



**DEPARTMENT OF THE TREASURY
U. S. CUSTOMS SERVICE ACADEMY
FEDERAL LAW ENFORCEMENT TRAINING CENTER
GLYNCO, GEORGIA 31524**



April 5, 2000

REFER TO

Inspector Kenneth D. Humphrey
U.S. Customs Service
Miami, Florida

Dear Inspector Humphrey:

Congratulations! Your classmates and instructors have selected you to receive the Academy Director's Award for Customs Inspector Basic (USCSI) Class Number 0008.

The Director's Award was established to recognize those Inspectors whose individual conduct and performance during basic training best reflect the organizational values of the U. S. Customs Service. In their daily interactions with coworkers and with the international trade and traveling public, every Customs Inspector is expected to practice honesty, trustworthiness, responsibility and equitable treatment of others. You have distinguished yourself early in your Customs career by clearly and consistently demonstrating these same values in your dealings with Academy classmates and faculty members, often at the cost of personal convenience.

Therefore, at the recommendation of your fellow students and with the full endorsement of your instructors, I am pleased to present you with the Academy Director's Award for your class. I do so with pride in the role played by the Academy in fostering the development of these values, and with the confidence that you will continue to practice these values throughout your Customs career. It is with this same pride and confidence that I will notify your Port Director and other Customs officers nationwide of your receipt of this prestigious award.

I wish you a safe, challenging and productive future as a Customs Inspector!

Sincerely,

A handwritten signature in black ink, appearing to read "John W. McKay".

John W. McKay
Director
U. S. Customs Service Academy

EXHIBIT A1



DEPARTMENT OF THE TREASURY
U.S. CUSTOMS SERVICE
MIAMI, FLORIDA

Date: **MAY 22 2000**
File: PER 13-PD:A RVG

Customs Inspector Kenneth D. Humphrey
U.S. Customs Service
Miami, Florida

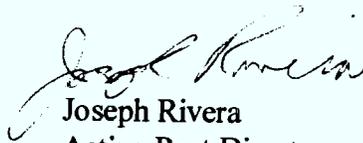
Dear Inspector Humphrey:

Congratulations on your success in the Customs Inspector Basic Training Course-0008. Your achievements are noteworthy. You received the Academy Director's Award. This award is a special award since your fellow students and your instructors bestowed it to you. It specially signifies what every Customs Inspector should exemplify, such as, honesty, trustworthiness, responsibility and equitable treatment of others. You clearly demonstrated these traits to those you came in contact with at the Academy. Additionally, you accomplished a Sharpshooter score in the Practical Pistol Course in your class. I wish you continued success in the various challenges ahead.

Your accomplishments are most noteworthy since it is a result of dedication, self-motivation and hard work at a time when we are far from our families. Your efforts have given a more positive image not only to the Miami Service Port but to the Customs Service as well.

A copy of this letter will be placed in your personnel file.

Congratulations on a job well done.


Joseph Rivera
Acting Port Director
Miami Service Port

Attachment

EXHIBIT A2



U.S. Customs Service

909 SE 1st Avenue, Room _____
Miami, FL 33131

MAR 16 2001

Mr. Kenneth Humphrey
Customs Inspector
U.S. Customs Service
P.O. Box 997930
Miami, Florida 33299-7930

Dear Mr. Humphrey:

On behalf of the South Florida Customs Management Center, I recognize your exceptional performance while working in Passenger Operations at Miami International Airport (MIA). Your contributions to the Customs Service with the one seizure you made during the first quarter of the fiscal year assisted in an 81% increase in the number of heroin seizures and a 100% increase in pounds of heroin seized in Air Passenger Operations at MIA. There was also a 480% increase in the number of cocaine seizures and a 634% increase in pounds of cocaine seized.

Your participation and assistance in Passenger Operations also contributed to an increase in the MIA's Search Efficiency Rating from 14% to 61.9%. Your performance demonstrates your dedication to duty and your determination to protect Customs ability to continue to meet the challenges of its mission.

Thank you for your help. A copy of this letter will be placed in your local personnel file.

Sincerely,

Robert J. McNamara
Director, Field Operations
South Florida

TRADITION



SERVICE



HONOR

EXHIBIT A3

Date: 1/1/2005 1:25 PM
Sender: PAUL V CHATFIELD
To: KENNETH D HUMPHREY
Priority: Normal
Receipt requested **Subject:** Thank You

Kenny,

I wanted to take this opportunity to wish you the best of luck and happiness in the new year, and to express my sincere appreciation for all of your hard work and dedication, and the contributions you have made to the A-TCET team in 2004. You have been a benefit to the team, and your extra effort has not gone unnoticed.

Thank you sincerely,

Paul V. Chatfield, Jr.
CBP Supervisory Officer
Miami A-TCET (Air)

EXHIBIT A4

909 S.E. First Avenue Ste. 980
Miami, FL 33131



**U.S. Customs and
Border Protection**

NOV 23 2005

Mr. Kenneth Humphrey
Customs and Border Protection Officer
U. S. Customs and Border Protection
Cargo Clearance Center
6601 NW 25th Street
Miami, Florida 33122

Dear Mr. Humphrey:

I am in receipt of a letter of appreciation from Supervisory Customs and Border Protection Officer (SCBPO) David C. Wentworth of the U.S. Customs and Border Protection (CBP) Hurricane Recovery Team Papa, in Hammond, Louisiana.

I wish to take this opportunity to add my appreciation and thanks for your outstanding performance, significant contribution, and commitment to duty. SCBPO Wentworth lauded you for your performance, which he described as "top notch and carried out without hesitation or complaint".

In the wake of the devastation of Hurricane Katrina, you volunteered and made personal sacrifices to render assistance to thousands of affected families. You have demonstrated selfless dedication during this humanitarian effort in the face of unprecedented challenges. Your efforts speak volumes of your dedication to duty and public service. Furthermore, you have demonstrated that CBP continues to take on a leadership role within the Department of Homeland Security (DHS) when conducting search and rescue operations, and augmenting local, state, and federal law enforcement agencies to render assistance to those in need.

Please accept my sincere gratitude and appreciation for your significant contributions and dedication during this critical time. You are to be commended for a job well done, which reflects positively and honorably, not only on the Miami Field Office, but also on CBP and the DHS.

Sincerely,

A handwritten signature in black ink, appearing to read "T.S. Winkowski".

Thomas S. Winkowski
Director, Field Operations, Miami
Miami Field Office

EXHIBIT A5

EXHIBIT

B

REGISTER | LOGIN

is thrilled about Kay Bailey Hutchison's camp

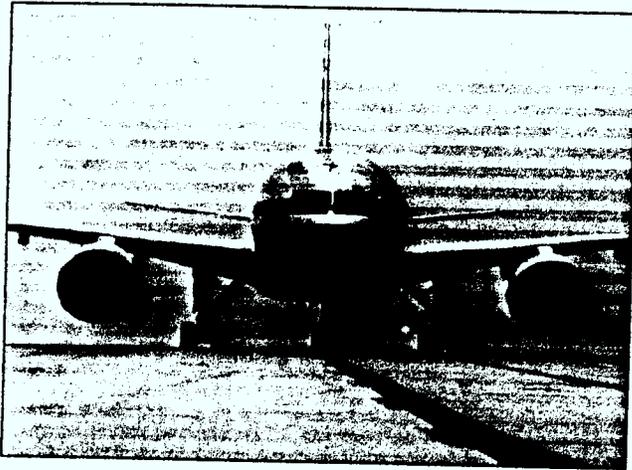


Airline Workers Pushed 9,000 Kilos of Cocaine: DOJ

By SCOTT FRIEDMAN and FRANK HEINZ

Updated 6:33 AM CDT, Wed, Sep 16, 2009

BUZZ UPI TWITTER FACEBOOK



Getty Images

Nine American Airlines workers are among the 23 people arrested in a federal investigation targeting a drug smuggling ring in Florida and the Caribbean who attempted to distribute 9,000 kilos of cocaine.

The Fort Worth-based airline confirmed the arrest of its employees in Miami and San Juan, Puerto Rico, Tuesday. Airline spokesman Tim Wagner told NBCDFW.com that the company has been working with the authorities in the investigation.

"As a company, we hope the actions of a few employees don't reflect negatively on the tens of thousands of ethical American Airlines employees who work hard to serve the public daily," Wagner said.

Drug Enforcement Administration spokesman Waldo Santiago told the Associated Press at least 20 people have been arrested in connection with a ring that smuggled narcotics between Puerto Rico and the U.S. Mainland.



AA Workers Accused in Smuggling Ring

Federal authorities said they have 23 arrest warrants in the case for people in cities across Puerto Rico and Miami. According to the U.S. Dept. of Justice, the following AA employees were arrested in the four-count indictment: Wilfredo Rodríguez-Rosado, Manuel Santiago Alvarado, Wilfredo Santiago Ríos, José D. Cordero San Miguel, Orlando Jimenez Torres, Wilfredo Cancel García, Roberto Rodríguez Cruz, José M. Colón Martínez, Camilo Sánchez Rodríguez.

The Dept. of Justice said Rosado led the organization since about 1999 and that he recruited individuals who worked for the airline to

insure the suitcases loaded with cocaine were ferried around the United States.

