

1 (b) FORM.—A covered legislative proposal submitted  
2 under subsection (a) shall be submitted in unclassified  
3 form, but may contain a classified annex.

4 (c) COVERED LEGISLATIVE PROPOSAL DEFINED.—  
5 In this section, the term “covered legislative proposal”  
6 means a provision of legislation proposed by the Secretary  
7 of Defense to Congress that is approved by the Office of  
8 Management and Budget and involves the grant, expan-  
9 sion, modification, or cessation of authority involving the  
10 intelligence, intelligence-related, or tactical intelligence ac-  
11 tivities of the Department of Defense.

12 **SEC. 428. OVERSIGHT OF DEFENSE INTELLIGENCE AGENCY**  
13 **CULTURE.**

14 (a) FINDINGS.—Congress finds the following:

15 (1) The Defense Intelligence Agency has not  
16 taken sufficient steps to address an unhealthy cul-  
17 ture at the Agency.

18 (2) In the report of the Permanent Select Com-  
19 mittee on Intelligence of the House of Representa-  
20 tives accompanying H.R. 5412 of the 117th Con-  
21 gress (H. Rept. 117–156), the Committee mandated  
22 several reports and briefings for which the Defense  
23 Intelligence Agency failed to respond in a timely  
24 manner.

1           (3) The Agency has committed to improving  
2 Agency culture and leadership; however, actions  
3 taken to date fall short of addressing the permissive  
4 environment for management abuses.

5           (b) MANDATORY PROVISION OF EXIT SURVEY OR  
6 INTERVIEW.—

7           (1) IN GENERAL.—The Director of the Defense  
8 Intelligence Agency shall ensure that each employee  
9 of such Agency who leaves employment with such  
10 Agency (but not including any detail assignment)  
11 completes an exit survey or exit interview prior to  
12 such departure, to the extent practicable.

13           (2) ANNUAL SUBMISSIONS TO CONGRESS.—On  
14 an annual basis during the 3-year period beginning  
15 on the date of the enactment of this Act, the Direc-  
16 tor of the Defense Intelligence Agency shall submit  
17 to the congressional intelligence committees a writ-  
18 ten analysis of the results of the exit surveys or exit  
19 interviews completed pursuant to paragraph (1) dur-  
20 ing the year covered by the report together with a  
21 plan of the Director to address any issues identified  
22 pursuant to such results to improve retention and  
23 culture.

24           (c) CONGRESSIONAL OVERSIGHT RELATING TO  
25 WORKFORCE CLIMATE SURVEYS.—

1           (1) NOTIFICATIONS OF AD-HOC WORKFORCE  
2 CLIMATE SURVEYS.—Not later than 14 days after  
3 the date on which the Director of the Defense Intel-  
4 ligence Agency conducts an ad-hoc workforce climate  
5 survey (including in response to a specific incident  
6 or concern), the Director shall notify the congres-  
7 sional intelligence committees.

8           (2) REPORTS ON FINAL RESULTS.—Not later  
9 than 90 days after the date on which the Director  
10 of the Defense Intelligence Agency concludes the  
11 conduct of any workforce climate survey, the Direc-  
12 tor shall submit to the congressional intelligence  
13 committees a report containing the final results of  
14 such workforce climate survey. Such report shall in-  
15 clude the following:

16                   (A) The topic of the workforce climate sur-  
17 vey, and the workforce level surveyed.

18                   (B) The rationale for conducting the work-  
19 force climate survey.

20                   (C) The measures in place to ensure the  
21 accessibility of the workforce climate survey.

22                   (D) The lead official or entity conducting  
23 the workforce climate survey.

1 (E) Any actions the Director intends to  
2 take, or is considering, in response to the re-  
3 sults of the workforce climate survey.

4 (3) ACCESSIBILITY OF WORKFORCE CLIMATE  
5 SURVEYS.—The Director of the Defense Intelligence  
6 Agency shall ensure that, to the extent practicable,  
7 and consistent with the protection of intelligence  
8 sources and methods, workforce climate surveys are  
9 accessible to employees of such Agency on classified  
10 and unclassified systems.

11 (d) FEASIBILITY REPORT.—Not later than 270 days  
12 after the date of enactment of this Act, the Director of  
13 the Defense Intelligence Agency shall submit to the con-  
14 gressional intelligence committees a report containing an  
15 analysis of the feasibility (including the anticipated cost,  
16 personnel requirements, necessary authorities, and such  
17 other matters as may be determined appropriate by the  
18 Director for purposes of analyzing feasibility) of—

19 (1) conducting 360-degree performance reviews  
20 among employees of the Defense Intelligence Agen-  
21 cy; and

22 (2) including leadership suitability assessments  
23 (including personality evaluations, communication  
24 style assessments, and emotional intelligence apti-  
25 tude assessments) for promotions of such employees

1 to a position within grade GS-14 or above of the  
2 General Schedule.

3 (e) **WORKFORCE CLIMATE SURVEY DEFINED.**—In  
4 this section, the term “workforce climate survey”—

5 (1) means a workforce engagement or climate  
6 survey conducted at the agency, directorate, career  
7 field, or integrated intelligence center level, without  
8 regard to whether the survey is conducted on an an-  
9 nual or ad-hoc basis; and

10 (2) does not include an exit survey specified in  
11 subsection (b).

12 **SEC. 429. CYBER INTELLIGENCE SURVEILLANCE RECON-**  
13 **NAISSANCE INFORMATION.**

14 (a) **QUARTERLY BRIEFINGS.**—On a quarterly basis,  
15 the Secretary of Defense shall provide to the appropriate  
16 congressional committees a briefing on, with respect to the  
17 period covered by the briefing, the intelligence activities  
18 occurring in cyberspace in support of current and future  
19 offensive cyberspace operations or defensive cyberspace  
20 operations.

21 (b) **ANNUAL CERTIFICATIONS.**—Not later than 180  
22 days after the date of the enactment of this Act, and annu-  
23 ally thereafter for 5 years, the Secretary of Defense shall  
24 certify to the appropriate congressional committees that,  
25 with respect to the period covered by the certification, the