

ACBI News

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President's Message

ACBI just finished its third biennial conference in the Washington DC area. See the featured article in this issue for more information. Photos and more complete reporting will soon be posted to our website. Thanks to Secretary Mike Ruggiero and Treasurer Rick Castricone, we now have a website that allows members to pay their annual dues electronically (via PayPal), update their profile, and change their own passwords. These tasks previously took an enormous amount of manual administrative time. Send us your comments on the website. What would you like to see? What do you like, or not like? We put a lot of time and money into building the website and the ACBI database, so we want it to add value to you and your business.

ACBI also needs members to serve as President, Secretary and Treasury starting with the end of calendar year 2012, when the current officers' 2-year terms expire. Elections will be held in November-December 2012. We could also use some members to form a committee to look at new laws and events in the BI world. Anyone in ACBI wanting to contribute an article, or recommend a book, a report, or a website should contact the Editor of the ACBI News at editor@acbi.net. This is your organization! If you want it to improve, you must speak up!

Take care,

Robert A Kuropkat, President, ACBI

ACBI National Conference Notes, Q&A



(The following account of the National Conference is recalled here as accurately as possible based on notes taken during the conference. It is presented here for information purposes for those that could not attend. Official BI policy can be found in writing from the employing agency and/or contractor. In consideration of the participants' wishes, no portion of the event was recorded electronically.)

ACBI President Bob Kurokat welcomed the conference attendees and introduced the speakers with brief remarks. He asked that all participants remain courteous and professional in their questions or comments for the benefit of all concerned.

Keynote Speaker: [Coleen Crowley](#), Deputy Associate Director for External Affairs, OPM-FIS (Office of Personnel Management – Federal Investigative Services)

The Intelligence Reform and Terrorism Prevention Act of 2004 forced OPM to confront some of their major shortcomings. Among them were: 1) a severe backlog of cases; 2) a lack of supporting information technology infrastructure; and 3) a lack of concern about timeliness, especially in the western US where it took longer to accumulate enough work for an investigator to keep busy. OPM was determined to reform these processes. About 90% of all investigations are conducted by the OPM as they serve the Department of Defense, which receives about 75% of all OPM cases, and other federal agencies.

The DNI (Director of National Intelligence), DoD (Department of Defense), and OPM formed a task force to jointly comply with the new law, and asked themselves three basic questions before determining the task ahead: 1) What security level is needed for the work? (AKA the “vetting” process); 2) What level does the employee or applicant have? (the “reciprocity” process); and 3) How can we better support each other (speed, electronic sharing, etc.)

The eQIP (electronic questionnaire for investigation processing) was first developed around 2000, but was not adopted by the intelligence community until later. Some agencies are STILL using paper forms.

Automated Records Checks: If you can get an official record electronically, do it! There are many electronic records available that OPM is not getting due to local interpretations of federal, state and local privacy laws. More records are not always better. Record collection must always be weighed against its relevancy. Data is not the same as relevant information.

Subject Interviews: The subject interview is the “golden opportunity” to collect and verify the information needed for adjudication. You must know what the customer agency is looking for. The subject interviews now have an expanded focus to resolve issues. OPM is looking for a reasonable explanation of the issues. Adjudicators never have all the information they would like to have. A certain level of risk must be accepted. Agencies served by OPM generally use the Army model of eAdjudication. Only about 1 – 3% of clearances are rejected by adjudication.

The ACES (automated continual evaluation system) is being piloted to gauge its effectiveness at the “insider threat.” This is designed to rapidly address possible issues that arise during the 5-year interim period between SSBI-PR investigations. (i.e. Foreign travel, job changes, credit problems, law agency/court records, etc.)

OPM is frequently asked to redesign its forms. The Standard Form 86 has been redesigned for 2010. This takes longer to complete than the 2008 version, which has been discontinued by everyone except the Defense Department, but it saves time during adjudication. The Standard Forms 85 and 85P are also being revised. Keep in mind that it is not humanly possible to create a perfect questionnaire, or have a questionnaire perfectly completed by the subject.

