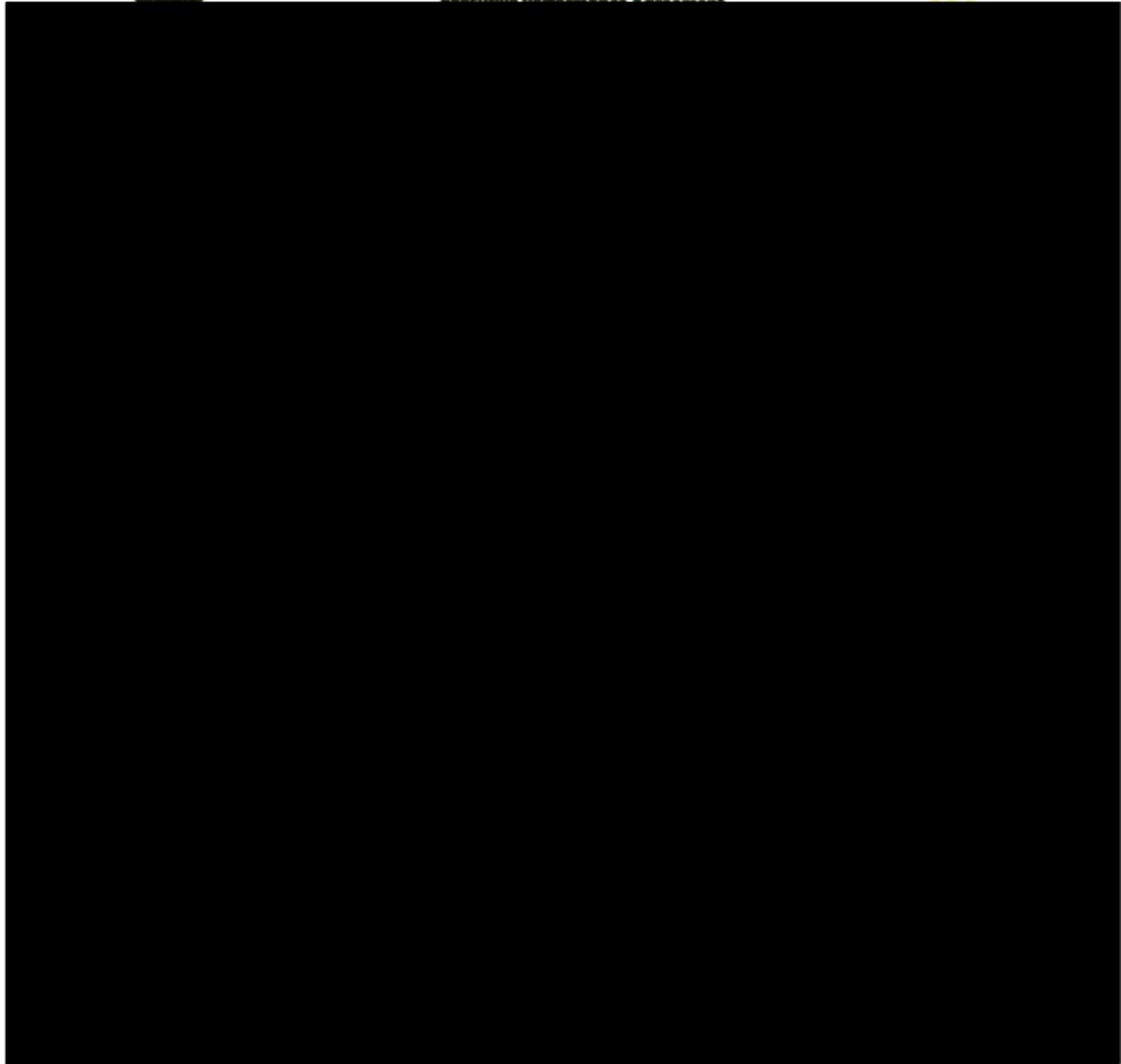




**U.S. Department of Justice (DOJ)
Senior Executive Service (SES)
Performance Management System
Executive Performance Assessment**





New York City Field Office

ADIC/SAC Performance Plan	Total Points Available	Percent of PAR	Score Received
Bonus Points*			
Total			

* - Bonus Points are assigned at the discretion of the Deputy Director.



Critical Element 1: Leading Change

New York City Field Office

Field Office Health Measures: Success Index Rating

Measure	Final Score
[REDACTED]	Accomplishing the Mission

Evaluated Measures

N/A Measures



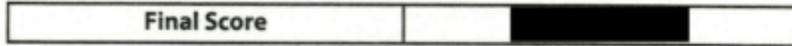
Weighted Score	
Number of Measures in the Index rated "Underperforming"	0
Total Points Awarded (Out of 25 Possible Points)	25



Critical Element 2: Leading People

New York City Field Office

Leading People



Rating Officials Comments





Critical Element 4: Building Coalitions

New York City Field Office

Weapons of Mass Destruction Directorate Program Rating and Score



Scoring Key	
Final Rating	Points
High Performing	20.0
Accomplishing the Mission	17.0
Minimally Accomplishing	8.0
Underperforming	0.0

Weapons of Mass Destruction Directorate Program Band I-III Threat Ratings

	High Performing	Accomplishing the Mission	Minimally Accomplishing	Underperforming
Threat Rating Summary	1	3		0

Rating Official's Comments

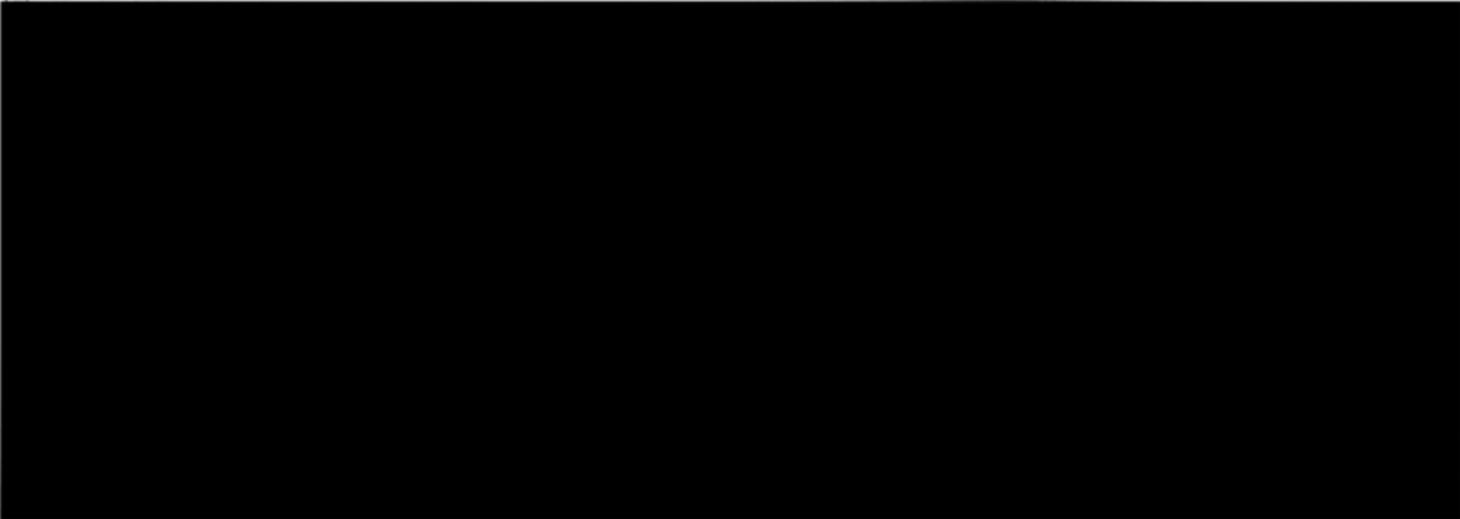


FY19 ADIC/SAC Performance Appraisal



Additional Performance Factors - (U//FOUO)

