

## **Change in FBI's Trajectory**

Over the course of my 12-plus years of service between August 2010 through October 2022, the FBI's trajectory transformed. On paper, the Bureau's mission remained the same but its priorities and governing principles shifted dramatically. The FBI I signed up for was focused on fighting crime, upholding the Constitution and protecting the American people but now there is excessive outside noise drowning out the true mission.

## **Political Slant**

The FBI became politically weaponized, starting from the top in Washington trickling down to the field offices. Lately there is one politicization issue after another at the FBI. In the last several years, many matters at the FBI seemed to have a political slant. When I first joined the Bureau, that was unheard of to me. There was never widespread discussion about politics or conducting investigations that were politically driven but then it appeared to be the focal point. When I initially noticed politicization seeping into the agency in 2016, I kept my head low and focused on my violent crime work. I told myself it did not affect me as I was in the field and not involved with anything related to Washington, D.C. I kept working on my cases but the politicization issues continued to arise over and over. It became a distraction and we felt it overshadowed the work myself and my colleagues were doing on the ground level on matters such as violent crime and crimes against children, etc. The optics of the politicization were bad. It started destroying the trust of the FBI employees and the citizens we served.

The politicization turning point for many FBI agents and employees was on July 5, 2016 when then Director Comey came out and spoke about the investigation into Hillary Clinton's use of a private server to send and store classified information. He stated something to the effect that no reasonable prosecutor would charge the case. Many employees were confused by this statement since the FBI does not make prosecutorial decisions. The FBI's role is to gather evidence and turn it over to the Department of Justice (DOJ) for prosecution. It appeared to be a political statement that he was in essence declining prosecution on behalf of the DOJ.

When the execution of a search warrant at Mar-a-Lago occurred in August 2022, many FBI employees and Americans across the board on the political spectrum were stunned. The FBI had never executed a search warrant at a former president's home. That was a big deal. Surely those making the decision to conduct this search warrant at the highest levels had to have known the optics this would create in appearing to be a political move yet it occurred anyway.

If a crime is committed, regardless of the political persuasion or status of the individual, then the crime should be investigated. But the issue comes in when similar alleged crimes may have been committed and they are handled in completely different manners

with different approaches, techniques, vigor and resources. Civilians I knew who stood on polar ends of the political spectrum agreed that the FBI appeared to be political.

If the same set of principles were applied to Mar-a-Lago, one would think they would say that no reasonable prosecutor would charge this case but not so in this circumstance. So why the difference between the two investigations? Leadership says they are very different, which they are, on various levels. One distinctive difference, among many, is that in one circumstance it was unsecure electronic servers being used to transmit and store classified material while the other was boxes of paper documents in a location at a former president's home with multiple layers of tight security to include the United States Secret Service's protective detail.

And then subsequently, there have been classified documents found at the current president's residences. Yet there were no unexpected, attention-drawing searches conducted at any of his residences. There has been discussion that because of differing levels of cooperation thus the matters were handled differently. To the American people it looks like a massive disparity in how the FBI treats politically charged matters.

This is just one example of several. It is irrelevant what side of the political spectrum one stands on. Take the names and political affiliations of those involved off the table and look solely at the alleged mishandling of classified materials and the treatment is vastly different. It needs to be fair and equal across the board. When it is not – it ruins the trust and confidence of the American people and employees within the FBI.

Americans deserve a politically unbiased FBI. It is at the foundation of our American democracy. FBI leaders, agents and support staff must remain politically neutral when working investigations – follow the facts and the evidence – take the names off the table and only follow the facts. How the FBI has handled certain investigations is politicized. Investigations of similar crimes must be handled with the equal vigor, resources and effort. It appears that more attention, enthusiasm, priority, effort and resources are being used towards investigating people of conservative or right leaning political persuasions than ever before and certainly more than those of a more left leaning posture. The Director says this is not the case but the reality appears to say something else.

Lady Justice must be blind. It appears to many FBI employees and Americans that there is unequal application of the law based on political persuasions. The FBI cannot continue to cherry pick politically charged cases. What side of the political fence someone is on should be entirely irrelevant and should not factor into investigative decisions.

A few other examples frequently discussed among FBI employees and American citizens of note where the disparity in how the cases were investigated or not investigated based on what appeared to be political biases included the following:

- Hunter Biden Laptop – FBI investigations typically remain entirely confidential but this laptop matter became public when the store owner who reported the information to the FBI saw no action taken. Then certain media outlets tried to suppress the information and later determined that the FBI played a role in these matters. It appeared to be politically driven and motivated to withhold information prior to an election.
- Operation Crossfire Hurricane – Political leanings of agents and employees overseeing the investigation clearly determined how the case would be handled to the detriment of following the actual facts and operating with highest level of integrity. This destroyed the trust of many Americans and I do not believe the FBI has ever recovered from it. Obtaining a warrant from the FISA courts based on false information and an FBI employee putting in writing that it was like an insurance policy to prevent a certain individual from winning an election is clearly unacceptable.
- Instruction to Investigate Parents at School Board Meetings - Around October 2021, in a memo that came down from DOJ, the FBI was instructed to investigate threatening parents at school board meetings. Typically, the FBI does not take the lead on local investigative matters unless it is a wide scale matter or the local law enforcement requests FBI resources or assistance. It appeared that the FBI was instructed to get involved to intimidate parents' right to free speech although the FBI did not agree and said they only looked into violence at school board meetings. Violence is inexcusable and should never be tolerated, but parents passionately speaking up at school board meetings is not a threat of violence. Actual threats of violence should be handled swiftly and appropriately but it did not appear to be a wide scale matter that would require a focus of FBI resources. It came across as political in nature that a widespread memo was even put out regarding a very small group of people it may be describing.
- Twitter Files – The release of the Twitter Files revealed what appeared to be the FBI coordinating with social media companies prior to an election to suppress potentially derogatory information regarding one political party and its affiliates around an election. Many Americans see and interpret this as election interference. Foreign influence task force – a government formed entity was telling a media source what they should be keeping an eye out for as potential misinformation. The FBI said they did not tell the social media company to suppress anything. Many would disagree with this. The optics did not look good. It certainly appeared to be political in favor of protecting the image of one side.
- Protesting outside SCOTUS Brett Kavanaugh's Home - After a draft of a Supreme Court opinion regarding overturning of Roe vs Wade was leaked, SCOTUS Brett Kavanaugh's home was targeted by protesters yet the FBI took no apparent action. This is a federal crime. The early morning of June 8, 2022 an individual showed up in his neighborhood in an attempt to assassinate him after protesters swarmed his

home for days.

