

December 31, 2009

Ms. Lynn Alexander
Attorney, Disclosure Unit
U.S. Office of Special Counsel
1730 M. Street, N.W., Suite 218
Washington, DC 20036-4505

Dear Ms. Alexander:

Thank you for the opportunity to comment on the Department of Interior's Report of Investigation. As the report has numerous inaccuracies it required substantial comments on my part as well as Exhibits.

As there are many discrepancies, inaccuracies, falsehoods and vague statements, it is my intent to take this opportunity to clarify exactly the events as they transpired and have been documented over the entire course of my employment as a Contract Specialist Intern with the Department of Interior. As this document becomes public record, I must address each discrepancy individually.

It was with great shock that I read the report in its entirety and found how comfortable the Department of Interior was with submitting altered documents and fabricating information to make themselves appear innocent of the allegations. I reviewed this document in amazement knowing how little regard DOI has for your job, the Office of Special Counsel and its work in general, the President of the United States and Congressional reviews. It is unbelievable that even after several requests, DOI submitted such a shabby representation to your office and had no embarrassment in continuing to defend outright dishonest personnel to the point of promoting them after the fact. It is also unbelievable that they refused to take any legitimate action based on their findings and that these same interns will be cleared for security clearances and given authority to spend taxpayer monies freely and without accountability.

Also, if you reference Chris Henshaw's interview, it seems awful strange the content of it. In the opening of the interview, Mr. Shillingford immediately confirmed that the interview was about the whistleblower as opposed to the cheating of which this entire investigation is based. This behavior is very questionable and was sure to happen when you have the "fox guarding the hen house".

After you are completed with your process, I would respectfully request contact information for the Presidential and Congressional representatives your office will be forwarding this report to. I would personally like to follow up on this issue as I still have a grave concern regarding the expenditures for a sham program and the future expenditures of taxpayer dollars.

Your follow up is on this matter is greatly appreciated. The Federal Government would surely benefit from more diligent workers like you. If you need any additional information, please don't hesitate contacting me.

Sincerely,

A handwritten signature in black ink that reads "LaRone President". The signature is written in a cursive, slightly slanted style.

LaRone President

Comments of LaRone President

Regarding the Department of Interior (DOI)'s Investigation in Cheating on
Certification Exams by Interns in the Governmentwide Acquisition Management
Intern Program

In my opening response to this Report of Investigation, I would like to take the opportunity to state that the Department of Interior was remiss in not addressing Richard Trinidad's (Associate General Inspector for Whistleblower Protection) dereliction of duty in refusing to take a report, follow up or launch any type of investigation related to the allegations covered in this investigation. On September 29, 2008 while discussing these issues with Sheila Kenney at the Department of Interior's EEO office, we discussed in details my information regarding the interns' cheating on certification exams. She recommended that I contact Richard Trinidad and personally gave me his telephone number. After several voice mail messages and several days later, I reached his personal secretary who in turn forwarded my message to him. He finally returned my telephone call and after I voiced my concerns related to the improprieties within the program related to the interns' cheating, he immediately told me "this was not his area" (Exhibit 1). Not only did he immediately dismiss my allegations, he informed me that he would immediately have a conversation with the President of DOI University, Lynn McPheeters, and expressed that there was nothing he could do.

Just by Richard Trinidad's mere job title, it sends a message that there is a place of protection within the walls of the Department of Interior but his behavior and documented inaction has solidified DOI's reputation of covering up wrong doing and "going after" the whistleblower to make them the problem as opposed to the solution of government waste, fraud and abuse which is at the heart of the entire matter. It's a sad reflection when he came recommended from one of his peers and still failed to make the briefest of inquiries thus saving the Federal Government thousands of dollars in full investigative time by involving the OSC, The President of the United States and Congressional members. This is a broken system that needs repair immediately.

Robert Foye readily states "she blew the whistle" (Robert Foye Interview (ROI Attachment 2 – Page 9, lines 25 and 26) on September 25, 2008. He never attempted to allege he contacted any higher authority to report my allegations. As a GS-14 level Manager within the Federal Government, it's strange he did not follow any whistleblower procedures. As Program Manager for Department of Interior University which facilitates Whistleblower Training, what type of reflection is this of the organization? All communications should have ceased at that moment and someone for the Inspector General's office or Human Resources should have become immediately involved. As confirmed on Page 9 of this same report, DOI University President Lynn McPheeters was present during this conversation and failed to take any action as well. After this disclosure, Robert Foye, Lynn McPheeters, Lauren Uher and Melanie Alston failed to present any new incident/s within this report that occurred between September 26, 2008 and October 2, 2008 that would justify removal from the Department of Defense (DOD) and termination on October 6, 2008. As Melanie Alston is one of the few DOI interns hired at the Department of Defense after participation in this program and DOD receives a great amount of dollars for intern's participation, it would not be difficult to understand their loyalties.

What is absurd regarding the DOI's entire investigation is that interviews with staff members have also substantiated their mistruths and the department continues to use their allegations as a pretext for terminating the employee after the whistleblowing activity. For example, Aseia Chaudry was dishonest on 2 separate occasions regarding her participation in the cheating, yet her allegations were used

heavily and repeatedly as justification to terminate an employee. How reliable is a witness who has no problem manipulating the truth with Management or a Federal Investigator? As no record exists of Maria Vant Hof, Isaac Bellamy, Wendi Lott or Kenneth Gibson among others' interviews, it is difficult to ascertain if they were forthright with the Federal Investigator or not relating to their use of these exams although they were implicated by Aseia Chaudry in her interview. She also indicated Maria's perusal of the test (ROI Attachment 20, Page 10).

Another item of grave concern is the alteration/falsification of documents by staff members at the Department of Interior (ROI Attachment 7 and Comments Exhibit 2). The entire process has been tainted by DOI's purposefully manipulating documents that outline complete communications regarding the issue at hand. Specifically, the date in question September 25, 2009. Not only has this action demonstrated that the organization lacks integrity it demonstrates their blatant disregard of the process of Federal investigations. It shows they will do anything in their attempt to cover up any wrongdoing within the organization instead of acknowledging the problem and repairing it. Somehow they have been sent the message that they are immune from Federal rules and can get away with anything. To demonstrate a pattern of this type of manipulation and falsification, the same alteration/falsification was purposefully changed in an EEO Report of Investigation. Although unrelated to this claim, this same document was presented as exhibits by my former representative via electronic submission. The Department of Interior completely removed this exhibit from the final report and replaced it with their modified version. As this document is public record, this information is easily verifiable. As I have electronic copies of both the original e-mail correspondence and the electronic submission of exhibits to the Department of Interior as well as the final report, the authenticity can easily be verified. As this e-mail surrounds much of their defense, it also displays a pattern of their deceit and dishonesty as evidenced throughout the report and exhibits. Deception to this degree should pose a grave concern to the American public.

The Department of Interior has attempted to make a mockery of this investigation system. Very little contained in the report are related to the allegations of cheating. This report appears to be a witch hunt of the whistleblower and much time is spent seeking behavioral traits as opposed to the real issue of interns cheating on certification exams. To make this point, although Aseia Chaudry, after much prodding from the investigator and him telling her she was not telling the truth, named several other participants to the cheating in her interview. These were participants in the cheating that I had no personal awareness of. These participants are not named anywhere else within the document nor does it reflect that they were subjected to any disciplinary action. No record of their interview exists for comment nor do their names ever appear again throughout this document in relation to the cheating. Either this is a case of extreme incompetence or they were omitted purposely. In either case, it makes the entire report tainted and the true outcome prejudice. This directly demonstrates Management at DOI only sees and hears what they want to hear. Not the real truth. This also shows their blatant disregard for this process and sends the message that they are immune from all governmental rules. They also project an I can do what I want and get away with it attitude. It is absolutely unacceptable that they have teams of lawyers, investigators, etc. on staff and this is the best they could submit.

Mr. Shillingford went so far as to question whether the whistleblower was “trying to send a message” as revealed in Robert Foye’s transcript in response to a comment of the whistleblower having conversations with interns regarding being from Chicago. This gives the impression that the whistleblower was either a gang member or a member of the mafia . As many of the 26 interns migrated from different cities across the nation, discussing peoples hometowns and experiences was not uncommon. Steve Shillingford also went so far as to request the whistleblower take a polygraph test. Many other silly nuances included in the interview were absolutely ridiculous including Robert Foye’s statement that the whistleblower was counseled for wearing shorts to work. As the whistleblower is a 45 year old female, college graduate with no previous criminal record as reflected in background checks and has a 20+ year corporate work history, these allegations are ludicrous with no foundation or proof.

One area of immediate concern is Chris Henshaw’s interview. Apparently Steven Shillingford, DOI Office of Inspector General was confused as to the topic of the entire investigation. During his introduction (Henshaw Interview Page 2) he informed Chris Henshaw the interview was about LaRone President. Not the allegations of cheating. This gives definitive proof that the objective of their investigation was not to get to the real truth as to whether or not the cheating had transpired but to root out any and all negative comments they could about the whistleblower. There are a total of 8 pages of transcript related to hearsay regarding LaRone President prior to ever getting to the topic of cheating.

What’s interesting is that the same interns crop up in every conversation. Keeping in mind that there initially were 26 interns within the Governmentwide internship program, comments (exclusively negative) are only included from irate interns who were caught in the act and reported previously for legitimate work-related concerns. The same people appear in every event; Kenneth Gibson, Aseia Chaudry, Wendi Lott, Isaac Bellamy, Maria Vant Hof. What happened to the interviews of 19 other interns specifically those located at the Department of Defense at the time of the cheating?

Isaac Bellamy – DOD – personally witnessed

Wendi Lott- DOD – personally witnessed

Maria Vant Hof- DOD – personally witnessed and implicated in Aseia Chaudry’s interview

Michael Capobianco – DOD

Kemi Gilmore- DOD

Matthew Healey- DOD – implicated in Aseia Chaudry’s interview

Rebecca Hoffman- DOD– implicated in Aseia Chaudry’s interview

Keith Johnson- DOD

Florence Kasule- DOD

Courtney McMickens- DOD

Kia Myles- DOD

No information has been provided by any of the 25+ staff members and 1 Department of Defense intern (Jonathan Wilshire Comments Exhibit 3 as reference) I encountered daily at the Department of Defense? It would have been interesting to note if this ‘alleged hostile” behavior permeated throughout or was

just confined to those who held a grudge due to their exposure. Their "hostile work environment" defense would have been more believable if someone could have specifically witnessed these events. Melanie Alston, Lauren Uher, Mike Murtha and John Hite themselves have never witnessed any particular event. Nor has anyone else to that end. Not only was it not witnessed at DOD, it was never witnessed at DOI during formal classes where all interns were present. This is incredible due to the fact that we were sitting on the same floor and Mike Murtha's office was immediately outside our cubicle area within a few feet. In addition to his location, there were many other staff members' offices located within a few feet of this cubicle and it is unbelievable that no one heard all of this alleged cursing and yelling spoken about throughout this report.

Within this report, the outcome was an Administrative warning for 2 people. None of these individuals were required to retake the course to demonstrate their mastery of the material and continue to float through the process as if nothing ever happened although admittedly they cheated. Their Public Trust security clearances will be granted as though nothing ever happened and they will be given the opportunity to spend allocated taxpayer monies throughout their careers knowing there are no repercussions. How could those who were identified from their own investigation completely be overlooked?

The American taxpayer is spending in excess of \$165,000 per intern to train, develop and prepare these Contract Specialists to purchase and oversee government expenditures from small dollar values to multi-millions of dollars. These positions are Public Trust positions requiring security clearances at varying levels of certification based on these courses. This entire Report of Investigation is submitted with altered documents (ROI Exhibit 7, Comments Exhibit 2) by Federal employees, incomplete or inaccurate information and known witness testimony with outright untruths, primarily hearsay. This witness testimony was relied upon to terminate an employee and used repeatedly to justify actions to deflect from the real reason of termination, whistleblowing. As noted in Isaac Bellamy's e-mail correspondence (ROI Attachment 9), DOD's lack of training throughout the program contradicts the program's objectives and totally wastes valuable taxpayer dollars. As they assumed the responsibility for a large portion of trainees, a considerable amount of tax dollars were allocated for this purpose.

As noted in Exhibit 4, at no time has the Department of Interior been able to substantiate the allegations against the terminated employee with physical evidence such as documented proof of counseling sessions, interventions or any verifiable proof of alleged hostile behavior. What is especially embarrassing about it all is that Management cannot specifically expand upon any particular incident, date, time, location or provide witnesses to any alleged behavior. Working in a Department of Defense building with at least 25 DOD employees in close proximity, not one single person has offered any statement or evidence to corroborate any of the allegations. Nor at any time have they specifically identified individuals who have made justifiable accusations. All accusations have been vague with the exceptions of interns (Maria Vant Hof, Isaac Bellamy Wendi Lott, Kenneth Gibson and Aseia Chaudry) of which their interview is suspiciously left out of this report. Also these individuals, along with multiple others, have been granted immunity from this investigation and although they were clearly indicated in testimony as recipients and users of the tests have not received any disciplinary actions per this report.

In addition to these facts, I am offering documented proof of the many instances of complaints against these individuals (Comments Exhibits 2, 5 and 7) of which this entire report is based upon. Specifically the dates of September 24 -25, 2008 (ROI Attachment 7, Comments Exhibit 2) of which the whistleblowing activities occurred. Management was so upset that my disclosure threatened their multi-million dollar ruse of an internship program, they terminated my employment immediately. As evidenced from the enclosed (Exhibit 9), my employment was immediately terminated effective September 27, 2008. The Report of Investigation includes a letter dated September 26 (ROI Attachment 10) as a final written warning of which I never saw prior to this submission. This letter was never presented on September 25 or 26, mailed, e-mailed or communicated to me whatsoever. As my testimony has repeatedly stated and the evidence demonstrates, I had no meeting or conversation whatsoever with Robert Foye on September 26, 2008 or anytime prior to his telephone call on October 2, 2008 asking me to report to DOI. Nor was there any e-mail communication regarding this topic other than my e-mail to him on October 2nd (Comments Exhibit 8). As per Robert Foye's testimony this letter included a "yelling incident" with Kia Miles but within his interview transcript (ROI Attachment 2) this incident was represented as an "overheard" conversation which was previously explained by Robert Foye as cursing and yelling and then again by him as disrespecting Kia under a different set of circumstances. This again demonstrates this entire report was based on falsehoods in the attempt to cover up the real reason for termination, whistleblowing. It's a sad reflection when Management of the Federal Government is allowed to stoop to such means to cover up wrongdoing. And this proves their entire defense is predicated upon mistruths.

As this is not the first presentation of Robert Foye's falsehoods, it is abhorrent that not only is this Manager continued in employment but has been rewarded with a promotion effective October 2009 to a GS-14 level Manager. This same Manager terminated an employee on their first day due to a temporary disability and then was dishonest about it in a sworn affidavit later (Comments Exhibit 10). This shows a pattern of deceit and his credibility should be void. He has repeatedly misrepresented his testimony throughout his interview as contradicted by documentation and still continues on as if nothing happened and has been rewarded for his deceit.

After notification of my accusations to Robert Foye and Lynn McPheeter's I have been vilified. I have been criminalized by been falsely accused of theft by Melanie Alston, Department of Defense and investigated by Pentagon Police Office Richard Allen of which there were no findings. These events occurred after I had been terminated on September 27th. Because I wasn't aware that I had been terminated I continued to work Monday, September 29th, Tuesday, September 30th, Wednesday October 1st and 2 hours on October 2nd. This directly demonstrates that I was allowed to continue to work in order to drum up phony allegations against me of which are still mysterious. It is obvious by the written documentation that Management scurried about in a last-ditch attempt to cover up the wrongful termination as all documentation and notes were submitted after my termination (ROI Attachment 13, Comments Exhibit 11). No internal investigation occurred to the validity of the accusations and even upon my personal request, no Human Resources professional has ever been made available or participated in any aspect of their "alleged" hostile behavior accusation. The only individual present during the meeting was Denise Bailey whose interview is suspiciously missing from this Report.

I had also been asked of my willingness to take a polygraph by Officer Steven Shillingford with DOI's office of Inspector General as though I was under suspicion of a criminal act. This request is suspiciously omitted from the Report. Although in testimony received from this disclosure it has been demonstrated in transcript documentation and by e-mail evidence that throughout this investigation several staff members have outright misrepresented the truth and cheated with no repercussions other than administrative actions. What's even more strange about it is the fact that only those who attempted to corroborate my giving them the test as evidence to what was transpiring at DOD were punished. All the others, specifically those mentioned in Aseia Chaudry's interview were purposefully ignored. These employees are on track to receive security clearances and spend millions of dollars of taxpayer's money. Lying in a federal investigation is prohibited but deemed to be okay within the walls of DOI.

As hostile work environment is used as the basis of DOI's actions, not whistleblowing, to this disclosure, I would like to take the opportunity to define hostile work environment as it appears repeatedly throughout this Report. A hostile work environment exists when an employee experiences workplace harassment and fears going to work because of offensive, intimidating or oppressive atmosphere generated by the harasser based on race, religion, sex, national origin, age, disability, veteran status or personal appearance.

I was hired into the Governmentwide Acquisition Management Intern Program during the month of May, 2008. I left a position at the VA Hospital in Chicago and relocated to Washington, DC at my own expense. During my comprehensive interview of approximately 10 panel members, at no time was I told I would be responsible for the training and development of others. Nor was this advertised as a part of the program at any time prior to my relocation to the DC area. As defined, an intern works in a temporary position with an emphasis on on-the-job training rather than merely employment. As advertised in the program's brochure, it also lists mentorship as a major component of the program of which the Management staff at the Department of Defense wanted no part of. We were told on our very first day by Mike Murtha that previous interns had attempted to stage a mutiny and that it didn't work. This was to forward us that we would not be trained very much and don't waste time complaining. I must specifically state these facts as there appeared to be a misinterpretation by Management as to what the specific expectations of the program were from me upon entering this program as well as normal interpretation of my job description and Employee Performance Appraisal Plan provided to me by Robert Foye upon my entry into service (Comments Exhibits 12 and 13). My entry into the program was June 23 and I was terminated unofficially and unbeknownst to me September 27, the end of the pay week, after disclosing interns were cheating on exams on September 25 (Comments Exhibit 9) - "officially" on October 6th - for a total of 101 days of employment. This time frame is important as it in no way prepared me to train other interns nor was my "alleged leadership" role ever discussed with me and will be covered in detail in later comments and exhibits.