OPM is averaging about 2.1 million cases annually. The number of cases requiring an SSBI or SSBI-PR investigation, which take longer since they include an ESI (enhanced subject interview), is increasing for some reason. For most of OPM’s investigations, the average completion time is down to 40 days (74 days for Top Secret, 35 days for Secret/Confidential). Speeding up completion time is one of the requirements of the 2004 Act. Some of the improvements that are leading to better timeliness are: 1) eQIP. About 99% of their cases are arriving in eQIP form; 2) Automated fingerprint identification systems allow applicant prints to be processed by the FBI in hours instead of days; and 3) eDelivery of completed cases to OPM’s customer agencies.

There are other improvements on the horizon. OPM expects to sign new agreements with their agencies in May 2012 that will allow more reciprocity. OPM is also certifying government-wide investigator and adjudicator training programs. There is a federal Investigative Working Group (IWG) to coordinate among agencies that conduct or receive background investigation reports. Currently, the two databases used to house clearance adjudication - CVS (clearance verification system) and JPAS (Joint Personnel Adjudication System) - can bridge about 92% of the cases due to commonalities in the way the databases are constructed. Also, ACES (automated continual evaluation system) is expected to help address the "insider threat" gap between the 5-year PR investigations. OPM is revising the investigation training standards, and is revising the Investigator's Handbook.

After all the training and information technology improvements are made, remember that you, the field investigators, are the critical piece of the national security investigation process. When you are speaking with subjects or those with knowledge of the subject, you are representing the United States Government, OPM and their client agency. Be in the background investigations business for the right reason.

(Morning Break)

Questions for the Agency Panel



(Note: The agency panel, left to right, consisted of: Niki Wiltshire and Beth Linehan of ATF; Judy Shetler, CBP; Maurice Hayes, FBI-BICS; Lisa Loss, OPM-FIS; and John Sheely, Department of State. Delores McGhee of GAO, was also scheduled but could not attend due to illness.)

1. All Agencies: What is the rationale for discouraging subject interviews in their residence?

OPM: Home interviews of subjects are discouraged, not prohibited, because of the chances that interviews could become adversarial. Investigators are urged to use their best judgment.

CBP: The CBP has union representation issues where an employee can be asked to be paid for the time spent during an interview, and there would be no effective controls over how long this job-related activity took.

2. OPM: Could OPM establish a means for CI's to report a lack of cooperation?

OPM: Cooperation is required to comply with investigation requests by government contractors. Report any instance of non-cooperation to your respective contractor liaison person.

3. OPM: Where can I get an Investigator's Handbook to help understand what adjudicators are looking for?

OPM: Only authorized OPM investigators are allowed to have an IH. If investigators wish to know more about adjudication guidelines for access to classified information, they are available on the eCFR website maintained by the Government Printing Office.

DOS: The Department of State has a "blue book" supplied to authorized investigators.

ATF: ATF supplies template questionnaires for the investigator.

FBI: BICS has adjudication reciprocity with other agencies.

4. OPM: Is it still policy to write "winter holiday" instead of Christmas; "boy's youth group" instead of Boy Scouts of America; or "religious organization" instead of church?

OPM: No. Call the organization or event by its real name.

5. OPM: Could OPM conduct the training of contract investigators directly instead of certifying multiple contractors' training programs?

OPM: We could, although there are no plans in place to do this. It would be easier to train adjudicators directly. OPM trains its own investigators through basic and advanced courses.

6. Could OPM support contract investigators by providing web verification of credentials?

OPM: Yes, this is a good idea. Currently this is done by phone

7. FBI: How far behind are you on background investigations at this time?

FBI: We are not backlogged.

8. OPM: The OPM keynote speaker (Coleen) alluded to investigator certification and training. Is this training planned for the future, or is it currently in place? What are the criteria for certification? Is it done annually?

OPM: OPM trains its own investigators through basic and advanced courses.

ATF: Finding money for training is a problem. This is why ATF only hires experienced investigators. An orientation course is conducted, and a refresher course, if needed.

CBP: Contractors are required to train its own investigators.

DOS: State Department relies on experienced investigators. There is a web-based certification course being developed.

FBI: BICS provides a website with all of the training needed for the experienced investigator.

9. FBI: What is the FBI policy on BICS investigators carrying of a personally owned firearm while doing investigations?

FBI: There is no prohibition against carrying firearms if the carrier is otherwise qualified to carry it by local and state law and there is no wording in the BICS contract on this.

Other Agencies: General agreement with the FBI stance on this issue; however, firearms are not required for their BI contract work. Carrying them on contract business is strongly discouraged.