- Mark Houck Pro-life Activist Arrested – Mark Houck was a pro-life activist who was accused of pushing a Planned Parenthood escort outside an abortion clinic on October 13, 2021. The locals had declined the case yet the FBI went in and worked the case afterwards. I have never known the FBI to work cases declined by the local authorities. Houck was charged with FACE (Freedom of Access to Clinic Entrances) Act violation in Pennsylvania. He was arrested by a large group of FBI personnel in September 2022. I have been on arrests for those alleged to have committed much more serious and violent crimes than he was with much fewer resources. He was not known to have a criminal history. He was subsequently acquitted at trial at the end of January 2023.
- Catholic Intelligence Product - The recent intelligence product produced out of the Richmond FBI Field Office indicates a bias towards those of the Catholic faith. Thankfully the FBI denounced this report and said they were further looking into it. But how did it ever get approved in the first place?

Over the last couple of years some agents were concerned that they were being asked to go out and investigate individuals on a certain end of the political spectrum who did not appear to have violated any laws while exercising their first amendment rights. The agents were not comfortable with what they were being tasked to do and were concerned that they could be liable in civil lawsuits because of these actions.

Other colleagues have spoken of intelligence analysts generating reports into those that appear to hold certain political views that tend to be more right leaning or conservative. And looking at lists of people attending school board meetings, town hall meetings, etc. as potential threats when there was no indication of any violent behavior.

### **January 6 vs. Summer 2020 – Investigative Focus & Resources**

Bureau-wide employees were told over and over that investigations into January 6, 2021 (J6) were of pre-eminent importance for the FBI. Prominently displayed on the homepage of the FBI's website under "Featured Content" is the "Capitol Violence" section. No one wants to see violence anywhere. The Attorney General hosted a call on the 1-year anniversary of J6 and discussed at length that it was the top priority of the DOJ. All agree that no one should interfere with an election. There is no tolerance for violence. Ever. And those that assaulted police officers, bashed windows, vandalized the Capitol, etc. should be aggressively prosecuted to the highest degree. All agree on this effort.

At the FBI, we all received multiple emails that we refer to as the "FBI-ALL" distribution that went out to all employees requesting assistance in serving TDY's (temporary assignments) to Washington, D.C. for approximately 90 days. There would be a per

diem rate paid to you for food, all travel expenses, hotel accommodations, etc. would be fully covered by the FBI. And it would be necessary to stay the full timeframe to keep the fluidity of the investigations going. It would be interesting to see the amount of money the FBI has spent on the TDY's for all those that have reported to D.C. for these J6 investigations in the last two plus years.

The issue for many employees was that an exorbitant number of resources were and continue to be funneled towards this investigation at the expense of other investigations being worked. I knew someone who was at WFO and personally managed hundreds of leads from the J6 events. They stated that all WFO squads were tasked with thousands of leads, evaluating whether first amendment activities were evident in photographs or videos sent in by the public or collected from body cameras and other law enforcement sources. Any suspected criminal activity was to be forwarded to the appropriate division for further investigation. They stated that no one ever encountered that kind of operational tempo regarding the Antifa protests over the summer of 2020 when cities were under siege night after night after night.

I was told that WFO (Washington Field Office) directed almost all if not all investigative resources towards investigating J6 for a substantial period of time, around a year. When it was learned that the majority of those charges and investigations were for misdemeanors it stunned many long-time agents who had never seen such a focus on charging misdemeanors. What continued to befuddle many employees was the lack of resources channeled towards investigating the violent protests from the summer of 2020. If there is no tolerance for violence then it must be across the board. It appeared that the political affiliation of those involved in the events of J6 were the driving force behind the dedication of voluminous FBI resources. This is not about politics; this is about public safety. Communities deserve to be peaceful – there must be truth and operating a fair, equal and unbiased justice system. It should be entirely irrelevant what side of the political spectrum one stands on.

United States cities being destroyed by violence night after night, police precincts and innocent hard-working civilians' businesses burning to the ground, assault on numerous law enforcement officers nationwide, destruction of over \$2 billion in private businesses insurance claims (based on open-source media outlets) as well as assault on federal structures to include the courthouse in Portland would seem to have merited a large-scale FBI response. But there was never a widespread call out to employees requesting assistance in order to conduct investigations. Why not? This violent behavior is unacceptable - a threat to our democracy. Those communities that were destroyed and those that lost their businesses did not deserve that. The FBI must protect all people. Enforcing the laws must be seen as equal and fair regardless of who is causing the destruction and violence.

No one seems to have been charged when protesters entered the Capitol Building during the Brett Kavanaugh SCOTUS hearing. Yet hundreds were charged for "parading, demonstrating or picketing at Capitol Building" on J6. There seems to be a wide disparity in investigation into or the lack of investigation into matters based on

political leanings. Again no one is arguing that violent J6 offenders should not be prosecuted to the highest degree but aggressively prosecuting those that were peacefully parading appeared to be political.

In the latter end of 2021, employees were in an FBI field office meeting where an executive was discussing the leads emanating from D.C. for the J6 investigation and stated - "If you do not agree with the direction that the FBI is taking with the January 6 investigations then maybe we need to look into your suitability". That was chilling to those present because they did have concerns about the vigor for the J6 investigations versus other cases and by no means did it mean they were not suitable for their job.

I have never known the FBI to use its valuable resources to investigate widespread misdemeanors. Over 1000 individuals have been charged predominantly with misdemeanors. The strong statement has been clearly made to the American public that storming the Capitol will not be tolerated. We assume the violent most serious offenders from that day have been charged. Rightfully so. But the ongoing efforts over two years later appear to be political or possibly because it generates terrorism statistical accomplishments for multiple field offices. We understand that terrorism is a priority and Congress allocates certain amounts of money for terrorism so showing the high volume of work being done in terrorism likely equates to more funding.

I think if Congress further investigated this distinction between summer 2020 and J6 matters, it would be illustrative and confirm the focus and priority of the FBI. To look into the number of preliminary investigations, full investigations, interviews, search warrants, source reports, arrests, convictions, the number of agents assigned to investigate each, the use of resources used in each such as SWAT, surveillance, etc., and the amount of money spent towards the investigation of each, it would show a clear differentiation in priorities. Many believe the disparity is completely political in nature.

### **Resources being utilized for J6 versus other Grotesque Crimes**

In the meantime - violent crime is at an all-time high in many U.S. cities. Children are being hurt and sex trafficked at record rates. The fentanyl crisis is killing Americans. COVID-19 killed over a million and destroyed the U.S. economy. There are serious felonious federal crimes occurring everywhere that seem to be under addressed. We never received the volume of emails regarding any of those matters so it appeared they were not as much of a priority. Many agents felt the FBI's resources were being used to address manufactured threats based on political or social leanings rather than actual threats in communities nationwide.