As this "training role" has been repeatedly brought up as a pretense for my responsibilities and termination I have included e-mail correspondence (Exhibit 5) of which clarifies that at no time did Management request my assistance to "train" other interns nor did Robert Foye, my Program Manager.

These allegations repeated throughout the course of the interview are false and documented via this correspondence which directly contradicts all of their testimony. And for the sake of Robert Foye and Management possibly making the assumption that it was part-and-parcel to the position, it was a grave mistake to think that someone would spend thousands of dollars to move across the country and give up a position within Federal Service leaving in excellent standing, to attempt to train interns who are lazy, combative, sleeping on the job (See Exhibit 8 – Isaac Bellamy), spending 6-8 hours on the internet and being investigated by Pentagon IT Security on October 8, 2008 (Isaac Bellamy), displaying violent tendencies (Kenneth Gipson), dishonest, cheats, etc.....

For the sake of clarification, I must explain the formalized structure of my assignment at the Department of Defense. Myself, Wendi Lott, Isaac Bellamy, Maria Vant Hof and Jonathan Wilshire (DOD Intern) were assigned to two Managers initially at the Department of Defense. It is important to note Jonathan's participation as he was an intern as well and inadvertently overlooked throughout DOI's investigation and no record of any allegations made by Jonathan exists nor does he corroborate any of the Interns' allegations although we frequently worked together. As Jonathan was a member of the Department of Defense's intern program, his certification requirements may have differed and he took no classed with DOI personnel.

Another item that must be presented is the coincidental nature of e-mail correspondence regarding whistleblower's alleged hostile work environment. These e-mails are suspiciously generated at the same time by the accusing interns dating September 23rd – September 26th. As multiple events "allegedly" happened many weeks prior to the submissions, why did the interns wait until this particular period to report these incidents? As alleged throughout the report, this was supposed to be ongoing behavior that stemmed from the first day of employment. As such, how could it be coincidental that these e-mails only surfaced at the time of whistleblower's complaints? Was there a thought ever given to collusion or the fact that the interns had been exposed and were angry?

Unfortunately this report digresses from it's original intent of an investigation into whether DOI interns cheated on certification examinations to a personal indictment of the whistleblower based on hearsay, unsubstantiated accusations and misrepresentations. That being the case, I will take this opportunity to expand upon the statements made within the report.

In a request from Catherine McMullen dated October 6, 2009, I would specifically like to address the responses to specific questions posed to the Department of Interior as it appears on its face that DOI's intent is to divert attention from the real issues.

Report of Investigation Reference	Comments	Exhibit References
<p>10-6-09 Letter to Catherine McMullen</p> <p><i>The [Department of the Office of Interior (DOI) Inspector General's (OIG)] report reflects that several of the [Government-wide Acquisition Management Intern Program] GAMIP interns cheated on defense Acquisition University (DAU) online course exams, but lacks specific details. Which interns were found to have cheated and how did they cheat?</i></p>	<p>The record cites LaRone President, etc. as participating in the sharing of answers to an on-line test. Unfortunately, this is furthest from the truth. At no time has anyone alleged compaintant gave them copies of her completed exams. Only the exams that were being distributed by Aseia Chaudry. It is also a fact that complaintant was the first intern finished with <u>all</u> courses required for completion during this period. As told to DOI Investigators, as none of my allegations of impropriety and personal threat in the past were believed or investigated (to date, no written documentation of any witness observation present has been presented to any requestor) by Management at DOI University and deemed irrelevant, I provided a copy to 2 witnesses Rodney Brooks and Alfredia Allen (of which their transcript interview is suspiciously omitted from this investigative report), to substantiate what was truly happening at the DOD location with several interns involved with the program and also discussed how cavalierly and openly the cheating occurred. At no time did I misrepresent the truth of this occurrence and fully disclosed this information during my interview. This is substantiated from their transcript. It was during this time President was asked to take a polygraph. In addition, my concerns were for my colleagues' professional reputations. As I had been retaliated against for divulging this cheating, I had concerns for their employment status. My concerns were not unwarranted. A couple months after my termination, Rodney Brooks attempted to leave the program to take a position offered to him at the FDA. Management personally contacted the FDA and requested that they rescind their offer to him although he had already completed a six-month rotation at their location and they were pleased with his performance in retaliation for his association with me. Rodney Brooks' interview did not occur until April of the following year. What is also missing from Rodney Brooks' statement and President's interview transcript is the fact that Rodney Brooks picked up President at her residence and transported President in his personal vehicle to the Arlington, VA police department the weekend of October 3, 2008 to inquire about filing a police report against Melanie Alston for false accusations of theft.</p> <p>Also, I would stand to correct the author of this correspondence for providing inaccurate information. This process would not have been more problematic during the class room component of the training as our knowledge testing done at the completion of the course was completely open book. These courses were facilitated by an in-person instructor, at</p>	<p>ROI Attachment 22 ROI Attachment 23 ROI Attachment 24</p>

	<p>no time were we allowed to trade answers with each other and, upon completion, if we had not passed the physical test, we would be required to repeat the entire course. Let us not overlook the objective of these courses. These courses are designed to teach and measure competency at different levels within the contracting field. Otherwise, there would be no need to have a formalized university (DAU) who reports course status for certifications based on the mastery of these courses. It is a travesty that the Department of Interior would invest millions of taxpayer dollars in the training of these interns and then attempt to make it appear as if these courses were just extraneous activities to the program.</p>	
<p>10-6-09 Letter to Catherine McMullen</p> <p><i>Has any action been taken against any of the DOI supervisors who were made aware of the cheating allegations and took no action until OSC became involved?</i></p>	<p>The statement that DOI supervisors took immediate action upon learning of allegations of cheating from Ms. President despite Ms. President's unwillingness to provide specific information to DOI supervisors about who had cheated and how they had cheated is completely false. Several conversations and e-mails transpired with higher officials within DOI including Richard Trinidad, Associate General Investigator, Inspector General's office, Sheila Kenney, EEO Counselor, Lynn McPheeters, President, DOI University, Robert Foye, Program Manager and Denise Bailey DOI University Business Manager (Comments Exhibit 14). None of the above ever asked for any information related to my allegation nor did they ever contact me again related to this allegation. As I was at work each day for the following 5 business days I was not difficult to reach and no attempt to contact me in person, via telephone or e-mail occurred. So this is a totally erroneous statement as supported by e-mail documentation. And all Management staff has failed to explain what transpired specifically during those 5 days after my whistleblowing disclosure that would warrant a "hostile work environment" during this brief period of September 26 – October 2, 2008. Even had this "hostile" behavior occurred, Management has failed to explain why they would have an employee work overtime on two dates (September 29th [worked 3 hours overtime] and September 30th [worked 6 hours overtime] if they were causing such friction within the workplace. I was the only Intern on the floor who worked overtime during this period. As Lauren Uher and Robert Foye has repeatedly throughout this investigation referred to President as "poison", why would they have a poisonous employee in the building any longer than absolutely necessary? Especially two days prior to their telephone call and, as per interview this behavior had been ongoing, to have the employee removed. As the time frame warranted having the employee work excessive hours during this time it would have been extremely helpful for Lauren Uher and Melanie Alston to elaborate on exactly what happened with the Interns on these 2 days specifically of which they have repeatedly failed to do. And, as the employee was within their offices 11-14 hours on those dates, why they never made mention of this hostility to the employee nor any of the allegations on those dates. Also to note, if President worked</p>	<p>Comments Exhibit 1 Comments Exhibit 14</p>

	<p>excessive hours on those dates, when did she have time to be “hostile” to other interns? As she received directives from Management to work late and the assignments to be covered during this time, why didn’t they observe any behavior that ran afoul during this time?. It appears that an explanation of these facts were omitted from their interview.</p>	
<p>11-16-09 Letter to Catherine McMullen</p> <p><i>OSC Question #1: First there are several references to “administrative action” taken with respect to the DOI GAMIP interns deemed through the investigation to have shared questions and answers. What specific “administrative actions” were taken? Please be specific with respect to each intern and, if applicable, provide appropriate documentation effecting the action.</i></p>	<p>It appears to be strange that Aseia Chaudry was caught outright lying in a Federal investigation on 2 occasions which is a criminal offense, (as per Robert Foye’s testimony he spoke with all interns and she denied having any knowledge of cheating and during her transcribed testimony with the IG Investigators contained within their report she denied any wrongdoing until he outright told her he knew she was not telling the truth) in addition to the cheating on the certification exams that all that is warranted is a disciplinary action for 3 major ethical infractions on 3 separate occasions. Here you have documented proof that Aseia is untrustworthy, an outright dishonest person and cheat and she escapes any serious disciplinary actions whereas I was terminated without any documented proof or witnesses outside of the “cheats” to substantiate any allegations against me. Aseia went so far as to attempt to access my computer on September 3rd to attempt to get test answers as reported to Robert Foye. No one has yet provided any written incidents with times, dates, people involved or locations of my alleged hostile actions or any witness from a floor full of DOD employees who would have surely heard me screaming at fellow employees, witnessed any combative behavior and could have easily submitted an affidavit, statement or merely an e-mail to corroborate these events and none exist. Aseia is the very same person who on several occasions told Robert Foye she was afraid of me and that I had done things to her. She could have easily avoided me as she worked on a separate floor and had no reason to be on the same floor as me at any time while at DOD other than to distribute exam answers. All other interactions were within a group of 26 people and could surely have had incidents documented and witnessed. Her interview, full of mistruths, undermine her entire credibility and integrity. It’s also strangely suspicious that only the people I repeatedly reported to Management in the past have witnessed any “hostile behavior”. Being around at least 25 staff members at the Department of Defense at all times or 25 other interns in a classroom setting should allow someone else other than these same interns to expand upon my alleged “hostile” behavior but DOI has failed to present any evidence of this except hearsay. This again demonstrates that my termination was a result of my whistleblowing activities and the other excuses were merely a pretext.</p> <p>In addition, Isaac Bellamy, Wendi Lott and Maria Vant Hof have been identified as having participated in the cheating as well per this investigative report and no disciplinary action was taken whatsoever according to this document. There is no record of Kenneth Gipson being questioned as to receipt of the copies via fax. Matt Healy and Rebecca Hoffman also</p>	<p>ROI Attachment 11 ROI Attachment 20 Comments Exhibit 6 Comments Exhibit 15</p>

	<p>were revealed throughout the report and have no mention in said resolutions. Isaac Bellamy has also been photographed sleeping on the job, misuse of company equipment by using Facebook in excess ively at work uncovered by Pentagon IT security as well as posting messages on-line jeopardizing the safety and security of a major Defense Building. Maria Vant Hof was also requested removed from DOD on the same day as me under the pretense of her communication skills but I personally witnessed an altercation between her and a DOD Contract Specialist as Maria was telling customers and vendors over the phone that this Contract Specialist was no longer an employee of the Department of Defense because she did not or could not take telephone messages due to her alleged communication difficulties. Maria rudely approached a Contract Specialist who was in the process of packing up her desk and moving to a different floor. Maria demanded that she have that particular work station and a verbal exchange ensued. Maria ended up in tears on that date as well. Because she did not speak or understand English very well, she attempted to play up on people’s sympathies. She was initially the joke between Robert Foye, Isaac Bellamy (Comments Exhibit 15) and Wendi Lott until they formed an alliance. Robert Foye as well as other Management knew she had no training in basic office protocol. She did not know how to operate basic office equipment or computers. That is why Management wanted her to be my problem not theirs. In addition, Isaac Bellamy and Wendi Lott were reprimanded by Melanie Alston during our weekly meeting for continuous text messaging during an entire training session that occurred on August 19-21, 2008 as reported by the course instructor, James Stoopes. These individuals were intentionally overlooked throughout the investigative report submitted by DOI. It had been discussed at a meeting that Maria, Wendi and Isaac received negative performance evaluations for the Department of Defense for this rotation. No status was provided in the report stating whether they were forthright in this investigation although they were specifically named within my testimony as well as Aseia Chaudry. This also directly contradicts Robert Foye’s testimony that he spoke with all interns related to these issues prior to OSC’s involvement. As of this date, no one has confirmed whether or not they admitted to the allegations although I personally witnessed their use of the exams. This entire direct omission of the facts from the investigative report has tainted the entire process.</p>	
<p>June 16, 2009 Memorandum to Kenneth Salazar</p> <p><i>Mary Kendall communicated that two interns claimed the complainant supplied them the copies.</i></p>	<p>This statement stands to be corrected as not properly reflecting the communication of interview testimony as the complainant gave two witnesses copies of the tests being distributed by Aseia Chaudry, not the complainant’s own exams. As complainant had no way of assuring the accuracy of the exams being distributed, it would have made more sense for complainant to supply her purported friends with her own 100% accurate exams. This statement defies their premise. As per Rob Foye’s interview (ROI Attachment 2, Page</p>	<p>ROI Attachment 2</p>

	<p>23, lines 23-24), I finished the courses fast. But it is never alleged nor confirmed that complainant distributed her exam answers. . In Aseia Chaudry's testimony she originally stated I gave her the copies but after the Investigator stated he knew she was being dishonest, she later clarified this statement and told them Chris Henchy supplied her with the test information. As for the recipients, it is difficult to ascertain the context of the circumstances of their entire interview.</p>	
Synopsis Comments	<p>The Department of Interior never presented any academic policy related to the sharing of any course material to the 26 interns enrolled in the program prior to my termination. But integrity and work ethics were.</p>	
Details of Investigation Paragraph 2	<p>In reference to Robert Foye's comments that President "kind of went off on some of the interns downstairs in the computer lab" is not an accurate reflection of what transpired on that date. He failed to document the incident, I didn't. When offered witnesses such as Drew Cayton, etc. Robert Foye refused to follow up or explore the truth and should have corrected these statements. As always he chose to believe hearsay from the same people and act based on the power of their truths which have been proved within this investigation to be mistruths repeatedly. At no time has he named the sources of his information or investigated the reliability of the information.</p>	Comments Exhibit 7
Details of Investigation Page 2, Paragraph 2	<p>This incident has been portrayed in four different scenarios throughout this investigation by Robert Foye. 1) March 23, 2009 Report of Investigation page 14 as "she talks to me any kind of way, she's rude; 2) July Report of Investigation Attachment 3 as an overheard conversation; 3) alleged Final Warning Report of Investigation Attachment 3 as swearing and yelling and 4) in this paragraph "lamenting out loud about how she could not stand the 'people' who sit in the front of the class, how they think they are smarter than everyone else, how their professional experience does not warrant them thinking they are better than anyone, how they could never be qualified to be her supervisor, how she did not care about anyone in the program, As three documents outline this purported incident 4 different ways, the truthfulness of this incident is questionable. It is obvious that Robert Foye ran away on a tangent because his allegation has been inconsistent in 3 different forums. He never bothered to garner any statement from any people present at the luncheon of over 40 people nor the person I was speaking with although he notated that they were present. This allegation stemmed from a conversation amongst myself and another intern regarding an apartment hunt we had been on the previous weekend. We were actually laughing and mocking a humorous encounter at an apartment community we had visited in line at the buffet at which Kia Myles was standing directly behind us eavesdropping. Robert Foye initially never identified who specifically these allegations were from as he had not interest in finding out the truth and again took Kia's</p>	ROI Attachment 3 Comments Exhibit 7

	<p>communication as the absolute truth. Had he revealed who the source of this complaint was from, he would have been informed by the other intern (as he stated I was speaking to another person in his July 31st note) that Kia's problem was a figment of her imagination and she should not have taken a conversation she eavesdropped on personally. Although Robert Foye states he knew I was talking with someone else of whom I'm sure Kia identified, he never attempted to get any statement from them regarding the alleged incident and to date still hasn't. This was typical behavior from Robert Foye. He had not desire to speak with anyone who could potentially defend any allegations against me. As demonstrated on Attachment 3, although he succinctly identified that I was speaking to someone else, he made no attempt to find out what really transpired from a witness to the alleged occurrence. Not only did he speak of 1 witness, as per him the conversation continued amongst a group. Why wasn't anyone from this "group" questioned? What does that say about the validity of his documentation? As he took the time to write this document, a good Manager would have taken the time to find out if the document was really worthy of being developed or if Kia should have been written up for inappropriate behavior in eavesdropping and repeating dialogue unrelated to her. Robert Foye immediately appointed himself judge and jury and unilaterally decided to convict me as guilty without any review of real truth. This "judge" mentality followed throughout the duration of my employment.</p>	
<p>Details of Investigation Page 2, Paragraph 3</p>	<p>It is absurd that this incident was mentioned as a disciplinary action. The severity of this interaction automatically warranted written documentation from all parties involved which included 2 witnesses directly in the middle of the entire altercation. These witnesses were never asked to submit written statements and Robert Foye's accounts are unreliable due to his previous misrepresentations. I'm not sure if it's due to poor Managerial skills or the fact that Robert Foye and Lynn McPheeter's tried to cover up the severity of the issue. It is also absurd that Kenneth Gibson did not submit nor was he required to submit any type of written statement until after I reported the cheating by interns September 25, 2008. What is strangely suspicious of Kenneth submitting a statement on the date of September 26, 2008 (an entire month after the incident – ROI Attachment 5 & 14, Comments Exhibit 16), and one day after my whistleblowing activities. This is a blatant obvious attempt to garner documentation to justify an alternate reason for termination. Again, this incident was used as a pretext for my termination in retaliation for reporting cheating to Lynn McPheeters and Robert Foye.</p>	<p>ROI Attachment 5 Comments Exhibit 16</p>
<p>Details of Investigation Page 2, Paragraph 4</p>	<p>In this paragraph, Foye referred to behavioral problems reported to him that had carried over to DOD. No written documentation exists to explain the specific behavioral problems</p>	

