August 16, 2022

VIA SECURED INFORMATION EXCHANGE

Office of Inspector General of the Department of Defense
Hotline Contractor Disclosure Program
4800 Mark Center Drive, Suite 14L25
Alexandria, VA 22350-1500
ATTN: Anthony Black

Subject: FAR 52.203-13 Disclosure – Siraaj Eldean Al-Baaj

Dear Mr. Black:

Under FAR 52.203-13, Lockheed Martin Enterprise Operations (EO), a business area of Lockheed Martin Corporation (LMC or Lockheed Martin), submits LMC disclosure #[redacted] to the Office of Inspector General of the Department of Defense related to former employee Siraaj Al-Baaj's labor mischarging in the amount of $56,360.93. LMC is separately submitting this disclosure to the cognizant Contracting Officers for the EO and Lockheed Martin Space business areas.

Employee Information

Mr. Al-Baaj was a Multi-Function Information Systems Analyst Staff located in Waterton, CO. He supported both the Enterprise Operations and Space business areas. He had no direct reports. The job description of this position is:

> Performs a variety of activities in information systems design, development, and analysis encompassing one or more of the following areas of technical expertise: programming, computer application analysis, software development, systems integration, and related disciplines.

Mr. Al-Baaj most recently completed labor charging training on November 18, 2021, and ethics training on June 28, 2021.

Investigation & Adjustment

On January 25, 2022, an EO Security investigator received information from a Human Resources Business Partner (HRBP) regarding concerns of Mr. Al-Baaj's mischarging. The investigator interviewed Mr. Al-Baaj's manager, who stated that Mr. Al-Baaj's work performance began declining in February 2021 despite continued counseling and that he has had increased attendance issues at work. More recently, he has been seen sitting in his personal car during work hours and outside of the facility on prolonged personal phone calls.

Security installed Active Desktop Monitoring (ADM) on Mr. Al-Baaj's computer from January 25, 2022 through February 9, 2022. ADM data showed that Mr. Al-Baaj engaged in 29:08 hours of non-work activity (i.e., surfing the internet, streaming vidoes, and instant messaging, for an extended amount of time on non-work related matters, with a Northrop Grumman ("NG") employee) despite charging the time as worked. The total mischarged time during the ADM was 41% of the hours charged.

EO Security interviewed Mr. Al-Baaj on February 17, 2022. He stated that he was a fulltime on-site worker in a classified area, though occasionally must pickup computer equipment from other areas within the facility. Mr. Al-Baaj admitted that he has spent time surfing the internet, streaming videos, and engaging in conversations with other employees unrelated to work activities but stated he was doing so while multi-tasking. When asked if he ever shared his computer screen with the NG employee, Mr. Al-Baaj admitted to sharing sensitive LM information with the NG employee. Specifically, he stated that he had shared the names of the programs on which he worked and the names of some LMC employees who worked on certain classified programs. LMC confirmed that none of the information Mr. Al-Baaj shared was classified.

LMC's investigation confirmed that Mr. Al-Baaj had mischarged time, had shared sensitive information with a non-LMC employee, and misused company computer assets.

In an abundance of caution, LM adjusted 739.64 hours between February 1, 2021 (the date the manager first became concerned with Mr. Al-Baaj's time charging) and February 17, 2022 (the date of Mr. Al-Baaj's interview with the Security investigator). On June 14, 2022, Space moved $42,237.26 to an unallowable account and on June 21, 2022, Enterprise Operations moved $14,123.66 to an unallowable account (see attached documentation).

Remedial Action

On March 2, 2022, the LM Disciplinary Review Committee terminated Mr. Al-Baaj's employment effective March 7, 2022.

The LM Security office reported the adverse information into the Defense Information System for Security (DISS) on March 29, 2022.

For your convenience, we have included the following information:

[redacted]

* * * *

[redacted]

Should you have any questions or require additional information, please contact , , at -corp@lmco.com or .

Sincerely,

/s/

Associate General Counsel
Litigation & Compliance

Enclosure

cc: James W. Whitehead