
INTELLIGENCE COMMUNITY DIRECTIVE NUMBER 655



NATIONAL INTELLIGENCE AWARDS PROGRAM (EFFECTIVE: 23 MAY 2007) (AMENDED: 09 FEBRUARY 2012)

A. PURPOSE

1. ICD 655, *National Intelligence Awards Program* (NIAP), is hereby amended, pursuant to Intelligence Community Directive (ICD) 101, *IC Policy System*, Section G.1.b(3).
2. ICD 655, as amended, authorizes the Assistant Director of National Intelligence for Human Capital, as the Accountable Official, to establish new National Intelligence Professional Award programs on behalf of and in consultation with Intelligence Community Senior Program Executives, and publish them as Intelligence Community Standards (ICS). The amendments to this Directive bring it into conformity with ICD 101 and current Office of the Director of National Intelligence (ODNI) organizational constructs.
3. All previously approved National Intelligence Professional Awards appendices will remain in effect, and are hereby converted to the following ICSs in accordance with ICD 101:
 - Appendix A converts to ICS 655-1: NIAP – Counterproliferation Awards Program, National Counterproliferation Center
 - Appendix B converts to ICS 655-2: NIAP – Intelligence Community Legal Awards Program
 - Appendix C converts to ICS 655-3: NIAP – Excellence in Intelligence Community Education and Training Awards
 - Appendix D converts to ICS 655-4: NIAP – Inspector General National Intelligence Professional Awards Program
 - Appendix E converts to ICS 655-5: NIAP – Intelligence Community Acquisition Awards Program

Appendix F converts to ICS 655-6: NIAP – Intelligence Community Counterintelligence Awards Program

Appendix G converts to ICS 655-7: NIAP – Intelligence Community Equal Employment Opportunity and Diversity Professional Awards Program

Appendix H converts to ICS 655-8: NIAP – Intelligence Community Iran Mission Manager Awards Program

Appendix J converts to ICS 655-9: NIAP – Intelligence Community Human Capital Professional Awards Program

Appendix K converts to ICS 655-10: NIAP – Intelligence Community Science and Technology Professional Awards Program

B. EFFECTIVE DATE: This Amendment becomes effective on the date of signature.



Assistant Director of National Intelligence
for Policy & Strategy



Date

INTELLIGENCE COMMUNITY DIRECTIVE NUMBER 655



NATIONAL INTELLIGENCE AWARDS PROGRAM (EFFECTIVE: 23 MAY 2007) (AMENDED: 09 FEBRUARY 2012)

A. AUTHORITY: The National Security Act of 1947, as amended; Executive Order 12333, as amended and other applicable provisions of law.

B. PURPOSE

1. This Directive establishes a National Intelligence Awards Program (NIAP) consisting of non-monetary and monetary honorary awards to recognize distinguished service or exceptional contribution to the United States (US) Intelligence Community (IC). The NIAP includes:

a. **National Intelligence Community Awards (NICA)** established and granted by or on behalf of the Director of National Intelligence (DNI) in recognition of distinguished service or exceptional contribution to the IC and the US; and

b. **National Intelligence Professional Awards (NIPA)** established by the DNI and granted by or on behalf of IC Senior Program Executives (SPE), as defined in Section E.3 below, in recognition of distinguished service or exceptional contribution to a particular IC profession, function, or intelligence discipline.

2. This Directive complements internal awards programs of the IC elements and does not replace or supersede any award for which provision is made under Executive Order, departmental, or IC element regulation or instruction.

C. APPLICABILITY: This Directive applies to all IC elements, including the Office of the Director of National Intelligence (ODNI) and its Centers and components, as defined by the National Security Act of 1947, as amended, and other organizations designated by the President or established jointly by the DNI and an IC element head, and to such other elements of any other department or agency as may be designated by the President, or designated jointly by the DNI and the head of the department or agency concerned, as an element of the IC.

D. POLICY: It is the policy of the DNI to recognize and honor all individuals and groups for distinguished service or exceptional contribution to the security of the US; the development and execution of the US National Intelligence Strategy (NIS) and its various implementation plans; the integration and transformation of the IC; the accomplishment of its mission; the

implementation of the Intelligence Reform and Terrorism Prevention Act of 2004 (IRTPA); the stature and standing of one of the IC's professions, functions, and disciplines; or such other achievements as determined or identified by the DNI.