All defendants arrested were charged with conspiracy to possess and attempt to distribute approximately 9,000 kilos of cocaine aboard American Airlines aircraft.

The third count in the indictment charges four of the defendants with trying to possess and distribute 20 kilos of cocaine in June of this year -- a transaction investigators said was never completed due to circumstances beyond the control of the defendants.

The \$18 million forfeiture count includes the following properties: four residences in the municipality of Morovis; two residences in Bayamón; one residence in Barceloneta; one multi-apartment complex in Morovis; two business establishments in Morovis; and one business establishment in Bayamón.

If convicted, the defendants face a possible life sentence in prison and fines of up to \$4 million.

PAST STINGS

A similar sting in 1999 led to the arrest of 42 AA ramp agents and 13 food service contract employees, according to CNN. Arrests began in Miami and New York by the DEA, ATF, U.S. Customs Service and the Miami-Dade police department -- while the grand jury indictments of the 2.5 year investigation were unsealed. Ramp agents were accused of unloading what they thought was cocaine arriving from Colombia, Chile, Ecuador and Bolivia, CNN reported. The cocaine was fake and provided by the DEA.

In 2004, 14 people, including 11 former or current AA cargo workers at Miami International Airport, were indicted on charges of smuggling and distributing cocaine and heroin in the U.S., USA Today reports.

First Published: Sep 15, 2009 8:56 AM CDT

BUZZ UPI TWITTER FACEBOOK

Puerto Rico

EXHIBIT B

EXHIBIT

C

Humphrey (your copy)

Superior Achievement Award Nomination (2002 Awards Cycle)

This Superior Achievement Award Nomination is for Inspectors [redacted], Kenneth Humphrey and [redacted] for five shares for their enforcement efforts resulting in the seizure of [redacted] pounds of cocaine.

On May [redacted] 2002, Inspectors [redacted] and Humphrey targeted [redacted] Airlines flight [redacted] from Caracas, Venezuela. While inspecting the [redacted] area, they discovered one [redacted] service [redacted] that contained [redacted] pounds of cocaine concealed within its [redacted]. The uniqueness of this discovery is as follows:

This was the first discovery of contraband concealed within the new [redacted] Airlines [redacted] service [redacted] which utilizes a [redacted]. The concealment in this new type of [redacted] service [redacted] was much more difficult to detect than in the traditional [redacted] service [redacted] which utilizes [redacted]. Had it not been for their thorough examination and close attention to detail, this discovery would have gone undetected.

Prior to this discovery, there had not been any field targeted CET-ASU seizure involving an internal conspiracy at MIA since December 15, 2001. When seizures are down, morale is down. This seizure provided motivation for the rest of the CET-ASU Team. This discovery also acted as a training tool for several newly assigned CET-ASU inspectors who had never seen this type of concealment method. Affording them the opportunity of dismantling and extracting the cocaine from the [redacted] service [redacted] provided them with first hand knowledge of how a [redacted] service [redacted] should appear. Based on their discovery, two additional [redacted] service [redacted] seizures have occurred from Caracas, Venezuela on May [redacted] and June [redacted] 2002 totaling an additional [redacted] pounds of cocaine.

On May [redacted] 2002, based on the previous days' discovery, Inspectors [redacted] and [redacted] believed it highly unlikely that the internal conspirators would attempt an identical smuggling situation the very next day. However, their intuition and determination paid off when they targeted the exact same flight and discovered another [redacted] service [redacted] containing an additional [redacted] pounds of cocaine. This time, the [redacted] service [redacted] was in the [redacted] of [redacted] Airlines flight [redacted] from Caracas, Venezuela. This was truly an outstanding strategy, decision and effort by Inspectors [redacted] and [redacted].

The above Inspectors should be rewarded for their outstanding targeting abilities and close attention to detail during their inspections. Additionally, their teamwork and ability to "think outside of the box" greatly contributed to two internal conspiracy seizures in two consecutive days.

Seizure # 2002S [redacted]
[redacted]
Kenneth Humphrey [redacted]

Seizure # 2002SZ [redacted]
[redacted]

*referred to Jessy
Jessy
06/08*

EXHIBIT C1



[REDACTED] PDS HEROIN

[REDACTED] PDS COCAINE

[REDACTED] FROM CARACAS 5/[REDACTED]/2003

[REDACTED] AND [REDACTED]

4-MIDNIGHT TEAM STRIKES AGAIN!!!

NOTE:SI [REDACTED] SOMETIMES YOU
HAVE TO GET REAL DIRTY TO FIND
DOPE!!!

EXHIBIT C2

**BUREAU OF CUSTOMS AND BORDER PROTECTION
MIA C.E.T./A.S.U.**

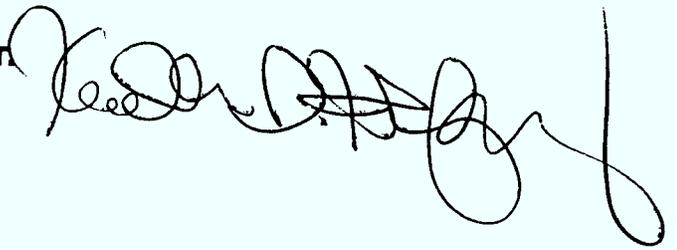
MEMO

TO: JEFFREY BALDWIN, PORT DIRECTOR, BCBP - MIA

**THRU: MICHAEL J. SINCLAIR, CHIEF, A.S.U., MIA-C.E.T.
JERRY LACY, SUPERVISOR, A.S.U., MIA-C.E.T.**

FROM: KENNETH D. HUMPHREY, CI, MIA-C.E.T.

DATE: August 21, 2003



Re: PEER RECOGNITION REQUEST

Dear Sirs:

With the understanding that your leadership directives emphasizes the entrusted roles we as members of MIA-CET/ASU are given in protecting our National Security. This written request is to highlight information that is possibly already recognized about the positive behaviors of individuals that hopefully are being encouraged on this team with further acknowledgments by management.

Bets have been on, as to which team members are likely the most continuously watchful and alert in the mission of preventing threats to our nation. By their efforts, these six members do **DETECT and DETER** - Drugs, Contrabands, and Terrorist smuggling, therefore making our team measures exceed normal. These members are surely the self-motivated professionals that can be considered the cornerstone '**ELITE STRIKE FORCE**' of MIA-CET/ASU.

The BCBP National Awards Program (NAP), goes throughout the year and culminates this October with the Commissioner's Annual Awards Ceremony. This Formal Reward System seeks to recognize positive performances and developments of members of such an '**ELITE STRIKE FORCE**', as are these six members of MIA-CET/ASU.

Six CBP Senior Inspectors are noted here for their exemplary performances and exceptional devotion to duties. Their setting and working toward a vision that understands the impact of mission achievements for providing a unit's worth, is vastly different from team members at the other extreme who's MOTTO is "working smart not hard" (a statement of being in denial, meaning "hardly working").

- CI [REDACTED] seems a great candidate for a **BLUE EAGLE AWARD** or a **CUSTOMS SERVICE UNIT CITATION**. His insightful ability to detect and discover, have made firm seizures for CET Unit's recognition. He also has worked hard to motivate others in achieving unit goals, by his directing, coaching, and delegating towards our unit's missions.
- CI [REDACTED] not one, but several **BLUE EAGLE AWARDS** and **CUSTOMS SERVICE UNIT CITATIONS** seem appropriate. His analytical talent has been the single most significant contribution to mission accomplishments in Monies/Drugs/and other contraband seizures. He has performed improved work processes and analysis which have achieved outstanding operational results.
- CI [REDACTED] appears to earn selection for a **BLUE EAGLE AWARD** or a **CUSTOMS SERVICE UNIT CITATION** based on his nature for examinations that have yield very positive drug seizures. He too has demonstrated good coaching, directing, and delegating responsibilities toward our mission and team goals.
- CI [REDACTED] and
- CI [REDACTED] as both are newer team members who have accomplished a lot in a short period of time, should be considered for **BLUE EAGLE AWARDS** or **CUSTOMS SERVICE UNIT CITATIONS** due to their determined and hard-working style that has aided their selection and analyzing processes to score seizures where other team members would have truly by-passed. The July 2003 [REDACTED] to [REDACTED] seizure that was initiated by CI [REDACTED] be assured, would have been missed and by-passed by over 50% of team members. The [REDACTED] tapped hollow. X-raying showed mostly blanked space, except for padding inside top, which gave no strong indicators for

EXHIBIT C3

drilling. CI [REDACTED] and CI [REDACTED] concluded that a [REDACTED] on top of [REDACTED] should not have had any padding inside underneath. All proved a successful team effort. CI [REDACTED] and CI [REDACTED] in a short period on other numerous occasions have made a high amount of seizures that can only be attributed to sheer determination toward accomplishing mission goals. Their May [REDACTED] 2003 seizure of [REDACTED] pounds of Heroin and [REDACTED] pounds of Cocaine in [REDACTED] from [REDACTED] ft. [REDACTED] CCS, gained both zero (0) share awards and no recognition from management in comparison, to other members with less significant seizures.

