

6

Exhibit 19 – KG Exhibit # 6

IH Numbers END OF MONTH REPORT (FY2008)

IH work for February 2008

IH Shop walk through of workplaces	Operations – Processes Walked Through	Updated IHIP
BLDG 77	9 Operations Named	On 22 Feb 2008
BLDG 43	1 Operation Named	On 22 Feb 2008
BLDG 53	1 Operation Named	On 22 Feb 2008

IH hazard assessment on buildings on Fort Leavenworth IAW "IH Project priority List": (a) Document all chemicals used (b) Interview = or > 30% of occupants to determine need for testing (c) Document physical layout of building (include fire exits, storage of chemicals, and supplies) (d) Document any biological concerns within each building (e) A visual inspection of work place to determine other potential hazards (do photo index of surveyed buildings)	Operations – Processes Assessed	What needs to be Surveyed?
(f) Document each ergonomic hazards inherent to each activity (g) All above information will be placed in DOEHRS-IH by the end of each month surveyed. (h) No sampling or measurement of hazards will be conducted.		
	None Allowed	0

Location of Survey	Operations Surveyed	Repeat Operations Surveyed
	None Allowed	0
Bldg 343 Pharm. Compounding for Feb	21	
Totals	21	0

Number of Design Reviews done: 0 (# of pages or items read and review for completeness.)

Area	Findings	Recommendations	What has

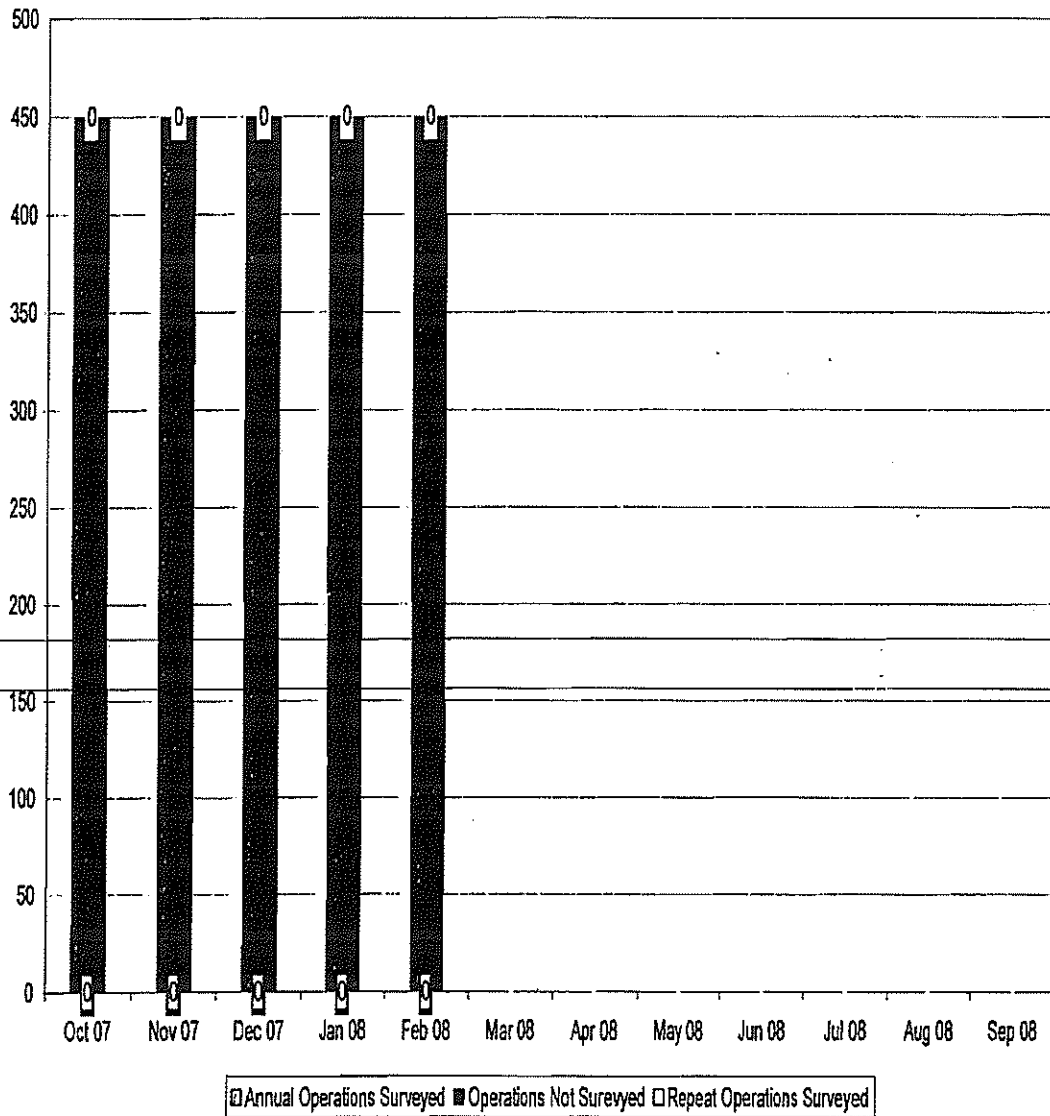
**Note:** Design Review surveys are done to ensure that new constructions projects control hazards and meet standards.

On 26 Feb 2008, David Murdock of DOL/DPW has dropped of the design for review  
Title: Bldg 65 Latrine Addition. They want all comments prior to March 3, 2008. It was provided to LT [REDACTED] on 26 Feb 2008. No permission was given.