1. Receipt of a NIAP award will not preclude the receipt of any other honorary (monetary or non-monetary) or performance award or other official recognition that may be granted by any other department, agency, IC element, or organization, so long as the applicable eligibility and merit criteria are met.

2. Normally, an individual or a group should not be recognized by a NIAP award more than once for a single act, period of service, or accomplishment; however, under demonstrated exceptional circumstances, an individual or a group recognized by a NIAP may, at the discretion of the DNI or designee, also receive a NICA.

3. Expenditures of funds are authorized only when a NIAP award is endorsed by the IC element head or designated senior official(s).

4. The DNI at his or her sole discretion may establish a new NIAP award or award category, or approve and issue an existing NIAP award at any time without National Intelligence Awards Review Board (NIARB) action or recommendation.

5. Recipients of a NIAP award may *not* use this recognition in any commercial advertising, promotion, or activity.

6. Designated IC SPEs (see Section E.3 below) are authorized, at their discretion, to propose subordinate NIAP programs comprising non-monetary and monetary honorary awards to recognize distinguished service or exceptional contribution to their particular IC profession, function, or intelligence discipline. NIAP programs are subject to the general requirements of this Directive and will be issued by the Assistant Director of National Intelligence for Human Capital (ADNI/HC) as Intelligence Community Standards (ICS), in accordance with Intelligence Community Directive (ICD) 101, *Intelligence Community Policy System* and Intelligence Community Policy Guidance (ICPG) 101.2, *Intelligence Community Standards*.

E. DEFINITIONS

1. **Honorary Award:** Conveys formal recognition of an individual or a group for distinguished service or exceptional contribution to the security of the US; the development and execution of the US NIS and its various implementation plans; the transformation and integration of the IC, or the accomplishment of its mission; the implementation of the IRTPA; the stature and standing of one of the IC's professions, functions, or intelligence disciplines; or such other achievements as determined or identified by the DNI. Honorary awards may be monetary or non-monetary.

a. **Monetary Honorary Award:** Conveys tangible recognition to an individual or a group for an exceptional contribution or accomplishment in the form of financial remuneration that otherwise qualifies as taxable income under the Internal Revenue Code. A keepsake with a substantial monetary face value may qualify as a monetary award, and thus be treated as taxable income. This Directive covers only those monetary awards granted by the DNI or a designated IC SPE (see Section E.3 below) for an exceptional contribution or accomplishment that are *not* otherwise granted as the result of an annual performance evaluation or appraisal in the form of a performance bonus. Monetary honorary awards granted by an IC SPE that are in excess of

\$5,000 and up to a maximum of \$25,000 per individual employee (as a result of an individual award, or as part of a group or team award) require prior DNI approval, either individually or generally as part of a NIPA program submitted for the DNI's approval. In the case of an IC SPE that does not report directly to the DNI, approval for an individual award that is not part of a DNI-approved NIPA program may be granted by the IC SPE's IC element head or other designated senior management official, in accordance with procedures established by that IC element.

b. **Non-Monetary Honorary Award:** Conveys intangible recognition to an individual or a group for distinguished service, exceptional contribution, or accomplishment. Non-monetary honorary awards normally are in the form of a medal or medallion, plaque, certificate, or other keepsake that has a lasting trophy value, is clearly linked to the recipient's relationship to the IC (as an employee, contractor, etc.), is otherwise appropriate for purchase with public funds, and is of nominal monetary face value. Non-monetary honorary awards do not provide the recipient with any form of direct financial remuneration that qualifies as taxable income under the Internal Revenue Code.

2. **IC Element:** One of the several organizational entities officially comprising the IC, as defined in the National Security Act of 1947, as amended, or any other organization designated by the President or established jointly by the DNI and the head of a department or agency as an element of the IC. There are presently 17 IC elements, including the ODNI.

