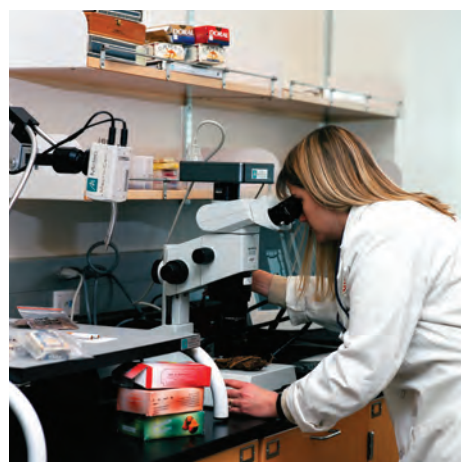
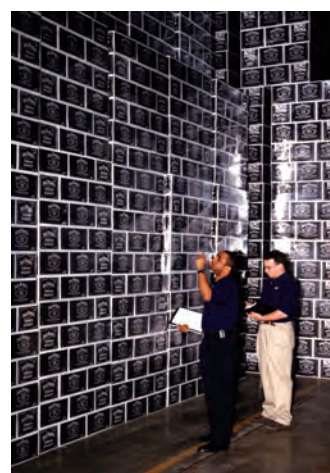
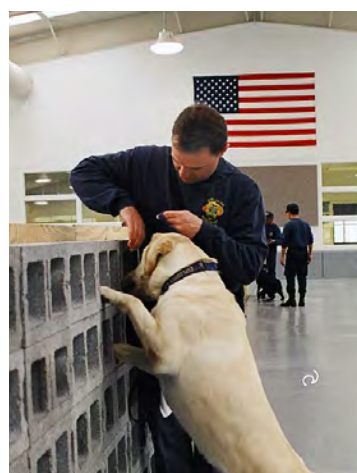


Workforce Performance Indicators:

- ◆ Recruitment, Development, and Retention Index score in the Federal workforce survey
- ◆ Job Satisfaction Index score in the Federal workforce survey
- ◆ Personal Work Experience Index score in the Federal workforce survey
- ◆ Leadership Index score in the Federal workforce survey
- ◆ Performance Culture Index score in the Federal workforce survey
- ◆ Percent of respondents answering favorably to "Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated" in the Federal workforce survey
- ◆ Percent of respondents answering favorably to "Prohibited Personal Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated" in the Federal workforce survey
- ◆ Learning (Knowledge Management) Index score in the Federal workforce survey



**APPENDIX A:
POLICY ENVIRONMENT**

ATF's operations are guided by Federal statutes, the Code of Federal Regulations, formal memoranda of understanding, international partnerships, and policy guidance. Federal statutes, such as the GCA, the NFA, the Arms Export Control Act, and sections of the Organized Crime Control Act of 1970 (including the Safe Explosives Act) govern

ATF's critical mission activities. ATF enforces these statutes and regulations with a multi-disciplined and balanced approach, in accordance with guidance issued by DOJ.

In accordance with Presidential Directives, ATF will continue to play a key role in shaping the national response to domestic incidents and coordinating efforts with partners to ensure safety for all Americans.

