

From: [REDACTED]  
 To: [REDACTED]  
 Subject: [REDACTED]  
 Date: Wednesday, October 14, 2020 12:11:31 PM  
 Attachments: [image001.png](#)

Super [REDACTED] I'm gonna get him a cape. I bet he'd love it. Then he can ditch the home-knit scarf with rats on it.

From: [REDACTED] <[REDACTED]@nrlb.gov>  
 Sent: Wednesday, October 14, 2020 9:07 AM  
 To: ML-R20-Everyone (R) <ML-R20-Everyone@nrlb.gov>; ML-SR-HON-Everyone (R) <ML-SR37-Everyone@nrlb.gov>  
 Subject: FW: Legal News FYI 10-14-2020

A number of interesting articles today. One about David Rosenfeld immediately below. And, if you scroll all the way down, there are links to other interesting ones including: (1) an article about a district court case where the judge found that the NLRB does not have standing to challenge an Oregon state law prohibiting employers from disciplining employees who refuse to attend captive audience meetings and (2) an article about a group of employees who are trying to organize an Amazon distribution center in Oakland - their group is called the Bay Area Amazonions. Best quote – "I'm not an activist. I'm just a chick who wants healthcare."

From: [REDACTED] <[REDACTED]@nrlb.gov>  
 Sent: Wednesday, October 14, 2020 8:49 AM  
 To: [REDACTED] <[REDACTED]@nrlb.gov>  
 Subject: RE: Legal News FYI 10-14-2020

I'm totally fighting crime under the name "The Smirking Crusader" from now on.

# Labor Unions' Smirking Crusader Takes Aim At Trump's NLRB

By *Braden Campbell*

Law360 (October 13, 2020, 12:53 PM EDT) — David Rosenfeld begs your pardon, Mr. President.

So said the enemy of union busters in his April motion to lift his 1998 [National Labor Relations Board](#) sanction for ragging on the [National Right to Work Legal Defense Foundation](#). If the likes of convicted perjurer Lewis "Scooter" L bby and disgraced ex-Illinois Gov. Rod Blagojevich deserve the president's mercy, why doesn't he?

"The admonishee requests the board jointly to ask President Trump for a pardon," Rosenfeld wrote. "It would be a political triumph for him, a non-controversial pardon. Kind of like the holiday turkey."

The request — slapped down by the board in a terse July decision — is typical of the veteran union lawyer, who has fought with a smirk the Republican-led NLRB's ongoing effort to make labor law more business-friendly. But while his tone is tongue-in-cheek, his conviction is deadly serious.

"Somebody needs to make an example of them and stand up to them," Rosenfeld told Law360.

Under President Donald Trump, nobody has been that somebody more than Rosenfeld, a partner at California union law firm [Weinberg Roger & Rosenfeld](#).

After decades as a go-to attorney for unions digging in for a fight, Rosenfeld has embraced a new role as the troll-in-chief to the Trump NLRB. He has argued against business-friendly reads of the National Labor Relations Act in several cases in which he represents the involved union, including the [Caesars Entertainment Corp.](#) case, which the board used to [ditch Obama-era doctrine](#) letting workers plug union campaigns via company email.

Not being party to a case is no impediment to Rosenfeld. After the board eased its restrictions on workplace rules in a dispute

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash  
**Date:** Friday, October 23, 2020 11:38:47 AM

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Indeed.

**From:** [REDACTED] <[REDACTED]@nrb.gov>  
**Sent:** Friday, October 23, 2020 11:20 AM  
**To:** [REDACTED] <[REDACTED]@nrb.gov>; [REDACTED] <[REDACTED]@nrb.gov>  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash

Schedule F. How appropriate.

**From:** [REDACTED] <[REDACTED]@nrb.gov>  
**Sent:** Friday, October 23, 2020 11:11 AM  
**To:** [REDACTED] <[REDACTED]@nrb.gov>; [REDACTED] <[REDACTED]@nrb.gov>  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash

Neither had I. It's coverage is really sweeping.

“Though it's unclear how many employees would be affected, the order provides a potentially sweeping list: Those who are responsible for drafting regulations; perform "substantive policy-related work"; supervise attorneys; report to presidential appointees; or negotiate collective bargaining agreements are among those who could be reclassified.”

**From:** [REDACTED] <[REDACTED]@nrb.gov>  
**Sent:** Friday, October 23, 2020 10:21 AM  
**To:** [REDACTED] <[REDACTED]@nrb.gov>; [REDACTED] <[REDACTED]@nrb.gov>  
**Subject:** FW: Politico: Trump executive order strips protections for key federal workers, drawing backlash

This issue got so little coverage that I hadn't really registered its potential to affect us directly and strip us of our rights.

**From:** [REDACTED] <[REDACTED]@nrb.gov>  
**Sent:** Friday, October 23, 2020 8:28 AM  
**Subject:** Politico: Trump executive order strips protections for key federal workers, drawing backlash

**Trump executive order strips protections for key federal workers, drawing backlash**

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash  
**Date:** Friday, October 23, 2020 11:38:47 AM

---

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**Sent:** Friday, October 23, 2020 11:20 AM  
**To:** [REDACTED] <[REDACTED]@nrlb.gov>; [REDACTED] <[REDACTED]@nrlb.gov>  
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**To:** [REDACTED] <[REDACTED]@nrlb.gov>; [REDACTED] <[REDACTED]@nrlb.gov>  
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**Sent:** Friday, October 23, 2020 8:28 AM  
**Subject:** Politico: Trump executive order strips protections for key federal workers, drawing backlash