- CI [REDACTED] has shown a hard-working dedication toward achieving desired CBP goals to help preserve our Nation's Security. The awarding of a **CUSTOMS SERVICE UNIT CITATION** for his high and constant level of support in contributing to solid team seizures and the coaching, directing, and delegating of others in behaviors to be encouraged in our operations surely seem most appropriate.

By making these Honorary Awards to the above six 'ELITE STRIKE FORCE' team members, this offers recognition of their personal contributions to the overall value of BCBP-MIA CET/ASU functions to our country's protection.

Please believe that these Awards measures still hold true as they did when you possibly had concerns during your Custom's career that they were as effectively given. The above 'ELITE STRIKE FORCE' team members' achievements have helped foster greater MIA-CET/ASU group identity that has also heighten our Commitment, Pride and Team Spirit.

This letter is also designed to eventually contribute to better team efforts by encouraging even the 'in denial' group of individuals who's MOTTO "working smart not hard", will step up to:

- > **HIGHER STANDARDS OF INTEGRITY** and stop the hours of cell phone usage (new unlimited plans) on duty <Call log records displaying usage covering the same time-frame as hours on duty>.

- **GREATER ACCOUNTABILITY** in helping with the selecting of cargo manifests at GAC, for reviewing of AWB's that possibly require immediate inspections upon arrival.
- **FAIRNESS** in sharing the workloads by entering in PDA remarks, the member call signs who are known always for working the same flights and only going up in the jetway bridge, in comparison to the call signs of members covering working ramp side.
- **SERVICE to Country** by showing willingness to not by-pass, but open more items for inspections without fearing being wrong, making a mistake or getting a blemish.
- **PRIDE** in doing more than just showing up for work to get paid the same amount as the 'ELITE STRIKE FORCE' team members receive for doing work at a much different level.

Sirs, thanks for reviewing how well your 'ELITE STRIKE FORCE' embodies CORE VALUES that should motivate and guide others.

EXHIBIT C3

EXHIBIT

D

U.S. CUSTOMS AND BORDER PROTECTION

PRESENTED TO:

Kenneth Humphrey

IN RECOGNITION OF:

Continuous hard work, avoiding
controversy, not drilling
airplanes or jacking up airline
representatives.

From:

January 1, 2005 - Present



VIGILANCE * SERVICE *
INTEGRITY

EXHIBIT D

EXHIBIT

E

VIOLATION REPORT DEPARTMENT OF THE TREASURY U.S. CUSTOMS SERVICE MIAMI INTERNATIONAL AIRPORT

CUSTOMS SECURITY VIOLATION REPORT

THE FOLLOWING INCIDENT OCCURRED IN THE CUSTOMS SECURITY AREA:

DATE & TIME: 4-03-03/1735 DATE OF BIRTH: [REDACTED]

NAME: [REDACTED] [REDACTED] [REDACTED]
(LAST) (FIRST) (S.S. NUMBER)

AIRLINE/COMPANY EMPLOYED BY: [REDACTED] AIRLINE

DEPARTMENT: [REDACTED] SUPERVISOR'S NAME: SEE REMARKS
POSITION: [REDACTED] DCAD BADGE NUMBER: [REDACTED] /03
AREA CHALLENGED: E33 JETWAY BRIDGE
(i.e. RAMP, TERMINAL, CONCOURSE)

- IS EMPLOYEE AUTHORIZED FOR THAT AREA? YES NO
- WAS EMPLOYEE ACTING IN SCOPE OF EMPLOYMENT? YES NO
- WAS CUSTOMS SECURITY IDENTIFICATION BADGE CONFISCATED? YES NO

- TYPE OF VIOLATION:
- ENTRY INTO A CUSTOMS SECURITY AREA WITHOUT APPROVED SYMBOL (19CFR122.182a).
 - FAILURE TO OPENLY DISPLAY APPROVED CUSTOMS ACCESS SYMBOL DURING CUSTOMS CHALLENGE (19CFR122.182a).
 - ENTRY INTO A CUSTOMS SECURITY AREA NOT COVERED BY DISPLAYED CUSTOMS ACCESS SYMBOL (19CFR122.181).
 - ENTRY INTO A SECURITY AREA FOR A PURPOSE OTHER THAN TO PERFORM DUTIES ASSOCIATED WITH WORK (19CFR122.181).
 - FAILURE TO SURRENDER A CUSTOMS ACCESS SYMBOL FOLLOWING A PROPER DEMAND BY A CUSTOMS OFFICER (19CFR122.182a).
 - FAILURE TO REPORT THE LOSS OF THEFT OF A CUSTOMS ACCESS SYMBOL IN A TIMELY WRITTEN MANNER (19CFR122.185).
 - USE OF CUSTOMS ACCESS SYMBOL BY PERSON WHO IS NOT THE ORIGINAL APPLICANT ISSUED THE SYMBOL (19CFR122.186).
 - REFUSAL TO OBEY A PROPER CUSTOMS ORDER, RULE, OR REGULATION (19CFR122.187a5).

EXHIBIT E1

FAILURE TO PRODUCE APPROVED CUSTOMS ACCESS SYMBOL FOLLOWING A PROPER CUSTOMS DEMAND (19CFR122.182a).

THIS IS A SECOND ENCOUNTER OF SAME EMPLOYEE (ON SAME ISSUES)

REMARKS: (PLEASE SPECIFY)

REMARKS ON BACK

E33 JETWAY BRIDGE AFTER [REDACTED] WAS FOUND ON CONCOURSE AT THE GATE AND GLASS DOORS TO THE CONCOURSE LOBBY WERE SECURED AND LOCKED. I EXTEND MY HAND TOWARD MR. [REDACTED] AND REQUESTED TO SEE HIS (I.D.) METRO-DATE BADGES AND FIS BADGE. MR. [REDACTED] SLAPPED MY HAND AND SAID "GET YOUR HAND AWAY FROM ME." I INFORMED MR. [REDACTED] "VERY USTERNLY UNDER NO CIRCUMSTANCES SHOULD HE EVER TOUCH ME AGAIN." I AGAIN ASKED FOR HIS I.D. TO WHICH HE REPLIED "FOR WHAT?" MR. [REDACTED] IMMEDIATELY THEN TURNED BACK TO RUN UP THE DOWNWARD MOVING STAIRS TO GET AWAY WITHOUT IDENTIFYING HIMSELF. THE GLASS DOORS FROM WHICH HE FIRST CAME DOWN WERE LOCKED AND HE WAS TRAPPED. NOT UNTIL I PULLED OUT HANDCUFFS DID MR. [REDACTED] OFFER HIS I.D. AT THIS POINT I REALIZED THAT THIS WAS THE SAME PERSON SOME MONTHS BEFORE I WARNED ABOUT THE SAME INFRACTIONS OF BEING IN AN RESTRICTED AREA NOT ASSIGNED AND UNWILLING TO OFFER UP IDENTIFICATION. MR. [REDACTED] HAD TO BE ESCORTED NOT HANDCUFFED, PASS PASSENGER TO THE JETWAY DOOR DOWN TO THE RAMA. HE WAS NOTIFIED THAT HE NEEDED TO CONTACT HIS SUPERVISORS FOR HIS I.D. WOULD NOT BE GIVEN BACK TO HIM. I FIRST ARRIVED A UNION REP. MR. [REDACTED] MINUTES LATER ARRIVED A SUPERVISOR [REDACTED] MINUTES AFTER THAT ARRIVED SUPERVISOR [REDACTED]. THEY WERE ALL ADVISED OF THE GRAVE SITUATION AT HAND.

Ken Humphrey 42598 (I118A)

DISCOVERING OFFICER

(DATE)

SUPERVISOR

4-22-03

MR. [REDACTED] I.D.'s WERE GIVEN TO THE SUPERVISION WITH A DIRECTIVE THAT HE WAS NOT TO BE AROUND ANY INTERNATIONAL FLIGHTS THAT DAY. AND THAT LATER ACTIONS BASED ON A VIOLATION REPORT TO BE WRITTEN WILL TAKE PLACE.

UNDER ANY OATH, THE ABOVE INFORMATION IS TRUE AND CORRECT.

MR. [REDACTED] WAS NEVER TOUCHED, BUT SLAPPED MY EXTEND HAND FIRST. HE NEVER PRESENTED ANY I.D. WHEN REPEATEDLY REQUESTED. HE RAN AWAY IN AN ATTEMPTED EFFORT TO PREVENT IDENTIFICATION.

EXHIBIT E1 [Signature]



STATEMENT



STATEMENT OF: KENNETH D. HUMPHREY PAGE 1 OF 4 PAGES

I, KENNETH D. HUMPHREY, hereby make the following free and voluntary sworn statement to JAY H. DONLY, who has identified him/herself to me as a Special Agent with the Office of Inspector General, United States Department of the Treasury.