	<p>identified. In Melanie Alston and Lauren Uher's transcript all they refer to is a "hostile work environment". No specific behaviors, no witness statements to the purported screaming that was alleged nor any documentation leading up to these incidents have ever been revealed. No dates, times, locations, incidents or people involved have ever been documented. Surely, in an office environment, if someone is raising their voice to the magnitude to reduce someone to tears, DOD interns, staff, or management would have surely witnessed the behavior and been able to corroborate these allegations. From all of the documentation and reports, it's all hearsay. Having statements from Management and Director level staff members which is extremely vague is a poor reflection of the government's staff and speaks to a "grasping at straws" Management staff. As I am repeatedly portrayed as screaming poison, presenting myself as a gang banger or volatile person since I'm from Chicago and a thief, it is absolutely ludicrous that no written documentation of these events exist.</p>	
<p>Details of Investigation Page 2, Paragraph 5</p>	<p>This paragraph references a letter from DOI intern Isaac Bellamy on September 25, 2008. This letter was initiated after my correspondence of September 24, 2008 complaining of the interns' repeated refusal to complete any work assignment. It's unfortunate and a poor reflection on this investigation that DOI has taken the liberty to edit the original e-mail to delete the entire content and context of the communication. The final comments of this correspondence are most important and demonstrate that Robert Foye was in agreement with my communication and upon arrival at DOI for his scheduled meeting turned it into an alleged disciplinary session against me as evidenced in his interview. From the communications of this report, Foye intentionally misrepresented this meeting as a disciplinary session but that did not occur until after my divulging the cheating by interns in the program. And at that time, I still was not issued any type of written correspondence by either Him, Lynn McPheeters or Denise Bailey who were all present. As reflected in his e-mail correspondence on that date, he agreed with me and had obviously received other reports of unprofessional behaviors about these interns.</p>	<p>ROI Attachment 9 Comments Exhibit 2</p>
<p>Details of Investigation Page 3, Paragraph 2</p>	<p>It is unfortunate that Lynn McPheeter's and Robert Foye would attempt to misrepresent themselves regarding meetings during a 2 – 3 month period regarding my attitude. These meetings never occurred. Had these meetings occurred, there would have been dates, times, locations and some type of documentation or follow up to prove that these actions were necessary and any follow up required. There has been no evidence of any recommended action or action plan for improvement. As stated in Robert Foye's testimony in this report, Lynn was called from home on September 25th per my request. This is the date I informed them of the cheating by interns. Other than this instance and the instance of me being personally threatened by Kenneth Gipson, I have had no other</p>	

	<p>conversations whatsoever with Lynn McPheeters. It again is absurd that government executives would make these claims without any proof or substantiation whatsoever and would be so careless as to accuse an employee of "alleged hostile" behaviors and provide no information to support these claims.</p>	
<p>Details of Investigation Page 3, Paragraph 4</p>	<p>This statement encompasses Melanie Alston's statement of my difficulty of working with others. Melanie has repeatedly stated I had no difficulty working with herself and other DOD staff members. Melanie has continuously failed to describe any alleged behavior that would constitute causing a hostile work environment nor does she identify specifically any individuals as to whom this hostile treatment was directed. Melanie was my on-site Supervisor only for a period of approximately 3 weeks beginning the first week of September through my removal on October 2nd. At no time has she specifically stated individual incidents which occurred to warrant defining behavior as hostile nor does she provide any proof such as notes from conversations, dates, times or witnesses to corroborate these allegations. Melanie Alston and I have never had a private conversation. All my communications with her were witnessed by other staff members. As a Director of the Department of Defense, it was her duty and responsibility to capture the essence of these allegations, perform an unbiased investigation and react accordingly. She did not. As documented in e-mail correspondence, Melanie Alston's only private conversations with me were via my cell phone accusing me of theft.</p>	<p>Comments Exhibit 11</p>
<p>Details of Investigation Page 4, Paragraph 1</p>	<p>It is explained in this paragraph and as part of the Report of Investigation that Mike Murtha supervised me for 2 weeks. This is an inaccuracy. Mike Murtha and John Hite were my direct supervisors from July 14, 2008 thru the last week of August, 2008 prior to Melanie Alston's assumption of the department the first week of September 2008. Their position was not to teach us how to work together but to teach interns the fundamentals of contracting. As the Department of Defense had taken on many more interns than they had staff to train, this proved to be burdensome for him and his colleagues. As Mike had difficulty relating to Maria and Isaac and became very frustrated by their inability or lack of desire to perform any work-related functions, he primarily communicated with me and personally walked me through some basic information after weeks of sitting around doing absolutely nothing. At no time had he personally requested I train or share any information with other interns. As he was well aware that that was not my purpose of being there nor a planned part of the intern program. It was DOD's responsibility to ensure that we received training from seasoned professionals of which they failed to do.</p>	<p>Program Brochure Comments Exhibit 12</p>
<p>Details of Investigation</p>	<p>This paragraph is entirely erroneous. Lauren Uher had met with Robert Foye and Lynn</p>	

<p>Page 4, Paragraph 2</p>	<p>McPheeters regarding complaints received from Wendi Lott, Kenneth Gibson, Aseia Chaudry, Kia Myles and others about lack of work assignments at the Department of Defense upon being assigned there on July 14, 2008. Another complaint received from the interns was that Kenneth Gibson was not given an adequate work space as he had been confined to work from a seat in what was referred to as the kitchen from his start at DOD to the present. This meeting occurred on August 26, 2008 and we still were not receiving work assignments at that time. I went to the police station after work and spoke with Officer Fessock, Badge #3392, and telephone #-202/715-7400 at which time he could not take an official report because no police officers had been called to the scene nor DOI. I specifically recall this instance and documented this within an e-mail because that was the day I was physically threatened by Kenneth Gibson. I rode on the METRO train to Arlington, VA from DC with Robert Foye and Lynn McPheeters in hysterics and they personally prohibited me from going to the police station at that time as I was on company time. As this meeting was on August 26, 2008 and Lauren alleges at this time she had me removed for creating a hostile work environment, why is there no such documentation to support any of these allegations nor any documentation as to an expected improvement plan for me outlining future expectations? This incident in itself leads to very suspicious behavior. As Lauren Uher has repeatedly referred to me as poison in the past, I would think an Executive of the government would at least have specific historical incidents that would lead anyone to believe that statement.</p>	
<p>Details of Investigation Page 4, Paragraph 4</p>	<p>In this paragraph it is alleged that Aseia Chaudry was asked by President for the online test. This statement is unrealistic in that it is documented that President finished each and every course first. As this report attempts to make President a co-conspirator, it is unreasonable to think President would need copies from others when she had already obtained 100% scores on every test. It makes absolutely no sense to conspire with people who haven't demonstrated they have the knowledge when President already completed the courses and could have passed her answers on to any colleagues she desired at that time without any assistance from Aseia or the others involved. The results of DOI's findings are contradictory in that it is alleged that I was repeatedly hostile towards interns but would openly help them cheat. This was also disproven in Aseia Chaudry's interview. After a direct statement from DOI's Investigator Steven Shillingford acknowledging that Aseia was dishonest, she corrected this repeatedly and named the source of receipt of the tests from Chris Henshaw. As I have demonstrated through documentation and my past experiences had been that Management has been remiss in documenting any specific witness testimony for anything, I thought it better to cover myself and have witnesses again.</p>	<p>ROI Attachment 20</p>

<p>Details of Investigation Page 5, Paragraph 2</p>	<p>In response to Chris Henshaw’s comments regarding my assertiveness and his difficulty working with me. This is a false statement as I have never been on a team or group with him whatsoever especially during any contracting courses. Had this been factual, additional Interns would have been in the same group during class and able to echo the same sentiments. Chris Henshaw worked in the same department as Aseia Chaudry, on a separate floor and never had any cause whatsoever to interact with me outside of group activities witnessed by all interns within the program. I believe he was angry that he was brought into this and that his cooperation was revealed.</p> <p>What is striking throughout the entire investigative process is that only 5 of a total of 26 interns were interviewed regarding the cheating allegations and allegations of hostility. What is especially striking and of note is that Aseia Chaudry clearly communicated in her interview that Maria Vant Hof, Matt Healy and Rebecca Hoffman had been provided and perused copies of the tests and DOI ignored this communication and failed to question or discipline any of those noted. Of note, President also worked with DOD intern Jonathan Wilshire regularly and he hasn’t been mentioned.</p>	
<p>Details of Investigation Page 5, Paragraph 4</p>	<p>At no time did I state during my interview that I did not give the evidence to DOD supervisors because she felt that they would not believe her. As the Department of Interior did not print the transcripts of both interviews in their entirety, as well as the transcripts from other interviews, these documents have been modified to “paint the picture” that they wanted to, not the real truth.</p>	
<p>Interview of Robert Foye Section 2 Pages 2-4</p>	<p>This statement is to correct Robert Foye’s statement regarding his statement the first or second week of orientation. This incident occurred on exactly July 1, 2008. Per Robert Foye’s request, I assisted approximately 13 interns with computer access and downloading course material. As I was assisting several other interns, Drew Cayton discovered a way to access the system much faster via his personal zip drive. I asked Drew to borrow his zip drive to assist others and a barrage of comments, including name calling from Valerie Hodges and Kenneth Gibson, ensued. I immediately stop assisting other interns and left the room for the day. I ran into Robert Foye in the hallway immediately after leaving the room and requested his permission to finish this assignment at home as I was visibly upset by the encounter. I discussed what</p>	<p>Comments Exhibit 7 Comments Exhibit 17</p>

	<p>had happened with him and left for the day as it was the end of the work day. The very next morning, Robert Foye came into the room and gave me public accolades in front of all 25 other interns for my "wonderful performance" assisting everyone yesterday. It is my belief that unidentified individuals were jealous of my performance and being labeled "teachers pet" and went to him three weeks to complain. Robert Foye and I did not have any conversation regarding this issue until August 4, 2008 exactly one month and three days later). Upon discovery of conversations occurring behind my back I sent an e-mail to Robert Foye and he failed to identify anyone involved nor to follow up with any witnesses to clarify what really occurred. What really makes this incident questionable as to the guilty party. Valerie Hodges continued to contact me unsolicited via e-mail long after my termination. Why would a person who I allegedly cursed out want to help me of all people by sending me job contacts long after my departure</p>	
<p>Interview of Robert Foye Section 2 Page 4</p>	<p>Robert Foye states he received e-mails specific of complaints of a "hostile environment". Robert Foye has failed to produce any e-mails of this nature prior to my disclosure nor at any time to the present. On page 5 of his interview, Robert Foye states he again began to receive e-mail documentation to this effect but has not presented these e-mails whatsoever for comment or rebuttal nor as inclusion in any report. He also sates that Aseia Chaudry was pregnant and terrified of me. What is so strange about this statement is that Aseia continuously and repeatedly came to my desk. We worked on separate floors, reporting to separate Supervisors, in separate departments with no work in common at all. Aseia had no work-related reasons other than spreading the tests around to be on my floor or gossiping with other interns on my floor. Also, the only other time we had reason to be in the same proximity was in a classroom setting with 24 other interns as witnesses. It is incredible to believe that a person who is so "terrified" continues to return to a person's professional workspace on another floor every day, peruse their computer, and generally float around for no particular reason. Each floor operated independently with their own kitchen, supplies, copiers, etc. There was no feasible reason for Aseia to be in my presence on a daily basis but she was. It would have been very simple, to rectify any problems or her fear, for Robert Foye as her Manager to tell her to stay on her floor. Robert Foye also refers to me treating Maria like she was nothing. Maria started the program the second week replacing Massouda Raffiqi whom Robert Foye and Lynn McPheeters fired on the first day because she had a cast on her leg. Upon Maria's arrival, I copied all notes, class materials and assisted her with her acclimation. Upon arrival at DOD, we went to lunch together daily for the first couple weeks and she was termed "my friend". As Maria had many work-</p>	<p>Comments Exhibit 6 Comments Exhibit 10 Comments Exhibit 15</p>

	<p>related problems, especially communication, she became too reliant and I distanced myself from her. As Maria could not understand the most basic instruction, I believe she and Robert Foye devised a plan for me to do her work and carry her through of with I refused to do.</p>	
<p>Interview of Robert Foye Section 2 Page 5</p>	<p>Robert Foye states that he threatened to write me up and I would agree to correct whatever behavior then a day or two days later he would start getting e-mails again. These e-mails have never been produced and are just fabricated testimony. Nor has he threatened to write me up at any time with the exception of September 25, 2008 after our meeting to discuss the e-mail generated on September 24, 2008.</p>	
<p>Interview of Robert Foye Section 2 Page 6</p>	<p>Robert Foye states "Lauren Uher" knew I was counseling LaRone. LaRone never received any counseling from Robert Foye or any other member of DOI or DOD prior to her termination. Robert Foye also states he brought in Denise Bailey as a witness on a specific occasion for counseling. Denise Bailey was present at the my only meeting on September 25, 2008 in addition to Wendi Lott, Isaac Bellamy and Maria Vant Hof. Wendi, Isaac and Maria were excused after they couldn't come up with any concrete incidences of hostilities and I demanded a Human Resources representative, went downstairs to find one and was told that HR doesn't represent employees, only Management. I was told to go to lunch and in the meantime, Lynn McPheeters was called from home. After a couple hours she arrived and Denise Bailey, Robert Foye, Lynn McPheeters and myself met to discuss why I wanted a Human Resources representative available. I was outdone that the meeting was called per my e-mail on September 24th and now I was being made the villain. I then told Robert Foye, Lynn McPheeters and Denise Bailey all of this stemmed from my refusal to assist the interns with cheating on certification exams as well as my refusal to continue to do their work. The meeting was immediately adjourned with Lynn McPheeters committing to reconvene the next day of which she never did.</p>	<p>Comments Exhibit 8</p>
<p>Interview of Robert Foye Section 2 Page 7</p>	<p>Robert Foye states "you know, no one is saying LaRone is being picked on". As Robert Foye never followed up with any witnesses on any occasion, how could he determine what people would have said?</p>	
<p>Interview of Robert Foye Section 2 Page 9</p>	<p>Robert Foye states he gave me a disciplinary warning. It's impossible that Robert Foye gave me a disciplinary warning. We met regarding the allegations on September 25th. The disciplinary warning contained within this document is dated September 26th of which I was in Arlington, VA at the DOD offices the entire day. At no time prior to October 2nd had I seen or spoken with Robert Foye, Lynn McPheeters or Denise Bailey again. This disciplinary warning was not mailed or e-mailed to me.</p>	

	Robert Foye did not visit the DOD offices in Arlington, VA on this date. He refers to "stuff" I told but doesn't state what it was. It was the cheating.	
Interview of Robert Foye Section 2 Page 10	Robert Foye states that I didn't name names but in later testimony as well as documents he stated he checked with interns and found no-one had been cheating. How could he possibly know who to check with or what was happening as he alleged if he admitted I did not provide any information to him because he nor Lynn McPheeters ever asked. As Lynn McPheeters was to schedule a mediator for the next day, September 26 th , I thought this would be covered at that time but the mediator was never scheduled nor was any follow up prior to my termination.	Comments Exhibit 8
Interview of Robert Foye Section 2 Page 11	Robert Foye states "he told me to see my on-site supervisor". That's impossible because Melanie Alston was in transit to the Pentagon at the time of his telephone call. He spoken with her prior to 9:45 a.m. on this date, he would have known the staff had an important meeting at the Pentagon. Robert Foye emphatically states "LaRone took files from DOD". Robert Foye had no proof of such statements to confirm this. He had common knowledge that I shared a cubicle with two other individuals, Maria Vant Hof and Isaac Bellamy, who could have very easily taken the files after my departure. Also, he was well aware that DOD had a history of losing government files (Stephen Shillingford also acknowledged this fact during my interview [ROI page 65] or they could have possibly been in the possession of a Contracting Officer lost on their desk. This incident was investigated by Richard Allen of the Pentagon Police and I was exonerated of any involvement. This was just another tactic of Robert Foye to criminalize me without any justification or fact. Upon his telephone call on October 2 nd , he never identified why I was to come to the offices of DOI in DC. No one escorted me out of the building nor did they ask that any identification badges be turned in. In the prior paragraph he admitted I had no knowledge I was being terminated so why would I turn in my I.D. badge?	Comments Exhibit 16
Interview of Robert Foye Section 2 Pages 14-15	Robert Foye and the investigator repeatedly alludes to me being from "South Chicago" and sending a message. This is made up information just to fill the page. I couldn't have possibly have communicated to Robert Foye that I was from "South Chicago" because I am not. I don't even know what that references. My interpretation from this communication is that because I am from Chicago I am involved in a gang or the mafia. This type of talk had no place in a Federal investigation of this nature.	