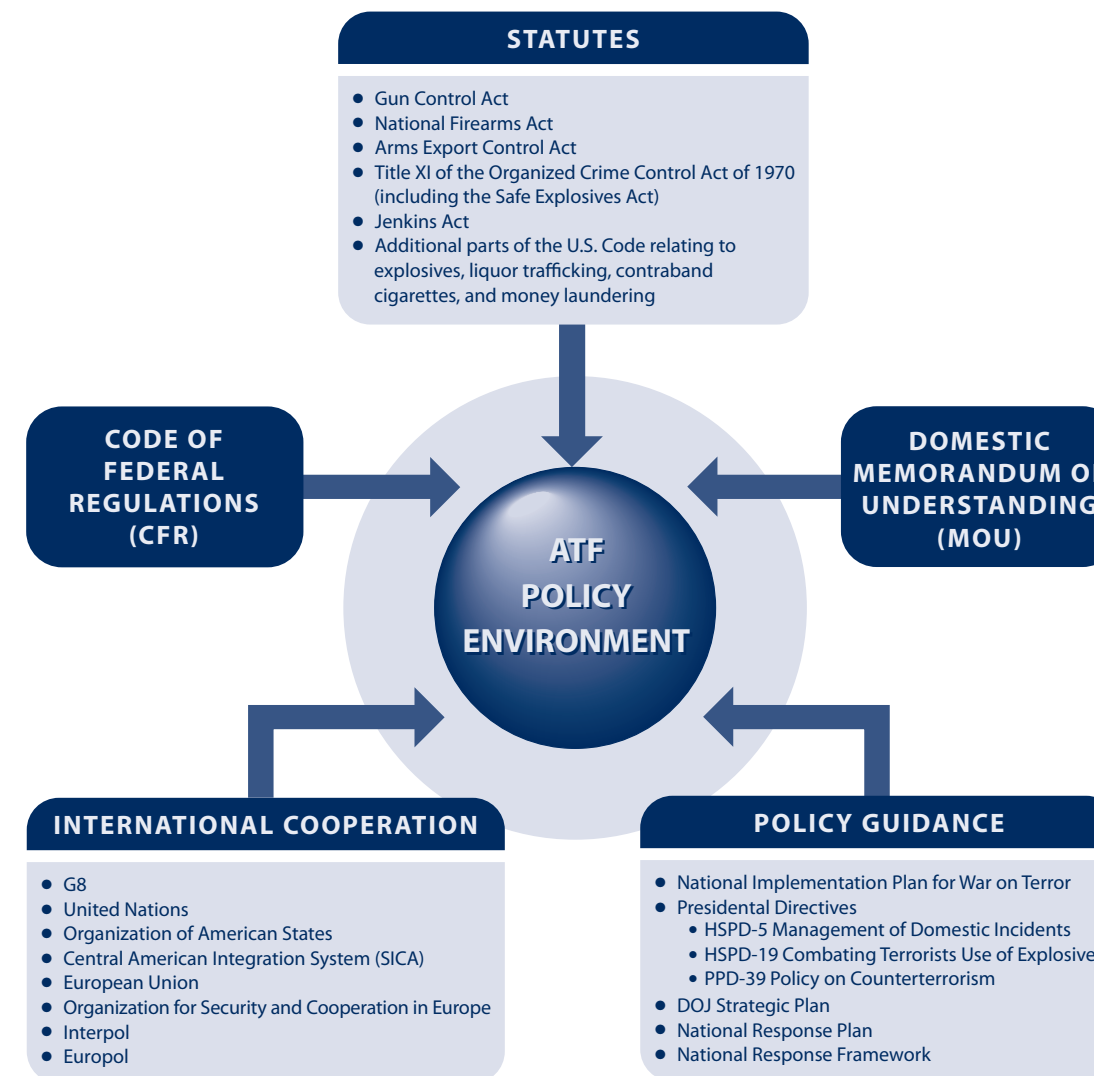
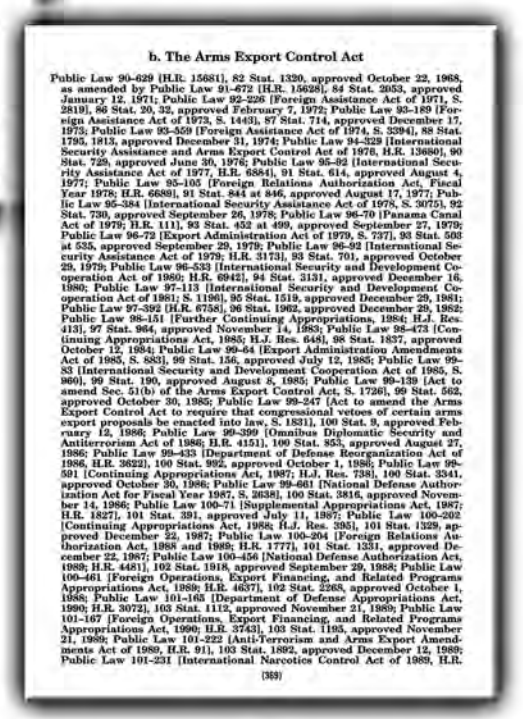
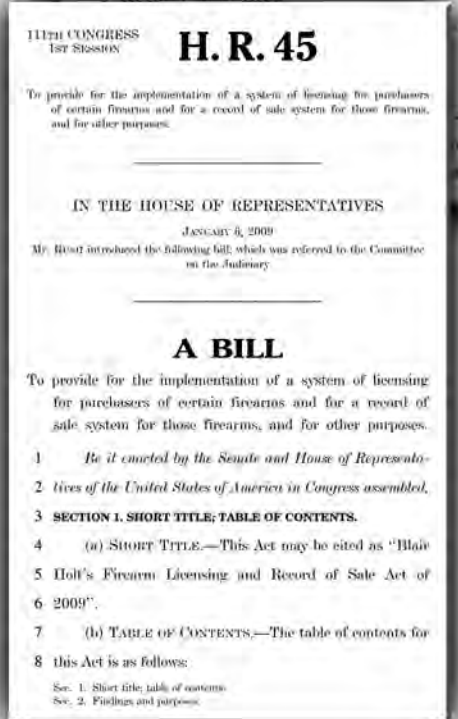
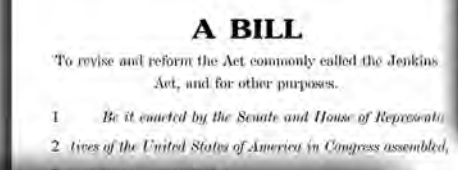
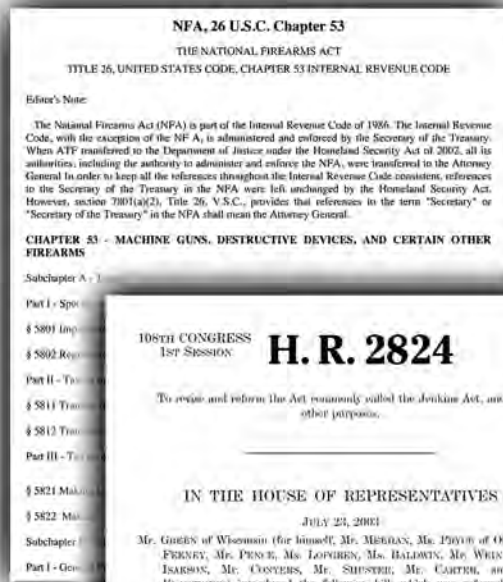