1 ON 4-03 APPROX. 1735 HR. AT MIA-GATE
2 E33, WHILE AWAITING THE ARRIVAL OF [REDACTED] FLT.
3 [REDACTED] FROM SDQ, I WATCH A [REDACTED] GO UP INTO
4 THE JETWAY BRIDGE FROM THE RAMP AFTER THE
5 PREVIOUS OUTBOUND FLT. PUSHED OUT. THE RAMP
6 CREW IMMEDIATELY PREPARED TO BRING THE ABOVE
7 NOTED INBOUND FLT TO THE GATE. THE PERSON
8 APPEARING TO BE DRESSED AS A [REDACTED] FAILED
9 TO EXIT THE JETWAY BEFORE THE INBOUND
10 FLT BLOCKED. I NOTIFIED MY C.E.T. TEAM
11 MEMBERS THAT I WOULD LOOK TO FIND THE
12 SUPPOSED [REDACTED] WHEREABOUTS. THE OPERATIVE
13 GATE AGT FOR AA, STATED THAT THE [REDACTED]

Witness' Initials: _____

Initials: KDH

County of: _____

Date/Time: _____

State of: _____

Location: _____

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EXHIBIT E2



STATEMENT



STATEMENT OF: KENNETH D. HUMPHREY PAGE 2 OF 4 PAGES

1 WAS SEEN UPSTAIRS IN THE BOBBY ON THE
 2 PHONE, AND THAT THE GLASS DOORS WERE
 3 LOCKED SECURELY TO RESTRICT ANYONE FROM
 4 ENTRY DURING THE DEPLANING OF INTL.
 5 PASSENGERS. IN CHECKING, [REDACTED]
 6 [REDACTED] (ID# [REDACTED]/03, FIS # [REDACTED], DOB-
 7 [REDACTED]) WAS FOUND IN THE FAR REAR
 8 OF THE JETWAY BRIDGE NEAR THE TERMINAL
 9 WALKING DOWN THE STEPS ^{IN FRONT OF} [REDACTED] A KNOWN ~~AGENT~~
 10 GATE AGENT - [REDACTED] (FIRST NAME). I HELD
 11 OUT MY HAND TO MR. [REDACTED] AND REQUESTED
 12 TO SEE HIS I.D. FOR IDENTIFICATION PURPOSES
 13 MR. [REDACTED] SLAPPED MY HAND AND STATED
 14 THAT HE WAS NOT GOING TO PRESENT HIS
 15 I.D., AND MR. [REDACTED] ASK FOR WHAT REASON,
 16 AND STATED FOR ME NOT TO HAVE MY HAND
 17 EXTENDED IN FRONT OF HIM. TO ME THIS
 18 THIS SITUATION WENT FROM CAUTION TO

Witness' Initials: _____

Initials: KDH

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EXHIBIT E2



STATEMENT



STATEMENT OF: KENNETH D. HUMPHREY PAGE 3 OF 4 PAGES

1 IMMEDIATE SERIOUSNESS, WITH A SIGN
 2 THAT SOMETHING IS SERIOUSLY NOT RIGHT
 3 HERE IN THIS INSTANCE AND IS NOW BORDERING
 4 ON POSSIBLE DANGER. I ADDRESSED
 5 MR. [REDACTED] IN VERY STERN TONE AND WORDS,
 6 THAT UNDER NO CIRCUMSTANCES SHOULD HE
 7 EVER TOUCH ME AGAIN, AND FOR THE LAST
 8 TIME REQUESTED TO SEE HIS ID, TO
 9 DETERMINE THE NEXT LEVEL TO ASSUME
 10 IN THIS ENCOUNTER. MR. [REDACTED] WAS TOLD
 11 HE CANNOT REFUSED TO PRESENT HIS ID.
 12 MR. [REDACTED] AGAIN REFUSED, AND AGAIN
 13 ASKING ON WHAT GROUNDS, MR. [REDACTED]
 14 QUICKLY TURNED AND TOOK OFF RUNNING
 15 TOWARD THE DIRECTION FROM WHENCE HE
 16 CAME, NOT KNOWING THAT WHEN [REDACTED] (GATE HE
 17 LEFT US EARLIER IN THIS ENCOUNTER, THAT
 18 THE GLASS DOORS BEHIND HIM AUTOMATICALLY

Witness' Initials: _____

Initials: KDH

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EXHIBIT E2



STATEMENT



STATEMENT OF: Kenneth D. Humphrey PAGE 4 OF 4 PAGES

1 LOCKED SECURELY, MR. [REDACTED] FINDING NOW
 2 HIMSELF TRAPPED, I APPROACHED IN A DEFENSIVE
 3 STANCE AND INFORMED HIM TO TURN AROUND
 4 TO BE HANDCUFFED FOR FAILING TO FOLLOW
 5 A FEDERAL DIRECTIVE AND FOR FLEEING.
 6 MR. [REDACTED] FINALLY GAVE UP HIS I.D. AND
 7 WAS ESCORTED PASSED INCOMING ARRIVING
 8 PASSENGERS DOWN TO THE RAMP TO AWAIT
 9 HIS SUPERVISORS ARRIVALS WITHOUT BEING
 10 HANDCUFFED. AT 1747 HR APPROX, A UNION REP.
 11 MR. [REDACTED] APPROACHED AND WAS ADVISED
 12 OF THE REASONS AND NEEDED FOR THE AIRCRAFT
 13 [REDACTED] SUPERVISION. MR. [REDACTED] ONCE DOWN
 14 ON THE RAMP WAS ADVISED THAT HE HAD PUT
 15 HIMSELF IN GRAVE DANGER BY FAILING TO YIELD
 16 SOME I.D., SLAPPING MY OPEN EXTENDED HAND,
 17 AND TURNING AND RUNNING TOWARD THE PASSENGER
 18 TERMINAL. ONCE ARRIVAL OF ALL SUPERVISION, HIS I.D. WAS
GIVEN TO THEM, WITH NOTIFICATION OF PENDING VIOLATIONS REPORTS

Witness' Initials: _____ Initials: [Signature]

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Date Printed: 3/15/03
 OI Form-16B (07/01)

Office of Inspector General - Investigations
 Department of the Treasury

EXHIBIT E2



STATEMENT



I have read this statement of 4 pages. It is true, accurate, and complete to the best of my knowledge and belief. I have initialed each page, where necessary, and have been given an opportunity to make any corrections or additions. I have also initialed each line where a correction has been made.

[Handwritten Signature]
(Signature)

Subscribed and sworn (or affirmed) to before me this 28th day of May, 2003,
at Miami, Florida.
(City) (State)

[Handwritten Signature]
Special Agent
Department of the Treasury
Office of Inspector General
Office of Investigations

Witness: _____

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Date Printed: 5/15/03
OI Form-16C (07/01)

Office of Inspector General - Investigations
Department of the Treasury

EXHIBIT E2



U.S. Customs Service

P.O. Box 52-3215
Miami, FL 33152-3215

JUN 19 2003

Mr. [REDACTED]
[REDACTED] Terrace
Miami, Florida [REDACTED]

Dear Mr. [REDACTED]

In accordance with Title 19, Section 122.187 of the Code of Federal Regulations, concerning access to Customs Security Areas, I hereby inform you that your access to the Customs security area at Miami International Airport has been revoked. Your access was revoked on May 23, 2003, per 19 CFR 122.187(a)(1)(i), because there were grounds specified in 19 CFR 122.187(a)(2).

Your access is revoked pursuant to 19 CFR 122.187(a)(2)(v) because you refused to openly display or produce a Customs access seal upon the proper demand of a Customs officer; and 19 CFR 122.187(a)(2)(vii) because you refused or neglected to obey a proper order of a Customs officer, or any Customs order, rule, or regulation. In particular, on [REDACTED] 2003, you were found on the jetway bridge of gate E-33, refused to produce your Customs access badge upon proper demand by a Customs officer, and ran away in an attempted effort to prevent identification.

The revocation is final; however you have the right to choose one of the following two options. (1) You may submit a new application for Customs security access, in accordance with the provisions of 19 CFR 122.182(c), on or after the 180th calendar day following the date of this letter. (2) You may file a written administrative appeal with the Port Director within 30 calendar days of your receipt of this letter. If you choose to exercise the second option, you must file a written appeal in duplicate and it must contain any and all evidence to rebut the reasons for the revocation. A written appeal must be sent to U.S. Customs Service, Port Director, Miami Service Port, P.O. Box 52-3215, Miami, Florida 33152. A written

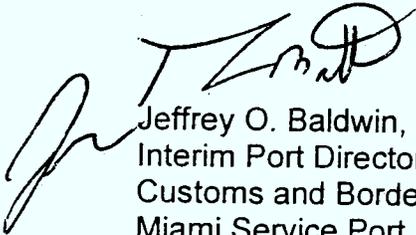
TRADITION
★
SERVICE
★
HONOR

EXHIBIT E3

appeal may request that a hearing be held in accordance with 19 CFR 122.187(d). However, a hearing will only be held if you demonstrate a genuine issue of fact that is material to the revocation.

The Director, Field Operations, will render a decision on any appeal.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffrey O. Baldwin, Sr.", is written over the typed name.

Jeffrey O. Baldwin, Sr.
Interim Port Director
Customs and Border Protection
Miami Service Port

EXHIBIT E3



U.S. Customs Service

P.O. Box 52-3215
Miami, FL 33152-3215

JUN 19 2003

Mr. George [REDACTED]
Vice President
[REDACTED] Airlines
P.O. Box 9 [REDACTED]
Miami, Florida 33299 [REDACTED]

Dear Mr. [REDACTED]

In accordance with Title 19 Code of Federal Regulations, Part 122.187, concerning access to Customs Security Areas, we are notifying you, the employer of Mr. [REDACTED], that this applicant's access to the Customs Security Areas at Miami International Airport has been revoked.