<p>Interview of Robert Foye Section 2 Page 15</p>	<p>Robert Foye states I worked in the same building with Kenneth Gibson. It goes to show how little Foye knows about the interns he is responsible for or the program overall. Kenneth Gibson and I have never worked in the same building. Kenneth Gibson worked in a DOD building over 2 blocks away in Arlington, VA.</p>	
<p>Interview of Robert Foye Section 2 Page 16</p>	<p>Robert Foye states he interviewed all of the folks regarding the attack incident on August 26, 2008. As per factual information, he did not. There were several interns present, specifically two individuals who I was speaking directly to in a private conversation when Kenneth attacked who were not interviewed. As Robert Foye has not produced any evidence to the contrary, this must be deemed as fact. Because of the severity of the incident, it was his professional obligation to do so. He also stated in previous interview testimony that Lauren Uher requested I be removed which is untrue. He initially states "so after the meeting was over with, I called LaRone and asked why – I walked out from where I was having the meeting, and she was sitting there. I said you know, come on back to DOI with me Let's see if we can discuss what happened". From the interview he demonstrates that can't really remember what happened and had no documentation to refresh his memory. I received a telephone call from Robert Foye at approximately 2:00 p.m. telling me to come to the DOI offices several hours after the attack.</p>	<p>Comments Exhibit 16</p>
<p>Interview of Robert Foye Section 2 Page 17</p>	<p>Robert Foye has offered no physical evidence via written statement that no one corroborated Kenneth Gibson pointed his finger in my face. As I was standing directly between two separate witnesses and speaking in a conversation with them, it is absurd that Robert Foye did not receive any written feedback from them about this attack. Common sense should have spoke to Robert Foye that a female would not want to leave with a male who almost attacked her hours before.</p>	<p>Comments Exhibit 16</p>
<p>Interview of Robert Foye Section 2 Page 18</p>	<p>It's strange that Robert Foye would call the D.C. Police department to verify if I had contacted them regarding Kenneth Gibson's threat. According to Robert Foye I was the aggressor on August 26th of which he alleged counseled me for and included as a reason for termination in my letter. I followed up with the DC Police, Officer Fessock, Badge #3392, and Telephone #202/715-7400. Unfortunately he failed to follow up with the whistleblower.</p>	
<p>Interview of Robert Foye Section 2 Page 19</p>	<p>Robert Foye stated this has got to stop..... Robert Foye again alleges he received e-mails daily regarding LaRone's work behavior after a discussion with LaRone. He alludes to all of this cussing or staring or threatening of interns. He doesn't</p>	

	specifically state who the accusers are or the witnesses to this behavior. Robert Foye has provided no proof of these allegations whatsoever including the alleged e-mails.	
Interview of Robert Foye Section 2 Page 21	Robert Foye states he checked with the interns in the building but his own written memorandum contradicts this information. He checked with Maria Vant Hof, Wendi Lott and Isaac Bellamy per this memo. As he should have been aware, there were 6 additional interns in this particular building and a total of 16 at DOD buildings nearby.	
Interview of Robert Foye Section 2 Page 23	It appears obvious that Robert Foye is uncomfortable discussing the real issues of the investigation “cheating” and again deflects the conversation back to the whistleblower. It’s very difficult to discern that this interview is about the interns cheating on certification exams. He also stated Kelly Easterly had an office near our cubicle which is untrue. Kelly Easterly worked in an entirely different department on a different floor.	
Interview of Robert Foye Section 2 Pages 25-26	Robert Foye states he wanted to put me elsewhere but there would be other interns involved in it. As he had not proof, other than the cheaters’ conversation that I did not have any other interns I associated professionally with. This would have been an easy solution their “alleged” problem. As demonstrated on e-mail correspondence, there were several interns I communicated with regularly. This statement is erroneous. He never asked, made any inquiries nor has this investigation substantiated that was true as evidenced by several e-mails received from other interns within the program up to and after my termination.	Comments Exhibit 17 Comments Exhibit 18
Interview of Robert Foye Section 2 Page 28	Robert Foye elaborates on his conversation with Lauren Uher stating President was like “poison”. At this opportunity, he still fails to explain what this terminology means or what specifically was communicated to him to justify such a negative label. He continues on about dress policy and states “LaRone came to work in short pants”. This is the most absurd accusation of all. At 45 years of age and 20+ years of corporate experience , it is impossible to believe that I would feel comfortable in a public setting in short pants. What’s really strange about it is that no one excused me from the building due to inappropriate attire. And per Rob’s statement of the allowance to wear blue jeans, this is an inaccurate statement. DOD in Arlington, VA does not have a casual dress down day and jeans were not acceptable attire.	
Interview of Robert Foye Section 2	Steven Shillingford asked Robert Foye did I have any friends and he didn’t respond . After being employed with DOI and being in DC for less than 4 months, how could	Comments Exhibit 14

<p>Page 29</p>	<p>anyone really establish friendships with people they barely knew and I deem this a very unprofessional question. Had he asked the question of whether I had professional associations and good relationships with fellow interns and staff members at the Department of Defense the answer would have been emphatically yes. As this investigation tends to focus on roughly 4-5 people, everyone tends to forget there were a total of 26 interns as well as many staff members at the Department of Defense, Department of Interior and customers. It seems very suspect that no one else has stated that I curse them or scare them. Outside of those select 4-5 people, no one else appeared to have a problem. Throughout this investigation, no one has been able to identify any negative interactions with anyone outside of Robert Foye's circle. If my unfriendliness was truthful, why hasn't anyone else provided any information that could be used as evidence? Why would interns continue to provide me with information after my departure and why would I continue an acquaintance with an intern that was fired by Robert Foye and Lynn McPheeters on the very first day due to a medical condition Robert Foye and Lynn McPheeters stated she didn't disclose which was untrue as evidenced in Exhibit 14 and then misrepresented this fact in a sworn affidavit. It has DOI's intent to display me in a negative light for jeopardizing their program. As evidenced in Robert Foye's interview, he and Lynn McPheeters have even tried to shut me up with guaranteeing me career progression to a Grade 14 if I just went along with the program. This was repeated to me several times during our September 25, 2008 meeting of which I refused to cooperate.</p> <p>Robert Foye stated that he would seat-assign interns in class and this is untrue. Interns were allowed to sit wherever we wanted and most kept their same seat from the first day of employment in class. Each intern sat with individuals whom they had more in common with such as age and experience and maturity levels.</p>	
<p>Interview of Robert Foye Section 2 Page 33</p>	<p>Robert Foye alleges that LaRone went down to the EEO on September 25. EEO was first contacted on September 29th after Lynn McPheeters did not follow up on her commitment to bring in a mediator on September 26th.</p>	<p>Comments Exhibit 14</p>
<p>Interview of Robert Foye Section 2 Page 38</p>	<p>Robert Foye stated I wasn't scared of Ken but on page 17 he stated I refused to leave the room with Kenneth Gibson</p>	
<p>July 31, 2008 Memorandum Section 3</p>	<p>This scenario has been presented in 4 different ways throughout the interview and documentation. What is important is that Kia Myles' statement regarding her alleged incident is omitted from the entire interview. This document should have been</p>	

	important in truly outlining the facts. As this entire memorandum is based on eavesdropping and hearsay, it is insulting that this was included as a point of contention.	
August 26, 2008 Memorandum Section 4	This document is absurd in that it points out an incident of which I was threatened by Kenneth Gibson with an attack but later written up for. In the content of this memorandum, Kenneth specifically states he approached me unprovoked. Had this not been the case, the scenario would not have occurred. Robert Foye gives differing accounts regarding this incident throughout the interview. This incident was used as a reason for termination. What's even more shocking is Robert Foye's repeated support of an aggressive individual.	Comments Exhibit 16
September 26, 2008 E-Mail from Kenneth Gibson Section 5	This e-mail was written exactly one month after the incident listed above and one day after the whistleblowing disclosure in an effort to garner a "legitimate" reason to terminate my employment. As the severity of the incident warranted a full written report from all involved including witness directly in the middle of the physical threat, Management was derelict in the performance of their duties in refusing to document an occurrence of physical threat.	Comments Exhibit 16
September 23, 2008 E-Mail from Maria Vant Hof Section 6	As this document makes reference to another employee that Maria had to "go get", where is their statement regarding this e-mail. As Maria repeatedly refers to loud and aggressive behavior, why have there been no witnesses to yelling throughout the workplace. Prior to the submission of DOI's investigation, I had no knowledge this e-mail existed nor was I given the opportunity to rebut it at any time. During our meeting on September 25, 2008, this e-mail was never presented to me for any explanation as to whether Maria's allegations were true. It's amazing that she would state the problems started within our first week at DOD as she and I had lunch together everyday the first couple weeks. I'm still unclear as to why Maria felt she needed to come to me for anything as she had multiple Managers at the Department of Defense that she surely could have interacted with and posed her questions to. This was supposed to be the essence of the internship program. Why would a person repeatedly approach someone for everything who is hostile, demeaning and generally mean to them. This entire scenario makes no sense. As Maria was removed from DOD on the same day as me due to several altercations with DOD staff members and vendors, it is strange that she would make these accusations of me. Not only did I become frustrated with her lack of communication skills and knowledge, so did Management at the Department of Defense and they wanted to pawn her off onto someone else in order not to have to interact with her. Her ability to frustrate anyone is evident in Isaac Bellamy's e-mail stating "your friend is bugging me". Why did he forward this to me instead of Management or Robert Foye? What's also strange about this correspondence is that it was so secretive. My	

	communications always included these individuals so that they would be aware of what was being said about them. Why didn't I have knowledge of these complaints? Obviously they didn't want me to rebut their comments with actual facts.	
September 24, 2008 E Mail	This e-mail has been modified from it's original transmission and response.	Comments Exhibit 2
September 24, 2008 E-Mail Wendi Lott Section 8	<p>As noted here, this e-mail complaint was not originated by Wendi Lott. It was originated by President for her complaints. Had Wendi communicated her angst to Robert Foye prior to receipt of my complaints it would have been valid. This was her weak attempt to cover up her deficiencies. As staff members have made several comments regarding working in groups, I would like to expand on this. We were to distribute assignments as a group, not sit together and go through the tasks line by line. This is where the entire process is confused. Wendi, Maria and Isaac were unable to master the simplest task nor did they seek out the expertise from other Contract Specialists on the floor for assistance. In their minds they thought it was my responsibility to walk them through each and every facet of the workday as well as complete their work on a regular basis. What is very odd about their communications is that they always state the workplace has been hostile from day one. Why would they continue to come to me repeatedly if I had been hostile with them as evidenced by e-mail correspondence August 28 – September 1. Our only tasks as a group was to divide work as illustrated on the exhibits. Why was it necessary for them to have so much interaction with me to perform independent tasks. Where were their Supervisors at this time? As designated on the e-mail, why wasn't it clarified to these interns that they should report to their Supervisor, not me. These interactions could have easily been avoided if they had done so.</p> <p>What's also mysterious about the intent of this e-mail is that everyone is cc'd on this e-mail with the exception of the whistleblower. Had this been truthful information the whistleblower would have had opportunity to respond. Why in a professional correspondence was everyone but the accused included when the whistleblower initiated the correspondence?</p>	Comments Exhibit 2 Comments Exhibit 5
September 25, 2008 Note Isaac Bellamy Section 9	As this e-mail was probably written at some point after our meeting on September 25, 2008, it appears that Isaac was just going along with the bunch. Isaac references his conversations regarding our lack of support from our DOD Supervisors in this correspondence. As he spoke with the Program Manger, Robert Foye, daily it's unbelievable that he would look to me as his support base for such an important issue. Isaac refers to mumbling of which others said was yelling. It is difficult to ascertain which scenarios are true based on the variety of different versions of what happened. Isaac has repeatedly complained to me about Maria's inadequacy and I repeatedly referred him to his Manager, Robert Foye. If his contention of conflict is	

	<p>to be believed, why would he continue to approach the whistleblower about non-task oriented scenarios? Why weren't these his Supervisor's issues?</p>	
<p>September 26, 2008 Disciplinary Warning Section 10</p>	<p>As I have provided documentation of each scenario encountered while employed at DOI, it would be safe to surmise that I would have provided a rebuttal to this document had it been presented prior to this investigation. However, the document contains several points that were mentioned as the reason for giving this Disciplinary Warning that should be addressed:</p> <p>Paragraph 1 – Yelling at Maria. No corroboration of this event exists. On a floor full of staff, it is hard to believe that this event occurred and no one else witnessed this but Maria. It also seems strangely suspicious that the same people are witnesses, Isaac and Wendi. As we were on a floor surrounded by Contract Specialist, Management and Contractors, how could they not have heard all of the “alleged” yelling that has been repeatedly stated throughout this investigation. Although Mike Murtha, Melanie Alston and Lauren Uher have submitted statements for this investigation, at no time have they corroborated this. As these three individuals were located within the same work area, how did they miss all of the yelling and screaming alleged in this investigation.</p> <p>Paragraph 2 – As the details of this meeting are incorrect as to the nature of the meeting, this demonstrates these issues are fabrication. The topic of the meeting as per the e-mail were to discuss Maria, Isaac and Wendi's lack of participation in work related activities. Robert Foye has misconstrued this topic throughout the investigation and submitted an altered document to support this fact.</p> <p>Paragraph 4 – Robert Foye has not provided any credible incidents that amount to four occasions of “this happening”.</p> <p>Paragraph 5 – Robert Foye states he is giving a verbal warning for misconduct in this paragraph. He refers to a yelling and screaming incident with Kia Myles of which has been documented throughout this investigation as 1) yelling and screaming, 2) being overheard by Kia 3) referencing interns in the front row and 4) talking down to Kia as reported by Kia with no documentation to substantiate any of the 4 scenarios. As Robert Foye has misrepresented this alleged incident in 4 different ways, how can anyone draw truth from any of it.</p> <p>As the document is dated September 26, 2008 and references the event of my cheating disclosure on September 25, 2008, Robert Foye had not indicated of which</p>	

	<p>method of delivery this Disciplinary Warning was presented. He also indicated I wanted HR present to continue the meeting. As no HR personnel were ever provided, it is suspect as to when he drafted this warning. As I was in Arlington, VA on this date, no proof of delivery exists. I had not received this warning via e-mail nor in person thereby evidencing this document was never presented to me.</p>	
<p>September 26, 2008 Memorandum Section 11</p>	<p>This document directly demonstrates Robert Foye's failure to launch any investigation into my allegations of cheating. As he nor Lynn McPheeters had not at any time requested how, when, who were involved in this allegation, it is difficult to discern why only Isaac, Wendi and Maria were questioned when there were a total of 16 interns located at DOD. This directly demonstrates Robert Foye and Lynn McPheeters total disregard for my communications.</p>	
<p>Lynn McPheeters Interview Section 12</p>	<p>Lynn McPheeters stated in her interview "she would work with her by providing some feedback, coaching, and possibly an independent mediator to work on the issues/problems President was having with her fellow interns and before that could occur however, DOD called stating they wanted her out of the building immediately". My last interaction was on September 25, 2008 with Lynn McPheeters with her commitment to follow up the next day September 26, 2008. At no time had Lynn McPheeters contacted me from September 26, 2008 – October 6, 2008. At no time has anyone indicated what incident/s transpired between September 26 and October 6th. No documentation or verbal submissions point to any specific incident throughout the entire report point to these dates therefore making these statements questionable. Lynn McPheeters refers to behavioral problems but fails to state specifically what her knowledge and confirmation of these issues were. As President of DOI University, she had access to all records and was present immediately after LaRone President was physically threatened and took no action (occasion 1) and my divulging interns cheating (occasion 2).</p>	<p>Comments Exhibit 8</p>
<p>October 3 E-Mail Melanie Alston Section 13</p>	<p>What is surprising is that this e-mail was developed after my departure on October 2, 2008. As evidenced in Isaac Bellamy's statement, DOD was not supportive any training interns. As John Hite and Mike Murtha both referred to my refusal to train other interns it is unclear what their level of responsibility was. Mike Murtha in his statement makes reference to Maria returning to him although myself and Isaac were asked to train her. What has failed to be identified is why Isaac didn't do it either. As documented in previous e-mail correspondence with Robert Foye, at no time had Management approached me personally to request that I train anyone. These statements are also ludicrous as we weren't being trained, how did they expect us to train? Melanie also referred to working collaboratively with others. With the exception of Maria, Isaac and Wendi, she has failed to mention any other staff</p>	

	members, intern or vendors to support her repeated statements.	
October 3, 2008 Termination Letter Section 14	<p>As this letter is wrought with misrepresentations, I will address each one.</p> <p>July 3, 2008 counseling – It is impossible that I was counseled on that date as I had lost my purse containing all identification, passport, etc. I was only in the building on that date a very brief period of time and while there on the telephone attempting to contact METRO to find out if they had located it. Upon notification by METRO that they had located my purse, I left the building immediately and went to their offices on another side of town to retrieve it and didn't return on that date. As Robert Foye has failed to document any incidences, I believe he made this up forgetting that he offered me bus fare of which I refused and borrowed from another intern.</p> <p>August 26, 2008 – It is absurd that this incident was even included in this letter as disrespect. I was physically threatened, unprovoked by another intern during this incident and no DOI documentation of the incident exists with the exception of a letter from Kenneth Gibson after my disclosure of cheating by the interns.</p> <p>September 23, 2008 – No documentation exists to confirm this date. These allegations arose after my submission of an e-mail outlining these same interns' refusal to complete any work-related assignments on September 24th and Robert Foye's request that we meet on September 25th to resolve them.</p> <p>October 2, 2008 – Lauren Uher and Melanie Alston have failed to directly identify what behavior spurned their telephone call on this date. As the interns and myself had met with Robert Foye and Denise Bailey and Lynn McPheeters on September 25, 2008 at which time I divulged their cheating, no one has explained what transpired between September 26 – October 2 to prompt their telephone call. As no additional incidents occurred during this time, it is questionable as to what prompted their decision.</p>	
Melanie Alston Interview Section 17	<p>Melanie Alston was my Supervisor for approximately 3 weeks. Throughout the investigation the reader would be given the impression that she was my Supervisor for a much longer period of time. Per her interview, in this 3 week time-frame, she observed that LaRone President took a "leadership" role with the interns. Therefore, at what point in her observation period did she observe President not working well with others? As a 3 week period is a very short time for evaluation, Melanie has failed to notate when these observations were observed or for how long. It would have been helpful to have available her transcript for review.</p>	
Michael Murtha Interview	<p>Mike Murtha noted Mara Van Hoff was the most difficult intern to deal with from a</p>	