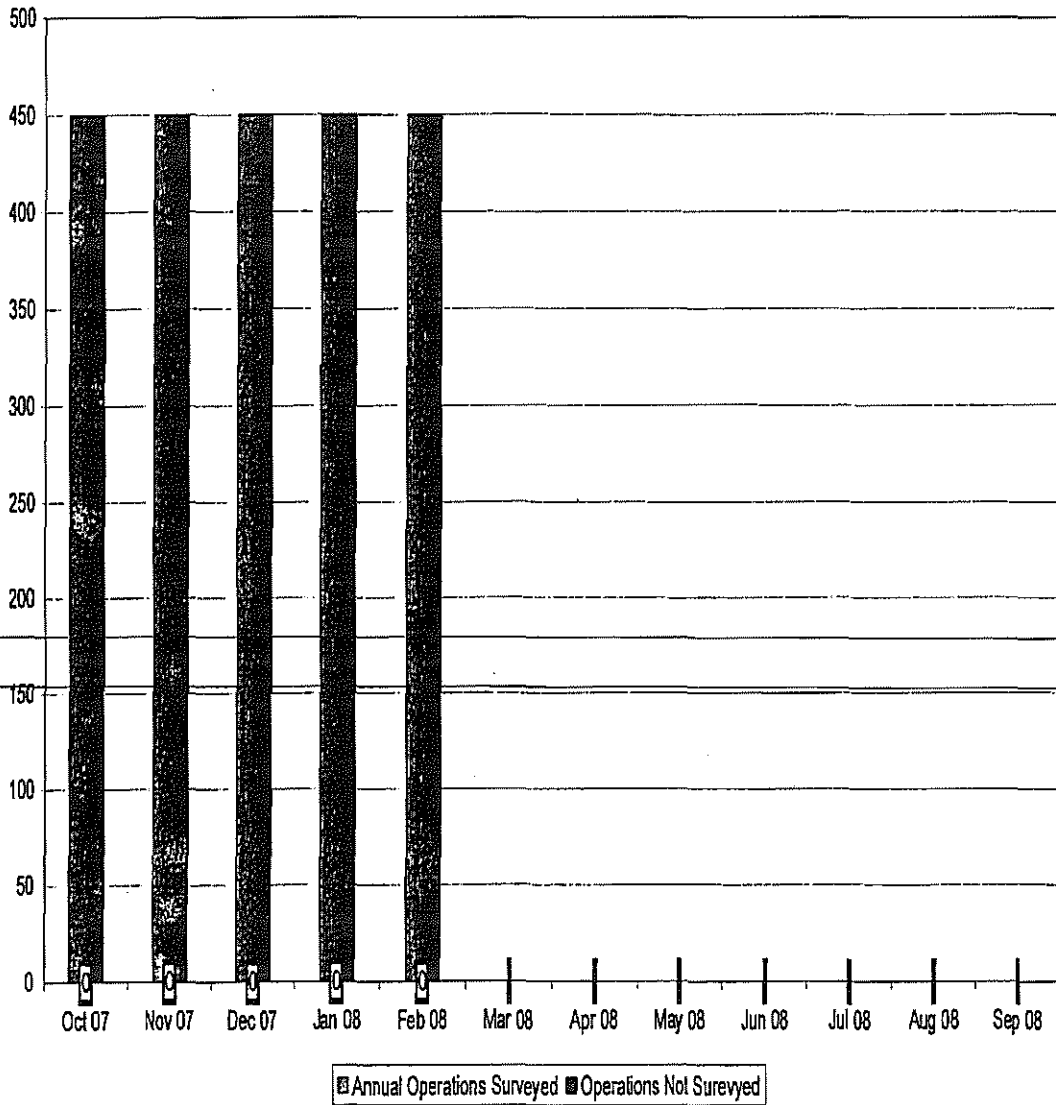
#### Training Sessions Provided

Type of Training	#classes/# of Attendees/location
Hearing Conservation	1/30/ MPC for CAC Safety
797 Pharmacy Hood Testing	1/1/ MAHC

### IH required Surveys Done, Not Done, and Repeated Surveys for FY2008



### IH required Surveys that were Done vs. Not Done for FY2008



IH Work Log for 4-8 Feb 2008

4 February 2008: Did time sheet. Was at BLDG 194 with SJA on records. Dispatch vehicle and turn paper work to Ms. [REDACTED]. Did DOEHRS data input. Requested permission to take records from Hoge to Bldg 194 as SJA requested for 5 February 2008.

5 February 2008: Resent request permission to take records from Hoge to Bldg 194 as SJA requested for 5 February 2008. LTC [REDACTED] for them to be taken over at 1400 hrs. I delayed my official time to deliver records. There is an issue between SJA and Records on allowing non-government persons to look or have access to records. I briefed LTC [REDACTED] on issue. I worked on Program Document. DOEHRS-IH would not allow access into the system all morning and tried in the afternoon, but could not enter site.

6 February 2008: Delayed entry and off.

7 February 2008: I had four hours off. Sent emails. I picked up equipment and entered into DOEHRS-IH. I Ordered for Supplies for February 2008 for Fort Leavenworth 797 Pharmacy Testing.

8 February 2008: Off.

---

IH Work Log for 11-15 Feb 2008

On 11 February 2008, I worked on the class that I am doing for Safety. From 1200 - 1600 hrs I was on Official Time.

On 12 February 2008, At or about 0710 hrs on 12 February 2008, when I, Karl Gibson, arrived at my office - room E3-1325 in Hoge Annex, Fort Leavenworth, KS - I found the door open. I know that the door was secure when I left for my official time on 11 February 2008. I request guidance from LT [REDACTED] on what I should do since I have hand receipted items in this area and records in my office and someone left it unsecured. I believe it is part of the harassment that management is doing because I am applying my rights as an employee and union steward. I looked for items that may be missing. My computer had cables that were not connected. I submitted work order. IMD worked and I got all cables plugged back in. I am missing a personal notebook and my six-sided folder from my desk drawers. LT [REDACTED] wrote Tuesday night an e-mail: "This is a little reminder to all PM staff in Hoge Annex to please ensure the office doors are secured when you vacate the building. If you are the last one to leave our office area (i.e. at lunch or for the night) please take a look down the hall to ensure that the doors of our other offices that empty into the hall are secured as well." SGT [REDACTED] requested use of TMP on Tuesday for range ammo. LT [REDACTED] gave permission. I worked on class that I am doing for Safety. I watched the BLS video for my refresher on Wednesday. I picked up current inventory from Logistics to I could complete my required 100% inventory.

On 13 February 2008, I did training. Renewed BLS and computer based training was done. I was at the theater Sexual Assault Prevention training. I contacted MP Desk at 1000 hrs to report missing items. CPL [REDACTED] came and we did report. At 1130 hrs, LT [REDACTED] came unto my office to show they had 'found' my six sided folder with LTC [REDACTED]. Order for Supplies for February 2008 for Fort Leavenworth 797 Pharmacy Testing As per Contract No. W81K00-07-P-0913, I need to order 4 BAP with A005 analysis, 4 Air-o-cell with A002 analysis, and 1 endotoxic cassette with A007 analysis for February 2008. (\$43. supply cost PO# 2008-9 and \$426.00 analysis cost PO# 2008-10) Please send them overnight. I also provided with [REDACTED] or [REDACTED] on the past invoices. I included them on the e-mail so you can also try this way as well. This is a repeat from last week since the POC I had and sent order to no longer works for Aerotech labs.

On 14 February 2008 at or about 0710 hrs, when I, Karl Gibson, arrived at my office – room E3-1325 in Hoge Annex, Fort Leavenworth, KS – I found my personal notebook on my day-timer desk calendar. My personal notebook could not have been there the day before, because I had written things in my calendar up to 4:00 pm on the 13th. I took pictures. I went to Munson and started the 100% inventory. I contacted the Provost Marshall's office to inform CPL [REDACTED] on the finding. I spoke to SFC [REDACTED] and he informed me that CPL [REDACTED] was not available. I informed he who I was, what had happened (see above). I asked that he pass this information to CPL [REDACTED]. He said he would. I spoke to [REDACTED] because of my concerns about a balometer had not returned from TMDE in May 2007. I came back to my office and did inventory. I called TMDE I Fort Riley and spoke to [REDACTED]. I provided the Serial Number, Name, and ECN number. He said he would talk to [REDACTED]. I returned to Munson and Log downloaded data for inventory. I spoke again to [REDACTED] and [REDACTED]. They said they would wait until 19 February 2008 to see what was up with TMDE and SSG [REDACTED] would be back. At 1:15 PM, having not heard from CPL [REDACTED] – I went over to BLDG 320 Provost Marshall's Building and entered the DA Police offices. I spoke to CPT [REDACTED]. He informed me that CPL [REDACTED] was off and would not be back to work until Tuesday, 19 February 14, 2008. I explained why I was there (see above) and showed him the pictures. CPT [REDACTED] said he would leave a message for CPL [REDACTED] and if they needed to contact me they would. I offered he the pictures, but he declined.

On 15 February 2008, I worked on questions for upcoming Mr. [REDACTED] Visit.

#### Due Outs:

1. Med Maintenance in Munson has asked to borrow one of my noise level meters and octave band analyzer as they have done in past. They are to pick up Friday (25 January 2008) before 0800. They did not show up. On Friday 15 Feb., they came and said they would come on 20 Feb to pick up equipment.



2. Records: Asked LT [REDACTED] what we needed to do to retrieve the HHIM files prior to 1992 and the HHIM file 1992-1996 that are kept at CHPPM. Requested HHIM records from the DOEHS-IH help desk, talked to [REDACTED] and received Ticket # 13661230. E-mailed [REDACTED] Mr USACHPPM and other staff on the request so information could be obtained. Asked how the pictures on my H drive files (found in Bell Hall and USDB files) were to be copied. At LT [REDACTED] direction I went to IMD and they copied files from my H drive for lawsuit Subpoena records. I picked up CD with the needed H-Drive files that [REDACTED] in IMD had accessed and copied. I provided this CD to LT [REDACTED] Local requested records have arrived and I met with SJA on Monday at 0800 hrs to pull required files. On Tuesday, after LTC [REDACTED] gave permission, I delivered records. Still have no update on HHIM files as of 7 February 2008.

