

FEDERAL BUREAU OF INVESTIGATION
 FOI/PA
 DELETED PAGE INFORMATION SHEET
 5th Interim Release
 Civil Action# 18-cv-1833, FOIA 1404359-0

Total Withheld Page(s) = 501

Bates Page Reference	Reason for Withholding (i.e., exemptions with coded rationale, duplicate, sealed by order of court, etc.)
18-cv-1833 - 2162-2320	Duplicate of 2321-2482
2384-2391	Duplicate of 1685-1692
2392-2400	Duplicate of 1769- 1777
2401-2411	Duplicate of 1813 - 1823
2412-2420	Duplicate of 1873 - 1881
2421- 2427	Duplicate of 1943-1949
2428-2434	Duplicate of 2118 - 2124
2435-2443	Duplicate of 2139 -2147
2491-2647	Duplicate of 2326-2482
2653- 2678	Duplicate of 2326- 2351

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 X Deleted Page(s) X
 X No Duplication Fee X
 X For this Page X
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[redacted] (OGC) (FBI)

b6 1
b7C 1

From: [redacted] (OGC) (FBI)
Sent: Friday, November 20, 2015 6:46 PM
To: [redacted] (OGC) (FBI); Baker, James A. (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI)
Cc: [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI)
Subject: RE: DOJ Honors Final Offers Meeting
Attachments: Candidates.docx; FBI Interview HP Interview Selects.pdf

Hi all,

Thanks again for your time today, it's great to be part of the process to hopefully bring on some great new attorneys into OGC. I've attached my updated "cheat sheet" for the candidates that we interviewed and believe would be strong additions to OGC. I've listed them in groupings with three stars *** being the best, down to one star*. As noted this is part science, part art, so I really encourage everyone to cross reference the cheat sheet with the applicant applications, which are also attached, and make your own determinations. Please note that the applicant list (pdf) includes 19 candidates, two of whom dropped out before interviews [redacted] and the interview group determined that [redacted] should not be considered for offers.

b6 1, 2
b7C 1, 2

Also, as mentioned earlier, we could not have pulled this off without help from a lot of folks, especially [redacted] and her team, so thanks again [redacted] for so much help. Please let your folks know we appreciate it!

Please let me know if you have any questions,

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[redacted]

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b6 1
b7C 1

From: [redacted] (OGC) (FBI)

Sent: Tuesday, November 17, 2015 6:08 PM

To: Baker, James A. (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI)

b6 1
b7C 1

Subject: RE: DOJ Honors Final Offers Meeting

Hi all,

As an FYI, I'm attaching the applications submitted by the Honors candidates we interviewed. On Friday we'll give an overview of who we recommend making offers to for the original 1-2 openings, and can discuss whether it makes sense to try and bring on any additional candidates. If anyone jumps out at you from this group, that would certainly help inform that decision. Please note that from this list, [redacted] dropped out of the process before being interviewed (accepted other offers).

<< File: FBI Interview HP Interview Selects.pdf >>

Thanks

b6 1, 2
b7C 1, 2

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[redacted]

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

From: Baker, James A. (OGC) (FBI)

Sent: Monday, November 16, 2015 11:26 AM

To: Baker, James A. (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI); [redacted] (OGC) (FBI)

Subject: DOJ Honors Final Offers Meeting

When: Friday, November 20, 2015 10:00 AM-10:30 AM (UTC-05:00) Eastern Time (US & Canada).

Where:

When: Friday, November 20, 2015 10:00 AM-10:30 AM (UTC-05:00) Eastern Time (US & Canada).

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Note: The GMT offset above does not reflect daylight saving time adjustments.

~~*~*~*~*~*~*~*~*

[redacted] will present the final candidates. We need to decide:



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b5 1

[redacted] (OGC) (FBI)

From: [redacted] (OGC) (FBI)
Sent: Thursday, October 29, 2015 2:19 PM
To: [redacted]

b6 1
b7C 1

Cc: [redacted] (OGC) (FBI)
Subject: Reference checks
Attachments: FBI Interview HP Interview Selects.pdf
Importance: High

Hi all,

One other note, once you've completed an interview, coordinate with your interview partner to start contacting the applicant's references. The references are listed in the attached document. I recommend everyone prepare a brief write up regarding the references, confirming who was contacted and when, and a brief summary of the discussion, obviously highlighting whether the reference would recommend the employee for FBI employment, and any other significant information. I don't plan on preparing a template for this, as I think a quick and easy write up on a Word .doc should work. Let me know if you have any questions or concerns. Reference checks need to be completed before we meet as a group, which will either be the Week of Nov 13 or the following week.