The applicant has been notified and was provided with detailed reasons for the revocation.

It is incumbent on you the employer of Mr. [REDACTED] to immediately return the Custom security access seal to the Customs Airport Security Office at Miami International Airport, Flamingo garage, lower level, Safety and Security Office.

Revocation of access to Customs security areas is a separate issue from employment of this individual with your company. Our decision to revoke the Customs Security access does not affect your decision for the continued employment of this individual with your company. However, access to Customs Security Areas is not authorized.

Thank you for your cooperation and immediate attention.

Sincerely,

★
SERVICE
★
[Handwritten Signature]

Jeffrey O. Baldwin, Sr.
Interim Port Director
Customs and Border Protection
Miami Service Port

TRADITION
★
SERVICE
★
HONOR

EXHIBIT E4

EXHIBIT

F

Department of Homeland Security
Management Directive System
MD Number: 0810.1

**THE OFFICE OF
INSPECTOR GENERAL**

1. Purpose

This directive establishes Department of Homeland Security (DHS) policy regarding the Office of Inspector General (OIG). Any prior Management Directive and any instruction or agreement of any kind issued by or entered into by any DHS official or component that is inconsistent in any respect with this directive is hereby superseded to the extent it is inconsistent with this directive.

2. Scope

This directive applies to all DHS organizational elements (OEs), including all employees, contractors, and grantees.

3. Authorities

- A. The Inspector General Act of 1978, as amended
- B. The Homeland Security Act of 2002, as amended, codified in Title 6, US Code ...

4. Definitions

OE Offices - As used in this Management Directive, the term OE offices include all Organizational Element offices of internal affairs, inspections, audits or Professional Responsibility. This term also includes the DHS Office of Security.

DHS Organizational Element - As used in this directive, the term DHS Organizational Element (OE) shall have the meaning given to the term DHS Organizational Element in DHS MD 0010.1, Management Directives System and DHS Announcements. This includes Elements such as the Bureau of Customs and Border Protection, the United States Coast Guard, the Federal Emergency Management Agency, etc. It also includes entities that report to DHS Organizational Elements, such as National Laboratories.

EXHIBIT F

MD 0810.1

APPENDIX A

The categories of misconduct identified below shall be referred to the OIG. Such referrals shall be transmitted by the OE offices immediately upon receipt of the allegation, and no investigation shall be conducted by the OE offices prior to referral unless failure to do so would pose an imminent threat to human life, health or safety, or result in the irretrievable loss or destruction of critical evidence or witness testimony. In such extraordinary situations, the OIG will be contacted as soon as practical, and all information and evidence collected by the OE office shall then be provided to the OIG as part of the OE referral to the OIG. The OIG will accept and retain all such allegations for investigation subsumed under this exigent circumstance exception.

- All allegations of criminal misconduct against a DHS employee;
- All allegations of misconduct against employees at the GS-15, GM-15 level or higher, or against employees in the OE offices;
- All allegations of serious, noncriminal misconduct against a law enforcement officer. "Serious, noncriminal misconduct" is conduct that, if proved, would constitute perjury or material dishonesty, warrant suspension as discipline for a first offense, or result in loss of law enforcement authority. For purposes of this directive, a "law enforcement officer" is defined as any individual who is authorized to carry a weapon, make arrests, or conduct searches;
- All instances regarding discharge of a firearm that results in death or personal injury or otherwise warrants referral to the Civil Rights Criminal Division of the Department of Justice;
- All allegations of fraud by contractors, grantees or other individuals or entities receiving DHS funds or otherwise engaged in the operation of DHS programs or operations;
- All allegations of visa fraud by DHS employees working in the visa issuance process.

In addition, the OIG will investigate allegations against individuals or entities that do not fit into the categories identified above if the allegations reflect systemic violations, such as abuses of civil rights, civil liberties, or racial and ethnic profiling, serious management problems within the department, or otherwise represent a serious danger to public health and safety.

EXHIBIT F

EXHIBIT

G



CBPnet

Sat., Oct. 31, 2009

SEARCH

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Home / Office of Internal Affairs /

Office of Internal Affairs

- Organization
- Official Guidance
- CBP Security Disciplines
- Counterintelligence
- Security Clearances - Background Investigations
- Reporting Misconduct Joint Intake Center
- Self Inspection Program (SIP)
- PC and Systems Support

Reporting Misconduct Joint Intake Center



Search Reporting Misconduct Joint Intake Center for:

see also:

- on cbpnet: CBP EEO Commission Statement

The Joint Intake Center (JIC) serves as the central "clearinghouse" for receiving, processing and tracking allegations of misconduct involving personnel and contractors employed by Customs and Border Protection (CBP) and Immigration and Customs Enforcement (ICE). The JIC provides CBP and ICE with a centralized and uniform system for processing reports of alleged misconduct. All reports of misconduct are coordinated with the Department of Homeland Security (DHS) Office of Inspector General (OIG) and referred to the appropriate office for investigation, fact-finding or immediate management action.

Bear in mind that reports of alleged misconduct may not result in any immediate action or overt signs of activity. Do not assume a lack of visible activity means your report has been ignored or met with indifference. All reports, including those submitted anonymously, receive prompt and complete attention. Employees are subject to disciplinary action for failing to report allegations of misconduct. Allegations of misconduct are to be immediately reported using one of the following methods:

- Call the toll-free Joint Intake Center Hotline at 1-877-2INTAKE or send a fax to (202) 344-3390;
- Send an e-mail message to Joint.Intake@dhs.gov;
- Contact your servicing CBP Internal Affairs (IA) Office (see List of CBP IA Contacts below)
- Contact an ICE Office of Professional Responsibility (OPR) (see List of ICE OPR Contacts below)
- Write to P.O. Box 14475, 1200 Pennsylvania Avenue, NW, Washington, DC 20044;
- Call the OIG at 1-800-323-8603;
- Send an e-mail message to DHSOIGHOTLINE@dhs.gov; or
- Write to Department of Homeland Security, Washington, DC 20528, Attn: Office of Inspector General, Hotline

- **CBP IA Field Offices and Contact Numbers**
- 06/18/2009

- **ICE OPR Field Offices and Contact Numbers**
- 02/23/2009

pdf - 21 KB.

- **CBP Fact Finding Coordinators and Contact**

CBPnet
Technical questions

EXHIBIT G

EXHIBIT

H

Print this Page
Close this Window

Printer Friendly Version Of:

http://cbpnet.cbp.dhs.gov/xp/cbpnet/ia/irm/examples_misconduct.xml

Printed:

Sat Oct 31 23:40:21 EDT 2009

Examples of Reportable Misconduct

02/18/2009

Every employee has a duty to report any matters that could reflect substantive misconduct or serious mismanagement.

Examples of Misconduct by Employees Which Must Be Reported:

1. **Criminal activity:** conduct that would violate state or federal criminal laws including all employee arrests. Examples of criminal activity include, but are not limited to: bribery, theft or misuse of funds, smuggling, drug possession, perjury, civil rights violations such as mistreatment of aliens, etc.;
2. **Serious misconduct:** substantive misconduct that could jeopardize the agency's mission. Examples of serious misconduct include, but are not limited to: misuse of TECS, falsification, abuse of official position for private gain, workplace violence or harassment, improper association, willful misuse of government vehicle or property, etc.

A common-sense approach should be used about reporting less-serious misconduct. Rather than being reported to the Joint Intake Center or to a CBP-IA or ICE-OPR Field Office, these matters are best handled directly by supervisors and managers or are more appropriately remedied through other avenues that are specifically established for reviewing employee concerns, such as the grievance or complaint process.

Examples of Other Misconduct by Employees Which Should Not Be Reported to The Joint Intake Center or to a CBP-IA or ICE-OPR Field Office, But Should be Made Known to Management in a Timely Manner:

- Leave issues, such as tardiness or absence without approved leave.
- Performance related issues, such as not carrying out work assignments, insubordination, inattention to duty, poor work product and misuse of official time.
- Dress code issues, such as uniform and appearance matters.
- Workplace atmosphere issues, such as personality conflicts and disruptive conduct.
- Isolated and de minimis (\$100 or less) imprest fund or collection discrepancies.
- Rude or unprofessional conduct, such as the use of profanity or other discourteous language, demeanor or gestures.
- Passenger or citizenship processing complaints involving examinations, seizures, fees, fines or penalties.
- Unauthorized use of the government travel/purchase card (\$500 or less) or a payment delinquency under \$1,000.

EXHIBIT H

EXHIBIT

I

6601 NW 25th Street
Miami, FL 33122



**U.S. Customs and
Border Protection**

Officer Kenneth Humphrey (I-118A)
U.S. Customs and Border Protection
Miami Field Office
Miami Service Port

June 29, 2005

Dear Officer Humphrey:

It is indeed a pleasure to take this opportunity to recognize your recent contribution to the Customs and Border Protection mission as a member of the Miami Service Port Anti-Terrorism Contraband Enforcement Team.

