

EXHIBIT NO. 1

LETTER FROM NGHIA PHO

Hon. George L. Russell
United States District Court
United States Courthouse
101 W. Lombard Street
Baltimore, MD 21201

July 20, 2018

Re: Nghia Pho

Dear Judge Russell,

My name is Nghia H. Pho, who was born 21 August 1950 in Vietnam; When I was young I attended the Lasan high school, a catholic middle and high school in Saigon Vietnam. Lasan school system is a successful education system for the South-East Asia (French colony) and the students should stay in the school all day.

After graduating high school, 1968, I went to West Germany to finish my master degree of Electrical Engineering at Technical University of Munich. I had a hard time when the Viet Nam war escalated in the year 1972, and the economy in Viet Nam was going down, my parent could not support me to continue the education. I was looking for the support from catholic organization in West Germany. I applied for the program that supports the foreign students who attend the university in the West Germany. It is difficult to get the part time jobs in the industrial section but the jobs in the University. Luckily I found the part time jobs in the post office to make a money for living, waked up at 5:00 am and rided a bicycle to delivery telegram and express mails. I graduate in 1978 and worked in commercial sector companies like Kontron Electronic and Siemens AG until 1987.

After Vietnam War (1975) my parents, along with my brothers and sister, immigrated to the United States and lived in Maryland, asked me to move back to the family but I delayed the moving because there are a lots of reasons. I was young, had a good working job in the West Germany and from there I can support the family in the U.S.A.

I married my wife in March 1985 and have one-year-old son in Germany. Finally, I have my own small family, to be a father and the head of household I recognize what is the family means, how importance it is and having the responsibility for it. I asked my parent to sponsor us to rejoin the large family in Maryland, therefore I including my wife and one-year-old son immigrated to the United States in July 1987 and became a U.S citizen in October 1999.

Since 1987 in the United Stated I have three more sons. When I raise my own children I started thinking to myself how hard is the role of parents and how big is the responsibility to the family. The more I think about my family the more I understand my parent and love them more.

To support the family and first time working in the United States I drove 3 hours every day on the road from Columbia Maryland to Woodbridge VA to work for Dynatech Co. (1987-1989) as a communication hardware developer. I build up the working reference to work for the company which are closer to my home like Integrated Communication Inc. (1989-1990) in Rockville MD and Frederick Engineering Inc. (1990- 2006) in Columbia MD. I joined the National Security Agency on April 2006.

I enjoyed to work for the Agency and contributed so much my knowledge to develop the tools and products that recognized and awarded by the former Director of NSA, LTG/GEN Keith B. Alexander. Even I worked hard, I do not get the promotion almost 10 years since I joined the agency. All my teammates promoted and moved on to the new position. I am not so good to write the EPA (Employee Performance Assessment) which contains 40,000 characters and to get involving in the socialize works that means I have to get out of my desk and make a contact with the other people. I remember that one of my division chief give me an advice that I should get out of my cubicle walls to join the conversation of the group of college and smile even I do not understand about what they talk. I do not have this strength then I have to rely on the EPA, my technical skill.

Therefore, I need extra times and information about what I worked on, cut and paste, to create a good EPA at home and hope that I will have a chance to be promoted this time hence I received a good high-three average salaries before I go to the retirement in next four years (2019) when my clearance will be expired.

I was devoted to EPA promotion, encircle by EPA/promotion and the last high-three salaries that made me blind to violate the security policy of the Agency. I did handle the information with care, I do not distribute it to the public or internet, I do not intend to harm the United States, the country accepts and gives our family to live in freedom, the country that is a base homeland for my children.

After rethinking what I have done in the past, I feel sad and how silly I am, just because to increase my retirement a little amount of money, I created a mess and get in trouble for me and my family. The mistake that I made affected my mental and physical health already in the last three years as the punishments and I hope that the judge understands my situation and reconsider the decision.

Thank you for yours understanding and God bless you.

Respectfully yours.

A handwritten signature in black ink, appearing to read 'Nghia H. Pho', with a long horizontal line extending to the right from the end of the signature.

Nghia H. Pho