3. **IC Senior Program Executive:** A senior IC official on the DNI's immediate staff or the head of an IC element or sub-element vested by the DNI with IC-wide policy or program responsibility for a particular professional community (for example, intelligence analysis and production), professional discipline (such as financial management or acquisition), or mission function (such as counterterrorism, open source collection, or clandestine operations). Each IC SPE is authorized to establish a NIPA program, in accordance with this Directive. IC SPEs include: the Deputy Directors of National Intelligence; the Assistant Directors of National Intelligence; the Directors of the National Counterterrorism Center and National Counterproliferation Center; the National Counterintelligence Executive; and other senior ODNI and IC officials designated by the DNI.

4. **Keepsake:** A form of honorary award including items such as badges, medals, medallions, and statues that depict an element's or office's emblem/logo or has some logical relationship to the service or contribution for which the award is given. To avoid qualifying as taxable income, keepsakes must have a nominal monetary face value that cannot readily be converted to cash or credit toward another item or service.

5. **National Intelligence Awards Review Board:** A Board established by the DNI to review NICA nominations. An ODNI official, appointed by the DNI, chairs the Board with IC element heads appointing their respective representatives to the Board. Generally, the NIARB will recommend DNI action (approval, disapproval, conditional approval with revision, or return for additional development) by majority vote.

6. **Performance Bonus or Award:** A one-time monetary payment to, or permanent increase in base pay of, an employee as the direct result of an annual performance rating. This Directive does not apply to performance bonuses and awards.

F. RESPONSIBILITIES

1. **Director of National Intelligence.** The DNI (or senior designee) is responsible for authorizing and establishing the NIAP; approving each NICA nomination and each NIPA program; taking appropriate action on recommendations on award nominations made by the NIARB; presiding over NICA presentation ceremonies; and, at his or her sole discretion, establishing a new, one-time NICA or approving and issuing an existing NICA at any time, without NIARB action or recommendation. The DNI, or senior designee, also approves nominations for monetary awards exceeding \$5,000, but not more than \$25,000, which are not made under an approved NIPA program.

2. **Assistant Director of National Intelligence for Human Capital.** The ADNI/HC is responsible for developing and administering the NIAP, in consultation with the IC element heads and their respective departments, as well as senior ODNI officials. The ADNI/HC, as the DNI's senior designee, oversees and periodically evaluates the NIAP programs and recommends improvements to the DNI. Also, the ADNI/HC funds the management of the NICA, including the procurement of awards and maintenance of an appropriate inventory, in support of the program.

3. **IC Senior Program Executives.** Subject to the approval of the DNI or his or her senior designee, IC SPEs are responsible for designing, developing, establishing and funding, at their discretion and in accordance with applicable budget procedures, NIPA programs to recognize distinguished service or exceptional contribution to their particular national intelligence profession, function, or intelligence discipline, in coordination with appropriate IC elements and the ADNI/HC, and in accordance with this Directive. The IC SPEs or their designees approve nominations for awards granted under their particular NIPA program; where required, endorse nominations for monetary awards made under their respective NIPA programs, as well as other non-monetary awards, as appropriate, to the DNI (or where applicable, the appropriate departmental or agency head) for approval; and preside over their respective NIPA presentation ceremonies.

4. **IC Element Heads.** The IC element heads or their designees are responsible for nominating or endorsing, as applicable, eligible and deserving individuals and groups for NICA and NIPA recognition; making recipients of awards available to attend recognition ceremonies; providing administrative support and travel funds for nominees/award winners, as appropriate; and encouraging award winners' available superiors and coworkers to attend recognition ceremonies.

5. **National Intelligence Awards Review Board.** The NIARB, through a Chair designated by the DNI, is responsible for calling for, receiving and timely reviewing of appropriate NICA nominations, and recommending appropriate DNI action on nominations, in accordance with the provisions of this Directive.

6. **Director, Mission Support Division (D/MSD).** The D/MSD is responsible for providing administrative support to the ADNI/HC, the NIARB, and the Chief, ODNI Office of Protocol with respect to budgeting for appropriate NICA program awards and other appropriate expenses, including appropriate presentation ceremony expenses, and processing of appropriate personnel or procurement actions necessary to carry out the requirements of this Directive.