Specifically, on May [REDACTED] 2005, you and your co-workers from the Anti-Terrorism Contraband Enforcement Team worked [REDACTED] flight [REDACTED] arriving from Caracas, Venezuela. While conducting a thorough planeside inspection, un-manifested cargo was discovered and x-rayed. Documentation was completed and submitted to appropriate channels, which in turn resulted in a \$10,000.00 penalty approval from CBP Headquarters for violation of the Trade Act of 2002. A significant aspect of the Trade Act of 2002 is the enforcement of regulations, which require carriers to manifest all cargo in accordance with established timelines.

Enforcement of the Trade Act is a significant aspect of the CBP mission. Through your work ethic and diligence, you and your co-workers demonstrated your dedication and commitment to this mission.

On behalf of CBP, the Miami Service Port and A-TCET, I congratulate you on this specific action and thank you for your continued service.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Blanchard".

Roderick J. Blanchard
Assistant Port Director
Tactical Operations Branch
Miami Service Port

EXHIBIT I 1

Penalty _____
 Log # _____
 TECS # X- _____
 Amount _____
For Security Office Use Only

AIRLINE VIOLATION REPORT

CUSTOMS AND BORDER PROTECTION (CBP)
 MIAMI AIRPORT

Date: 5-20-2005 Time: 2130

Location: W- [REDACTED]
 PASSPORT # _____
 USA _____
 JOB: _____
 1969

Name: _____
 (Last) (First)

Airline/Company Employed by: _____

Department: MIAMI REGIONAL OFFICE Supervisor: _____ Telephone #: _____

Position: _____ OFFICER DCAD Badge Number: _____

Flight Information: _____ Flight Number: _____ / TAIL# _____

Last Foreign Port (Inbound): CCS Departing to (Outbound): _____

Violation Type:

INBOUND: CITATION CODE DESCRIPTION AMOUNT

Failure to report arrival 19USC1436, 19CFR122.166 (a) (2), 122.42 AR51 \$5,000

Failure to present documents 19USC1436, 19CFR122.166 (a) (4) AR56 \$5,000

Discharge of Passengers/Crew 19USC1436, 19CFR122.166 (a) (6) AR55 \$5,000

PASSENGER [REDACTED] FAILED TO DECLARE DOCUMENT OR PRESENT PERSONAL EFFECTS (APPROX. 10 PIECES).

OUTBOUND: CITATION CODE DESCRIPTION AMOUNT

____ Departure without clearance 19USC1436, 19CFR122.166 (a) (6) CL51 \$5,000

____ Failure to present documents at least one hour prior to departure 19 USC1436, 19CFR122.71 & 72 OA51 \$5,000

____ Other (See reverse side)

Security Office Use Only

____ Number of prior violations for this citation. _____ Number of total violations

Remarks: _____

RECOMMENDATION	Penalty	Liquidated Damage	Informed Compliance	Amount Assessed	Date
SCI ASO				\$	
Chief EOB					
DAPD APO					
APD APO					

EXHIBIT I1

Attached with this report all supporting documents. (SEE REMARKS BELOW)

ON MAY [REDACTED], 2005, AT-CET 1500-2300 SHIFT WAS IN FIELD OPERATIONS

[REDACTED] AS THREE TEAMS. ALL THREE TEAMS AGREED TO COMBINED OPERATIONS AFTER NOTING THE ARRIVING OF A PREVIOUSLY TARGETED FLIGHT - [REDACTED], FROM CARACAS, E.T.A. APPROXIMATELY 2045 HOUR. DAYS BEFORE, THE SAME NOTED FLIGHT WAS FOUND IN VIOLATION FOR NARCOTICS CONTRABAND IMPORTATION. AT THE ARRIVAL OF [REDACTED], THE MANIFEST WAS REVIEWED, AND ALL TEAMS COVERED THE AIRCRAFT IN PRELIMINARY INSPECTIONS, AND AWAITED OFFLOADING. THE MONITORING OF HORSES, DRY CARGO AND SELECTED TARGETS (1 SHIPMENT LATER REFERRED TO T.E.T.) WAS CONDUCTED. IN THE REAR BELLY, A SLEW OF UNMANIFESTED SUITCASES, BOXES, AND BAGS (APPROX. 10 PIECES) WAS LOCATED. THE XRAY-VAN WAS THEN PUT INTO PLACE, AND ALL UNMANIFESTED ITEMS WERE SCANNED, INSPECTED AND NOTED AS POSSIBLY PERSONAL EFFECTS.

DURING THE LATTER-HALF OF FLIGHT'S UNLOADING INSPECTIONS, [REDACTED] SECURITY PERSONNEL INFORMED AT-CET/I [REDACTED], OF A PASSENGER FROM ON-BOARD, LEAVING LUGGAGE AND IS NOW RETURNING TO SECURE THE LEFT BEHIND ITEM. IMMEDIATE ACTIONS WERE TAKEN BY ALL AT-CET TEAM MEMBERS TO HALT WHAT APPEARED TO BE A VERY IRREGULAR PROCEEDING. G.A.C. STAFF WAS NOTIFIED AT THE SAME MOMENTS AS CONSULTING WITH

PAGE 3

SPECIAL TEAMS OPERATIONS

I [REDACTED] I [REDACTED] I [REDACTED] I [REDACTED], K- [REDACTED]

UD I118A [REDACTED] / 5- [REDACTED]-05

Covering Officer

(Date)

Supervisor

(Date)

EXHIBIT I1

Attached with this report all supporting documents.

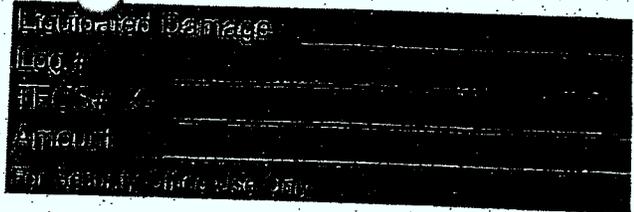
[REDACTED] SHIFT SUPERVISION - SCI/I [REDACTED], ABOUT PASSENGER'S FAILURES IN CLEARANCE PROCEDURES. PROPER PROCEEDINGS WERE INITIATED BY HAVING [REDACTED] STAFF AND PASSENGER - [REDACTED] TO RETURN FOR RE-CLEARANCE AT G.A.C., WITH AT-CET SUPERVISION'S OKAY GIVEN. ALL [REDACTED] IMMEDIATE PERSONNEL WERE INFORMED OF POSSIBLE PENALTIES BEING INVOLVED, AND THAT THE UNMANIFESTED ITEMS GOING TO G.A.C. WOULD BE DONE VIA AIRFIELD SIDE, WHILE THE PASSENGER IS REQUIRED TO RETURN TO G.A.C. VIA STREET-SIDE FOR RE-CLEARANCE.

ALL WAS CONDUCTED AS PRESCRIBED.


 Discovering Officer (Date) 5-05
 I118A

Supervisor (Date)

EXHIBIT I 1



SECURITY VIOLATION REPORT

CUSTOMS AND BORDER PROTECTION (CBP) AIRPORT SECURITY OFFICE

Date: 8-1-05 Time: 2230 APPROX. Date of Birth: [REDACTED]-63
 Name: [REDACTED] (LAST) [REDACTED] (FIRST) [REDACTED] DCAD
 Airline/Company Employed by: AIR CARGO INC
 Department: [REDACTED] Supervisor: [REDACTED] Tel #: [REDACTED]
 Position: AIRCRAFT DCAD Badge Number: [REDACTED]
 Area Challenged: W-[REDACTED] FIS Security Seal Number: [REDACTED]

Is employee authorized for that area? Yes No

Was employee acting in the scope of employment? Yes No

Was the FIS Customs Badge Confiscated? Yes No

Number: _____
Violation Amount: \$1,000

Violation Type:

- Entry into a CBP area without approved symbol (19 CFR 122.182a)
- Failure to openly display approved customs access symbol during customs challenge (19CFR122.182a)
- Entry into a customs security area not covered by displayed customs access symbol (19CFR122.181)
- Entry in to a security area for a purpose other than to perform duties associated with work (19CFR122.181).
- Failure to surrender or produce a customs access symbol following a proper demand by a customs officer (19CFR122.182a)
- Failure to report the loss or theft of a customs access symbol in a timely written manner (19CFR122.185) (19CFR122.186).
- Use of customs access symbol by person who is not the original applicant issued the symbol
- Refusal to obey a proper customs order, rule, or regulation (19CFR122.187a5).

Other (please specify): CONFRONTATION AND INTERFERENCE WITH CBP OFFICER IN PERFORMANCE OF CBP AUTHORITY. NON-COMPLIANCE UNTIL HANDCUFFING INITIATED.

Remarks: _____ Number of prior violations for this citation. _____ Number of total violations

Recommendation	Penalty	Liquidated Damage	Informed Compliance	Amount Assessed	Date
SCI ASO					
Chief EOB					
DAPD APO					
PD APO					

Remarks: EXHIBIT I 2

Who caused this violation? AIRCRAFT [REDACTED] MADE OFFENSIVE ARM GESTURES TO CBP TEAM PASSING WESTBOUND ON CARGO ROAD ADJACENT TO W- [REDACTED] AREA AS HE WAS INCOMING FROM TAXIWAY [REDACTED] WINDOW IN A BELLIGERENT MANNER, APPROACHED INTO CBP VEHICLE FOUL STATEMENTS TO CBP TEAM. In what international area did this occur?

