

1 STEVEN SHILLINGFORD: What got them onto that, the Pentagon
2 Police?

3 LaRONE PRESIDENT: I'm not sure.

4 STEVEN SHILLINGFORD: How did you find that out?

5 LaRONE PRESIDENT: Through word of mouth. One of the fellow
6 interns, after I left, had sent me the information and told me.

7 STEVEN SHILLINGFORD: Who told you that?

8 LaRONE PRESIDENT: I'd rather not divulge their name.
9 They're not a part of this investigation; therefore, I'd rather
10 not put them in a compromised situation. And let me explain.
11 I've been the victim of retaliation -

12 STEVEN SHILLINGFORD: There's 26 people in the -

13 LaRONE PRESIDENT: Um-hm [yes].

14 STEVEN SHILLINGFORD: It would be a matter of - I can find
15 out.

16 LaRONE PRESIDENT: But I have a copy of it, but I won't -

17 STEVEN SHILLINGFORD: I can find out who it is; you might as
18 well tell me.

19 LaRONE PRESIDENT: Okay, you can find out. I'd rather you
20 find out than I find out, because there's a situation of where
21 I've been victimized and retaliated based on what I've disclosed.
22 Therefore, I would prefer not to put people in a compromised
23 situation who've provided me with information that could
24 potentially help me.

1 STEVEN SHILLINGFORD: Okay. Well, if this is information
2 that would potentially help you, then it is information that
3 would potentially corroborate what you're saying.

4 LaRONE PRESIDENT: It's public knowledge; you can check with
5 the Pentagon IT Security Police. That's public knowledge.

6 STEVEN SHILLINGFORD: Well, it might not be public
7 knowledge.

8 LaRONE PRESIDENT: Okay.

9 STEVEN SHILLINGFORD: They might not want to share their
10 investigation with us. But this is Isaac?

11 LaRONE PRESIDENT: Uh-huh [yes].

12 STEVEN SHILLINGFORD: This is his Facebook page?

13 LaRONE PRESIDENT: Well, let me just tell you.

14 STEVEN SHILLINGFORD: And it says that he works for the
15 Department of Defense?

16 LaRONE PRESIDENT: Um-hm [yes].

17 CARY DEVORSETZ: Is that the one where he says he's trying
18 to avoid work?

19 LaRONE PRESIDENT: Um-hm [yes]. That was done at work, on
20 company time. It had been tracked that he was spending in excess
21 of five to six hours a day on his Face page at the Department of
22 Defense on their computers.

23 STEVEN SHILLINGFORD: Do you know what they did to him on
24 that?

25 LaRONE PRESIDENT: Nothing. That's Rob's buddy. That's
26 one of his best friends. He also was seen sleeping at work, had

1 possession of a picture of him asleep at work. And I informed
2 Rob of that, and that's his buddy.

3 STEVEN SHILLINGFORD: When did you tell Rob about that?

4 LaRONE PRESIDENT: When did I tell Rob about that? On
5 the same date that I disclosed that they were cheating,
6 September 25th.

7 STEVEN SHILLINGFORD: Okay, so that was the first time that
8 you told Rob that everybody was cheating?

9 LaRONE PRESIDENT: Yes, and let me make it clear the reason
10 why I told. Your question was did I pretty much back off and
11 keep it to myself? Yes, I did. This is not something that I
12 voluntarily shared. I never opened my mouth about it. I figured
13 if management was not savvy enough to know what was going on, I
14 had moved here, packed up, gave up everything to be here. I was
15 not going to be the person to ruffle any feathers. I was just
16 trying to keep my job. I was in a strange city, under strange
17 circumstances, and I had only been here approximately 90,
18 100 days. So, I didn't want to be the one to bring this to
19 the forefront and put myself in a compromised situation.

20 STEVEN SHILLINGFORD: Did you tell anybody else other than
21 Rob?

22 LaRONE PRESIDENT: No.

23 STEVEN SHILLINGFORD: Prior to?

24 LaRONE PRESIDENT: No one prior to.

1 STEVEN SHILLINGFORD: Okay. Well, let me just talk about
2 from the time you discovered they were cheating, which would have
3 been I guess roughly -

4 LaRONE PRESIDENT: July and August.

5 STEVEN SHILLINGFORD: - July or August, to September 25th.
6 You didn't tell anybody at all?

7 LaRONE PRESIDENT: I didn't speak to anyone about it.
8 I kept it to myself.

9 STEVEN SHILLINGFORD: Okay, what caused you to finally
10 tell on the 25th?

11 LaRONE PRESIDENT: I can tell you that. On the 24th,
12 Maria, Wendy and Isaac had constantly been spoken with about
13 not participating in activities once we ultimately did get work
14 assignments. They pretty much disappeared all day, they were
15 away from their desk, they were spending time doing whatever they
16 wanted to do, and they were not completing the work assignments.

17 We were given several assignments as a group, and we were
18 supposed to split the work up. And I always had to be the
19 champion; I always had to take the lead. There was one instance
20 where there was a presentation to be done. Now, I had to compile
21 all the numbers for our department, and I worked on a special
22 project with the Director, in addition to having the lead on
23 compiling all the numbers. So I was doing multiple duties;
24 they only had to give me a couple of numbers. But I had to
25 collect everybody's in the department and compile that onto

1 a spreadsheet, in addition to helping with the physical
2 presentation.

3 Our contracts were being presented. We were given
4 assignments. I took nine contracts; they took one apiece. So,
5 in addition, I was working on nine contracts. We were supposed
6 to present this status of our contracts at a meeting, and because
7 I was working on a special project and compiling numbers for the
8 presentation, Isaac volunteered to present all of our contracts.
9 The day before the meeting, I asked him did he need to be brushed
10 up on the status of my contracts, because again I had nine, and
11 they were pretty complicated and they were large enough
12 (inaudible).

13 STEVEN SHILLINGFORD: Why did you end up having nine and
14 they only had one?

15 LaRONE PRESIDENT: Because I had contracting experience
16 before I had entered this field. I had contracting experience
17 from the private sector. I could personally handle the work.
18 I didn't have a problem with it. I knew that they were new,
19 and not being trained and didn't have a lot of experience, so I
20 pretty much took it upon myself. Based on the fact the fiscal
21 year-end was coming, and this work needed to be done, I did as
22 much as I possibly could based on the knowledge that I had.

23 STEVEN SHILLINGFORD: So, LaRone, were these actual
24 contracts, or were they just - and I don't want to use the
25 word, "mock-up," but ?

26 LaRONE PRESIDENT: They were actual contracts.

1 STEVEN SHILLINGFORD: They were actual contracts. So
2 you took upon yourself, because of your experience within the
3 contracting arena, to take on the nine, and let them take one
4 each?

5 LaRONE PRESIDENT: I'll tell you how that happened. We were
6 not delegated work. They brought a stack of contracts into the
7 office, sat them on my desk. Everybody was supposed to take the
8 initiative to come and get a fair amount. They never did. They
9 took one folder, and they worked on it for three weeks. Well,
10 the contracts sat there. I would actually process the contract
11 from the start to the finish, because I took the initiative to go
12 ask the Contract Specialists things that I had problems with and
13 didn't understand in order to get the task completed.

14 After they sat there for so long, I just kept picking up one
15 a day, one a day, one a day, until I had nine. Even after they
16 took one contract, there were still more sitting there. In a
17 meeting with our Director, she talked about how they were not
18 taking the initiative and doing any work.

19 STEVEN SHILLINGFORD: This is DoD?

20 LaRONE PRESIDENT: Yes. This was talked about in a meeting,
21 that they refused to participate in work functions, in taking the
22 initiative to at least attempt to get the work done. She talked
23 about how they needed to be hand-held; they didn't display any
24 professional maturity. They pretty much just sat at their desks
25 and did what they wanted to do.

1 So I wouldn't say I per se took it upon myself to take
2 nine contracts. I just started doing it, and when I finished,
3 as opposed to being idle, I just took on another contract.

4 STEVEN SHILLINGFORD: How did that make you feel?

5 LaRONE PRESIDENT: Fine. I mean, I was being productive.

6 STEVEN SHILLINGFORD: Okay, but you were fine with that,
7 that they weren't doing their fair share of work?

8 LaRONE PRESIDENT: No, at that point I was, but it came up
9 later, again, and that's what I was leading up to. Based on the
10 fact that fiscal year-end was coming to an end, I knew that I
11 had more experience than them, so it wasn't a problem for me.
12 Because some of the tasks were complicated and they needed
13 instruction, and it was like they were scared of the Contracting
14 Officers and the different people who we had to work with at DoD.
15 I was never afraid to approach people with questions. So I
16 didn't feel it was my personal position to be their leader and
17 show them how, but at least I could take some initiative and get
18 done as much as I possibly could.

19 STEVEN SHILLINGFORD: So you were leading up to what you
20 said on the 24th. You said on the 25th, you told -

21 LaRONE PRESIDENT: Right.

22 STEVEN SHILLINGFORD: - them that they were cheating, but
23 something happened on the 24th.

24 LaRONE PRESIDENT: Again, we had more work assignments
25 after that assignment. And we got together, and we talked about
26 the distribution of work. Now, I had just handled a special

1 assignment. And the day before, we had pulled names out of a
2 hat, because our Director gave us *another* assignment. My name
3 was pulled, so I took charge and gathered all the numbers. And
4 I have email correspondence and sent her the information. The
5 following day, she came and gave us another assignment that we
6 were supposed to delegate. We put names in the hat again and -

7 STEVEN SHILLINGFORD: Who is she?

8 LaRONE PRESIDENT: The director, Melanie Austin. I'm sorry
9 I didn't mention that.

10 STEVEN SHILLINGFORD: That's okay.

11 LaRONE PRESIDENT: My name again got pulled. So my inquiry
12 to the individuals, Wendy, Maria and Isaac, was "I'm always doing
13 everything. Can't someone else take charge?" Wendy started
14 screaming that I'm the one that pulled my name out of the hat,
15 and it was fair that I did the work.

16 STEVEN SHILLINGFORD: Who wrote down the names?

17 LaRONE PRESIDENT: Me. It was coincidence. I wrote down
18 the names, we had a plastic bag, because they wanted me to do it.
19 I just threw the names in the bag, pulled out my name *again*. So
20 I told them, "Well, I think it's time someone else takes charge.
21 You know, I have enough stuff that I'm working on, and I've
22 always taken the lead in the past. You guys have to learn how
23 to take the lead and distribute the work fairly."

24 So, Wendy went off on a tangent about I had an attitude,
25 I'm the one that pulled the name, and I should be the one to take
26 the lead. So she took it upon herself, not even finishing the

1 discussion, sat down at her computer and sent my name in order
2 first. And she put everybody else's name, because it was over
3 four weeks of work we had to cover, but I was the person who
4 had to do it first. When she took the initiative to send out
5 the email, I cc'ed her, Isaac and Maria, and I sent an email
6 correspondence to Rob. I explained all the scenarios that had
7 happened over a period of time and how they were refusing to take
8 the lead or participate in any of the processes.

9 STEVEN SHILLINGFORD: This was on the 24th?

10 LaRONE PRESIDENT: Yes. It's on the 24th. On the email
11 he sends me back, the email and he said, "You're right. Let's
12 schedule a meeting because I'm pretty tired of all this stuff
13 that's happening, the unprofessionalism over at DoD." So I'm
14 like, "okay, he's going to solve the problem." I specifically
15 listed several issues.

16 There was also an issue, let me skip back for a minute.
17 In the presentation that I talked about, and we got interrupted,
18 where our contracts were supposed to be presented, remember I
19 told you I did the nine, and they did the one. Well, I had
20 worked on the - what you call that thing, the presentation -

21 STEVEN SHILLINGFORD: PowerPoint.

22 LaRONE PRESIDENT: - the PowerPoint presentation, which was
23 over like 150 pages long, myself and one of DoD's staff members.
24 So Isaac was supposed to get the information from me and present
25 the status on my contracts. I asked him did he need any updates.
26 He could go onto the system and pull the information that he

1 needed number-wise to present my information. He refused to
2 do so, unbeknownst to me, because I was busy working on the
3 presentation.

4 Well, the meeting came. In the middle of the presentation,
5 he came to me and brought me my slides and told me he couldn't
6 present it because he didn't know the information. But he was
7 familiar enough with Wendy's and Maria's to present theirs.
8 Now, this was supposed to be a group project, and because I was
9 working on the slides, he had volunteered to do the presentation
10 for the rest of the group. But he didn't do mine. This always
11 happened. So it ended up in the middle of the presentation, I
12 had to kind of wing it on my nine contracts, because I was not
13 prepared. That's in this email as well.

14 So I outlined all those things to Rob over a course of time.
15 This just wasn't a one-time incident. It was about several
16 incidents where they refused to participate in doing their work
17 or be responsible as adults and professionals.

18 STEVEN SHILLINGFORD: Okay. I don't mean to cut you off on
19 that, because I do understand how it led up to that. So on the
20 25th, at that point, you're going into Mr. Foye's office at that
21 point to talk?

22 LaRONE PRESIDENT: He asked us all to come downtown.

23 STEVEN SHILLINGFORD: When you say "all," who was that?

24 LaRONE PRESIDENT: Wendy, Isaac, Maria and myself, for a
25 meeting, thinking it was to discuss the email.

26 STEVEN SHILLINGFORD: Okay, what happened?

1 LaRONE PRESIDENT: It wasn't. It was a final warning for
2 me.

3 STEVEN SHILLINGFORD: Final warning?

4 LaRONE PRESIDENT: That's what he told me.

5 STEVEN SHILLINGFORD: Okay. Were there other warnings?

6 LaRONE PRESIDENT: No. What happened was we were all
7 brought into an office like this, and he asked them what was the
8 problem. They never really came up with any particular thing why
9 they were complaining, why there was a problem. He started the
10 sentence with that I was causing a hostile work environment.

11 Now, the meeting went from covering these issues in
12 the email, which he scheduled, to me causing a hostile work
13 environment. And we all were sitting there, and I asked him
14 how? What is this all about? And they never really could give
15 anything concrete. They never really said anything that I was
16 doing.

17 STEVEN SHILLINGFORD: Who's "they"?

18 LaRONE PRESIDENT: Wendy, Maria and Isaac were present, and
19 Denise Bailey was present with Rob.

20 STEVEN SHILLINGFORD: Who's that?

21 LaRONE PRESIDENT: She used to be the Program Manager. She
22 wasn't really a part of our program. I think I have her title
23 here, but I never had interaction -

24 CARY DEVORSETZ: She worked with Rob in the administration
25 of DOI University?

26 LaRONE PRESIDENT: Yes.

1 STEVEN SHILLINGFORD: Currently or used to?

2 LaRONE PRESIDENT: In a meeting with Denise Bailey. I don't
3 think she's there; she's the University Business Manager.

4 STEVEN SHILLINGFORD: I got it, okay. So he brings all
5 these people in, to include Ms. Bailey.

6 LaRONE PRESIDENT: Um-hm [yes].

7 STEVEN SHILLINGFORD: And he tells you that you have final
8 warning.

9 LaRONE PRESIDENT: No, not at first. It started out I was
10 causing a hostile work environment. But they never stated -

11 STEVEN SHILLINGFORD: What it was.

12 LaRONE PRESIDENT: - what it was that was causing the
13 hostile work environment. And, during this meeting, I said
14 "It's funny that I can be hostile, but Isaac's sitting at the
15 desk asleep next to me. How can you cause a hostile work
16 environment with someone and he's sitting at the desk asleep?
17 I have the picture on my cell phone."

18 And then I said, "I have an email that Isaac sent to me
19 degrading Maria." And Rob, "What? You've got an email? That's
20 serious!" So he excused them from the room, after I divulged
21 those things. And that's when he told me in front of Denise
22 that he was giving me a final warning for causing a hostile work
23 environment.

24 STEVEN SHILLINGFORD: Now, how can he give you a final
25 warning if you'd never had any other warnings?

26 LaRONE PRESIDENT: You'd have to ask him.

1 STEVEN SHILLINGFORD: Okay.

2 LaRONE PRESIDENT: I have it all documented, and I followed
3 up on that as well.

4 STEVEN SHILLINGFORD: Okay. Did you ask him, well, what -

5 LaRONE PRESIDENT: Yes.

6 STEVEN SHILLINGFORD: "Where were my other three warnings?"

7 LaRONE PRESIDENT: I'm like, "What's the basis for it?"

8 CARY DEVORSETZ: Wasn't there somebody else in the room at
9 this time?

10 LaRONE PRESIDENT: Denise Bailey.

11 CARY DEVORSETZ: Okay, but {Lynn} was not there?

12 LaRONE PRESIDENT: No, Lynn was not there at that time.

13 I'm leading up to that. He had a manila folder. I never saw it.

14 It was sitting on the desk, and he kept sliding this piece of

15 paper out. He also told me at the time that he had affidavits

16 from these interns that I was causing a hostile work environment.

17 When he told me he had affidavits, I knew from my personal

18 experience or knowledge - I wouldn't say experience, but

19 knowledge that affidavits were fairly serious. So, at that

20 time, I told him "We need to get a Human Resources person and

21 Lynn in the room." Because he never showed me the final warning,

22 he never showed me these affidavits, so I had a concern that

23 there was something said in these affidavits that could

24 potentially paint the wrong picture about me, of which he's

25 done a million times.

26 STEVEN SHILLINGFORD: Did you get an HR person in?

1 LaRONE PRESIDENT: I'm going to tell you that. I left the
2 room, because they said they were going to call Lynn. Lynn was
3 off that day, but they called her in from home. She came a
4 couple hours later. While she was upstairs, while they were
5 calling her, I came down to the first floor to look for a Human
6 Resources person.

7 STEVEN SHILLINGFORD: By the way, had you divulged to him
8 about the cheating yet?

9 LaRONE PRESIDENT: Not yet. It's coming shortly, when
10 Lynn is present. Came downstairs to find a Human Resources
11 representative, and I was told by a lady in Human Resources that
12 Human Resources did not represent the employee; they represented
13 management.

14 So I went outside for a break. I got a phone call on my
15 cell phone from the secretary telling me that they were ready for
16 me. So I came back upstairs. Lynn, Denise Bailey and Rob were
17 in the room. Lynn stated that I requested to see her, and I
18 said, "Yes, Rob is trying to give me a final warning, and he's
19 saying I'm causing a hostile work environment. But he's not
20 telling my how nor is he showing me any proof. Plus he says
21 he has these affidavits, and he has not made me privy to these
22 affidavits."

23 Lynn told me he did not have affidavits, nor was he giving
24 me a final warning. She had possession of the folder at that
25 time. But she asked me, "Why do you think that these interns are
26 making these allegations against you?" And I said, "It was in

1 retaliation for my not participating in their cheating on the
2 certification exams for the Acquisitions 101 and 201A courses."

3 At that time, Rob got kind of frantic, "Oh, those courses
4 are not important." And Lynn said, "Yes they are. It's a
5 violation of ethics and integrity, and it compromises the entire
6 integrity of our whole program." So after she said that, she
7 told me this was a little bit serious, and she would get a
8 mediator. She had a friend that was a mediator, and she was
9 going to get them on the phone and schedule a meeting for the
10 following day to try to resolve this. She told me to go back
11 to work. Isaac, Wendy and Maria had already been sent back to
12 work, during this time that I was waiting for Lynn and the Human
13 Resources person to come.

14 I went back to work. When I showed back up at the
15 Department of Defense, Chris Henshaw was sitting in the cubicle
16 talking to Isaac about the cheating. In the meantime, while I
17 was in transit back to DoD -

18 STEVEN SHILLINGFORD: I'm sorry, Chris was talking to who
19 about that?

20 LaRONE PRESIDENT: Isaac Bellamy. They were sitting in our
21 cubicle discussing the cheating. After our meeting, Rob must
22 have gotten on the phone and called them and told them what was
23 said, because they had no knowledge of what I said in a private
24 conversation with Lynn, Denise and Rob. They weren't even
25 present when I had told them about the cheating. But I never
26 disclosed who the cheaters were; they never asked. I never

1 disclosed how they were cheating. Lynn, Rob or Denise never
2 asked.

3 STEVEN SHILLINGFORD: You just said that people were
4 cheating?

5 LaRONE PRESIDENT: Yes. Yes. She specifically stated,
6 "Why do you think that they're singling you out and saying these
7 things about you?" And I said, "Because I would not just" -

8 STEVEN SHILLINGFORD: What were the things that they
9 allegedly were singling out and saying about you?

10 LaRONE PRESIDENT: All I was told is that I was creating a
11 hostile work environment. Now what constituted a hostile work
12 environment, no one has yet explained that to me.

