

# PART I

## Management's Discussion and Analysis (Unaudited)

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### MISSION

The overall mission of the Department of Justice (DOJ or the Department), as reflected in its Strategic Plan for the fiscal years (FY) 2003-2008, is stated as follows:

*"...to enforce the law and defend the interests of the United States according to the law; to ensure public safety against threats foreign and domestic; to provide federal leadership in preventing and controlling crime; to seek just punishment for those guilty of unlawful behavior; and to ensure fair and impartial administration of justice for all Americans."*

### CORE VALUES

In carrying out our mission, we are guided by the following core values:

***Equal Justice Under the Law.*** Upholding the laws of the United States is the solemn responsibility entrusted to us by the American people. We enforce these laws fairly and uniformly to ensure that all Americans receive equal protection and justice under the law.

***Honesty and Integrity.*** We adhere to the highest standards of ethical behavior.

***Commitment to Excellence.*** We seek to provide the highest levels of service to the American people. We are effective and responsible stewards of the taxpayers' dollars.

***Respect for the Worth and Dignity of Each Human Being.*** We treat each other and those we serve with fairness, dignity, and compassion. We value differences in people and ideas. We are committed to the well being of our employees and to providing opportunities for individual growth and development.

From our mission and core values stem the Department's strategic and annual planning processes. The Department embraces the concepts of performance-based management. At the heart of these concepts is the idea that focusing on mission, agreeing on goals, and reporting results are the keys to improved performance. In the Department, strategic planning is the first step in an iterative planning and implementation cycle. This cycle, which is the center of the Department's efforts to implement performance-based management, involves setting long-term goals and objectives, translating these goals and objectives into budgets and program plans, implementing programs and monitoring the performance, and evaluating results. In this cycle, the Department's Strategic Plan provides the overarching framework for component and function-specific plans as well as annual performance plans, budgets, and reports.

### ORGANIZATIONAL STRUCTURE

Led by the Attorney General, DOJ comprises 40 separate component organizations. These include the U.S. Attorneys (USAs) who prosecute offenders and represent the United States government in court; the major investigative agencies – the Federal Bureau of Investigation (FBI), the Drug Enforcement Administration (DEA), and the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), which deter and investigate crimes, and arrest criminal suspects; the U.S. Marshals Services (USMS), which protects the federal judiciary, apprehends fugitives and detains persons in federal custody; and the Bureau of Prisons (BOP), which confines convicted offenders.