For example, a few months before I resigned from the FBI, I had received credible and actionable information regarding a potential sex trafficking of minors case from a retired agent who had spoken to the alleged victim's relative. The relative had reported it to the FBI but never heard anything back. Then the retired agent spoke to me and I reached

out to the relative to follow up. I spoke to the appropriate office to ask them about the matter. They said something to the effect that they had done an initial look into it. They frustratingly explained that they did not have the resources to further look into it so they made the effort they could and closed it out as a federal matter. I was startled by this response. I strongly suggested that they open the matter back up and further look into it and follow up with the relative accordingly as I think sex crimes against children should be of the highest priority – the most vulnerable population we serve and the most heinous crime. But that is just my opinion. I could not help but think in the back of my mind that had it been a J6 lead or tip that was called in that it may have been handled more swiftly. I will never know but the thought of it perturbed me.

We have a very limited number of resources with only approximately 13,000 agents worldwide so they must be used wisely and where we can make the most impact in protecting our communities and saving the most vulnerable. Many FBI employees just aren't sure that spending voluminous FBI resources to charge misdemeanors from one isolated incident is the best use of precious federal resources.

### **Politicization Actions of Employees Internally**

Although agents have their first amendment rights, they are not at the liberty to publicly express any potentially political support while on duty wearing official FBI gear. Consider an example: on June 4, 2020 images and videos surfaced on-line of Special Agents in their FBI marked ballistic vests kneeling to protesters in Washington, D.C. while on official duty protecting our nation's institutions. Some claimed they knelt for de-escalation purposes but images revealed some agents clapping and smiling. They hardly seemed to be in danger. In fact, the agents posted at another building nearby remained standing during the entire protest and were perfectly safe. On top of that, there was no reprimand for any of the agents who knelt that day. In fact, many ended up getting highly sought-after promotions and offered \$100 gift cards by the FBI Agents Association. For many agents nationwide, it was upsetting to see the lack of judgment by the kneelers and that they were treated like heroes by some FBI managers. An FBI Special Agent affirming a political position, by kneeling in solidarity would have been met with disciplinary action in the past.

As a small example of internal politicization which was pointed out to me, in the FBI Miami office after President Trump won the election and took office, the previous President and Vice President's framed photos at the front entrance of the office remained up for months until President Trump and Vice President Pence's frame photos arrived to replace them with. The day President Trump left office, his and Vice President Pence's photos were immediately taken down from the wall with no pictures left in place. Some employees in the office were reported to be heard celebrating, cheering and clapping at the television screen as they watched President Trump flying away from the White House for the last time. An employee is allowed to dislike a president or even disdain them but that sort of outward demonstration regardless of

your political preference is entirely inappropriate and unacceptable behavior in the FBI office.

It was widely known that some who were willingly volunteering to go to Washington D.C. to investigate those involved with J6 were heard to say they would gladly go after those Trump supporters. Again, unprofessional and inappropriate. Attaching your desire to conduct an investigation based on someone's political preference is inexcusable.

I have been advised of conservative employees expressing their views on a matter while at work and they were immediately addressed with being told they were violating the Hatch Act. Yet they stated those on the other side of the spectrum can speak openly with no consequence. Many employees seemed to think there was a double standard and it was hypocritical. There was an employee at work inside their FBI office wearing a t-shirt for a well-known current Democratic political figure. There was no reprimand or discipline for the employee. This seems to be an actual Hatch Act violation. Frankly, no one really cares but they care when one side is permitted to violate the Hatch Act but the other side is not.

I was advised by an agent who was told by another colleague on their squad that their Supervisory Special Agent (SSA) told the colleague that they (SSA) were contemplating giving an assignment to the agent. But the SSA expressed their concern that the agent was a conservative and did not know if it would work for the circumstance. The colleague told the agent who was deeply offended as they have never shown their political preference in the course of any investigation and should not be discriminated against receiving a certain assignment because they are a conservative. And why would the supervisor be speaking to another subordinate about an agent? And why should the supervisor even know or care which way an unbiased employee leans in their political persuasion as it does not and should not have any impact on their work?

These are minute illustrations but this pattern of behavior occurred over and over. It appeared that there was a political bias at times even on the field office level but to a minimal degree compared to what was reported to be happening up in Washington, D.C.

### **It is as if there Became 2 FBI's**

It's as if there became two FBI's. The vast majority of agents in the field are outstanding. They sacrifice every day to protect Americans. They work hard and have nothing to do with the scandals or politics but they are dragged down by the negativity of those ruining it for everyone. There is FBI 1 and FBI 2. FBI 1 tends to include the rank-and-file agents. They are typically field agents who came to the FBI with pure motives to serve their country and fight crime. Many times, they have no interest in promoting or moving far up the FBI management chain. They work hard charging cases and focus on doing their job. They do their best to ignore all the political upheaval in the



agency going on around them. They work hard and do not buy into the “culture”. The Bureau always said, “Needs of the Bureau” but FBI 1 folks think more along the lines of, “Needs of the victims and needs of the people the FBI serves.” FBI 1 puts the needs of the communities in which they serve first.

FBI 2 employees on the other hand, seem to sometimes be less focused on serving the country and more focused on serving themselves. FBI 2 tends to be found more in Washington, D.C., upper-level management, etc. They are referred to as “company men”. Some appear to be more about pushing their personal or political agendas using their law enforcement power. FBI 2 is where a lot of the scandal occurs – dishonesty and arrogance. Some are in positions of authority and hold a lot of power. FBI 2 seems to have a different set of rules with less accountability than FBI 1 yet FBI 1 is where the folks are in the trenches doing most of the heavy lifting.

It should also be noted that FBI Headquarters has a massive number of employees. Many agree that it would be best to eliminate many units and the size of the workforce at headquarters and return the employees back to the field where they can perform investigations that protect the American people. Employees comment there is too much Headquarters FBI 2 overreach into what those in the field FBI 1 are doing. Sometimes FBI 2 pushes politically charged cases down to FBI 1 and FBI 1 is not in alignment with that focus.

### **FBI Losing Respect and Credibility Among the American People**

Many Americans, regardless of their political persuasion, see the glaring disparity in how the FBI handles certain matters or investigations. This disparity is destroying the Bureau’s credibility, causing Americans to lose faith in the agency and therefore the hardworking and highly ethical agents who still do the heavy-lifting and pursue noble cases. The majority of agents uphold their oath to support and defend the Constitution with fairness and integrity. The FBI must have the buy-in, trust and respect of the American people in order to be successful in solving cases and doing their jobs. When Americans lack trust, it is difficult to succeed in the mission. Many Americans have lost trust in the FBI. That is not good. Executive management refuses to acknowledge this problem and says it is misinformation or conspiracy.

For example, I would be out trying to conduct interviews and having to explain to the interviewee that I was trustworthy regardless of what they saw in the news and I was not one of the dishonest agents, etc. I encountered civilians who did not want to assist with or cooperate with the FBI because they said they no longer trusted the agency. Solid honest hard-working agents are being brought down by those that have ruined the reputation of the FBI.