10. OPM: What are you looking for when conducting quality reviews? How do you determine which case/investigation to review?

OPM: We look for all the standards to be met and all of the issues resolved. Social source coverage now cannot also be used for employment source coverage. Social source coverage, in particular, has been lacking.

DOS: The report of investigator is reviewed. Telephone reviews get extra scrutiny to ensure they were done for the right reason.

FBI: BICS reports are sent to several sets of eyes to ensure a quality report. BICS also sends out surveys to 10% of the sources to verify the investigation was done correctly.

CBP: Their contracts require a quality assurance methodology and they do the same with their own investigations. The report of investigation should be detailed enough for adjudication. Telephone interviews are scrutinized, and CBP also checks for missing coverage.

ATF: There is a quality assurance review and an adjudication review. ATF sends out a random number of integrity questionnaires that asks about: professional appearance, credentials, privacy act, and appropriate conduct.

11. OPM won a case against California, which had banned BI checks of local police agency records. Is the case still active? As information, nothing has changed in California and we are still checking court records only.

OPM: The OPM prevailed in this case with California. The California Attorney General sent an order directing state officials to comply with contractor investigator requests for records, as well as employee investigators. The original dispute was that California would allow government agency employee investigators to receive records, but not federal contract investigators.

12. All Agencies: What is your current policy regarding the retention of investigator notes, and why are they handled that way by your agency?

DOS: Case notes are retained for six months by the investigator, then destroyed.

OPM: Case notes are returned to the contractor and kept for one year, then destroyed.

FBI: Case notes are sent to BICS and retained for 1-2 years, if the subject is cleared.

CBP: Case notes are kept one year after closing the investigation.

ATF: Case notes are kept for 90 days by the investigator, then destroyed.

13. OPM: Does OPM plan to replace PIPS?

OPM: Yes. PIPS (Personnel Investigations Processing System) is being replaced by PIPS-R (a PC-based application completed offline and securely transmitted via PIPS) and the upgrade should be completed by 2014 using commercial off-the-shelf (COTS) software. There will be four components of the new fully integrated PIPS-R: 1) eQIP; 2) PIPS; 3) imaging (fingerprints, photos); and 4) central verification system (CVS).

14. OPM: Is OPM aware that some states criminal records are incomplete because:
a) law enforcement agencies are not required to enter criminal records; and b)
courts are not required to enter civil/criminal records?

OPM: Yes, this is a resources issue at the local law enforcement and court level.

(Break for Lunch)

Questions for the Contractor Panel:



(The Contractor Panel, left to right, consisted of : Ryan James, USIS; Scott Meier, VP Omnisec; Joe Palazzo, Executive Director MSM; Jeff Schlanger, CEO Keypoint; Earl Whaley, CSC Program Manager; and Jason Armintrout, CACI Deputy Project Manager)

1. Omnisec: Why do we sometimes get the message, "Justify your voucher?"
What are those messages based on?

Omnisec: We try to ensure that the investigative hours expended are within average parameters. This is a simple way to control costs and measures investigative time, not travel time. For audit purposes, Omnisec needs to be able to answer the question of why the time is outside of a certain range. If the extra time is justified due to many issues, Omnisec will pay the extra amount. Some contract investigators actually short-change themselves when submitting their vouchers.

2. All Contractors: Contracts have annual increases built in. Why haven't subcontractor investigators seen increases in their subcontracts? Rates have been the same for at least 7 years.

MSM: We give 3% annual increases and have increased the allowed times. The federal government has actually asked contractors to rebid investigation contracts that they have already won. The lowest bidder will get 60% of the work, the second lowest bidder will get 40% of the work; and the rest of the qualified bidders will get nothing. All federal contracts have a "service contract act" clause. This determines a minimum wage determination rate plus an additional amount for health benefits. For the purposes of compensation, the IRS does not distinguish between employee and contractor.

Keypoint: The federal government has made it clear that the "cost-cutting phase" has arrived, and Keypoint will have to adjust accordingly. Keypoint will be looking at their pay schedule and will issue a new schedule in May 2012.

Omnisec: OPM wants to see decreases, not increases, in the amounts paid over the five-year contract life cycle. Apparently, these cuts are supposed to come from information technology efficiencies, but those are a small part of overall costs.