13 STEVEN SHILLINGFORD: Well, just sort of playing a devil's
14 advocate about who he may have speculated was cheating, do you
15 think that maybe he went back to the people that were within that
16 team and asked them if they were cheating? I don't know.

17 LaRONE PRESIDENT: I don't feel comfortable speculating, and
18 number one -

19 STEVEN SHILLINGFORD: Well, I'm just asking, could he have
20 gone back to the people that were (inaudible/mixed voices)?

21 LaRONE PRESIDENT: He called someone, and word spread before
22 I got back over there.

23 CARY DEVORSETZ: How do you know that?

24 LaRONE PRESIDENT: Because Chris and Isaac were in my
25 cubicle upon my return discussing the test and the cheating,
26 the allegations that I had made. They were discussing it.

1 I walked into the cubicle. Chris was standing there talking
2 to Isaac. And see, when you come around the wall, there's a
3 cubicle wall in the door that you enter. I could hear the entire
4 conversation as I was coming up to the cubicle.

5 STEVEN SHILLINGFORD: My only point is in an effort to try
6 to find out if people were cheating, how is he supposed to do
7 that? Is he supposed to ask those people? You know, what is he
8 supposed to do?

9 LaRONE PRESIDENT: Well, first of all, you should ask me
10 who was involved. First of all, you should ask me "How were they
11 cheating? What are these allegations based on?" If he could
12 call me out of the room every time someone said I blew my nose
13 in the middle of a test, or he could call me out or schedule an
14 appointment or pull me from Rosslyn, Virginia back to DOI, if
15 someone said, "LaRone blew her nose the wrong way," then you mean
16 to tell me I couldn't get the same consideration for him to ask
17 me?

18 STEVEN SHILLINGFORD: But you said that you told him that
19 they were cheating - that *they* were cheating on tests?

20 LaRONE PRESIDENT: Um-hm [yes].

21 STEVEN SHILLINGFORD: Was that the blanket statement that
22 they were cheating on tests, and then that's when he said -

23 LaRONE PRESIDENT: Let me repeat it for you again. Lynn
24 asked me why did I think that they were making these types of
25 allegations against me. My response to her was "Because they

1 are cheating on the certification exams. They wanted me to
2 provide the answers, and I wouldn't."

3 STEVEN SHILLINGFORD: Okay, so in general, she was saying
4 that the four individuals -

5 LaRONE PRESIDENT: There were only three.

6 STEVEN SHILLINGFORD: Three individuals that were in the
7 meeting, why were they making allegations against you, and then
8 you said those three individuals were cheating.

9 LaRONE PRESIDENT: I did not say those three. I said
10 "they."

11 STEVEN SHILLINGFORD: Well, you said - because they - okay,
12 well, I mean, it's a -

13 LaRONE PRESIDENT: "They" could constitute 26 people.

14 STEVEN SHILLINGFORD: Okay. And he may have asked, he may
15 have went back and asked all 26, but he might have maybe asked
16 all 26.

17 LaRONE PRESIDENT: In 45 min- - or wait a minute, in
18 20 minutes?

19 STEVEN SHILLINGFORD: Don't know, could have.

20 LaRONE PRESIDENT: Okay, and if he did ask them, playing
21 devil's advocate, how can you ask a question when you don't
22 really even know the basis of my accusation? You mentioned
23 playing devil's advocate. That's like asking a criminal "Did
24 you rob the bank?" Which bank? That's being devil's advocate.

1 STEVEN SHILLINGFORD: I won't go into that hypothetical,
2 because I could answer that, but that'll be getting off the
3 subject.

4 LaRONE PRESIDENT: Right.

5 STEVEN SHILLINGFORD: All right, so ultimately she says that
6 there is no - that she's going to try to find a mediator. Does
7 she find a mediator?

8 LaRONE PRESIDENT: She said she had a friend that was a
9 mediator.

10 STEVEN SHILLINGFORD: Okay, she tells you to go back to
11 work.

12 LaRONE PRESIDENT: She told me to go back to work. She
13 would call that person and schedule an appointment for tomorrow.
14 Never heard from her again.

15 STEVEN SHILLINGFORD: Okay. What's the next thing that
16 happened?

17 LaRONE PRESIDENT: I went to work. I worked overtime Monday
18 and Tuesday. No, no, no, no, no, let me go back. After I didn't
19 hear from her on September 29th, that was Monday, I told her -
20 no, after I did not hear from them on September 29th, I called
21 the EEO Counselor and filed a formal complaint.

22 STEVEN SHILLINGFORD: Had you already been in contact with
23 them, or -?

24 LaRONE PRESIDENT: Not until after Lynn did not respond.

25 STEVEN SHILLINGFORD: Do you remember when you touched base
26 with EEO?

1 LaRONE PRESIDENT: September 29th. She was supposed to set
2 up the mediator for September 26th.

3 STEVEN SHILLINGFORD: You never heard, so you went to EEO.
4 Okay. Then what?

5 LaRONE PRESIDENT: I spoke with the counselor in detail
6 about what had happened and the reasons why it had happened. I
7 asked her specifically was it whistle-blowing? She told me yes.
8 I said, "Well, I've never been through anything like this before.
9 I don't know what to do. What are the procedures?" She told
10 me, "You need to contact the Inspector General's Office." And I
11 said, "Well, who do I contact in the Inspector General's Office?
12 Verbatim, she said to me, "I just attended a class that he
13 facilitated. I have his --"

14 STEVEN SHILLINGFORD: Who was the EEO person?

15 LaRONE PRESIDENT: Her name is -

16 CARY DEVORSETZ: She was at DOI in Colorado.

17 LaRONE PRESIDENT: {Sheila Kenney}. She had just packed and
18 moved her office. She said "I have a magnet from the gentleman.
19 Let me look for the magnet, because I have boxes everywhere, and
20 I'll call you as soon as I find his number." She called me back
21 within five minutes, because the magnet just happened to be on
22 her table. She said that - she gave me Richard Trinidad's
23 number. She said he was the Inspector General for the Department
24 of Interior and that I should contact him.

25 STEVEN SHILLINGFORD: Okay.

1 LaRONE PRESIDENT: I contacted him the following day,
2 because that's when I was able to, Tuesday. I left him a
3 voicemail message.

4 STEVEN SHILLINGFORD: That would have been the 30th?

5 LaRONE PRESIDENT: The 30th. I contacted him the 31st;
6 I left him a voicemail message. He never called me back. I
7 contacted him the 30th, 31st, 1st - wait, so that would be the
8 29th, 30th, 31st. I need a calendar. Monday was the 29th -
9 30th, oh, there were only 30 days in September, 1st, 2nd.

10 Okay, I contacted him that Monday and Tuesday, which was
11 the 30th and the 1st, and left him voicemail messages. Never
12 received a return phone call. On the 2nd, I called his secretary
13 and explained to her that I needed to speak with him right away.
14 Wait, 29th, 30th, 1st, 2nd, right. I explained to her I needed
15 to speak with him right away. I explained to her what it was
16 about.

17 Somehow, she got in touch with him; he called me finally.
18 I spoke with him. I told him what had happened, everything
19 that had happened, and that I had spoken with Lynn and Denise
20 and Rob and told them about the cheating. And I did not reveal
21 to him that Sheila Kenney had given me his name. I just told
22 him everything that had happened and that I wanted to file a
23 whistleblower claim. He told me that wasn't a part of his job.

24 STEVEN SHILLINGFORD: Let me ask you before you go into
25 that. You hadn't been terminated yet, though?

26 LaRONE PRESIDENT: Not yet, no.

1 STEVEN SHILLINGFORD: Okay. But you had told them that you
2 suspected or that you knew that these people were cheating, and
3 that what concerned you was the fact that now these people knew
4 that you had said that they were cheating, right? Okay, go
5 ahead.

6 LaRONE PRESIDENT: Um-hm [yes].

7 STEVEN SHILLINGFORD: All right, I'm sorry.

8 LaRONE PRESIDENT: But before I called Richard Trinidad -
9 well, no, not before I called Richard Trinidad. I'm leading up
10 to another point. I had been trying to get in touch with him
11 Tuesday and Wednesday after Sheila Kenney gave me his number.
12 I finally touched base with him on Thursday after they had me
13 removed from DoD under the -

14 STEVEN SHILLINGFORD: When did they have you removed from
15 DoD?

16 LaRONE PRESIDENT: Thursday morning -

17 STEVEN SHILLINGFORD: I'm sorry, who had you removed?

18 LaRONE PRESIDENT: Rob called me on the phone and told me
19 to pack up my desk and come over to DOI.

20 STEVEN SHILLINGFORD: What date is that?

21 LaRONE PRESIDENT: October 2nd.

22 STEVEN SHILLINGFORD: Okay.

23 LaRONE PRESIDENT: But before we deal with October 2nd, I
24 need to tell you this. In the midst of talking to Sheila Kenney
25 on the 29th, I was working overtime on the 29th and the 30th. On
26 the 29th, I was at work until 6:30. On the 30th, I was at work

1 until approximately 10:00 at night. I was the only intern at
2 work. Remember those nine contracts we talked about?

3 STEVEN SHILLINGFORD: Yes, yes.

4 LaRONE PRESIDENT: Not only did I finish my nine contracts,
5 but Maria and Isaac did not finish any of theirs. So I stayed
6 overtime, because we were at a fiscal year-end, and those books
7 had to be closed that night to work on those contracts. So I
8 was at work until 10:00 that night, even though at 10:00, the
9 contracts still had not been awarded. I'm not sure if you guys
10 know much about fiscal year-end in the contracting field.

11 STEVEN SHILLINGFORD: We do, so I'm not cutting you off and
12 not that I don't want to hear it, but that's a dry subject that
13 we both know about, that we've worked contracting cases, so I do
14 understand.

15 LaRONE PRESIDENT: Okay, well, there was something related
16 to that. That's why I asked you, because I wanted to go into
17 what I wanted to tell you, but I wanted to know how detailed I
18 needed to be.

19 STEVEN SHILLINGFORD: Okay. Okay.

20 LaRONE PRESIDENT: Well, they awarded contracts that night
21 that had not been approved by the vendor. Also, there were
22 discrepancies in the contracts. The contracts were awarded for
23 a certain amount, but the vendor had not signed off on the square
24 footage, which made huge dollar amounts. But in order to meet
25 fiscal year-end, they awarded the contracts with my name on it.

1 These are the contracts later that I was accused of stealing.
2 That comes up a little bit later.

3 But we'll go back to October 2nd. I was called that
4 morning. After I had worked overtime Monday and Tuesday,
5 Wednesday was a quiet day. And Thursday, I received a phone
6 call at 9:45, approximately, telling me to report to DOI and
7 to remove my personal possessions - by Rob.

8 STEVEN SHILLINGFORD: Okay, when you got to DOI you were
9 told that, or you were told over the phone to do that?

10 LaRONE PRESIDENT: I was told over the phone. I was at work
11 at DoD. I had been there since about 7:30 or 8:00. I was not
12 told why or what prompted it.

13 EDWARD BAUGH: So that would be October 3rd?

14 LaRONE PRESIDENT: That was October 2nd - 29th, 30th, 1st,
15 2nd, that was Thursday, the 2nd.

16 STEVEN SHILLINGFORD: Okay. Who told you that over the
17 phone?

18 LaRONE PRESIDENT: Rob Foye called me.

19 STEVEN SHILLINGFORD: Okay, and he said, "Come get your
20 stuff" when you get there?

21 LaRONE PRESIDENT: He told me to remove my personal
22 belongings from my desk and report to DOI. I was working at
23 the Department of Defense.

24 STEVEN SHILLINGFORD: Oh, I'm sorry, remove the stuff from
25 the Department of Defense, okay.

1 LaRONE PRESIDENT: Um-hm [yes]. So I packed almost
2 everything, except I think I left some flip-flops and some
3 lotion, a couple of other small things, (inaudible) backpack.

4 STEVEN SHILLINGFORD: Did you see any people there at DoD
5 when you were removed?

6 LaRONE PRESIDENT: Yeah. Maria and Isaac were sitting in
7 the cubicle.

8 STEVEN SHILLINGFORD: Did you say anything to them?

9 LaRONE PRESIDENT: No. I got the phone call, and I just
10 did what he told me to do. I didn't really know what it was
11 about.

12 STEVEN SHILLINGFORD: Did you talk to any of the
13 supervisors?

14 LaRONE PRESIDENT: No. No one questioned me, no one told
15 me prior to. I had just seen Melanie and {Mike Murtha} and
16 {Jonathan Wilshire} outside. I'd took a break and they were
17 waiting on the shuttle bus to go over to the Pentagon for an
18 important presentation they had been preparing for, for the last
19 couple days.

20 STEVEN SHILLINGFORD: That's basically saying to you that
21 you're about to get fired, correct?

22 LaRONE PRESIDENT: Pretty much.

23 STEVEN SHILLINGFORD: Okay. And did that surprise you?

24 LaRONE PRESIDENT: Yes, because I hadn't done anything.
25 Pretty much.

26 STEVEN SHILLINGFORD: Okay.

1 LaRONE PRESIDENT: But not really knowing for sure what was
2 going on, I couldn't specifically say.

3 STEVEN SHILLINGFORD: So you packed up your stuff; you came
4 over here. Is it here?

5 LaRONE PRESIDENT: Um-hm [yes].

6 STEVEN SHILLINGFORD: Okay. And then what?

7 LaRONE PRESIDENT: Met Rob upstairs. Rob was not in his
8 office at the time. He was floating around the building or doing
9 something else. Lynn was in her office. And I asked her where
10 Rob was. She told me he was not available at that time. And I
11 asked her, "Why did he call me over here?"

12 STEVEN SHILLINGFORD: I'm sorry, who did you talk to?

13 LaRONE PRESIDENT: Lynn McPheeters, the President of the
14 University.

15 STEVEN SHILLINGFORD: Okay. And he wasn't there. You spoke
16 with her?

17 LaRONE PRESIDENT: Um-hm [yes].

18 STEVEN SHILLINGFORD: Okay, and then what?

19 LaRONE PRESIDENT: I asked her why did he call me over
20 there, and she stated it would be better if I wait until he
21 returned.

22 STEVEN SHILLINGFORD: Okay.

23 LaRONE PRESIDENT: I again went downstairs to the first
24 floor and ran into a gentleman from the EEO Office. And I
25 explained to him what was happening, and I told him I needed a
26 Human Resources person again. We went back to the same lady,

1 and she told me again that they did not work for the employee;
2 they worked for management. I told him I had spoken with Sheila
3 Kenney and had filed a claim. He said, "Okay, well, I'll go
4 over, and I'll call her on the phone." I went over to his
5 office. I explained everything that had happened and I told
6 Sheila Kenny at the time, "I think they're going to terminate my
7 employment." Sheila Kenney told me she thought they were acting
8 a little rash and that she would call upstairs and find out what
9 was going on.

10 So, obviously she called, talked to them. They hadn't made
11 a decision, so I went back upstairs after I finished talking to
12 Sheila Kenney. And Rob, he didn't even take me to an office.
13 He caught me in the hall by Lynn's office and told me that they
14 were considering terminating my employment, but they had not
15 made the final decision, but that L.C. Williams had made the
16 recommendation that they terminate my employment.

17 STEVEN SHILLINGFORD: L.C. Williams, who's that?

18 LaRONE PRESIDENT: At the time, I had never heard the name
19 before, but he's the Director of NBC. He's Lynn's boss. I had
20 never heard his name prior to that point. He's the Director of
21 the National Business Center.

22 STEVEN SHILLINGFORD: Okay, of DOI?

23 LaRONE PRESIDENT: Of DOI.

24 STEVEN SHILLINGFORD: And they said that they were
25 considering it.

26 LaRONE PRESIDENT: Yes.

1 STEVEN SHILLINGFORD: Did you ask them why?

2 LaRONE PRESIDENT: Yes. And he said for causing a hostile
3 work environment. He told me Melanie wanted to speak to me, and
4 I should give her a call.

5 STEVEN SHILLINGFORD: Melanie?

6 LaRONE PRESIDENT: That was my supervisor over at DoD, the
7 one I told you I saw them getting on the bus going to a meeting
8 at the Pentagon. And I'm thinking, "Okay, when did he talk to
9 her when she's been gone all morning? This is kind of weird."
10 But I picked up my cell phone and I called her twice, and I left
11 her a voicemail - because I knew she was not there.

12 STEVEN SHILLINGFORD: Okay, so you tried to call her?

13 LaRONE PRESIDENT: Yes.

14 STEVEN SHILLINGFORD: And did you ever talk to her?

15 LaRONE PRESIDENT: Not until the following day.

16 STEVEN SHILLINGFORD: Which would have been the 3rd.

17 LaRONE PRESIDENT: Yes.

18 STEVEN SHILLINGFORD: And what did she say on the 3rd?
19 Or, I'm sorry, did anything else happen on the 2nd?

20 LaRONE PRESIDENT: He told me they were preparing a letter,
21 but they weren't sure if they were going to terminate me or not.
22 He asked me could I come back the next morning. First, he asked
23 me to go to lunch. I went to lunch, came back. They still had
24 not completed the letter, whatever they were deciding to do.

1 STEVEN SHILLINGFORD: So, at first, he asked you, he said
2 they were preparing a letter. Did he say what this letter was
3 all about?

4 LaRONE PRESIDENT: My termination.

5 STEVEN SHILLINGFORD: So they were considering -

6 LaRONE PRESIDENT: Terminating me.

7 STEVEN SHILLINGFORD: - terminating you. They were writing
8 a letter, and he asked you to come back at noon. You went to
9 lunch, you came back at noon, and then what did he say?

10 LaRONE PRESIDENT: They still didn't have the letter. He
11 was standing (inaudible) -

12 STEVEN SHILLINGFORD: It sounded like he wasn't considering
13 terminating you?

14 LaRONE PRESIDENT: You have to ask him.

15 STEVEN SHILLINGFORD: I'm just asking, you know, what -

16 LaRONE PRESIDENT: I'm just telling you what he told me.
17 The initial, before I went to lunch, was they were considering
18 terminating me. When I came back from lunch, they were working
19 on the letter.

20 STEVEN SHILLINGFORD: Okay. So it sounds like at that point
21 they did, and then he asked you to come back later?

22 LaRONE PRESIDENT: But he wasn't sure.

23 STEVEN SHILLINGFORD: Okay.

24 LaRONE PRESIDENT: He asked me to come in the following day
25 to continue the conversation.

26 STEVEN SHILLINGFORD: And did you?

1 LaRONE PRESIDENT: I told him I had already - that was my
2 AWS day. You guys work for the government; you know what that is
3 - because, you know, other times, I have to explain what that is.
4 And I had made a commitment, so I couldn't come in that Friday.
5 So he said, "Fine, come back Monday morning." And I said, "Okay,
6 at 8:30."

7 STEVEN SHILLINGFORD: So you came back that following -

8 LaRONE PRESIDENT: Monday.

9 STEVEN SHILLINGFORD: - the 6th, I guess.

10 LaRONE PRESIDENT: Right. But we'll get to the 3rd, Friday.
11 I was at home, running my errands, and I received a phone call
12 from Melanie Austin on my cell phone. That was the supervisor
13 at Department of Defense. She stated that -

14 STEVEN SHILLINGFORD: This is after you have left -

15 LaRONE PRESIDENT: For the day.

16 STEVEN SHILLINGFORD: And you were anticipating coming back
17 on Monday?

18 LaRONE PRESIDENT: Yes. But I had left her two voicemail
19 messages per Rob the previous day, and I guess she was returning
20 the phone calls from my voicemail.

21 STEVEN SHILLINGFORD: Okay.

22 LaRONE PRESIDENT: Because he said she wanted to speak with
23 me and had me call her, and I didn't understand why, because I
24 knew she wasn't in the office. She called me, and she apologized
25 for having me leave, and she told me she had received some

1 complaints. She never identified who these complaints were for.
2 She never identified what they were about. So I told her -

3 STEVEN SHILLINGFORD: I'm sorry, so she said she had
4 complaints, but she never said what the complaints were?

5 LaRONE PRESIDENT: Right. She explained to me that she
6 didn't have a problem with my work, nor did any managers or staff
7 at the Department of Defense have a problem with me or my work,
8 but she had received complaints from interns.