I knew of several TFOs (task force officers) and local law enforcement that no longer wanted to support the FBI’s efforts or work with the FBI because they said it was too

political and did not want to be involved. They said they did not like what they were seeing in the FBI up in Washington, D.C.

FBI leadership dismisses Americans' concerns and says the media is wrong and it is disinformation. Many Americans do not feel like the FBI listens to them and so they do not want anything to do with the agency. Civilians do not know who to trust or who to turn to for assistance on federal matters. Many conservatives or politically right leaning individuals feel the FBI is no longer there to protect them but instead to come after them. That is not good for this nation. The FBI must remain neutral, fair and unbiased regardless of political persuasions.

### **Priority of Social-type Movements at the FBI**

I came to fight crime but it seems much of the focus now tends to be less on the mission of the FBI and more on social type movements. I have heard the FBI referred to as the Federal Bureau of Inclusion and Diversity. I have zero issue with and strongly support diversity but it should never be a higher priority than mission. Myself and others think the overwhelming focus on diversity and what makes us different is actually creating more division than unity in the FBI mission. It should be one FBI focusing on what unites us all and that consists of employees trying to uphold the Constitution and protect all Americans.

In the last couple years in particular, we received voluminous "FBI All" emails regarding social justice type issues but rarely saw emails about the mission of the FBI or cases being worked on. I took an oath to uphold the Constitution and that oath tasked me to treat everyone with respect and to enforce the laws impartially. Based on my experience, it appeared that some FBI employees had more of an issue of being biased regarding one's political position rather than social issues such as race, sexual preference, religion or gender.

Another example is the FBI's focus on fighting the effects of climate change. I do not see the need for such a focus when it comes to protecting Americans from violence, terrorists, etc. A few months back the FBI hosted a panel for employees regarding how climate change affects the FBI's operations and mission. There is an initiative to move to electric cars by around 2030. It seems they are spending an exorbitant amount of money on this effort.

Additionally, I responded to the Marjory Stoneman Douglas High School shooting in Parkland, Florida on February 14, 2018. I was working on FBI Miami's Violent Crime squad. I conducted death notifications the early morning of February 15, 2018. It was horrifying to me to learn just hours later that the FBI had previously received tips into the shooter but they were not properly documented or fully investigated. We will never know

if those tips had been fully investigated if the shooting may have been prevented. It crushed me. I felt a substantial amount of guilt knowing the agency I worked for had not performed its duties as they should have and now 17 innocent souls with bright futures were dead.

As I reflected on the week before the shooting – FBI Miami held a large-scale Diversity Agent Recruitment Event (DAR). The FBI rented out a hotel ballroom in Fort Lauderdale. FBI Director Wray attended the event. He rarely came to the Miami Field Office. Potential FBI agent candidates were invited to attend. It required a huge amount of time and effort to put on the event. It was a big deal! Assignments were given well in advance. Although I had no interest in attending because of my other important case tasks I was working on, I was told I must attend the event. I knew it was because I was a female. I never wanted to appear that I got into the FBI because I was a token female. I got into the FBI because I was qualified – regardless of my gender. And that is how it should be. Quality. Not quantity to fill a female recruitment quota.

I was amazed how much time, resources and effort were being put into the diversity recruiting event. I could not help but think after the Marjory Stoneman Douglas High School shooting that if the FBI had put as much effort into following up on those credible and actionable tips as they did into the diversity recruiting event in Fort Lauderdale the week before – maybe that tragic school shooting would not have occurred and I would not have had to tell those families their loved one had been murdered. I guarantee those parents would not have cared what the gender, sexual preference, skin color or ethnicity was of the agents stopping that killer. They would have cared that the FBI did all in the power and prevented the shooting from occurring and that their child was still alive. But they are not. And we will never know if it could have been stopped. What I do know is I came to the FBI to stop crime and save lives and protect Americans and their communities and anything other than that is a distraction. The priorities shifted dramatically.

It was also disheartening to me that FBI Director Wray did not show up and attend a meeting with the victims' families of the Parkland school shooting that took place on Saturday, December 8, 2018 (at the FBI Miami office) to explain what happened with the FBI's mistakes in mishandling the tips that may have prevented that deadly massacre of their loved ones. Instead, he sent the FBI's Deputy Director on his behalf. It stunned me that Director Wray had time to attend the large-scale Diversity Agent Recruitment Event on February 5, 2018 – the week before the Parkland tragedy – but not the meeting with the Parkland school shooting victims' families. I would have hoped the Director could have arranged the meeting for any other Saturday that would have worked for his calendar. Yet the Director was not there. But he was there for the recruiting event.

It is disconcerting to see how the FBI has dropped the ball on certain matters that have had consequences of death in some instances as they prioritize other social and political-appearing matters over mission.

One colleague advised of a mandatory Critical Race Theory training in their division that all employees were invited to attend but all supervisors were required to attend. The speaker started by denouncing the Declaration of Independence. This same individual commented that in their large field office – everyone knows who the conservatives are. Why should it even matter? Back in the day you did not know where someone stood on political issues.

### **FBI Miami Line of Duty Deaths – February 2, 2021**

I strongly believe it is important to address this matter. I share this with delicacy and the highest level of respect and would expect the same in return from all parties involved. I share this in hopes of making a positive difference and seeing changes going forward. Many have experienced survivor's guilt when that is not healthy and they are not to blame. That is most definitely not the purpose of this matter being addressed.

As an FBI Special Agent, myself and my colleagues understood that law enforcement could be a deadly job. I knew I could be killed in the line of duty. It was a sobering thought, but it was the reality. At Quantico we were informed of the potential dangers we could face. As FBI Special Agents with the gun, badge and credentials, we all took an oath and agreed to take on the risk of fighting crime. But were also highly trained to mitigate that risk as much as possible.

This hit home for us at the FBI on the morning of February 2, 2021 when we lost two of our own FBI Special Agents in the FBI Miami division. Daniel Alfin and Laura Schwartzenberger were shot and killed in the line of duty by a child pornography subject while executing a search warrant at 6:00 AM in Sunrise, Florida. Four other agents were seriously injured that morning, as well.

The FBI family was crushed. The FBI had not experienced an adversarial death in 13 years when the tragedy occurred. To say it was a big deal is an understatement. It was the worst-case scenario in law enforcement. This is not about politics. This is about human lives.

I was not on the operation nor did I ever review the operations plan. I never saw the location of the crime. I was not privy to those details. I do not want to point the finger or second guess any one individual's decisions after a tragedy as I clearly know that ultimately, it was the shooter's fault that they were killed that morning. Laura and Dan are true heroes and were defending and protecting the most innocent. Children.

I would like to address this as an overarching issue FBI-wide regarding the sentiment and posture of the FBI and how they choose to prioritize and utilize resources. It appears that politically charged cases are of a higher priority or emphasis than anything else. And now two agents are dead.

