

1



DOL Did Not Demonstrate All DOL Facilities Established Occupant Emergency Plans

2



DOL Did Not Mandate Active Threat Training for Its Employees and Contractors

3



DOL Did Not Timely Deactivate PIVs of Separated DOL Employees

4



DOL Did Not Have a Centralized Database to Determine if Contractor Credentials were Issued or Deactivated as Required

5



DOL Did Not Employ Consistent Emergency Responses Throughout DOL Facilities

6



DOL Did Not Accurately Document Employee Duty Locations in Its HRWorks Database



1 DOL Did Not Demonstrate All DOL Facilities Established Occupant Emergency Plans



2 DOL Did Not Mandate Active Threat Training for Its Employees and Contractors



3 DOL Did Not Timely Deactivate PIVs of Separated DOL Employees



4 DOL Did Not Have a Centralized Database to Determine if Contractor Credentials were Issued or Deactivated as Required



5 DOL Did Not Employ Consistent Emergency Responses Throughout DOL Facilities



6 DOL Did Not Accurately Document Employee Duty Locations in Its HRWorks Database

FIGURE 1: PIV STATUS AFTER SEPARATION



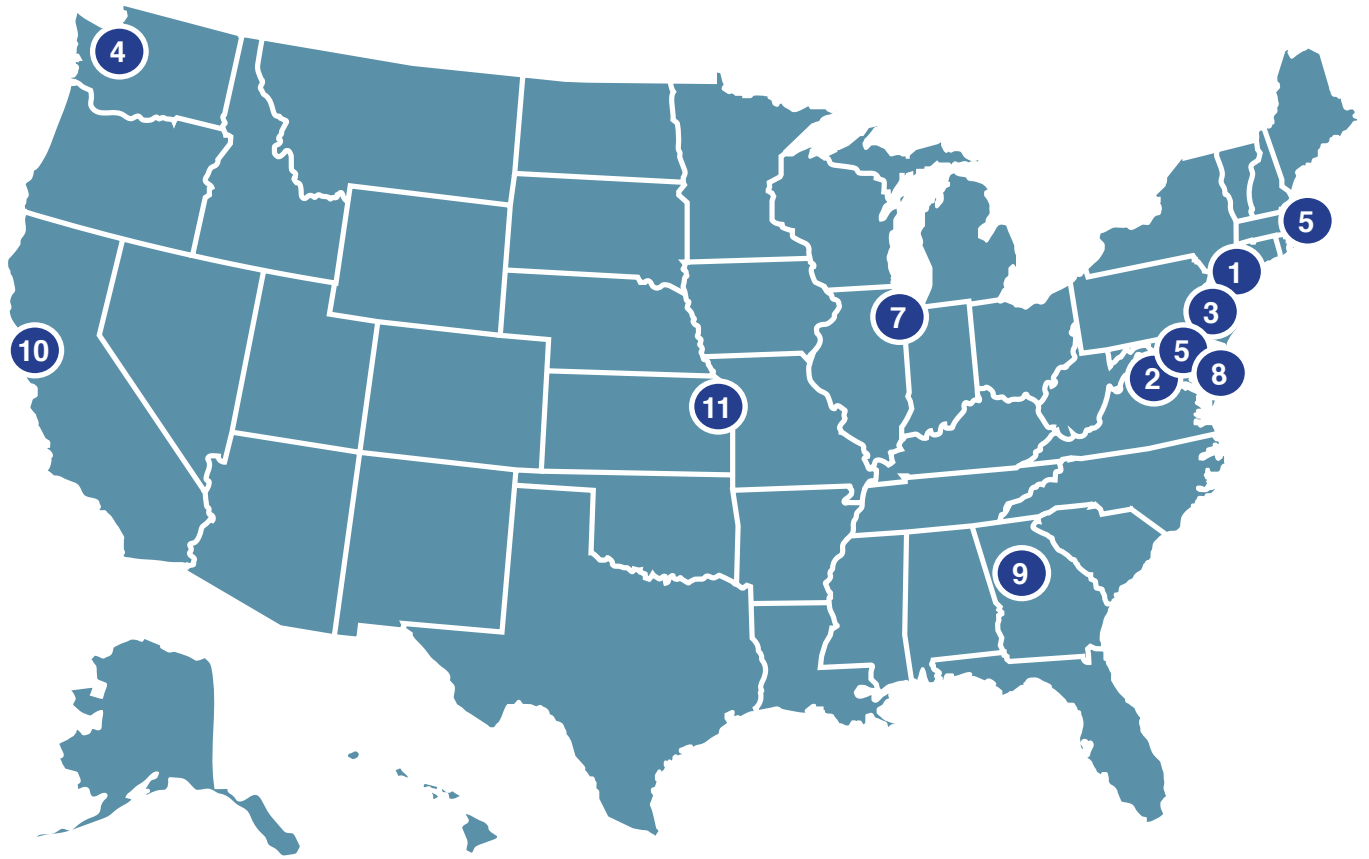
7%

Still Active
(74 of 1,122)

TABLE 1: SEPARATED EMPLOYEES WITH ACTIVE PIV STATUS

| Days Separated As of December 27, 2018 | Number of Individuals With Active PIV Status |
|---|---|
| Separated 60 days or less | 23 |
| Separated 61-120 days | 19 |
| Separated 121-300 days | 19 |
| Separated longer than 300 days | 13 |

FIGURE 2: 11 SAMPLED FACILITIES



-
- 1 201 Varick St, New York, NY
 - 2 Crystal Gateway North, Arlington, VA
 - 3 Curtis Center, Philadelphia, PA
 - 4 Fifth and Yesler Building, Seattle, WA
 - 5 Frances Perkins Building, Washington, DC
 - 6 JFK Federal Building, Boston, MA
 - 7 John C. Kluczynski Federal Building, Chicago, IL