3. All Contractors: Do any of the contractors prohibit any of their employees or contract background investigators from holding active credentials as sworn law enforcement officers? For example, part-time deputy sheriffs and retired police officers who continue to work part-time for their departments as re-employed annuitants.

Keypoint: No, except for carrying firearms on contract-related business.

MSM: As contractors, we only control specific parts of a subcontractor's business. MSM does not employ active law enforcement officers, but they do accommodate military reservists. There is currently an IRS dispute with a background investigation contractor over whether their investigators should be classified as "employees" instead of "contractors."

Keypoint: There is a move afoot to declare contract investigators as "employees" instead of "contractors." There are many factors involved in this IRS determination.

4. Keypoint: GAO's 2009 report on PII (personal identifying information) unfairly accused Keypoint of not having controls over tracking PII. The eventual result of this GAO report was that OPM implemented needlessly burdensome controls. Why didn't Keypoint push back on the GAO finding?

Keypoint: We did push back. Unfortunately, it was through OPM and it did not have the desired effect. Keypoint is confident that their PII controls are very strong.

MSM: The PII control issue was not internal to the OPM contractors. The issue was what controls were in place while the files in the hands of a field investigator. PII is a very serious issue and there have been some publicized horror stories. With the wealth of personal information contained in these case files, treat them as if they were "loaded weapons."

5. All Contractors: Contractors generally use federal mileage rates, but with the price of gas over \$4.00, can any additional compensation be passed along?

CSC: CSC pays "windshield time."

Keypoint: Gasoline and drive time are rolled into our fee schedule. One of several determining factors the IRS uses to define employees is whether the travel costs are reimbursed.

6. All Contractors: Is there any way that newly-assigned CI's with your company be made aware of ACBI if they are not already members?

Keypoint: Yes. Keypoint would like to make contributions to the ACBI newsletter.

USIS: Yes. Whatever will help the background investigations process.

Omnisec: Yes. Omnisec provided the first meeting place for ACBI.

Earl Gould: Omnisec recognized back in 2001 that the contract investigators needed some form of representation. They sent letters to their contract investigators, and ACBI got started in 2002 with 31 investigators. If any of the contractor's want feedback, ACBI can provide it.

(End of Activities for the Day)

Friday, March 30, 2012

Keynote: Christopher Graham, JD, Former Administrative Judge for DOHA (Defense Office of Hearings and Appeals). Judge Graham was also an Army JAG for 30 years. He is now a private sector attorney, representing employees in security clearance hearings (AKA "denial hearings").

The best tool an investigator can have is common sense, which no one can teach you. The Judge recalled a humorous story to explain the concept:

The Governor of California is jogging with his dog along a nature trail. A coyote jumps out and bites the Governor then attacks the Governor's dog. The Governor starts to intervene, but reflects upon the movie "Bambi" and then realizes he should stop because the coyote is only doing what is natural. He calls animal control. Animal Control captures the coyote and bills the State \$200 testing it for diseases and \$500 for relocating it. He calls a veterinarian. The vet collects the dead dog and bills the State \$200 testing it for diseases. The Governor goes to hospital and spends \$3,500 getting checked for diseases from the coyote and on getting his bite wound bandaged. The running trail gets shut down for 6 months while Fish & Game conducts a \$100,000 survey to make sure the area is now free of dangerous animals. The Governor spends \$50,000 in state funds implementing a "coyote awareness program" for residents of the area. The State Legislature spends \$2 million to study how to better treat rabies and how to permanently eradicate the disease throughout the world. The Governor's security agent is fired for not stopping the attack. The State spends \$150,000 to hire and train a new agent with additional special training re: the nature of coyotes. PETA protests the coyote's relocation and files a \$5 million suit against the State.

The Governor of Arizona is jogging with her dog along a nature trail. A coyote jumps out and attacks her dog. The Governor shoots the coyote with her State issued pistol and keeps jogging. The Governor has spent \$0.50 on a .45 ACP hollow point cartridge. The Buzzards eat the dead coyote.

That's why California is broke, and Arizona is not.

Keep in mind that what you send to the adjudicator affects a person's job, and all the people that are dependent on that person's income. The adjudicator may not request or

do any additional investigation, so it's important to conduct the most complete investigation you can in the field. It is especially important to address the issue of debt as many people in the US are facing foreclosure and other financial hardships recently. Try to get as much information about the debt as you can, and be sure to identify the original creditor, not the bill collector. The remarks and statements from the subject should be as accurate as possible. The investigation conducted in the field is THE most important step in the process.