3. SSG [REDACTED] I e-mailed him after our talk,

a) In May 2007 at the TMDE picked up my equipment that they service and calibrate - I am still missing two pieces of equipment. A Balometer, ECN: 000824, SN: 8372 has not returned. An Industrial Scientific Charger for TMX 412 ECN: B8327, SN: 9607142-099.

b) [REDACTED] was checking but I had not heard back from her before she retired.

c) In November 2007 at the TMDE picked up my equipment that they service and calibrate - They returned the Gilibrator Universal Pump Calibrator kit ECN: B7814, SN: 4462 with not calibrating it. (Two Dry Cal Calibrators have not returned either, but it is still early for TMDE.)

d) I asked the he please check on these items and get back with me. I repeated the request on 7 February 2008.

4. The CAC Safety Department is requesting IH assistance in giving a training to the Additional Duty Safety Officer on February 21, 2008 at 1300 hours at the Main Post Chapel's Activity Room. I would like you to speak on either one of these topics: Noise/Vibration, Lighting, Repetitive Motion and/or Equipment Design. Your assistance to the Safety Department would be greatly appreciated. I received on 30 January 2008 and forwarded to LT [REDACTED] on the same day.

5. On 12 February 2008, SGT Aaron requested use of TMP on Tuesday for range ammo. LT [REDACTED] gave permission. After SGT [REDACTED] wrote "SFC [REDACTED] you can pick-up the TMP on Friday, but it must be dispatched on Tuesday morning for the week. Mr. Gibson is the one who dispatches the vehicle. He can pick up TMP Tuesday morning at 0730 for dispatching and be ready for you to use for the range. I thought that we can leave the TMP key, since the vehicle will be parked at MAHC, at the AAOD/AOD desk for him to pick-up Tuesday morning, unless you have another plan on how to tackle this matter. I am on cell if you have any questions at [REDACTED]." Waiting to hear where vehicle will be parked and where I need to pick up key to dispatch on Tuesday.

6. Order for Supplies for February 2008 for Fort Leavenworth 797 Pharmacy Testing As per Contract No. W81K00-07-P-0913, I need to order 4 BAP with A005 analysis, 4 Air-o-cell with A002 analysis, and 1 endotoxic cassette with A007 analysis for February 2008. (\$43. supply cost PO# 2008-9 and \$426.00 analysis cost PO# 2008-10) Please send them overnight. I also provided with [REDACTED] or [REDACTED] [REDACTED] on the past invoices. I included them on the e-mail so you can also try this way as well. This is a repeat from last week since the POC I had and sent order to no longer works for Aerotech labs.

#### IH Work Log for 19-22 Feb 2008

On 18 February 2007, Holiday, Day off.

On 19 February 2007, I dispatched vehicle and submitted paperwork. Had vehicle ready for range use at 0830 hrs as agreed to. They picked up at 0915 hrs. I submitted my timesheet. I worked on Hearing Conservation class: including getting CD from IMD, copies, coordinate equipment use. [PM laptop top and projector was with SGT [REDACTED] POV.] I had official time from 1400-1600 hrs.

On 20 February 2007, I tried CD in laptop, but had problems. I contacted IMD and took over to [REDACTED] to fix. I picked it up at 1230 hours.

The Mr. [REDACTED] visit started at 0850 hrs on 20 February 2008. I provided Mr. [REDACTED] and LT [REDACTED] copies of my MFR Subject: Questions dated 5 Feb 2007. The purpose of the visit is to work on Program Document and new IHIP. Issues of the visit:

1. Establishing a IH Program Document. I explained that it was the C, PM's program Document, not mine. Only the C, PM can change it. I was told I am the expert and I was to write a new Program Document for PM. I asked: If I was the C, PM? Am I to do her job? What are the new command priorities? How am I to produce something NEW with no example or direction from the command? I was told "Just do it". I asked how can I just do it if you can't show me what is a priority? LT [REDACTED] stated that he had given me a list 6 weeks ago. I stated that I received this so called list of just 26 buildings on the afternoon of 1 Feb 2008 and nothing on it but rank # and Building #. I asked - What does this mean? I received no response.

2. Doing/ changing IH Implementation Plan. I asked what was wrong with 2007's? They did not like, they want it to be written, supervisor and command approved, but living and changing. I repeatedly asked for an example of what they are talking about and they refused to show an example. I asked how I could schedule and plan anything if the command can't give me their goals, mission, and priorities. I received no answer. I asked what I was allowed to do for these surveys. Could I do sampling? Could I do air

monitoring? Could I do ventilation? I was told if in IHIP and command approved. What about biological samples? Do you know the current command policy is? I said I had not seen any policy. I was told that anything I wanted to do in a survey would need to be written in IHIP and approved.

3. It was decided that Mr. [REDACTED] would walk me through what they wanted me to do. He asked for the case file for Bldg 77. I have no such item. (This is an Air Force requirement, but not Army.) I pointed out that in the program document of FY 2007, that filing was not a priority. I was requested to print off survey documents. I asked [REDACTED] or [REDACTED] drive documents? Mr. [REDACTED] only wanted J drive documents. I asked 1LT [REDACTED] what about surveys that have been done, but not 'finished' that he and LTC [REDACTED] are holding. 1LT [REDACTED] said "these documents are where they want them." I printed off the J drive documents and provided to Mr. Bentley.

4. At 1250 hours, Mr. [REDACTED] and I went to the Bldg 77 unannounced. We did a walk through of the Building. We talked to 5 people. We agreed that the following shops were in the building: Emergency Operations Center; Information System Processing (Military Review); Office DPTM; Print Plant (Defense Printing); Televideo Center; Devices; Warehouse; Office AARTS; TSC Art/Graphics. Several items have changed since the last survey and became digital.

5. At 1445 hours, Mr. [REDACTED] and LTC [REDACTED] and Karl Gibson met. We briefed that changes have occurred in the work places in Bldg 77, even since Mr. [REDACTED] July 2007 visit to DAPS. Mr. [REDACTED] stated that he was going to show me what kind of IHIP they wanted. I was asked then since there were changes, did I think the April 2007 report was valid? I said yes, since it represented conditions on the survey days. They claimed to understand and agreed with me. Mr. [REDACTED] thinks the file system needs to change and files to be done by building. At 1500 hours Mr. [REDACTED] and LTC [REDACTED] went into a private meeting until after I left work at 1600 hrs.

On 21 February 2008, I prepared clarification questions for Mr. [REDACTED]. At 0930 hrs, Mr. [REDACTED] arrived at PM. I asked questions and both LT [REDACTED] and Mr. [REDACTED] agreed with the process as I asked. I will be writing a SOP when I get a chance. From 1030 to 1130 hours Mr. [REDACTED] and I worked on IHIP 2008. LT [REDACTED] approved the format and what IHIP looked like. From 1200 hrs I set up class at MPC and gave class, and then torn down classroom. I turned in equipment to PM at Munson. I worked on "IHIP 2008".

On 22 February 2008, I picked up Quest equipment from calibration. At 0830 hrs, Mr. [REDACTED] arrived and was with LTC [REDACTED]. I contacted the number for Bldg 43 that LT [REDACTED] gave me. It turned out to be Bldg 53. At 0845 hrs, Mr. [REDACTED], LT [REDACTED] and me went to Bldg 53 and toured. At about 0945 hrs, Mr. [REDACTED], LT [REDACTED] and me went to Bldg 43 and toured. At 1015 hrs, Mr. [REDACTED] and LT [REDACTED] went to the out briefing for the visit, but Karl Gibson was not allowed to go. Karl Gibson went back to

Hoge and worked on "IHIP 2008". Arranged with SGT [REDACTED] to train on Pharmacy 797 testing for Monday, 25 February 2008 at 9 AM.

Enclosed:

Memo dated 5 February 2007 Subject: Questions. I provided to LT [REDACTED] and Mr. [REDACTED] but did not get a signed Received from them. Most questions were not answered during visit.

Sent:

IHIP 2008 as of 22 Feb 2008

Calibration Log for IH Equipment as of 11 February 2008

Additional Questions concerning the IPS in Feb 2008

Due Outs:

1. Med Maintenance in Munson has asked to borrow one of my noise level meters and octave band analyzer as they have done in past. They are to pick up Friday (25 January 2008) before 0800. They did not show up. On Friday 15 Feb., they came and said they would come on 20 Feb to pick up equipment. They did not show up.

