EXHIBIT "2"

703-734-3098

CENTRAL INTELLIGENCE AGENCY



L100 LE-7 Washington, DC 20505

14 February 2006

Mr. Grant Gordon Winthrop 772 West First Street Claremont, CA 91711

Dear Mr. Winthrop:

I am pleased to extend to you a Conditional Offer of Employment (COE) with the Central Intelligence Agency (CIA) as a Watch Officer (Full Performance Level) with a General Schedule (GS) salary of GS-9, step 9 (\$56,822).

Our offer is conditional, as it is contingent upon your successful completion of pre-employment security and medical processing, your satisfactory completion of employment suitability screening, and continued funding for the position you have been offered. These conditions and others, fully explained in Enclosures A and B, must be met prior to your employment by the CIA. Please read the enclosures carefully.

The CIA takes very seriously its responsibility to safeguard the nation's security interests. This responsibility requires us to demand high standards of conduct from our employees and successful applicants for employment. As a part of the conditions for employment, you are expected to provide complete and truthful responses on all paperwork submitted to the Agency and during all interviews with Agency personnel. In addition, your employment qualifications must be verified as accurate.

Your clearance process begins with your signed acceptance of the Conditional Offer of Employment and completion of the enclosed forms. These forms must be filled out honestly and completely and returned by 3/3/2006. If your completed package is not postmarked by this date, your COE will be withdrawn. If you have a valid reason for not being able to respond by this date, please call (703) 613-7129 to ask for an extension.

Mr. Grant Gordon Winthrop

Congratulations on receiving this conditional offer of employment with the CIA. It is the beginning of a rewarding career in service to your country. I look forward to receiving your completed application forms so we may begin your processing. Please feel free to contact me directly on (703) 613-7129 should you have any questions or concerns. If at any time you decide to withdraw your interest in CIA employment, please notify me immediately.

Sincerely,

Helen E. Arthur Hiring Official

Enclosures

Corporate Language Hiring Bonus Program Corporate Language Hiring Bonus Program - Information Sheet Instruction Sheet Frequently Asked Questions Enclosure A Enclosure B Accept/Decline Offer Form Standard Form 86 Standard Form 86A Medical History Form 4463 Foreign National Contact Form Financial Disclosure Requirement Authorization to Obtain Consumer (Credit) Report Form Summary of Rights Under the Fair Credit Reporting Act Self-Identification Sheet Disabilities Sheet

EXHIBIT "4"

ADMIN-00019-07 2 April 2007

MEMORANDUM FOR:	Chief, Human Resources
FROM:	Amy M Deputy Chief, DCIA/HR
SUBJECT:	Breach of Service Agreement for Enter on Duty (EOD) Relocation - Grant Winthrop (AIN: and SSN:)

- 1. It is requested that Mr. Grant Winthrop (no cover) reimburse the Agency for his domestic relocation allowance of \$13,492.45. Mr. Winthrop EOD'd on 5 February 2007 and resigned on 13 March 2007, therefore, violating his service agreement. Attempts to collect this debt have been unsuccessful due to his sudden departure.
- 2 Mr. Winthrop did not sign the MOU for domestic relocation allowance and did not request reimbursement for personal travel from the west coast to WDC. Finance and HR Policy have advised that the requirement to repay the relocation costs is statutory, not contractual, so no documentation of a signed service agreement is needed.
- 3 Mr. Winthrop's last E&L statement dated 3/29/07 showed that his final payment was stopped (in the amount of \$1536 68) DCIA/HR has also been advised that his lump sum leave (total of 10 annual leave hours) will not be processed.

CONFIDENTIAL//20320402

CONFIDENTIAL//20320402

SUBJECT: Breach of Service Agreement for EOD Relocation - Grant Winthrop (AIN: and SSN:
Grand Manager (1991)
4. Mr. Winthrop's personal information is as follows:
Current Home Address:
9460 Wilshire Blvd. PH, Beverly Hills, Ca 90212
(Mr. Winthrop stated the above address is probably the best address to reach him)
1450 Emerson Avenue, #G-01, McLean, Va 22101
Telephone Number:
626-905-1789
Amy F
Cc: Finance, Acquisition Services Debt Collection
Concur:

Chief, Human Resources

EXHIBIT "5"