Section 18	management point of view because of her lack of computer skills. Couple this with Management's statement throughout this interview that she lacked communication skills directly identifies a problem. As Mike Murtha and no one else wanted to interact with Maria, somehow they wanted to "pawn" her off on me which added to her angst. From Management's interviews it has been identified that Maria was not equipped to perform the functions of a Contract Specialist and they continued to keep her on staff wasting Federal taxpayer dollars. Not only was Maria deficient in her work, she had two separate altercations with DOD staff of which they have repeatedly failed to mention.	
Aseia Chaudry Interview Section 20	As the interviewer pointed out the Aseia was not being truthful throughout the interview and offered nothing of any primary relevance other than the additional interns of which she personally distributed the tests, it is difficult to comment based on the fact that the interviewer already determined most of her testimony was untruthful.	
Rodney Brooks Summary Section 21	Rodney Brooks' transcript submission as a part of this investigation should be included as opposed to a summary of his admission. It is difficult to conclude from this summary the context of his admission and his verbatim transcript would have been helpful for comment. In his summary interview Rodney Brooks specifically states "she refused to provide questions and answers" to the requestor of these documents. 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". As complainant did not transmit a copy of her own test completed at 100% to this purported friend, how it be misconstrued that complainant participated in this activity?	
Rodney Walters Summary Section 22	Rodney Walters' transcript submission as a part of this investigation should be included as opposed to a summary of his admission. It is difficult to conclude from this summary the context of his admission and his verbatim transcript would have been helpful for comment. Also it would have been helpful to see the context of his statement "Is there anything you could share with me" because this conversation never happened related to any test exams between he and myself. Rodney Walters has never received any documentation via e-mail or in person from whistleblower nor any tests. As Alfredia Allen admitted within her summary that she forward the tests to Rodney Walters, his statements are completely contradictory.	
Alfreida Allen Summary Section 23	Alfredia Allen's transcript submission as a part of this investigation should have been included as opposed to a summary of her admission. It is difficult to conclude from this summary the context of her admission and his verbatim transcript would have been helpful for comment. As this summary offers conflicting information regarding her agreement that the test was given to her as evidence or never identifying her	

	fellow interns or saying anyone was cheating.	
Chris Henshaw Sections 24 & 25	<p>What's extremely strange and disturbing about his interview is Steven Shillingford informing him that the interview was about me as opposed to the cheating. They went through a continuum of dialogue about me unrelated to the issue at hand. It appeared that Steven Shillingford was on a fishing expedition and had turned the objective of the investigation from the cheating to a witch hunt against me. The entire situation Chris spoke of was hearsay and he again offered no proof to any of his assumptions. It is unfortunate that Chris would stoop to the level of being dishonest in regards to our interactions because we never had any. Chris worked on a different floor altogether and we rarely saw each other. Our only contact was from across the room at formal classroom training. He and I have never had any group exercises whatsoever throughout my tenure with DOI.</p> <p>What is also suspicious about this investigation is that Chris Henshaw has two separate transcripts of interviews. This additional interview actually offers nothing to the investigation. Chris' attempt to clarify information was incorrect. He tried to state there were differing questions each time someone did not complete the test at 100%. This information is inaccurate in that only the questions that were wrong prompted new questions, not the entire test. This could have very well been verified with Defense Acquisition University at the time had someone investigated.</p>	
	It would have been worthwhile to have Isaac Bellamy, Maria Vant Hof, Wendi Lott, Kia Myles, Kenneth Gibson, Matt Healy or Rebecca Hoffman's interview for review and comment.	
LaRone President Interview Section 26	LaRone President's transcript submission as a part of this investigation should be included as opposed to a summary of his admission. As DOI was selective as to the content of this summary, it is difficult to discern the context of the entire interview. As during this interview, President was requested to take a polygraph, this information should have been provided as well. In addition to the polygraph request, much information is covered regarding Rodney Brook's assistance in attempting to file a police report against Melanie Alston for false accusations of theft.	



YAHOO! MAIL

Date: Tue, 7 Oct 2008 06:09:11 -0700 (PDT)
From: "LPREZ" <laroneprez@yahoo.com>
Subject: Additional Information for Investigation
To: "Sheila Kenney" <sheila_j_kenney@nbc.gov>

Sheila:

I spoke with the gentleman you referred (Inspector General Richard Trinidad) on Thursday of last week prior to my termination. He refused to take a report and told me he would be speaking with Lynn McPheeters regarding my allegations of cheating. He told me there was nothing he could do as this was not his area.

Also, can you let me know who will be completing the investigation? I don't want it returned to the DC offices as it seems that everyone is aware of what is occurring and I have concerns about objectivity because they are trying to cover up what happened in their attempts to protect the Interns and DOI University.

Also, I wanted you to speak with another witness, Feliseia (the SES' assistant) at DOD. I'm sure she can offer some insight into the intern's behavior as well as mine while employed at DOD. She worked on the floor and had interaction with all of us.

Also, can you let me know if this investigation can be expedited? Because of my situation of moving here less than 4 month's ago, my termination poses an extreme hardship for me. Please let me know what to expect in terms of this process so that I can make personal decisions accordingly.

Thanks again for your assistance with this matter.



-- On Thu, 9/25/08, President, LaRone CIV WHS/A&PO <LaRone.President@whs.mil> wrote:

From: President, LaRone CIV WHS/A&PO <LaRone.President@whs.mil>
Subject: FW: FW: Hotlist Schedule
To: laroneprez@yahoo.com
Date: Thursday, September 25, 2008, 1:26 PM

-----Original Message-----

From: [Robert Foye@nbc.gov](mailto:Robert.Foye@nbc.gov) [mailto:Robert.Foye@nbc.gov]
Sent: Wednesday, September 24, 2008 2:09 PM
To: President, LaRone CIV WHS/A&PO
Cc: Bellamy, Isaac CIV WHS/A&PO; Vant Hof, Maria CIV WHS/A&PO; Lott, Wendi CIV WHS/A&PO
Subject: Re: FW: Hotlist Schedule

You're right, on Thursday, September 25, 2008 at 9 a.m. I want each of you in my office at 9 am. We need to put an end to the lack of professionalism that is occurring at DoD/WHS. It will not be excepted.

-Rob-

Robert L. Foye
Intern Program Manager
Department of Interior University
1849 C Street, N.W.
MS 7124
Washington, DC 20240
202. 208.3140 (O)
202. 208.5184 (F)

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"President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>

09/24/2008 10:54 AM To
Robert Foye/NBC/OS/DOI@DOI
cc

"Lott, Wendi CIV WHS/A&PO" <Wendi.Lott@whs.mil>, "Bellamy, Isaac CIV

WHS/A&PO" <Isaac.Bellamy@whs.mil>, "Vant Hof, Maria CIV WHS/A&PO"
<Maria.VantHof@whs.mil> Subject
FW: Hotlist Schedule

Rob:

I would like to address the following request from our group. As we are considered to be a group, I would like your direction on this scenario.

Last week, we were required, as a group, to assemble information and present this information related to contracts we are working on for a meeting with our Director, Melanie. Isaac volunteered to present for the entire group, Wendy, Maria, Me and himself. During the middle of the meeting, I was approached by Isaac who informed me that he was not familiar enough with my contracts to present my information, so at the last minute, I presented the information myself although he presented Wendy's, Maria's and his.

Yesterday, we were given an assignment to retrieve information from various staff members and compile that information into a spreadsheet for Melanie's use due by the end of the day. We drew numbers and my number was pulled to compile the information into a spreadsheet of which was completed and of which I had no problem with.

At the same time yesterday, we were given another assignment as to compiling information for a Hotlist by Melanie. Upon pulling numbers today, my number was again pulled to compile the first set of information of which I am opposed for the following reasons:

1. As we are considered to be a group, I feel the work should be spread out evenly, not that it should be expected that I contribute first all of the time or that my work is separate from theirs.
2. There are other members of this group who should be expected to contribute and take the lead instead of me.
3. As this is supposed to be a learning experience for all of us, I would like the benefit from learning from my peers as well.

Please advise the appropriate approach for this issue so we can move forward and complete this task in a timely manner. Thanks.

-----Original Message-----

From: Lott, Wendi CIV WHS/A&PO
Sent: Wednesday, September 24, 2008 10:41 AM
To: Alston, Melanie CIV WHS/A&PO; President, LaRone CIV WHS/A&PO; Bellamy, Isaac CIV WHS/A&PO; Vant Hof, Maria CIV WHS/A&PO
Subject: Hotlist Schedule

1. Larone
2. Marie
3. Wendi
4. Isaac

Best regards,



President, LaRone CIV WHS/APO

From: President, LaRone CIV WHS/A&PO
Sent: Wednesday, September 17, 2008 5:29 PM
To: Vant Hof, Maria CIV WHS/A&PO; Jenkins, Tina CIV WHS/A&PO; Willsher, Jonathan CIV WHS/A&PO; Lott, Wendi CIV WHS/A&PO
Cc: Hite, John CIV WHS/A&PO
Subject: Presentation Submission
Signed By: larone.president@whs.mil

All:

In following with the format of the presentation, please fill out the blanks from your sheets I left in your chairs this evening. This information follows the format that was pre-established by Kortnee for all other submissions. I will need this information no later than 9:00 a.m. to finish incorporating it into the presentation. Thanks.

LaRone President
Contract Specialist Intern
Department of Defense - Acquisition & Procurement Office
Telephone: 703/696-4079
Fax: 703/696-4164

Tracking:	Recipient	Read
	Vant Hof, Maria CIV WHS/A&PO	Read: 9/18/2008 7:22 AM
	Jenkins, Tina CIV WHS/A&PO	Read: 9/18/2008 6:48 AM
	Willsher, Jonathan CIV WHS/A&PO	Read: 9/18/2008 8:59 AM
	Lott, Wendi CIV WHS/A&PO	Read: 9/18/2008 7:27 AM
	Hite, John CIV WHS/A&PO	Read: 9/17/2008 5:35 PM



DEPARTMENT OF EMPLOYMENT SECURITY
224 N ELM ST PO BOX 827
CENTRALIA, IL 62801

DATE: 11-26-2008 SSN: [REDACTED]

LARONE PRESIDENT #23
14100 WPINGWILO#23
SILVER SPRING, MD 20906

The following determination has been made in connection with your claim for unemployment insurance benefits:

The claimant was discharged from DEPT OF THE INTERIOR because FOR ALLEDGEDLY CONTRIBUTING TO A HOSTILE WORK ENVIRONMENT WHILE ON PROBATION.

The term misconduct means the deliberate and willful violation of a reasonable rule or policy of the employer if the violation has harmed the employer or other employees or has been repeated by the individual despite a warning or other explicit instruction from the employer. In this case, the claimant's action which resulted in her discharge was not deliberate and willful.

Therefore, this Determination finds the claimant eligible for benefits, with respect to this issue only, for each week during the period from 10-26-2008 through 11-08-2008 and she will be determined eligible for each week thereafter as long as she meets the eligibility requirements of the Illinois Unemployment Insurance Act.

Waiting week credit has been granted and/or benefit checks are being ordered for each week of unemployment for which you are eligible. However, the employer who is a party to the determination has thirty (30) days in which to appeal. If the employer appeals, you will be notified of the time and place of the hearing. If you do not receive notification of waiting week credit and/or benefit payment within three weeks from the date of this notice, please notify the office.

SEE THE REVERSE SIDE FOR INFORMATION REGARDING APPEAL RIGHTS

VEASE AL REVERSO PARA UNA TRADUCCION EN ESPANOL DE SUS DERECHOS A APELAR

Joan Rose - 113
ES Program Representative
Phone 618-532-4741 Ext. 382 Fax 618-532-0380



President, LaRone CIV WHS/APO

From: Robert_Foye@nbc.gov
Sent: Monday, September 01, 2008 2:14 PM
To: President, LaRone CIV WHS/A&PO
Subject: Re: Information

Attachments: smime.p7s



smime.p7s (7 KB)

LaRone: I talk with Wendy on tomorrow.

Robert L. Foye
 Intern Program Manager
 Department of Interior University
 1849 C Street, N.W.
 MS 7124
 Washington, DC 20240
 202. 208.3140 (O)
 202. 208.5184 (F)

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-----"President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil> wrote: -----

To: Robert Foye/NBC/OS/DOI@DOI
 From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>
 Date: 08/28/2008 04:25PM
 Subject: Information

Rob:

I was approached by Wendy at 4:00 p.m. regarding training her on a task we have been assigned by our Managers at DOD. Myself, Issac and Maria have received training in this task from Mike and Rob here on staff. I'm not sure as to why Wendy did not receive this instruction. Wendy specifically asked me to train her on this task. So as to not have any confusion in the future, I want to tell you my response:

1. I explained to her that I was new to the task and had not clearly mastered it myself.
2. I requested that she speak with Isaac or Maria for direction on this task.
3. I also explained to her that I did not see it as appropriate to train my peers when I am a participant in a training program myself.
4. Since my assistance with my peers in the past has made me the subject of

attacks, I don?t believe it is in my best interest to continue to volunteer my assistance.

5. At no time was I approached by my Managers at DOD to perform this task personally.

Because Wendy appeared to have a problem with my response and I am attempting to remain low key and not be the subject of my peers? negative comments, I am perusing this opportunity to keep you abreast of situations beyond my control.

Thanks.

LaRone President
Contract Specialist Intern
Department of Defense - Acquisition & Procurement Office
Telephone: 703/696-4079
Fax: 703/696-4164



YAHOO! MAIL

Print - Close Window

Subject: September 3, 2008
Date: Wed, 3 Sep 2008 11:55:39 -0400
From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>
To: iaroneprez@yahoo.com

I spoke with Rob Foye today regarding Aseia. When I returned to my desk from a bathroom break, Aseia was leaned over my desk reading my computer screen.

LaRone President
Contract Specialist Intern
Department of Defense - Acquisition & Procurement Office
Telephone: 703/696-4079
Fax: 703/696-4164

Attachments

Files:

 **smime.p7s** (5k)





Subject: Last Thursday's Conversation
Date: Mon, 4 Aug 2008 08:24:31 -0400
From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>
To: Robert_Foye@nbc.gov

Rob:

I appreciate the feedback you had given me last Thursday and I will apply your suggestion of my toning down my personality in order to not offend overly-sensitive peers. I also wanted to explain several of the instances I have been made aware of to put some closure to these incidents. As these incidents are very upsetting and unsettling for me, I would like to put them to rest.

Upon my arrival to work on Friday, August 1, 2008, I was informed of "water cooler" conversations that I had a confrontation with our class facilitator of which was untrue. Again, the facts of this incident were as follows: Myself and another intern motioned for the facilitator to approach the back of the room from the middle of the room to speak with him privately regarding a homework assignment that he was giving out. The facilitator did not want to address us but after some prodding, he finally walked back to the rear of the room. His attitude was unfriendly and arrogant as if he did not want to address us, so I said "never mind" 3 times. At no time did I personally address him. My peer posed the dilemma of us not having our computers available in seeking an alternative and he told her to "go to the library" and made a violin gesture of which another classmate jokingly imitated. I at no time addressed this facilitator but did state "I'm not going to be able to do it". I left the building for the day but returned to speak with you regarding the incident to state my angst with the instructor's arrogance and to inquire if my non-participation in this activity would affect the outcome of this class. You stated it could and offered a solution of the use of a computer and I completed the assignment and participated in the activity the next day. So, I'm not sure how this incident could be misconstrued as a confrontation. Although I may have been upset about the incident, I thought I aired my displeasure with the appropriate channel.

Also, we spoke on Thursday regarding some issues you were concerned with. As these issues warranted me being pulled from a test in the middle of a training session, I take them very seriously. Your concern was voiced as several of my peers were "afraid" of me. I then questioned as to who and what the basis of their "fear" was and you spoke of an incident on 7/1/08 of which several interns were in the computer lab taking assessments. This incident particularly involved myself, Drew, Valerie, Kenneth and Wendy. As you are aware, I was assisting my peers with logging onto the system as there was some trouble with everyone's computer. After getting your approval to contact the help desk to locate the shared drive, Drew was successful in downloading the software to his personal zip drive making access much faster. Upon confirmation his system worked, I asked Drew who was sitting a couple rows behind me if he could help me load access for everyone on the shared drive. Prior to Drew every being able to respond, Valerie launched a verbal attack at me and told me I was interrupting Drew as well as several other derogatory statements. Upon my response to her that it was fine that I helped the team, but she appeared to have a different view when it was expected of others, Kenneth took it upon himself to interject himself into the conversation with a barrage of negative comments directed at me. Once I addressed him, Wendy (whom was sitting directly next to me) attempted to intercede and I told her she had nothing to with the conversation.

After this attack, I left the room, ran into you in the hall and asked if I could finish the assignment at home (borrowing a friend's computer). You stated yes and I turned my certificates in following morning putting the incident behind me.

During our conversation on Thursday, you stated you had been previously made aware of this incident but was told that I was the aggressor in this instance. At no time prior to Thursday (one month later) had you and I discussed what happened during this incident. Nor do I believe Drew, nor any other person involved were followed up with to determine who really were the aggressors of this incident.

During our meeting you also informed me of several complaints regarding interns' fear of me and allowed these individuals to remain anonymous and I am unclear of what the basis of their fears are or even who they are. I volunteered, as I am unsure who these individuals are, Let me state that I have always contributed to group activities and have never had any problem with my communications within but am unsure how I am supposed to proceed if unknown individuals have unwarranted fears against me.

Here are my dilemmas from these incidents.

I feel I was publicly picked on from false allegations. Being singled out to participate in this meeting when no one else involved or any other witnesses to these acts were asked to identify themselves nor participate in the resolution.

I believe I am undergoing a character assassination and don't believe these untruths display me in my true regard. These mistruths are slanderous without basis and could potentially paint the wrong picture of my character amongst the remainder of my peers and at agencies throughout my rotations.

I would also like to express my concerns regarding how Valerie feels it necessary to repeatedly discuss me in negative terms with my peers and her attempts to involve them in a personal mediation of which they should not be put in a compromised situation.

It is my hope that these issues are now resolved and that you can continue to feel comfortable with the knowledge that I plan to continue in a professional manner.

Thanks.

LaRone President

Contract Specialist Intern

Department of Defense - Acquisition & Procurement Office

Telephone: 703/696-4079

Fax: 703/696-4164



YAHOO! MAIL

Print - Close Window

Date: Fri, 3 Oct 2008 05:39:57 -0700 (PDT)
From: "LPREZ" <laroneprez@yahoo.com>
Subject: Fwd: Yesterdays Conversation Follow Up
To: Sheila_j_kennedy@nbc.gov

This document is for the file. I have several other documents and pictures related to this file.

Please let me know when you need this information or if I should wait until a full investigation occurs.

I also have several names I would like to provide for them to be interviewed during the investigation at DOD. Please let me know when you will need this information.

Although Rob told me it was DOD's decision that I leave, they never spoke with me personally to find out what was really going on therefore they did not do any investigation themselves.