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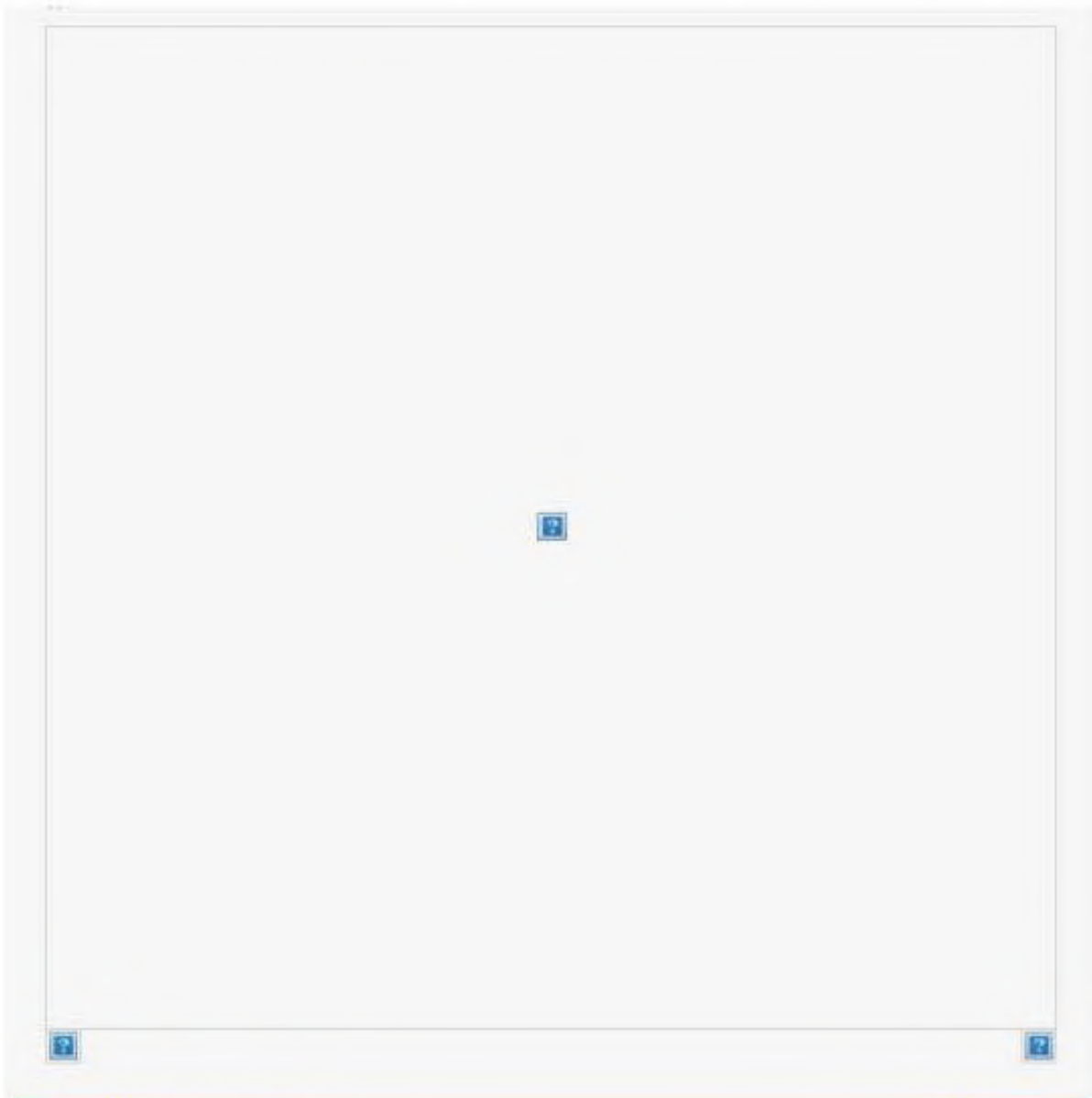
**From:** [REDACTED]  
**To:** (b) (6)  
**Subject:** FW: The Daily 202: Readouts of Biden's calls with foreign leaders signal a return to pre-Trump normalcy  
**Date:** Thursday, November 12, 2020 11:23:00 AM

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Ah, normalcy . . . so mundane, but so welcome!

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**From:** The Washington Post <email@washingtonpost.com>  
**Sent:** Thursday, November 12, 2020 11:20 AM  
**To:** [REDACTED] [REDACTED]@nlrb.gov>  
**Subject:** The Daily 202: Readouts of Biden's calls with foreign leaders signal a return to pre-Trump normalcy



[Sign up for this newsletter](#) [Read online](#)

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash  
**Date:** Friday, October 23, 2020 8:51:52 AM

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(b) (5) [REDACTED]

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**From:** [REDACTED] <[REDACTED]@nrb.gov>  
**Sent:** Friday, October 23, 2020 8:46 AM  
**To:** [REDACTED]@nrb.gov; [REDACTED]@nrb.gov;  
[REDACTED]@nrb.gov; [REDACTED]@nrb.gov; [REDACTED]  
[REDACTED]@nrb.gov; [REDACTED]@nrb.gov  
**Subject:** FW: Politico: Trump executive order strips protections for key federal workers, drawing backlash

Good morning, all—

Needless to say, I am concerned by this development. I'll let you know as soon as I hear anything [REDACTED]

(b) (5) [REDACTED]

Thanks,  
[REDACTED]

---

**From:** [REDACTED] <[REDACTED]@nrb.gov>  
**Sent:** Friday, October 23, 2020 8:28 AM  
**Subject:** Politico: Trump executive order strips protections for key federal workers, drawing backlash

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash  
**Date:** Friday, October 23, 2020 8:55:51 AM

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To be fair, I haven't looked at the actual EO, but I've read summaries of it and was on a text chain the other night with some (fairly expert) folks who had looked it really closely, (b) (5)

[REDACTED]

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**From:** [REDACTED]@nlrb.gov>  
**Sent:** Friday, October 23, 2020 8:54 AM  
**To:** [REDACTED] <[REDACTED]@nlrb.gov>  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash

Yes, I suspect that there isn't a lot of that quality to this action. I'm not an expert, but essentially (b) (5)

[REDACTED]

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**From:** [REDACTED] <[REDACTED]@nlrb.gov>  
**Sent:** Friday, October 23, 2020 8:48 AM  
**To:** [REDACTED] <[REDACTED]@nlrb.gov>  
**Subject:** RE: Politico: Trump executive order strips protections for key federal workers, drawing backlash

Don't even get me started (b) (5)

---

**From:** [REDACTED] <[REDACTED]@nlrb.gov>  
**Sent:** Friday, October 23, 2020 8:46 AM  
**To:** [REDACTED]@nlrb.gov; [REDACTED]@nlrb.gov; [REDACTED]@nlrb.gov; [REDACTED]@nlrb.gov; [REDACTED]@nlrb.gov; [REDACTED]@nlrb.gov  
**Subject:** FW: Politico: Trump executive order strips protections for key federal workers, drawing backlash

Good morning, all—

Needless to say, I am concerned by this development. I'll let you know as soon as I hear anything (b) (5)

Thanks,  
[REDACTED]

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Fw: [EXTERNAL] Go Biden!  
**Date:** Thursday, November 19, 2020 2:41:46 PM

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**From:** [REDACTED] <[REDACTED]@mptn-nsn.gov>  
**Sent:** Saturday, November 7, 2020 5:04 PM  
**To:** [REDACTED] <[REDACTED]@bia.gov>  
**Subject:** Re: [EXTERNAL] Go Biden!