7. **Chief, ODNI Office of Protocol.** The Chief, ODNI Office of Protocol is responsible for planning and conducting periodic and special NICA presentation ceremonies hosted by the DNI or other senior designee(s), and for providing advice to the NIARB and the ADNI/HC on such matters.

G. ELIGIBILITY: All current US Government (USG) civilian employees, including those employed by or assigned to a department or agency outside of the IC, are eligible for all awards covered by this Directive, with the exception of posthumous or lifetime achievement awards where current employment is not a requirement. In addition, uniformed military personnel, including those assigned to a department or agency outside of the IC, and contractors who directly support an IC element, are eligible for certain *non-monetary* awards covered by this Directive, as specified below. Individuals or groups must be nominated within one year of the event, accomplishment, or service that provides the basis for the nomination. All USG civilian employee nominees must have an official annual performance rating of record, or other applicable periodic evaluation of their performance, documenting that their performance is at least “fully successful” or equivalent, and must not have any disciplinary, adverse, or other comparable administrative action taken or pending against them at the time of nomination, as well as for the period covering such nomination. For NICA and NIPA nominees who are contractors, an appropriate contracting officer, contracting officer’s technical representative, or other authorized IC management official must certify that there are no outstanding performance issues related to the contract under which a nominee serves that would prohibit the DNI from recognizing such individuals with a NICA or NIPA.

H. NATIONAL INTELLIGENCE COMMUNITY AWARDS: NICAs are established and granted by or on behalf of the DNI in recognition of distinguished service or exceptional contribution to the IC. The description of and eligibility for each NICA is presented in Annex B. The DNI may establish additional awards at his or her sole discretion, and such newly established award description and eligibility requirements will be added to Annex B.

I. NATIONAL INTELLIGENCE PROFESSIONAL AWARDS: NIPAs are established by the DNI and granted by or on behalf of IC SPEs in recognition of distinguished service or exceptional contribution to a particular IC profession, function, or intelligence discipline. The NIPA programs must meet the general requirements of this Directive. The ADNI/HC, as the DNI’s designee, approves the establishment of NIPA programs. Upon such approval, each NIPA program will be issued as an ICS in accordance with ICD 101 and ICPG 101.2 and be subordinate to this Directive.

1. Each NIPA program shall be developed in consultation with the IC SPE’s senior counterparts from the various IC elements and meet the following requirements:

a. Describe in detail the honorary awards established to recognize distinguished service or exceptional contribution to the particular IC profession, function, or intelligence discipline, including the type of award (monetary or non-monetary) and specific eligibility, nomination, and selection criteria. If the award is monetary, the maximum amount, not to exceed \$25,000 for any one individual, will also be specified. Monetary awards in excess of \$5,000, up to the \$25,000 limit, require specific DNI (or where applicable, an appropriate departmental or IC element head) approval, in accordance with Section F.1 above, unless awards of such amounts are part of a NIPA program approved by the DNI or designee.

b. Describe the processes for confirming the eligibility and suitability of a nominee; reviewing, evaluating, and approving each nomination on its own merits; providing appropriate feedback to nominees or nomination officials on the results of such reviews; and publicly recognizing recipients.

2. To the extent that any particular award involves the expenditure of funds as a direct monetary payment to an individual or group, each NIPA program must identify the source of funds and describe a process for ensuring that an appropriate amount is budgeted, appropriately expended, and accounted for by the IC SPE or other responsible ODNI or IC element management official.

3. An IC SPE (or as specified in an approved NIPA program, a senior designee) is authorized, in coordination with the ADNI/HC, to grant an existing NIPA at any time, subject to the monetary limitations set forth above, in order to recognize and honor an individual or group under extraordinary circumstances.