9 STEVEN SHILLINGFORD: Okay, so she received complaints from
10 interns about you?

11 LaRONE PRESIDENT: Yes. Yes, I left the intern part out.
12 It was only interns. It was not staff, it was not vendors,
13 it was not colleagues at DoD, only interns of who she did not
14 identify.

15 STEVEN SHILLINGFORD: Okay. And that what?

16 LaRONE PRESIDENT: That's all. She had received some
17 complaints. She never told me it was her recommendation that I
18 leave. She never told me that she asked Rob to have me removed.
19 So, I get conflicting stories. I don't know if she made the
20 request -

21 STEVEN SHILLINGFORD: Do you have any idea why she would
22 call you then? Oh, just because she was -

23 LaRONE PRESIDENT: Because Rob told me the previous day that
24 she wanted me to call, and I left her two voicemail messages.
25 She went to an important meeting at the Pentagon, so she probably
26 wasn't available all that day.

1 STEVEN SHILLINGFORD: Okay. So when she returns your call,
2 did you tell her, "Oh, Rob said you wanted me to call"?

3 LaRONE PRESIDENT: No, she just went into -

4 STEVEN SHILLINGFORD: Just went right into it?

5 LaRONE PRESIDENT: Um-hm [yes]. And she wanted to apologize
6 because she had not spoken with me. And I told her, "Well,
7 you didn't give me the benefit of the doubt. You never cared
8 about my side of the story, so why apologize now? I'm already
9 removed." And she said, "Well, I wanted to tell you that you
10 left some shoes and a few personal items here." And I told her
11 to throw them away, and thank you and have a nice day. I hung
12 up the phone.

13 She called me right back. She accused me of stealing some
14 files. Those were the files I was telling you about earlier that
15 they awarded without the vendor approving the contracts.

16 STEVEN SHILLINGFORD: I'm sorry, so she calls you back and
17 said, "Hey, by the way, you stole some files"?

18 LaRONE PRESIDENT: Um-hm [yes].

19 STEVEN SHILLINGFORD: Okay, what'd you say?

20 LaRONE PRESIDENT: "No, I did not. I didn't take anything
21 but my personal belongings." And she accused me of stealing the
22 files as evidence. I'm like "Evidence of what?" Because at
23 the time, it didn't occur to me that they had done a few things
24 wrong, and I'll talk about those in a few minutes. But I'm like
25 "Evidence of what?" You know, I was so far removed from them
26 at the time, it just blew my mind that she was accusing me of

1 stealing pieces of paper, that I was kind of caught off guard.
2 So I told her I didn't take anything and hung up on her.
3 Obviously, she called the Pentagon Police and had them come
4 over there.

5 STEVEN SHILLINGFORD: Came to where?

6 LaRONE PRESIDENT: I guess to Department of Defense.

7 STEVEN SHILLINGFORD: Okay.

8 LaRONE PRESIDENT: This Mr. {Allen}. He called me on
9 the phone, and he asked me about my IDs. And I told him I had
10 possession of the IDs, and no one told me that I was being
11 removed, therefore -

12 STEVEN SHILLINGFORD: Is this an ID to get into DoD?

13 LaRONE PRESIDENT: Yes. No one told me I was being removed,
14 therefore no one told me to turn the IDs in. No one walked me
15 out the door; no one said I was being permanently removed; no
16 one said that I needed to turn IDs in; no one asked them for me.

17 STEVEN SHILLINGFORD: Did he ask you about the files, too?

18 LaRONE PRESIDENT: I'm getting to that.

19 STEVEN SHILLINGFORD: Okay.

20 LaRONE PRESIDENT: He asked me about the files, and I told
21 him that I didn't know what he was talking about. He said there
22 was some files on my desk that Melanie said that I took. And not
23 only did I take the files, I supposedly took other things. She
24 accused me of taking other things as well.

25 I said, "Well first of all, I don't have any files. But
26 what are these other things?" He said he didn't know. So he

1 hung up the phone. He called me back. I have the exact times
2 he called me back. He called me back on four occasions. He
3 couldn't identify - she had no idea what these other things were
4 that I supposedly took.

5 STEVEN SHILLINGFORD: Do you know who Mr. Allen is?

6 LaRONE PRESIDENT: He's a Pentagon policeman.

7 STEVEN SHILLINGFORD: Police.

8 LaRONE PRESIDENT: I have his number.

9 STEVEN SHILLINGFORD: Okay.

10 LaRONE PRESIDENT: He told me she couldn't identify what
11 these files were - I mean, what other items I had stolen.

12 STEVEN SHILLINGFORD: Okay. What's Mr. Allen's number, if
13 you have that?

14 LaRONE PRESIDENT: Area code 571/722-6071.

15 STEVEN SHILLINGFORD: Okay.

16 LaRONE PRESIDENT: So, you guys know what a CAT card is?

17 EDWARD BAUGH: Access.

18 LaRONE PRESIDENT: Yeah, computer access card, you stick it
19 in and pull it out, and it gives you access. He wanted the CAT
20 card and my ID. I told him that I thought I left the CAT card
21 in the computer because I left so abruptly, but I had the ID,
22 but I would give it to Rob when I saw him on Monday. Because he
23 asked me where did I live. I told him in Northwest. He was in
24 Rosslyn, Virginia at the time. He didn't want to come all the
25 way to Northwest.

1 So, he said, "Well, you can just turn it into Rob. I'll
2 call Rob and tell him that you're going to give him the ID." I
3 said fine. He called me back a few minutes later, and he asked
4 me about the CAT card again. By then, I had arrived home, because
5 when they called me, I was running errands, I was in my car. I
6 had gotten home. The CAT card was in the bottom of the backpack
7 with the rest of my personal belongings. I told him, "I found
8 the CAT card. I'll turn that in, too." And he said, "Well,
9 Melanie's saying that you stole things." And I'm like, "What?
10 Ask her what." And he said, "Well, she's saying you stole the
11 files and some other things." I said, "Well, I didn't steal
12 any files, and you need to tell me what she's accusing me of
13 stealing, because I can't help you if I don't know, you don't
14 know."

15 He hung up the phone. He called me back a fourth time, and
16 he said, "Well, she's still talking about these files." And I
17 said, "Well, the files are on a hard copy, in the computer" - in
18 their PDSquare system, in their software system that maintains
19 contracts. Every document related to my transactions is in the
20 computer. So why would I take pieces of paper and not destroy
21 the computer files? If these files are that pertinent to her,
22 she has access to everybody's system. She could very easily go
23 in and print everything that she needs off of them. So why is
24 she harassing me about these pieces of paper? I've been gone for
25 over 24 hours. The people who sat in my cubicle could have very
26 well thrown those files away.

1 STEVEN SHILLINGFORD: Was that ever cleared up, where the
2 files were?

3 LaRONE PRESIDENT: No, because the thing is, the Department
4 of Defense has lost many files.

5 STEVEN SHILLINGFORD: Okay, I mean, I'll grant you that.

6 LaRONE PRESIDENT: They never bothered me about it anymore.
7 Mr. Allen called me, and he left me a voicemail stating that I
8 was never under investigation for anything and that the files
9 were not of concern. He was only calling about my IDs.

10 STEVEN SHILLINGFORD: Okay, but ultimately that was never
11 cleared up, where were these files. You were never harassed
12 about it anymore. And then did anything happen through the
13 weekend?

14 LaRONE PRESIDENT: No.

15 STEVEN SHILLINGFORD: Saturday and Sunday? Okay, and then
16 did you come here that Monday?

17 LaRONE PRESIDENT: I came here that Monday at 8:30. Rob had
18 a letter in an envelope. He handed it to me, and I left.

19 STEVEN SHILLINGFORD: Did you open it at the time?

20 LaRONE PRESIDENT: I did. And it said, "Terminated during
21 probationary period." I went, "Okay." "United States Department
22 of Interior, termination during probationary period."

23 STEVEN SHILLINGFORD: Does it say why?

24 LaRONE PRESIDENT: It says several things that are not true.

25 STEVEN SHILLINGFORD: Okay.

1 LaRONE PRESIDENT: Like, for example, he says here, on
2 July 3rd, he counseled me about disrespectful behavior shown
3 to an intern. But on July 3rd, I had been here in D.C.
4 approximately a week. I was having a problem getting back and
5 forth to work, because I was kind of lost a lot.

6 STEVEN SHILLINGFORD: I'm sorry, Cary, would you mind maybe
7 emailing me? Do you have a copy of that?

8 CARY DEVORSETZ: Sure. I have your email on your card.

9 STEVEN SHILLINGFORD: Okay, thank you.

10 LaRONE PRESIDENT: I was having a problem getting lost. And
11 the interns had decided to bring snacks for breakfast, and we had
12 a couple people who were vegetarians. So I brought a big bowl
13 of watermelon that day. I had the bowl of watermelon, I had a
14 backpack and a big purse on the bus, because we had these huge
15 binders in the backpack.

16 Well, I got up to get off the bus right here at C Street,
17 and I left my purse on the chair. I had the backpack, I had the
18 big bag with the bowl of fruit in it. By the time I got into
19 downstairs, I realized I had left my purse. It had my passport,
20 my driver's license, my money, all my credit cards, every piece
21 of ID I had. And I had only been here about a week, week and a
22 half, so I was kind of hysterical. I was kind of distraught.
23 That was July 3rd. I spent the entire morning in the lobby -

24 STEVEN SHILLINGFORD: What's he talking about, do you know?

25 LaRONE PRESIDENT: He said that he counseled me on that day
26 for disrespectful behavior shown to another intern.

1 STEVEN SHILLINGFORD: Do you know what he's talking about?

2 LaRONE PRESIDENT: No.

3 STEVEN SHILLINGFORD: You have no idea?

4 LaRONE PRESIDENT: I was barely here that day.

5 STEVEN SHILLINGFORD: LaRone, I'm just asking. Okay, I
6 wasn't there.

7 LaRONE PRESIDENT: I know. It's just frustrating. I'm
8 sorry, I don't mean to take it out on you.

9 STEVEN SHILLINGFORD: Okay, I understand. That's okay,
10 I don't feel that way at all, but I'm just trying to understand
11 if you know.

12 LaRONE PRESIDENT: It says, "I counseled you on July 3rd
13 about the disrespectful behavior you showed to that intern and
14 the impact your behavior was having on the effectiveness of the
15 intern program. You agreed that you would exhibit more positive
16 workplace behavior and work towards becoming a more productive
17 team player."

18 STEVEN SHILLINGFORD: And just for the record, you have
19 no idea what he's talking about? Okay. And then was there
20 something else?

21 LaRONE PRESIDENT: "On August 26th, you indicated there
22 was an issue between you and another intern. After bringing
23 all involved parties to the table, the issue was identified as
24 disrespect shown to a fellow intern."

25 STEVEN SHILLINGFORD: Do you know what he's talking about
26 there?

1 LaRONE PRESIDENT: That was an incident where Ken Gibson
2 almost physically attacked me at a {shine} seminar a couple
3 blocks away from the building, with witnesses present.

4 STEVEN SHILLINGFORD: Okay.

5 LaRONE PRESIDENT: The gentleman was sticking his fingers
6 in my face, and he was lunging at me as if he was going to
7 physically attack me.

8 STEVEN SHILLINGFORD: Do you know what that was all about?
9 What was going on there?

10 LaRONE PRESIDENT: He kept saying that I don't speak to him.
11 But there had been an incident on or around July 1st where I was
12 attacked in a computer room verbally by him, {Valerie} and Wendy.

13 STEVEN SHILLINGFORD: Valerie?

14 LaRONE PRESIDENT: Valerie - what is Valerie's last name?

15 STEVEN SHILLINGFORD: She was an intern also?

16 LaRONE PRESIDENT: Yeah, I have it right here. It's just
17 been a while, so I don't remember the - Valerie {Green}.

18 STEVEN SHILLINGFORD: Okay, so just trying to get to the
19 heart of that, he was pointing his finger, lunging at you, and
20 he was asking you why you don't speak to him.

21 LaRONE PRESIDENT: He was yelling.

22 STEVEN SHILLINGFORD: Yelling at you?

23 LaRONE PRESIDENT: In the crowded - we had just left an
24 auditorium, in a crowded lobby.

25 STEVEN SHILLINGFORD: Okay. Is it fair to say you have no
26 clue what he's talking about there?

1 LaRONE PRESIDENT: It's fair to say that.

2 STEVEN SHILLINGFORD: You have no clue what he was talking
3 about.

4 LaRONE PRESIDENT: There were witnesses that will tell you
5 the same thing.

6 STEVEN SHILLINGFORD: But you think maybe it stemmed from
7 this incident in the computer room?

8 LaRONE PRESIDENT: I don't know. He and Rob seemed to
9 have a pretty close relationship, so maybe they had private
10 conversations that I was not privy to. To this day, I cannot
11 tell you why he did what he did. I rarely saw him, because he
12 worked two blocks away from me.

13 CARY DEVORSETZ: But if he accused you of not talking to
14 him, did you make a point of not talking to him, ignoring him?

15 LaRONE PRESIDENT: Pretty much, after the initial -

16 CARY DEVORSETZ: So that was his basis. His basis was you
17 weren't talking to him.

18 LaRONE PRESIDENT: Yeah.

19 STEVEN SHILLINGFORD: Okay. And why weren't you talking
20 to him?

21 LaRONE PRESIDENT: Because he had verbally attacked me
22 unprovoked on that first occasion.

23 STEVEN SHILLINGFORD: You mean in the computer room?

24 LaRONE PRESIDENT: In the computer room. And it was
25 unnecessary, and he displayed a side to me that was kind of
26 offensive and scary to me.

1 STEVEN SHILLINGFORD: Okay. And was there something else
2 that he said within the -

3 LaRONE PRESIDENT: "On September 23rd, three interns
4 contacted me about your loud verbal and aggressive exchanges with
5 other interns at DoD WHS." It wasn't on the 23rd. This incident
6 was spurred by my email of September 24th -

7 STEVEN SHILLINGFORD: About them not holding their own,
8 basically?

9 LaRONE PRESIDENT: Exactly. Exactly.

10 STEVEN SHILLINGFORD: Okay. Did that email go to all of
11 them, or did it just go to Rob?

12 LaRONE PRESIDENT: Yes, I was trying to be honest and
13 upfront.

14 STEVEN SHILLINGFORD: Okay.

15 LaRONE PRESIDENT: That's why I cc'ed them.

16 STEVEN SHILLINGFORD: I hear you. Okay.

17 LaRONE PRESIDENT: So they were missing pretty much all day
18 the 24th. I think they were conspiring.

19 STEVEN SHILLINGFORD: So he's talking about whether - right
20 or wrong, he's talking about three incidences? He's talking
21 about -

22 LaRONE PRESIDENT: That pretty much sums it up.

23 STEVEN SHILLINGFORD: - July 3rd, the 26th, and then the
24 23rd?

25 LaRONE PRESIDENT: And then he says that "Lauren Uher and
26 Melanie Austin, your onsite supervisors, called Rob Foye on

1 October 2nd and stated the work environment at DoD WHS had
2 deteriorated due to unprofessional and disrespectful behaviors
3 displayed by you towards other interns."

4 STEVEN SHILLINGFORD: Okay, so do you know what they're
5 talking about? For the record, you're shaking your head "no,"
6 you don't know.

7 LaRONE PRESIDENT: I told you, Melanie, when she called me,
8 all she said was she had complaints from interns. No one ever
9 told me what these specific complaints - well, to this day, I
10 don't know what their complaints were. She never asked me to
11 defend anything, because she never told me what they were. She
12 never asked me what my side of the story was, and it's hard
13 to have a side of the story when you don't know what you're
14 defending against.

15 STEVEN SHILLINGFORD: Okay.

16 LaRONE PRESIDENT: It's very vague, just like it is in the
17 letter. I don't even know if it was one person, two people.
18 I don't know.

19 STEVEN SHILLINGFORD: Well, this complaint is from OSC - is
20 that you were fired because you told about this cheating and then
21 they ultimately fired you as a result of you talking.

22 LaRONE PRESIDENT: That's the real reason.

23 STEVEN SHILLINGFORD: Okay, and that's what we're
24 investigating.

25 LaRONE PRESIDENT: That's the real reason.

26 STEVEN SHILLINGFORD: Because that would be a protected act.

1 LaRONE PRESIDENT: Um-hm [yes].

2 STEVEN SHILLINGFORD: So that's what we have to look into.
3 Hopefully, I can get you some answers on that.

4 LaRONE PRESIDENT: Everything that came up came up after
5 the protected disclosure.

6 STEVEN SHILLINGFORD: Okay. Well, he may have documented
7 it and put it in that final letter, but he's saying that, as I
8 understand it from what you just told me, that July 3rd and
9 August 26th occurred, and he's rolling that into it and that
10 something was said by these people from DoD that corroborated
11 that.

12 LaRONE PRESIDENT: Um-hm [yes].

13 STEVEN SHILLINGFORD: I don't know that for a fact. I'm
14 going to have to talk to them to see what they have to say, and
15 that's what I will do. Okay?

16 LaRONE PRESIDENT: Okay. That's fine with me.

17 STEVEN SHILLINGFORD: Can you think of anything else?

18 CARY DEVORSETZ: Give me about 30 seconds.

19 STEVEN SHILLINGFORD: Sure, sure. While you think, I have
20 to ask my partner can you think of anything? No? Okay. LaRone?

21 LaRONE PRESIDENT: Yes?

22 STEVEN SHILLINGFORD: You have my card, and if you think of
23 something, my numbers are on there, and you can certainly send me
24 an email, or obviously if you want to go through your lawyer, you
25 know, feel free to call me at any time if you think of something,
26 comes to your mind that you want to tell Cary or you just want to

1 call yourself and say, "Hey, Steve, I thought of this, I thought
2 of that." Obviously, you're free to do that. Okay?

3 LaRONE PRESIDENT: Okay.

4 EDWARD BAUGH: Ms. President, one thing: We take online
5 classes as well, so I'm kind of familiar with the online classes.
6 You said that there was three times that you did fail, and so
7 they make you retake the whole class, or were you out of the
8 program if you didn't pass that test? I guess my thing is what
9 amount of pressure did they put on you?

10 LaRONE PRESIDENT: It's up to the instructor's discretion.
11 And I can't tell you individually the conversations that others
12 have had with the instructor and whether they permanently tell
13 them they have to start all over from scratch. You would have
14 to check with DAU University. I guess it depends on how many
15 questions you missed and how important the knowledge of that
16 particular question is, how complex it is, that you master that
17 individual skill.

18 STEVEN SHILLINGFORD: But I know you did say that they would
19 - one thing you did say is -

20 CARY DEVORSETZ: You can have that. It's the termination
21 letter. That's an extra copy.

22 STEVEN SHILLINGFORD: But I know you did say they would
23 have to at least confer with the instructors and sort of get a
24 refresher and then try to go back through it.

25 LaRONE PRESIDENT: Yes.

1 STEVEN SHILLINGFORD: It wasn't that they were going to get
2 terminated from the program. They would just have to probably do
3 more work to get it done.

4 LaRONE PRESIDENT: They would have to retake the course
5 maybe. But it's not the fact that you'd terminated from the
6 program. These courses are taken for Level 1 certification.
7 And I think it's the {WHEEL} or a FAC-C certification, which is
8 recognized throughout the entire U.S. government. The President
9 of the United States came up with standards across the board, and
10 they're very clear, and they're outlined in his Executive Order,
11 believe it's an Executive Order. It's from the Executive Office
12 of the President.

13 CARY DEVORSETZ: Okay. I did have two more points that I
14 think is relevant to your investigation. One is that after three
15 attempts at not getting 100 percent, the procedure was to call
16 someone superior to you to alert them to that fact.

17 LaRONE PRESIDENT: Yes.

18 CARY DEVORSETZ: So do you think that it was potentially
19 damaging or embarrassing to have to do that a lot?

20 LaRONE PRESIDENT: Yes. It could potentially be, yes.

21 CARY DEVORSETZ: And it would slow down the speed with which
22 you complete the course, which was made to be a competitive thing
23 to get it completed.

24 LaRONE PRESIDENT: Yes. And also the instructor could make
25 you retake certain modules to master the information. So it all
26 depend on what their thoughts were on your knowledge.

1 STEVEN SHILLINGFORD: Like I said, it would make them
2 probably have to do some more work they probably didn't want
3 to do in the first place.