I was never given an official understanding or briefing on what transpired the morning of February 2, 2021. But I was advised by many that Dan and Laura's operation should have been a SWAT operation. Dan and Laura did not have the proper equipment – no shields – no helmets - and were in front of a window with a subject with a Ring camera doorbell on a fatal funnel type hallway. Hindsight is always 20/20.

The use of SWAT depends on certain criteria. I understand the killer did not have a prior criminal history. It was later learned that the neighbor had been threatened by the killer with a gun. Why was SWAT not sent out for a child pornographer but has been sent out numerous times nationwide for J6 misdemeanors? Because those J6 Capitol misdemeanor committers had violent histories and were known to have guns? But the child pornography hater of law enforcement did not have a criminal history. Based on my experience and training, I think I know the answer but I am not certain.

Regardless, over and over and over, we have seen and heard on the news and from a whistleblower and other colleagues that the FBI has liberally sent out large groups of FBI agents and/or SWAT teams for offenses much less serious than a child pornography predator. For example, it occurred in FBI Miami for the highly publicized arrest of Roger Stone when a massive number of agents were sent to his home. And for the Mar-a-Lago search warrant at a highly secure location. It appeared to myself, many colleagues and by many Americans that the use of SWAT or large number of agents on what appeared to be politically motivated arrests was somewhat for intimidation tactics.

Those with experience in law enforcement know those committing crimes against children often have a track record of being the most dangerous and violent regardless of their prior criminal history because they know if they are caught, they will be going away for a long time and so they have nothing to lose. It is not uncommon for them to fight back. In FBI Miami's own area of responsibility, it is well known that Broward County Sheriff's Office Deputy Todd Fatta was killed in the line of duty in August 2004 while he was executing a warrant in a child pornography raid in Broward County. The same county where Dan and Laura were killed.

The most chilling part is that Special Agent Laura Schwartzenberger was my dearest friend in the FBI. She and I spoke on the phone in great detail about many topics for close to an hour and a half on Sunday evening (January 31, 2021) before she was killed early Tuesday morning (February 2, 2021). In fact, it was around 36 hours before she was murdered. Laura herself had been on the FBI Albuquerque SWAT team prior to transferring to FBI Miami around 2011. She was tactical and she understood the utilization of SWAT resources since she had been on SWAT herself. She specifically spoke about the J6 investigations and arrests that had been going on for only about a month at that point.

Laura and I spoke about an older man who was arrested in California for a J6 matter – a civilian friend had sent a video of the FBI SWAT team there cruising through the neighborhood to arrest what seemed to be a harmless older man. Of course, we did not

know the exact details of the arrest so it is impossible to perfectly assess. She discussed how this appeared to be so out of the norm for FBI SWAT resources. She was dismayed to hear that SWAT was being used nationwide for J6 misdemeanor take-downs not because it was J6 but that it appeared to be intimidation and the overall optics looked bad. In her opinion, it appeared political. At an outside glance she thought it seemed to be an excessive use of SWAT resources yet two days later, there was no SWAT there for her or her squad mates who were executing a search warrant on the vilest, a child pornography predator. She also commented that she was disturbed that the FBI never took widespread investigative or law enforcement action during the violent summer of 2020 Antifa protests but was already going full throttle on J6 arrests.

Laura was the epitome of what the FBI Director constantly refers to as "by the book". She operated with the highest level of integrity of anyone I knew at the FBI. Her political preferences never influenced her work. She made a vow to me the day before she was killed - in our last conversation ever - that she would never do anything, even if asked to, that was not in full alignment with the truth and her morals. She unequivocally stated to me, "If they are going to take me down, they're going to have to take me down for my morals." That was the last thing she ever told me while she was still alive on this earth and then she was killed the next morning. She is a true hero. This is something I believe I must speak up on because she no longer has a voice.

I am not trying to point the finger at anyone in FBI Miami but I am highly disturbed by the FBI's overall posture regarding the use of SWAT for J6 misdemeanors but not for my friend who was attempting to stop a child predator. It appeared that the vigor of investigating J6 misdemeanors and other politically charged matters was taking priority over the field agents doing the heavy lifting such as crimes against children and that is disheartening to me.

I believe anytime there is loss of life in an adversarial manner in the FBI, it should be the highest priority to review what happened, learn from it, acknowledge any possible mistakes and make every effort to change any policies and procedures that may have led to the loss of life. And then clearly communicate that effort to all agents and employees with full transparency to mitigate as much risk as possible in hopes that it will never happen again. We cannot reverse the hands of time but we would like to know that every measure has been taken, that policies and procedures have been fully re-evaluated and that resources are being given where they are merited.

FBI Director Wray never once offered an "After Action Review" to the FBI in the aftermath of this tragedy. He never sent an "FBI ALL" email to the entire Bureau explaining what transpired that morning and what happened to our two fallen agents and the four others injured. We never got an email from the Director or Headquarters regarding lessons learned or solutions going forward. That to me is failed leadership. We would like to have known, and expected to learn from the top-level executives what happened and what the FBI was doing to change operations nationwide going forward to ensure our safety. But it never happened.

FBI Miami never offered any employee-wide review of the incident for our own office. I was surprised by this yet others in the FBI were briefed on what occurred – such as the SWAT leaders. I understand it was a difficult time and people respond differently to trauma and those involved needed time to heal. I respect that and pass no judgment. Myself and others in FBI Miami believe that within a reasonable amount of time we should have been fully briefed on what occurred and what lessons were learned. It never happened.

But the “FBI All” or “MM (Miami) All” emails requesting volunteers for J6 TDY’s (temporary duty assignments) to Washington, D.C. as well as emails regarding various social issues such as ethnicity, race, gender, sexual preference, etc. continued to flood into our email inboxes on a regular basis-monthly, sometimes weekly or even daily it seemed.

I no longer felt my safety was the top priority to the FBI.

In my opinion and to others, it appeared that the social and political issues were a higher priority than the fallen agents and agent safety going forward. If that was the future of the FBI and the new priority, then I was not interested in continuing to work there. It was not in alignment with the original purpose and reason I joined. It was time to go. I signed up to fight crime. I know the job can be dangerous and I signed up for that and agreed to the risk that comes with the work. I conducted voluminous violent crime operations. But I did not agree for my safety to be secondary to political or social issues and that is certainly how it felt because of FBI Headquarters lack of response.

The mission of the FBI is too important to be focused on anything other than upholding the Constitution and protecting Americans and agent safety. The irony is that the FBI is all about creating a “safe” environment to discuss social type matters but yet many employees do not feel safe to speak up about their legitimate concerns regarding the direction the FBI is taking. And I certainly did not feel safe when I was never officially advised as to what transpired on February 2, 2021 and what protocol changes or actions would be taken going forward.