4. Existing awards programs shall be incorporated into the NIAP as an ICS.

J. ADMINISTRATION OF THE NIAP

1. **Costs and Expenses.** Subject to availability of funds and consistent with applicable law and regulations, this Directive authorizes the expenditure of funds for the operation of the NIAP, including approved NIPA programs. The ADNI/HC will work with the D/MSD, the Chair of the NIARB, and the Chief, ODNI Protocol Office to ensure appropriate funding for the NICAs. Designated IC SPEs shall ensure appropriate funding for their NIPA programs.

a. **Travel Expenses.** To the extent permitted by applicable law and regulations, the DNI may extend invitational travel orders, as appropriate, to award recipients and family members for NICAs. The IC elements are authorized to reimburse recipients under the following conditions:

(1) Travel expenses incurred by a NICA or NIPA recipient and one member of the recipient's immediate family; for example a spouse, parent, child, or sibling, as determined by the recipient, may be authorized when approved in advance by the appropriate ODNI or IC element official.

(2) Travel expenses incurred by an immediate family member(s) of a deceased employee who is receiving a posthumous NICA or NIPA may be paid by the ODNI or the designated IC element when the travel has been approved in advance by the appropriate ODNI or IC element official. In such instances, travel is not limited to one member of the immediate family, but the number of family members (to include immediate family of children or siblings)

approved by the appropriate ODNI or IC element official to attend the posthumous award ceremony.

b. **Refreshment Expenses.** To the extent permitted by applicable law and regulation, refreshments at award receptions associated with NICA presentation ceremonies hosted by the DNI or other senior designee(s), as well as NIPA presentation ceremonies hosted by an IC SPE are considered a usual and necessary expense. This Directive authorizes payment for such refreshments and expenses by the Chief, ODNI Protocol Office and/or designated IC SPE to the extent permitted by law.

c. **Keepsakes.** The ADNI/HC, in conjunction with the Chair of the NIARB and the D/MSD, will budget for NICA keepsakes (as defined in Section E.1b). Designated IC SPEs will budget for and fund keepsakes for their respective NIPA programs.

2. **Nomination, Endorsement and Review Procedures.** The NIARB, with assistance from the ADNI/HC or his/her designee, may develop and publish additional nomination, endorsement and review procedures for the NIAP.

3. **Security and Cover Considerations.** IC elements, employees, and contractors must consider all applicable IC security and cover standards, including the possible need for future cover status of nominees, applicable to NICA and NIPA nominees, from their initial nomination and evaluation, to selection and presentation.

a. Individuals and group members affiliated with, using, or potentially requiring covert status may be nominated by their cover organization, subject to the above standards.

b. When nominating an individual, group, or group member described in Section 3.a above, the IC official or employee preparing the nomination (including the nominee, where self-nomination is permitted), must obtain written approval and clearance from the appropriate Security and Cover Office(s) prior to submission of the nomination for review, endorsement, and consideration.

c. Before the submission of a NICA nomination to the NIARB (or in the case of a NIPA, the applicable reviewing body or individual), the IC element must confirm that the appropriate Security and Cover Office (s) has approved and cleared the nomination for release.

d. The NIARB (or in the case of a NIPA, the designated IC SPE) will establish procedures for processing and limiting access to award nominations with Security or Cover Office releases.

(1) The disposition of awards is determined by the applicable cover organization or affiliation, subject to appropriate operational considerations. Recipients (both individual and group) may receive the award when the recipient is overt and a future covert assignment is unlikely, or when the operational cover considerations that precluded the initial receipt no longer apply.

(2) Covert recipients must complete an Awards Retention Agreement when separating from an IC element. The IC element retains the award when the individual is covert or a future covert assignment or affiliation is likely.

K. EFFECTIVE DATE: This Directive is effective upon signature and supersedes Director of Central Intelligence Directive (DCID) 7/1P, dated 15 August 1993, which established the “Intelligence Community Awards.”

