

UNITED STATES GOVERNMENT  
**memorandum**

U-14-0817/CF

DATE: April 30, 2014  
REPLY TO:  
ATTN OF: DR  
SUBJECT: Transition  
TO: DIA Workforce

1. By late Summer and into early Fall, the Deputy Director and I will transition out of the Defense Intelligence Agency (DIA) and retire from active duty service to our nation.
2. As we look back on our nearly 70 combined years of service to DIA, our military, the Intelligence Community (IC), and to our nation, we are proud of the legacy of sustained superb performance of the thousands of men and women we have served alongside throughout these many years. It has been our distinct honor to serve with you and so many others in defense of our nation.
3. During our time at the Agency, we have driven transformation of DIA to posture us for what has been described as one of the most uncertain and complex environments in our history. We face the challenges of skyrocketing intelligence requirements yet increasing fiscal constraints, as well as a set of threats that are unprecedented in our nation's history.
4. We took the major lessons learned from a decade of war as we adapted to this new environment. Our Warfighters, from Afghanistan to Korea, and each and every Combatant Commander, offer high praise for your work. Given the threats we face, we must remain disciplined in our approach and steadfast in our commitment to continue to serve them, each other, as well as our nation.
5. Today and tomorrow, DIA is clearly postured to achieve even greater heights due to the establishment of our fully integrated intelligence centers, enhancements to all-source analysis, and building the Defense Clandestine Service. We have refocused emphasis on training, education, and professional development. We have harnessed our creative power to grow the seeds of innovation. Our investment strategies are smarter. We are a leading voice and implementer within the IC for the seminal IC ITE initiative. We have created a new Science and Technology Directorate that now has considerable momentum. We are transforming our all-source analytic enterprise, especially in support of our Warfighters. We have integrated our Mission Services to provide seamless support around the world. And we achieved all of this and more, together.