Figure 6: Policy Environment for ATF Strategy

LAWS	FOCUS
U.S. Code (U.S.C.) Chapter 40 27 CFR Part 555	Explosives
18 U.S.C. Chapter 44 27 CFR Part 478	GCA
18 U.S.C. Chapter 59	Liquor Trafficking
18 U.S.C. Chapter 114 27 CFR Part 646	Trafficking in Contraband Cigarettes
22 U.S.C. 2278 27 CFR Part 447	Importation of Defense Articles
26 U.S.C. Chapter 53 27 CFR Part 479	NFA: Firearms and Destructive Devices
18 U.S.C. 1952 and 3667	Interstate non-Federally Tax-paid Liquor Trafficking
15 U.S.C. 375-378	Jenkins Act: Registration and Record Keeping Requirement for Interstate Cigarette Sales
18 U.S.C. 1956 and 1957 insofar as they involve violations of: 18 U.S.C. 844(f) or (i) (relating to explosives or arson) 18 U.S.C. 922(l) (relating to the illegal importation of firearms) 18 U.S.C. 924(n) (relating to illegal firearms trafficking) 18 U.S.C. 1952 (relating to traveling in interstate commerce in aid of racketeering enterprises insofar as they concern liquor on which Federal excise tax has not been paid) 18 U.S.C. 2341 - 2346 (trafficking in contraband cigarettes) Section 38 of the Arms Export Control Act, as added by Public Law 94-329, § 212(a)(1), as amended, 22 U.S.C. 2778 (relating to the importation of items on the U.S. Munitions Import List, except violations relating to exportation, in transit, temporary import, or temporary export transactions) 18 U.S.C. 1961 (Racketeer Influenced and Corrupt Organizations, or RICO, Act) insofar as the offense is an act or threat involving arson that is chargeable under State law and punishable by imprisonment for more than one year	Money Laundering

LAWS (cont.)	FOCUS (cont.)
Any offense relating to the primary jurisdiction of ATF which the United States would be obligated by a multilateral treaty either (1) to extradite the alleged offender or (2) to submit the case for prosecution if the offender were found within the territory of the United States; and Subject to the limitations of 3 U.S.C. 301, exercise the authorities of the Attorney General under section 38 of the Arms Export Control Act, 22 U.S.C. 2778, relating to the importation of defense articles and defense services, including those authorities set forth in 27 CFR Part 47.	Money Laundering





APPENDIX B: MEASURING ATF'S PERFORMANCE

ATF has developed a Performance Index to measure ATF's 10 core functions as well as the strategic goals and strategic objectives outlined in this Plan. The Index includes a per-

formance goal statement for each core function to provide comprehensive tracking and measurement of ATF's performance across the enterprise. ATF's outcome-based performance goal statements are shown below:

CORE FUNCTION	PERFORMANCE GOAL STATEMENT
Illegal Firearms Trafficking	Reduce the risk to public safety caused by illegal firearms trafficking
Firearms Criminal Possession and Use	Reduce the risk to public safety caused by criminal possession and use of firearms
Firearms Industry Operations	Improve public safety by increasing compliance with Federal laws and regulations by firearms industry members
Criminal Groups and Gangs	Reduce the risk to public safety caused by criminal organizations and gangs
Explosives, Bombs, and Bombings	Reduce the risk to public safety caused by bombs and explosives
Explosives Industry Operations	Improve public safety by increasing compliance with Federal laws and regulations by explosives industry members
Fire and Arson	Reduce the risk to public safety caused by the criminal use of fire
Alcohol and Tobacco	Reduce the loss of tax revenues caused by contraband alcohol and tobacco trafficking
Modernization	Modernize business processes and systems for improved mission effectiveness and transparency
Workforce	Attract, develop, and retain an expert workforce to execute the ATF mission