4 LaRONE PRESIDENT: Yes.

5 CARY DEVORSETZ The other thing that I thought that these
6 folks should know is you returned to your desk once, and there
7 was a fellow intern at your computer, and I remember, I think
8 that was -

9 LaRONE PRESIDENT: Oh, yeah. Aseia Chaudhry had been - let
10 me explain the circumstances so you know how I saw it. Mike
11 Murtha, those nine contracts I talked about, he was showing me
12 some special items that needed to be done on those particular
13 contracts. And he kind of, Mike Murtha was a very important
14 Contracting Officer at DoD. He worked on the Pentagon Memorial,
15 so he was very, very busy, and he had very little time to show
16 you things, because of *his* workload. And he came over to give me
17 some instruction. I was just getting ready to go to the restroom
18 when he stopped by, but I figured I'd better wait because I know
19 he has such a small window of time to show you things. So I wait
20 to go to the restroom until he's finished.

21 Well, it took him quite a bit of time to show me what he
22 needed to show me, so by the time he finished, I just ran out to
23 go to the restroom. I left my CAT card in the computer, which
24 was not unusual because it was a secure facility. When I came
25 back, Aseia was standing over my computer, looking at my computer
26 screen. Now, I can't tell you for sure while I was in the

1 restroom if she didn't log on or she didn't access things, but
2 it was kind of strange to me that she was looking on my computer
3 screen and her using my computer when she worked on another floor
4 in a total different department.

5 STEVEN SHILLINGFORD: Okay.

6 LaRONE PRESIDENT: And I have an email to - I spoke with Rob
7 verbally about that, and I sent an email to myself to document
8 the date and the time that it had happened.

9 STEVEN SHILLINGFORD: Do you know the date and time? And
10 while you're looking for that, for lack of a better word, did you
11 have a confrontation with her about it? Did you ask her -

12 LaRONE PRESIDENT: You know, I tried to ignore them.

13 STEVEN SHILLINGFORD: Maybe that's better.

14 LaRONE PRESIDENT: I spoke with her directly.

15 STEVEN SHILLINGFORD: Okay, but did you say anything to her?

16 LaRONE PRESIDENT: I did. I did. I asked her why she was
17 standing there, why she was on my computer. She ignored me and
18 just left the cubicle.

19 STEVEN SHILLINGFORD: You asked her why she was standing
20 there, or why was she on your computer?

21 LaRONE PRESIDENT: Why was she on my computer.

22 STEVEN SHILLINGFORD: Okay. What'd she say?

23 LaRONE PRESIDENT: She just left the cubicle.

24 STEVEN SHILLINGFORD: She said nothing?

25 LaRONE PRESIDENT: She said absolutely nothing. That was
26 on September 3rd.

1 STEVEN SHILLINGFORD: All right, do you have anything else?

2 CARY DEVORSETZ: I have written down, and you'll have to
3 forgive my lack of memory on this. You twice informed Rob about
4 cheating, once during your meeting verbally -

5 LaRONE PRESIDENT: On the 25th and also in writing on
6 October 2nd.

7 STEVEN SHILLINGFORD: Okay.

8 LaRONE PRESIDENT: You're right.

9 EDWARD BAUGH: So the 25th was verbally, and October 2nd was
10 in writing?

11 LaRONE PRESIDENT: It was in writing, prior to my
12 termination.

13 EDWARD BAUGH: And neither time you gave any names.

14 LaRONE PRESIDENT: He didn't ask.

15 EDWARD BAUGH: No, I was just saying (inaudible/mixed
16 voices).

17 LaRONE PRESIDENT: I initiated an email to him.

18 EDWARD BAUGH: That's what I'm just making sure.

19 LaRONE PRESIDENT: Yes, I'm not trying to be defensive
20 against you. This is nothing against you. It's kind of a very
21 sensitive area for me, so I'm not trying to take it out on you
22 guys. I want you to know that.

23 STEVEN SHILLINGFORD: We do understand that it's important
24 to you, and it's a source of frustration for you, I know. I
25 understand.

26 CARY DEVORSETZ: That's it for me.

1 LaRONE PRESIDENT: There is an email documentation of that.

2 CARY DEVORSETZ: You mentioned that you talked to Jonathan

3 Higgins?

4 LaRONE PRESIDENT: Oh, at DAU University, yes. I actually

5 didn't talk to him. I sent him an email -

6 STEVEN SHILLINGFORD: Who is Jonathan Higgins?

7 LaRONE PRESIDENT: He is a gentleman, I was given his name,

8 who is over the program of these courses.

9 CARY DEVORSETZ: It was the day after her termination, the

10 7th -

11 STEVEN SHILLINGFORD: On October 7th?

12 LaRONE PRESIDENT: Um-hm [yes].

13 CARY DEVORSETZ: - that she talked to Jonathan Higgins to

14 alert him to the intra-DoD DAU cheating, because - in terms of

15 DOI interns, but being physically (inaudible).

16 STEVEN SHILLINGFORD: What's his - I don't want to say

17 relevance to this, but how does he help this? Why did you -

18 LaRONE PRESIDENT: Because they can change the system and

19 stop people from doing -

20 STEVEN SHILLINGFORD: So you're basically telling him,

21 "Look, there's a problem."

22 LaRONE PRESIDENT: Right, these people are not (inaudible).

23 STEVEN SHILLINGFORD: "I might be terminated, but you need

24 to do something about it." Okay.

25 LaRONE PRESIDENT: Right.

1 STEVEN SHILLINGFORD: And that's part of what we do, too.
2 I mean, you know, other than looking at this situation and
3 determining, working on the allegation, if there's something
4 internally that needs to be done better, that's something that
5 we also have to do, too. Okay?

6 LaRONE PRESIDENT: And can I just tell you my broad concern
7 in summary?

8 STEVEN SHILLINGFORD: Sure, absolutely.

9 LaRONE PRESIDENT: This is an ethical issue, and we as
10 Contract Specialists take a oath to be honest and practice
11 integrity. And what we have to understand is the public is
12 trusting us to spend millions and millions of dollars of their
13 money with the best value. And if you have people cheating in
14 the door before they even have the opportunity to spend this type
15 of money, those very same people will be subjected to taking
16 bribes; they will be subjected to mismanaging government funds.
17 It's very questionable, if they cheat initially, five years from
18 now, how much damage can they cause the American public?

19 That's my concern as a citizen and a taxpayer as well.
20 If we can't be entrusted to do the right thing from the very
21 beginning, it only gets worse as time goes on. And I'm afraid
22 that if they feel so comfortable doing this, will they feel
23 comfortable giving their brother a multimillion dollar contract
24 that they can't perform? Or someone else who's kicking them back
25 20- or \$30,000 down the road? Their ethics is very questionable
26 at this point.

1 STEVEN SHILLINGFORD: I would agree with you on that,
2 definitely.

3 CARY DEVORSETZ: Gentlemen, thank you. I have nothing else.

4 STEVEN SHILLINGFORD: Can you think of anything. No? Okay,
5 then we'll end this at 2:55.

6

7 (End of Interview)

8

CERTIFICATE OF TRANSCRIPTIONIST

1
2
3
4
5
6
7
8
9
10

11
12
13
14
15
16
17
18
19
20

I, Claudia Miller, do hereby certify that the above was transcribed by me from one audio track; that the transcript is a true transcription of that audio track; that I am neither counsel for, related to, nor employed by any of the parties to which the proceedings were taken; and further, that I am not a relative or employee of any attorney or counsel employed by the parties hereto, nor financially or otherwise interested in the outcome of the action.

Claudia Miller
Claudia Miller
Perfect Solution, Inc.
1299A Quaker Hill Drive
Alexandria, Virginia 22314
703/823-9017

Date: April 6, 2009

17



United States Department of the Interior
Office of Inspector General

INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date April 9, 2009
Report Subject Interview of Melanie Alston	

On April 2, 2009 Special Agent (SA) Edward Baugh and Investigator Steve Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, interviewed Melanie Alston, Division Director, Department of Defense (DOD) at her office located at 1777 Kent Street, Arlington, Virginia, concerning allegations of misconduct by the interns in the Government-wide Acquisition Management Intern Program (GAMIP) that were assigned to her division at DOD. SA Baugh and Investigator Shillingford presented their badges and credentials for Alston's inspection. Alston agreed to have the interview audio recorded and provided the following information:

Alston advised that she was promoted to Division Director in August of 2008. One of her duties as the Division Director was to oversee the GAMIP. Alston stated that she would have weekly meetings with the GAMIP interns. Their conversations consisted of what was going well in the program and what the interns were having problems with. Alston learned early on that the interns were unhappy with the program because they were not being taught much. Alston told the interns that DOD has been short staffed and attributed the lack of attention to DOD's staffing problems.

Alston explained that part of the intern program was to learn how to work with others and work as a group to get various projects completed. Alston further explained this was important because in acquisition management it was imperative to work together in order to get the contracts completed in a timely fashion. Alston stated that she would give the group of interns, group projects to see how they would do, and how they would work through the problems.

Alston remembered Larone President, former GAMIP intern assigned to DOD, as a very smart person who took a leadership role with the other interns. Alston stated she liked that President took leadership roles because it was important for someone in the group to do so. However as time went on Austin recalled President not working well with others in the group by not taking the other interns suggestions, and began telling the other interns what to do.

Alston stated that since they were short staffed at DOD they looked to President to help the others that were having problems with different tasks the interns had been assigned. Alston then stated that since

Reporting Official/Title Edward J. Baugh / Special Agent	Signature
Authentication Number: 93E0CDBAB49DB4329D37A0CD901A13A0	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

OFFICIAL USE ONLY

OI-003 (06/08)

President was doing well they would look to her to help. However, Alston recalled President getting frustrated and telling her that she (President) was not willing to help others because it was not her (President) job to help others. Alston identified this as a problem, Alston stated again that most of what they do in acquisitions was work in groups and work as a team to get the different projects accomplished.

Alston stated that she did not confront President directly about her issues with the other interns. Alston would address the issues as a group when they met once a week. Alston described President in the meetings as attentive and would answer questions if she was asked.

Alston recalled one intern coming to her crying and stated that President had been mean to her. Alston also commented that she thought President had been "very short" with her (Alston) during conversations.

Alston stated she never heard about any cheating going on with the interns. The only thing she heard was that President made a scene with one of the other interns, but Alston stated she did not have firsthand knowledge of the incident.

Alston explained the reason why DOD made the decision to remove President from their facility was because she created a hostile work environment.

18



United States Department of the Interior
Office of Inspector General

INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date May 18, 2009
Report Subject Interview of Michael Murtha	

On March 31, 2009, Special Agent (SA) Edward Baugh and Investigator Steve Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, interviewed Michael Murtha, Supervisory Contracting Officer, Department of Defense (DOD) concerning LaRone President's whistleblower complaint to the U.S. office of Special Counsel (OSC). Murtha agreed to have the interview audio recorded. The interview was not transcribed, but the recording is available in the case file. Murtha provided the following information:

In July 2008, Murtha supervised four DOI interns, who were part of the Department of the Interior University (DOIU), Leadership and Performance Division, Government-wide Acquisition Management Intern Program (GAMIP). The four were assigned to DOD's Arlington, Virginia facility and work directly for Murtha for approximately two weeks. Under his supervision were LaRone President, Maria Vant Hof, Isaac Bellamy, and Wendi Lott. The purpose of Murtha's participation in the program was to teach the interns the process of contracting acquisition. Murtha stated that he would often teach one intern a particular process then rely on the other three to share the knowledge taught to them with their fellow interns. Murtha further advised that being able to communicate with each other was an important component of this process.

According to Murtha, Vant Hof was the most difficult intern to deal with from a management point of view, because she had a lack of computer skills. Murtha stated that he would show Vant Hof a procedure then instruct her to get further instruction from the other three interns. What began to develop was that Vant Hof was not getting help from the other interns, in particular President. According to Murtha, it appeared that President felt, "that by not helping Maria she would do better than if she helped Maria. You know, I'm doing good you're doing bad." To clarify, Murtha stated that Bellamy would help on occasion while in his opinion Lott did not catch on to the material as quickly as President so, "It was more natural to get her to go to LaRone, because she was catching on faster." Murtha stated that he felt that President would not have made a good contracting officer for the government because, "The real problem in contracting is, contracting is a kind of a craft, you got to teach people and learn it, even though we have this long collection of classes, there is kind of the gray judgment stuff that you got to practice dealing with people to learn; and she really was not good

Reporting Official/Title Steven A. Shillingford / Investigator	Signature
Authentication Number: 77B66B861566BB09DD5AB01D52A39E2C	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

working with her peers, you know, with the rest of her work group, so that would really make it tough for her to really become successful.”

19



United States Department of the Interior
Office of Inspector General

INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date April 9, 2009
Report Subject Interview of Lauren Uher	


On March 31, 2009 Special Agent (SA) Edward Baugh and Investigator Steve Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, interviewed Lauren Uher, Deputy Director, Department of Defense (DOD) at her office located at 1777 Kent Street, Arlington, Virginia, concerning allegations of misconduct by the interns in the Government-wide Acquisition Management Intern Program (GAMIP), that were at DOD. SA Baugh and Investigator Shillingford presented their badges and credentials for Uher's inspection. Uher agreed to have the interview audio recorded and provided the following information:

Uher explained that at DOD they had limited space when the new intern class started in July of 2008. Uher stated they had some problems with three of the interns in the beginning. The first was Kenneth Gipson who was put at a DOD facility in Rosslynn, Virginia, who was unhappy with his work space accommodations. Another issue came up with Maria Vant Hof because she had a language barrier and no computer skills. According Uher, Vant Hof's lack of computer skills posed a serious problem because all of their work at DOD was done on computers. Lastly, Uher stated she heard after a couple of weeks of the interns starting at DOD, that Larone President had an attitude problem and did not want to work with others.

Uher stated that she relied on her supervisors Melanie Austin, Division Director and Mike Murtha, Supervisor, for feedback on the issues with the interns. Uher and her supervisor Frances Sullivan, Director, DOD had a meeting with Lynn McPheeters, DOIU President, and Robert Foye Chief Learning Officer, DOIU, concerning Gipson's work space environment. During the interview Foye told Uher that President had gotten in a verbal altercation with one of the other interns. Uher had no other knowledge to the altercation other than what Foye had described.

Uher stated that DOD made the determination that President had been creating a hostile work environment and that it would be good for her to leave for a period of time that never was predetermined. Uher insisted that the decision to remove President was only temporary.

Uher also stated that President took her building badge and key with her along with some contract files

Reporting Official/Title Edward J. Baugh/ Special Agent	Signature 
Authentication Number: 92E5C2635D2B899D6F44BE666727D326	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

OFFICIAL USE ONLY

01-003 (06/08)

she was working on. Uher called the Pentagon Police and the Pentagon Police were able to recover the building badge and key, but Uher stated that they still have not recovered the missing contract files.

20

1 PI-PI-09-0304-I

2 Interview of Aseia Chaudhry

3 , 2009

4

5 STEVEN SHILLINGFORD: This is Investigator Shillingford; the
6 first name spelling is with a "V." Last name is Shillingford,
7 S-H-I-L-L-I-N-G-F-O-R-D. I'm an Investigator with the Department
8 of Interior's OIG's office. We're interviewing - and would you
9 just state your name and spell it for us, please?

10 ASEIA CHAUDHRY: I am Aseia Chaudhry, A-S-E-I-A,
11 C-H-A-U-D-H-R-Y.

12 STEVEN SHILLINGFORD: And also present is Special Agent
13 Baugh.

14 EDWARD BAUGH: Special Agent Ted Baugh, B-A-U-G-H, DOI.

15 STEVEN SHILLINGFORD: Aseia, prior to getting started and
16 prior to going on the record, I let you read a form that was
17 called the Garrity Warning. Did you understand that?

18 ASEIA CHAUDHRY: Yes, I did.

19 STEVEN SHILLINGFORD: And you signed it -

20 ASEIA CHAUDHRY: Yes, I did.

21 STEVEN SHILLINGFORD: - indicating that you understood and
22 that you would be willing to talk with us today?

23 ASEIA CHAUDHRY: Yes, sure.

24 STEVEN SHILLINGFORD: Okay, great. Last year, I guess you
25 started with DOI back in June?

26 ASEIA CHAUDHRY: Right.

1 STEVEN SHILLINGFORD: Okay, and I'm not sure if she was in
2 your team, but LaRone President was also part of that?

3 ASEIA CHAUDHRY: She was.

4 STEVEN SHILLINGFORD: And there were some problems, I think
5 probably right off the bat, I think some personal problems, not
6 only with yourself, but with other interns.

7 ASEIA CHAUDHRY: Right.

8 STEVEN SHILLINGFORD: Could you just discuss that with us a
9 little bit?

10 ASEIA CHAUDHRY: She created a hostile environment at work
11 for everyone, all the interns around her. She would yell at us
12 out of nowhere. One time, I was passing by her computer, I was
13 talking to another coworker right next to her, and she believed
14 that I was looking at her computer screen, because she was away.
15 She walked in, and she accused me of looking at her screen. And
16 she started yelling at me, "What are you looking at? Do you need
17 anything? And like very unprofessional. And I just stayed quiet
18 and walked - and I was like, "I wasn't looking at your screen,"
19 and then I just walked away, because I didn't want any drama at
20 workplace. And that -

21 STEVEN SHILLINGFORD: Now where were you at when this
22 occurred?

23 ASEIA CHAUDHRY: DoD.

24 STEVEN SHILLINGFORD: Okay, was this down in Arlington?

25 ASEIA CHAUDHRY: Yes.

26 STEVEN SHILLINGFORD: Okay. What else did she do?

1 ASEIA CHAUDHRY: Well, it's been a while. She would -
2 STEVEN SHILLINGFORD: When you say that she created a
3 hostile work environment, other than yelling at you, what else?
4 Was she doing the same thing to others?
5 ASEIA CHAUDHRY: That was the main, yeah, but other times,
6 like she would just yell, like she would - I don't know, she -
7 it was just that her personality, like I was afraid to talk to
8 her.
9 STEVEN SHILLINGFORD: Did she do the same thing with other
10 interns?
11 ASEIA CHAUDHRY: She did. She did a lot more with {Maria},
12 another intern, who was on her same team. I wasn't on her team,
13 so I didn't deal with her as much. So Maria and {Isaac}, she
14 would make them feel low and stupid and tell liens and say stuff
15 like - even with me, she would say, like make us feel like, you
16 know -
17 STEVEN SHILLINGFORD: With regards to Maria, what's Maria's
18 last name?
19 ASEIA CHAUDHRY: {Van} something.
20 STEVEN SHILLINGFORD: Okay. Well, with regards to Maria,
21 what did she do or what you witness her, and you don't have to
22 necessarily discuss what you heard, but what did you witness?
23 ASEIA CHAUDHRY: Sometime, they were supposed to work in a
24 group, and she would not listen to them and just want to take
25 charge and yell at them for giving their ideas. Like she'd do
26 this and this and that. She didn't want to do what she was

1 assigned, the task she was assigned. She would want to do
2 whatever she felt like.

3 STEVEN SHILLINGFORD: Is this what you witnessed or what
4 was told to you?

5 ASEIA CHAUDHRY: I walked by a few times, and they had
6 arguments. And I overheard couple of arguments they would have,
7 and that's why I tried not to be there. They had to work as a
8 group, and she was not good at working in a group. And if Maria
9 had asked a question, or like she was asked by her supervisor
10 to ask, or something, she would respond rudely. And Maria even
11 cried a few times. I've seen her cry with me, to Rob. She
12 called Rob and she cried.

13 STEVEN SHILLINGFORD: And this was as a result of -

14 ASEIA CHAUDHRY: Yeah, because of her, how she made her feel
15 stupid. She would call Rob and talk about Maria and go, "She's
16 stupid. She doesn't know anything," stuff like that. And Maria
17 was upset, her self-esteem.

18 STEVEN SHILLINGFORD: Did you ever witness or hear her swear
19 at anyone, meaning use profane language?

20 ASEIA CHAUDHRY: I didn't because then, again, I wasn't
21 there the whole time, because I was on a different floor.

22 STEVEN SHILLINGFORD: Who would know those things, if she
23 did any of those things?

24 ASEIA CHAUDHRY: You could ask Maria, because - and maybe
25 Isaac.

26 STEVEN SHILLINGFORD: What is Isaac's last name?

1 ASEIA CHAUDHRY: {Bellamy}.

2 STEVEN SHILLINGFORD: Okay. All right. Part of her
3 allegation was that she disclosed to Rob Foye and Ms. McPheeters
4 that some of the interns were asking for tests. Do you know
5 anything about that?