What I also found insulting and heartbreaking is that the FBI did not pay \$25,000 for private memorial services at Hard Rock Stadium for Dan and Laura. A private civilian was asked if they could pay for it. I know because I am close to the private civilian and he told me. Two agents who paid the ultimate sacrifice in the line of duty protecting children from a pornography predator and the FBI could not pay for the memorial services. Yet they have spent an exorbitant amount of money conducting investigations into J6 and the “going green” initiative.

I am not aware if there is a federal law that prohibits the FBI from paying for line of duty death memorial services but if there is, that needs to change. And if there is not, then this is completely inexcusable. Honoring fallen heroes certainly did not appear to be the priority. The military and likely any other law enforcement agency would pay the full

expenses for a fallen officer's or service member's memorial service. I hope their deaths were not in vain and that the FBI will make any necessary operational changes bureau-wide. I pray the FBI will continue to honor Dan and Laura through the annual memorial event at FBI Miami's office but more importantly be the agency that would make their legacies proud.

### **Dangerous Work – Change of DOJ Deadly Force Policy**

As described through the line of duty deaths in FBI Miami, being an FBI Special Agent can be a dangerous job. In the course of my service, I had guns pulled on me by violent and dangerous criminals. I have been on operations where the subject we went to arrest ends up dead. Thankfully I was never shot at but I did sustain a serious back injury when arresting a violent fugitive who was wanted for murder. The fugitive crashed into my side of the vehicle during the operation. I am grateful to be alive. I was involved in dangerous work.

Many found it alarming that the DOJ changed its deadly force policy in July 2022 on the heels of 2 FBI agents in FBI Miami being killed by the adversary, especially because the FBI has no history of excessive force. The policy had not been changed since 2004. This concerned many FBI Agents because the new policy gave a feeling of providing less coverage or legal protection for an agent in a shooting or deadly force situation. There were some changes and additions to the policy. The de-escalation section was one of concern among FBI agents I have spoken to nationwide. Although the legal department said the deadly force policy did not substantially change, employees were concerned that it would cause themselves to further question if deadly force was justified in a split-second decision when the difference between potential life or death comes down to action versus reaction.

Law enforcement officers never ever want to have to use deadly force unless they absolutely have to. Many agents were concerned that if they were in a shooting today, they would not be scoped in by the current DOJ. Many agents took note of the FBI Special Agent in Baltimore who was in a shooting in December 2020 on a metro train outside of Washington, D.C. on his way to work. He was not scoped in and was charged by the state of Maryland for second-degree murder and other counts. The FBI agent was acquitted at a jury trial. This concerned many agents greatly that the hate for law enforcement was so strong and that if we were in a shooting, the DOJ may not scope us in and we could go to jail. Working violent crime and crimes against children we were fully aware that being in a potential shooting was not outside the realm of possibility.

There is a general hate for law enforcement right now in America. It is dangerous and FBI Special Agents need to know that no political or social issues will ever get in the way of their safety or their ability to defend themselves when necessary.

I was given brand new body armor several months before my resignation. I was never



even measured for it. The body armor did not fit me. I did not feel safe that it would have saved my life if it had been to the test in an actual shooting. Eventually I did get refitted and new armor was ordered but it was not received prior to my resignation. Another FBI agent in Miami has soft body armor that expired over a year ago. There seemed to be a pattern of agent safety taking a back seat to other less important matters that the FBI seemed to prioritize.

### **Agents Stay Off the Radar**

Wary of consequences that come with voicing their displeasure, many agents keep their heads low, work hard, stay off the radar, and count down the days until they collect their well-deserved pension. There was an overall frustration among employees nationwide that the FBI Director and management continue to tell employees there is nothing wrong and that any rumblings of low morale, politicization, etc. is simply a perception in the media and flat-out misinformation. Until executive management at the top can humbly acknowledge that there are some issues at the FBI, then nothing will change.

Employees do not feel like they have a voice. Historically, employee surveys were the alleged means for employees to speak up but they most felt the surveys made no difference. In the last couple years, the surveys have been changed so you no longer rate the Director - only your immediate chain of command. Many employees will not even complete the surveys because they do not believe the claim that the results are anonymous. Employees do not want targets on their back for speaking up regarding their true feelings. Some stated that they were retaliated against, demoted or moved to different squads after they spoke up. It is insulting to tell employees that everything is all good when they do not believe it is good.

Many FBI Agents feel the same way I do but they cannot leave the FBI because they need their pensions so they stay quiet and off the radar.

Most that do have direct contact with the FBI Director and executive management are telling management what they want to hear – not what is actually happening on the ground level. How many cases are the executives investigating? None. They are not in the field where the work is happening. They are receiving information from someone else. There are multiple layers between rank-and-file employees and executives at the top. They are out of touch. It would help drastically if the executives would listen to the line employees working in the trenches, admit there are issues and fix them. No organization is going to be perfect. That would be unrealistic to expect the FBI to be perfect. But to dismiss employees' concerns or dissatisfaction with the current environment is disrespectful and lacking true leadership and accountability.

### **The Morale at the FBI is Low**

There is frequent discussion among both current and retired FBI employees that they used to be proud to tell people they worked for the FBI but for many, that is no longer the case. Some are not only not proud but embarrassed or ashamed because of the current status of the FBI and recent actions taken by a small but destructive few. This sentiment is shared by so many at the FBI.

More FBI Agents appear to be leaving prior to receiving their pensions than ever in the past. When I first joined it was pretty much unheard of that agents would resign prior to receiving their full pension after 20 years of service. That is not the case now. Many are not happy with the direction the agency is going and the politicization and shift in priorities and lack of leadership. An agent in Miami resigned the week before I did. One of my Quantico classmates resigned ten days after I did. I had heard of agents around the country that I did not know but others did that also left prior to their full pensions. Some employees are extremely frustrated and they do not feel like anything will change so they leave for better options outside the FBI. I had 7.5 years to go before collecting my full pension – I have learned that life is short and that it was too long to make it worth it to stay. The decline of the FBI was happening at such a rapid rate, I feared what it would look like if I held out much longer. I loved being an FBI Special Agent and gave it all I had but it changed so drastically it was unrecognizable to me. I figured it was best to cut my losses sooner rather than later and move onto doing something new where I could still make a positive impact.

Many FBI Agents used to stay until the mandatory retirement age of 57 years old. It was an honor to ask for extensions past 57 years old. Now most agents I know nationwide are retiring the moment they are eligible for their pensions. Most have a calendar with a countdown with the number of days they have left, even a few years out. This is not an exaggeration. I have seen them several times. Starting three years out from their full pension – they count down. They have lost the passion for the work and they keep their heads low and stay off the radar until they are able to collect their well-deserved pensions.