UNCLASSIFIED//ALUÓ

	Amy M /STF/AGENCY DC, Human Resources, Director's Executive Support Staff	To Wanda F STF/AGENCY@WMA cc Sally K STF/AGENCY@WMA, Frances STF/AGENCY@WMA bcc Subject Reimbursement of Domestic Relocation Allowance - Gran Winthrop
	03/19/2007 02:12 PM	
Wilshire reach h	Mr. Grant Winthrop, AIN 3, therefore owes \$13,492.45 in re essful due to his sudden departure. e Blvd PH, Beverly Hills, CA 90212 im since he has been receiving ma can be reached at 1450 Emerson.	violated his service agreement (2/5/2007 to 3/13/2007) and, location costs. Attempts to collect this debt have been. Mr. Winthrop provided the following forwarding address: 946 the advised that this address would probably be the best to il at this CA address for several years.) However, as of right Avenue, #G-01, McLean, Va. 22101 and his cell number
towards		to close out his current banking account until his last Agency he was going to close it out and tell us to hold his check to put n that someone from Debt Collection would contact him to

Please advise if additional information is needed by your office in order to collect this debt or if the issue needs to be formalized with a memo.

Many Thanks, Amy

EXHIBIT "8"

UNCLASSIFIED//FOUO

	Terri / STF/AGENCY DS/OCB/FIN/AS/DC 04/09/2008 02:21 PM	cc bcc	Suzanne D STF/AGENCY@WMA Mary S STF/AGENCY@WMA, Pamela STF/AGENCY@WMA Re: Need information on Grant Winthrop(AIN	
Hey Suzanı	16,			
We were waiting on Central Travel because his HHE was hildup because the Transportation company billed the Agency twice. We are just now processing his debt. I hope this helps				
Thanks, Te	rri			
Suzanne	DSTF/AGENCY			
	Suzanne D STF/AGENCY Lump Sum Leave Auditor DS/OPR/CSG/LAD 04/09/2008 11:13 AM		Terri H STF/AGENCY@WMA Mary S STF/AGENCY@WMA, Pamela E STF/AGENCY@WMA Re: Need information on Grant Winthrop(AIN	

Hi Terri,

Per comments in Lawson, Mr. Winthrop's LSL was withheld. The amount we were able to hold was \$1004.91, and it was transferred to the debt collection 2400.0040 on 5/4/07. Let me know if you have any further questions.

Jerri 4/16/2008

All Jet up BI, more # 337

Land 2400 to reduce debt 2033

Spend out what resignation

Arlean

UNCLASSIFIED//FOUO

EXHIBIT "24"

Central Intelligence Agency Attn: Finance Debt Collection ND1 2M039 Washington, DC 20505 703-613-3607

RECEIVED MAR 1 9 2009

16 March 2009

Mr. Michael J. Lebowitz, Esq. Greenberg & Lieberman, LLC 2141 Wisconsin Avenue, N.W. Suite C-2 Washington, D.C. 20007

Re: Mr. Grant G. Winthrop

Dear Mr. Lebowitz:

This letter is in response to your letter of 21 November 2008. In your letter, you requested an Agency review of the determination/validity of the debt your client, Grant G. Winthrop, owes to the Agency. As we agreed, you followed up with a letter dated 12 January 2009, in which you outlined your client's basis for believing the Agency's debt collection action against him should be dismissed.

Pursuant to your request, Debt Collection initiated the review process in accordance with applicable regulations. We provided the reviewing officer with a copy of your 12 January 2009 letter, as well as a copy of the entire debt collection file for your client.

Debt Collection has been notified that the reviewing officer has determined that the debt against Mr. Winthrop is and remains a valid debt in full. The Agency therefore will continue to pursue its debt collection action against your client.

The balance on the debt is now \$13,708.96 (Principal \$13,224.08, Administrative Fee \$25.00, Penalty \$264.48 and Interest Fee \$220.40). The debt is now delinquent, and must be paid in full or pursuant to the enclosed suggested Monthly Repayment Plan. If you prefer to make monthly payments, please sign and return the enclosed Monthly Repayment Plan, along with your first payment, to our office by 16 April 2009. If you prefer to pay the entire amount of the debt, please provide that payment by the same date. All payments should be made payable to the U.S. Treasurer and mailed to the letterhead address.

If we cannot resolve the issue of repayment of this debt by 16 April 2009, please consider this notification that your debt will be forwarded to the Cross-Servicing Program at the Department of Treasury in sixty days, 16 June 2009, for collection. The Debt Collection Improvement Act of 1996 established the Department of Treasury as the centralized facility for the collection of federal debt, requiring the transfer of debt that has been delinquent 180 days or more to the Department of Treasury for collection. However, debt less than 180 days old may also be transferred for collection.