Thanks!

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[redacted]

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From: [redacted] (OGC) (FBI)
Sent: Thursday, October 29, 2015 10:00 AM
To: [redacted]

b6 1
b7C 1

[Redacted]

Cc: [Redacted]
Subject: RE: Interview questions and evaluation sheet

Hi all,

Thanks again for all of your assistance with the interview process, and especially [Redacted] and her team for handling the logistics and pulling together the interview folders. Wanted to pass along a couple of notes regarding evaluation forms and next steps.

- 1) Evaluation forms: This is a bit of a change in what I may have told some folks, so apologies if my message as changed. Everyone who conducts an interview is required to complete an evaluation form.

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[Redacted]

- 2) I'd like for all interviewers to meet as soon as possible after completion of our final interview, which will be NLT Nov 13 (hopefully earlier). We should have our schedule for that last week soon, and then I'll reach out to everyone who interviewed to get something scheduled. \

Again, thank you everyone for all of your help, I realize this is a collateral duty for folks but an important one. Let me know if you have any questions.

Thanks

[Redacted]
Unit Chief
FBI OGC, Cyber Law Unit

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From: [Redacted] (OGC) (FBI)
Sent: Wednesday, October 21, 2015 11:20 AM
To: [Redacted]

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b7C 1

[Redacted]

Cc: [redacted] (OGC) (FBI)
Subject: Interview questions and evaluation sheet

Hi all,

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Per our call yesterday, attached are the standard interview questions and evaluation sheets we plan to use for all interviews. [redacted] and her team will work on putting together interview folders that you can pick up before the interviews you'll be participating in. The folders will include this information as well the applicant resumes, writing samples, and transcripts. Once you are assigned to an interview, you will be required to review those materials in advance. We'd like to have evaluation forms completed within two business days of the interview.

As noted yesterday, due to time constraints, we're hoping the attached forms will be our final versions for the interviews, but if there is something completely off-base, illegal, or detrimental to human life about what's being proposed, let me know and we'll see if changes are warranted.

Last note: We've run into some technical issues regarding the group viewing parties for the training, but are still trying to set something up and will update as soon as we can.

Thanks

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[redacted]

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From: [redacted] (OGC) (FBI)
Sent: Wednesday, October 21, 2015 10:48 AM
To: [redacted]

b6 1
b7C 1

Cc: [redacted]
Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment
Importance: High

Hello all,

[redacted] has graciously offered to help arrange our interview teams (thanks a TON!!!). Attached is our interview schedule for next week. She will follow up with additional instructions on how to sign up through her. We will strive to have one UC or A/UC as part of each team, and where possible, representatives from different branches.

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[redacted] so you are aware, the UCs or A/UCs in this group are myself, [redacted]
[redacted]

Thanks!

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[redacted]

b6 1
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From: [redacted] (OGC) (FBI)
Sent: Friday, October 16, 2015 5:17 PM
To: [redacted]
[redacted]

b6 1
b7C 1

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment

Hi all,

I wanted to thank you again for volunteering to participate in the interviews of OGC applicants through the DOJ Honors attorney program, and provide some additional information heading into next week.

1. Everyone should have received a calendar invitation on FBINET to participate in a Lync call next Tuesday, Oct 20, at 930am, where we'll provide additional information about the interview process and plans.
2. If you were unable to attend one of this weeks in person interview training sessions at DOJ, please plan on making time next week to view one of the DVD copies of the training, as detailed below. The training is mandatory. Also, I am working to arrange a couple of viewing parties at HQ next week, and should have more details on those by Monday.
3. The attached pdf file contains the applications submitted [redacted]

[redacted]

b2 1
b5 1
b6 2
b7C 2

[redacted] Feel free to take a look at these now if interested. **Note:** From this list [redacted] dropped out of the hiring process after accepting another opportunity, and will not be interviewed.

4. I am working to provide everyone with additional materials for each candidate (resumes, writing samples, transcripts). I will have those available next week.

I believe that is it for now, but I look forward to working with you all moving forward.

