

Date: January 4, 2002

To: Director, FBI

Attn: Performance, Recognition and Awards Unit (PRAU), Room 6859

From: ADIC, WFO

**Subject: RECOMMENDATION FOR INCENTIVE AWARD**

Name(s) Alley, Nada Nadim	Assigned NS-12	EOD 04/25/1999	Grade GS-11	Salary 45830	SSAN Social Security Number
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Recommended by: A/SSA Carl G. [Name] Telephone Number: 202 278-[Number]

Basis for this recommendation is as follows: (Check one box as facts justify.) (Please specify award amount)

- 1. **Category A (\$300-\$500)** \$ \_\_\_\_\_ (Dollar amount recommended)  
Accomplishment(s) that resulted from an assignment or self-initiated contribution by an employee whose work was within the scope of his/her position but extra effort was applied. Short term or reactive objective of minor to moderate complexity. Benefit may be limited to immediate work area.
- 2. **Category B (\$501-\$1,200)** \$ \_\_\_\_\_ (Dollar amount recommended)  
Accomplishment(s) that resulted from an assignment with specified goals and time frames. Work that involved the sustained application of extra effort and/or the performance of additional duties. Employee contributed toward the attainment of planned or reactive objective of moderate to difficult complexity which notably supports the mission of the unit, program or squad.
- 3. **Category C (\$1,201 - \$2,000)** \$ \_\_\_\_\_ (Dollar amount recommended)  
Must be associated with the objectives outlined in the FBI's Strategic Plan. Work that involved the sustained application of extra effort and/or the performance of additional duties with extraordinary results. Employee contributed toward the attainment of an objective under the Strategic Plan and his/her performance represents an uncharacteristically high level of achievement.
- 4. **Category D (\$2,001-above)** \$ \_\_\_\_\_ (Dollar amount recommended)  
Must be associated with the objectives outlined in the FBI's Strategic Plan. The success of the outcome was dependent upon the employee's ability to perform at a greater capacity than defined for his/her position. Employee contributed toward the attainment of an objective under the Strategic Plan and his/her performance serves as a model for success and/or introduces new innovation in investigative strategy or technique.
- 5. **Category A-D (Multiple Recognition)** \$ \_\_\_\_\_ (Dollar amount recommended)  
Multiple nominees within one FD-255 that recommends recognition within various categories. Please be specific and state each individual's recommended award amount and their performance during the investigation, special project, etc... .
- 6. **Principal Relief Supervisor (PRS) Award (\$1,000)**  
Employee must be designated as a PRS or Assistant Supervisory Senior Resident Agent. For the initial award, the Agent must have performed these duties for at least 6 months. Any subsequent awards will be granted 12 months following the initial award.

**Justification:** Attach supplemental page(s) and set forth name, category, and specific amount recommended for each employee together with a clear concise report of his/her performance to support the award. Be specific and omit generalities. Give facts, not conclusions. Not only advise what was accomplished, but how it was accomplished, placing emphasis on performance. Remember that justification must be adequate. Further instructions and criteria may be found in the Manual of Administrative Operations and Procedures, Part I, Section 5-15.1.

Case caption/violation if applicable: PAKNAP; IT- ABU NIDAL ORGANIZATION; Hijacking, Murder, et al.

NOTE: Submit original and two copies.

**Event Summary:**

On 09/29/2001, WFO conducted an extraordinary rendition of PAKNAP subject ZAID HASSAN ABD AL LATIF SAFARINI. SAFARINI was the tactical leader of the hijacking of Pan American Airlines Flight 73, conducted by the ABU NIDAL ORGANIZATION which took place in Karachi, Pakistan on September 5, 1986. The hijacking resulted in the death of twenty-two passengers (including two U.S. citizens) and wounds to over one hundred forty passengers (including over forty U.S. citizens).

**Accomplishment(s):**

Released from Pakistani custody, SAFARINI traveled freely and unencumbered from Pakistan en route to his home of origin, Jordan. SAFARINI's commercial flight itinerary was routed through Bangkok, Thailand. Although unclassified, elements of the [REDACTED] USG asked this information be redacted [REDACTED] given its sensitivity [REDACTED] with the assistance of multiple U.S. Agencies, Legat and HRT support, conducted the arrest of SAFARINI as he transferred flights in Bangkok.

SA Alley assisted in the close coordination with multiple United States Government, [REDACTED at USG request] officials. SA Alley participated in the actual arrest of the subject overseas, an FBI operation that has occurred only a handful of times in the history of the FBI. The extraterritorial arrest of an unencumbered subject is a complex and inherently dangerous operation, normally conducted only by specially trained Hostage Rescue Team members (clearly outside the expected performance of a Special Agent with less than three years in the FBI). Further, SA Alley provided interview strategy recommendations and, using exceptional language skills, assisted in the subject interview which resulted in admissions of guilt. Again, SA Alley performed well beyond the expected performance levels of a Special Agent with a commensurate level of experience for an extended period.

**Impact:**

SA Alley's actions during the course of this investigation contributed significantly to the overseas arrest of an international terrorist. SA Alley's actions greatly enhanced the arrest team's reactions to an rapidly changing scenario at the arrest scene and significantly contributed to a successful interview. The impact of SA Alley's actions greatly contributed to the successful arrest and extraordinary rendition SAFARINI.

**Recommended Award:**

SA Alley notably supported the mission of WFO and the FBI. Her initiative and actions outside her assigned duties, over an extended period of time placed her personal security at risk. The circumstances described above, and sustained excellence over sixteen months qualify for an award from "Category D".