Debt Management Services in the Department of Treasury has established standard processes for collection of debt that are consistent with government-wide and Treasury requirements. We are required to notify you of the standard collection process, as detailed below:

- The name of the debtor will be entered into a national debtor database. The debtor's identity may be published or publicly disseminated. Debtors with outstanding loans will not qualify for future loans.
- > Demand letters will be forwarded to the debtor, giving the debtor ten days to respond. Demand letters may be reinforced with accompanying telephone calls.
- > If the debtor does not respond to the letters/phone calls, the debt is reported to the credit bureau.
- > Debtor may be subject to administrative wage garnishment of private sector wages.
- > The debtor's name will be entered into the Treasury Offset Program for an indefinite period of time. Federal salaries, tax refunds, retirement benefits, and social security payments, including other types of federal payments, are subject to offsets in collection of the debt. For each payment collected by offset, there is a fee an example being \$17.00 for each tax refund offset and \$27.00 for each federal salary offset. The fees are in addition to the debt and are paid by the debtor.
- > Thirty days after the date of the demand letter, the debt will be referred to a private collection agency. Treasury has contracts with several different private collection agencies and all referrals are made to these agencies. The private collection agencies charge a fee for their efforts in collection of the debt, currently twenty-five percent of the payment (25%) with an additional three percent (3%) for Treasury a total of 28%. The fees are in addition to the debt and are paid by the debtor.
- > Debt Management Service also works with the Department of Justice in the collection of debt, referring those debtors who do not pay for civil court action.

The Department of Treasury actively pursues collection of debt, including purchasing credit reports, skip-tracing, and negotiating repayment plans.

Thank you for your assistance in this matter. Please contact me should you have any questions concerning the above.

Sincerely,

Janice E. Karnwood Debt Collection Officer

Enclosures: Monthly Repayment Plan

MONTHLY REPAYMENT PLAN

<u>Date</u>	<u>Description</u> Debt Established	<u>Admin</u>	Interest	<u>Penalty</u>	Payment	<u>Balance</u>
	Fees To Date	25.00				13,492.45
	Lump Sum Leave Applied	25.00			200 07	13,517.45
3/16/2009		-16.	000 40	004.40	293.37	13,224.08
4/16/2009	Accumulated Interest & Per	naity	220.40	264.48	200.00	13,708.96
4/16/2009	Payment		55.07		300.00	13,408.96
5/16/2009	Interest Payment		55.87		200.00	13,464.83
	Interest		54.85		300.00	13,164.83
			54.65		300.00	13,219.68
	Interest		53.83		300.00	12,919.68
7/16/2009	Payment		33.03		300.00	12,973.52 12,673.52
7/16/2009	Interest		52.81		300.00	12,073.32
	Payment		32.01		300.00	12,720.32
	Interest		51.78		300.00	12,478.10
			01.10		300.00	12,478.10
9/16/2009	•		50.74		300,00	12,170.10
10/16/2009			30.7 4		300.00	11,928.84
10/16/2009	-	*	49.70		300.00	11,978.54
11/16/2009			40110		300.00	11,678.54
11/16/2009	•		48.66		300.00	11,727.20
12/16/2009					300.00	11,427.20
12/16/2009			47.61		333.33	11,474.82
1/16/2010					300.00	11,174.82
1/16/2010	•		46.56			11,221.38
2/16/2010	Payment				300.00	10,921.38
2/16/2010	Interest		45.51			10,966.89
3/16/2010	Payment				300.00	10,666.89
3/16/2010	Interest		44.45			10,711.33
4/16/2010	Payment				300.00	10,411.33
4/16/2010	Interest		43.38			10,454.71
5/16/2010	Payment		•		300.00	10,154.71
	Interest		42.31			10,197.02
	Payment				300.00	9,897.02
6/16/2010			41.24			9,938.26
7/16/2010					300.00	9,638.26
7/16/2010			40.16			9,678.42
8/16/2010					300.00	9,378.42
8/16/2010			39.08			9,417.50
9/16/2010					300.00	9,117.50
9/16/2010			37.99			9,155.49
10/16/2010	•				300.00	8,855.49
10/16/2010		!	36.90			8,892.38
11/16/2010	•		_		300.00	8,592.38
11/16/2010			35.80			8,628.19
12/16/2010	-		<i>*</i>		300.0 0	8,328.19
12/16/2010			34.70			8,362.89
1/16/2011	rayment				300.0 ¢	8,062.89