And finally allowed to do your job again. I can't imagine how the last four years were for you, but your persistence was admirable

[REDACTED] | Chairman  
MASHANTUCKET PEQUOT TRIBAL NATION  
[P.O. Box 3060, Mashantucket, CT 06338-3060](mailto: [REDACTED]@mptn-nsn.gov)  
T [REDACTED] | [REDACTED] <[REDACTED]@mptn-nsn.gov>  
[mashantucket.com](http://mashantucket.com) | [foxwoods.com](http://foxwoods.com)  
Description: image001



On Nov 7, 2020, at 1:22 PM, [REDACTED] <[REDACTED]@bia.gov> wrote:

It feels like I can breathe again!!! Thank you.

---

**From:** [REDACTED] <[REDACTED]@mptn-nsn.gov>  
**Sent:** Saturday, November 7, 2020 11:42 AM  
**To:** [REDACTED] <[REDACTED]@bia.gov>  
**Subject:** [EXTERNAL] Go Biden!

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Congrats [REDACTED] your life just got a lot better! Look forward to working with you.

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** GOP signals no support for relief "down payment"  
**Date:** Friday, December 18, 2020 6:33:17 AM

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Therefore Georgia is important!!!

"The dilemma from their perspective is that Republicans are signaling they don't want to pass another measure to stimulate the economy after President Biden takes office - and the GOP may continue to hold the Senate majority in January."





From: [REDACTED]  
 To: [REDACTED]  
 Subject: Fw: Correction: Courtesy Announcement: Archeologist, GS-0193-13  
 Date: Wednesday, December 2, 2020 9:30:34 AM

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I suspect this job will entail looking for all the skeletons Trump may leave behind when he leaves office.....

---

From: [REDACTED]  
 Sent: Wednesday, December 2, 2020 8:27 AM  
 To: BOEM All Employees  
 Subject: Correction: Courtesy Announcement: Archeologist, GS-0193-13

Correction to announcement closing date.

This is a courtesy notice to announce the following Merit Promotion (MP) announcement open in USAJOBS. **This announcement is open to current BOEM employees only.** For your convenience, the hyperlink is provided directly to the vacancy announcement.

#### Archeologist

GS-0193-13

BOEM, Office of Environmental Programs


Division of Environmental Sciences

Biological and Social Sciences Branch

Duty Location: Sterling, VA

#### BOEM-MMGG-21-KN-021(MP)

Hyperlink to USAJOBS: <https://www.usajobs.gov/GetJob/ViewDetails/585833200>

	<h3>Archeologist</h3> <p>The Bureau of Ocean Energy Management (BOEM) manages the exploration and development of the nation's offshore resources. It seeks to appropriately balance economic development, energy independence, and environmental protection through oil and gas leases, renewable energy development and environmental reviews and studies. For information about our bureau go to: <a href="http://www.boem.gov/">http://www.boem.gov/</a></p>
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**Closing Date:** Tuesday, December 8, 2020

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Re: TW in 8:00 AM  
**Date:** Thursday, December 17, 2020 8:43:22 AM

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You crack me up! LOL

---

**From:** [REDACTED] <[REDACTED]@boem.gov>  
**Sent:** Thursday, December 17, 2020 8:41 AM  
**To:** [REDACTED] <[REDACTED]@boem.gov>; [REDACTED]  
 <[REDACTED]@boem.gov>  
**Subject:** Re: TW in 8:00 AM

They did before the House Republicans decided to rejoin the Confederacy.  
 Who knows now?

[REDACTED] Ph.D.  
 Supervisor, Social Sciences Unit  
 Bureau of Ocean Energy Management  
 1201 Elmwood Park Blvd., MS GM673E  
 New Orleans, LA 70123  
 [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@boem.gov>  
**Sent:** Thursday, December 17, 2020 8:38 AM  
**To:** [REDACTED] <[REDACTED]@boem.gov>; [REDACTED] <[REDACTED]@boem.gov>  
**Subject:** Re: TW in 8:00 AM

Ah! I didn't realize it was in the defense bill. I think I heard people saying Congress has the votes to override his veto on that bill. We shall see. Thanks for the scoop!

---

**From:** [REDACTED] <[REDACTED]@boem.gov>  
**Sent:** Thursday, December 17, 2020 8:32 AM  
**To:** [REDACTED] <[REDACTED]@boem.gov>; [REDACTED]  
 <[REDACTED]@boem.gov>  
**Subject:** Re: TW in 8:00 AM

I take that back, it is in there but Trump is threatening a veto over renaming bases for Confederate generals.

[REDACTED] Ph.D.  
 Supervisor, Social Sciences Unit  
 Bureau of Ocean Energy Management

---

**From:** [REDACTED]  
**Sent:** Thursday, January 7, 2021 7:52 AM  
**To:** [REDACTED]  
**Subject:** Re: Thursday

Good morning [REDACTED]

Wow, that was a crazy day yesterday and I'm glad it's over. I hope a new tone starts now that brings us together.

I haven't seen too much sports news either except that the Saints are getting some of their players back for practice (Thomas and Harris) and hopefully they will get more. Sunday's game scares me a bit because the strange history of the way the Saints have been screwed out of playoff wins in the past. If they can systematically take care of business, then I think they will have a strong momentum that will carry them through the rest of the way.

Yesterday was such a distraction that I didn't get much done on the Mars' Z. I will get back at today and see what I find.

Here's to a nice, quiet day (I hope)!

[REDACTED]

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**From:** [REDACTED]  
**Sent:** Thursday, January 7, 2021 7:19 AM  
**To:** [REDACTED]  
**Subject:** Thursday

Good morning, [REDACTED]

I hope you are well this morning. (b) (6)

[REDACTED]  
[REDACTED]

Our meeting with AJ yesterday was postponed until 3 this afternoon. So that will happen today. Otherwise, not much going on there...

No news on the sports front yet that I know of. I haven't checked any scores, etc from yesterday. I watched some of the Pelicans' game last night, but went to bed before the half. They were ahead when I went to bed, but IDK what happened to them. The female ref that

they had at that game needs to be dismissed. She was pretty blatantly making calls that were against the home team and completely ignoring certain contact (particularly if OKC was doing it) and calling it on the Pels. PLUS she allowed an OKC player to foul Reddick REPEATEDLY, allowed him to clap in his face and THEN called a technical foul on Reddick. Wow is about all I can say...

The news from the nation's capital and what happened yesterday is HORRIBLE. I agree with Liz Cheney yesterday saying that the President bears some responsibility for his language. That's what happens when you whip people up into a big enough frenzy that they feel that they are being disenfranchised. Don't get me wrong - I watched stuff going on in several states that (at least to ME) was questionable, and I WOULDN'T be opposed to vetting the election to ensure that all legal votes were counted (again, legally), but to say that the election results should be overturned is another matter. I think that we need to be careful about losing our democracy here, and from the looks of yesterday, that's teetering on the brink. Not good at all...

Anyway, that's about it for me. I hope you have a great day and let me know what I can do for you...