6 ASEIA CHAUDHRY: When we were taking online courses, like
7 doing it at the same time, but she had trouble with a couple of
8 questions.

9 STEVEN SHILLINGFORD: Who?

10 ASEIA CHAUDHRY: LaRone.

11 STEVEN SHILLINGFORD: She had some trouble with questions?

12 ASEIA CHAUDHRY: Um-hm [yes]. She asked me, and I was like
13 "I'm not there yet, so I don't know." She got help from other
14 people, like other employees, like her supervisor maybe or
15 somebody who was working there on those questions.

16 STEVEN SHILLINGFORD: Now these are online tests that -

17 ASEIA CHAUDHRY: Yeah.

18 STEVEN SHILLINGFORD: - you're supposed to take. Explain
19 the tests for me.

20 ASEIA CHAUDHRY: These are online courses that you're
21 supposed to take. You could do it at work or at home on your
22 own time. I'm not sure if you're allowed to hear stuff, but the
23 questions, every time each - there's like lessons, like about
24 20 lessons in each, and at the end of each lesson, there is a
25 test. And the test questions, like let's say she took a test
26 and I took a test on the same lesson, the questions would be

1 different, yeah, from each other. So, yeah, I know this because
2 when she had trouble with a question, she asked me to glance
3 over, and I looked, and when I took the test, it was a different
4 question.

5 STEVEN SHILLINGFORD: So you said she would ask you - she
6 had asked you for some of your test questions?

7 ASEIA CHAUDHRY: Uh-huh [yes]. She asked me. She even
8 said that "Can I have it?" I was like "Why," you know, and "I'm
9 not there yet." And she said that, well, because - she said
10 "Because I want to give it to somebody else. I want to keep it
11 and give it to somebody else." And I was like "The questions are
12 different." But like she had printout of hers, so when I looked
13 at her questions, I knew they were going to be different, because
14 I had heard that before, too. But I still asked her, you know,
15 if I could for future reference (inaudible) like, you know, as
16 a study guide, I could keep some.

17 STEVEN SHILLINGFORD: You asked her?

18 ASEIA CHAUDHRY: Yeah. Yeah, I asked her if I could have
19 the printout.

20 STEVEN SHILLINGFORD: Okay, so just so I'm clear, at some
21 point, she had asked you -

22 ASEIA CHAUDHRY: Uh-huh [yes].

23 STEVEN SHILLINGFORD: - for test scores.

24 ASEIA CHAUDHRY: Right.

25 STEVEN SHILLINGFORD: You didn't give her any, but then,
26 later on, you -

1 ASEIA CHAUDHRY: No, I think I did for like one lesson or
2 something.

3 STEVEN SHILLINGFORD: You think you asked her?

4 ASEIA CHAUDHRY: No, I gave her -

5 STEVEN SHILLINGFORD: You gave her the one.

6 ASEIA CHAUDHRY: - her two. Yeah.

7 STEVEN SHILLINGFORD: You have her two?

8 ASEIA CHAUDHRY: One. I think it's one -

9 STEVEN SHILLINGFORD: One, and then -

10 ASEIA CHAUDHRY: - lesson or something.

11 STEVEN SHILLINGFORD: Okay, and then you said that she asked
12 you for some, and you gave her one. And then you asked her -

13 ASEIA CHAUDHRY: Um-hm [yes].

14 STEVEN SHILLINGFORD: And did she give you any?

15 ASEIA CHAUDHRY: I think so. I think so. Yeah.

16 STEVEN SHILLINGFORD: You're sure?

17 ASEIA CHAUDHRY: Yeah, she did give me one.

18 STEVEN SHILLINGFORD: Okay.

19 ASEIA CHAUDHRY: Yeah.

20 STEVEN SHILLINGFORD: All right.

21 ASEIA CHAUDHRY: Yeah, because she was ahead of me, and I
22 wanted to look at the questions, what kind of questions there
23 are, so I'm more alert when I'm reading.

24 STEVEN SHILLINGFORD: Okay. Now are these the answers, are
25 these the questions *and* the answers, or just the questions?

1 ASEIA CHAUDHRY: Questions and she marked where she thought
2 she was right, so I can't really trust the question - or the
3 answers.

4 STEVEN SHILLINGFORD: Okay, so just so I'm clear, it's the
5 questions -

6 ASEIA CHAUDHRY: Uh-huh [yes].

7 STEVEN SHILLINGFORD: - and then -

8 ASEIA CHAUDHRY: It was just the test questions.

9 STEVEN SHILLINGFORD: But not the answers, and then she
10 would go through and say -

11 ASEIA CHAUDHRY: She marked them and then, you know, like I
12 would go through - I went through the summary and checked like
13 the other right my answers, but I didn't get those questions.
14 But I kept them like, you know, because they were good questions,
15 like you learn something from it.

16 STEVEN SHILLINGFORD: Now when all this stuff happened
17 last year, I think it was around September 2008, Mr. Foye and
18 Ms. McPheeters asked you about this, correct?

19 ASEIA CHAUDHRY: Um-hm [yes].

20 STEVEN SHILLINGFORD: What did you tell them?

21 ASEIA CHAUDHRY: Rob Foye - no, Ms. McPheeter didn't ask me.

22 STEVEN SHILLINGFORD: Okay, when Mr. Foye asked you.

23 ASEIA CHAUDHRY: Rob called me, asked me did I cheat on the
24 test. I said no, because I believe I did not cheat on the test,
25 because the questions were different. And he said that, yeah,

1 that's what LaRone said. The questions were different, so I
2 (inaudible/mixed voices).

3 STEVEN SHILLINGFORD: He asked you, but didn't he ask you
4 if - I think the specific question to you was did you request
5 questions from any of the students, and you said no.

6 ASEIA CHAUDHRY: Did I request?

7 STEVEN SHILLINGFORD: Is that correct? Did you ask for any
8 of the questions? That was the specific question that Rob asked
9 you.

10 ASEIA CHAUDHRY: I can't -

11 STEVEN SHILLINGFORD: He asked a number of you and all of
12 you said no. In other words, did you tell him what you just told
13 us?

14 ASEIA CHAUDHRY: I might have not -. No, I didn't tell him
15 about her -

16 STEVEN SHILLINGFORD: Why not?

17 ASEIA CHAUDHRY: Because he - I don't know. I'm not sure.
18 I'm sorry.

19 STEVEN SHILLINGFORD: That's okay.

20 ASEIA CHAUDHRY: I'm not sure why I didn't mention it, but
21 yeah, because I didn't think it was important to mention that,
22 because as I say, it wasn't like the whole course. It was like
23 one lesson, and then the questions weren't -.

24 STEVEN SHILLINGFORD: Okay.

25 ASEIA CHAUDHRY: So it didn't help me or anything.

1 STEVEN SHILLINGFORD: Did you give any answers to anyone
2 else?

3 ASEIA CHAUDHRY: You can't really print the answers.

4 STEVEN SHILLINGFORD: Okay, did you give any of the
5 questions to anyone else?

6 ASEIA CHAUDHRY: Well, I had printed the questions, and if
7 somebody asked and they could - like they glanced over and I was
8 okay with it.

9 STEVEN SHILLINGFORD: Who did you give the questions to?

10 ASEIA CHAUDHRY: Well, I, let me see, it's LaRone and I
11 think -

12 STEVEN SHILLINGFORD: LaRone?

13 ASEIA CHAUDHRY: Yeah.

14 STEVEN SHILLINGFORD: And who else?

15 ASEIA CHAUDHRY: I think Maria looked at a few.

16 STEVEN SHILLINGFORD: Anyone else?

17 ASEIA CHAUDHRY: No.

18 STEVEN SHILLINGFORD: Okay. Did you get any questions from
19 anyone else?

20 ASEIA CHAUDHRY: (Inaudible)

21 STEVEN SHILLINGFORD: And just for the record, you're
22 shaking your head "no"?

23 ASEIA CHAUDHRY: No. No, I'm sorry.

24 STEVEN SHILLINGFORD: You didn't get them from anyone else?

25 ASEIA CHAUDHRY: No, just LaRone.

26 STEVEN SHILLINGFORD: Okay, just LaRone.

1 ASEIA CHAUDHRY: Um-hm [yes].

2 STEVEN SHILLINGFORD: Just that one person.

3 ASEIA CHAUDHRY: Yeah. But I was working with Chris.

4 STEVEN SHILLINGFORD: Chris?

5 ASEIA CHAUDHRY: I'm drawing a blank. What's his name?

6 Chris Henshaw.

7 STEVEN SHILLINGFORD: Okay, Henshaw.

8 ASEIA CHAUDHRY: Yeah, he was right next to me in the cube,

9 so when I took tests a couple of times, I got stuck, and I

10 would ask him "Did you remember seeing anything about this

11 particular question in that summary," or whatever. And a few

12 times, he pointed out, "Yeah, that's where you find the answer."

13 STEVEN SHILLINGFORD: Okay, so again, just part of the

14 team-building and working together, you worked with Chris

15 Henshaw.

16 ASEIA CHAUDHRY: Um-hm [yes].

17 STEVEN SHILLINGFORD: And are you saying some of the

18 questions that you had printed off, you showed to him and he

19 sort of gave you his answer?

20 ASEIA CHAUDHRY: No.

21 STEVEN SHILLINGFORD: Or explain that to me a little bit.

22 ASEIA CHAUDHRY: He didn't know the answers.

23 STEVEN SHILLINGFORD: Okay, but explain to me a little bit

24 more.

25 ASEIA CHAUDHRY: I was like working on the test, right?

26 STEVEN SHILLINGFORD: Um-hm [yes].

1 ASEIA CHAUDHRY: And when I had a question, he had taken it
2 already, right, the parts of it. And I would ask him if like "Do
3 you remember seeing anything about this in the lesson?" So -

4 STEVEN SHILLINGFORD: You would show him -

5 ASEIA CHAUDHRY: Uh-huh [yes].

6 STEVEN SHILLINGFORD: - off your screen?

7 ASEIA CHAUDHRY: Right, right.

8 STEVEN SHILLINGFORD: And what would he say?

9 ASEIA CHAUDHRY: And he would - if he knew the answer,
10 most of the time, he wasn't sure, but if he knew the answer -
11 not answer, but he would know like he read something about it,
12 and he would point out, "Oh, that's where you'll find it."

13 STEVEN SHILLINGFORD: Okay, all right. But you never got
14 any printouts from him.

15 ASEIA CHAUDHRY: No.

16 STEVEN SHILLINGFORD: He never printed anything for you.

17 ASEIA CHAUDHRY: The summaries.

18 STEVEN SHILLINGFORD: When you say "summaries," what do you
19 mean?

20 ASEIA CHAUDHRY: So you don't waste paper, I don't have to
21 print it. Yeah, we shared the summaries that you -

22 STEVEN SHILLINGFORD: Is it the questions?

23 ASEIA CHAUDHRY: No, these are the summaries and lessons so
24 you could have them in front of you and mark and whatever as you
25 read - do the questions.

1 STEVEN SHILLINGFORD: Okay. Aseia, this is very important,
2 okay?

3 ASEIA CHAUDHRY: Um-hm [yes].

4 STEVEN SHILLINGFORD: You understand you have to be truthful
5 with us.

6 ASEIA CHAUDHRY: Right.

7 STEVEN SHILLINGFORD: Correct?

8 ASEIA CHAUDHRY: Um-hm [yes].

9 STEVEN SHILLINGFORD: And when you come here to talk to us,
10 you have to understand we know a lot about what's going on. And
11 part of my questions to you is to see how honest you're going to
12 be with me.

13 ASEIA CHAUDHRY: Right.

14 STEVEN SHILLINGFORD: And I can tell you you're not being
15 honest with me. And that's okay; I understand it.

16 ASEIA CHAUDHRY: Right.

17 STEVEN SHILLINGFORD: Wait, listen to me.

18 ASEIA CHAUDHRY: Um-hm [yes].

19 STEVEN SHILLINGFORD: It's okay, all right, but you have to
20 be honest. I'm going to give you another chance.

21 ASEIA CHAUDHRY: Don't want to get anybody in trouble.

22 STEVEN SHILLINGFORD: Well, you know, someone told me a long
23 time ago that you can only make things worse by lying. The best
24 course of action is to be truthful.

25 ASEIA CHAUDHRY: Okay.

1 STEVEN SHILLINGFORD: Okay? Prior to coming here, I was a
2 police officer for 24 years. And my Field Training Officer, the
3 first thing he told me was the only thing that's going to get you
4 in trouble is lying.

5 ASEIA CHAUDHRY: Okay.

6 STEVEN SHILLINGFORD: Okay? I was driving my car one day,
7 emergency lights going off, I went sideways, hit the curb on the
8 right side, and the axle went to the left. And I remember what
9 he told me when I sat down before my supervisor. And I said, you
10 know, he told me I better tell the truth, and I did. I could
11 have said, you know, "An animal ran out in front of me, person
12 ran out in front of me. I was trying to miss them and I wrecked
13 the car." But you know what? I told the truth. I said, you
14 know, "I was going a little bit too fast."

15 ASEIA CHAUDHRY: Right.

16 STEVEN SHILLINGFORD: I didn't know at the time the trick
17 was that the skid marks that I left, they measure them, they do
18 a calculation, and they could tell exactly how fast I was going.
19 But when I told them, "You know what, I think I was going too
20 fast," they said, "You know, we know you were going too fast,
21 because we calculated it. And it's so good that you told us the
22 truth." So that's what I'm asking you to do right now is tell
23 the truth.

24 ASEIA CHAUDHRY: Okay.

25 STEVEN SHILLINGFORD: So in reference to Chris, you tell me
26 the truth.

1 ASEIA CHAUDHRY: Yeah, I mean, he was right there, so he
2 helped me sometime.

3 STEVEN SHILLINGFORD: And how did he help you?

4 ASEIA CHAUDHRY: With questions, if he knew. Like he had
5 already done that, so he would just kind of know the answers.

6 STEVEN SHILLINGFORD: Well, you have to explain that a
7 little bit more, because someone printed out the answers.

8 ASEIA CHAUDHRY: Um-hm [yes].

9 STEVEN SHILLINGFORD: Someone printed out the questions.

10 ASEIA CHAUDHRY: Right.

11 STEVEN SHILLINGFORD: Okay? Yes or no?

12 ASEIA CHAUDHRY: Yeah.

13 STEVEN SHILLINGFORD: Yes or no.

14 ASEIA CHAUDHRY: Yes.

15 STEVEN SHILLINGFORD: And who did that? Who printed out the
16 answers and who printed out the questions?

17 ASEIA CHAUDHRY: Someone - you mean not the same person -

18 STEVEN SHILLINGFORD: You tell me -

19 ASEIA CHAUDHRY: - printed -?

20 STEVEN SHILLINGFORD: You tell me who, if any, printed out
21 the questions and printed out the answers and gave them to you.

22 ASEIA CHAUDHRY: Chris, he did print out the questions.

23 STEVEN SHILLINGFORD: Okay, and did he print out the
24 answers. or at least what he answered?

25 ASEIA CHAUDHRY: Probably his -

26 STEVEN SHILLINGFORD: Yes or no.

1 ASEIA CHAUDHRY: Yes, his answers.

2 STEVEN SHILLINGFORD: Did he give those to you?

3 ASEIA CHAUDHRY: Um-hm [yes].

4 STEVEN SHILLINGFORD: Okay, and then what did you do?

5 ASEIA CHAUDHRY: I looked at them and kind of used them as
6 study guide. And like when I was taking tests, you know, like
7 most of the questions will be different, but there'll be like a
8 couple that show up, but -

9 STEVEN SHILLINGFORD: Okay, some of the questions were
10 different but some were the same?

11 ASEIA CHAUDHRY: Most of them were different, but a couple
12 were in there. But it still helped, like to understand the
13 process.

14 STEVEN SHILLINGFORD: Did you think you were doing something
15 wrong?

16 ASEIA CHAUDHRY: I didn't know we could - I didn't know - I
17 wasn't aware of the policy that I couldn't, we couldn't do that,
18 because it was never discussed. At the time I wasn't. When
19 LaRone filed the complaint, that's when I was like, oh, we -

20 STEVEN SHILLINGFORD: That might have been wrong.

21 ASEIA CHAUDHRY: Yeah.

22 STEVEN SHILLINGFORD: Okay, all right. Is that why you
23 didn't tell Rob about that, that you got the test questions from
24 Chris?

25 ASEIA CHAUDHRY: Um-hm [yes]. Yeah, I didn't want to get
26 him in trouble.

1 STEVEN SHILLINGFORD: Okay. Now did you send those to
2 someone else?

3 ASEIA CHAUDHRY: Like who?

4 STEVEN SHILLINGFORD: Did you send them to anyone else?

5 ASEIA CHAUDHRY: If somebody asked me have taken the test,
6 or I have any of that information, I would.

7 STEVEN SHILLINGFORD: Okay, and you did?

8 ASEIA CHAUDHRY: Um-hm [yes].

9 STEVEN SHILLINGFORD: Who?

10 ASEIA CHAUDHRY: {Wendy}.

11 STEVEN SHILLINGFORD: Um-hm, what's Wendy's last name?

12 ASEIA CHAUDHRY: Oh, actually, LaRone and {Wendy} - but
13 Wendy was ahead of me, so think I sent - I didn't send her mine.
14 I shared like some of Chris' with her.

15 STEVEN SHILLINGFORD: Okay, did you share with anyone else
16 other than Wendy?

17 ASEIA CHAUDHRY: I'm not -

18 STEVEN SHILLINGFORD: Did you fax some to someone?

19 ASEIA CHAUDHRY: I didn't fax them. I didn't do that. No,
20 I didn't fax them. I gave it to {Matt}.

21 STEVEN SHILLINGFORD: Matt?

22 ASEIA CHAUDHRY: Yes.

23 STEVEN SHILLINGFORD: Matt who?

24 ASEIA CHAUDHRY: {I don't know} his last name is. It's
25 Matt, he was at DoD, too.

26 STEVEN SHILLINGFORD: Okay. Was he in your group?

1 ASEIA CHAUDHRY: No.

2 STEVEN SHILLINGFORD: Or was he in another group?

3 ASEIA CHAUDHRY: He was another team.

4 STEVEN SHILLINGFORD: Okay, which team was he on? You don't
5 remember?

6 ASEIA CHAUDHRY: No.

7 STEVEN SHILLINGFORD: No? Okay. So you never faxed, you
8 never got some answers from someone, either Chris or someone
9 else, and faxed them to someone.

10 ASEIA CHAUDHRY: No. You're talking about the (inaudible)
11 fax, right?

12 STEVEN SHILLINGFORD: Fax, yeah.

13 ASEIA CHAUDHRY: Not email, right?

14 STEVEN SHILLINGFORD: Not email. Do you remember doing
15 that?

16 ASEIA CHAUDHRY: No, because I had trouble using fax
17 machine. I wouldn't -

18 STEVEN SHILLINGFORD: Okay, did you email them to someone?

19 ASEIA CHAUDHRY: I emailed them.

20 STEVEN SHILLINGFORD: So who'd you email them to?

21 ASEIA CHAUDHRY: I emailed a couple to {Rebecca Hoffman},
22 yeah.

23 STEVEN SHILLINGFORD: Okay, and who else?

24 ASEIA CHAUDHRY: That's it.

25 STEVEN SHILLINGFORD: Did you email any to Isaac?

1 ASEIA CHAUDHRY: Let's see, I don't remember if I emailed
2 him the questions or answers or the summaries.

3 STEVEN SHILLINGFORD: Did you just give it to him?

4 ASEIA CHAUDHRY: Yeah, think so.

5 STEVEN SHILLINGFORD: Yes, meaning you gave him -

6 ASEIA CHAUDHRY: Yes.

7 STEVEN SHILLINGFORD: - the questions and the answers -

8 ASEIA CHAUDHRY: Um-hm [yes].

9 STEVEN SHILLINGFORD: - that you had gotten from Chris?

10 I don't want to put words in your mouth.

11 ASEIA CHAUDHRY: Right.

12 STEVEN SHILLINGFORD: I'm just trying to figure it out.

13 Is that what you did?

14 ASEIA CHAUDHRY: Yes. Um-hm [yes].

15 STEVEN SHILLINGFORD: Okay, so Chris got them.

16 ASEIA CHAUDHRY: Um-hm [yes].

17 STEVEN SHILLINGFORD: Matt got them. Excuse me, Chris gave

18 them to you. You gave them to Maria. You gave them also to

19 Isaac, to Matt and to another young lady - excuse me, to Wendy?

20 ASEIA CHAUDHRY: Yes.

21 STEVEN SHILLINGFORD: And then there was another person that

22 you said, Ms. Hoffman. What was her first name?

