



[582]

[REDACTED]

From: [REDACTED] [474]  
Sent: Monday, January 08, 2007 1:33 PM  
To: [REDACTED] [503]  
Cc: [REDACTED] [320]  
Subject: RE: [REDACTED] Termination  
[503] [583]  
[REDACTED]

Thank you - I will pass to legal for record.

Sincerely,

[REDACTED]

[474] Department of State Programs  
703-[REDACTED]

From: [REDACTED] [503]  
Sent: Monday, January 08, 2007 1:30 PM  
To: [REDACTED] [474]  
Cc: [REDACTED] [318]  
Subject: [REDACTED] Termination  
[503] [583]  
[REDACTED]

Regarding [REDACTED] [583] termination he has forfeited the following compensation that he would have otherwise been authorized:

- Return Airfare: \$1,630.00
- Completion Bonus: \$7,067.00
- Fourth of July Bonus: \$3,000.00
- Christmas Bonus (2006): \$3,000.00

[REDACTED] [583] total cash penalty for an alcohol related incident is \$14,697.00 and he has been denied the ability to work on this program.

Please advise if you need further information.

Regards,

[REDACTED] [503]

FW: follow up on incident

[REDACTED] (474)

From: [REDACTED] (Baghdad) [REDACTED]@state.gov  
 Sent: Tuesday, December 26, 2006 5:39 AM  
 To: [REDACTED] R(DS/MP/OPO/HTP)  
 Cc: [REDACTED] (Baghdad); [REDACTED] (Baghdad); [REDACTED] (Baghdad)  
 Subject: FW: follow up on incident

[REDACTED] (486)  
 I'm sure you have heard about our ongoing crisis. We (Army CID and DSS agents [REDACTED] [REDACTED] have done the interviews with the guy and are working on the investigation. He was put on the plane earlier today to get him out of the AO. [REDACTED] has touched base with BW back in Moyock and they are willing to come up with some sort of monetary settlement. As you can see from the chain below that post management is on board with this and wants to make it happen sooner rather than later. However, Charge d'Affaires [REDACTED] was talking some crazy sums at first. Originally she mentioned \$250K and then later on \$100K. [REDACTED] and I of course think that a sum this high will set a terrible precedent. This could cause incidents with people trying to get killed by our guys to financially guarantee their family's future. In the past we have paid out \$2500 for a disabled car and in one instance \$5000 for a guy's car and a wound to the leg. We don't want to get into it too much here at post but feel that a sum nearer to \$15k - \$20k or so would be more appropriate. Randall would like for BW management back there to work with you guys and perhaps DS Legal to determine an appropriate figure keeping in mind the precedent it might set and the legal implications. BW is already working on a letter of condolences to go along with the compensation package.

As you can imagine this has serious implications. This was an unfortunate event but we feel that it doesn't reflect on the on the overall Blackwater performance. They do an exceptional job under very challenging circumstances. We would like to help them resolve this so that we can continue with our protective mission. Your assistance is appreciated.

Sorry to drop this in your lap right after Christmas. Hope you had a nice holiday.

Best regards, [REDACTED]

[REDACTED] Special Agent

High Threat Protection - Operations

[REDACTED]@state.gov

*De Oppresso Liber*

From: [REDACTED] (Baghdad)  
 Sent: Tuesday, December 26, 2006 8:15 AM  
 To: [REDACTED] (Baghdad)  
 Cc: [REDACTED] (Baghdad); [REDACTED] (Baghdad)  
 Subject: RE: follow up on incident

[REDACTED] with Mehdi is today at 1100 hours. I am going.

HOC008594

1/8/2007

FW: follow up on incident

Yes, I will follow up with Blackwater. Thank you

as we discussed with them yesterday, it is a very good idea for them to do this. Would you contact him and ask if he spoke to his HQ. We would need to make the offer quickly to minimize the possible fallout.

[REDACTED]

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From: [REDACTED] (Baghdad)  
Sent: Monday, December 25, 2006 11:09 PM  
To: [REDACTED] (Baghdad)  
Cc: [REDACTED] (Baghdad)  
Subject: follow up on incident

[REDACTED]

Will you be following in up Blackwater to do all possible to assure that a sizeable compensation is forthcoming? If we are to avoid this whole thing becoming even worse, I think a prompt pledge and apology—even if they want to claim it was accidental—would be the best way to assure the Iraqis don't take steps, such as telling Blackwater that they are no longer able to work in Iraq.

Also, can someone from RSO office talk to security people at Adel Abdel Mehdi's to review security arrangements and transit paths that seem to have facilitated the situation?

Thanks, [REDACTED]

HOC008595

1/8/2007