



June 21, 2018

Colleagues,

The announcement by the Administration regarding the alignment of background investigations is of great importance to our organizations. It is our aim to keep you well informed as this effort progresses, so we want to provide you with additional information today.

For several months, DSS and NBIB have been working closely to execute the legislative mandate to move responsibility for the DoD-related portion of NBIB's background investigations mission to DSS. Upon further review, the Administration has indicated its intent to keep the background investigative program intact and under a single organizational banner. It has further determined that the program will be housed under DoD. As a result, we will focus our efforts on planning and executing an orderly and timely transfer of mission, personnel, resources, and assets from NBIB to DoD.

It is important for everyone to understand that with the consolidation of this mission in DoD, we collectively have an unprecedented opportunity to modernize and reform background investigations across the Federal Government. A strong NBIB-DoD team is our best combination for success. Our goals are to ensure this transfer is seamless and transparent, and to avoid interruptions to our missions or impact to our customers. Ongoing work to enhance capabilities and effect policy changes will not be interrupted by this transfer. We remain dedicated to providing the best service to our customers and our nation.

This will be a collaborative process and require coordination to prepare all staff for the integration of NBIB with DSS. Though the effective date is yet to be determined, we have already established working groups that will work in earnest to accomplish this transfer quickly and efficiently. We understand the importance of open and transparent communication with all NBIB and DSS personnel, and will provide you frequent updates and future opportunities to get answers to the questions you will have as we progress. We are planning to visit a number of field locations for both agencies to discuss the transfer in more detail. We look forward to the conversation.

Looking Toward the Future!

A handwritten signature in black ink, appearing to read "C. S. Phalen, Jr.", written in a cursive style.

Charles S. Phalen, Jr.
Director
National Background Investigations Bureau

A handwritten signature in black ink, appearing to read "Daniel E. Payne", written in a cursive style.

Daniel E. Payne
Director
Defense Security Service