 - 8 Postal Square Building, Washington, DC
 - 9 Sam Nunn Federal Center, Atlanta, GA
 - 10 San Francisco Federal Building, San Francisco, CA
 - 11 Two Pershing Square, Kansas City, MO

TABLE 2: OEP LOCKDOWN EMERGENCY RESPONSE VARIATIONS

| Facility | Location | DOL Employees | Response Title | Response Procedures |
|----------------------------|-------------------|----------------------|------------------------------------|--|
| 201 Varick St | New York, NY | 309 | Lockdown | Close and lock all hall doors, turn off lights, move people out of sight of hall doors, silence mobile devices. |
| Crystal Gateway North | Arlington, VA | 205 | Not identified | No Procedures |
| Curtis Center | Philadelphia, PA | 375 | Secure-In-Place | Managers/supervisors close and lock doors, disable motion activated locks, advise employees to remain in the suite. |
| Fifth and Yesler | Seattle, WA | 219 | Shelter-In-Place (SIP) Posture III | All employees must SIP at current location and remain there for further instructions. |
| Frances Perkins | Washington, DC | 3,080 | SIP Posture III | Take cover where are. Immediately barricade in office or work area, lock all doors, silence all phones/alarms, seek cover. |
| JFK Federal | Boston, MA | 363 | Not Identified | No Procedures |
| John C. Kluczynski Federal | Chicago, IL | 530 | Not Identified | No Procedures |
| Postal Square | Washington, DC | 1,525 | Not Identified | No Procedures |
| Sam Nunn Federal | Atlanta, GA | 471 | Level III Lockdown SIP | Stay at workstation/office; remain calm; and hold until the all-clear is given. |
| San Francisco Federal | San Francisco, CA | 490 | SIP Posture III | All employees must SIP at current location and remain there for further instructions. |
| Two Pershing Square | Kansas City, MO | 215 | Not Identified | No Procedures |