Thanks

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit

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From: [redacted] (OGC) (FBI)
Sent: Thursday, October 15, 2015 2:42 PM
To: [redacted]

b6 1
b7C 1

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment

Hi all,

I'm looping in the NSLB selectees as well. See below for some information on getting access to the videotape of the DOJ interview training (which again is mandatory for everyone who will participate in the interviews). One thought / proposal: Would it be helpful to schedule a couple of viewings in one of the larger conference rooms at HQ? That might help a large number of folks knock out the training at the same time. Unless folks object, we'll work to setup a couple of viewing parties. We're also going to have a few more copies made for easier access.

Also, I would like to schedule a Lync call for early next week to discuss our plans for the interviews and to answer any questions folks may have, and with another Lync call once we get the schedule for the following week's interviews (should be by next Wednesday). Given our short time frames, I imagine it will be difficult to figure out day / time options that work for everyone, but we'll make sure we send out any important information to the group and also have folks available to back brief anyone who can't attend.

I'll be providing some additional information by tomorrow via email on the topics above, thanks for your patience.

Thanks

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit

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intended recipient of this message, please destroy it promptly without further retention or dissemination (unless otherwise required by law). Please notify the sender of the error by a separate e-mail or by telephone.

From: [redacted] (OGC) (FBI)
Sent: Thursday, October 15, 2015 9:49 AM
To: [redacted]

b6 1
b7C 1

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment

All --

We were able to obtain two copies of the required interview training. I will keep one copy in the box outside of my office door in [redacted] I will place a sign-out sheet on the door. Please return the CD after you complete the training as I believe several individuals need to watch it.

if you would like me to mail the other copy to an offsite, please let me know and I will put it in the mail today. if you receive the CD via mail, you will need to mail it to the next offsite once you complete the training.

[redacted]

b6 1
b7C 1
b7E 3

FBI OGC/Cyber Law Unit
Office: [redacted]
Cell: [redacted]
Unclassified Email: [redacted]

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From: [redacted] (OGC) (FBI)
Sent: Friday, October 09, 2015 5:33 PM
To: [redacted]

b6 1
b7C 1

Subject: Important details: Interviews of DOJ Honors attorneys for possible OGC employment
Importance: High

Hello all,

You have been identified by your respective branches as neat individuals who are interested in interviewing candidates for OGC employment through the DOJ Honors attorney program (general information about the program can be found here <http://www.justice.gov/legal-careers/entry-level-attorneys>). Congratulations, and thanks for volunteering your time. Over the next two weeks, we will provide additional information about the interview process, scheduling, etc. As a reminder, the interview window is between Oct. 26 - Nov. 13. [redacted]

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[Redacted]

[Redacted] in advance of the interviews, we will provide information on the candidates (applications, resumes, writing samples, etc).

[Redacted]

[Redacted]

b2 1
b5 1

So, with [Redacted] likely needed for each interview, we wanted to make sure that we would not be overly burdening anyone. Lastly, we wanted to make sure that this opportunity would be made available to a strong cross-section of OGC attorneys, so congratulations again for being selected.

Required training: The most immediate issue that we should start tackling is required DOJ training for interview participants, and there are two options, one with a very short deadline and one that is much more flexible.

Option one- live, in-person training: The Office of Attorney Recruitment and Management will conduct two interviewer training workshops. Sessions are October 13th and 14th from 1:30 – 3:30 PM. The training will take place in the [Redacted] To attend either session, you must RSVP by contacting [Redacted] and she will provide additional details.

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b7C 5
b7E 8

Option two- video recording: Next week OGC will acquire a video recording of the training, and we will work to schedule viewings for those that cannot attend the in person training. More details on the video option will be available later next week.

For now, anyone interested in attending the in person training should follow the instructions above to RSVP. I apologize for the short deadline, but unfortunately the FBI is new to the program and the interview requirement was not communicated until the last minute. If you're opting for the video option, we will provide additional details next week.

If you have any questions, feel free to shoot me an email, otherwise I will be following up with everyone later next week.

Thank you again for taking part in this important effort to help select the next great round of OGC attorneys,

[Redacted]

Unit Chief
FBI OGC, Cyber Law Unit

[Redacted]

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[redacted] (OGC) (FBI)

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b7C 1

From: [redacted] (OGC) (FBI)
Sent: Friday, October 16, 2015 5:20 PM
To:

[redacted]

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment
Attachments: FBI Interview HP Interview Selects.pdf

And here's the attachment, sorry

[redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[redacted]

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From: [redacted] (OGC) (FBI)
Sent: Friday, October 16, 2015 5:17 PM
To:

[redacted]

b6 1
b7C 1

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment

Hi all,

I wanted to thank you again for volunteering to participate in the interviews of OGC applicants through the

DOJ Honors attorney program, and provide some additional information heading into next week.