Performance Factors





Critical Element 4: Building Coalitions

New York City Field Office

Critical Incident Response Group Program Rating and Score

Final Rating

Final Score

Scoring Key	
Final Rating	Points
High Performing	30.0
Accomplishing the Mission	25.5
Minimally Accomplishing	12.0
Underperforming	0.0

Rating Official's Comments

Tactical Justification - (U//FOUO)

Tactical Rating

High Performing



FY19 ADIC/SAC Performance Appraisal



Surveillance/Aviation Justification - (U//FOUO)

Surveillance/Aviation Rating

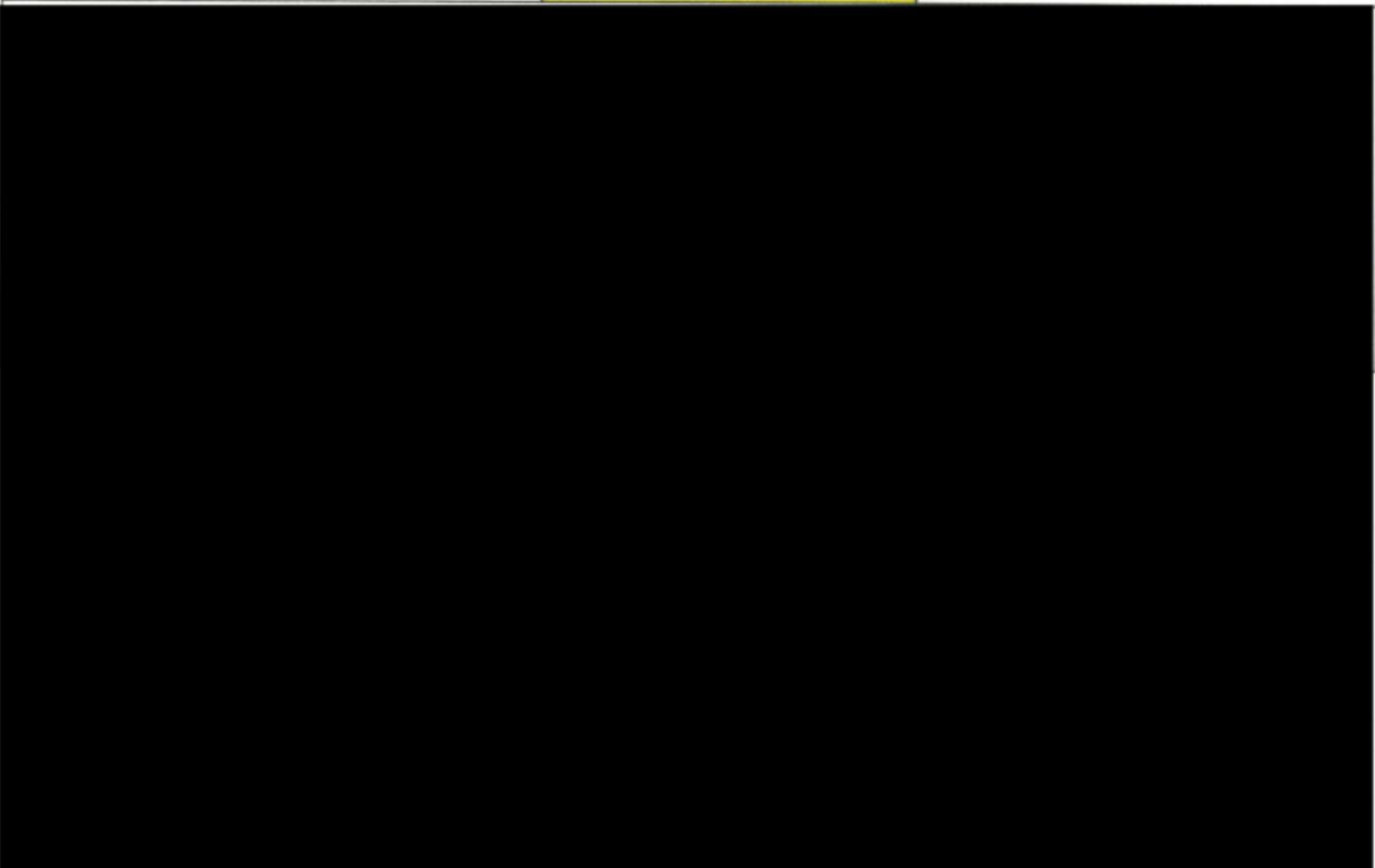
Accomplishing the Mission



C-IEDS Justification - (U//FOUO)