2. Records: Asked LT [REDACTED] what we needed to do to retrieve the HHIM files prior to 1992 and the HHIM file 1992-1996 that are kept at CHPPM. Requested HHIM records from the DOEHRS-IH help desk, talked to [REDACTED] and received Ticket # 13661230.

E-mailed [REDACTED] Mr USACHPPM and other staff on the request so information could be obtained. Asked how the pictures on my H drive files (found in Bell Hall and USDB files) were to be copied. At LT [REDACTED] direction I went to IMD and they copied files from my H drive for lawsuit Subpoena records. I picked up CD with the needed H-Drive files that [REDACTED] in IMD had accessed and copied. I provided this CD to LT [REDACTED]. Local requested records have arrived and I met with SJA on Monday at 0800 hrs to pull required files. On Tuesday, after LTC [REDACTED] gave permission, I delivered records. Still have no update on HHIM files as of 7 February 2008. The Old work order Ticket Number is 13661230. [REDACTED] Mr USACHPPM said that was not good enough and need new ticket. So I requested a new trouble ticket and it has been logged for this issue. Ticket number is 13694565. On 21 February 2008 I received an e-mail from [REDACTED], "On February 19, 2008, you opened DOEHRS Help Desk Ticket # 13694565, Requesting access to Fort Leavenworth Legacy Program office in DOEHRS. The DOEHRS application provides functionality to request access to a new Program Office. In the Resources section of the left navigation of the DOEHRS application, there is an option called "My Profile". Select the option and scroll to the bottom of the page. There is a section at the bottom of the page called "Other Tools" which includes a "Request Access to new Program Office" link. Use this link to request access to Fort Leavenworth Legacy Program office. At this time, your ticket is being closed. Your ticket can be re-opened in the future if you need continued support. You can do that by calling MHS Help Desk at 1-800-600-9332, then 4, 4, 7 or by sending an email message with the ticket number to 'help@mhs-helpdesk.com'. " On 21 February 2008, I accessed the DOEHRS-IH, followed and submitted this request.

3. SSG [REDACTED], I e-mailed him after our talk,

a) In May 2007 at the TMDE picked up my equipment that they service and calibrate - I am still missing two pieces of equipment. A Balometer, ECN: 000824, SN: 8372 has not returned. An Industrial Scientific Charger for TMX 412 ECN: B8327, SN: 9607142-099.

b) [REDACTED] was checking but I had not heard back from her before she retired.

c) In November 2007 at the TMDE picked up my equipment that they service and calibrate - They returned the Gilibrator Universal Pump Calibrator kit ECN: B7814, SN: 4462 with not calibrating it. (Two Dry Cal Calibrators have not returned either, but it is still early for TMDE.)

d) I asked the he please check on these items and get back with me. I repeated the request on 7 February 2008.

E) Two Dry Cal Calibrators returned and I entered into DOEHRS-IH.

F) I met SSG [REDACTED] and asked he to again handle the Gilibrator Universal Pump Calibrator kit ECN: B7814, SN: 4462 because TMDE sent it back with not calibrating it. He picked it up from Mr. [REDACTED] and said he would send it back to TMDE with a note. I asked that he keep me informed.

---

F) Issue with A Balometer, ECN: 000824, Model No: 8372 SN: 55040226 has not returned. I notified LT [REDACTED] and [REDACTED] of missing item as I did my 100% inventory. [REDACTED] advised to contact TMDE again. I called and e-mailed TMDE, Fort Riley. According to an e-mail on 19 Feb 2008, TMDE documents that it left Redstone on 11 June 2007. I emailed Log and LT [REDACTED] on the 19th. I re-emailed on 22 Feb 2008.

4. CLOSED The CAC Safety Department is requesting IH assistance in giving a training to the Additional Duty Safety Officer on February 21, 2008 at 1300 hours at the Main Post Chapel's Activity Room. I would like you to speak on either one of these topics: Noise/Vibration, Lighting, Repetitive Motion and/or Equipment Design. Your assistance to the Safety Department would be greatly appreciated. I received on 30 January 2008 and forwarded to LT [REDACTED] on the same day. I trained on Hearing Conservation and class was a success. (LT [REDACTED] and Mr. [REDACTED] were present to observe training. Received only positive feedback from class.)

5. CLOSED On 12 February 2008, SGT Aaron requested use of TMP on Tuesday for range ammo. LT [REDACTED] gave permission. After SGT [REDACTED] wrote "SFC [REDACTED], you can pick-up the TMP on Friday, but it must be dispatched on Tuesday morning for the week. Mr. Gibson is the one who dispatches the vehicle. He can pick up TMP Tuesday morning at 0730 for dispatching and be ready for you to use for the range. I thought that

we can leave the TMP key, since the vehicle will be parked at MAHC, at the AAOD/AOD desk for him to pick-up Tuesday morning, unless you have another plan on how to tackle this matter. I am on cell if you have any questions at [REDACTED]. Waiting to hear where vehicle will be parked and where I need to pick up key to dispatch on Tuesday. The vehicle returned with no problems.

6. Order for Supplies for February 2008 for Fort Leavenworth 797 Pharmacy Testing As per Contract No. W81K00-07-P-0913, I need to order 4 BAP with A005 analysis, 4 Air-o-cell with A002 analysis, and 1 endotoxic cassette with A007 analysis for February 2008. (\$43. supply cost PO# 2008-9 and \$426.00 analysis cost PO# 2008-10) Please send them overnight. I also provided with [REDACTED] or [REDACTED] on the past invoices. I included them on the e-mail so you can also try this way as well. This is a repeat from last week since the POC I had and sent order to no longer works for Aerotech labs.

7. Write a SOP on IHIP - Assessment - Survey process.

#### IH Work Log for 25-29 Feb 2008

On 25 February, Prepared samples, calibrated and did 797 Pharmacy Hood testing with showing SGT [REDACTED] how to do the work. The HHIM CD was delivered and I provided it to LT [REDACTED] for Subpoena. I verified quest equipment that had returned from contract calibration. I found that all quest equipment was present and I notified Supervisor and LOG to inform WAWF. I spoke to Log on Balometer issue. Spent rest of morning and afternoon preparing MFR of events for possible Report of Survey. Provided to Supervisor to review. LT [REDACTED] approved. Had 30 day counseling with LT [REDACTED]

On 26 February, Copy MFR and deliver to [REDACTED] (PM Sec.) and [REDACTED] (C, LOG) on Balometer issue. Worked on IH Program document even with no guidance or example from supervisor. I had official time from 1400-1600 hrs.

On 27 February, I worked on IH Program document. I had official time from 1200-1600 hrs.

On 28 February, I was off.

On 29 February, I was notified by LOG that Balometer had been found and I was ready to sign hand receipt. I prepared leave forms for Doctor's Appt. and other March leaves. I worked on IH Program document. I picked up equipment and signed hand receipt. I was off from 2-4 pm. I e-mailed work log and hand provided a copy of the "Record of Operational Calibration" and March leave forms.

Due Outs:

1. Med Maintenance in Munson has asked to borrow one of my noise level meters and octave band analyzer as they have done in past. They are to pick up Friday (25 January 2008) before 0800. They did not show up. On Friday 15 Feb., they came and said they would come on 20 Feb to pick up equipment. They did not show up until 27 February 2008. Soldier signed for equipment, I provided him training on how to operate, calibrate, and testing requirements for the noise level meter and octave band analyzer. Waiting return of equipment.