23 ASEIA CHAUDHRY: Rebecca.

24 STEVEN SHILLINGFORD: Rebecca Hoffman.

25 ASEIA CHAUDHRY: Um-hm [yes].

1 STEVEN SHILLINGFORD: Okay, all right. At the time, you
2 didn't really think you were doing anything wrong until she filed
3 the complaint.

4 ASEIA CHAUDHRY: Yeah.

5 STEVEN SHILLINGFORD: Okay.

6 ASEIA CHAUDHRY: So (inaudible), that it must be - we
7 shouldn't have done that.

8 STEVEN SHILLINGFORD: Okay, do you remember seeing anything
9 on the computer screen that said that he shouldn't share those
10 things? Did you ever get anything by way of policy from
11 Department of Defense?

12 ASEIA CHAUDHRY: No, we just register for those courses.
13 We just register for courses. I thought it was like more like
14 a tutorial, like online kind of thing. I didn't know they were
15 like actual, you know, counted as -

16 STEVEN SHILLINGFORD: Okay.

17 ASEIA CHAUDHRY: Because there is no control, like you could
18 work with others, I mean, so I didn't know.

19 STEVEN SHILLINGFORD: All right. Can you think of anything
20 else that you have - well, one thing I really want to straighten
21 out.

22 ASEIA CHAUDHRY: Um-hm [yes].

23 STEVEN SHILLINGFORD: And I would ask you, appreciate you
24 being honest with us now about it, and you need to be honest
25 about this one particular part, also. You said that LaRone
26 asked you for the answers and also the questions. Is that true?

1 ASEIA CHAUDHRY: Yeah, she wanted to give you to somebody,
2 too.

3 STEVEN SHILLINGFORD: Is that true?

4 ASEIA CHAUDHRY: Um-hm [yes]. That's true.

5 STEVEN SHILLINGFORD: Who did she want to give them to?

6 ASEIA CHAUDHRY: She said she wanted to give it to {Rodney}.
7 We have two Rodneys, so I don't know which one.

8 STEVEN SHILLINGFORD: Okay, what are the two that are there,
9 Rodney who?

10 ASEIA CHAUDHRY: There's a Rodney {Walter} and Rodney -

11 STEVEN SHILLINGFORD: You said Rodney {Waters}?

12 ASEIA CHAUDHRY: Walter.

13 STEVEN SHILLINGFORD: Okay, go ahead.

14 ASEIA CHAUDHRY: And there's another Rodney. Rodney - I'm
15 really bad with last names.

16 STEVEN SHILLINGFORD: Okay, was this first Rodney, you said
17 Waters, was he in her team or another team?

18 ASEIA CHAUDHRY: He wasn't even at DoD. He was at a
19 different rotation, a different agency.

20 STEVEN SHILLINGFORD: All right, and who was the other one?
21 You said there was another Rodney; you don't know that name?

22 ASEIA CHAUDHRY: I don't know his last name. Rodney
23 {Brooks}.

24 STEVEN SHILLINGFORD: Brooks?

25 ASEIA CHAUDHRY: Yeah.

1 STEVEN SHILLINGFORD: And you said that she came to you.
2 Was this before you went to her for the answers or after you
3 went to her for the answers, for the questions and answers?

4 ASEIA CHAUDHRY: No, we were talking, and she was telling
5 me, first, she started out - because I hadn't started the course
6 yet, so she was done. That's when she discussed how she had
7 trouble with this lesson and it's hard, and this question is
8 like a math question with formulas and everything. And she asked
9 me, and I'm like "I don't {really} have any." And that she was
10 stuck; she got kicked out of the course a few times. And then
11 she asked me if I'd do it, would I give it to her so she can keep
12 it and give it to Rodney (inaudible).

13 STEVEN SHILLINGFORD: Okay, did anyone other than yourself
14 hear her say that?

15 ASEIA CHAUDHRY: I'm not sure.

16 STEVEN SHILLINGFORD: Okay, but you don't know which Rodney
17 it was she was wanting to send -

18 ASEIA CHAUDHRY: Rodney Brooks probably, most likely,
19 because she's friends with him. So I'm assuming it's him.

20 STEVEN SHILLINGFORD: Okay, but no one else but yourself
21 heard that, just the two of you were standing there at the time?

22 ASEIA CHAUDHRY: Yeah, I'm not sure if Isaac heard it,
23 because he was right next - he sat right next to her, but I can't
24 remember if he was at his seat at the time.

25 STEVEN SHILLINGFORD: Did you tell anybody about that, about
26 her asking you for the answers and the questions?

1 ASEIA CHAUDHRY: That she wants to give to Rodney? I don't
2 remember. I don't recall saying anything to anybody.

3 STEVEN SHILLINGFORD: Okay. Can you think of anything?

4 EDWARD BAUGH: I just want to clarify one thing. Earlier
5 in the interview, you talked about that you did give some stuff
6 to Maria, and we just talked about the different names you had
7 mentioned earlier.

8 ASEIA CHAUDHRY: Yeah.

9 EDWARD BAUGH: Did you give questions and answers -

10 ASEIA CHAUDHRY: I thought I had already said it, so yeah.

11 EDWARD BAUGH: Okay, I just want to make sure that that's
12 correct..

13 ASEIA CHAUDHRY: Yeah, (inaudible).

14 EDWARD BAUGH: Thank you. That's all I have.

15 STEVEN SHILLINGFORD: Okay, all right, I appreciate that.
16 That'll end this at approximately quarter to 10.

17

18 (End of Interview)

19

CERTIFICATE OF TRANSCRIPTIONIST

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

I, Claudia Miller, do hereby certify that the above was transcribed by me from one audio track; that the transcript is a true transcription of that audio track; that I am neither counsel for, related to, nor employed by any of the parties to which the proceedings were taken; and further, that I am not a relative or employee of any attorney or counsel employed by the parties hereto, nor financially or otherwise interested in the outcome of the action.



Claudia Miller
Perfect Solution, Inc.
1299A Quaker Hill Drive
Alexandria, Virginia 22314
703/823-9017

Date: April 10, 2009

21



United States Department of the Interior
Office of Inspector General

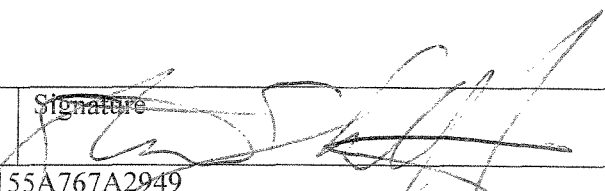
INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date May 14, 2009
Report Subject Interview of Rodney Brooks	

On April 3, 2009, Investigators Adolph Benavidez and Steven Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, interviewed Rodney Brooks, intern, Department of Interior University (DOIU) at DOI-OIG, Washington, DC, concerning LaRone President's whistleblower complaint to the U.S. office of Special Counsel (OSC). Brooks agreed to have the interview audio recorded. The interview was not transcribed, but a copy of the recording is available in the case file. Brooks provided the following information:

Brooks stated that he met President during their initial orientation at the DOIU in late June 2008. Shortly after orientation, President was assigned to the Department of Defense (DOD) and Brooks was assigned to the Food and Drug Administration (FDA). Brooks and President kept in contact over the next three months via email and telephone. In early October 2008, Brooks stated the interns received a email from the Program Manager Robert Foye that President had been terminated from the program. Shortly thereafter President called Brooks to vent, "About what had happened." According to Brooks, President told him that she had been, "let go for creating a hostile work environment or something to that nature." President further told Brooks that there were problems between herself and the other interns in her team / group. President further told Brooks that she had refused to help the other interns on her team, because she was an intern herself and did not feel she should have to train the other interns on her team.

With regard to the cheating during online testing at DOD, Brooks stated that President told him that other interns, specifically Aseia Chanduary had requested copies of the DOD online questions and answers President had completed. President further told Brooks that she had refused to provide the questions and answers, but that Chris Henshaw provided the material to Chanduary. When asked if President provided him copies of the questions and answers, Brooks stated, "I may have received an email from LaRone with the copy of the test." When asked to explain the reason why he received the questions and answers from President and not Chanduary, Brooks stated, "She provided it to her friends." Brooks stated he couldn't be sure, but he thought President also emailed Acquisition 201A to Alfredia Allen and Rodney Walters.

Reporting Official/Title Steven A. Shillingford / Investigator	Signature 
Authentication Number: 69FD41398F36EDBFA6A7155A767A2949	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

OFFICIAL USE ONLY

OI-003 (06/08)

22



United States Department of the Interior
Office of Inspector General

INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date May 19, 2009
Report Subject Interview of Rodney Walters	

On April 6, 2009, Investigators Adolph Benavidez and Steven Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, interviewed Rodney Walters, intern, Department of Interior University (DOIU) at DOI-OIG, Washington, DC, concerning LaRone President's whistleblower complaint to the U.S. office of Special Counsel (OSC). Walters agreed to have the interview audio recorded. The interview was not transcribed, but a copy of the recording is available in the case file. Walters provided the following information:

Walters stated that he met President during their initial orientation at the DOIU in late June 2008. Shortly after orientation, President was assigned to the Department of Defense (DOD) and Walters was assigned to the U.S. Department of Health & Human Services (HHS). Walters stated that he heard only hearsay that President was terminated because of, "the ruckus she was causing over at DOD." Walters stated that President directly told him that she was having issues with another intern and that President never told him anything about the cheating during online test. Under further questioning about the cheating, Walters stated, "She might have said something about that, I believe there was a conversation we had." When asked if President sent him the questions and answers to online test, Walters stated, "Yes, yes she did, Acquisition 101 and 201A." Walters further stated that the questions and answers were emailed to him before President was terminated from the intern program. When asked why she sent the questions and answers, Walters stated that with Acquisition 101, he had a deadline to get 101 and 201A done, and he knew President was at DOD and was finished with the course so he called President and said, "Hey, is there anything you can share, to help me," so President sent Walters the summaries and answers to the online test via email.

Reporting Official/Title Steven A. Shillingford / Investigator	Signature
Authentication Number: CD8903F43A04878EEC79B16FA9AB76CE	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

OFFICIAL USE ONLY

OI-003 (06/08)

23



United States Department of the Interior
Office of Inspector General

INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date May 15, 2009
Report Subject Interview of Alfredia Allen	

On April 6, 2009, Investigators Adolph Benavidez and Steven Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, interviewed Alfredia Allen, intern, Department of Interior University (DOIU) at DOI-OIG, Washington, DC, concerning LaRone President's whistleblower complaint to the U.S. office of Special Counsel (OSC). Allen agreed to have the interview audio recorded. The interview was not transcribed, but the recording is available in the case file. Allen provided the following information:

Allen stated that she met LaRone President in late June 2008, through the DOIU intern program at DOI. She stated that the two were not on the same team, nor were they at the Department of Defense (DOD) during the time these events occurred. Allen was assigned to the Department of Human Services (DHS). Allen further stated that prior to receiving an email, sent by Robert Foye in early October 2008, indicating that President had been terminated from the DOIU program, Allen was not aware of any problems President was having with her fellow interns at DOD. Additionally, Allen claimed no knowledge of allegations made by President that her fellow interns were cheating on several Defense Acquisition University (DAU) online tests.

Allen was asked if she ever received online test questions and answers from President via email. Allen's reply was, "No." Under further questioning, Allen admitted receiving the questions and answers via email stating, "Let me see, I may have gotten a module or two, but I didn't keep those." Allen claimed that President sent the questions and answers to Contracting 201A, "To show what was happening, just to show what was going on." Several attempts to clarify this statement were unsuccessful. Under further questioning, Allen admitted that President sent the questions and answers, never identifying her fellow interns or saying anyone was cheating.

Allen claimed she never used the questions and answers, deleted the email and made the assumption on her own that President sent the material via email to show cheating amongst interns at DOD. Under further questioning, Allen admitted sending the test questions and answers received from President to other interns saying, "I may have sent it to Brooks, but that's about it or Walters, I think I sent it to Walters." When asked why she sent the test material to Walters and what she thought he was going to

Reporting Official/Title Steven A. Shillingford / Investigator	Signature 
Authentication Number: DADC6553641F4C8E2FA118FEDFE7C1CA	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

OFFICIAL USE ONLY

OI-003 (06/08)

do with it, Allen stated, "He probably thought he could use it, I'll probably tell the truth on that one, because I didn't tell him not to use it or anything probably." When questioned further, Allen indicated that President sent her the test questions and answers to contracting 201A unsolicited. Allen further stated, "I think it was to show me possibly what they did, and it could have been for me to use."

24

2 Interview of Chris Henshaw

3 April 1, 2009

4

5 STEVEN SHILLINGFORD: The time is approximately one minute
6 after 12 on April 1st, 2009. This is Investigator Steven
7 Shillingford with the Department of Interior's OIG's office,
8 Program Integrity Division. We'll be interviewing - and would
9 you just say your name for me?

10 CHRIS HENSHAW: Yes, this is Chris Henshaw.

11 STEVEN SHILLINGFORD: Would you spell it?

12 CHRIS HENSHAW: C-H-R-I-S and the last name is
13 H-E-N-S-H-A-W.

14 STEVEN SHILLINGFORD: And who are you working with now?

15 CHRIS HENSHAW: Right now, I am on a rotational assignment
16 up with the Department of Interior in their Acquisitions Services
17 Directorate in Herndon, Virginia. This is my second of four
18 rotations. The first one was at Department of Defense in
19 their Acquisition and Procurement Office, which is under their
20 Washington Headquarters Services umbrella; that was located in
21 Rosslyn, Virginia. And, yeah, what else?

22 STEVEN SHILLINGFORD: Also present is -?

23 ADOLPH BENAVIDEZ: Adolph J. Benavidez, Investigator,
24 Program Integrity Division, Office of Inspector General,
25 Department of Interior.

1 STEVEN SHILLINGFORD: Before going on tape, Chris,
2 (inaudible) sheet of paper. It was called the Garrity Warning.
3 Basically, it's your rights as an employee. Just because we're
4 the IG's Office doesn't mean you have to talk to us. Did you
5 read through that?

6 CHRIS HENSHAW: Yes.

7 STEVEN SHILLINGFORD: And did you understand it?

8 CHRIS HENSHAW: I think so.

9 STEVEN SHILLINGFORD: Okay. And you signed?

10 CHRIS HENSHAW: And I signed.

11 STEVEN SHILLINGFORD: Okay, very good. And also before we
12 went on tape, you said that you weren't quite sure why you were
13 here, but you knew who we were talking about.

14 CHRIS HENSHAW: Yes, that's correct.

15 STEVEN SHILLINGFORD: Who is that?

16 CHRIS HENSHAW: LaRone President.

17 STEVEN SHILLINGFORD: Okay. And what do you know about -
18 or what do you speculate you're here for?

19 CHRIS HENSHAW: That's a great question. I knew LaRone
20 in the intern program, just like all the other 25 interns,
21 26 including me. She was working for her rotational assignment
22 at Department of Defense when I was there. She was apparently
23 terminated for something, and I found out, you know, kind of
24 either - can't remember if it was the rumor mill or email that
25 was sent out or what-not, but she was no longer there. And so
26 I guess I'm here to see what I know about her or -

1 STEVEN SHILLINGFORD: So you came on at the same time that
2 she did back in July I guess it was, end of July?

3 CHRIS HENSHAW: Yeah, we started July 22nd.

4 STEVEN SHILLINGFORD: And were you on the same rotation with
5 her?

6 CHRIS HENSHAW: Same rotation at DoD for the first one,
7 uh-huh [yes].

8 STEVEN SHILLINGFORD: Were you in her same group, or were
9 you in a different group?

10 CHRIS HENSHAW: No, we were on different teams, in fact,
11 on a completely different floor. The team I was on was on the
12 9th floor, and her along with most of the other interns were on
13 the 12th. And, anyhow, so different teams.

14 STEVEN SHILLINGFORD: During the time that you were there at
15 DoD when this started, did you hear any rumblings of her having
16 any problems or anyone having a problem with her?

17 CHRIS HENSHAW: I did.

18 STEVEN SHILLINGFORD: What did you hear?

19 CHRIS HENSHAW: In fact, the intern that worked with me -
20 well, I guess let me explain how I perceive this all started.
21 There were two interns on my team, me and the other person.
22 This person went up to the cubicle area that LaRone sat in.

23 STEVEN SHILLINGFORD: Now which person are we talking about?

24 CHRIS HENSHAW: Do we need names?

25 STEVEN SHILLINGFORD: Yes.

26 CHRIS HENSHAW: Her name's Aseia.

1 STEVEN SHILLINGFORD: Aseia, okay, Chaudhry?

2 CHRIS HENSHAW: Chaudhry, so you know who she is.

3 STEVEN SHILLINGFORD: Yeah.

4 CHRIS HENSHAW: She went up. So the cube area, I'm going to
5 call it, that LaRone was in had LaRone, (Isaac and Maria). And
6 it was kind of like a den-type area. I mean, it's not a separate
7 cubicle for each one of those people. She went up and would
8 often go up and talk with Isaac and what-not.

9 The way I understand it, she went up and was talking with
10 Isaac. LaRone did not take her CAT card with her, so her
11 computer was still on, and it wasn't locked or anything. And so
12 when she came back and saw Aseia there, she thought that Aseia
13 had been looking at her computer screen and proceeded to, I
14 guess, totally kind of wig out at not only Aseia but kind of the
15 rest. You know, "What did you see on my screen? What are you
16 doing?" This and that. And which I thought was kind of funny.
17 Why didn't you take your card if you're concerned about what
18 people are seeing on your screen, which incidentally is the
19 policy there, that when you leave your desk, you're supposed
20 to take your card with you.

21 And that incident apparently was reported to Rob Foye, our
22 Program Manager.

23 STEVEN SHILLINGFORD: Now how did you hear about this
24 incident?

25 CHRIS HENSHAW: And that came from Aseia.

26 STEVEN SHILLINGFORD: Aseia told you.

1 CHRIS HENSHAW: She told me initially. You know, and
2 then I guess as time went on, you know, I heard from other DoD
3 employees, that were not interns, what happened. And, you know,
4 it was pretty much the same story.

5 STEVEN SHILLINGFORD: The DoD employees that you heard this
6 from, were they people that saw it firsthand or also heard it
7 third-hand like you?

8 CHRIS HENSHAW: I think they kind of heard it, yeah.

9 STEVEN SHILLINGFORD: Okay, but it was basically the same
10 story?

11 CHRIS HENSHAW: Those that actually saw it I think were just
12 there, you know, probably Maria and Isaac. And I don't even know
13 if Maria was there, but Isaac was, because she was talking to
14 her, so.

15 STEVEN SHILLINGFORD: Is that the only incident that you
16 heard about?

17 CHRIS HENSHAW: Okay, so that was the first one. And
18 then there was one separate incident where she I guess kind of
19 verbally attacked Maria, in a way, and I don't know what was said
20 or what it was about. I know Maria ended up, you know, crying
21 and calling Rob and tried not to, you know, show LaRone that,
22 but -

23 STEVEN SHILLINGFORD: Again, this is something that you
24 heard about.

25 CHRIS HENSHAW: Again, that's something I heard about - from
26 Maria, so that's that.

1 STEVEN SHILLINGFORD: Anything else?

2 CHRIS HENSHAW: Specific cases, not that I can think of.

3 But, again, from the other interns, as well as from my direct

4 report at DoD, who was not LaRone's direct report, but she came

5 down when LaRone left and said, you know, "She's leaving us. The

6 attitude that she had here and kind of the really hostility she

7 had towards some of the people she worked with is not welcome

8 here. She's no longer here." That's that.