C-IEDS Rating

High Performing





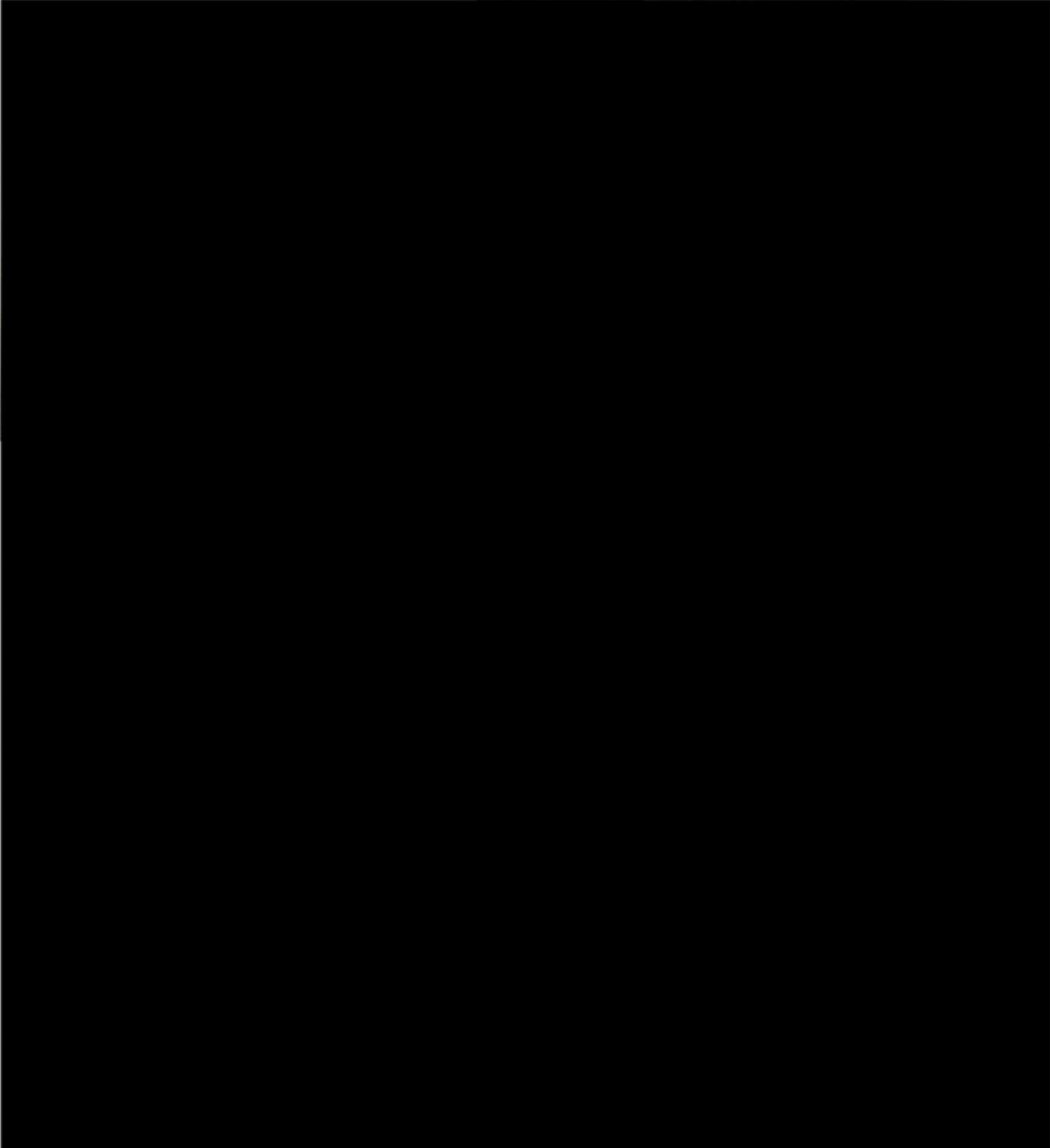
FY19 ADIC/SAC Performance Appraisal



IOSS and SIOC Justification - (U//FOUO)

IOSS and SIOC Rating

High Performing





Critical Element 5: Results Driven

New York City Field Office

Counterintelligence Program Rating and Score

Final Rating	
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Final Score	50/50
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Scoring Key	
Final Rating	Points
High Performing	50.0
Accomplishing the Mission	42.5
Minimally Accomplishing	20.0
Underperforming	0.0

Counterintelligence Program Band I-III Threat Ratings

	High Performing	Accomplishing the Mission	Minimally Accomplishing	Underperforming
Threat Rating Summary		2		0

Rating Official's Comments

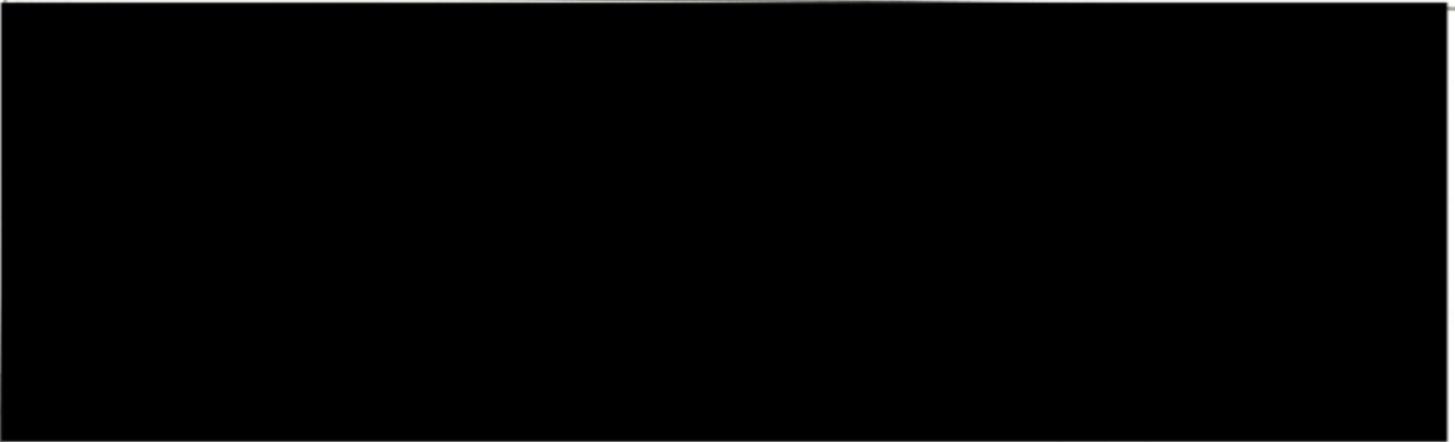
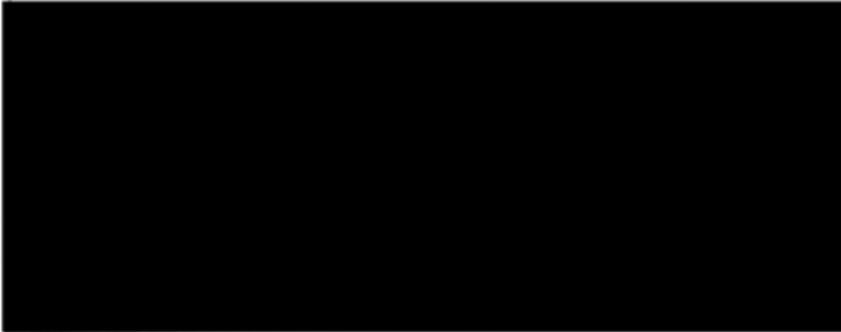


FY19 ADIC/SAC Performance Appraisal



Additional Performance Factors - (U//FOUO)

Performance Factors





Critical Element 5: Results Driven

New York City Field Office

Counterterrorism Program Rating and Score

Final Rating

Final Score

Scoring Key	
Final Rating	Points
High Performing	50.0
Accomplishing the Mission	42.5
Minimally Accomplishing	20.0
Underperforming	0.0

Counterterrorism Program Band I-III Threat Ratings

	High Performing	Accomplishing the Mission	Minimally Accomplishing	Underperforming
Threat Rating Summary	■	1	0	0

