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**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE
OFFERED BY MR. Crow**

At the end of title IV add the following new section:

1 **SEC. 412. REQUIREMENT FOR WORKFORCE MANAGEMENT**
2 **ACTIONS.**

3 (a) IN GENERAL.—Title I of the National Security
4 Act of 1947 (50 U.S.C. 3021 et seq.), as amended by sec-
5 tion 404 of this Act, is further amended by adding at the
6 end the following new section (and conforming the table
7 of sections at the beginning of such Act accordingly):

8 **“SEC. 124. REQUIREMENT FOR CERTAIN WORKFORCE MAN-**
9 **AGEMENT ACTIONS.**

10 “(a) ANALYSIS REQUIRED.—Within 7 days of taking
11 a covered action, the head of an element of the intelligence
12 community, in consultation with the Director of National
13 Intelligence, shall submit to the congressional intelligence
14 committees an analysis of the impact of the covered action
15 on the mission of such element. Such analysis shall in-
16 clude—

17 “(1) a description of the covered action;

18 “(2) an analysis of the capability of such ele-
19 ment after the covered action is carried out to—

1 “(A) collect, analyze, and disseminate in-
2 telligence information to policymakers in ac-
3 cordance with the National Intelligence Strat-
4 egy required under section 108A; and

5 “(B) fulfill statutorily-required functions of
6 such element;

7 “(3) a description of any counterintelligence
8 concerns associated with the covered action;

9 “(4) a counterintelligence mitigation strategy to
10 address such concerns;

11 “(5) a description of the anticipated costs and
12 benefits of the covered action and the goals of the
13 covered action; and

14 “(6) an identification of the statutory authority
15 to carry out the covered action.

16 “(b) COVERED ACTION.—In this section, the term
17 ‘covered action’ means an action that involves or is likely
18 to involve the separation of—

19 “(1) 50 or more employees of an element of the
20 intelligence community; or

21 “(2) 5 percent or more of the total number of
22 employees of such element.”.

Page 83, beginning on line 15, strike “section 404”
and insert “section 412”.

Page 83, line 18, strike “124” and insert “125”.

Page 86, line 12, strike “**125**” and insert “**126**”.