2. Records: Asked LT [REDACTED] what we needed to do to retrieve the HHIM files prior to 1992 and the HHIM file 1992-1996 that are kept at CHPPM. Requested HHIM records from the DOEHRS-IH help desk, talked to [REDACTED] and received Ticket # 13661230. E-mailed [REDACTED] Mr USACHPPM and other staff on the request so information could be obtained. Asked how the pictures on my H drive files (found in Bell Hall and USDB files) were to be copied. At LT [REDACTED] direction I went to IMD and they copied files from my H drive for lawsuit Subpoena records. I picked up CD with the needed H-Drive files that [REDACTED] in IMD had accessed and copied. I provided this CD to LT [REDACTED]. Local requested records have arrived and I met with SJA on Monday at 0800 hrs to pull required files. On Tuesday, after LTC [REDACTED] gave permission, I delivered records. Still have no update on HHIM files as of 7 February 2008. The Old work order Ticket Number is 13661230. [REDACTED] Mr USACHPPM said that was not good enough and need new ticket. So I requested a new trouble ticket and it has been logged for this issue. Ticket number is 13694565. On 21 February 2008 I received an e-mail from [REDACTED] "On February 19, 2008, you opened DOEHRS Help Desk Ticket # 13694565, Requesting access to Fort Leavenworth Legacy Program office in DOEHRS. The DOEHRS application provides functionality to request access to a new Program Office. In the Resources section of the left navigation of the DOEHRS application, there is an option called "My Profile". Select the option and scroll to the bottom of the page. There is a section at the bottom of the page called "Other Tools" which includes a "Request Access to new Program Office" link. Use this link to request access to Fort Leavenworth Legacy Program office. At this time, your ticket is being closed. Your ticket can be re-opened in the future if you need continued support. You can do that by calling MHS Help Desk at 1-800-600-9332, then 4, 4, 7 or by sending an email message with the ticket number to 'help@mhs-helpdesk.com'." On 21 February 2008, I accessed the DOEHRS-IH, followed and submitted this request. On 25 February, The HHIM CD was delivered and I provided it to LT [REDACTED] for Subpoena. I asked him status of hard copy records and asked when I needed to get them back. LT [REDACTED] stated he would get back to me on these questions.

3. CLOSED Balometer part in the week of 25-29 February. SSG [REDACTED] I e-mailed him after our talk,

a) In May 2007 at the TMDE picked up my equipment that they service and calibrate - I am still missing two pieces of equipment. A Balometer, ECN: 000824, SN: 8372 has not returned. An Industrial Scientific Charger for TMX 412 ECN: B8327, SN: 9607142-099.

b) [REDACTED] was checking but I had not heard back from her before she retired.

c) In November 2007 at the TMDE picked up my equipment that they service and calibrate - They returned the Gilibrator Universal Pump Calibrator kit ECN: B7814, SN: 4462 with not calibrating it. (Two Dry Cal Calibrators have not returned either, but it is still early for TMDE.)

d) I asked the he please check on these items and get back with me. I repeated the request on 7 February 2008.

E) Two Dry Cal Calibrators returned and I entered into DOEHRS-IH.

F) I met SSC [REDACTED] and asked he to again handle the Gilibrator Universal Pump Calibrator kit ECN: B7814, SN: 4462 because TMDE sent it back with not calibrating it. He picked it up from Mr. Mapes and said he would send it back to TMDE with a note. I asked that he keep me informed.

G) Issue with A Balometer, ECN: 000824, Model No. 8372 SN: 55040226 has not returned. I notified LT [REDACTED] and [REDACTED] of missing item as I did my 100% inventory [REDACTED] advised to contact TMDE again. I called and e-mailed TMDE, Fort Riley. According to an e-mail on 19 Feb 2008, TMDE documents that it left Redstone on 11 June 2007. I emailed Log and LT [REDACTED] on the 19th. I re-mailed on 22 Feb 2008.

---

h) On 25 February, I spoke to Log on Balometer issue. Spent rest of morning and afternoon preparing MFR of events for possible Report of Survey. Provided to Supervisor to review. LT [REDACTED] approved. On 26 February I made copies of MFR and deliver to [REDACTED] (PM Sec.) and [REDACTED] (C, LOG) on Balometer issue.

i) On 29 February, I received e-mail from [REDACTED] that the Balometer had been found and shipped back to Munson. I spoke to SSC [REDACTED] and he has not yet contact or send Gilibrator Universal Pump Calibrator kit ECN: B7814, SN: 4462 to TMDE.

4. CLOSED in the week of 18-22 February.

5. CLOSED in the week of 18-22 February.

6. Order for Supplies for February 2008 for Fort Leavenworth 797 Pharmacy Testing As per Contract No. W81K00-07-P-0913, I need to order 4 BAP with A005 analysis, 4 Air-o-cell with A002 analysis, and 1 endotoxic cassette with A007 analysis for February 2008. (\$43. supply cost PO# 2008-9 and \$426.00 analysis cost PO# 2008-10) Please send them overnight. I also provided with [REDACTED] or [REDACTED] on the past invoices. I included them on the e-mail so you can also try this way as well. This is a repeat from last week since the POC I had and sent order to no longer works for Aerotech labs.



7. Write a SOP on IHIP - Assessment - Survey process.

8. Due to Karl Gibson:

- a) Karl Gibson's questions and material promised at 15 January 2008 counseling.
- b) Memo dated 5 February 2008 Subject: Questions.
- c) Memo dated 15 February 2008 Additional Questions concerning the IPS in Feb 2008

9. [REDACTED] request to LT [REDACTED] "I will need to call CHPPM to get the Site ID, Site Name and registration key to complete the installation. Do you have a phone number for the CHPPM help desk?" I received this request on 29 February 2008 and provided on 29 February 2008.

10. On 26 Feb 2008, [REDACTED] of DOL/DPW has dropped of the design for review Title: Bldg 65 Latrine Addition. They want all comments prior to March 3, 2008. It was provided to LT [REDACTED] on 26 Feb 2008.

---

7

Exhibit 19 – KG Exhibit # 7

IH Numbers END OF MONTH REPORT (FY2008)

IH work for May 2008

IH Shop walk through of workplaces	Operations – Processes Walked Through	Updated IHIP
BLDG 470	4 Operations Named	On 2 May 2008
BLDG 46	1 Operation Named	On 16 May 2008
BLDG 47	1 Operation Named	On 16 May 2008

On 7, 8, 15, 23, 26, 27 May 2008, Karl Gibson was on Off.

IH hazard assessment on buildings on Fort Leavenworth LAW "IH Project priority List": (a) Document all chemicals used (b) Interview = or > 30% of occupants to determine need for testing (c) Document physical layout of building (include fire exits, storage of chemicals, and supplies (d) Document any biological concerns within each building (e) A visual inspection of work place to determine other potential hazards (do photo index of surveyed buildings) (f) Document each ergonomic hazards inherent to each activity (g) All above information will be placed in DOEHRS-IH by the end of each month surveyed. (h) No sampling or measurement of hazards will be conducted.	Operations – Processes Assessed	What needs to be Surveyed?
BLDG 77 DPTM EOC	EOC	chemical, ergonomic, IAQ, noise, and vision & lighting
BLDG 77 DPTM	Office	chemical, ergonomic, IAQ, noise, and vision & lighting

Location	Operations – Processes Assessed	What needs to be Surveyed?
BLDG 77 Warehouse	Office, Warehouse	chemical, ergonomic, IAQ, noise, ventilation, and vision & lighting
BLDG 77 DPTM Devices	Office, Engraving, Metal Shop, Plastic Molding, Spray Booth, Storage, Welding Shop, and Wood Shop	chemical, ergonomic, IAQ, noise, physical, ventilation, and vision & lighting
BLDG 77 Military Review	Office	chemical, ergonomic, IAQ, noise, and vision & lighting
BLDG 77 DAPS	Office, Logistics, Xerox copying, and Binding	chemical, ergonomic, IAQ, noise, physical, ventilation, and vision & lighting
BLDG 77 AARTS	Office, Logistics, Mailing, and Xerox Printing	chemical, ergonomic, IAQ, noise, and vision & lighting
BLDG 77 TSC Graphics & Arts	Office, Logistics, Warehouse, Large Format Printing, Laminating, Mounting, Video Teleconference Center, Display Making, and Sign Making	chemical, ergonomic, IAQ, noise, physical, ventilation, and vision & lighting
BLDG 77 DA Digital Photo	Office and DA Digital Photo	chemical, ergonomic, IAQ, noise, and vision & lighting
BLDG 275 CTD	Office	chemical, ergonomic, IAQ, noise, and vision & lighting
BLDG 275 USDB Pickup Point	Office, Pick-up Point	biological, chemical, ergonomic, IAQ, noise, and vision & lighting