Rating Official's Comments

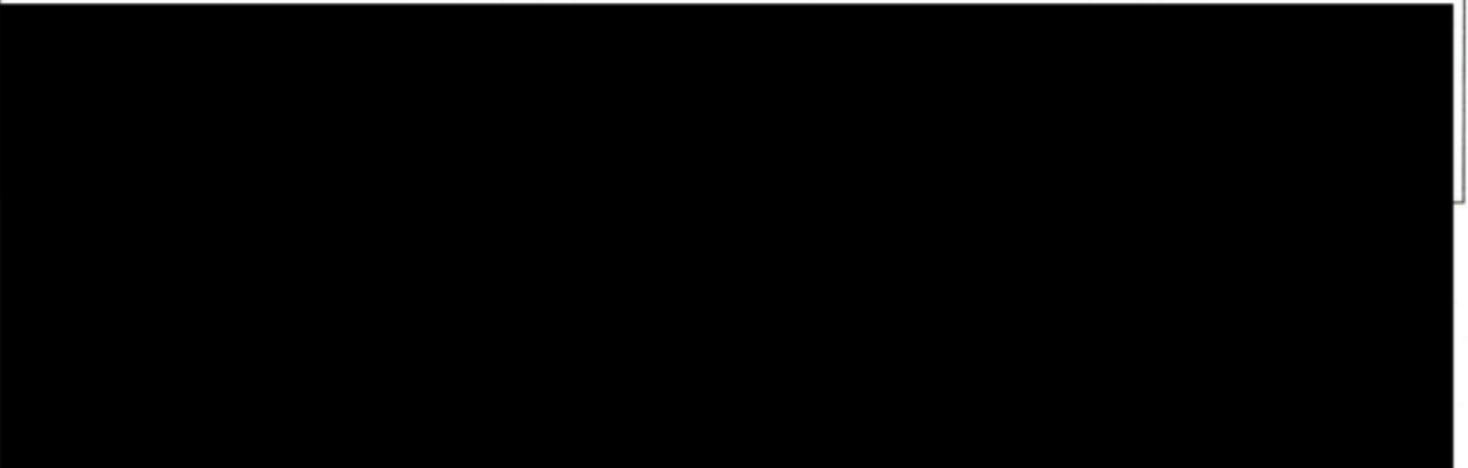
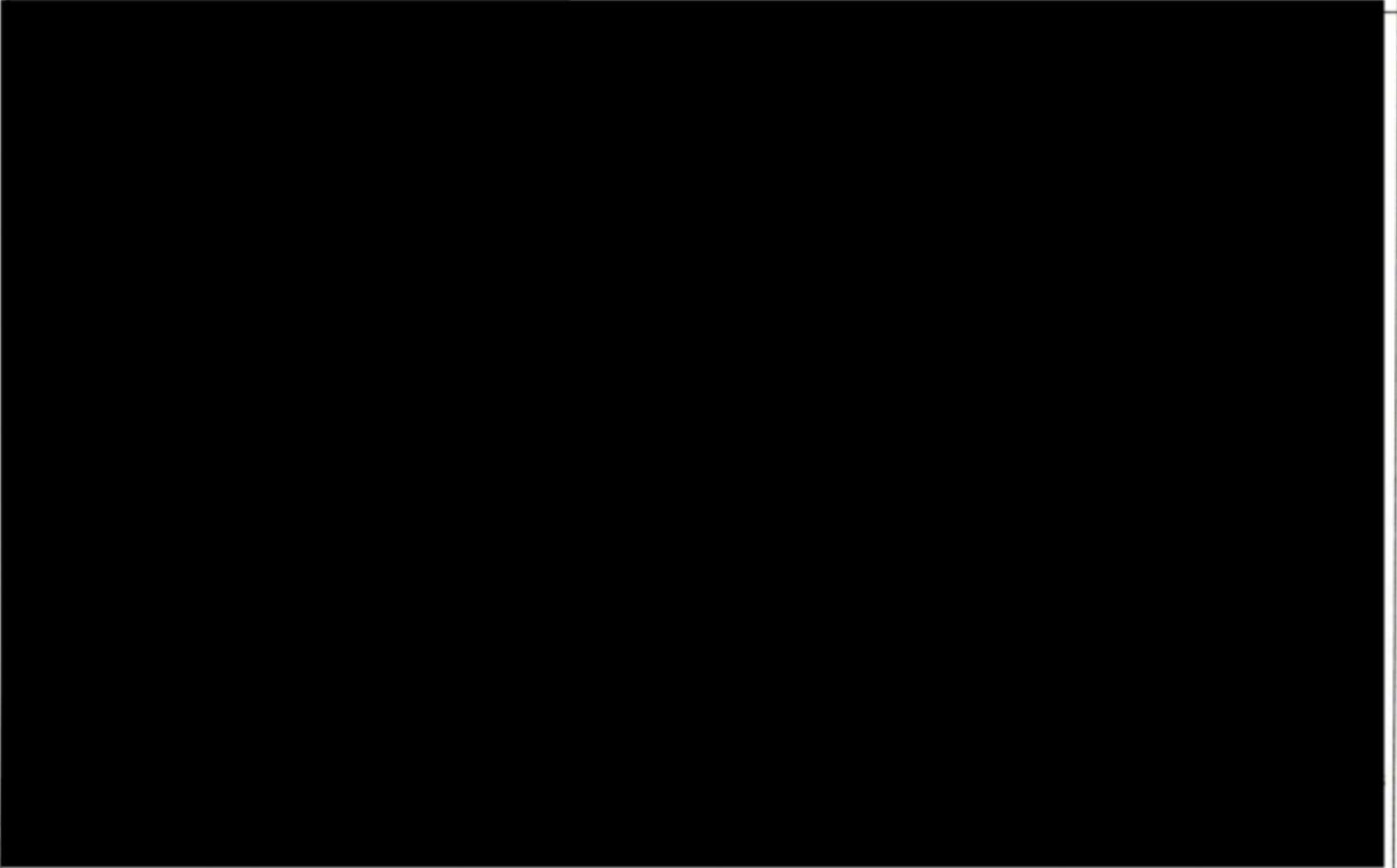


FY19 ADIC/SAC Performance Appraisal



Additional Performance Factors - (U//FOUO)

Performance Factors





Critical Element 5: Results Driven

New York City Field Office

Criminal Investigative Program Rating and Score



Scoring Key	
Final Rating	Points
High Performing	50.0
Accomplishing the Mission	42.5
Minimally Accomplishing	20.0
Underperforming	0.0

Criminal Investigative Program Band I-III Threat Ratings

	High Performing	Accomplishing the Mission	Minimally Accomplishing	Underperforming
Threat Rating Summary	■	1	0	0

Rating Official's Comments



FY19 ADIC/SAC Performance Appraisal



Additional Performance Factors - (U//FOUO)

Performance Factors

[Redacted]

[Redacted]

the mid 2000's. Epstein invited minors into his home, and paid them to provide massages, which turned sexual in nature. Epstein would also have an assistant in New York set up appointments for minors to go to Epstein's other residences outside of New York. In July 2019, Epstein was arrested on child sex trafficking charges. The investigation identified numerous victims, covered multiple jurisdictions, and included several co-conspirators. This case is

[Redacted]



Critical Element 5: Results Driven

New York City Field Office

Cyber Program Rating and Score

Final Rating	[REDACTED]
Final Score	[REDACTED]

Scoring Key	
Final Rating	Points
High Performing	50.0
Accomplishing the Mission	42.5
Minimally Accomplishing	20.0
Underperforming	0.0

Cyber Program Band I-III Threat Ratings

	High Performing	Accomplishing the Mission	Minimally Accomplishing	Underperforming
Threat Rating Summary	1	6	1	0