The best "due process" given to applicants is performed by the Defense Department and its Defense Office of Hearings and Appeals (DOHA). Unfortunately, there is no legal limit on the timeliness of security clearance hearings. Some employees go years without a hearing. There is no excuse for that since it is not rocket science.

Criminal history record information is generally pretty straightforward. There was a case of a 47 year old male that routinely had sex with a prostitute. This was legal in his country and the man was not married. The subject's father had taught him that it was more honorable to directly hire a prostitute than to attempt to trick someone with alcohol in a barroom. He stopped this behavior when he got engaged, and he disclosed everything to his supervisor. Lesson learned? He kept his clearance because everything was legal and disclosed to his employer. It is the withholding of information that leaves the subject vulnerable to blackmail or extortion.

Foreign Influence issue: Be careful in foreign influence cases. There are many cases in which a foreign national from Pakistan or Afghanistan is looked on with suspicion because of the way in which Bin Laden was captured (i.e. subject's family has a Pakistan Army connection).

Debt issues: If the subject refuses to pay a debt, they may lose their clearance. If there is a case of a "short sale" (home sold for less than mortgage), the subject should send a copy of the IRS Form 1099C, which he will get from his mortgage lender, to the credit reporting agency to get the debt removed from the credit report. The IRS Form 1099A is another informational report from a lender in foreclosure cases. If there is net income as a result of the sale, taxes are not due because it is from a mortgage. The IRS Form 1099C shows the lenders forgiveness of a deficiency. All an investigator can do is advise the subject to contact their credit reporting agencies, but the subject must be able to show a written record that he attempted to do this. Credit reporting agencies often conduct all their business by phone and do not give customers anything in writing, so the subject must maintain and keep the written record.

Retailers and credit card issuers do not put a lot of effort into collecting debt. They charge the bad debt off as an expense and sell the debt to a collection agency for a small percentage (as little as 3%) of the total. So, if the subject can reach a settlement with the original creditor, they will get a better deal than they will with a collection agency. The key factor in clearance hearings is that the subject must be able to show a good faith effort to deal with the debt issue.

There are two types of mortgage deficiencies: Non-judicial, and second mortgage. The non-judicial deficiency will be satisfied when the house is sold through foreclosure. The second mortgage remains as a deficiency since the house is not sold. The lender may sell the debt to a debt collection agency for as little as 3% of the homes face value. For a chance at these profits, the debt collector will assume the title and go after the home owner since they only need to collect 3% to break even. Anything over that is profit. People do not monitor their credit reports. The credit reports are also difficult to read. Subjects are not necessarily being dishonest on their clearance applications if they omit a debt.

Drug Issues: Drug usage during high school and college years are quite common now. The Navy has a zero tolerance policy. The more serious problem is the subject's drug usage while he held a security clearance. People with security clearances are supposed to know better than to knowingly violate federal laws.

Investigation Quality: The DoD should be more concerned with investigation quality, not quantity. Any adverse information should be reported by a subject to their employer's FSO (Facility Security Officer). Defining a "close and continuing contact" with a foreign national is sometimes difficult to define in the mind of the subject. When in doubt, disclose the information rather than let it come out another way.

Credit Counseling Agencies: The subject should beware of hiring a reputable credit counseling agency. These agencies should be helpful if the subject does not know where to begin, but the subject still must show some record of making payments to creditors. DOHA gives subjects a break if they can show they are doing the best they can under the circumstances.

Joe Palazzo, MSM, observed that under the issue of "unexplained affluence," investigators may want to examine dramatic changes in credit reporting, for example if large debts suddenly disappear. Where did the money come from to pay this debt?

(Morning Break)

Earl Gould: Your Business Efficiency and Productivity

Your Time: Plan your work week, then your work day, and stick to it. Reduce the amount of “dead” travel between stops. Reduce your cell phone time to what is necessary to be productive. Establish a time and day to write your reports and submit invoices.