9 STEVEN SHILLINGFORD: Who was that that told you?

10 CHRIS HENSHAW: Her name is {Linda Allen}.

11 STEVEN SHILLINGFORD: Linda?

12 CHRIS HENSHAW: Allen.

13 STEVEN SHILLINGFORD: Allen?

14 CHRIS HENSHAW: Uh-huh [yes], and she again was my direct

15 boss at that place. How she got the information or what-not, I'm

16 not sure. I think Rob had already sent out an email saying, you

17 know, that she's no longer in the program. So I kind of knew

18 that LaRone was not going to be here anymore.

19 STEVEN SHILLINGFORD: Were you privy to any of this alleged

20 hostility that she fostered over there?

21 CHRIS HENSHAW: I'm a fairly easy guy to get along with, I

22 think, and it takes quite a bit to really tick me off. And I

23 personally never let that bother me, and I -

24 STEVEN SHILLINGFORD: But did you see some of it? It didn't

25 bother you, or you didn't see it?

1 CHRIS HENSHAW: It didn't bother me, and at DoD, I never saw
2 it. When we all came together as a class, I think - because the
3 first three weeks we started here, we were, you know, kind of in
4 orientation and class. Contracting 100, I think, was the class.
5 We came back a few weeks late for another one. During those
6 classes, you know, I could kind of see in the discussions and
7 what-not that I personally didn't want to be on her team.

8 STEVEN SHILLINGFORD: Why not?

9 CHRIS HENSHAW: Very assertive in what she felt was, you
10 know, the correct answer, didn't really listen to other people's
11 opinions, and when you offered it, because I was on her team -
12 I'm trying to think of the class; it probably would have been
13 110, Con 110, and, you know, it was just kind of like, "Well, I
14 can't even talk here because, you know, whatever I say you're
15 going to shoot down and think that you're right, and that's
16 that."

17 So that was my experience with it. Did it bug me? Maybe
18 a little bit, not to the point where, you know -

19 STEVEN SHILLINGFORD: Was she a team player during those
20 classes, though?

21 CHRIS HENSHAW: I guess that's kind of a relative term.
22 What do you mean by that?

23 STEVEN SHILLINGFORD: I mean, being assertive isn't a bad
24 thing.

25 CHRIS HENSHAW: No, it's not, it's not.

26 STEVEN SHILLINGFORD: But was she a team player?

1 CHRIS HENSHAW: Debatable. Did I feel like she was?

2 Probably close to not necessarily. How's that for vague?

3 STEVEN SHILLINGFORD: Did it surprise you that she was
4 terminated?

5 CHRIS HENSHAW: From what I heard and what-not, I just
6 thought what - you know, not only kind of seeing her interact
7 with others in class and then again kind of hearing rumblings at
8 DoD and what went on, not particularly. It didn't surprise me.

9 STEVEN SHILLINGFORD: Didn't? Okay. So what happened -

10 CHRIS HENSHAW: I didn't know if you could. I mean, I'm
11 coming from the private sector, you know, and it's like they can
12 let you go whenever, whenever. And I thought, "Oh, great, here's
13 the government. It's never going to happen." And so that was
14 just a lack of, I guess, kind of my understanding of what
15 happens, so.

16 STEVEN SHILLINGFORD: Tell us about the test scores, the
17 test taking.

18 CHRIS HENSHAW: What do you mean?

19 STEVEN SHILLINGFORD: How did that happen? There was an
20 incident revolving around the test taking.

21 CHRIS HENSHAW: I mean, all the tests - well, not all the
22 tests. I mean, there were probably two or three classes that we
23 took online. At the end of every section, there was a test.
24 And, I don't know, based off of what you read, you went through
25 and took the test.

1 STEVEN SHILLINGFORD: Did anyone come to you and ask you for
2 the test material?

3 CHRIS HENSHAW: Uh-huh [yes].

4 STEVEN SHILLINGFORD: Who?

5 CHRIS HENSHAW: Because I worked with Aseia, she did.
6 I think that was the only one.

7 STEVEN SHILLINGFORD: Just Aseia came to you -

8 CHRIS HENSHAW: Um-hm [yes].

9 STEVEN SHILLINGFORD: - asking for it?

10 CHRIS HENSHAW: "What did you get on the test?" You know,
11 "Did you have a question like this?"

12 STEVEN SHILLINGFORD: Was that an issue for Ms. President
13 about that?

14 CHRIS HENSHAW: Not that I knew of.

15 STEVEN SHILLINGFORD: Did she come to you and discuss with
16 you about being asked also for test -

17 CHRIS HENSHAW: Did LaRone?

18 STEVEN SHILLINGFORD: Yes.

19 CHRIS HENSHAW: Not that I remember. She -

20 STEVEN SHILLINGFORD: Could she have come to you and asked
21 you about that?

22 CHRIS HENSHAW: I hope she felt comfortable enough to. I
23 mean, I remember talking about the classes, you know, "How far
24 are you? How's it going?" - that type of stuff. But I don't
25 remember her ever saying, you know, "How'd you do on that test?"
26 You know, "Let me see what you got."

1 STEVEN SHILLINGFORD: When Ms. Chaudhry came to you, what
2 was she asking you? She was asking you for the answers?

3 CHRIS HENSHAW: Yeah, yeah.

4 STEVEN SHILLINGFORD: How many times did she come to you
5 and ask you for that?

6 CHRIS HENSHAW: I don't know, I mean, more than once.

7 STEVEN SHILLINGFORD: Did you ever give them to her?

8 CHRIS HENSHAW: Um-hm [yes].

9 STEVEN SHILLINGFORD: You did? Do you know what she did
10 with them?

11 CHRIS HENSHAW: I assume she used them. Now whether the
12 questions were the same or not, I have no idea. I suspect
13 they're not but, you know, it was like "Here's what I got.
14 I don't mind sharing it with you."

15 STEVEN SHILLINGFORD: How many times did you give them to
16 her?

17 CHRIS HENSHAW: Well, like I said, I mean, I don't know a
18 certain number. I mean, it was more than once.

19 STEVEN SHILLINGFORD: Do you remember an incident where she
20 then faxed those test scores to someone else?

21 CHRIS HENSHAW: Not that I know of. I remember her printing
22 them off, and she kept them in a notebook. And I don't know if
23 she just used that for herself, if she dispersed that. I was
24 usually several lessons ahead of her. I'm not saying that for,
25 you know, "Look at how great I am," but that's just kind of I
26 moved quicker than she did. And so it wasn't like I needed, you

1 know, to rely on her. You know, that was always like, oh, she's
2 coming by and like, "Hey, you know, how did that one go?" "Well,
3 you know, I mean, I passed. Here," I mean.

4 ADOLPH BENAVIDEZ: What exactly were you providing her?

5 CHRIS HENSHAW: The test, I mean, you can print that off,
6 you know, and so I printed - I'm trying to think if it was like -
7 you have three times to pass the test. You have to get them all
8 right. And, occasionally, I mean, I would miss some. And so
9 I don't know if it was like my first attempt or if it was my
10 second. I mean, but it was the test that I took is what.

11 ADOLPH BENAVIDEZ: And when you printed you out, did it have
12 the question and the answer that was correct?

13 CHRIS HENSHAW: It had the question, and I think so on some
14 of them.

15 STEVEN SHILLINGFORD: Well, it must have the answer, because
16 why else -

17 CHRIS HENSHAW: Yeah.

18 STEVEN SHILLINGFORD: - would she ask?

19 CHRIS HENSHAW: Right, it had the answers. I'm just
20 wondering if it had the ones marked or if I went and remembered
21 what I put. I don't remember, but.

22 STEVEN SHILLINGFORD: Ultimately, you gave her the answers.

23 CHRIS HENSHAW: Ultimately, I gave her what I answered.

24 STEVEN SHILLINGFORD: Right, right, okay. Were you supposed
25 to do that?

1 CHRIS HENSHAW: I don't know. I mean, probably not. I
2 guess there's nothing that says you shouldn't, that I know of.

3 STEVEN SHILLINGFORD: There was nothing that said that you
4 couldn't share that?

5 CHRIS HENSHAW: Not that I was aware of.

6 STEVEN SHILLINGFORD: Okay.

7 CHRIS HENSHAW: So, you know, again, I just thought, well,
8 okay, whatever.

9 ADOLPH BENAVIDEZ: Was there a proctor that gave you all the
10 tests, or was this all self-pace? You just went on there when
11 you felt you were ready?

12 CHRIS HENSHAW: Um-hm [yes].

13 ADOLPH BENAVIDEZ: And you took the test.

14 CHRIS HENSHAW: Yeah, yeah. In fact, you registered for
15 the course whenever you wanted to. The only guideline we had
16 was that the course was supposed to be completed I believe by
17 December 1 of last year. And so you had from July through
18 December to take, I think it was three classes online, and so
19 you had to get those done.

20 ADOLPH BENAVIDEZ: What were they, specifically? You said
21 that you remember the series, the number, Contracting -

22 CHRIS HENSHAW: Yeah, I mean, like I said, the Con 100 was
23 in class, and I think the 110 was as well. And that's what -

24 ADOLPH BENAVIDEZ: By "Con," you mean Contracting?

25 CHRIS HENSHAW: Yeah.

26 ADOLPH BENAVIDEZ: Contracting 100, Contracting 101?

1 CHRIS HENSHAW: I think it was 110. I know for sure we took
2 Acquisition 101. We took Acquisition 201A online. I think there
3 was one other Contracting class so, you know, again, there were I
4 want to say three or four that we had to do. And keep in mind, I
5 mean, obviously in these classes, there's multiple chapters and,
6 you know, typically a test after each chapter and, you know.

7 STEVEN SHILLINGFORD: Do you think it was three or four
8 tests or more than four that you gave her?

9 CHRIS HENSHAW: Like actual tests or what do you mean?

10 STEVEN SHILLINGFORD: The ones that you took online that
11 you printed off. Was it three or four, or was it -?

12 CHRIS HENSHAW: Well, that's - I guess let me kind of
13 clarify. It wasn't the test after every chapter. I'm saying
14 I probably gave her three or four of my tests spread throughout
15 the three classes, which have multiple tests and chapters.

16 STEVEN SHILLINGFORD: Okay. Was it a particular test that
17 she was asking you for, or would she just come to you, "Hey, are
18 you done with this one -" (inaudible/mixed voices)?

19 CHRIS HENSHAW: Yeah, I mean, like, "Did you pass this
20 section, because I'm having a hard time with it. Help me out."
21 You know, okay, "Look, here's what I got. I don't even know
22 if your test is going to be the same, if the answers or the
23 questions are the same. I don't care. Here you go."

24 ADOLPH BENAVIDEZ: Just to clarify that again. The tests
25 that you - I guess there's, as you're going through the course,

1 you're taking some practice tests, I guess, to get to the final
2 test?

3 CHRIS HENSHAW: You have to -

4 ADOLPH BENAVIDEZ: Or is it all incorporated as to whether -

5 CHRIS HENSHAW: Okay, so after every lesson or chapter,
6 whatever you want to call it, there's a test. And you have to
7 get 100 percent on that test in order to move on. So there's not
8 like a final assessment at the end of the whole course. If you
9 don't get 100 on that test, you got three chances to do it. They
10 test you your first time and, you know, say out of 20 questions,
11 you missed two or three. They're only going to test you on those
12 two or three you missed your second attempt. You miss that
13 again, you get one more try. You miss it again, you're kicked
14 out of the course.

15 ADOLPH BENAVIDEZ: Oh, you're gone? So is there
16 elimination.

17 CHRIS HENSHAW: So that happened to me once. Irrelevant,
18 but, you know.

19 STEVEN SHILLINGFORD: Well, what happens once you're kicked
20 out of the -

21 CHRIS HENSHAW: What happens is -

22 STEVEN SHILLINGFORD: You have to go back to somebody?

23 CHRIS HENSHAW: You got to go call the instructor and say,
24 "Hey, listen, I failed. I'm sorry." And what you're supposed to
25 do after you, I guess, kind of fail the first time, or not pass
26 that first attempt, you're supposed to call the instructor and

1 kind of say, "Hey, look, I missed these problems. You know,
2 let's talk it through. How can I get this right next time?"
3 And, you know, then you're supposed to go and get it right the
4 second time. I skipped that step and, you know, it came back
5 to bite me. And so I had to call him, and he, you know, this
6 particular professor kind of said, "Hey, why didn't you ever call
7 me? You're supposed to call me, and we're supposed to talk about
8 this. I'm going to let you back in this once," and, you know, so
9 I went and took it.

10 STEVEN SHILLINGFORD: Those are the tests you're talking
11 about that you gave to - the final one that you have three
12 chances to get through.

13 CHRIS HENSHAW: Right.

14 STEVEN SHILLINGFORD: Those are the tests that you gave to
15 her after you had finished yours?

16 CHRIS HENSHAW: Like that particular incident?

17 STEVEN SHILLINGFORD: No, just in general.

18 CHRIS HENSHAW: Yeah, yeah, like in general, I would take
19 the first test and get 15 out of 20 or whatever. You know, and
20 if I remembered, I print it off and, you know, kind of have that.
21 She would come to me, "Hey, do you have this test?" "Sure, you
22 can look at it." Now I suspect, and I don't know, because I only
23 took the class once, that they have a bank of questions, and
24 they're not all the same. I mean, the material is the same.

25 STEVEN SHILLINGFORD: From my understanding, it's a pretty
26 difficult test. They're pretty difficult.

1 CHRIS HENSHAW: I got kicked out. So I thought I was pretty
2 smart, but.

3 STEVEN SHILLINGFORD: Chris, the thing that I'm trying to
4 noodle through with you, though, is do you think it's fair that
5 you do all this work? You know, you had to study.

6 CHRIS HENSHAW: Right.

7 STEVEN SHILLINGFORD: But then you give it to her, and she's
8 not studying.

9 CHRIS HENSHAW: I don't know if she's not studying. I don't
10 know. What do you mean do I think it's fair.

11 STEVEN SHILLINGFORD: Well, did anybody help you?

12 CHRIS HENSHAW: I didn't need help.

13 STEVEN SHILLINGFORD: So why, I mean, why should you do the
14 work, but then she doesn't have to? Okay, if all she has to do -

15 CHRIS HENSHAW: It's a fair question.

16 STEVEN SHILLINGFORD: If all she has to do is me give her
17 the answers, and then she goes to the computer in her leisure and
18 looks at the answers and - you know, I mean, that's not fair.

19 It's not fair to you. Right?

20 CHRIS HENSHAW: That's fair. I agree.

21 ADOLPH BENAVIDEZ: Why you couldn't you say no? "Look -"
22 (inaudible/mixed voices).

23 CHRIS HENSHAW: No, I could have.

24 ADOLPH BENAVIDEZ: I mean, what was your rationale then?

25 CHRIS HENSHAW: Why couldn't I or why didn't I?

1 ADOLPH BENAVIDEZ: Well, I guess there's two questions
2 there. Why didn't you, and why couldn't you? I mean, what was
3 the issue?

4 CHRIS HENSHAW: I guess I didn't think it was that big of a
5 deal, you know, to kind of just share what I learned. You know,
6 and I guess kind of going back to the team part, I mean, yeah,
7 I mean, sure, I want to help you, I want to see that you're
8 succeeding.

9 ADOLPH BENAVIDEZ: And there was no instructions from the
10 proctor or from the - either on the screen or anything that says
11 that you can't share these things, that you recall?

12 CHRIS HENSHAW: Not that I remember. Yeah, I mean, could it
13 have been one of those long terms and condition things that you
14 click "accept" after you scroll through it all, there very well
15 could have been. Did I read it and think, "Oh, my gosh, I can't
16 share this because it said I'm going to, you know, get kicked out
17 if I do?" I don't recall that.

18 ADOLPH BENAVIDEZ: Was there any guidance that told you not
19 to print any of that material during the testing?

20 CHRIS HENSHAW: Like specifically on screen, "Do not print
21 this"?

22 ADOLPH BENAVIDEZ: Well, either on the screen or from the
23 instructors "Take the test, don't print any stuff."

24 CHRIS HENSHAW: Not that I can remember.

1 ADOLPH BENAVIDEZ: And were you being watched? Were you
2 being proctored when you were taking these examinations, or was
3 this self-paced, we'll go to the library and do it?

4 CHRIS HENSHAW: Again, it was all self-paced. In reality -

5 STEVEN SHILLINGFORD: You could actually do it at home,
6 couldn't you?

7 CHRIS HENSHAW: Um-hm [yes]. Um-hm [yes]. In reality -

8 ADOLPH BENAVIDEZ: So it was pretty open book.

9 CHRIS HENSHAW: Yeah.

10 ADOLPH BENAVIDEZ: So you always had your materials with you
11 as well when you were taking the tests.

12 CHRIS HENSHAW: And you could always refer back to, you
13 know, the on-screen - I mean, there's a summary at the end of
14 every lesson or chapter -

15 ADOLPH BENAVIDEZ: That you could go back.

16 CHRIS HENSHAW: - that you could print out, which I did
17 print out.

18 ADOLPH BENAVIDEZ: So it's not a tightly controlled
19 examination process.

20 CHRIS HENSHAW: Most of us - I guess I can't really speak
21 for everybody. Most of us took the test at DoD during working
22 hours, again, with the approval of our supervisor and what-not.
23 At least, I knew my supervisor was well aware that I was taking
24 the class online right now, and she was okay with that. But,
25 yeah, I mean, again, you register for it and, you know, you're
26 just kind of put through at your own pace.

1 STEVEN SHILLINGFORD: Well, true, it's DOI Learning. Is it
2 through the website (inaudible/mixed voices)?

3 CHRIS HENSHAW: I think these were through - no, they were
4 through DAU, and that's Defense Acquisition University.

5 STEVEN SHILLINGFORD: Oh, okay, so although you were
6 detailed over at DoD, it was through their system (inaudible)?

7 CHRIS HENSHAW: Right, right. Yeah, it was through their
8 own system.

9 ADOLPH BENAVIDEZ: What was the policy on working together
10 or testing together? Do you remember any guidance on that?
11 Could you do it or was it -

12 CHRIS HENSHAW: In class, you couldn't - you know, I mean,
13 it was open book, not open neighbor. Online, I don't know if
14 there was a policy.

15 ADOLPH BENAVIDEZ: Did you get any guidance on that that
16 you recall?

17 CHRIS HENSHAW: Not that I recall.

18 ADOLPH BENAVIDEZ: So if we go back and we start looking for
19 documents that you may have signed, guidance telling you how this
20 program is supposed to be administered, I mean, there's not going
21 to be something there that's going to be glaring and it's going
22 to stand out here that you were?

23 CHRIS HENSHAW: There very well may be. Do I remember it
24 being there? I don't. And, again, I'm not saying that it wasn't
25 there.

1 ADOLPH BENAVIDEZ: Well, I'm not the primary agent. I'm
2 just asking (inaudible).

3 CHRIS HENSHAW: But, I mean, could it have been in the list
4 of instructions and what-not? Sure. Honestly, guys, on those
5 online courses, I again can't speak for everybody that's taken
6 them, but you want to click through that as fast as you can and
7 get done with it. Most people will tell you that you get more in
8 the classroom than you do out of an online course. I would agree
9 with that. But anyway.

10 STEVEN SHILLINGFORD: You know, her allegation is, and I
11 will go into detail about it, you know - well, let me ask this.
12 When did you first get detailed over to DoD and start to - the
13 date? I know you came to the program say late June, early July,
14 right? Within a couple of weeks, you're heading over to DoD
15 (inaudible).

16 CHRIS HENSHAW: We started, okay, it was three weeks after
17 we started here, so I think it was second, maybe the second
18 week -

19 STEVEN SHILLINGFORD: Second week of July.

20 CHRIS HENSHAW: Yeah.

21 STEVEN SHILLINGFORD: How quickly did you guys start having
22 to do tests through DAU?

23 CHRIS HENSHAW: Again, some people waited until, I mean,
24 like a week before December 1, that December 1 date I was telling
25 you about.

26 STEVEN SHILLINGFORD: To start what?

1 CHRIS HENSHAW: To start the classes.

2 STEVEN SHILLINGFORD: Oh, okay. When did you start getting
3 asked by Chaudhry?

4 CHRIS HENSHAW: I started as soon as I could on the classes,
5 just to get them done with.

6 STEVEN SHILLINGFORD: When did you start getting asked by
7 Chaudhry?

8 CHRIS HENSHAW: Asked by her?

9 STEVEN SHILLINGFORD: Yeah, for the tests.

10 CHRIS HENSHAW: Like are you talking like a specific date,
11 or -?

12 STEVEN SHILLINGFORD: Was it immediately - no, not a
13 specific date, but just give me a ballpark figure. Was it July
14 that she started?