Rating Official's Comments

Additional Performance Factors - (U//FOUO)

Performance Factors

[REDACTED]
[REDACTED]



Critical Element 5: Results Driven

New York City Field Office

Intelligence Directorate Program Rating and Score

Final Rating

Final Score

Scoring Key	
Final Rating	Points
High Performing	50.0
Accomplishing the Mission	42.5
Minimally Accomplishing	20.0
Underperforming	0.0

Rating Official's Comments

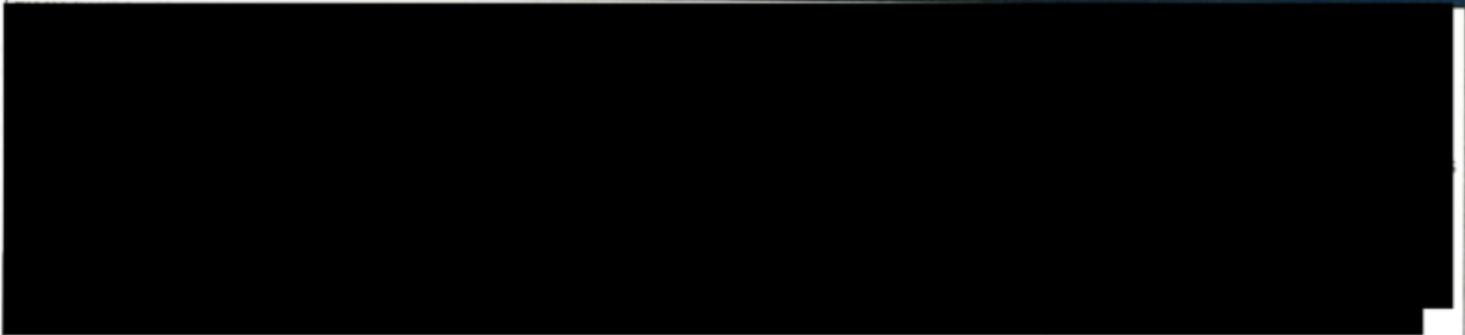
Collection Effectiveness Justification - (U//FOUO)



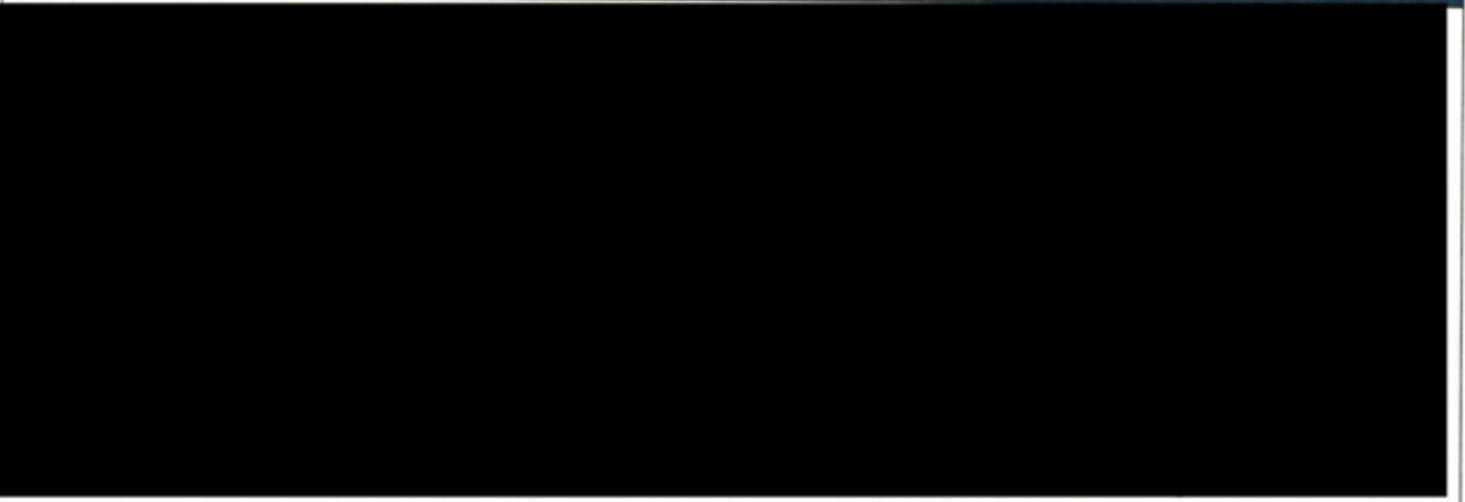
FY19 ADIC/SAC Performance Appraisal



Analytical Effectiveness Justification - (U//FOUO)



Integration Justification - (U//FOUO)