Your Money: Have an efficient day plan to maximize profitability. Reduce your small expenses such as office supplies, communications (Magic Jack Plus at \$19/year was recommended). Take advantages of tax laws by hiring a CPA-certified accountant. If you form your business into a LLC (limited liability corporation), you can draw a salary for yourself and use that as an expense. Maintain accurate expense reports. Consider making Simple IRA contributions. Bill your contractor or agency for all your time and expenses, especially TDY travel. Take good care of your car and home computer. Don't pay for official record copies just to review them again at home. Deal directly with hotel, airlines and car rental companies to get the best deal.

Your Attitude: Do not let yourself get into a temper tantrum with your contractor/agency contact. Stay professional at all times. You may be right or wrong, but you will stay on good terms. When you visit an employment HR representative or school representative, provide them with their own copy of the standard release and save them the time to copy it, and staple your business card to the top. Although they are not favored by contractors/agencies, interviews of subjects at home have certain benefits: 1) any record you need should be available; and 2) the subject may be more inclined to disclose information in a comfortable setting.

(Break for Lunch, Conference Ends at 12:30 PM)

Business Advice for the Contract Investigator

In this issue we are going to explore a simple method of estimating your average net income on contract background investigation work. It is important to know what percentage of your gross income you will net (income taxes are also paid out of this) because it is a more accurate measure of your take home compensation. You can compare this with terms offered before you decide to accept a BI contract.

The percentage of net to gross income is highly variable because of the following factors: 1) whether you work in a target-rich environment; 2) the amount and type of BI work you are assigned; 3) how efficiently you use your assets; and 4) the types of expenses you incur. So, you will not be provided this until you learn it the hard way.

This information is easy to calculate if you can refer to copies of your recent IRS Form 1040 Schedule C (Profit or Loss from Business). Line 7 of Schedule C records the amount for gross income. Line 31 of Schedule C records the amount for net income (or loss). Dividing the amount on line 31 by the amount on line 7 will calculate your net income percentage.

For example, the ACBI Editor calculated this for a four-year period, working part-time, and the net percentage averaged 58%. That is, 58% of the gross earnings were left after paying for expenses such as mileage, communications, office supplies, travel, professional dues and fees, and home office expenses. There were no professional liability insurance premiums being paid at this time. The net percentage varied from a high of 71% (target-rich environment) to a low of 46% (target-poor environment).

So, when is \$30 per hour not \$30 per hour? It is less than \$30 per hour when you have to pay for all the above described expenses that an employee does not have to pay. Using another example, if your net income percentage averages 60%, then if you are offered \$30/hour, you will really be paid \$18/hour ($\$30 \times .60$) if all things remain constant. And this is before income taxes!

If you are a contract investigator and would like to help us calculate an average net percentage for ACBI Contract Investigators, please participate in the ACBI survey on <http://www.surveymonkey.com/s/SZXX6RF> and enter your own percentages as explained above (from Schedule C, Lines 7 and 31). Results will be kept confidential and only net percentages will be reported in aggregate in the next issue of ACBI News or on the ACBI website for members only. Would like to get at least 30 participants. The survey window will be open until May 31, 2012.

Helpful Links

Job Opportunities: At the recently concluded biennial ACBI National Conference, representatives of the BI contractor community recommended that prospective investigators should apply directly through their company website and follow the instructions there. This will avoid steering prospects to individual recruiters. So, here are the websites for those contractors that offer subcontracting BI work and were present at the conference:



[Omniplex World Services \(Independent Contractors\)](#) (CBP, ICE, USPS, BICYCLE)

[Keypoint Government Solutions](#) (OPM, ICE, CBP, CIS, TSA, Army NG)

[CACI \(OPM Contract Investigators\)](#) (OPM)

[USIS \(Contractor Job Opportunities\)](#) (OPM, CBP, ICE, CIS)

[MSM Security Services, LLC](#) (CBP, DOC, DOT, DOJ, DOI)

[ADC LTD NM](#) (CBP, ICE)

[CSC Investigative Services](#) (CBP)

Counterespionage: Try these links to government (or associations of former government) counter-intelligence agencies or reports. There are numerous non-fiction books and unclassified reports at these websites, and reading them should make you a better investigator and a better informed American citizen. The OSS dates from WWII, but the adventure and danger these agents experienced makes great reading and illustrates the cruel treachery of the Nazi's (our enemies) and Communists (our allies).