Location	Operations – Processes Assessed	What needs to be Surveyed?
BLDG 275 FMWR Thrift Shop	Office, Store	biological, chemical, ergonomic, IAQ, noise, physical, and vision & lighting
BLDG 80 DOL/DPW Environmental	Office, Logistics, Sampling, Household Hazardous Waste, Hazardous Waste	chemical, ergonomic, IAQ, noise, physical, radiological, respiratory protection, ventilation, and vision & lighting
BLDG 80 DOL/DPW Forester	Office, Outdoors	chemical, ergonomic, IAQ, noise, physical, and vision & lighting
BLDG 198 PAO	Office, Public Information, Community Relations, Lamp Newspaper, Broadcast	biological, chemical, ergonomic, IAQ, physical, and vision & lighting
BLDG 198 Chaplain	Office	chemical, ergonomic, IAQ, and vision & lighting
BLDG 198 DHR	Office, Logistics	chemical, ergonomic, IAQ, physical, and vision & lighting

Location of IH Survey	Operations Surveyed	Repeat Operations Surveyed
	None Allowed	0
Bldg 343 Pharm. Compounding for May	May Sampling 21	
Totals	21	0

Number of Design Reviews done: 0 (# of pages or items read and reviews for completeness.)

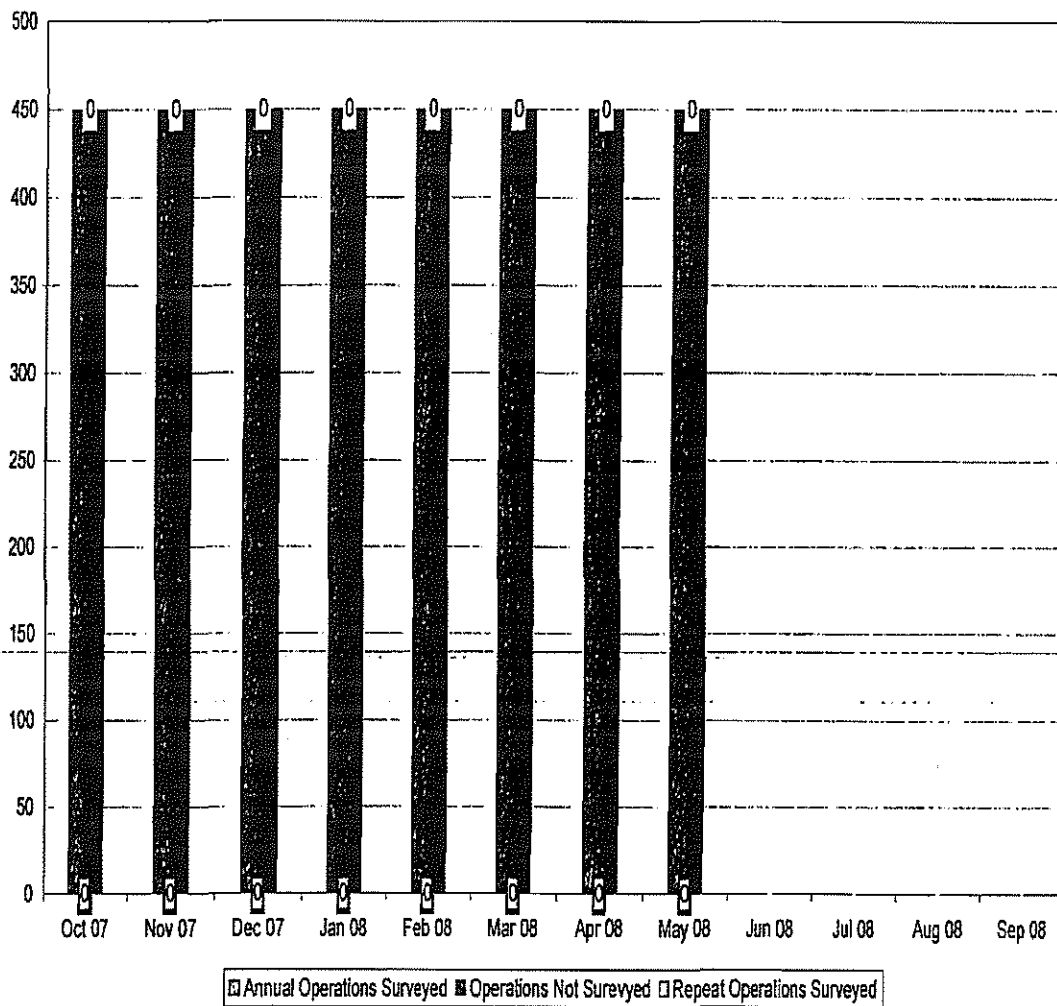
Area	Findings	Recommendations	What has Happened?

**Note:** Design Review surveys are done to ensure that new constructions projects control hazards and meet standards.

Training Sessions Provided

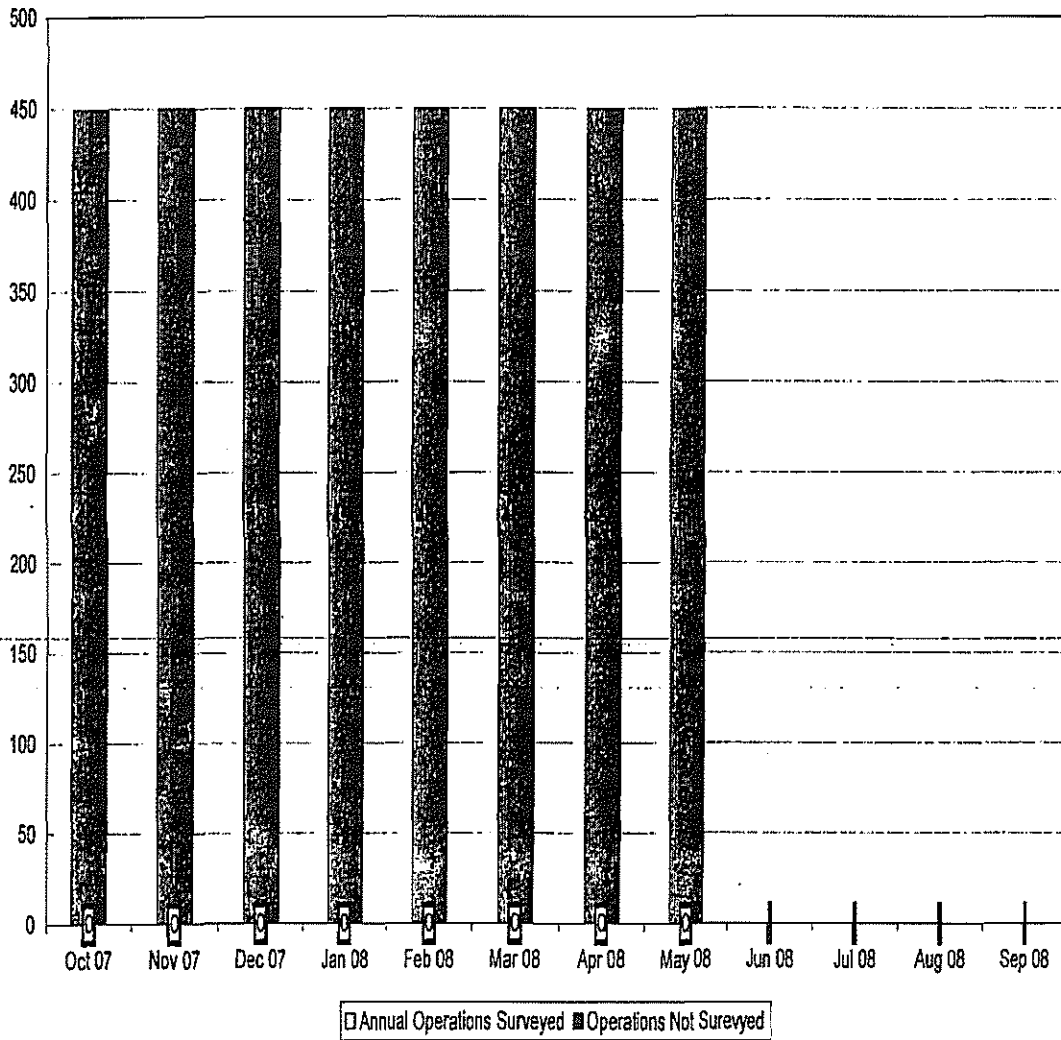
Type of Training	#classes/# of Attendees/location
Fit Testing Fire Dept.	5/5/Bldg 701

