering protests in the United States? Please see CPJ's [Protest Safety Guide](#).

From: [Elez Biberaj](#)
To: (b) (6)
Cc: (b) (6); [Public Relations](#)
Subject: Re: REVIEW REQUESTED: (b) (6) requests to tweet from the current Update from the Acting VOA Director
Date: Friday, October 23, 2020 5:09:04 PM
Attachments: [image001.png](#)
[image003.png](#)
[image005.png](#)
[image006.png](#)

(b) (6) :

As per our discussion, the Update is an internal document and should not be tweeted. Thank you and have a wonderful weekend.
eb

On Oct 23, 2020, at 4:49 PM, (b) (6) wrote:

Elez,

(b) (6) sent this email to me asking if (b) (6) could use the statement from the Update in one of (b) (6) tweets: (b) (5)

I reminded (b) (6) that the Update is an internal document meant for the VOA workforce, but told (b) (6) that I would check with you to get your thoughts.

Please advise.

Thanks, (b) (6)

From: (b) (6)
Sent: Friday, October 23, 2020 3:25 PM
To: (b) (6)
Subject: FW: Update from the Acting VOA Director

I'd love to tweet Elez's quote in bold. Let me know if PR can get his statement cleared for wider release.

From: VOA House Notices (b) (6)
Date: Friday, October 23, 2020 at 3:16 PM
To: VOA Notices (b) (6)
Cc: Elez Biberaj (b) (6)
Subject: Update from the Acting VOA Director

<image001.png>

October

23, 2020

Esteemed Colleagues,

(b) (5)
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(b) (6) [Redacted text block]

[Redacted text block]

[Redacted text block]

(b) (5) [Redacted text block]

(b) (5) [Redacted text block]

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[Redacted text block]

[Redacted text block]

(b) (5) [Redacted]

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[Redacted]

(b) (5) [Redacted]

[Redacted]

Have a wonderful weekend.

Elez

Dr. Elez Biberaj
Acting Director
Voice of America
330 Independence Avenue, SW

(b) (6)
Washington, D.C. 20237

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

<image007.jpg>

From: [Sam Dewey](#)
To: (b) (6)
Cc: [Frank Wuco](#); [Emily Pauline Newman](#); (b) (6); [Kelu Chao](#); [Elez Biberaj](#)
Subject: RE: URGENT VOA ISSUE
Date: Saturday, August 29, 2020 4:34:28 PM
Importance: High

(b) (6) et al:

Apologies for the weekend email. I wanted to make you aware of a series of tweets recently released by (b) (6).

[\(b\) \(6\)](https://twitter.com/(b) (6))

Based on this couple of quick questions.

(b) (6), (b) (5)

Sam

From: (b) (6)
Sent: Friday, August 28, 2020 9:14 PM
To: Sam Dewey (b) (6)
Cc: Frank Wuco (b) (6); [Emily Pauline Newman](#) (b) (6); (b) (6); [Kelu Chao](#) (b) (6); [Elez Biberaj](#) (b) (6)
Subject: RE: URGENT VOA ISSUE

Hello Sam,

Good to e-meet you. I'm the VOA Deputy for Programming. Thanks very much for bringing this to our attention. (b) (5)

In the year and a half the PSC program has been in effect, our group has handled PSC disciplinary issues consistently and firmly, in concert with the VOA News Standards Editor. As per with our procedures in a case like this, we have taken down the material in question and begun our investigation. We will be interviewing those involved and taking appropriate action.

(b) (6)'s visa expires tonight at midnight, and he was already being removed from the system. We accelerated that process when we learned of the issue.

Thanks again for your email. We're on the same page and agree that it should be dealt with swiftly and decisively.

All the best,

(b) (6)

Deputy Director for Programming

VOA

(b) (6) o)
(b) (6) m)

From: Sam Dewey (b) (6)
Sent: Friday, August 28, 2020 5:42 PM
To: Elez Biberaj (b) (6); Kelu Chao (b) (6)
(b) (6)
Cc: Frank Wuco (b) (6); Emily Pauline Newman (b) (6)
Subject: URGENT VOA ISSUE
Importance: High

All:

It was brought to our attention that earlier today (we believe) (b) (6) interviewed Special Assistant to the President and Senior Director for Western Hemisphere Affairs in the White House National Security Council, Mauricio Claver-Carone.