1/16/2011 Interest	33.60		8,096.48
2/16/2011 Payment		300.00	7,796.48
2/16/2011 Interest	32.49		7,828.97
3/16/2011 Payment		300.00	7,528.97
3/16/2011 Interest	31.37		7,560.34
4/16/2011 Payment		300.00	7,260.34
4/16/2011 Interest	30.25		7,290.59
5/16/2011 Payment		300.00	6,990.59
5/16/2011 Interest	29.13		7,019.72
6/16/2011 Payment		300.00	6,719.72
6/16/2011 Interest	28.00		6,747.72
7/16/2011 Payment		300.00	6,447.72
7/16/2011 Interest	26.87		6,474.58
8/16/2011 Payment		300.00	6,174.58
8/16/2011 Interest	25.73		6,200.31
9/16/2011 Payment		300.00	5,900.31
9/16/2011 Interest	24.58		5,924.89
10/16/2011 Payment 10/16/2011 Interest	00.44	300.00	5,624.89
11/16/2011 Interest	23.44		5,648.33
11/16/2011 Payment 11/16/2011 Interest	00.00	300.00	5,348.33
12/16/2011 Payment	22.28	200	5,370.61
12/16/2011 Interest	04.42	300.00	5,070.61
1/16/2012 Payment	21.13	200.00	5,091.74
1/16/2012 Interest	19.97	300.00	4,791.74
2/16/2012 Payment	15.57	200.00	4,811.71
2/16/2012 Interest	18.80	300.00	4,511.71
3/16/2012 Payment	10.00	300.00	4,530.51 4,230.51
3/16/2012 Interest	17.63	300.00	4,230.51
4/16/2012 Payment	17.00	300.00	3,948.13
4/16/2012 Interest	16.45	300.00	3,940.13 3,964.58
5/16/2012 Payment	10.40	300.00	3,964.58 3,664.58
5/16/2012 Interest	15.27	300.00	
6/16/2012 Payment	13.27	200.00	3,679.85
6/16/2012 Interest	44.00	300.00	3,379.85
7/16/2012 Payment	14.08	200.00	3,393.94
7/16/2012 Interest	12.89	300.00	3,093.94
8/16/2012 Payment		200.00	3,106.83
8/16/2012 Interest		300.00	2,806.83
	11.70		2,818.52
9/16/2012 Payment 9/16/2012 Interest	•	300.00	2,518.52
	10.49		2,529.02
10/16/2012 Payment		300.00	2,229.02
10/16/2012 Interest	9.29		2,238.30
11/16/2012 Payment		300.00	1,938.30
11/16/2012 Interest	8.08		1,946.38
12/16/2012 Payment		300.00	1,646.38
12/16/2012 Interest	6.86		1,653.24
1/16/2013 Payment		300.00	1,353.24
1/16/2013 Interest	5.64		1,358.88
			,

1/16/2013	Payment	300.0)	1,058.88
1/16/2013	Interest	4.41		1,063.29
2/16/2013	Payment	300.0)	763.29
2/16/2013	Interest	3.18		766.47
3/16/2013	Payment	300.0)	466.47
3/16/2013	Interest	1.94		468.42
4/16/2013	Payment	300.00)	168.42
4/16/2013	Interest	0.70		169.12
5/16/2013	Payment	169.1	2	(0.00)

Please refer to the letter from Finance dated 16 March 2009, which describes conditions regarding any applicable fee waivers and other conditions of this repayment agreement. You should keep a copy of that letter and this repayment agreement for your records.

I acknowledge the indebtedness as of 16 March 2009 in the amount of \$13,492.45 to the United States Government and agree to liquidate this debt via the above repayment schedule. If I do not make any payment when due, I understand that this agreement may be terminated by Finance. If this agreement is terminated, the total unpaid amount that I owe will automatically become immediately due and payable. Also, any fee waivers will be removed immediately. I understand that Finance is not required to provide me any further process and may take any of the actions previously notified to me, including sending the debt to the Department of Treasury for collection.

Failure of Finance to immediately take action as described will not prevent Finance from taking such action at a later date. I also understand that the fees listed on this repayment schedule are only approximate fees and I will be periodically informed of my account balance to include the actual fees accrued, if any.

I also understand that my failure to fulfill any of the financial obligations under this agreement may be referred to the Office of Security and could be considered in any future security determination regarding any continued access to classified information.

Signed	Date
Debtor	
Signed	Date
Officer Debt Collection	

Please return the signed Repayment Plan by 16 April 2009. Thank you.