Also, on on Wednesday of this week, I was again threatened by Kenneth Gipson at the Metro station near DOD. I will be taking out a legal order of protection against him today.

Thanks and please let me know what the next steps are.

LPREZ <laroneprez@yahoo.com> wrote:

Date: Thu, 2 Oct 2008 23:49:05 -0700 (PDT)
From: LPREZ <laroneprez@yahoo.com>
Subject: Yesterdays Conversation Follow Up
To: Robert Foye <robert_foye@nbc.gov>

Dear Rob and Lynn:

cc: Personnel File of LaRone President
 Lynn McPheters

This e-mail is to document our conversation of yesterday, October 2, 2008. I was called at DOI by Rob Foye at approximately 9:30 a.m. and told to report to DOI, I was told by Rob that Melanie Alston had been informed of my absence and to bring all of my personal belongings with me, specifically clean out my desk.

I reported to the office and for approximately 45 minutes, no one was in the office at all. I went downstairs to seek a human resources representative to attend the meeting and no HR person was available.

Upon my return, I was told by Rob Foye to call Melanie as she did not know I was gone and she wanted to speak with me. When inquiring from Rob as to why he told me she had been informed of my absence he did not respond. I then questioned as to why she wanted to speak with me he again did not know he thought she may have wanted to request my computer access card but he didn't know. We then proceeded to his office and sat down. I contacted Melanie Alston via my cell phone on several occasions throughout the day and had not received a return phone call. We went to his cuble and handed me an EEO handout regarding harrassment and told me that DOD did not want "us" back due to a hostile work environment but I have been made knowledgeable that all other staff involved were still working at DOD and had participated in the conference call scheduled for that afternoon. At no time did you explain the nature of this complaint nor DOD's feedback in regards to the investigation/mediation that Lynn was supposed to set up and call me about last Friday. At the conclusion of the conversation I questioned as to whether I was terminated and you told me the Director of Human Resources at NBC suggested that option and that you were typing the letter. We spoke of EEO and you made a number available to me but I informed you that I had already initiated a case with them. I left your office and forgot to get the HR Director's name and upon my immediate return Maria

was standing in your cubicle. I waited for a few minutes to approach and she was told to go to lunch as well and come back. After she left, I requested the HR Director's number and went to lunch.

I still have not heard anything regarding an investigation into these issues. Nor have I had any feedback from witness at DOD regarding the alleged events that occurred. As we work in a public area, many Managers should have been questioned regarding the alleged events as their offices are immediately within hearing range. And, the environment is so quiet, you can hear a pin drop.

At our last meeting exactly one week ago Thursday, I also expressed many concerns regarding the following and since then a new development has also occurred of which you will later be apprised.

Although you agreed with the issues outlined in my e-mail, you never addressed this e-mail that initiated the entire meeting but yet turned our scheduled meeting into a personal attack against me and the threat of a final written warning.

Lynn nor yourself has ever requested information from me nor attempted to investigate the cheating on certification courses that are occurring at DOD and the fact that staff members attempted to extort completed tests from me, I know for a fact that you couldn't possibly have investigated because you never questioned who was involved. But due to your lack of response and the documented fact that everytime I bring an issue to Management I am retaliated against, I have decided to pursue this issue outside of your office.

Lynn failed to set up a follow up appointment for Friday of last week as promised nor did she contact me the entire week leading up to my meeting and potential termination yesterday.

As you have failed to fairly evaluate any information provided and repeatedly disregard my issues, I will be continuing to pursue my issues outside of DOI but will be available for our meeting on Monday at 8:00 am.

Thank you.





P.O. Box 797
Greenland, NH 03840-0797

Address Service Requested

October 18, 2008

Exhibit 9

Your BENEFEDS UserID:
LARONEPREZ@YAHOO.COM

DV34-001326

MS. LARONE PRESIDENT
PO BOX 56243
WASHINGTON DC 20040-6243

Dear MS. PRESIDENT:

Thank you for your participation in the Federal Employees Dental and Vision Insurance Program (FEDVIP). BENEFEDS processes enrollments and collects premiums on behalf of FEDVIP dental and vision carriers.

Our records indicate that you enrolled in a FEDVIP Dental plan. Your payroll provider has informed us that you are no longer employed at the Office Of The Secretary Of The Interior. Based on this information, we will notify your FEDVIP carrier to inactivate your Dental plan effective September 27, 2008.

If our information is not correct, or if you transferred to a new agency and are still eligible for FEDVIP coverage, please contact BENEFEDS immediately to provide the name of your employing agency. We can be reached by secure email by visiting www.BENEFEDS.com, or you may call our customer service center at 1-877-888-FEDS (1-877-888-3337), TTY 1-877-889-5680 Monday through Friday from 9:00 AM until 7:00 PM Eastern Time.

Sincerely,

The BENEFEDS Team



BlueCross.
BlueShield.

Federal Employee Program

FEP BlueVision®

OCTOBER 21, 2008

LARONE PRESIDENT
PO BOX 56243
WASHINGTON DC 20040

IDENTIFICATION #: 7892087263
TERMINATION DATE: SEPTEMBER 27, 2008

Dear Member:

Our office was notified by BENEFEDS that your FEP BlueVision enrollment ended on the date referenced above. If you believe this information is incorrect, please contact BENEFEDS directly at 1-877-888-3337.

It has been our pleasure serving your vision care needs.

Sincerely,

FEP BlueVision





I found it :)...Fwd: Knee Injury

Monday, August 3, 2009 10:43 PM

From: "Massouda Rafiqi" <massouda.rafiqi@gmail.com>

To: laroneprez@yahoo.com

Good Evening LaRone,

I hope you are doing well.

It was great talking to you a couple of days ago. I am sorry if this email is coming to you late. Things have been very hectic on my part. I have been working some very crazy hours.

I am glad you are back in your home town and I really do hope that things will start turning around for you and I hope you find a great job soon. We both have been through some interesting situations with DOI and I just firmly believe that what goes around comes around. I am sure you will find a wonderful position soon.

Okay well I am forwarding the email that I sent to Rob the day I got my cast on. I hope it is helpful to you and please do keep me posted on what is going on with the situation and just life in general.

Thank you for the offer and please do know I would love to see you if you are in the DC area. Take care and I wish you all the best. Keep in touch.

Hugs,

Massouda Rafiqi

----- Forwarded message -----

From: <Robert_Foye@nbc.gov>

Date: Wed, Jun 18, 2008 at 12:21 PM

Subject: Re: Knee Injury

To: Massouda Rafiqi <massouda.rafiqi@gmail.com>

Massouda;

It's not problem we'll see you on Monday.

Robert L. Foye
Intern Program Manager
Department of Interior University
1849 C Street, N.W.
MS 7124
Washington, DC 20240
(202) 208-3140 (O)
(202) 208-5184 (F)

To Robert Foye/NBC/OS/DOI@DOI

cc

Subject Knee Injury

Massouda Rafiqi" <massouda.rafiqi@gmail.com>
06/18/2008 01:22 PM



Good Afternoon Mr. Foye,

I hope you are doing well. Unfortunately, a couple of days ago I had a knee injury. I went to a specialist yesterday and they had to cast up my entire right leg. I have to keep this cast on for 6 weeks to have my knee healed. There are limitations on what I can and can not do. I am limited on how much I can walk.

In your past email I know we have to dress in business attire our first day but because it is hard to fit pants over the big cast I am going to do my best to look business casual. I hope that is ok with you. I also have to wear special shoes. Please do let me know what you think. Take care and I hope to hear from you soon.

Best Regards,

Massouda Rafiqi

AFFIDAVIT OF ROBERT FOYE

Washington, DC

I, Robert Larry Foye, (male), Intern Program Manager, National Business Center (NBC), Department of Interior (DOI) University, make the following statement freely and voluntarily to Elizabeth Felton, who has identified herself to me as an EEO Contract Investigator for the Department of Interior investigating a complaint of discrimination filed by LaRone President, knowing that this statement is not confidential and may be shown to any interested party, I hereby solemnly swear:

Q1. What are your full name, current position title, grade, and organizational units?

A1. Robert Larry Foye, Intern Program Manager, National Business Center (NBC), Department of Interior (DOI) University, GS-13/2.

Q2. How long have you been in this position?

A2. I have been in this position since May 2008.

Q3. Who are your first and second-level supervisors, by name and position title?

A3. 1st level –Lynn McPheeters, President of DOI University; 2nd level- L.C. Williams, Director of HR Directorate.

Q4. As of October 6, 2008, who were your supervisors? Please identify by name, position title, organizational units.

A4. Same.

Q5. The accepted issue in this complaint is:

Whether the Agency subjected the Complainant to discrimination on the bases of her race (African American), color (Black), sex (female), age (44), and reprisal (participation in EEO activity) when she was subjected to a hostile work environment, which culminated in the termination of her federal employment on October 6, 2008.

Please identify yourself by race, color, sex? What is your DOB? Have you participated in a prior EEO activity on your own behalf?

A5. Black, black, male, DOB – March 7, 1960. I had prior EEO activity at a former job in 1987.

A18. No. See answer A9. I wanted her to do well. She has issues working with people. Until she addresses it, she will always have problems at work. I really tried to help her.

Q. 19. Have you terminated any other employees between October 6, 2006 – October 6, 2008? If yes, identify by position title of employee, date of termination, age (at time of termination), sex, race, color, any prior EEO activity, when, and circumstances. (Please do not identify by name.)

A19. Yes. One was female, Pakistani, age 22-24, on June 23, 2008, light complexion, unknown EEO activity – due to health related issues she did not initially disclose. The other person was male, African American, age 48, in January 2009, dark brown unknown EEO activity – due to AWOL for two weeks and he never returned.

Q20. According to the Complainant, the termination of her appointment was discriminatory because it was based on her race, color, age, sex, and prior EEO activity. Please respond.

A20. Not true. She was terminated because of her conduct and behavior. Her work performance was excellent but I received too many ongoing complaints about her conduct from too many different people. I did not discriminate against her. In fact, I encouraged her to talk to someone in the EEO office.

Q21. Can you suggest witnesses who can provide relevant information? If yes, identify by name, title, and nature of information to be provided.

A 21. Interns - Isaac Bellamy, Wendy Lott, Keith Johnson, Kenneth Gibson, Asea Cudry, Janice Bennett, and Maria Vant Hof.

Lynn McPheeters, President of DOI University

Also, her Managers at DOD, Melanie Alston and Lauren Uher.

Q22. Is there anything you would like to add?

A22. Ms. President is still taking online contracting courses through Defense Acquisition University. She is using me as her supervisor and I am still trying to help her develop herself. I think she is smart but just cannot get along well with other people.

I have read this statement, consisting of 7 pages, and it is true, complete, and correct to the best of my knowledge and belief.

R. Lopez
Signature

3/25/09
Date

Signed and sworn to before me

on this 25th day of MARCH, 2009.

at 1849 C St NW Washington DC

Adam Rodriguez

ADAM RODRIGUEZ
NOTARY PUBLIC DISTRICT OF COLUMBIA
My Commission Expires October 14, 2012



Exhibit 11

YAHOO! MAIL

Print - Close Window

Date: Fri, 3 Oct 2008 16:15:48 -0700 (PDT)
From: "LPREZ" <laroneprez@yahoo.com>
Subject: Melanie Alston's Theft Accusations
To: "Robert Foye" <robert_foye@nbc.gov>

This e-mail is to document the events of today, Friday, October 3, 2008 of which I received 6 telephone calls related to DOD.

While out running personal errands on my AWS day, I received a return telephone call from Melanie Alston, Director of A&PO at DOD. She returned my phone calls of yesterday per my request to contact her by Rob Foye and also my evening call to remind her to send an e-mail to Rob confirming my outstanding overtime from Tuesday, September 30, 2008.

We discussed my leaving and she told me she had received complaints from unidentified people and it forced her and Lauren to make the decision to remove me from DOD. She also told me that Management did not have any problems with my performance nor did she.

She also requested my CAC card and I told her, at that time, I believed I left it in the computer. She then requested to know if I knew where files were that were on my desk after my departure. I told her I did not know but maybe some of the CO's or Managers had removed them to follow up on. We finished this conversation and hung up the phone.

Melanie called me approximately 30 minutes later in a fury and accused me of taking the files for use as evidence. She also informed me that removing government property was theft. I questioned how she could come to this conclusion when my bags were checked upon arrival at DOI and I had no knowledge of what she was speaking of. I became furious that she would accuse me of such an action and gave her no reason in the past to suspect such behavior from me.

Approximately 3 hours later I received a telephone call from Mr. Allen, Pentagon Security. He inquired as to the location of my security badge. At this time I had returned home and had located the CAC badge in my bag. I told him this and he inquired as to my location at that time. I also informed him that no one prior to my departure from DOD had requested my CAC card or identification badge. I told him I was in Northwest DC and he said he did not want to come all the way there. I told him that I had a meeting with Rob on Monday and could turn over the i.d. badge and CAC card to him and he informed me he had already spoken to Rob and that was okay. Mr. Allen, then called me another 3 times regarding the missing files. During this conversation, he told me Melanie had informed him that other items were missing as well. When I inquired as to what, he did not know. After much frustration on our third call, I told him that all of the information (paper) that was included in these alleged missing files were saved in computer format either original or PDF format and could easily be retrieved.

As Melanie has accused me of theft, I want her to understand the severity of this issue. I at no time have stolen anything. Why would I take paper files and not delete or remove the electronic copies? This makes no sense and since no one else could figure out this process of getting the information she stated she needed, why would I volunteer this information and provide the drives to Mr. Allen and Rob immediately after. Again, as communicated to Mr. Allen and Rob the files are located on the C or H drives, my documents, and named by the contract or PR number. As Director, Melanie has direct access to all files in PD2 and could have easily pulled the information she required at the time from my folders in this software. That's why I am confused as to these accusations. During the year-end process, it was noted that many lease files were missing or lost within the DOD offices and I personally had to contact sites to get copies of excerpts of leases or other information from these files. So it is unbelievable to me that I would be accused in this manner. All correspondence including executed copies of contracts or mods are available either in my e-mail or computer drives which is easily accessible by I.T.

I just wanted this issue documented to forewarn that no further accusations of this nature will be tolerated by me.

I appreciate everyone's cooperation in this matter.

YAHOO! MAIL

Print - Close Window

Date: Fri, 3 Oct 2008 08:49:33 -0700 (PDT)
From: "LPREZ" <laroneprez@yahoo.com>
Subject: Melanie Alson Telephone Calls
To: sheila_j_kennedy@nbc.gov

Document to File

I received a telephone call from Melanie Alson, Director of A&PO at DOD at 10:30 a.m. in response to my calls to her yesterday at Rob Foye instinence and my request to be paid overtime for my work on Tuesday, September 30th and that I would be compensated for this time..

She informed me that she nor any other Manager at DOD had a problem with me and that she had received complaints about my "attitude" from several workers of which she did not identify. She also told me she had no problem with me nor had she witnessed this attitude. I explained to her that Rob wanted me to call her and I was unclear why as DOD never took the time to speak with me personally regarding requesting that I leave nor to confirm if any of the alleged complaints had validity or if there were underlying reasons, as I would have told her that I was being attacked because I reported the cheating by my counterparts on their certification exams.

At no time had any employee of DOD made any complaints regarding me and again I let her know that whatever behavior they complained about should have been witnessed by some members of Management because we sit directly outside their offices and someone should have heard something. My only interaction with my peers were within the cubicle or group activities.

I again just received another telephone call from Melanie Alston at 11:00 a.m. regarding some missing files that were on my desk. I informed her that the files were there when I was called down to DOI yesterday morning along with my CAC card left in the computer. I'm not sure why I was being contacted regarding the files. She stated she thought I maybe took the files to corroborate my story regarding the issues I had and I told her I was highly offended by her insinuation. When I left the office I had on a dress, high heels and two bags with me. As I am friendly with security there, they will tell you I did not leave with any files. I told her I left the office with my personal belongs, had to go directly to DOI and my bags were check upon arrival by security. As my bag was full of my personal belongings (namely a large blue jean jacket, extra shoes, some drinking cups, lotion and a few smaller items) removed from DOD, there was no room for anything else. I told her the very people that were occupying the cubicle were trying to set me up and they probably had knowledge where the files were and that she should check with them. I told her not to call me telephone again as DOD asked me to leave and didn't give me any consideration nor did they coordinate my departure. Prior to my departure, I took the files on the other side of the hall as the copier was not working to make some copies from e-mail correspondence as the copier was malfunctioning and returned them to my desk. It's common that files are lost at DOD and they are carried from floor to floor as many files were lost prior to year-end closing which made it difficult to see history on the leases.



**CONTRACT SPECIALIST
GS-1102-9**

Introduction

During their two-year internship, interns will be employees of the U.S. Department of the Interior with rotational assignments in any of the various agencies participating in the Governmentwide Acquisition Intern Program. As an intern, the incumbent will receive continuing formal classroom instruction and on-the-job training through rotational assignments. On-the-job training and work assignments will support and expand on subject matter covered in classroom training as well as provide more intensive and specialized training and experience in formal contracting procedures. Following successful program completion, the incumbent will be placed with one of the Governmentwide Acquisition Intern Program's sponsoring agencies.

Major Duties

Serves as a one of several mid-level contract specialists responsible for the full range of pre- and post-award simplified acquisition and other contract functions including market research, price/cost analysis, negotiation, administration and termination for a variety of supply, service, and/or construction requirements. Requirements include technical equipment, supplies (including a variety of information technology-related equipment and software), construction, and services (including Architect-Engineering, research and development, and information technology services) and range in contract type, scope, complexity, period of performance, and dollar value. Typically, the incumbent will be responsible for supporting the work of higher level contract specialists in contract formation and administration by completing assignments involving any or all of the following duty areas:

- X Participate in acquisition planning/strategy meetings with a variety of customers to develop acquisition strategies that are both compliant from a regulatory standpoint, and address customer needs.
- X Support senior contract specialists in gathering information and providing technical advice to management, customers, and contractors relative to markets, industry, performance requirements, socio-economic, and similar matters.
- X Evaluate acquisition requests by determining:
 - X Whether the purchase descriptions, performance work statements, specifications, and/or drawings are sufficient to ensure their adequacy and successful procurability.
- X The most effective and efficient means of satisfying acquisition requirements, including identification of potential sources through market research, and determination of contract type.