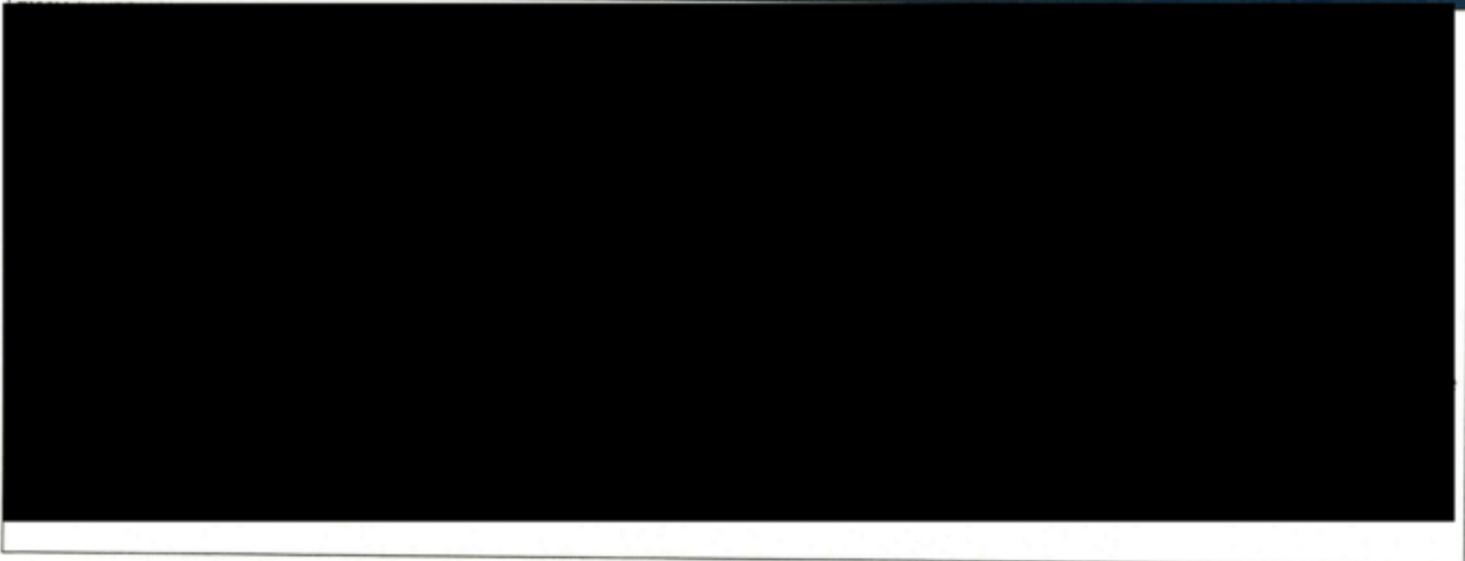




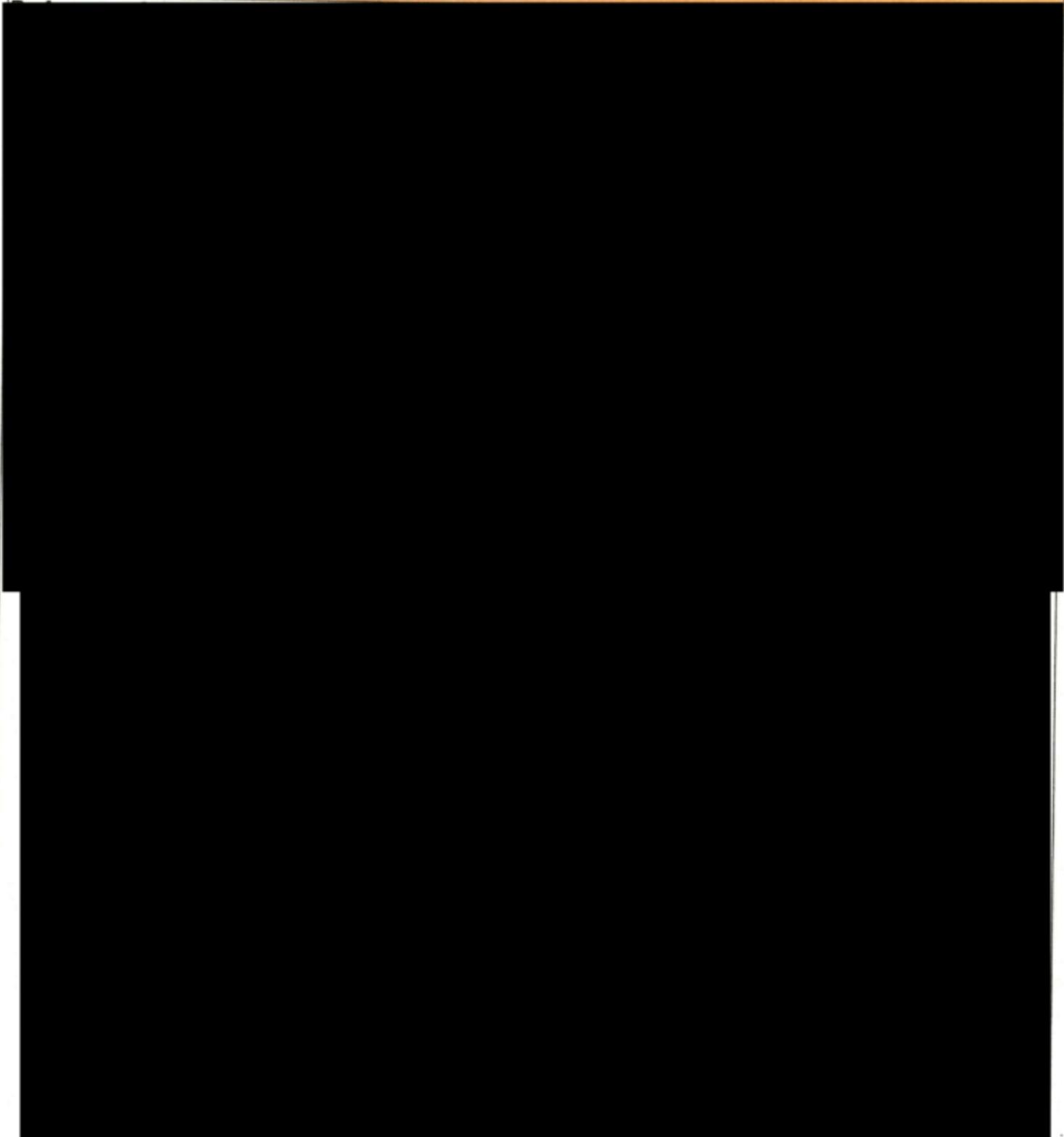
FY19 ADIC/SAC Performance Appraisal



Management Engagement and Oversight Justification - (U//FOUO)



Part 5. Critical Elements

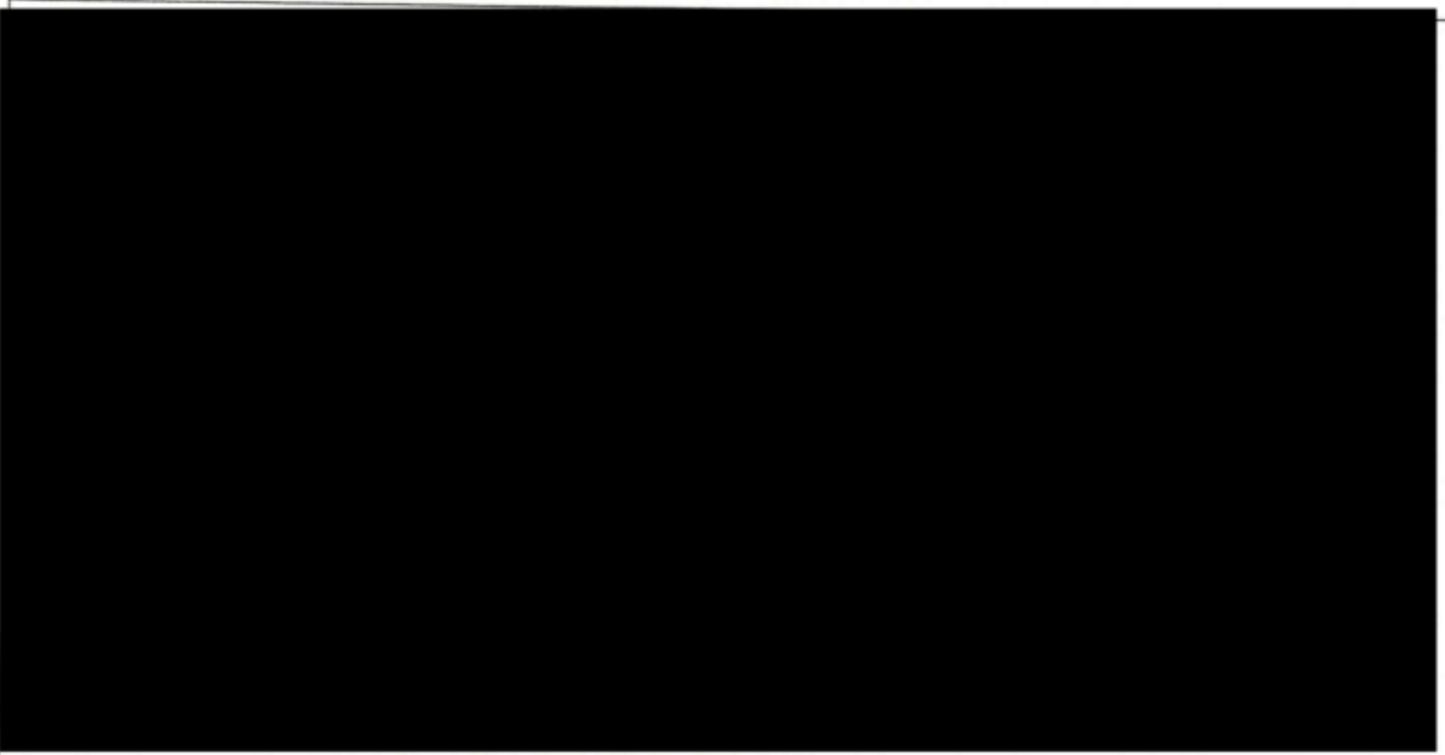


Element Rating Level Points

Level 5 = 5 points
Level 4 = 4 points
Level 3 = 3 points
Level 2 = 2 points
Level 1 = 0 points