1. Everyone should have received a calendar invitation on FBINET to participate in a Lync call next Tuesday, Oct 20, at 930am, where we'll provide additional information about the interview process and plans.
2. If you were unable to attend one of this weeks in person interview training sessions at DOJ, please plan on making time next week to view one of the DVD copies of the training, as detailed below. The training is mandatory. Also, I am working to arrange a couple of viewing parties at HQ next week, and should have more details on those by Monday.
3. The attached pdf file contains the applications submitted [redacted]

[redacted]

b2 1
b5 1
b6 2
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[redacted] Feel free to take a look at these now if interested. **Note:** From this list, [redacted] dropped out of the hiring process after accepting another opportunity, and will not be interviewed.

4. I am working to provide everyone with additional materials for each candidate (resumes, writing samples, transcripts). I will have those available next week.

I believe that is it for now, but I look forward to working with you all moving forward.

Thanks

[redacted]

Unit Chief
FBI OGC, Cyber Law Unit

[redacted]

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From: [redacted] (OGC) (FBI)
Sent: Thursday, October 15, 2015 2:42 PM
To: [redacted]

[redacted]

b6 1
b7C 1

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment

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time. Unless folks object, we'll work to setup a couple of viewing parties. We're also going to have a few more copies made for easier access.

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I'll be providing some additional information by tomorrow via email on the topics above, thanks for your patience.

Thanks

[Redacted]
Unit Chief
FBI OGC, Cyber Law Unit
[Redacted]

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b7C 1

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From: [Redacted] (OGC) (FBI)
Sent: Thursday, October 15, 2015 9:49 AM
To: [Redacted]

[Redacted]

b6 1
b7C 1

Subject: RE: Important details: Interviews of DOJ Honors attorneys for possible OGC employment

All -

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If you would like me to mail the other copy to an offsite, please let me know and I will put it in the mail today. If you receive the CD via mail, you will need to mail it to the next offsite once you complete the training.

[Redacted]
FBI OGC/Cyber Law Unit
Office: [Redacted]
Cell: [Redacted]
Unclassified Email: [Redacted]

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From: [redacted] (OGC) (FBI)
Sent: Friday, October 09, 2015 5:33 PM
To: [redacted]

b6 1
b7C 1

Subject: Important details: Interviews of DOJ Honors attorneys for possible OGC employment
Importance: High

Hello all,

You have been identified by your respective branches as neat individuals who are interested in interviewing candidates for OGC employment through the DOJ Honors attorney program (general information about the program can be found here <http://www.justice.gov/legal-careers/entry-level-attorneys>). Congratulations, and thanks for volunteering your time. Over the next two weeks, we will provide additional information about the interview process, scheduling, etc. As a reminder, the interview window is between Oct. 26 – Nov. 13. [redacted]

[redacted]
[redacted] In advance of the interviews, we will provide information on the candidates (applications, resumes, writing samples, etc).

b2 1
b5 1

[redacted]
[redacted]
So, with [redacted] likely needed for each interview, we wanted to make sure that we would not be overly burdening anyone. Lastly, we wanted to make sure that this opportunity would be made available to a strong cross-section of OGC attorneys, so congratulations again for being selected.

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Option one- live, in-person training: The Office of Attorney Recruitment and Management will conduct two interviewer training workshops. Sessions are October 13th and 14th from 1:30 – 3:30 PM. The training will take place in the [redacted] To attend

b7E 8

either session, you must RSVP by contacting [REDACTED] and she will provide additional details.

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Option two- video recording: Next week OGC will acquire a video recording of the training, and we will work to schedule viewings for those that cannot attend the in person training. More details on the video option will be available later next week.

For now, anyone interested in attending the in person training should follow the instructions above to RSVP. I apologize for the short deadline, but unfortunately the FBI is new to the program and the interview requirement was not communicated until the last minute. If you're opting for the video option, we will provide additional details next week.

If you have any questions, feel free to shoot me an email, otherwise I will be following up with everyone later next week.

Thank you again for taking part in this important effort to help select the next great round of OGC attorneys,

[REDACTED]
Unit Chief
FBI OGC, Cyber Law Unit

b6 1
b7C 1

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