- X Solicit proposals from potential offerors.
- X As appropriate, participate in pre-solicitation, pre-proposal, pre-award, and post-award/pre-performance conferences, to ensure that all competitors are equally informed of and fully understand the Government's requirements.
- X Analyze competitive offers for technical adequacy and price reasonableness. Evaluate offers for responsiveness to the particular solicitation and ability to perform the contract.
- X Assist upper level contract specialists in formulating negotiation strategy, identifying areas subject to negotiation, as applicable.
- X Assist lead contract specialist in advising of the source selection board in awarding or recommending award of contract.
- X Prepare and issue accurate and complete contract award and post-award reports in a timely manner.
- X Work with upper level contract specialists in evaluation of protests and mistakes in bid, coordinate responses to contractors with General Counsel, Office of Inspector General the program office, and upper-level contracting management, as applicable.
- X In consultation with General Counsel and upper level contract specialists, interpret contract provisions for contractors and agency program officials, and provide appropriate advice and guidance.
- X Perform a variety of contract administration functions, as assigned, including analysis of cost breakdown and development of negotiation objectives for contract modifications; award and administration of contract modifications; supporting upper level contract specialists in performance of termination actions and settlements of claims and disputes, until performance and payments are completed and the contracts closed out.

Factor 1 Knowledge and Skills Required by the Position

- X Knowledge of basic Federal contracting methods, principles, market research and competition procedures and techniques to properly carry out recurring procurement actions..
- X Knowledge of Federal contract formation and administration involving basic pre- and post-award functions and methods, including market research, requirement analysis,

administration, negotiation, and price/cost analysis functions of limited to moderate complexity to enable intern to plan and complete contracting assignments.

- X Knowledge of business practices and market conditions applicable to program technical requirements sufficient to evaluate contractor responsibility and cost competitiveness prior to contract award.
- X Skill in resources and methods for identifying sources of supply sufficient to identify potential suppliers, assure adequate competition, and evaluate offerors' responsiveness and responsibility prior to contract award.
- X Skill in performing price analysis sufficient to review offers and to perform analysis using previous price history, commercial price lists, market prices, or other means to assure reasonable prices.
- X Skill in writing narrative and statistical reports on procurement transactions based on information available through agency data bases or compiled by other employees.
- X Basic negotiations skills to support lead contract specialists in contract negotiations and to meet and deal with Government, business and industry representatives.
- X Skill in oral and written communication (including computing skills) to prepare internal and contract documents, assist in the preparation of negotiation plans, and negotiate prices, terms, and conditions.

Factor 2 Supervisory Controls

During rotational assignments, a senior acquisition manager will assign the intern to a specific senior contract specialist for work assignments. Assignments are made with general instructions as to what is to be done, time frames, priorities, including discussions as to anticipated problems or complexities. When aspects of the work are new or unusual, the senior contract specialist works with the intern to identify sources of information or precedents.

The intern selects work methods to use in individual transactions within established procedures but is expected to obtain advice from an upper-level contract specialist or procurement analyst whenever they have questions or concerns in the course of completing assignments. An assigned senior contract specialist monitors the intern's works in progress and reviews recommendations made by the intern to ensure that adequate analysis has been made and that recommendations are supported by sound judgement and adequate justification.

Intern has complete responsibility for the performance of assignments; functions independently of day-to-day supervision relying upon law, regulation, training, experience, and judgement to determine approach to be taken to resolve conflicts which arise.

Factor 3 Guidelines

Guidelines include acquisition policies and regulations, procedural manuals, and established contracting procedures and precedents. The intern uses judgment in selecting among authorized contracting methods and techniques, and in the application of regulations and procedures. The assigned senior contract specialist is consulted when guidelines cannot be directly applied or deviations are proposed.

Factor 4 Complexity

Assignments are designed to provide diversified experience as a basis for increasing responsibility in the contracting process. The intern performs any or all functions from pre-award through post-award related to the acquisition of products and services of varying complexity. Every effort is made to procure competitively, although negotiations are required.

Intern processes transactions which may involve restrictive market sources, detailed specifications or items manufactured for a special purpose. Assignments require development of procurement plans for specialized items or services. Also included are developmental assignments for the acquisition of technical items, and transactions requiring the use of basic negotiated procedures. The employee solicits sources of supply and analyzes prices, discount rates, delivery dates, transportation charges, past performance of suppliers, current commitments, indications of financial responsibility and recommends the most effective and efficient source based on findings. The handling of these details requires basic market knowledge and flexibility in acquisition planning.

Factor 5 Scope and Effect

The purpose of the work is, with growing independence, to solicit, negotiate, award, and administer simplified acquisitions and contracts. The work involves analyzing a variety of factors and conditions to make recommendations concerning such matters as proper contractual instrument, preparation of solicitation, inclusion of special provisions and clauses in solicitations, evaluation of offers and proposals, and assessment of the apparent responsibility of contractors based on past performance. The intern's recommendations support the work of higher level contract specialists.

Factor 6 Personal Contacts

Regular and recurring contacts include employees at all levels within the agency location of the rotational assignment, e.g., acquisition, budget, finance, technical/program officials. Occasional contacts are with representatives of commercial contractors or with other Government agencies, usually occurring in a moderately structured setting, e.g., the contacts are established on a routine basis. Non-government contacts include contractors and sales representatives. As appropriate, the intern may meet independently or as part of a contracting team with contractors and sales representatives.

Factor 7 Purpose of Contacts

Contacts with other contract specialists are to discuss interpretations of contracting regulations and procedures, and to coordinate work assignments. Contacts with customer organizations are to coordinate procurement approaches, advise technical specialists and contractor representatives on courses of action to furnish information on clarity of specifications, market research results, prices, and substitution of items.

Contacts with suppliers are to clarify requirements, including the nature, quality, and condition of items or services; to obtain information concerning availability; negotiate fair and reasonable prices;

discuss and negotiate terms and conditions; resolve potential problems; advise on appropriate procurement methods and procedures; and provide procurement guidance, as needed.

Factor 8 Physical Demands

The incumbent's work is mostly sedentary. Intern may visit construction and/or production sites on an occasional basis. The purpose of the visit is to inspect proposed contract work sites, work in progress, resolve differences between technical and contractor personnel, evaluate claims pertaining to changed site conditions. Site visits may involve walking in partially completed structures, climbing ladders, entering excavation or factory sites or similar situations.

Factor 9 Work Environment

The incumbent's work is performed in an office setting. However, visits to contractor facilities and agency field sites involving travel may occasionally be required.



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**U.S. DEPARTMENT OF THE INTERIOR
Employee Performance Appraisal Plan**

Employee Name and Social Security Number: LaRone President - -		Title/Series/Grade: Contract Specialist, GS-1102-09/01	
Duty Station: Washington, DC	Appraisal Period: FY08	From: July 14, 2008	To: January 16, 2008

Part A: Notification of Standards: Signatures certify that critical elements and performance standards were discussed. Critical elements and performance standards are contained in Part E.

Employee:	Rating Official:	Reviewing Official (if applicable*):
Date:	Date:	Date:

*If determined by Bureau/Office

Part B: Progress Review: Signatures certify that performance was discussed.

Employee:	Date:	Rating Official:	Date:
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PART C: SUMMARY RATING DETERMINATION: To determine a summary rating, assign one of the numerical rating levels that accurately reflects the employee's performance for each of the critical elements (Use only whole numbers: **Exceptional = 5 points; Superior = 4 points, Fully Successful = 3 points, Minimally Successful = 2 points, and Unsatisfactory = 0 points.**) See reverse for complete instructions for assigning a Summary Rating.

Element Number	Numerical Rating
1	
2	
3	
4	
5	
Total:	

Total Numerical Rating _____ ÷ Number of Elements _____ = Numeric Summary Rating _____

Part D: Overall Summary Rating: Use conversion chart below to determine Summary Rating. Check the appropriate box:

Exceptional	4.6 – 5.00 AND No critical element rated lower than "Superior".
Superior	3.6 – 4.59 AND No critical element rated lower than "Fully Successful".
Fully Successful	3.0 – 3.59 AND No critical element rated lower than "Fully Successful".
Minimally Successful	2.0 – 2.99 AND No critical element rated lower than "Minimally Successful".
Unsatisfactory	One or more critical elements rated "Unsatisfactory".

Employee:	Rating Official:	Reviewing Official: (if applicable):
Date:	Date:	Date:

Check here if Interim Rating:

Employee's Signature above certifies that the overall summary rating was discussed. Reviewing Official's signature is required for Exceptional, Minimally Successful and Unsatisfactory ratings, and otherwise if determined by Bureau/Office.

Instructions for Completing the Employee Performance Appraisal Plan

Establishing Critical Elements and Performance Standards

Critical elements (at least one, but no more than five) should be established for each employee at the start of the performance year. Through these elements, employees are held accountable for work assignments and responsibilities of their position. A critical element is an assignment or responsibility of such importance that Unsatisfactory performance in that element alone would result in a determination that the employee's overall performance is Unsatisfactory. Please see the Performance Appraisal Handbook for more detailed information.

Performance standards are expressions of the performance threshold(s), requirement(s), or expectation(s) that must be met for each element at a particular level of performance. They must be focused on results and include credible measures. You may use the Benchmark Performance Standards from the Performance Appraisal Handbook (in conjunction with individually established performance standards) to describe, for each element, credible measures such as quality, quantity, timeliness and/or cost effectiveness, for at least the "Fully Successful" level. Rating officials are strongly encouraged to develop performance standards at additional levels, to ensure that the employee has a clear understanding of the level of performance expected.

Progress Reviews

A progress review should be conducted at approximately mid-way through the rating period. Part B should be completed after the progress review. Any written feedback or recommended training can be noted on a separate sheet and attached to the employee performance appraisal plan.

Assigning the Summary Rating

A specific rating is required for each critical element to reflect the level of performance demonstrated by the employee throughout the rating period. Only one numerical rating level is assigned for each critical element. Before the rating official assigns a summary rating, he/she should consider all interim summary ratings received for the employee during the annual appraisal period. The summary rating is assigned as follows:

- A. Review the employee performance appraisal plan and assess how the employee performed relative to the described performance standards.
- B. Appropriately document the employee's performance with a narrative summary that describes the employee's achievements for the critical elements as compared to the performance standards. A narrative must be written for each critical element assigned a rating of Exceptional, Minimally Successful, or Unsatisfactory. This narrative should contain examples of the employee's performance that substantiate and explain how the employee's performance falls within the level assigned. There is a block provided for the narrative summary for each critical element.
- C. In Part C of this form, assign one of the numerical rating levels that accurately reflects the employee's performance for each of the critical elements (Use only whole numbers: Exceptional = 5 points, Superior = 4 points, Fully Successful = 3 points, Minimally Successful = 2 points, and Unsatisfactory = 0 points).
- D. Add up the numerical rating levels to get a total.
- E. Divide the total by the number of critical elements to get an average. (Elements that are "not rated" because an employee has not had a chance to perform them during the rating year are not assigned any points and should not be used to determine the average rating.)
- F. Assign the employee a summary rating based on the table in Part D of this form.

Note: Whenever an employee is rated "Unsatisfactory" on one or more critical elements, the overall rating **must** be "Unsatisfactory" (regardless of total points). **The rating official should immediately contact the servicing human resources office.**

Definitions

Exceptional

Employee demonstrates particularly excellent performance that is of such high quality that organizational goals have been achieved that would not have been otherwise. The employee demonstrates mastery of technical skills and a thorough understanding of the mission of the organization and has a fundamental impact on the completion of program objectives.

The employee exerts a major positive influence on management practices, operating procedures and/or program implementation, which contributes substantially to organizational growth and recognition. The employee plans for the unexpected and uses alternate ways of reaching goals. Difficult assignments are handled intelligently and effectively. The employee has produced an exceptional quantity of work, often ahead of established schedules and with little supervision.

The employee's oral and written communications are exceptionally clear and effective. He/she improve; cooperation among participants in the workplace and prevents misunderstandings. Complicated or controversial subjects are presented or explained effectively to a variety of audiences so that desired outcomes are achieved.

Superior

Employee demonstrates unusually good performance that exceeds expectations in critical areas and exhibits a sustain support of organizational goals. The employee shows a comprehensive understanding of the objectives of the job and the procedures for meeting them.

Effective planning by the employee improves the quality of management practices, operating procedures, task assignments and/or program activities. The employee develops and/or implements workable; and cost-effective approaches to meeting organizational goals.

The employee demonstrates an ability to get the job done well in more than one way while handling difficult and unpredicted problems. The employee produces a high quantity of work, often ahead of established schedules with less than normal supervision.

The employee writes and speaks clearly on difficult subjects to a wide range of audiences and works effectively with others to accomplish organizational objectives.

Fully Successful

The employee demonstrates good, sound performance that meets organizational goals. All critical activities are generally completed in a timely manner and supervisor is kept informed of work issues, alterations and status. The employee effectively applies technical skills and organizational knowledge to get the job done. The employee successfully carries out regular duties while also handling any difficult special assignments. The employee plans and performs work according to organizational priorities and schedules. The employee communicates clearly and effectively.

Minimally Successful

The employee's performance shows serious deficiencies that requires correction. The employee's work frequently needs revision or adjustments to meet a minimally successful level. All assignments are completed, but often require assistance from supervisor and/or peers. Organizational goals and objectives are met only as a result of close supervision. On one or more occasions, important work requires unusually close supervision to meet organizational goals or needs so much revision that deadlines were missed or imperiled.

Employee shows a lack of awareness of policy implications or assignments; inappropriate or incomplete use of programs or services; Circumvention of established procedures, resulting in unnecessary expenditure of time or money; reluctance to accept responsibility; disorganization in carrying out assignments; incomplete understanding of one or more important areas of the field of work; unreliable methods for completing assignments; lack of clarity in writing and speaking; and/or failure to promote team spirit.

Unsatisfactory

The employee failed to meet expectations. Immediate improvement is essential for job retention. Examples include:

- Consistently fails to meet assigned deadlines;
- Work assignments often require major revisions;
- Consistently fails to apply adequate technical knowledge to completion of work assignments;
- Frequently fails to adhere to required procedures, instructions, and/or formats in completing work assignments; and/or
- Frequently fails to adapt to changes in priorities, procedures or program direction.

Part E: Critical Elements and Performance Standards: List below each of the employee's critical elements (at least one, but no more than 5) and their corresponding performance standards. If Benchmark Standards are used, indicate "Benchmark Standards are attached" in the space below, and ensure they are attached to this form.

Critical Element 1:	Human Capital Management: Supports and implements the vision for DOIU Leadership and Performance Centers as a Center of Excellence by ensuring sustained viability and growth through knowledge of the organization and well established client relationships.
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Performance Standards

Exceptional	
Superior	
Fully Successful	Employee demonstrates commitment to ongoing, two-way communications with DOIU staff members and government-wide sponsors and colleagues. Employee collaborates with the on-site supervisor and program mentor on an Individual Development Plans (IDPs) and takes responsibility for achieving the development goals. Employee demonstrates the consistent and effective use of chain of command and keeps the Program Manager informed of any and all challenges or issues facing the intern. Employee keeps on-site supervisor apprised on a weekly basis of progress on assigned projects to date. Employee keeps on-site supervisor and intern Program Manager informed of changes in status of leave, overtime, and work assignments and recommends appropriate actions as necessary. Employee adheres to all applicable policies, regulations, and procedures involving the workforce and takes appropriate action to achieve performance excellence.
Minimally Successful	
Unsatisfactory	

Narrative Summary

Rating for Critical Element 1:

- Exceptional – 5
 Superior – 4
 Fully Successful – 3
 Minimally Successful – 2
 Unsatisfactory – 0

Part E: Critical Elements and Performance Standards: List below each of the employee's critical elements (at least one, but no more than 5) and their corresponding performance standards. If Benchmark Standards are used, indicate "Benchmark Standards are attached" in the space below, and ensure they are attached to this form.

Critical Element 3:	<p>Critical Element: GPRA/Strategic Goal: Security of Bureau IT systems and data performance</p> <p>Performance Measure: Employee is responsible for the security of Information Technology (IT) resources and data as it relates to their access to and use of government equipment, systems, data, information, etc. Employee is required to be familiar with and routinely apply and adhere to established IT security and privacy requirements and procedures (Federal government, including OMB, NIST, DOI, and NBC). Additionally, employee is responsible to:</p> <ul style="list-style-type: none"> • Read the NBC Rules of Behavior, sign the acknowledgement at the end of the Rules of Behavior document signifying that they have read and understand the Rules and return the signed Rules of Behavior document. • Comply with all security requirements, policies and guidelines pertaining to the IT resources they utilize. • Be aware of and understand their responsibilities for securing NBC-managed computer and communications assets. • Restrict access of information to only authorized users: • Timely complete designated security training activities and maintain a familiarity with security reference materials
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Performance Standards

Exceptional	
Superior	<p>Employee demonstrates knowledge of and adherence to security and privacy requirements. Employee satisfies annual security requirements including Annual Security Awareness Training, Annual Role Based Security Training, reading and acknowledging the NBC Rules of Behavior by the established due dates. Employee demonstrates superior knowledge of and compliance with IT security policies through the proactive identification, reporting, and mitigation of potential security incidents in the environment.</p> <p>Measure: Employee completes all required training by the established due date</p> <p>Measure: Employee identifies and reports potential or actual violations of IT security policy in the work environment to the Intern Program Manager.</p>
Fully Successful	<p>Employee satisfies annual security requirements including Annual Security Awareness Training, Annual Role Based Security Training if applicable, reading and acknowledging the NBC Rules of Behavior by the established due dates. Employee demonstrates knowledge of and compliance with all IT security policies.</p> <p>Measure: Employee completes all required training by the established due date.</p>
Minimally Successful	<p>Employee shows a lack of awareness of policy requirements. For example:</p> <ul style="list-style-type: none"> • Minor inappropriate use of government equipment • The amount of time employee uses government equipment for permissible activities • The employee does have a few instances of policy violation that have minimal negative consequence to the organization • Occasionally exceeds "reasonable" use • Infrequently uses government equipment for non-permissible activities <p>Employee requires significant management oversight to ensure compliance or does not satisfy annual requirements for acknowledgment of rules of behavior and completion of security training by applicable due date.</p>
Unsatisfactory	

Narrative Summary

Rating for Critical Element 3:

- Exceptional – 5
 Superior – 4
 Fully Successful – 3
 Minimally Successful – 2
 Unsatisfactory – 0



Print - Close Window

Subject: Appointment

Date: Mon, 29 Sep 2008 07:51:24 -0400

From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>

To: sheila_kenney@blm.gov

I would like to make an appointment to come in to file a complaint immediately for harrassment among other things. Can you please let me know what day and time this week would be convenient? Thanks in advance.