He summarized portions of the interview as follows (emphasis in original):

We talked about the White House new strategy to Latin America and the Caribbean but also about the situation VOA

foreign-born journalists are facing with the USAGM inaction to renew their J-1 visas. Please see below a translation of the two questions and answers referring VOA. The interview can be found on **[VOA] VIDEO SHARE>MAURICIO CLAVER-CARONE.** Thank you.

TC 7:16

-Question: Within the frame of this strategy for the region, to show where the US stands in Latin American and Caribbean matters, one of the key organizations to ensure press freedom in this region is the Voice of America. At this moment, USAGM CEO, which is the agency that oversees VOA has blocked the visa extension of many foreign journalists, which is preventing VOA to carry out its mission in the region and, specially, in Venezuela. Is the White House aware of this situation and, if so, is it willing to act?

-Answer: Unfortunately, due to the pandemic and the border closure and travel restrictions, etc., there have been many consequences in many places. It has also affected the Voice of America, which has had a key role in Venezuelan matters. I frankly congratulate you for the duty that you all have carried out. We are watching this situation and I hope it gets resolved as soon as possible.

-Question: Is the White House willing to put some pressure along with the Department of State so that Mr. Michael Pack authorizes these visa extensions, since now the journalistic duty of this group of professionals is being suppressed with no reason provided and with a case-by-case review that has seen no evolution and has not been explained?

-Answer: We value the journalistic duty that you and all VOA journalists do and we will have that conversation.

Link: <https://app.frame.io/player/1b62b3a0-95ea-4e73-869b-12968e60f28c>



(b) (5), (b) (6)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Please advise immediately as to your view on contracting/HR initiation an investigation of (b) (6) (b) (6)'s conduct (as well as a review into any individual who knew of the apparent conflicts and approved (b) (6) (b) (6) covering this story).

Best,
Sam

From: [Frank Wuco](#)
To: (b) (6)
Cc: (b) (6); [Elez Biberaj](#)
Subject: RE: VOA Statement
Date: Tuesday, October 6, 2020 10:55:24 AM

Thank you, (b) (6). Much appreciated.

Frank

From: (b) (6)
Sent: Tuesday, October 6, 2020 10:55 AM
To: Frank Wuco (b) (6)
Cc: Jonathan Bronitsky (b) (6); Elez Biberaj (b) (6)
Subject: VOA Statement

Good morning,

VOA Acting Director Elez Biberaj tasked me to send you his statement we used yesterday evening to respond to media queries.

“All VOA journalists, whether federal government employees or contractors, are expected to adhere to VOA’s social media policy as delineated clearly in the VOA [Best Practices Guide](#). While we never discuss individual personnel matters, we always handle infractions in accordance with VOA policies and federal law.

VOA’s independence, integrity, and credibility of our reporting are of paramount importance. Anything that threatens that--whether a lack of objectivity or a violation of the firewall that is part of the law protecting VOA from political interference--is in violation of our values.

VOA considers any violation of the firewall or attack on its journalistic independence completely unacceptable. The firewall is understood to be violated when any person attempts to direct, pressure, coerce, threaten, interfere with, or otherwise impermissibly influence VOA leadership, officers, employees, or staff in the performance of their journalistic and broadcasting duties and activities.

VOA will continue to fulfill its mission by delivering accurate, balanced and comprehensive news and information on all platforms to our global audiences, particularly for those who are denied access to open and free media.”

Best,

(b) (6)

VOA Public Relations Officer

MEMORANDUM

DATE: September 20, 2020

TO: (b) (6) Supervising Contract Specialist, USAGM

FROM: (b) (6), Deputy Director for Programming, VOA

RE: INVESTIGATION OF POTENTIAL BEST PRACTICES VIOLATIONS BY PSCs

Dear (b) (6) :

(b) (5), (b) (6)
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