15 CHRIS HENSHAW: I guess it could have been, yeah.

16 STEVEN SHILLINGFORD: Because when did she go on maternity
17 leave?

18 CHRIS HENSHAW: I think it was at the end of the rotation.

19 STEVEN SHILLINGFORD: Which was when?

20 CHRIS HENSHAW: Which was the week before Inauguration Day,
21 that Friday was our last day. I want to say that's the 17th or
22 so of January. I think that's when she actually went on leave.
23 So she was able to stay there the whole time.

24 STEVEN SHILLINGFORD: When is she due back? Do you know?

1 CHRIS HENSHAW: I heard April sometime, and I believe she's
2 going back to DoD, at least that was the plan. But yeah, again,
3 I tried to register as soon as I could on those classes.

4 STEVEN SHILLINGFORD: So you don't remember Ms. President
5 ever coming to you and saying to you, "Hey, these guys keep
6 asking me for the tests, and I'm not going to do that. Did
7 you do that?" You don't remember her asking you that?

8 CHRIS HENSHAW: She never asked me about that. No. No,
9 that - let me think. I think I only went up there a few times
10 to even talk with her. I specifically remember one of the times,
11 and she was taking, you know, going through the slides and taking
12 one of the tests. And I remember asking her like, "Oh, you know,
13 how far did you get, how you doing?" You know, that's fine.

14 And then the other time, I remember I was talking to Isaac
15 and, you know, just kind of end of the day type of thing. And
16 then LaRone came, she sat down, she was putting her shoes on
17 to go home, you know, and I remember just asking her, "How you
18 doing? You know, "You liking it here okay?" "I'm doing fine."
19 And I remember, she's like, "I'm doing fine. I'm always doing
20 fine." I'm like, "Oh, great, well, good, you know, good to see
21 you, have a good weekend," I think, you know, just end of the
22 week type of thing.

23 STEVEN SHILLINGFORD: Can you think of anything else?

24 ADOLPH BENAVIDEZ: So who else was ahead in this group that
25 you're talking about? I don't know, when you said that you were
26 kind of ahead of the pack here, was it ahead of the 26 or so

1 folks, or was it ahead of the folks that you primarily had
2 contact with?

3 CHRIS HENSHAW: The ones that I primarily had contact with.
4 There were 15 total at DoD, 15 interns total.

5 ADOLPH BENAVIDEZ: And who were the folks in your kind of
6 unofficial - or was it an official group that you were with?

7 CHRIS HENSHAW: The intern that was on my team is
8 Ms. Chaudhry. And like I said at the beginning, we were kind
9 of separated from really the rest of the organization being on
10 the 9th floor, everybody else is upstairs. And so that's -

11 STEVEN SHILLINGFORD: I'm not sure whether you got it weekly
12 or biweekly, but didn't you get a printout that said these people
13 have finished this modular? Do you remember getting something
14 like that, these people -

15 CHRIS HENSHAW: I think -

16 STEVEN SHILLINGFORD: It kind of put everybody sort of on
17 notice who's -

18 CHRIS HENSHAW: Yeah, who's done what.

19 STEVEN SHILLINGFORD: - who had done what.

20 CHRIS HENSHAW: I want to say we got that probably three or
21 four times, you know, during that, what was that, I guess, you
22 know, five-, six-month span.

23 STEVEN SHILLINGFORD: Who was normally like pretty much on
24 top of it?

25 CHRIS HENSHAW: That's a good question. I know I was.

1 STEVEN SHILLINGFORD: Was Ms. President one of the other
2 ones that was pretty much on top of it?

3 CHRIS HENSHAW: Not that I remember. That's not to say she
4 wasn't or she was.

5 STEVEN SHILLINGFORD: Well, could another student sort of
6 use that as a gauge and say, "Wow, this person's on top." Like
7 you, you're on top of it. Ms. President's on top of it.

8 CHRIS HENSHAW: "Let's go ask them for some answers."

9 STEVEN SHILLINGFORD: Let's go ask them for the answers,
10 yeah.

11 CHRIS HENSHAW: I don't know if that's what they thought
12 or not. I can't answer for them.

13 STEVEN SHILLINGFORD: Do you think that that was why
14 Ms. Chaudhry asked you?

15 CHRIS HENSHAW: No, I think there was a part of her that
16 maybe struggled a little bit with it.

17 STEVEN SHILLINGFORD: Why do you think she was struggling?
18 I mean, from working with her, what was going on there? She just
19 wasn't getting it?

20 CHRIS HENSHAW: That's a good question, because sometimes
21 when things were explained to both of us the same time, the same
22 way, I remember she would come back to me and say, "Hey, now what
23 was this all about?" You know, and I'm like, "We've gone over
24 this several times," you know. And I never wanted to make her
25 feel stupid but, you know, she didn't seem to grasp things as
26 quick. My wife's been pregnant. I know that the - you know.

1 STEVEN SHILLINGFORD: Hormones (inaudible).

2 CHRIS HENSHAW: The hormones are going. She was pregnant.
3 I don't know if that's why or if, you know, again, if that's how
4 she really is or what-not, but, you know, that's that.

5 ADOLPH BENAVIDEZ: So by providing her with that assistance,
6 those tests, do you feel you compromised the program in any way?

7 CHRIS HENSHAW: Like our program?

8 ADOLPH BENAVIDEZ: Yeah, the Defense or the Acquisition
9 College.

10 CHRIS HENSHAW: Not at all. No. I mean, and I laugh
11 because some of the questions and the way you can find the
12 questions, it's almost an insult to I know my intelligence,
13 because it's like, I mean, "Are you serious, really? This is
14 how you're testing me?"

15 STEVEN SHILLINGFORD: And like part of the test, though, is
16 just to make sure that you utilize the resources in front of you.

17 CHRIS HENSHAW: I agree. I agree.

18 STEVEN SHILLINGFORD: And maybe trying to teach you how to
19 do that. and then somebody else isn't doing that.

20 CHRIS HENSHAW: Yeah.

21 ADOLPH BENAVIDEZ: How to read the FAR and that kind of
22 stuff, because usually the hardest part is finding -

23 STEVEN SHILLINGFORD: You got to go the FAR and (inaudible).

24 CHRIS HENSHAW: I don't ever remember having to go through
25 the FAR, especially on these 100-level classes. It's literally
26 you can Control-Find where it is in the summary.

1 STEVEN SHILLINGFORD: That's part of -
2 CHRIS HENSHAW: Word for word. There it is.
3 STEVEN SHILLINGFORD: Part of the FAR, though, is when you
4 need to find something, you need to know how to go through that
5 (inaudible).
6 CHRIS HENSHAW: I agree. It wasn't the FAR, though.
7 STEVEN SHILLINGFORD: That might have been part of what
8 they're trying to teach, I don't know.
9 CHRIS HENSHAW: Fair enough.
10 STEVEN SHILLINGFORD: I can't think of anything else.
11 Is there anything that you would like to add?
12 CHRIS HENSHAW: What else do you need from me?
13 STEVEN SHILLINGFORD: No, just I mean, that's good. I
14 appreciate you coming (inaudible).
15 ADOLPH BENAVIDEZ: Appreciated your honesty.
16 CHRIS HENSHAW: Is there like a follow-up visit here? Are
17 you guys going to come back or -?
18 STEVEN SHILLINGFORD: No, I mean, if something comes to
19 mind, what I would ask you to do is it is an investigation and
20 not to discuss this with anyone else.
21 CHRIS HENSHAW: That's fair.
22 STEVEN SHILLINGFORD: And sort of keep that to yourself.
23 And if you think of something else, there's my card.
24 CHRIS HENSHAW: Okay.
25 STEVEN SHILLINGFORD: If you think of something else, my
26 number's right there. Feel free to give me a call, okay?

1 CHRIS HENSHAW: We're good. Can I ask are you -

2 STEVEN SHILLINGFORD: We'll go off the record. That'll end

3 this at approximately 12:35.

4

5 (End of Interview)

6

1 **CERTIFICATE OF TRANSCRIPTIONIST**

2

3 I, Claudia Miller, do hereby certify that the above was
4 transcribed by me from one audio track; that the transcript is
5 a true transcription of that audio track; that I am neither
6 counsel for, related to, nor employed by any of the parties to
7 which the proceedings were taken; and further, that I am not a
8 relative or employee of any attorney or counsel employed by the
9 parties hereto, nor financially or otherwise interested in the
10 outcome of the action.

11
12
13
14
15
16
17
18
19
20



Claudia Miller
Perfect Solution, Inc.
1299A Quaker Hill Drive
Alexandria, Virginia 22314
703/823-9017

Date: April 10, 2009

25

2 Interview of Chris Henshaw

3 April 2, 2009

4

5 STEVEN SHILLINGFORD: Today's date is April 2nd, 2009 at
6 approximately 10 minutes after 8:00. We're with Chris -

7 CHRIS HENSHAW: Chris Henshaw.

8 STEVEN SHILLINGFORD: And go ahead and spell it one more
9 time.

10 CHRIS HENSHAW: C-H-R-I-S, and the last name is
11 H-E-N-S-H-A-W.

12 STEVEN SHILLINGFORD: And Steven Shillingford, Investigator
13 with the OIG's office. That's S-H-I-L-L-I-N-G-F-O-R-D. And -?

14 ADOLPH BENAVIDEZ: Adolph, A-D-O-L-P-H, J. Benavidez,
15 B-E-N-A-V-I-D-E-Z, Investigator, Program Integrity, Office of
16 Inspector General, Department of Interior.

17 STEVEN SHILLINGFORD: And Chris, I think you called me
18 yesterday, and I was tied up.

19 CHRIS HENSHAW: Yeah, yeah.

20 STEVEN SHILLINGFORD: And then we just made arrangements to
21 meet again today.

22 CHRIS HENSHAW: Right, we just spoke again this morning.

23 STEVEN SHILLINGFORD: And you said you had some points of
24 clarification.

25 CHRIS HENSHAW: Yeah. Yeah, there were a couple of things I
26 know you guys asked me about yesterday that I wasn't too sure on.

1 I went back and checked on some dates. I don't know if those
2 are going to be of any kind of significance here, but with regard
3 to the date that we first started our rotational assignment at
4 DoD, it was Monday, July 14th, 2008. And the last day of that
5 rotational assignment officially was January 16th, 2009. And
6 to my knowledge, the 16th of January is when Ms. Chaudhry went
7 on maternity leave, and as I understand it, she was coming back
8 sometime this month. You mentioned she (inaudible) today, so
9 apparently she's back.

10 STEVEN SHILLINGFORD: Okay.

11 CHRIS HENSHAW: Next, I'd mentioned to you guys that I was
12 on a team with Ms. President during one of the required courses
13 that we took here at the Main Interior Building in the DOIU
14 classroom. That course was Contracting 110; it's called "Mission
15 Support Planning." It was held from July 28th of 2008 through
16 August 1 of 2008.

17 And, you know, again, I maintain the fact that I felt like
18 she was a little difficult to work with in the group setting and,
19 you know, kind of readily shot down ideas from not only me, but
20 the rest of the group. And, anyway, eventually kind of I guess
21 the situation turned into, "Sure, whatever you want. You know,
22 we're not going to deal with that."

23 With regard to the online courses, there were three that the
24 interns were required to take, and they were required to complete
25 those between - the guideline was by December 1, 2008. The
26 courses were CLC033.

1 STEVEN SHILLINGFORD: I'm sorry, CLC?

2 CHRIS HENSHAW: CLC, I don't know what that stands for.

3 It was Contract Format and Structure.

4 STEVEN SHILLINGFORD: And you said 233?

5 CHRIS HENSHAW: 033.

6 STEVEN SHILLINGFORD: 033, okay.

7 CHRIS HENSHAW: Right, it was Contract Format and Structure
8 is the name of the class. The second one was Acquisition 101,
9 and that is Fundamentals of System Acquisitions Management, and
10 Acquisition 201A, which is Intermediate Systems Acquisition. So,
11 again, interns were, I think we talked about this yesterday, kind
12 of advised and given that they could take these courses at their
13 own pace so long as they were complete by December 1.

14 The questions and answers that I supplied, or that were
15 requested, whatever, to Ms. Chaudhry I believe were in regard
16 to 201A, Acquisition 201A. I don't recall, thinking back, of
17 anything for CLC033 or Acquisition 101. I tried to explain
18 this a little bit yesterday, but Acquisition 201A, there are
19 six modules in that class - or lessons, chapters, whatever you
20 want to call them. So to complete a module and move on to the
21 next one, there is a test after each one, where you have to
22 score 100 percent. If you don't receive 100 percent, then you're
23 tested again only on the questions you've missed. So I think I
24 gave the example, I mean, if there were 20 questions and you
25 missed five, you're tested on those five questions again.

26 STEVEN SHILLINGFORD: Okay.

1 CHRIS HENSHAW: The trick is, though, is that they don't
2 give you the same five questions to answer again, so, you know,
3 you just switch your answer to "B" instead of "C," and you get it
4 right type of thing. What they'll do is take a certain aspect of
5 that and give you a completely new question with answers. And so
6 you really have to go back and study through the whole thing.

7 So what I'm trying to illustrate is that the 201A tests are
8 not a one-size-fits-all, like everybody takes the same test where
9 the questions and answers are the same for everyone. Based on
10 my experience, I think there's a bank of questions that come
11 through. I remember a number of times where I would be taking
12 a particular test, have to log out of the system for some reason
13 or another, and get back in only to find the questions were
14 completely different than when I first started.

15 And so I guess that's what I want to be clear on is that
16 the answers that I gave were the answers to *my* test specifically
17 and not to hers, given that, you know, that the questions are
18 randomly generated. And is it possible that some of the
19 questions were the same on mine and hers? I guess it's possible
20 question for question, but for the whole test, highly doubtful.
21 But, again, I just wanted to make clear that I know that the
22 tests weren't the same.

23 So I told you guys I don't remember the number of tests I
24 gave her. Again, there were six in this particular course. I
25 don't remember giving her all six, and I probably gave her more

1 than one. So that's, you know, we finished this last eight, nine
2 months.

3 STEVEN SHILLINGFORD: Okay. So more than one, but less than
4 six?

5 CHRIS HENSHAW: Yeah. So, anyhow, I remember, I think, Ben,
6 you asked, you know, "Well, do you think it was fair that you did
7 this?" And, you know, probably not. But I was thinking like,
8 well, you know, you go out and buy the GMAT prep books that
9 give you the answers to the test. Well, you go in and take a
10 completely different test, the same way we did. And so, you
11 know, it was like okay, well, they're kind of different. I mean,
12 sure, the idea is the same, just the same way those are.

13 And I didn't come here this morning to rationalize did I,
14 you know, do the right thing by giving her tests, by any means.
15 You guys made it very clear yesterday that that wasn't the right
16 thing to do. But I will maintain the fact that I was unaware of
17 any DAU or DOI policy that prohibited me from doing that.

18 STEVEN SHILLINGFORD: Okay.

19 CHRIS HENSHAW: Is there one? There very well may be. But
20 was I aware of that at the time? No.

21 STEVEN SHILLINGFORD: Okay.

22 CHRIS HENSHAW: I think that's about it.

23 ADOLPH BENAVIDEZ: Okay. What do you have prepared there?
24 Are these your notes for you, or do you want to share them with
25 us?

1 CHRIS HENSHAW: These are my notes, and I'd be more than
2 happy to email them over to you.

3 STEVEN SHILLINGFORD: Yeah, why don't you do that.

4 CHRIS HENSHAW: But, yeah, I can tell you that these are my
5 thoughts. That's how I organized them, so.

6 STEVEN SHILLINGFORD: Well, I appreciate you coming in. I
7 don't have any other questions. That helps out a lot as far as
8 the courses are concerned.

9 CHRIS HENSHAW: Again, like I left yesterday feeling like,
10 you know, there maybe wasn't a complete understanding of the
11 whole process, that like, oh, okay, here's the test, easy enough.
12 That's not the case. And, you know, I still feel like there was,
13 you know, some effort that had to go into that, knowing that, you
14 know, logging out and getting back in to find a completely new
15 test is like "Wait a minute. You know, I can't just keep my own
16 answers and go back through?" And so with regard to the whole
17 case, I don't know how relevant that is, but -.

18 STEVEN SHILLINGFORD: No, it helps, and I appreciate you
19 coming down and clarifying.

20 CHRIS HENSHAW: Wanted to share that with you guys.

21 STEVEN SHILLINGFORD: Yes, definitely. Ben?

22 ADOLPH BENAVIDEZ: No.

23 STEVEN SHILLINGFORD: Okay, great. Yeah, if you want to
24 give me that, or if you want to just email it, that'd be great.

25 CHRIS HENSHAW: Yeah, let me send it to you.

26 STEVEN SHILLINGFORD: Okay, you've got my card.

1 CHRIS HENSHAW: I've got your card. I don't think I have
2 yours, but I'll send it to you, and you can -

3 STEVEN SHILLINGFORD: Yeah, just send it to me.

4 CHRIS HENSHAW: (Inaudible), so.

5 STEVEN SHILLINGFORD: Okay, all right, we'll go off the
6 record at approximately 8:17.

7


8 (End of Interview)

9

1 CERTIFICATE OF TRANSCRIPTIONIST

2

3 I, Claudia Miller, do hereby certify that the above was
4 transcribed by me from one audio track; that the transcript is
5 a true transcription of that audio track; that I am neither
6 counsel for, related to, nor employed by any of the parties to
7 which the proceedings were taken; and further, that I am not a
8 relative or employee of any attorney or counsel employed by the
9 parties hereto, nor financially or otherwise interested in the
10 outcome of the action.

11 
12 _____
13 Claudia Miller
14 Perfect Solution, Inc.
15 1299A Quaker Hill Drive
16 Alexandria, Virginia 22314
17 703/823-9017
18
19

20 Date: April, 2009

26



United States Department of the Interior
Office of Inspector General

INVESTIGATIVE ACTIVITY REPORT

Case Title McPheeters, Lynn	Case Number PI-PI-09-0304-I
Reporting Office Program Integrity Division	Report Date April 8, 2009
Report Subject Interview of Larone President	

On April 8, 2009 Special Agent (SA) Edward Baugh and Investigator Steve Shillingford, Office of Inspector General (OIG), Department of the Interior (DOI), Program Integrity Division, re-interviewed Larone President, former intern, Department of Interior University (DOIU) at DOI-OIG, Washington, DC, concerning follow up questions to her original complaint. President agreed to have the interview audio recorded and provided the following information:

Prior to starting the interview, President's attorney, T. Cary Devorsetz, with Alderman, Devorsetz and Hora PLLC, requested a few minutes for his client to clear up a possible discrepancy from the initial interview with DOI-OIG on March 27, 2009.

President explained on the record that she had previously stated to DOI-OIG on March 27, 2009, that she had not told anyone else about the cheating going on with the Government-wide Acquisition Management Intern Program (GAMIP) until late September, when she told Lynn McPheeters, DOIU President, and Robert Foye Chief Learning Officer, DOIU, about the cheating going on among the GAMIP interns. President stated she had made a mistake and that she did give Rodney Brooks, GAMIP intern, and Alfredia Allen, GAMIP intern, test answers as evidence the other interns were cheating. President recalled giving the answers to Brooks and Allen in August or September, but definitely before September 25, 2008, when she told DOIU the interns had been cheating on their exams. President explained that the reason why she had done this was to show Brooks and Allen that the other GAMIP interns she had accused in the original complaint were actually cheating. President stated she did not give the test answers she gave to Brooks and Allen to her Department of Defense supervisors because she did not think they would have believed her. President also stated the reason she did not talk about this in the first interview was to keep Brooks and Allen out of the complaint for fear they may be retaliated against like she was.

President was asked if she gave test questions to Rodney Walters, GAMIP intern, as well and she stated no. President also denied receiving any phone calls from either Brooks or Allen in the past two weeks.

Reporting Official/Title Edward J. Baugh/ Special Agent	Signature 
Authentication Number: 963577AFB027FD67F9E4AB6BBDF73FC4	

This document is the property of the Department of the Interior, Office of Inspector General (OIG), and may contain information that is protected from disclosure by law. Distribution and reproduction of this document is not authorized without the express written permission of the OIG.

OFFICIAL USE ONLY

OIG-003 (06/08)

This interview has been transcribed and placed in the case file.