### IH required Surveys Done, Not Done, and Repeated Surveys for FY2008





### IH required Surveys that were Done vs. Not Done for FY2008



8



## IH Work Place Assessment Form

Date \_\_\_\_\_

Organization Name and abbreviation (example: Army Medical Activity, Fort Leavenworth and USA MEDDAC)	
Directorate/sub group (example: Preventive Medicine)	
Shop or Office Name (example: Industrial Hygiene)	
UIC for Shop or Office Personnel (include all UICs, see Table A)	
Shop Location Building # Street Address Room #	

Name	Phone #	Rank or Grade	MOS or Job Series	UIC Assigned to:	Date started work:
Supervisor	(913)				
Safety POC	(913)				

Shop Description: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**IH hazard assessment on buildings on Fort Leavenworth IAW "IH Project priority List":**

- Opening Conference (visit with supervisors) Check personnel rooster \_\_\_\_\_
- Document hazards in Process. Document all chemicals used, review chemical inventory & MSDSs
- Obtain/sketch physical layout of building (show fire exits, storage of chemicals & supplies, mechanical rooms, equipment/workspace configuration, high risk areas.)
- Identify/evaluate potential exposures in Processes (noise, IAQ, Chemical...) by interviewing = or > 30% of occupants to determine need for testing
- Document any biological concerns
- Do visual inspection of work place to determine other potential hazards (do photo index of process in building.)
- Identify potential ergonomic hazards inherent to each process
- Prepare written summary and include information in DOEHRS-IH by end of month
- Identify recommended areas that need occupational/environmental monitoring.



What does the shop or Office do?

#	Process Name	Admin or Industrial? RAC	When did process start? (date)	How often done? (daily, weekly, etc)	Duration of task? (8 hrs, 1 hrs, etc)
1	Office: (includes some computer w/ 1 monitor, filing, phone use)	Admin			
2	Logistics (ordering and receiving supplies)	Admin			
3					
4					
5					

Layout:

---

Process \_\_\_\_\_

**Hazards in Process:** Noise, Vision, Respiratory Protection, Chemical, Biological, Physical, Radiological, Ventilation, Ergonomic, IAQ \_\_\_\_\_ (mark off)

**PPE needed for Process:**

Observations:

- 1
- 2
- 3

Exposure Assessment:

- 1
- 2
- 3

Findings:

- 1
- 2
- 3

Recommendations:

- 1
- 2
- 3

Workers doing Process & When started:

---

Mark

Need to document chemicals used, review chemical inventory & MSDSs. (Attachment A-#\_\_\_)

Need to document PPE needed for Process. (Attachment B-#\_\_\_)

Need to Document work place other potential hazards & do Photo index (Attachment C-#\_\_\_)

Identify recommended areas that need occupational/environmental monitoring (Attachment D-#\_\_\_)

Process \_\_\_\_\_

**Hazards in Process:** Noise, Vision, Respiratory Protection, Chemical, Biological, Physical, Radiological, Ventilation, Ergonomic, IAQ \_\_\_\_\_ (mark off)

**PPE needed for Process:**

Observations:

1

2

3

Exposure Assessment:

1

2

3

Findings:

1

2

3

Recommendations:

1

2

3

Workers doing Process & When started:

---

Mark

Need to document chemicals used, review chemical inventory & MSDSs. (Attachment A-#\_\_\_)

Need to document PPE needed for Process. (Attachment B-#\_\_\_)

Need to Document work place other potential hazards & do Photo index (Attachment C-#\_\_\_)

Identify recommended areas that need occupational/environmental monitoring (Attachment D-#\_\_\_)



**Attachment B - # \_\_\_\_\_**

**Documentation of PPE needed for Process.**

What are the kinds of controls present? Administrative, Engineering, and PPE

**PPE Controls**

Type of PPE?	Is it Required? Yes or No	It is Available? Yes or No	Is it worn as needed by all? Yes or No	Date Purchased?
Respirator:  - medically cleared - fit tested				
Hand Protection Gloves:				
Eyes/Face Protection:				
Hearing Protection: Plugs Muffs				
Body Protection:				
Foot Protection:				
Other:				
Eye Wash  - Tested? - Cleaned?				

**Attachment C - # \_\_\_\_\_**

Document work place other potential hazards & do Photo index

**Questions**

1) Do you have any concerns about your work place?

---

---

---

2) Do you have any in door air quality or mold concerns?

---

---

---

3) Do you have any ergonomic concerns?

---

---

---

**Photos of work place**

#1 \_\_\_\_\_

#2 \_\_\_\_\_

#3 \_\_\_\_\_

#4 \_\_\_\_\_

#5 \_\_\_\_\_

#6 \_\_\_\_\_

#7 \_\_\_\_\_

#8 \_\_\_\_\_

#9 \_\_\_\_\_

**Attachment D - # \_\_\_\_\_**

Identify recommended areas that need occupational/environmental monitoring

**Noise**

Sound Levels need/do not need to be measured.  
Noise Dosimetry needs/do not need to be measured.

**Vision**

Chemical hazards for splash need/do not need to be measured/documented.  
Physical hazards for flying objects need/do not need to be measured/documented.  
Lighting levels hazards for need/do not need to be measured/documented.

**Respiratory Protection**

Respirators are being used/not being used and hazards need/do not need to be measured/documented.

**Chemical**

Chemical hazards show/do not show the potential hazards and need/do not need to be measured/documented.

**Biological,**

Biological hazards show/do not show the potential hazards and need/do not need to be measured/documented.  
Animal based biological hazards show/do not show the potential hazards and need/do not need to be measured/documented.  
Water leaks and/or standing water are/ are not present and causing the potential hazards and need/do not need to be stopped. Work orders have/have not been submitted.

**Physical**

Physical hazards show/do not show the potential hazards and need/do not need to be measured/documented.

**Radiological**

Radiological hazards show/do not show the potential hazards and need/do not need to be measured/documented.

**Ergonomic**

Ergonomic hazards show/do not show the potential hazards and need/do not need to be measured/documented.

**IAQ**

Temperature show/do not show the potential issues and need/do not need to be measured/documented  
Relative Humidity show/do not show the potential issues and need/do not need to be measured/documented  
Carbon Dioxide levels show/do not show the potential issues and need/do not need to be measured/documented  
Particulate levels show/do not show the potential issues and need/do not need to be measured/documented

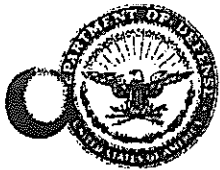
**Ventilation**

Ventilation show/do not show the potential hazards that needs control and need/do not need to be measured/documented.