Executive Name and ID:	Rating Period: 10-01-2018 thru 09-30-2019
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Critical Element 1. Leading Change	(Minimum Weight 5%)	Weight: 10% - 50 pts
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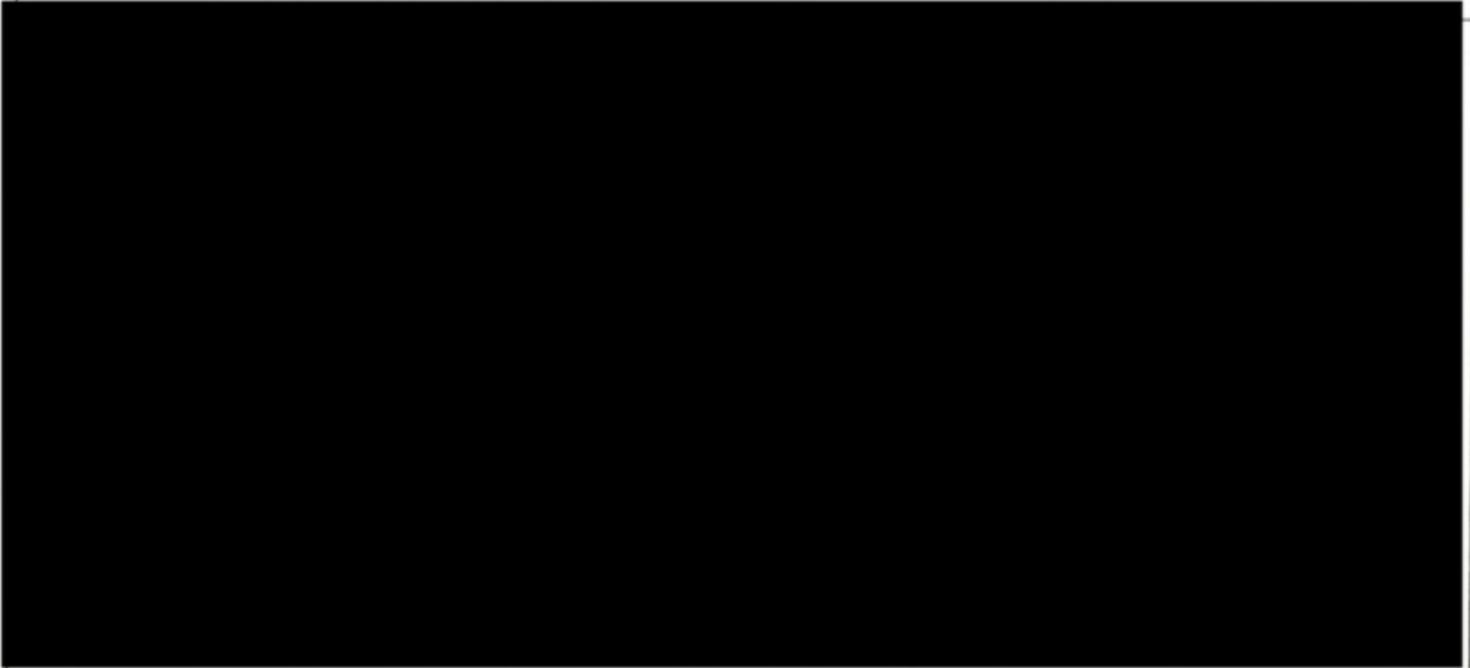


Rating Official Narrative: *(Optional)*

Executive Name and ID: Rating Period: 10-01-2018 thru 09-30-2019

Critical Element Rating - Leading Change Level 5 Level 4 Level 3 Level 2 Level 1

Critical Element 2. Leading People (Minimum Weight 5%) Weight: 20% - 100 pts



Executive Name and ID:

Rating Period: 10-01-2018 thru 09-30-2019

Rating Official Narrative (Optional)

Critical Element Rating - Leading People

Level 5

Level 4

Level 3

Level 2

Level 1

Critical Element 3. Business Acumen

(Minimum Weight 5%)

Weight: 10% - 50 pts

Rating Official Narrative: (Optional)

Executive Name and ID:

Rating Period: 10-01-2018 thru 09-30-2019

Critical Element Rating - Business Acumen

Level 5

Level 4

Level 3

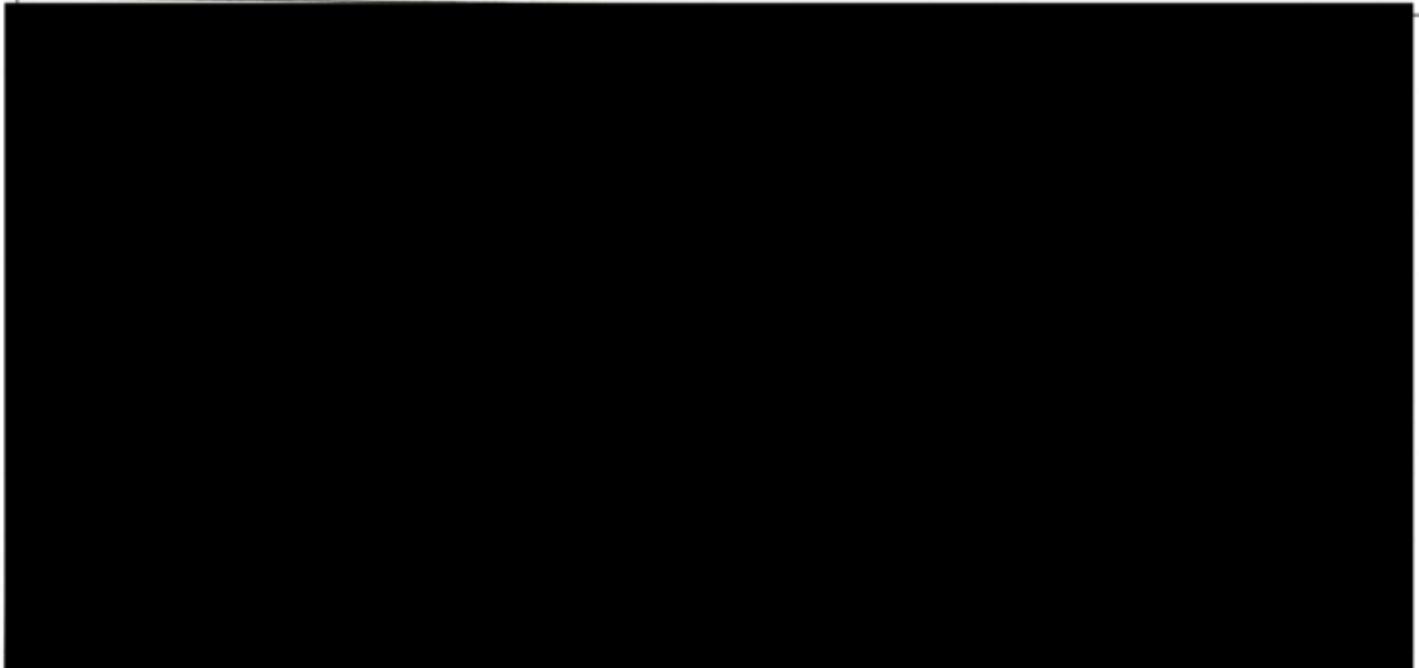
Level 2

Level 1

Critical Element 4. Building Coalitions

(Minimum Weight 5%)

Weight: 10% - 50 pts



Rating Official Narrative: *(Optional)*

Executive Name and ID:

Rating Period: 10-01-2018 thru 09-30-2019

Critical Element Rating - Building Coalitions

Level 5

Level 4

Level 3

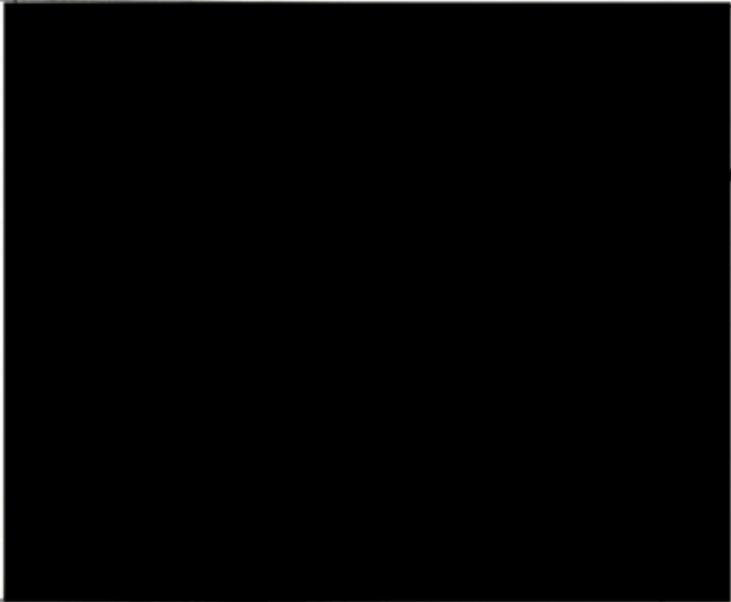
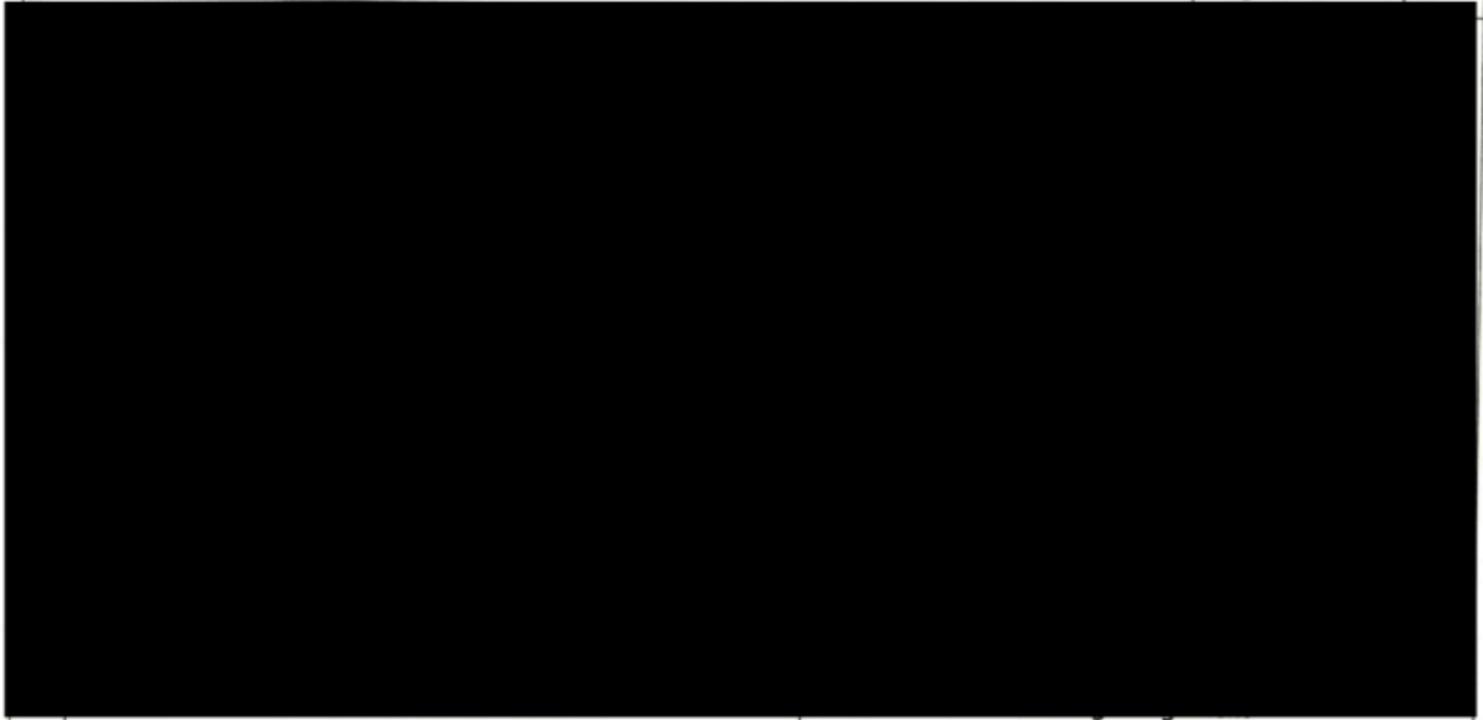
Level 2

Level 1

Critical Element 5. Results Driven

(Minimum Weight 5%)

Weight: 50% - 250 pts



Executive Name and ID:

Rating Period: 10-01-2018 thru 09-30-2019

[Redacted]

2 [Redacted]

3 [Redacted]

4 [Redacted]

5 [Redacted]

Executive Name and ID:

Rating Period: 10-01-2018 thru 09-30-2019

Rating Official Narrative: *(Optional)*

Critical Element Rating - Results Driven



Level 5



Level 4



Level 3



Level 2



Level 1

Part 6. Executive's Accomplishment Narrative (Optional)

Part 7: Summary Rating Narrative (Mandatory)

Part 8: Agency Use