FIGURE 3: INACCURATE EMPLOYEE DUTY LOCATIONS DATA COLLECTION



42%

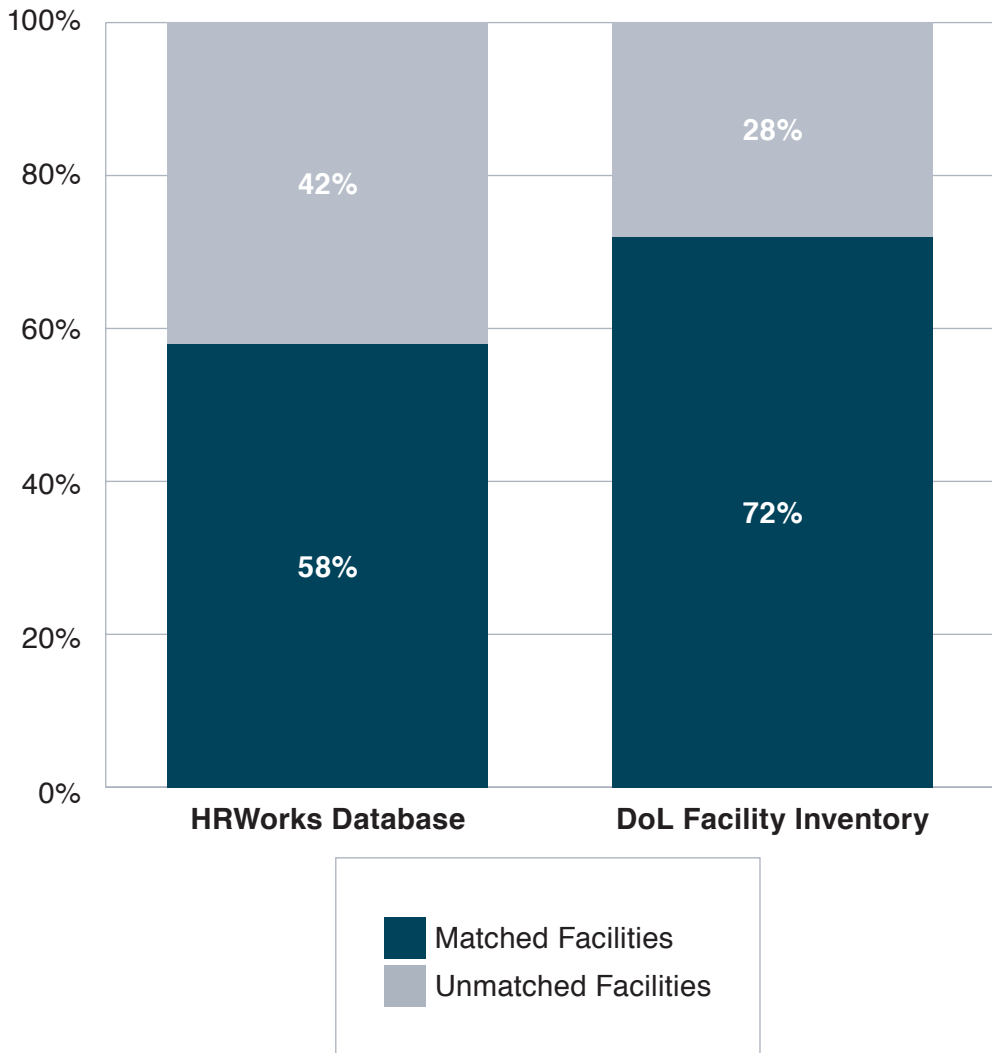
Derived from HR Works Database
(272 of 643)



28%

Derived from DOL Facility Inventory
(147 of 521)