■

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Re: Thursday  
**Date:** Thursday, January 7, 2021 9:12:38 AM

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Great to hear from you once again...

To call yesterday "crazy" would be somewhat of an understatement. I think LOONY and/or LUDICROUS might be better. OR just plain bat-sheer even. Like I said, as "leaders" of this (once) great country, our "leaders" need to STOP with the incendiary language and start looking for ways to work together on things they agree on. And, if they must, then agree to disagree on others, knowing that the "other side" has constituents that THEY answer to, as well. Hopefully, that will be behind us. What NEEDS to happen is for each side (and I say BOTH sides, here, because NEITHER has clean hands) to STOP demonizing the other and to STOP with assigning motives to the other's actions (Dems accusing Republicans of wanting to "push granny over the cliff" is WAY out of bounds, and Republicans accusing Dems of being evil is ALSO). It's ONE thing to VEHEMENTLY disagree with those you disagree with - I remember Reagan and Tip O'Neill being DIAMETRICALLY opposed to each other on just about EVERYTHING. But, at the end of the day, they were able to come together and have a beer together, because they KNEW that each was an American with a DIFFERENT viewpoint. That needs to return, although I SADLY think that this "art" form MIGHT be lost forever. BUT it's the reason I supported Rubio back in 2016 in the primaries. He had conservative principles (like Reagan) and he sounded the MOST like Ronald Reagan of ANYONE I have heard in the past 20 + years. Of course, IF the country would have done the SMART thing and elected Romney back in 2012, then Trump would have NEVER been President, and THAT would have been a saving grace for us....

ANY time the Saints play in the playoffs I get nervous. They have had a habit of screwing up JUST enough to allow other teams to stay in the game until the very end, and then allow Goodell and his cheating officials to blow it at the end. What they NEED to do is to take care of business EARLY so that it doesn't come down to that. Because IF it does again, expect the SAMF result. And they HAVF to make sure that their guys are MOTIVATED to come out and do that. Looking at YOU, Latimore and YOU Cam Jordan. The "game plan" for them this week will be to stop the running game and FORCE the Bears to have to throw the ball. And then get some tight coverage on the back end and HOPE that the zebras don't cheat throughout and call it tight on the Saints while allowing the Bears to get away with murder. And HOPEFULLY Brees and Thomas can re-connect and Brees has a good game. And they ALSO need to establish their OWN running game so that it doesn't come down to being entirely on Brees' shoulders...

**From:** [REDACTED]  
**To:** [Congressman Gerry Connolly](#)  
**Cc:** (b) (6)  
**Subject:** SURVEY: Your Priorities for the 117th Congress  
**Date:** Monday, December 28, 2020 8:12:00 PM

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December 28, 2020

Dear Congressman Connolly,

My priorities for the next four years are:

Stopping Iran from getting nuclear bombs

Pushing back hard on China's theft of intellectual property and classified U. S. military matters and their violations of trade agreements and the territorial integrity of neighboring countries

Pushing back on Russia's extra-territorial ambitions

Containing North Korea

Stopping illegal immigration to keep gun runners, drug dealers, weapons smugglers out of our country.

Preserving the American system of government by NOT stacking the Supreme Court

NOT being ridiculous by making a city, Washington DC, a state

Offering independence to Puerto Rico, NOT statehood

Preserving private health care by rejecting socialized medicine

In other words, I want what you and other Democrats don't want.

With deep worry,

[REDACTED]

---

[REDACTED] Ph. D.  
Marine Mammals Studies Coordinator  
Environmental Studies Program, Environmental Sciences Division  
U. S. Bureau of Ocean Energy Management (BOEM)  
45600 Woodland Road, Mail Stop VAM-OEP  
Sterling Virginia 20166

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** FW: [EXTERNAL] Good news items, for a change.  
**Date:** Thursday, January 07, 2021 11:21:00 AM  
**Attachments:** [good news for 2020.MP4](#)

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[REDACTED]  
Marine Ecologist  
Bureau of Ocean Energy Management, Pacific Region  
760 Paseo Camarillo, Suite 102  
Camarillo, CA 93010 USA  
[REDACTED]  
[REDACTED]@boem.gov

---

**From:** [REDACTED] (b) (6)  
**Sent:** Thursday, January 07, 2021 11:02 AM  
**To:** (b) (6)  
**Subject:** [EXTERNAL] Good news items, for a change.

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Yes, so much is bad, is wrong with the world,  
with the U.S.

Makes it easy to lose sight of what's good,  
what's right.

1. Georgia senatorial election runoff results
2. Certification of Electoral College voting this morning



**From:** [REDACTED]  
**To:** [REDACTED], NOAA Affiliate, [REDACTED], [REDACTED]  
**Subject:** Re: [EXTERNAL] interesting news tidbits  
**Date:** Wednesday, January 13, 2021 8:13:30 AM

Yes there has been a lot of finagling of rules across the administration, especially in finance and environmental protections. We can only hope that the Biden administration is able to reverse a lot of it while strengthening the rules. I can totally imagine career employees trying to fight back only to be told they are off a team and some political is now going to finish their job. This is what has made the past few years so frustrating. There was an interesting article yesterday about how the director for DOI congressional affairs simply ignored congressional inquiries or sent over so much information in boxes (during a pandemic when paper was already not being used for these things for years) so that someone would have to come in and scan documents that for the most part were already in the public record and already digital. I'm ready for it to be over.

-----  
 [REDACTED]  
 Lead Physical Scientist, Geospatial Services Division  
 U.S. Department of the Interior (USDOI), Bureau of Ocean Energy Management (BOEM)  
 Office of Strategic Resources (OSR)  
 45600 Woodland Rd.  
 Sterling, VA 20166  
 VAM-LD  
 E-mail: [REDACTED]@boem.gov  
 (703)787-1606



[www.marinecadastre.gov](http://www.marinecadastre.gov) [Go to BOEM Mapping Pages](#)

**From:** [REDACTED] - NOAA Affiliate <[REDACTED]@noaa.gov>  
**Sent:** Wednesday, January 13, 2021 7:59 AM  
**To:** [REDACTED] <[REDACTED]@noaa.gov>; [REDACTED] <[REDACTED]@noaa.gov>; [REDACTED], [REDACTED] <[REDACTED]@boem.gov>  
**Subject:** [EXTERNAL] interesting news tidbits

**This email has been received from outside of DOI - Use caution before clicking on links, opening attachments, or responding.**

Endangered Species rollback faced early pushback within administration, emails show  
<https://thehill.com/policy/energy-environment/533954-endangered-species-rollback-early-pushback-trump-administration-emails-show>

Officials ousted from White House after papers casting doubt on climate science  
<https://thehill.com/policy/energy-environment/533913-officials-ousted-from-white-house-after-papers-casting-doubt-on>

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** my happy day  
**Date:** Wednesday, January 20, 2021 3:59:39 PM

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just wanted to say, am spending some time celebrating. I had to listen to Biden's speech on the radio driving back from an appointment, but I heard it all. What a relief. Thank God I thought. And the helping hand that he spoke of, sometimes that we need and sometimes that we need to offer. I couldn't help but think back to Georgia and how a bunch of Black women dragged us all across the finish line. Someone said the sun came out just when he stepped up to speak.