LaRone President
Contract Specialist Intern
Department of Defense - Acquisition & Procurement Office
Telephone: 703/696-4079
Fax: 703/696-4164

Attachments

Files:

 **smime.p7s** (5k)

Date: Fri, 3 Oct 2008 05:39:57 -0700 (PDT)
From: "LPREZ" <laroneprez@yahoo.com>
Subject: Fwd: Yesterdays Conversation Follow Up
To: Sheila_j_kennedy@nbc.gov

Exhibit 4

This document is for the file. I have several other documents and pictures related to this file.

Please let me know when you need this information or if I should wait until a full investigation occurs.

I also have several names I would like to provide for them to be interviewed during the investigation at DOD. Please let me know when you will need this information.

Although Rob told me it was DOD's decision that I leave, they never spoke with me personally to find out what was really going on therefore they did not do any investigation themselves.

Also, on Wednesday of this week, I was again threatened by Kenneth Gipson at the Metro station near DOD. I will be taking out a legal order of protection against him today.

Thanks and please let me know what the next steps are.

LPREZ <laroneprez@yahoo.com> wrote:

Date: Thu, 2 Oct 2008 23:49:05 -0700 (PDT)
From: LPREZ <laroneprez@yahoo.com>
Subject: Yesterdays Conversation Follow Up
To: Robert Foye <robert_foye@nbc.gov>

Dear Rob and Lynn:

cc: Personnel File of LaRone President
Lynn McPheters

This e-mail is to document our conversation of yesterday, October 2, 2008. I was called at DOI by Rob Foye at approximately 9:30 a.m. and told to report to DOI, I was told by Rob that Melanie Alston had been informed of my absence and to bring all of my personal belongings with me, specifically clean out my desk.

I reported to the office and for approximately 45 minutes, no one was in the office at all. I went downstairs to seek a human resources representative to attend the meeting and no HR person was available.

Upon my return, I was told by Rob Foye to call Melanie as she did not know I was gone and she wanted to speak with me. When inquiring from Rob as to why he told me she had been informed of my absence he did not respond. I then questioned as to why she wanted to speak with me he again did not know he thought she may have wanted to request my computer access card but he didn't know. We then proceeded to his office and sat down. I contacted Melanie Alston via my cell phone on several occasions throughout the day and had not received a return phone call. We went to his cuble and handed me an EEO handout regarding harrassment and told me that DOD did not want "us" back due to a hostile work environment but I have been made knowledgeable that all other staff involved were still working at DOD and had participated in the conference call scheduled for that afternoon. At no time did you explain the nature of this complaint nor DOD's feedback in regards to the investigation/mediation that Lynn was supposed to set up and call me about last Friday. At the conclusion of the conversation I questioned as to whether I was terminated and you told me the Director of Human Resources at NBC suggested that option and that you were typing the letter. We spoke of EEO and you made a number available to me but I informed you that I had already initiated a case with them. I left your office and forgot to get the HR Director's name and upon my immediate return Maria

was standing in your cubicle. I waited for a few minutes to approach and she was told to go to lunch as well and come back. After she left, I requested the HR Director's number and went to lunch.

I still have not heard anything regarding an investigation into these issues. Nor have I had any feedback from witness at DOD regarding the alleged events that occurred. As we work in a public area, many Managers should have been questioned regarding the alleged events as their offices are immediately within hearing range. And, the environment is so quiet, you can hear a pin drop.

At our last meeting exactly one week ago Thursday, I also expressed many concerns regarding the following and since then a new development has also occurred of which you will later be apprised.

Although you agreed with the issues outlined in my e-mail, you never addressed this e-mail that initiated the entire meeting but yet turned our scheduled meeting into a personal attack against me and the threat of a final written warning.

Lynn nor yourself has ever requested information from me nor attempted to investigate the cheating on certification courses that are occurring at DOD and the fact that staff members attempted to extort completed tests from me, I know for a fact that you couldn't possibly have investigated because you never questioned who was involved. But due to your lack of response and the documented fact that everytime I bring an issue to Management I am retaliated against, I have decided to pursue this issue outside of your office.

Lynn failed to set up a follow up appointment for Friday of last week as promised nor did she contact me the entire week leading up to my meeting and potential termination yesterday.

As you have failed to fairly evaluate any information provided and repeatedly disregard my issues, I will be continuing to pursue my issues outside of DOI but will be available for our meeting on Monday at 8:00 am.

Thank you.





Print - Close Window

Exhibit 15

Subject: FW:
Date: Mon, 18 Aug 2008 14:14:20 -0400
From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>
To: laroneprez@yahoo.com

-----Original Message-----
From: Bellamy, Isaac CIV WHS/A&PO
Sent: Monday, August 18, 2008 2:12 PM
To: President, LaRone CIV WHS/A&PO
Subject: RE:

Good one

-----Original Message-----
From: President, LaRone CIV WHS/A&PO
Sent: Monday, August 18, 2008 2:12 PM
To: Bellamy, Isaac CIV WHS/A&PO
Subject: RE:

If she continues, just tell her to call Rob if she is unclear on what she needs to do.

-----Original Message-----
From: Bellamy, Isaac CIV WHS/A&PO
Sent: Monday, August 18, 2008 2:06 PM
To: President, LaRone CIV WHS/A&PO
Subject:

Your "friend" is really bugging me.

 Isaac J. Bellamy
 Contract Specialist
 WHS A&PO
 Office 703.696.4106
 Fax 703.696.4164
isaac.bellamy@whs.mil

Attachments

Files:

 **smime.p7s** (5k)



check this out

Tuesday, October 7, 2008 2:18 PM

From: "rodney brooks" <rodney-brooks@hotmail.com>
To: "laronepez@yahoo.com" <laronepez@yahoo.com>
1 File (47KB)



Isaac B.pdf

See how Windows Mobile brings your life together—at home, work, or on the go. [See Now](#)

Welcome to the new Facebook

Send feedback

Home Profile Friends Inbox

Rodney E. Brool



Isaac B. is supposed to be working on a presentation but cant stop searching Beyonce's new songs that are supposed to be dropping. 5 hours ago

Wall Info Photos

Basic Information

Networks: **N.C. Central Alum
Washington, DC**
Sex: **Male**
Birthday: **May 6, 1986**
Relationship Status: **It's Complicated**

Contact Information

Email: **ibellam1@yahoo.com**

Education and Work

Employer: **Department of Defense**
Position: **Acquisitions**
Location: **Rosslyn, VA**
Description: **If I told you I'd have to kill you.**

Member of: Northern Nash Class of 2004, NORTH CAROLINA CENTRAL UNIVERSITY HOMECOMING, Vote Whitney Jones 2008 - 200 Class Senate, GAMIP Class of 2008, NCCU Homecoming 2008 (OFFICIAL Facebook Group), NCCU Summit: "Lifestyles of th & Educated", RENEGADE PHOTOGRAPHY, We Do It Better Ir South, The Treasures Club, Young Black People Who Will Ne Forget!, DA WILDBOYZ SHOULD BE PLAYIN AT CENTRALS O GOGO, Can Blair stay at the top when NCAA Football 07 com 7/18/06 (X-box), I HATE BUSH I WANT CLINTON BACK, Bea Women of God and the Men of God Who Loved them, MISS ROYAL CORONATION CEREMONY, For the Football Heads, P that support Isaac 4 Mr. Alpha Chi, ...I'm DEFINITELY in Coll Why am I spending so much money???, Dj Prof, Team Parac Classic, 4_G_1_B, Kool Kicks Kat, Eagle FUNK... U KNOW!, Y Wash My Hands after I Pee!, Sprint To Sprint, Divine Dymes NCCU, HUSTLERS, Anti-Racism, PEOPLE WHO WENT TO TH PREDAWN GO-GO PARTY, Phi Eta Sigma National Honor Soc





Exhibit 16



Print - Close Window

Subject: Conversation Documentation

Date: Wed, 27 Aug 2008 17:02:14 -0400

From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>

To: laroneprez@yahoo.com

August 27, 2008

This document outlines the events that transpired on 8/26/08.

On 8/26/08 from 9:30 a.m. – 11:00 a.m. many staff members attended a Shine Awards Presentation at the GSA building on 18th street in Washington , D.C. This event was held in an auditorium with a reception in the hallway immediately following.

After the ceremony, I left the area of where I was sitting with 3 other staff members and went to congratulate some of the awards recipients. Upon returning many other staff members had gravitated to that side of the auditorium where we were sitting. After speaking briefly with Mike and another intern from a previous class, I proceeded to put my gym shoes on. During this time, Alfreda, Janice and I began a conversation regarding Janice's new haircut and color. We proceeded to the hallway for the reception, all the time talking, and stopped to get our certificates. Alfreda was nearest to the desk and was attempting to get 3 certificates for us. As this happened, Janice and I continued talking about hair. During this conversation, out of nowhere, Kenneth Gibson appeared and began speaking in a threatening manner. He stated "I see you everyday and I don't appreciate your not speaking to me". I was unsure who he was directing his anger towards and looked around in the crowd to identify the person. As I did this he began to push his way through the crowd towards me. As he approached, it just happened that Janice was standing between us. He began to point his fingers at me and attempted to lunge forward closer to me. Janice began to cringe and didn't know what to do. I backed up a little and told Kenneth that I didn't think this was the appropriate place for him to display this type of behavior, and he continued on a tirade of which I cannot remember because eof my shock.

He was removed by someone and left the building. Once outside, Alfredia and I spoke briefly and I told her I needed to go over to DOI to discuss this incident immediately as I felt for my safety and was afraid that Kenneth would attack me at some point unprovoked.

As I walked to the DOI location, I ran into Rob Foye (Program Manger) and Lynn McFeeters (DOI University President) and told them what happened. At that time, Rob attempted to make it seem as if it was not as bad as it seemed and Lynn was quite. We walked to the train station together as Lynn and Rob where on their way over to DOD for a meeting of which I was assigned at this time. The entire time that we commuted to the location, I repeatedly expressed my fear of Kenneth and continually requested the opportunity to file an order of protection against him to prevent contact in the future. Lynn suggested I speak with DOI security. I questioned whether they had the authority to issue an order of protection and she told me "no". I then stated that was not good enough and that I wanted it documented with the police. We arrived at DOD with Rob taking my cell phone number and telling me we would meet immediately after their meeting with DOD.

It is my assumption that Rob and Lynn returned to DOD and contacted witness, particularly (Janice, Valerie and Mike). It is also my assumption that Kenneth was either called beforehand or went to DOI after this incident as he was there when I was called over to the campus at approximately 2:00 p.m. Note, I had to catch the train back to downtown Washington , D.C. as I am working in Rosslyn , Virginia . At DOD.

I received a phone call at 1:45 p.m. from Rob Foye to come to DOI as he had discussed what had happened with witnesses. At no time was I offered an escort nor made aware that Kenneth was in the building at the time.

Upon my arrival, the entire DOI Unversity staff was in a meeting in Lynn McPheeter's office. I waited for approximately 30 minutes in the hallway for their meeting to adjourn unbeknownst to me that Kenneth was in an office with the door closed immediately outside the area nor was I told to expect his presence at the time.

After their meeting adjourned, I met with Rob. He told me he had confirmed all of my story but that Janice stated "she did not perceive the incident as a threat". I repeated to Rob that I was the one who had experienced this incident and no one could judge the threat and fear but me. He again referred to incidents that happended on July 1st of which he never addressed and insinuated that I was also a party or somehow gave Kenneth reason to provoke this incident. I repeatedly told him, at least 15 times that I was the one under attack and inquired what would be done about it. He then proceeded to tell me I was not a team player and insisted that I interact with Kenneth and Valerie, although I had documented

before and it was public knowledge that I had been verbally attacked, unprovoked by these two individuals on a previous occasion. He then pulled out a sample performance evaluation and read the section on teams and that if I continued in this fashion, it would affect my rating. I again then questions what would be done about the constant, unwarranted attacks, he proceeded to tell me again that he had had complaints in regards to me that he had mentioned before and left anonymous. When I again inquired about these anonymous complaints, he stated that Kia was the source of these complaints. When I told him to validate what she said because I had never, throughout the course of the program said more than 2 sentences to her and only in the presence of other class members, he never stated what was said and again threatned me with a negative evaluation for team work.

I was then forced to meet with Kenneth in cooperation of keeping my job and Rob sat in as the mediator. Although I agreed to accept Kenneth's apology, I am still uneasy with someone who is a walking timebomb and can so easily lose control. Afterwards, Lynn McPheeters came in a gave a small speech about not liking one another but getting along as co-workers but at no time did she address the physical threat to me.

I left the meeting after being excused and said goodbye.

Attachments

Files:

 **smime.p7s** (5k)





Contract Admin Opportunity

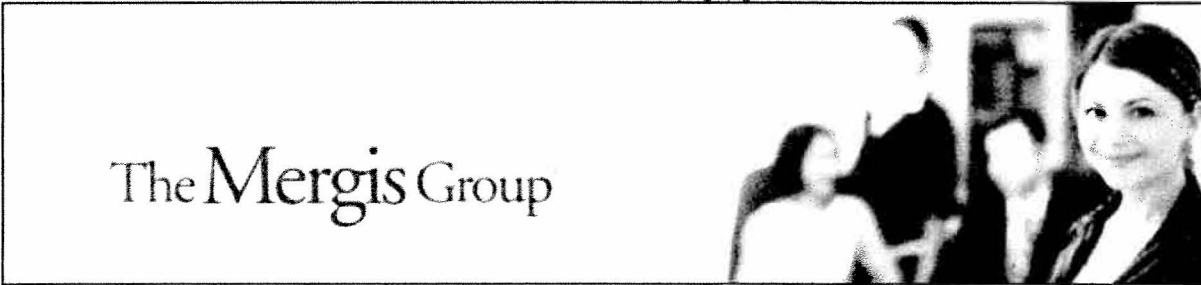
Tuesday, December 2, 2008 10:07 AM

From: "Valerie Hodges-Green" <valeriehodges@onebox.com>
To: laroneprez@yahoo.com

Morning LaRone,

I'd got this job lead from a previous company I uses to interview with and thought that you be a perfect fit. Thanks and have a great day.

[To view this email as a web page, go here.](#)



The Mergis Group

We are working with a client in Reston that is looking for multiple subcontracts administrators. The client is looking for candidates with knowledge of FAR, DFAR, CAS. Candidates will also be expected to be familiar with the GSA schedule, cost/price proposals, status reports, close outs, and more. If you would like to hear more, kindly call us ASAP.

Ronald Gulick

Practice Director
The Mergis Group
Your Bridge for the Best Hire
1750 Tysons Blvd, Suite 260
Phone: 703/917-1111
Fax: 703/790-1688

--
Valerie Hodges-Green
valeriehodges@onebox.com - email
Voicemail/Fax 866-589-8930



YAHOO! MAIL

Print - Close Window

Subject: FW: Happy Birthday!!
Date: Thu, 28 Aug 2008 17:10:06 -0400
From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>
To: laroneprez@yahoo.com

-----Original Message-----

From: President, LaRone CIV WHS/A&PO
Sent: Monday, August 25, 2008 7:59 AM
To: 'Mende, Monica (HHS/ASPR)'
Subject: RE: Happy Birthday!!

Thanks very much!!!!!! Missing you guys over here. Will see you soon.
Hope
all is well for you and you have settled in. I am moving in 54 days to
my
own place, finally. It's costing a mint to bring my stuff here. Hope
all
is going well on your rotation. They are very nice here at DOD and
you
will enjoy this rotation.

LaRone

-----Original Message-----

From: Mende, Monica (HHS/ASPR) [mailto:Monica.Mende@hhs.gov]
Sent: Friday, August 22, 2008 8:18 AM
To: President, LaRone CIV WHS/A&PO
Subject: Happy Birthday!!

Hey Sunshine!

How is my Chicago girl?

I wish you much joy and happiness on your special day!!!

Wishing you the best!

Happy Birthday!

Monica

Attachments

5/35

smime.p7s (5k)

YAHOO! MAIL
Classic

Print - Close Window

Subject: FW: Copy (3) of Fax Cover Sheet
Date: Thu, 25 Sep 2008 13:22:29 -0400
From: "President, LaRone CIV WHS/A&PO" <LaRone.President@whs.mil>
To: laronepez@yahoo.com

-----Original Message-----

From: Bellamy, Isaac CIV WHS/A&PO
Sent: Tuesday, July 22, 2008 9:07 AM
To: President, LaRone CIV WHS/A&PO
Subject: RE: Copy (3) of Fax Cover Sheet

THANKS YOURE THE BEST!

-----Original Message-----

From: President, LaRone CIV WHS/A&PO
Sent: Tuesday, July 22, 2008 8:58 AM
To: Vant Hof, Maria CIV WHS/A&PO; Bellamy, Isaac CIV WHS/A&PO
Subject: FW: Copy (3) of Fax Cover Sheet


Here's a fax cover sheet for your future use. Please file away.

From: Johnson, Jonathan CIV WHS/A&PO
Sent: Tuesday, July 22, 2008 8:57 AM
To: President, LaRone CIV WHS/A&PO
Subject: Copy (3) of Fax Cover Sheet

<<...>>

Attachments

Files:

 **smime.p7s** (5k)