BETWEEN W- [REDACTED] TO W- [REDACTED] CARGO RAMP AREA. (CARGO [REDACTED])

Identify what established the area as International (airline, flight #, origin, destination, gate, cargo? BLOCKING AREA FOR INTERNATIONAL FLIGHTS AND INTERNATIONAL CARGO WAREHOUSES.

What was the actual violation? CBP TEAM I [REDACTED] / I [REDACTED] / I [REDACTED] TRAVELING WESTBOUND TO CARGO CLEARANCE CENTER AT APPROX. 2220 HOUR, ENCOUNTERED [REDACTED] CLAIMING INTERFERENCE WITH RIGHT-OF-WAY WITH [REDACTED] TOWTUG (NOTE WITHOUT ANY ROAD SPOTTER BEING IN PLACE).

[REDACTED] IMMEDIATELY STARTED WITH CONTEMPTUOUS STATEMENTS ABOUT CBP AUTHORITY, IN A FOUL AND BELLIGERENT MANNER. I [REDACTED] WAS SHOWN DEFIANCE, BOLD RESISTANCE TO ANY REQUEST TO PRESENT I.D. AND EXIT TUG.

Additional Information: CBP TEAMS MAINTAINS PROFESSIONALISM. MANY ENCOUNTERS WITH [REDACTED] DURING THE 1600/2400 AND 1500/2300 SHIFTS WHILE WORKING HIGH TARGETED [REDACTED] FLIGHTS. I [REDACTED] ATTEMPTED IN MANY OCCURENCES, USUALLY AS THE SENIOR OFFICER, TO APPROACH [REDACTED] IN A PROFESSIONAL MANNER WHILE HE APPEARED TO WANT TO IMPEDE, HINDER, OR OBSTRUCT ACTIVITIES PLANESIDE. I [REDACTED] HAS PREVIOUSLY GIVEN [REDACTED] VERBAL WARNINGS ABOUT HIS INCLINATION TOWARD CONTEMPTUOUS BEHAVIOR AND ATTITUDE IN RESISTING AND DEFYING CBP AUTHORITY.

[Signature] CBP Inspector (Date) 8/20/11 SCI (Date)

AIRCRAFT [REDACTED] CONSTANTLY APPEARS WILLING TO CIRCUMVENT CBP INSPECTIONS, AND TO OPERATE AS HE PLEASURES IN [REDACTED] SERVING TARGETED INTERNATIONAL FLIGHTS. EXHIBIT I2

8-08-2005

TO: Chief Marta Blanco, AT-CET

FROM: Kenneth D. Humphrey, CBP Officer, AT-CET

RE:

Security Violation Incident on 8- [REDACTED] 2005, involving [REDACTED]

All AT-CET teams from the 1500-2300 shifts had just completed a joint field inspection operation and had peeled off separately to return to base at approximately 2215 hour. The first team rounding the curve behind the blast-wall, going west on the access road in front of the 'Cargo [REDACTED] warehouses { [REDACTED] etc.}', were CBP Officers [REDACTED] and Humphrey. As the noted CBP Officers were driving with caution heading west toward the Cargo Clearance Center, we could see in the peripheral side view to the right, a tow-tug approaching with a quicken pace and someone standing-up on the tow-tug waving their arms in a forceful manner. We stopped the van and pulled off the road to circle back toward the tow-tug that was now behind us. As we came along the passenger side of the tow-tug, the passenger started yelling in a harsh manner about something, and CBP Officer [REDACTED] inquired as to "what was the problem"? The tow-tug passenger came off the his vehicle and jump into the driver's side window of the CBP van yelling some statement about that "you guys (referring, I guess to CBP) think that you are fucking gods" and "that you don't have to follow any god damn airport rules". CBP Officers Humphrey and [REDACTED] immediately exited the van to run around to the front of the CBP van toward this aggressive individual, and provide backup cover to Officer [REDACTED] as Officer [REDACTED] instantly removed himself from the CBP van to better position himself in this inquiring situation.

Officers [REDACTED] and [REDACTED] continued the contact with this passenger of the tow-tug, while Officer Humphrey went immediately to the driver of the tow-tug to inform him to cut off the ignition and present his ID to begin establishing the persons involved in this situation. The driver asked Officer Humphrey "WHY?" and Officer Humphrey again asked to see the driver's ID, to which the driver - [REDACTED] presented, without further inferences.

Officer Humphrey reproached the passenger side of the tow-tug and saw continued and pure defiance by the passenger in providing any identification as to who he was. Officer Humphrey came in direct frontal contact with the passenger to make it clear that he needed to present his ID at that moment, and that there was no options available to discuss other than to immediately make present of proper identification. Officer Humphrey repeated several times for the passenger to present his ID, and the passenger refused with statements as "I don't have to show you any fucking ID" and "What damn reason do you have for seeing my ID". Officer Humphrey proceeded to withdrawn his handcuffs with his right hand and with his left hand reaching toward controlling the individual, the individual push Humphrey's left hand aside in defiance, in which another

EXHIBIT I 2

CBP Officer [REDACTED], assisted in placing the individual face-forward up against the tow-tug. The individual instantly changed his tone and pulled out his ID from under his outerwear. Officer Humphrey had the individual that was now identified as [REDACTED] turn around for acknowledgement from Officer Humphrey, that [REDACTED] is the one ramp worker, among hundreds and hundreds of ramp personnel that we encounter, that is repeatedly given CBP Officers verbal defiance and insubordination to any CBP Requests made planeside, and not [REDACTED] or any ramp worker, under any circumstances, has a right to fail to present proper identification when any persons challenges.

As Officer Humphrey was discussing in firm terms, addressing to [REDACTED] that he is constantly skirting CBP's stance of Professionalism to take for granted that he can operate as he pleases, CSI's Pierre and Skinkis came upon the scene and CSI Skinkis asked CBP Officer Humphrey to step back, which Humphrey did, as she began interrogating the tow-tug personnel involved while not giving the CBP Officers involved a chance to fully explain.

CBP Officer Humphrey some time later, approached [REDACTED] to see his Driver's License to check Sector if there is a noted pattern on record for previous behavioral resistance to any authority. CSI Skinkis stated for CBP Officer Humphrey to move away, and CBP Officer Humphrey stated that he wanted on record that he requested to run vitals on [REDACTED] through Sector. No response was given.

EXHIBIT I 2

[REDACTED] incident letter
Date: 8/8/2005 11:52 PM
Sender: [REDACTED]
To: MARTA M BLANCO; [REDACTED]; KENNETH D HUMPHREY
Priority: Normal
Receipt requested
Subject: Re:Incident

Chief Blanco,

On august [REDACTED] 2005 at about 2230 hours, I was riding with officers [REDACTED] and Humphrey traveling from the High "Whiskey" side of the airport back to Cargo Clearance center. I noticed along with the above officers an aircraft tug not towing an aircraft coming across the road in spot w-12. As we passed the tug i observed the passenger of the tug which I later found out was a Mr. [REDACTED] gesturing with his hands raised up at us which to me was a little strange. Officer [REDACTED] then proceeded towards the tug as we were under the assumption that he was trying to warn us about something or was signaling us over. As we approached the tug I noticed Mr. [REDACTED] ranting and raving and as we got closer, Officer [REDACTED] asked him what was up, all of a sudden Mr. [REDACTED] responds , " you guys think you are fucking gods out here"! I was taken aback by his response and Officer [REDACTED] replies, "What seems to be the problem?"..a little startled by Mr. [REDACTED] response also. In a blink of an eye Mr. [REDACTED] comes charging towards our vehicle, Officer [REDACTED] driver's side to be exact again screaming profanities at us! he goes, " You guys are the fucking problem and you cut us off you are supposed to wait for us to pass"! Officer [REDACTED] made it known to him that he wasn't towing an airplane and we didnt cut him off.. Mr. [REDACTED] became increasingly aggressive and Officer [REDACTED] told him to step away from the vehicle. Officer [REDACTED] stepped out of the vehicle and asked Mr. [REDACTED] for his ID which wasnt visible at that point in time. Mr. [REDACTED] refused to show his Id stating that only Dade county has the right to ask for his ID.. and sarcastically snarls , " where were you guys during the class because only dade county can ask for IDs"!.. I told him that he was wrong and that anyone including his co-workers can challenge him requesting identification. Again Officer [REDACTED] asked Mr. [REDACTED] for his Id and once again he refused to show it , at this point Officer [REDACTED] approached Mr. [REDACTED] and asked for his ID as Officer [REDACTED] calls for a supervisor. At this point Officer [REDACTED] who was in another van with other Cet members showed up at the scene also on their way back to CCC...as Officer Humphrey again asked for his ID, Mr. [REDACTED] slaps Officer Humphrey's hands off! Officer Humphrey made it known to Mr. [REDACTED] that he was going to cuff him citing officer safety and his obvious aggressive behavior. Officer [REDACTED] then proceeded to assist at this point as Mr. [REDACTED] was still ranting and raving. Supervisors Pierre and Skinkis arrived at the scenr shortly there after.