//SIGNED// J.M. McConnell
Director of National Intelligence

23 MAY 07
Date

ANNEX B – NATIONAL INTELLIGENCE AWARDS MATRIX
 ICD 655, NATIONAL INTELLIGENCE AWARDS PROGRAM

Significant Contribution Awards					
Order of Precedence	Name of Award	Brief Description	Who is Eligible	Comments	
1	National Intelligence Cross	This non-monetary honorary award recognizes conspicuous gallantry, extraordinary heroism, and courage in the face of a significant and known risk (including risk to life and limb) above and beyond the call of duty, performed in response to a threat to the national security. The Intelligence Cross will be awarded on a highly selective and rare basis.	USG IC civilian and military personnel, and others as determined by the DNI.	Non-monetary; POC: ADNI/HC	
2	National Intelligence Medal for Valor	This non-monetary honorary award recognizes heroism and courage in connection with an IC mission contribution to the national security. The Medal for Valor will be awarded on a highly selective and rare basis.	USG IC civilian and military personnel, and others as determined by the DNI.	Non-monetary; POC: ADNI/HC	
3	National Intelligence Distinguished Service Medal	Recognizes sustained, selfless service of the highest order, and/or extraordinary and long-lasting contributions to the IC and the US by an individual in a position of great responsibility. Awarded when appropriate and on a highly selective basis.	All eligible USG civilian and military personnel; individual award.	Non-monetary; POC: ADNI/HC	
4	National Intelligence Superior Service Medal	Recognizes superior service and/or lasting contribution to the IC and US over a sustained period by an individual; awarded when appropriate on a highly selective basis.	All eligible USG civilian and military personnel; individual award.	Non-monetary; POC: ADNI/HC	
5	National Intelligence Reform Medal Retired 11/2010	Recognizes extraordinary contributions to the goals and objectives of the Intelligence Reform and Terrorism Prevention Act of 2004 and the transformation and integration of the US IC; awarded on a very selective and limited basis.	All eligible USG civilian and military personnel; individual or group award.	Non-monetary; POC: ADNI/HC	
6	National Intelligence Exceptional Achievement Medal	Recognizes a single exceptional contribution to the IC and the US; awarded on a very selective and limited basis.	All eligible USG civilian, military personnel, and others on a selective basis.	Non-monetary; POC: ADNI/HC	

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ICD 655

Significant Contribution Awards				
Order of Precedence	Name of Award	Brief Description	Who is Eligible	Comments
7	National Intelligence Meritorious Unit Citation	Recognizes a single act of meritorious service performed by an IC organizational unit or team, with emphasis on those that involve individuals from two or more IC elements and whose collective contributions on behalf of the IC deserve special recognition.	All eligible USG civilian, military, and contractor personnel. The number of contractor personnel cannot exceed 50% of the total number of USG civilian and military personnel nominated.	Non-monetary; POC: ADNI/HC
8	National Intelligence Medallion	Recognizes an important achievement or commendable contribution involving a single act or service to the IC and the US; recognizes special and unique contributions to the successful accomplishment of an IC mission.	Non-IC civilian, military, and contractor personnel; individual or group award.	Non-monetary; POC: ADNI/HC
9	National Intelligence Certificate of Distinction	Recognizes a notable achievement involving a single act or service; may be awarded for sustained superior performance, a single accomplishment, or a contribution, act or service of merit.	All eligible USG civilian and military personnel; individual or group award.	Non-monetary; POC: ADNI/HC
10	The Director of National Intelligence's Award for Collaboration Leadership Retired 11/2010	Recognizes extraordinary achievement that demonstrates, promotes, and above all, institutionalizes a culture of collaboration and information-sharing between and among IC agencies and elements; awarded annually on a highly selective basis.	All eligible USG civilian and military personnel; individual or group award.	Non-monetary; POC: ADNI/HC
11	National Intelligence Special Act or Service Award	Recognizes a significant act or contribution by an individual or group that results in significant, quantifiable savings or other tangible benefits to the US and/or the IC. Nominations must provide specific evidence of the tangible savings or benefits that accrue as a result of the special act or contribution. Nominations must include a recommended award amount for each recipient. NISASA may not duplicate other monetary awards for the same tangible benefits.	All eligible USG civilian personnel only; individual or group award.	Monetary and honorary; POC: ADNI/HC