[Office of the National Counterintelligence Executive](#) (an office of ONI)

[Central Intelligence Agency](#) (Library – unclassified reports, references)

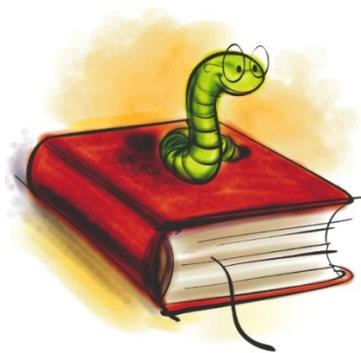
[Office of Strategic Services Society](#) (see links for featured books and resources)

[Federal Bureau of Investigation](#) (Counterintelligence)

[International Spy Museum](#) (nonfiction books)

Recommended Reading

ACBI members are encouraged to recommend books, articles, or unclassified studies dealing with espionage, investigations or the intelligence community that may be of interest to their fellow investigators. Learn when and why it became necessary to start investigating the backgrounds of federal employees, the motivations of some spies, and how they were uncovered. See this issue for websites that recommend several books on counterespionage.



If you are too busy to read a hardcopy book, download free audio book software from your library and listen to the book on your MP3 player or iPod while you walk or have some non-productive time during your day. Send your recommendations to: editor@acbi.org with a brief review of why you enjoyed reading it.



[The Black Banners:](#) The Inside Story of 9/11 and War against al-Qaeda, by Ali H. Soufan. Ali Soufan is a former FBI Special Agent of mid-east decent, born in Beirut, speaks Arabic. He understands the culture and joined the FBI on a college dare. He was instrumental in many terrorism investigations in the mid-east involving al-Qaeda, the USS Cole bombing, and interrogations at Guantanamo Bay, Cuba. The book delves into problems and road blocks presented by the CIA and U.S. Diplomats overseas, and concludes with the death of bin Laden at the hands of the U.S. Navy Seals. (Book review by ACBI Vice President Bob Nesvick.)

[Operatives, Spies and Saboteurs:](#) The Unknown Story of WWII's OSS, by Patrick K. O'Donnell. Excellent book about the OSS based on recently declassified files and oral histories from over 300 former OSS employees. At the beginning of WWII, the USA has a small and immature intelligence gathering force with duties divided between the State Department, Navy, Army and the FBI. President Roosevelt sends William Donovan to scout Europe and he comes back with an alarming report about the Axis military. Are the four agencies glad to receive this report? No, as anyone that knows how typical bureaucrats work will tell you. Instead, they are furious that their "turf" was invaded. So, in 1940 President Roosevelt orders the agencies to cooperate with each other and to share intelligence. Highly recommended read (or listen to on audio book) to understand the genuine danger OSS operatives and their foreign counterparts faced, where the slightest error or coincidence could get you killed. The book covers extremely dangerous missions in Yugoslavia, Greece, Italy, France, Czechoslovakia, Norway, Austria and even Germany; and reveals that the Communists used WWII turmoil to eliminate their resistance competition. There are excellent chapters on Morale Operations (MO), Maritime Unit (MU), Operations Group (OG), Special Operations (SO), Counterintelligence (X2) and others. Would you respond to this ad? "Wanted: Strong swimmers for hazardous missions with a 10% change of returning." Hundreds of GI's did respond. (available on audio book)

[American Lightning:](#) Terror, Mystery, The Birth of Hollywood, and the Crime of the Century, by Howard Blum. This is a fascinating book about the 1910 bombing of the Los Angeles Times building and William J. Burns (the American "Sherlock Holmes")

investigation to bring the criminals (officers and members of the Indianapolis-based structural iron workers union) to justice. The narrative includes: clever and bold detective work by Burns and his private detectives; scandalous witness and jury bribing by famous criminal lawyer Clarence Darrow; squabbling and betrayal on both sides of the case; and a marginally-related side story about pioneer movie director D.W. Griffith and the use of moving pictures to shape public opinion. (available on audio book)

Contact the Editor

Questions, comments, constructive criticism, and content recommended for publication after further research in the ACBI News is welcome. The ACBI News is published quarterly in January, April, July and October, for the benefit of the ACBI members. Write to the Editor at: editor@acbi.net and be nice!



“Everybody in the nonprofit institution – all the way up and down – should be expected to take information responsibility. Everyone needs to learn to ask two questions: What information do I need to do my job – from whom, when and how? And what information do I owe others so they can do their job, in what form, and when?” (Peter F. Drucker, *Managing the Nonprofit Organization*, p. 115)