**Other Engineering Controls**

9

Exhibit 19 – KG Exhibit # 9



DEPARTMENT OF THE ARMY  
KANSAS CITY DISTRICT, CORPS OF ENGINEERS  
700 FEDERAL BUILDING  
KANSAS CITY, MISSOURI 64106-2896

REPLY TO  
ATTENTION OF:

26 August 2008

CENWK-ED-EF (200-1f)

FOR Chief, Preventive Medicine, Munson Army Hospital, Fort Leavenworth, Kansas

SUBJECT: 22 August 2008 – Field Observations of the Industrial Hygiene Facility Assessment Process

1. A site visit was completed 22 August 2008 by Mr. [REDACTED] a Certified Industrial Hygienist from my office, to provide technical review of the health hazard facility assessment process. Mr. [REDACTED] met with 1LT [REDACTED] who provided contact information and guidance on the intent of the site visit. An assessment of building 77 was previously scheduled.
2. Mr. [REDACTED] then met with Mr. Karl Gibson, Industrial Hygiene Program Manager, and explained that the purpose of the visit was to observe the facility assessment process and provide technical observations. In addition, Mr. [REDACTED] as a professional colleague, is available to provide unofficial review and feedback to Mr. Gibson on technical issues and documents related to the facility hazard assessment process.
3. Mr. Gibson provided copies of worksheets used to document observations and instrument readings. Building 77. Mr. Gibson identified the rooms within the building associated with each of the operations. Each room was then visited and real-time monitoring was performed. Real-time monitoring included respirable particulate, noise, light levels, temperature, relative humidity, carbon dioxide. Calibration records for each of the instruments were reviewed; however, Mr. [REDACTED] was not present during the calibration of each of the instruments. Mr. Gibson provided copies of previous inspection reports for building 77.
4. Observations:
  - a. Real-time monitoring techniques appeared to comply with accepted industrial hygiene practices.
  - b. However, the quantity of real-time sampling performed, routine nature, and sole reliance on sample results may not reflect DOD's intention for the annual facility inspections (surveys) (DA PAM 40-503 4-4.b). It is our understanding that the preliminary identification of hazards should rely considerably on professional judgment of qualified individuals (DODI 6055.5 6.1.1). There are no known requirements that specify the use of real-time instruments during facility inspections. However use of such instruments, as they are readily available, should be used at the discretion of the industrial hygienist to assist in determining hazard severity.
  - c. The format of the inspection report may not concisely communicate information that has been tailored to the needs of the facility director or operation commander.

CENWK-ED-EF (200-1f)

SUBJECT: 22 August 2008 – Field Observations of the Industrial Hygiene Facility Assessment Process

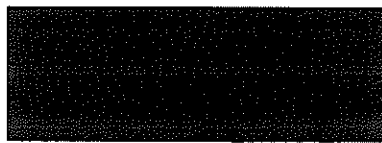
d. A concern was expressed by the industrial hygienist that the reporting process may not provide adequate means for their professional opinion to be incorporated into the record.

5. Recommendations:

a. Review facility inspection process to identify means to simplify the process and place emphasis on the industrial hygienist's professional judgment. The process should incorporate qualitative aspects and observation skills and not rely solely on the use of real-time instruments.

b. Revise reporting requirements to tailor the report to the needs of the operation's commander and add a process by which technical data and the industrial hygienist's opinions can be made for the record. Therefore, two separate documents are suggested. The first, a memorandum for record or industrial hygiene report for record that is used internal to Preventive Medicine to be signed by the industrial hygienist (AR 25-50 2-7). This document will provide adequate detail to demonstrate that standard industrial hygiene practices were followed. The document along with supporting documentation, such as calibration records, should be maintained for defense from an audit. This document would include industrial hygienist's recommendations. The second document, would concisely report findings pertinent to the operation. For annual assessments as a minimum we suggest addressing two items: 1) Confirm, based on professional opinion, whether the facility complies with occupational health standards (Army and OSHA standards); and 2) A list of identified hazards that are recommended for inclusion into the operation's risk management processes (DODI 6055.1 E3.6.3).

6. If you have any questions or concerns related to this report, the point of contact for this action is Mr. [REDACTED]. He can be reached at [REDACTED] or via email at [REDACTED]@usace.army.mil



Chief, Section ED-EF

CF:

MCXN-PM [REDACTED]

MCXN-PM (Gibson)

GPRMC BAMC-OH [REDACTED]



10

Exhibit 19 – KG Exhibit # 10

MFR for meeting

4 Sept 2008

1. The Corps of Engineer's trip report summarizes observations and recommendation stemming from the site visit of 22 August. They found my work to be compliant with accepted Industrial Hygiene practices. They differed from [REDACTED] Great Plains on the style and format of the memos that are to write up these assessments. The expressed the [REDACTED] requirement of doing Walk-thrus then Assessment then Surveys to be a waste of IH resources.

2. I wrote the Bldg 50 assessment & IAQ memo as LT [REDACTED] wanted and [REDACTED] directed.

3. On 3 September 2008, the Corps of Engineer provided their input on the Bldg 50 memo. "It is our opinion that the report is not effective in providing the Director documentation of identified occupational health hazards associated with the facility nor does the report include existing measures used to control exposure to these hazards."

4. LT [REDACTED] and I spoke from 1 until 3:40 pm on 4 September 2008. The out come is:

a) I am performing my job within standards, but am limited by management in performing my job.

---

b) ~~Management should rely considerably on Karl Gibson's professional judgment as a qualified individual.~~

c) The current issue is just a difference in format and style in how the memos are written. [REDACTED] wants it to be one way and the Corps wants 2 reports, one public and one private. Neither of the parties has disagreed with me with what I have found and what my findings and recommendations are. As of the 3rd, the Corps now recommends a third memo if Indoor Air Quality issues are involved. Mr. [REDACTED] stated that there really could not be 'real' health problems when management & workers report problems and an IAQ conditions assessment are performed. Mr. [REDACTED] does not want IAQ to be identified as a real or potential "Stressor" in the assessment reports, even if it is.

d) There is also a difference as to what to call a standard. Following my training and guidance from [REDACTED] I used the same term that is found in DA PAM 40-503 paragraph 1-8. These were listed in the reference because they were used as such, but this is not liked by the Corps but liked by [REDACTED] and LT [REDACTED]. It appears that the Corps of Engineers differ from what is called a standard and want them to be called something else. The Corps do not want to call regulations or what the Army calls a standard as standards. They want me to call things differently because they think there will be confusion, but they do not know what to call them that differ from as stated in the Army Pam.

e) LT [REDACTED] has expressed that he does not like the multi-memos because this will take a lot of time and add confusion.

f) I have expressed that I agree with the Corps opinion with the [REDACTED] format, the reports are worthless to all but [REDACTED]. I think, having been here for 18 years that leaders will not be able to understand these reports and workers will not be informed and therefore not protected or comforted if they are safe. I expressed concern with the Corps' 2 memo format. I have never seen or heard of any OSHA, DOD or Army policy that allows 'us' (me as the IH, management, or the command) to hide findings and results from supervisors and workers. I have repeatedly asked for a copy of any such policy that would allow 'us' to hide findings or results. No one has produced any such policy.

g) I was provided a copy of the "Facility Health Assessment Audit" form. I am concerned that they want to audit the program as it should be, but management here at Fort Leavenworth's MEDDAC has not allowed me to perform it as it should be done as required by regulations and my training. Mr. [REDACTED] says that he will be fair, but how fair can it be if I have not been allowed to run the IH program? What has been consistent is that management within the MEDDAC has not informed the Corps of the limits they have placed on me and the program. It appears to me that management is trying to hide what it has been doing to me and their interference in the IH/Occupation Safety and Health program. I think I will be hearing in a short time "Karl, why haven't you been managing the IH program better? Why haven't you sampled and performed surveys that are required? Why is this Industrial Hygiene Implementation Plan (the new one that was directed by [REDACTED] and LT [REDACTED] to be done that does not comply with DA PAM 40-503) not compliant with Army policy? Why haven't Hazard Evaluations been done? Why are there not risk based priorities on the assessments you are doing? Why is there a communication problem? Why haven't memos/reports been sent? Why have supervisors and workers not been informed about your findings and recommendations?"

5. POC is undersigned.

*Karl Gibson*  
KARL GIBSON  
GS-0690-11  
Industrial Hygienist

*Provided a copy to LT [REDACTED] on 5/5/08, but would not sign receipt for it.*

*Karl Gibson*