I wish my sister were here today, we'd be laughing together. Happy day to you, [REDACTED], and thank you for all you do, [REDACTED]

From: [redacted]  
To: [redacted]  
Subject: RE: Biden reverses Trump diversity ban  
Date: Thursday, January 21, 2021 1:42:00 PM

Where is the schedule? Also, DCA is part of the JEDI initiative, right?

[redacted] public affairs officer  
Bureau of Ocean Energy Management | Pacific Office  
Interior Regions 8 | 9 | 10 | 12  
Lower Colorado Basin | Columbia-Pacific Northwest | California-Great Basin | Pacific Islands  
Phone: [redacted]  
Mobile: [redacted]

Learn about BOEM activities off the U.S. West Coast and Hawaii at [www.boem.gov/Pacific-Region](http://www.boem.gov/Pacific-Region)

From: [redacted]@boem.gov  
Sent: Thursday, January 21, 2021 1:42 PM  
To: [redacted]@boem.gov; [redacted]@boem.gov  
Subject: RE: Biden reverses Trump diversity ban

Happy dance!!

Yes, we are very excited to be able to provide DCA training virtually again! We have some on the schedule already and seats available.

From: [redacted]@boem.gov  
Sent: Thursday, January 21, 2021 1:41 PM  
To: [redacted]@boem.gov; [redacted]@boem.gov  
Subject: Biden reverses Trump diversity ban

### Biden reverses Trump diversity ban

[John Frazee](#), E&E News reporter | E & E News PM: Thursday, January 21, 2021



President Biden and First Lady Jill Biden at the White House this morning taking part in a critical prayer service. [Gov-LCA Newsroom](#)

President Biden last night canceled former President Trump's ban on certain race- and sex-related trainings across the federal government.

The new president issued an **executive order** "on advancing racial equity" and "support for underserved communities through the federal government."  
"Our country faces converging economic, health, and climate crises that have exposed and exacerbated inequities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism," the order reads.

"Our Nation deserves an ambitious whole-of-government equity agenda that matches the scale of the opportunities and challenges that we face," it says.

Trump's order from last year terminated any trainings at agencies or federal contracting firms that used "critical race theory," "white privilege" and other terms. The former president rejected such training as "anti-American propaganda."

In response, Trump officials canceled trainings at EPA, the Interior Department, NOAA, the U.S. Chemical Safety and Hazard Investigation Board, and other agencies. The Trump order also applied to universities that received federal funding.

From: [redacted]-FS  
To: [redacted]@blm.gov  
Subject: Re: Your plans -  
Date: Monday, June 8, 2020 9:48:03 AM

Hello [redacted] [redacted] Hope you, (b) (6) are doing well.

(b)(6)  
[redacted]

I feel good about (b) (6) ...if Dems lose in November will probably have to join the board of CBD to help them cause trouble!

Thanks for checking in. (b)(6)  
[redacted] Would love to get a cup of coffee with you to catch up. [redacted]

[redacted] Regional Forester

From: [redacted] <[redacted]@blm.gov>  
Sent: Wednesday, June 3, 2020 8:17:40 PM  
To: [redacted] -FS <[redacted]@usda.gov>  
Subject: Your plans

(b) (6) just forwarded your email to me (via (b) (6)). Geez, Cal! (b)(6)  
[redacted]

[redacted]

I am wishing the very best for you. (b)(6)  
[redacted]

[redacted]  
BLM – Tres Rios Field Office  
[redacted]

p.s. Small chance but in case you ever need something from (b)(6)  
[redacted]

First snow falling on the half-finished bridge.  
BASHO

[faint signature]

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Conversation with [REDACTED]  
**Date:** Thursday, July 30, 2020 6:59:58 AM

---

[REDACTED] -FS 7:46 AM:

I can't believe the man tweeted the election delay this morning...actually I can. :&&

[REDACTED] -FS 7:46 AM:

i know

[REDACTED] -FS 7:46 AM:

omg

[REDACTED] -FS 7:47 AM:

Desperate measure for a desperate man... [REDACTED] wants me to rethink working for the govt if he's re-elected...I can't help but think about it too. Okay, enough complaints - I've gotta focus on work. Sheesh though.

I may be able to get you three or four tickets in that time slot? Want me to check?

---

**From:** [REDACTED]@fcc.gov>  
**Date:** Thursday, December 3, 2020 at 3:24:43 PM  
**To:** [REDACTED]@fcc.gov>  
**Subject:** FW:

We are so depressed. Ugh.

---

**From:** [REDACTED]  
**Sent:** Thursday, December 3, 2020 3:23 PM  
**To:** [REDACTED]@fcc.gov>  
**Subject:** RE:

Whoa? Can I take R and E?

---

**From:** [REDACTED]@fcc.gov>  
**Sent:** Thursday, December 3, 2020 3:21 PM  
**To:** [REDACTED]@fcc.gov>  
**Subject:** Re:

Would you be interested in going on sat, dec 19 at 10 am?

---

**From:** [REDACTED]@fcc.gov>  
**Date:** Thursday, December 3, 2020 at 3:16:55 PM  
**To:** [REDACTED]@fcc.gov>

How are you doing, [REDACTED]? Do you know how we can tour the WH? The website says to reach out to local representative. Well, they're all for sleepy joe.

From: [REDACTED]  
 To: [REDACTED]  
 Subject: RE:  
 Date: Friday, December 4, 2020 10:59:40 AM

---

Oh shoot! How about the 2 tickets for 12/22 at 10am?

From: [REDACTED] <[REDACTED]@fcc.gov>  
 Sent: Friday, December 4, 2020 10:57 AM  
 To: [REDACTED] <[REDACTED]@fcc.gov>  
 Subject: Re:

I'm told that the tickets I thought were there are now gone.

Have two tickets for 12/15 at 10 am, or two tickets on 12/22 at 10am. Interested in either pair?

From: "[REDACTED]" <[REDACTED]@fcc.gov>  
 Date: Thursday, December 3, 2020 at 4:19:42 PM  
 To: "[REDACTED]" <[REDACTED]@fcc.gov>  
 Subject: RE:

I'll bring my sister too!

From: [REDACTED] <[REDACTED]@fcc.gov>  
 Sent: Thursday, December 3, 2020 4:19 PM  
 To: [REDACTED] <[REDACTED]@fcc.gov>  
 Subject: Re:

I'll check.