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Significant Contribution Awards				
Order of Precedence	Name of Award	Brief Description	Who is Eligible	Comments
12	Intelligence Community EEO and Diversity Exemplary Leadership Award	Recognizes outstanding achievement and performance by a senior IC officer in creating an environment of equal employment opportunity, diversity, and inclusion.	All eligible USG civilian and military personnel; individual award.	Honorary; may, at the discretion of the DNI, include accompanying monetary recognition for USG civilian personnel only. POC: ODNI/EEOD
13	Intelligence Community EEO and Diversity Outstanding Achievement Award	Recognizes a significant act or noteworthy accomplishment related to equal employment opportunity, diversity, and inclusion.	All eligible USG civilian and military personnel; individual or group award.	Honorary; may, at the discretion of the DNI, include accompanying monetary recognition for USG civilian personnel only. POC: ODNI/EEOD
	Galileo Award	Recognizes creative solutions to our Nation's future intelligence challenges. Normally granted on the basis of competitively judged papers submitted annually by individuals for juried review.	All eligible USG civilian and military personnel; individual.	Non-monetary or monetary recognition for USG civilian employees only; POC: ODNI/P&S Innovations

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Public Service Awards				
Order of Precedence	Name of Award	Brief Description	Who is Eligible	Comments
	National Intelligence Distinguished Public Service Medal	This non-monetary, honorary award is the highest honorary award granted to non-career Federal employees, private citizens, and others who have performed a distinguished service of significance to the IC as a whole or service of such exceptional significance to ODNI that it warrants acknowledgement. The nominee may have rendered service or assistance at considerable personal sacrifice and inconvenience that was motivated by patriotism, good citizenship and/or a sense of public responsibility. This award is generally reserved for those with a direct working relationship with senior officials in the Federal government (e.g. DNI, heads of IC elements).	Individuals not employed by an IC element, non-career employees including political appointees, Schedule C employees, private citizens, foreign nationals, and Intergovernmental Personnel Act employees may be nominated for this award.	Non-monetary; POC: ADNI/HC
	National Intelligence Superior Public Service Medal	This non-monetary, honorary award is granted to non-career Federal employees, private citizens, and others who have performed a superior service to the IC as a whole or a service of such significance to ODNI that it warrants acknowledgement. The nominee may have rendered service or assistance at some personal sacrifice and inconvenience that was motivated by patriotism, good citizenship and/or a sense of public responsibility.	Individuals not employed by an IC element, non-career employees including political appointees, Schedule C employees, private citizens, foreign nationals, and Intergovernmental Personnel Act employees may be nominated for this award.	Non-monetary; POC: ADNI/HC

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Special Eligibility Awards				
Order of Precedence	Name of Award	Brief Description	Who is Eligible	Comments
	Intelligence Community Expeditionary Service Medal Currently in HOLD Status; has not been issued	Recognizes IC employees who serve abroad in direct support of a US IC operation in a location designated as hostile. USG IC civilian and military personnel, and others as determined by the DNI, may be nominated for this award after serving six months (179-day rule) in a designated theatre of risk.	All eligible USG civilian and military personnel; individual award.	Non-monetary; POC: ADNI/HC
	Joint Duty Service Device	This non-monetary, honorary award recognizes selection for and/or completion of a joint duty assignment (as defined in ICD 601) by awarding the Joint Duty Service lapel button.	All eligible USG civilian personnel; individual award.	Non-monetary; POC: ADNI/HC
	Senior National Intelligence Services Device	This non-monetary honorary award recognizes appointment to one of the IC's senior services by awarding the SNIS Lapel Pin.	All eligible USG civilian personnel; individual award.	Non-monetary; POC: ADNI/HC



ANNEX C -- NATIONAL INTELLIGENCE AWARDS ICD 655, NATIONAL INTELLIGENCE AWARDS PROGRAM



Significant Contribution Awards

1*		National Intelligence Cross
2		National Intelligence Medal for Valor
5		National Intelligence Reform Medal
	Retired November 2010	
6		National Intelligence Exceptional Achievement Medal
7		National Intelligence Meritorious Unit Citation
10		DNI's Award for Collaboration Leadership
	Retired November 2010	


Sustained Service Awards

3**		National Intelligence Distinguished Service Medal
4		National Intelligence Superior Service Medal

Public Service Awards

		National Intelligence Distinguished Public Service Medal
		National Intelligence Superior Public Service Medal

Special Eligibility Awards

		Joint Duty Service Device
		Senior National Intelligence Services Device

* Number indicates order of precedence