Congress should request the number of agents resigning from the FBI prior to receiving their full pensions now compared to the past ten years. It will show the increase in departures of early resignation employees and agents retiring at first chance of eligibility now versus in the past. That is due to the low morale. That is not misinformation - that is a fact.

Additionally, all departing employees should have an exit interview. The FBI should send out a survey to former FBI agents who have left without a full pension in the last five years. Resigned employees are freer to speak about their true thoughts and experiences since they no longer have to fear retaliation. For those that genuinely care about making a stronger FBI, this would be an important part of making substantial improvements.

The FBI cannot afford to lose quality employees. But until employees' concerns about the direction of the FBI are acknowledged then employees will continue to

leave. Executive management should listen to the rank and file and acknowledge their concerns and make necessary changes accordingly. These are not disgruntled employees who have concerns. These are highly decorated, seasoned and respected agents who do not feel they can voice their concerns in fear of having a target on their back. They also do not believe that any changes will actually occur and that their concerns will fall on deaf ears, so why bother? These are crucial steps to take in order to fix and reform and save the FBI.

### **FBI Leadership**

Lack of solid leadership starting at the top and working down is of great concern at the FBI. Many believe the Director is more of a figurehead and is being guided by his immediate reports to include Deputy Director. The Leadership should genuinely listen to the rank and file and take to heart and make changes based on what they are saying. No employee should be in fear of retaliation when respectfully voicing a legitimate concern.

Additionally, the promotion process has serious flaws. Many were promoted to management roles at the FBI when they had no experience or expertise in that field. Currently, the promotion process consists of going back to headquarters for an 18-month TDY then returning to the field as an SSA. Many would go to Headquarters for a “break”. Doing a TDY to Headquarters does not necessarily equate to being a strong leader. In fact, most of the best agents never go to Headquarters at all. Many of the greatest leaders I knew at the FBI were those working as rank-and-file agents in the field.

After becoming an SSA those interested in promoting continue moving up the chain. The FBI has been known to promote agents who sometimes have never worked real cases. In the past, one could promote to SSA after only three years in the FBI so there are people now in leadership roles who have never done substantial investigations. It is now required to be a Special Agent for six years but the leadership skills are still lacking many times. It is a running joke that they promote those who have the biggest issues such as disciplinary actions, etc. It is not at all funny but it is true and does not work out well for the agency.

### **FBI Must Operate Independent of DOJ**

The FBI must investigate independently and cannot be beholden to the requests or position of the DOJ. The FBI Director needs to operate separately from the DOJ and not appear to be politically biased regardless of who is in office. It seems that in many instances the recent appearance of politicization is coming at the instruction of the DOJ – telling the FBI what to investigate. The FBI and DOJ work hand in hand – as the FBI gathers the evidence and the DOJ prosecutes the cases but the DOJ cannot be instructing the FBI what to prioritize. The priorities should come from the needs of the

individual field offices and the needs of their communities they protect.

There was a concerning matter that transpired when agents were asked to conduct interviews in regards to potential criminal allegations of a prominent Republican figure. The agents conducted the interviews and provided their findings to the United States Attorney's Office (USAO) - Assistant United States Attorney (AUSA). Nothing was discovered to substantiate the allegations. The AUSA asked the agents to go back and ask additional questions of the interviewee and advised that they were not asking the questions properly and to ask them in a different way. Seasoned agents were assigned to the task and they pushed back and said they asked the questions perfectly and they would not be going back to ask more questions in an attempt to solicit a different response. They believed it was a political move. Had they been less seasoned agents not knowing any better, they may have followed their instruction in order to be in compliance and obey their requests. Many seasoned agents will push back on the USAO and refuse but this should not even be an issue as it was.

I have been fortunate to have worked with the best solid, fair, unbiased, brilliant AUSA's in the Southern District of Florida. I never had this issue. But several agents nationwide have expressed their concerns of potential political bias while working with their AUSA's.

### **FBI Transforms into More Intelligence Driven**

Another important point which is of concern to many at the FBI is that the focus of the FBI is very highly intelligence driven now. Intelligence has its vital role in important instances. But intel loses respect and credibility when it is inaccurate, politically charged and does not reflect true threats. The FBI needs to get back to stopping actual crimes and not targeting Americans that are not a true threat. It has become so heavily weighted as an intelligence agency rather than on what it was formed to be – a federal crime fighting agency.

The FBI should not define certain groups as a threat in order to fit a narrative or to fulfill alleged threat metrics. The push for statistical accomplishments sometimes seems to be fueling the formation of inappropriate intel reports. The FBI needs to follow actual threats and crimes or in other words, do not create the cases and priorities based on threat priorities being pushed down from Headquarters or management – follow the actual crimes. Intel reports cannot be generated and disseminated based on an Intel Analyst's personal views or opinions on a subject matter.

It appears to have recently occurred in the Richmond office when an intel report was discovered warning against "radical traditionalist Catholic ideology." The source of information was derived from the Southern Poverty Law Center which is known to be far left leaning. That is entirely inappropriate. Thankfully, the FBI did come out after the fact and denounce the report. Intel should not be based on a left leaning organization

or a right leaning organization. It should be based on actual hard facts.

This is a prime example of why Americans have lost trust and confidence in the FBI. Some analysts are pushing their own personal agenda in the form of intel reports. How did this intel report regarding the Catholics even get approved? This is alarming.

Many of the politically charged issues and concerns at the Bureau arise on the intelligence side of the house. There are intelligence analysts who do outstanding work every day. Intel analysts are given a tremendous amount of power and authority but they do not have any law enforcement authorities or training. In my opinion, the priority of the FBI should be on law enforcement operations instead of intelligence collection. Perhaps a new U.S. based intelligence agency could be formed but the overlap of the two has proven to cause issues for the FBI of late. I understand the shift towards intelligence occurred in the wake of September 11, 2001 but I have noticed a substantial shift and prioritization towards intelligence since I joined in 2010.

One of my supervisors on the criminal side of the house at the FBI once described the push for intel as trying to fit a square peg in a round hole. Sometimes intelligence gathering does not fit for certain criminal violations that tend to be entirely reactive. Because intelligence gathering is required on almost all squads, many feel that they are simply checking a box but the information may not even be useful. There seems to be a lot of box-checking lately at the FBI.

### **Statistical Accomplishment Based Work**

“Success” at the FBI has shifted to being very statistical accomplishment driven when statistical accomplishments do not necessarily equate to a safer America. I understand the need to measure success and set goals at the FBI but not when the metrics used to measure success do not necessarily equate to fulfilling the mission of keeping America safer and stopping crime. Many have observed that the longer, more complex cases are sometimes being overlooked or passed to the wayside in exchange for the quicker low- hanging fruit. Long complex cases need to be worked even if they do not generate the high-volume of statistical accomplishments. As of late many have discussed cases that are quick and easy hits that generate many statistical accomplishments but should not necessarily warrant the energy that could be put into solving more detrimental crimes.