From: "[REDACTED]" <[REDACTED]@fcc.gov>  
 Date: Thursday, December 3, 2020 at 4:18:34 PM  
 To: "[REDACTED]" <[REDACTED]@fcc.gov>  
 Subject: RE:

Omg!Are you serious?? 4 tickets would be amazing!! We love Trump! And you!!

From: [REDACTED] <[REDACTED]@fcc.gov>  
 Sent: Thursday, December 3, 2020 4:17 PM  
 To: [REDACTED] <[REDACTED]@fcc.gov>

**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** Re: Happy Inauguration Day  
**Date:** Wednesday, January 20, 2021 1:28:23 PM

---

[REDACTED],

Thanks so much for your message today. The elegance of the transfer of power was especially moving. The presence of so many accomplished women was exhilarating! Biden strikes me as quite a force. I look forward to following his lead.

Glad to know the Hill neighborhood is quiet as I'd been wondering how you and others were doing.

Thank you also for your dedication to staff and special nods to the Field today, in particular. I know it's meaningful for them.

May you have a restful inspired day, too. Here's to four+ years of determined democracy and unity!

Best, [REDACTED]

---

**From:** "[REDACTED] [REDACTED]" <[REDACTED]@fcc.gov>  
**Date:** Wednesday, January 20, 2021 at 11:03:26 AM  
**To:** "EB-ALL" <EB-ALL@fcc.gov>  
**Subject:** Happy Inauguration Day

Hello to all — and merry peaceful transfer of power to you. From my row house on Capitol Hill, I can report that the area appears quiet at the moment. My husband and I have heard a few helicopters whirring by, and we've seen a few police cars driving down our street with flashing lights on. But there have been no sirens, which I'm construing as a good sign.

I'm taking this opportunity to thank the Field, particularly the agents and managers who have been working since the weekend to support Inauguration security, for what they are doing to help ensure that public-safety communications systems in DC continue to operate well. In so doing, of course, they are helping to keep people safe — and thereby show everyone across the globe that the United States is alive and ready for what's next.

I hope you and your loved ones all have a peaceful, and maybe even inspiring, rest of the day.

[REDACTED]

Sent from my iPad



From: [REDACTED]  
To: [REDACTED]  
Subject: Re: SEDITION! - A Randy Rainbow Parody  
Date: Friday, January 8, 2021 8:05:23 PM

---

. I was going to forward this to you this morning!

On Fri, Jan 8, 2021 at 7:04 PM [REDACTED] <[REDACTED].[REDACTED]@fcc.gov> wrote:

This is fun (but what is Randy Rainbow going to do when Trump is finally gone?)

<https://youtu.be/wT5kafhG3Qw>

Sent from my iPad

Message

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**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=EC05BCFC8D504CF4AF9FE5939CFF78C[REDACTED]]  
**Sent:** 1/21/2021 4:13:46 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Government Executive: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

Hooray! [REDACTED] and I saw this in the news last night and were absolutely thrilled.

---

**From:** [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 6:15 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Cc:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Government Executive: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

An executive order instructs all federal agencies to “root out” systemic racism from programs and institutions and rescinds Trump's controversial effort to excise so-called “divisive” diversity training programs from agencies and federal contractors.

<https://www.govexec.com/management/2021/01/biden-order-rescinds-diversity-training-restrictions-requires-review-agency-equity/171519/>

## Message

From: [REDACTED] [REDACTED]@epa.gov]  
 Sent: 12/4/2020 12:54:05 AM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: RE: Thank you

Oooh, I gotta start thinking about what I might wear on Inauguration Day.....

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

From: [REDACTED] [REDACTED]@epa.gov>  
 Sent: Thursday, December 03, 2020 4:43 PM  
 To: [REDACTED] [REDACTED]@epa.gov>  
 Subject: RE: Thank you

Hi [REDACTED],

Thanks for your note back. I'm so glad your girls love Kamala and RBG. They're no doubt powerful young women themselves.

I'm looking forward to wearing my Kamala blouse again on Inauguration Day. ☺

Fondly,

[REDACTED]  
 Deputy Regional Administrator  
 U.S. EPA Region 9 / Pacific Southwest  
 75 Hawthorne Street (ORA)  
 San Francisco, CA 94105  
 [REDACTED]

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

From: [REDACTED] [REDACTED]@epa.gov>  
 Sent: Thursday, December 3, 2020 4:38 PM  
 To: [REDACTED] [REDACTED]@epa.gov>  
 Subject: RE: Thank you

Hi [REDACTED],

Thank YOU for your words too. So well chosen, especially the value you added to those Lee Thomas shared. And regarding the hearing, when I was deciding what to say, I was thinking so much of you and how you handled the main hearing room so steadily.

Re: Kamala blouse: I LOVE THAT!!!! I was wondering... It also reminded me of RBG. My girls absolutely love both RBG and Kamala.

Hugs!

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

From: [REDACTED] [REDACTED]@epa.gov>  
 Sent: Thursday, December 03, 2020 4:03 PM  
 To: [REDACTED] [REDACTED]@epa.gov>  
 Subject: Thank you

Hi [REDACTED]

I loved the information you shared and especially the story you told about the hearing. You did a great job and I'm so glad everyone heard it.

I wore the blouse Kamala wore at her appearance after the election was called. No one knew, but I enjoyed it. :)

Thanks again for doing this for all of us.

[REDACTED]  
 Deputy Regional Administrator  
 EPA Region 9  
 [REDACTED] (mobile)

## Message

**From:** [REDACTED] [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B3DBF2D18EC74D249D23EF5B7791E02B-DJORDAN]  
**Sent:** 12/11/2020 3:28:23 PM  
**To:** [REDACTED] ([REDACTED]@epa.gov)  
**Subject:** Re: Battle over Nichols for EPA shows environmental justice movement's clout

Thank you. By the way, they cancelled her going-away recognition this morning with the video compilation I contributed to. It was to be part of a board meeting.

[REDACTED]  
 Deputy Regional Administrator  
 EPA Region 9  
 [REDACTED] (mobile)

On Dec 11, 2020, at 7:23 AM, [REDACTED] <[REDACTED]@epa.gov> wrote:

Yes, I saw that. E&E also has a good piece on MN today focused on the significant differences in climate statutory authority federally versus Cal-- <https://www.cenews.net/stories/1063720463>

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Friday, December 11, 2020 10:17 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Re: Battle over Nichols for EPA shows environmental justice movement's clout

Thank you for sending.

I imagine you know that her replacement at CARB is a Black woman.