FIGURE 4: FACILITY DISCREPANCIES



| Facility | Location | DOL Emp | Evacuation | Shelter-In-Place (SIP) A | SIP B | SIP C | Relocation | Active Shooter |
|-----------------------|-------------------|---------|---|--|---|--|---|--|
| 201 Varick Street | New York City, NY | 309 | Evacuation: Leave building, go to agency assembly location. | SIP: Remain at normal work location. | Not Identified | Not Identified | Relocation: Move from one side of the building to the other. | Run Hide Fight Employs Lockdown |
| Crystal Gateway North | Arlington, VA | 205 | Evacuation: Evacuate building, relocate to designated assembly area. | SIP Posture I: SIP at individual workstations | SIP Posture II: Promptly relocated to nearest designated SIP | Not Identified | Employs SIP Posture II | Evacuate Hide Out Take Action |
| Curtis Center | Philadelphia, PA | 375 | Evacuation: Proceed to safest fire tower, exit, proceed to assigned assembly area. | SIP: Immediately go to agency's designated shelter area | Not Identified | Not Identified | Employs SIP | Run Hide Fight Employs Secure-In Place |
| Fifth & Yesler | Seattle, WA | 219 | Evacuation: Building management will announce floor evacuations and relocations | SIP Posture I - Remain at individual workstations. | SIP Posture II - All exterior automatically close; employees close manually opened windows. | SIP Posture III - SIP at current location and remain for further instructions. | Relocation: Building management will announce floor evacuations and relocations | Run Hide Fight Employs SIP Posture III |
| Francis Perkins | Washington, DC | 3,080 | Evacuation: Leave building, go to pre-designated external assembly area. | SIP Posture I: Return to or remain at work area. Continue working, moving through building, egress to/from building may be restricted. | SIP Posture II: Move to designated SIP. Close, do not lock office door, proceed to designated SIP. | SIP Posture III: Take cover where are. Barricade in office, lock all doors, silence all phones/alarms, seek cover. | Employs SIP Posture II | Run Hide Fight Employs SIP Posture III |
| JFK | Boston, MA | 363 | Evacuation: Proceed to nearest stairwell, leave building; proceed to assembly point | Ready Shelter: Remain in office at normal work location. | Deep Shelter: Move to a safe room, without windows. | Not Identified | Relocation: Move away from a problem inside or outside the building | Notify FPS, move to safe location. Employs Ready Shelter; Close, lock doors, turn off lights, move out of sight, move to safety when directed Employs Deep Shelter |
| John C. Kluczynski | Chicago, IL | 530 | Evacuation: Walk to nearest exit stairwell, proceed down to safe area, wait calmly at assigned assembly area. | SIP situations assessed on case by case basis to determine applicable action | Not Identified | Not Identified | Employs Evacuation | Not Identified |
| Postal Square | Washington, DC | 1,525 | Evacuation: Leave building using nearest safe exit or stairwell. Report to designated assembly area. | SIP Posture I: Remain where are; shut all doors to office area | SIP Posture II: Relocate to designated shelter area in building; turn off fans, shut office doors | Not Identified | Employs SIP Posture II | Run Hide Fight |
| Sam Nunn | Atlanta, GA | 471 | Evacuation: Leave building, go to designated evacuation sites. | Level I Severe Weather SIP: Stop, move to interior spaces away from windows and doors; hold on until all-clear given. | Level II Earthquake SIP: Drop to the ground; Take cover under a sturdy desk or table; hold on until all-clear given | Level III Lockdown SIP: Stay at office; Remain calm; hold until all-clear given. | Not Identified | Evacuate (Run) Hide Out (Hide) Take Actions (Fight) |
| San Francisco | San Francisco, CA | 490 | Evacuation: Building management will announce floor evacuations and relocations | SIP Posture I - Remain at individual workstations. | SIP Posture II - All exterior automatically close; employees close manually opened windows. | SIP Posture III - SIP at current location and remain for further instructions. | Employs Evacuation | Run Hide Fight Employs SIP Posture III |
| Two Pershing Square | Kansas City, MO | 215 | Evacuation: Use stairwells, proceed to designated assembly area. | Not Identified | Not Identified | Not Identified | Not Identified | Run Hide Fight |

TABLE 3: THREE ORIGINAL FACILITIES SELECTED

| Name | Number of Employees | Facility Type |
|-------------------------------|---------------------|------------------|
| Frances Perkins Building (DC) | 3,080 | Federal Facility |
| Sam Nunn Federal Complex (GA) | 471 | Federal Facility |
| 201 Varick Street (NY) | 309 | Federal Facility |
| | 3,860 | |

TABLE 4: EIGHT ADDITIONAL FACILITIES SELECTED

| Name | Number of Employees | Facility Type |
|----------------------------------|---------------------|----------------------|
| Postal Square (DC) | 1,525 | Federal Facility |
| Kluczynski Federal Building (IL) | 530 | Federal Facility |
| NFB San Francisco (CA) | 490 | Federal Facility |
| Curtis Center (PA) | 375 | Non-Federal Facility |
| JFK Federal Building (MA) | 363 | Federal Facility |
| Yesler Building (WA) | 219 | Non-Federal Facility |
| Two Pershing Square (MO) | 215 | Non-Federal Facility |
| MSHA Arlington-Crystal City (VA) | 205 | Non-Federal Facility |
| | 3,922 | |