EXHIBIT I 3

Date: 8/8/2005 11:51 AM [redacted] incident letter
Sender: [redacted]
To: MARTA M BLANCO; KENNETH D HUMPHREY; [redacted]; [redacted]
Priority: Urgent
Subject: Receipt requested
Re: Incident

Chief Blanco,

On 8/8/05 my partner Officer [redacted] and I were driving by [redacted] planeside when we noticed Vehicle [redacted] with the lightbar on. We turned towards [redacted] planeside where we encountered a heated discussion between [redacted], Officer [redacted] and Officer Humphrey. Officer Humphrey and Officer [redacted] were trying to get the [redacted] to show his Dade County ID. The [redacted] in my presence refused 3 times to show any ID. He also went on to say "you guys think your fucking Gods out here and I don't have to show you a fucking thing". The [redacted] repeated that statement several times to Officer Humphrey, and Officer [redacted] as well. Officer Humphrey advised him that everyone on this airfield can be challenged at any time for their ID and when asked has to provide proof. The [redacted] went on to say " I have an ID, that is all you need to know, and I don't have to show it to you". Officer Humphrey asked the [redacted] again to show his ID, and that is when he slapped Officer Humphrey in his hand, lightly pushed him away and stated again "I don't have to show you a fucking thing". As soon as that happened I assisted Officer Humphrey in controlling the guy by proning him out against the [redacted] tug to get control of his body and his aggressive actions towards Officer Humphrey. Once the [redacted] was proned out and controlled, I notified the office and requested a Supervisor [redacted] Planeside. The [redacted] displayed extreme aggressiveness, uncontrollable actions, and malicious hostility towards CBP Federal Officers and the laws and regulations we are charged to enforce everyday.

- The [redacted] in my presence violated:
- 18USC111a(1)- Whoever forcibly assaults, resists, opposes, impedes, intimidates, or interferes [redacted] with any person designated in section 1114 of this title while engaged in or [redacted] on account of the performance of official duties.
 - 19CFR122.182a- Failure to openly display approved Customs access symbol during challenge.
 - 19CFR122.182a- Failure to surrender or produce a Customs Access symbol following a [redacted] a proper demand by a Customs officer.
 - 19CFR122.187a5- Refusal to obey a proper Customs order, rule, regulation.

Officer [redacted]

EXHIBIT I4

8 August 2005

Chief Blanco

On 8/2005 at approximately 2230 hours A-TCET team consisting of officers Humphrey, Officer [REDACTED] and Officer [REDACTED] was traveling westbound en route to Cargo [REDACTED] Center. I observed an aircraft tug, not towing an aircraft, coming across the road in spot W [REDACTED]. As we passed the tug I witnessed passenger [REDACTED] signaling us with a hand gesture. I assumed that he was trying to warn us of a "spotter" in the area. This area is well known for spotters without any reflective equipment, which makes it a very real safety concern. I did not see any spotters so I made a very slow u-turn and approached the tug on Mr. [REDACTED] side, the passenger side, to find out why they had signaled us. I said, "what's going on gentleman" and Mr. [REDACTED] stated, "you guys think you're fucking gods out here". I replied, "what is the problem", and Mr. [REDACTED] jumped out of the tug and proceeded to my opened window and stated, "you guys are my fucking problem, you drive like maniacs and you cut us off". I immediately told Mr. [REDACTED] to step back. I opened the van door and noticed right away that Mr. [REDACTED] did not have a visible Dade County ramp identification card. I asked Mr. [REDACTED] to show me his id card and he stated "I don't have to show you a fucking thing, only Dade county can ask me for my id". I explained to Mr. [REDACTED] that he was wrong, that anybody on the AOA can challenge anybody else for the proper Dade county id. I asked him again and he again refused. At this point the driver of the tug stated "dam it [REDACTED] just show him the dam id". Mr. [REDACTED] replied, "I am not going to show them shit, this guys think they're fucking gods here". I replied to Mr. [REDACTED] "sir, do you have and id" he replied "yes I do", I said, "here's my id, now for the last time I ask you to let me see your id". He said "I told you I have and id, and I don't have to show it to you". I informed Mr. [REDACTED] to stay put and I proceeded to the van to call a supervisor. At this point Officer Humphrey asked Mr. [REDACTED] for his id and Mr. [REDACTED] said something which I could not hear and shoved Officer Humphrey's hand out of his way and proceeded to walk away. Officer Humphrey told Mr. [REDACTED] that he was going to handcuff him for officer safety and because of Mr. [REDACTED] aggressive actions towards Officer Humphrey. Officer [REDACTED] assisted Officer Humphrey in controlling Mr. [REDACTED] who was still being uncooperative and cursing. At this point Supervisors Pierre and Skinkis arrived on scene and took control of the situation.

EXHIBIT I 5

EXHIBIT

J



Customs and Border Protection Officer Competency-Based Assessments for Promotion Feedback Report

Total Score

Humphrey, Kenneth D. (SSN: [REDACTED])

Effective 7/1/2005

For: First-Line GS-12 Supervisory CBP Officer

Assessment Components: CEI, CTS, MW

99

Your Total Score is 99. Your total score is greater than or equal to 98% of the other GS-11 candidates who were assessed.

**For: GS-12 CBP Officer (Course Dev./Instr.),
GS-12 CBP Officer (Field Canine Enf. Trainer)**

Assessment Components: CEI, CTS, MW

99

Your Total Score is 99. Your total score is greater than or equal to 98% of the other GS-11 candidates who were assessed.

For: GS-13 CBP Officer (Course Dev./Instr.)

Assessment Components: CEI, CTS, MW, IB

Our records show you are not eligible to receive this score.

**For: CBP Officer (Program Manager),
CBP Officer (Field Canine Advisor)**

Assessment Components: CEI, CTS, MW, IB

Our records show you are not eligible to receive this score.

**For: Second-Line Supervisory CBP Officer,
Supervisory CBP Officer (Course Dev./Instr.)**

Assessment Components: CEI, CTS, MW, IB

Our records show you are not eligible to receive this score.

**For: GS-13, GS-14 Assistant Port Director,
Deputy Port Director, Port Director, Area Port Director,
Assistant Director of Field Operations (excluding Mission Support)**

Assessment Components: CEI, CTS, MW, IB

Our records show you are not eligible to receive this score.

EXHIBIT J1

MEMORANDUM

To: Harold Woodward, Port Director, MIA.

From: Kenneth D. Humphrey, CPBO, MIA, AT-CET.

Subject: **Special Response Team Recruitment (TC#C&CS-07-0469)**.

Date: January 22, 2007 (original request date), reformatted – January 31, 2007.

This memorandum is an application request for selection to the **Special Response Team Recruitment (TC#C&CS-07-0469)**.

I **KENNETH D. HUMPHREY** am requesting appointment application for the newly formed SRT Team.

My grade series is GS-1895 11/4.

Social Security # 

MIA (5206) is duty port. AT- CET unit

Employment Official Date is: (EOD: 1-3-2000)

and Firearms proficiency average is 100%, with my last raw score being a 150 total range score.

Sincerely requesting consideration, Kenneth D. Humphrey

EXHIBIT J2

Memorandum

To: Director
FLECTC
1131 Chapel Crossing Road
Glynco, GA. 31524

Thru: Harold Woodward
Port Director
MIA, Customs and Border Protection

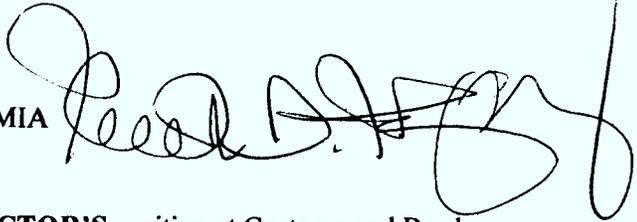
CC: Thomas Mattina
Asst. Port Director, Tactical Operations-MIA

Marta Blanco
Chief, AT-CET, MIA

From: Kenneth D. Humphrey, CBPO, AT-CET, MIA

Date: 1/24/2007

Re: Application for **TEMPORARY INSTRUCTOR'S** position at Customs and Border Protection FIELD OPERATIONS ACADEMY in Glynco Georgia.



Before joining U.S. Customs on 01/2000, and before working in the Aviation Industry, the role of Educator, Trainer and Counselor was the forte that was fully practice. I have coordinated and instructed many different types of units by learning to present materials in a manner making sure that the whole point of the messages actually sticks.

In developing the inflections and tones to show a caring of the individuals being instructed, is how this storyteller relates and would relate the presented materials toward establishing the goals of DHS, CBP and strongly to each individual's personal career and family plans. Motivation in training is concrete in making sure the messages being delivered are actually received. As a storyteller, I work to understand fully each individual, and weave the related materials in an entertaining and magical manner to ensure everyone is plugged into what being said, and how it relates to now, and to the future of all involved.

The background being offered to work at FLETC is one versed in designing, directing and delivering of Training Modules, and also with the abilities to work in guiding farther the compiling of programs to maintain existing and future operational needs for CBP.

Thanks for any consideration in this request for placement as a Temporary Instructor in FLETC.

EXHIBIT J3