[REDACTED]  
 Deputy Regional Administrator  
 EPA Region 9  
 [REDACTED] (mobile)

On Dec 11, 2020, at 5:51 AM, [REDACTED] <[REDACTED]@epa.gov> wrote:

---

**From:** POLITICO Pro <[alert@email.politicopro.com](mailto:alert@email.politicopro.com)>  
**Sent:** Friday, December 11, 2020 5:07 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Battle over Nichols for EPA shows environmental justice movement's clout

**Battle over Nichols for EPA shows environmental justice movement's clout**

---

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Tuesday, January 19, 2021 5:00 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
 Cc: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Opening exercise for SEPMs

Hi [REDACTED],

I love your invoking the new President and his thought that we must remember so that we can heal.

[REDACTED] and I remembered the past four years as we removed the photos of the current administration's principals from the wall on the 19<sup>th</sup> floor today, after the three political appointees departed. Then we healed a bit.

Have a good evening and enjoy tomorrow morning.

[REDACTED]  
 Deputy Regional Administrator  
 U.S. EPA Region 9 / Pacific Southwest  
 75 Hawthorne Street (ORA)  
 San Francisco, CA 94105  
 [REDACTED]

---

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Tuesday, January 19, 2021 4:43 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
 Cc: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Opening exercise for SEPMs

Hi [REDACTED] and [REDACTED]

I watched the first ten minutes of the COVID memorial today and shared some of my feelings about it with [REDACTED] She and I came up with a new script for the tomorrow's exercise. It goes something like this:

1. At the COVID-19 Memorial yesterday at the Lincoln Memorial, President Biden said, "To heal, you must remember." In that vein, I'd like to lead a short exercise about reflecting on the past and visualizing the future.
2. Close your eyes, take three deep breaths...
3. Visualize this past year of your life. What first comes to mind? What feelings rise to the surface?
4. Now let's take a moment to visualize the upcoming year at EPA. You're doing exactly what you want to do, to protect human health and the environment. What is it that you are doing? How do you feel doing it?
5. Share.

What do you think?

[REDACTED]

## Message

From: [REDACTED] [REDACTED] [REDACTED]@epa.gov]  
Sent: 1/29/2021 3:05:56 AM  
To: [REDACTED] [REDACTED]@epa.gov]  
Subject: Re: Checking In

Indeed. It was a long 4 years.

---

[REDACTED], Director  
Office of Atmospheric Programs  
U.S. Environmental Protection Agency  
[REDACTED] (Office)  
[REDACTED] (Mobile)

On Jan 28, 2021, at 11:22 AM, [REDACTED] <[REDACTED]@epa.gov> wrote:

Hi [REDACTED],

Thanks for your note.

I'm hanging in there. It's nice to be Acting RA and have times past, like the ones noted below, in my rearview mirror.

Hope all is well with you.

[REDACTED]

[REDACTED]  
Deputy Regional Administrator  
U.S. EPA Region 9 / Pacific Southwest  
75 Hawthorne Street (ORA)  
San Francisco, CA 94105  
[REDACTED]

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From: [REDACTED] <[REDACTED]@epa.gov>  
Sent: Thursday, January 28, 2021 5:45 AM  
To: [REDACTED] <[REDACTED]@epa.gov>  
Subject: Checking In

Hey [REDACTED]!

Hope you are well. Saw this and thought immediately of you...

**FORMER REGION 9 EPA HEAD SUES TRUMP OFFICIALS:** Former EPA Region 9 Administrator Mike Stoker filed a lawsuit Wednesday against former Trump administration officials at the agency, alleging defamation related to his firing last year, Pro's Debra Kahn reports. Stoker was fired in February 2020 and said at the time he wasn't given a reason, though he speculated it could have been because he was

## Message

From: [REDACTED]@epa.gov]  
 Sent: 12/4/2020 12:54:05 AM  
 To: [REDACTED]@epa.gov]  
 Subject: RE: Thank you

Oooh, I gotta start thinking about what I might wear on Inauguration Day.....

## -----Original Message-----

From: [REDACTED]@epa.gov>  
 Sent: Thursday, December 03, 2020 4:43 PM  
 To: [REDACTED]@epa.gov>  
 Subject: RE: Thank you

Hi [REDACTED].

Thanks for your note back. I'm so glad your girls love Kamala and RBG. They're no doubt powerful young women themselves.

I'm looking forward to wearing my Kamala blouse again on Inauguration Day. ☺

Fondly,  
 [REDACTED]

[REDACTED]  
 Deputy Regional Administrator  
 U.S. EPA Region 9 / Pacific Southwest  
 75 Hawthorne Street (ORA)  
 San Francisco, CA 94105  
 [REDACTED]

## -----Original Message-----

From: [REDACTED]@epa.gov>  
 Sent: Thursday, December 3, 2020 4:38 PM  
 To: [REDACTED]@epa.gov>  
 Subject: RE: Thank you

Hi [REDACTED].

Thank YOU for your words too. So well chosen, especially the value you added to those Lee Thomas shared. And regarding the hearing, when I was deciding what to say, I was thinking so much of you and how you handled the main hearing room so steadily.

Re: Kamala blouse: I LOVE THAT!!!! I was wondering... It also reminded me of RBG. My girls absolutely love both RBG and Kamala.

Hugs,  
 [REDACTED]

## -----Original Message-----

From: [REDACTED]@epa.gov>  
 Sent: Thursday, December 03, 2020 4:03 PM  
 To: [REDACTED]@epa.gov>  
 Subject: Thank you

Hi [REDACTED].

I loved the information you shared and especially the story you told about the hearing. You did a great job and I'm so glad everyone heard it.

I wore the blouse Kamala wore at her appearance after the election was called. No one knew, but I enjoyed it. :) )

Thanks again for doing this for all of us.

[REDACTED]  
 Deputy Regional Administrator  
 EPA Region 9  
 [REDACTED] (mobile)

## Message

From: [REDACTED] [REDACTED]@epa.gov]  
 Sent: 1/25/2021 2:30:12 PM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: RE: Transition Update - Schedule F

Fascinating.

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Monday, January 25, 2021 9:29 AM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Transition Update - Schedule F

Yes – someone asked about it at the all-hands and it has, apparently, come up at several OD level all-hands as well.

\*\*\*\*\*  
 [REDACTED]  
 Director, Office of Administration and Policy  
 Senior Resource Official (SRO)  
 Senior Information Official (SIO)  
 Office of Enforcement and Compliance Assurance

U.S. Environmental Protection Agency  
 William Jefferson Clinton Building  
 Room 3235 South  
 Office: [REDACTED]  
 Mobile: [REDACTED]



From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Monday, January 25, 2021 9:28 AM  
 To: [REDACTED] [REDACTED]@epa.gov>  
 Cc: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Transition Update - Schedule F

Was anyone really concerned that Schedule F was going to continue?