When I first joined, cases were worked regardless of how complex or lengthy they were if there was a crime committed and the United States Attorneys’ Office was willing to prosecute. There was not as much of an emphasis on statistical accomplishments. For example, cases like J6 generate many statistical accomplishments yet most of them are for misdemeanors with probation. It is run out of Washington, D.C. and then they push assignments down to the field offices where they will open cases but in reality – it is one case from one incident on one date yet it appears to be much more which generates

more statistical accomplishments.

### **Shift in Recruiting Practices/Lowering of Eligibility Requirements**

There has been a shift in recruiting practices and a lowering of the eligibility requirements – which is negatively impacting the agency’s performance. The FBI has lowered the number of years of work experience from three years of work experience down to two years. The maturity in work experience does make a difference. In the past, the FBI was a second career to most FBI Agents. They had gone out and had a career and then brought their expertise to the Bureau.

The FBI has lowered the physical fitness test (PFT) requirement. A candidate applying used to have to get a 12 on the PFT before they could head off to Quantico for New Agent Training but now, they must only attain a score of 9. Candidates have an unlimited number of attempts to pass the PFT for up to one year after passing the Background Investigation. That was not the case before.

The FBI has made the drug use requirement more lenient. Seasoned agents reminisce on the days when it was a zero-drug ever use standard. Over the years it has eased up substantially. Candidates cannot have used marijuana or cannabis in any form within one year prior to the date of their employment application. Marijuana use prior to your 18th birthday is not a disqualifier. Candidates could not have used any other illegal drug within 10 years prior to applying. They could not have misused a prescription drug within one year of applying.

When I started at the FBI Academy in 2010 the training was about 20 weeks or even a little longer total for agents. It has been reduced to only 16 weeks. The training was rigorous and several classmates never graduated.

New Agent Training no longer includes the “Bull in the Ring” training which was a boxing type requirement which would prepare an agent to defend their life when deadly force may not be justified or when you are in a close quarters combat situation. Passing “Bull in the Ring” exemplified mental toughness and physical strength and endurance. It was not easy but it was important and now it has been eliminated from the Quantico training.

The PQC (Pistol Qualification Course) changed drastically from the time I entered Quantico in 2010 until I resigned in 2022. The PQC was simplified which makes it substantially easier for candidates to pass. For example, there is no longer any prone shooting at the 25-yard line behind a barricade. They say studies show that most law enforcement shootings are within close range therefore it is more beneficial to have more up-close shooting for the qualification, but many agents believed it was made easier so everyone could pass.

FBI Agents need to be hired based on their credentials and qualifications. I never wanted to feel like a token female agent that was hired to fill a quota. I was hired because I was qualified – not to check a box and that is how it should be for all FBI Special Agent hires. The work of an agent is too important to not feel confident that the person going through a door with you is there because they are of the highest character, qualified and they passed the rigorous training at Quantico. You have to be willing to die for your colleagues and it is vital to feel confident that everyone there is there because they are qualified.

When the FBI drops the quality of the candidates they hire, it has a damaging effect on everyone in the agency. I was told of an incident where the behaviors of a couple agents in FBI Miami caused civilians to wonder if the individuals were actually FBI agents because they would have expected a different caliber and behavior.

There was discussion and concern in FBI Miami over the high number of internal investigations known as OPR's. The FBI cannot afford to lower the quality of the employees they hire just to fill quotas and hit hiring numbers. The standards must remain high to maintain a high level of quality for the workforce. I think quality not quantity is better.

Many quality individuals who may have wanted to apply for the FBI in the past may not have an interest now because of the tainted reputation of the FBI as well as the general disrespect for law enforcement nationwide over the last several years.

### **Egregious Mistakes, Immoral Behavior and Politicization of the FBI**

For me, distancing myself from egregious mistakes, immoral behavior, politically charged actions taken by a small but destructive few FBI employees became exhausting. In my opinion a couple of the most egregious mistakes in recent years by the FBI are the handling of the tips for the Parkland School Shooter and the handling of the Larry Nasser – U.S.A. Women's Gymnastics team doctor.

Two tips regarding the Stoneman Douglas School shooter were not appropriately handled. The DOJ paid out approximately \$128 million to the victims' families. I conducted death notifications to families the early morning of February 15, 2018. We will never know if those tips were handled properly if this shooter may have been stopped. It was a terrible mistake and sadly these families will be left picking up the pieces from their loss for the rest of their lives.

Larry Nasser – Team USA Women's Team Doctor – sexually assaulted over 265 minor females. And when the information was initially provided to the FBI – no actions were taken which allowed the sexual assaults to continue and the victims felt that no one cared. There are serious consequences and harm done when the FBI drops the ball. And unfortunately, the reputation of all is tarnished because of the mistakes of a few.

Immoral behavior has been far too prevalent. One example is when certain FBI employees made errors and omissions in the FISA warrant application for surveillance on a Trump aid. This led to surveillance collected on the aid which lacked legal basis. More recently a former SAC from the New York Field Office was arrested after it was discovered he was being paid by Russian oligarchs. It was one embarrassment after another at the FBI.

Because of past politicizations such as the Operation Crossfire Hurricane, Americans and even FBI employees do not trust the FBI. The bar has now been set by many to mistrust the FBI. The FBI had never gained the trust of the American people after past egregious behaviors. The FBI needs to own their mistakes, be transparent and admit them in order to gain back public trust. Civilians always asked me – “WHAT IS GOING ON AT THE FBI?” – I had no reasonable explanation – but I continued to say – I am not involved in any of that. I kept my head low and continued working the violent crime and explaining that I cannot justify nor do I agree with what others are doing.

I held out as long as I could hoping things would improve. But finally, I knew. It was time to leave as there were no improvements being made or even acknowledgements by the Director or executive management of the employees’ concerns. Many employees have lost hope that anything will improve so they continue to keep their heads low or they walk away.

And while I sincerely pray for the FBI’s future success, the FBI’s troubles of late are bigger than anything I could change. I was never a whistleblower at the FBI – I never spoke up or caused issues. I worked tirelessly day and night. And although I was never motivated by accolades, I received several awards to include the honorable Medal of Excellence Award and three “Outstanding Law Enforcement Officer of the Year” awards issued by the U.S. Attorney’s Office in the Southern District of Florida and many others. I gave it all I had as an FBI Special Agent, but myself and many others did not agree with things we were seeing. The FBI wants agents who will go with the flow and not make waves. I never wanted to make waves or cause problems. If I felt that speaking up would have actually changed things then maybe I would have.

I genuinely loved being an FBI Special Agent until things changed so drastically that it was no longer what I had signed up for. The FBI’s mistakes started costing peoples’ lives. I pray the FBI can be strengthened and regain the trust and respect and admiration of its employees and most importantly the American people.