



U.S. Department of Justice

Federal Bureau of Investigation

Office of the Director

Washington, D.C. 20535-0001

December 11, 2024

The Honorable Joseph R. Biden Jr.
President of the United States of America
Washington, DC

Dear Mr. President:

It has been the honor of a lifetime to serve since August of 2017 as the Director of the Federal Bureau of Investigation. Every day, I have had the privilege of serving alongside a talented, dedicated group of patriots as they work tirelessly and selflessly to protect their fellow Americans.

During my tenure, I have seen up close how the threats facing our country have grown more complex and dynamic. With a keystroke, a foreign adversary can shut down a hospital or take our critical infrastructure offline. A would-be terrorist can communicate with plotters overseas through encrypted communications to secretly plan a violent attack on our soil. Cartels can manufacture loads of deadly drugs with a potency no one has ever seen before using chemicals acquired half a world away. As the threats have grown, the men and women of the FBI have grown, because that was what the mission required. I could not be prouder of the work they have done and the sacrifices they have made to keep Americans safe.

In recent years, the men and women of the FBI arrested nearly 50 violent criminals per day, every day. They rescued hundreds of children from their tormentors and put hundreds of predators behind bars. They dismantled hundreds of gangs terrorizing neighborhoods all over the country and seized enough fentanyl to kill nearly 80 percent of all Americans. They adapted to emerging threats by taking the fight to cyber criminals targeting businesses large and small, saving victims around the world nearly \$800 million in ransom payments. And they kept watch against the ever-present threat of terrorism, thwarting attacks targeting houses of worship in Las Vegas, Long Beach, and Pittsburgh, a crowded pier in San Francisco, a Fourth of July parade in Cleveland, and countless other communities across the Nation.

The Bureau's success in executing our mission would not be possible without our partners. The men and women of the FBI are working shoulder to shoulder with our brothers and sisters in state and local law enforcement in record numbers to keep our fellow citizens safe. They are seamlessly sharing intelligence with our partners in the intelligence community, across government, and around the world to stay ahead of a range of threats. They are even working in new ways with the private sector to protect American ideas and innovation from relentless adversaries like China, a government that represents the defining threat of our generation.

Today's FBI faces threats that were unimaginable even a few years ago, and those threats are multiplying and evolving almost daily. This is no time for complacency or distraction. Our enemies—whether they be violent gangs, cartels, hackers, hostile nation-states, or terrorists—are more emboldened, better resourced, savvier with technology, and more relentless than ever before. I know the FBI is up to the task, but I also know our future security depends in large measure on the FBI being at its very best. Our margin for error is smaller than it has ever been and shrinking by the day. We simply cannot find ourselves in a place where we did not do everything required to prepare for the threats coming over the horizon. That includes ensuring institutions like the FBI remain strong.

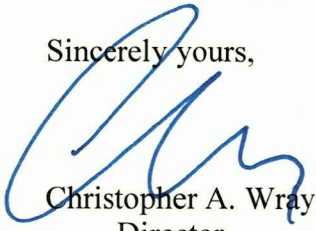
As grave as the dangers we face are, I remain confident in the men and women of the FBI. I have been encouraged by the soaring growth in the number of Americans applying to dedicate their lives to serve as special agents—a pace that more than tripled during my tenure and has remained well above where it was ten years ago. I am inspired by the caliber and character of the men and women joining the Bureau's ranks. I have given the commencement address at all 39 of the new agent graduations that took place under my watch. That means I have had the privilege of personally handing badges and credentials to over 5,700 new agents—more than 40 percent of the agents on the job today. They bring new talent and resolve to a workforce that is already top notch. And together they will continue to find new ways to tackle the threats well into the future.

Since I took on the role of FBI Director, my goal has been to do what is right for the Bureau in everything I do. Consistent with my commitment to keep the mission first, I have decided that the right thing for the Bureau in this moment is for me to step down from my position at the end of the current Administration in January. My priority is to keep the focus on the indispensable work the FBI does on behalf of the American people every day, while reinforcing the values and principles that are so fundamental to preserving the strength and integrity of the institution.

From the beginning, I have been clear that my expectation of the men and women of the FBI is that they do their work with rigor, objectivity, and independence. That is what the American people expect and deserve. Day in and day out, what I have seen is a workforce consistently exceeding those expectations. I have seen individuals who get up every morning and together dedicate their lives to defending the rule of law—to protecting the American people and upholding the Constitution. And because of their dedication to the mission, for more than 116 years, the FBI has stood for fidelity, bravery, and integrity. It has stood for lives saved and justice served, not simply because of the successes, but because of how this group of brave public servants went about their work.

The commitment of the men and women of the FBI to doing the right thing, the right way has made this organization the premier law enforcement and intelligence agency in the world and sets the Bureau up for continued success. I am humbled to have had the opportunity to serve alongside them.

Sincerely yours,



Christopher A. Wray
Director