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Saturday, January 23, 2021 6:39 PM  
 To: OECA All <OECA\_All@epa.gov>; ECAD Directors <ECAD\_Directors@epa.gov>; Regional Counsels <Regional\_Counsels@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
 Cc: [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
 Subject: Transition Update - Schedule F

OECA Colleagues:



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From: [REDACTED] <[REDACTED]@epa.gov>

Sent: Tuesday, January 19, 2021 10:50 AM

To: [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>

Subject: Opening exercise for SEPMs

Hi everyone,

At tomorrow's meeting with [REDACTED] and the SEPMs, we will start out with a short opening exercise. If no one else volunteers to lead it, I will do it. I've been thinking about how we need to honor (and heal) what many have experienced the past four years before visualizing the future.

Here's a draft of a possible script:

1. Close your eyes, take three deep breaths...
2. Take a moment to look back over the past four years. You see yourself working hard to honor your mission of protecting human health and the environment. What was it like for you during that period of time?
3. Now take a moment to visualize your next four years here. What do you visualize yourself you doing? How does this vision make you feel?
4. Share...

What do you think? Is this appropriate? Feel free to suggest other wording.

[REDACTED]  
Administrative Assistant

U.S. Environmental Protection Agency, Region 9

Tribal, Intergovernmental, and Policy Division, TIP-1

Special Emphasis Program Manager, Council for Operation Excellence

[REDACTED]  
*Pronouns: she/her/hers*

Message

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**From:** [REDACTED]@epa.gov]  
**Sent:** 1/20/2021 1:27:04 AM  
**To:** [REDACTED]@epa.gov]; [REDACTED]@epa.gov]  
**CC:** [REDACTED]@epa.gov]  
**Subject:** RE: Opening exercise for SEPMs

You're right, of course! Thanks for pointing it out to me, [REDACTED]

[REDACTED]  
Administrative Assistant  
U.S. Environmental Protection Agency, Region 9  
Tribal, Intergovernmental, and Policy Division, TIP-1  
Special Emphasis Program Manager, Council for Operation Excellence

*Pronouns: she/her/hers*

---

**From:** [REDACTED]@epa.gov>  
**Sent:** Tuesday, January 19, 2021 5:17 PM  
**To:** [REDACTED]@epa.gov>; [REDACTED]@epa.gov>  
**Cc:** [REDACTED]@epa.gov>  
**Subject:** RE: Opening exercise for SEPMs

[REDACTED] the SEPM meeting is on my calendar for next Wed., rather than tomorrow. I think it was scheduled that way so that my meeting follows the monthly Lead Region meeting I have with OCR-HQ.

[REDACTED]  
Deputy Regional Administrator  
U.S. EPA Region 9 / Pacific Southwest  
75 Hawthorne Street (ORA)  
San Francisco, CA 94105

---

**From:** [REDACTED]@epa.gov>  
**Sent:** Tuesday, January 19, 2021 5:14 PM  
**To:** [REDACTED]@epa.gov>; [REDACTED]@epa.gov>  
**Cc:** [REDACTED]@epa.gov>  
**Subject:** RE: Opening exercise for SEPMs

Hi [REDACTED]

Ohhhh. Thank you for sharing this sweet story about the experience you and [REDACTED] shared today. It really moved me.

Enjoy your morning tomorrow as well. I've decided to (also) take the morning off to watch the Inauguration. 😊

See you at our 1:00 PM SEPM meeting!

[REDACTED]

Administrative Assistant  
 U.S. Environmental Protection Agency, Region 9  
 Tribal, Intergovernmental, and Policy Division, TIP-1  
 Special Emphasis Program Manager, Council for Operation Excellence

*Pronouns: she/her/hers*

---

**From:** [REDACTED] <[REDACTED]@epa.gov>

**Sent:** Tuesday, January 19, 2021 1:25 PM

**To:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED]

[REDACTED] <[REDACTED]@epa.gov>

**Subject:** RE: Opening exercise for SEPMs

[REDACTED]

Your additions/edits are beautiful. <sniff> There's more of a "full circle" feel to it now.

Thank you!

[REDACTED]  
 [REDACTED]  
 Administrative Assistant  
 U.S. Environmental Protection Agency, Region 9  
 Tribal, Intergovernmental, and Policy Division, TIP-1  
 Special Emphasis Program Manager, Council for Operation Excellence

*Pronouns: she/her/hers*

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**From:** [REDACTED] <[REDACTED]@epa.gov>

**Sent:** Tuesday, January 19, 2021 12:56 PM

**To:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED]

[REDACTED] <[REDACTED]@epa.gov>

**Subject:** RE: Opening exercise for SEPMs

[REDACTED],

I appreciate your thoughtfulness in suggesting that some unpacking will be helpful for participants to feel ready to move forward. The eternal Pollyanna in me might suggest an addition unless it felt like too much – while the past four years may have presented challenges, there is also value in celebrating what individuals were successful at. Is that too broad for item 2?

1. Close your eyes, take three deep breaths...
2. Take a moment to look back over the past four years. You see yourself working hard to ~~honor your mission of~~ protect human health and the environment. What was it like for you during that period of time? What in that experience is worth celebrating or honoring?
3. Now take a moment to visualize your next four years here. What do you visualize yourself you doing? How does this vision make you feel?
4. Share...

[REDACTED]  
 Director  
 Tribal, Intergovernmental, and Policy Division  
 US EPA, Region 9

Message

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**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/29/2021 3:05:56 AM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** Re: Checking In

Indeed. It was a long 4 years.

---

[REDACTED], Director  
Office of Atmospheric Programs  
U.S. Environmental Protection Agency  
[REDACTED] (Office)  
[REDACTED] (Mobile)

On Jan 28, 2021, at 11:22 AM, [REDACTED] <[REDACTED]@epa.gov> wrote:

Hi [REDACTED]

Thanks for your note.

I'm hanging in there. It's nice to be Acting RA and have times past, like the ones noted below, in my rearview mirror.

Hope all is well with you.

[REDACTED]

[REDACTED]  
Deputy Regional Administrator  
U.S. EPA Region 9 / Pacific Southwest  
75 Hawthorne Street (ORA)  
San Francisco, CA 94105  
[REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 28, 2021 5:45 AM  
**To:** [REDACTED] [REDACTED]@epa.gov>  
**Subject:** Checking In

Hey [REDACTED]!

Hope you are well. Saw this and thought immediately of you...

**FORMER REGION 9 EPA HEAD SUES TRUMP OFFICIALS:** Former EPA Region 9 Administrator Mike Stoker filed a lawsuit Wednesday against former Trump administration officials at the agency, alleging defamation related to his firing last year, [Pro's Debra Kahn reports](#). Stoker was fired in February 2020 and said at the time he wasn't given a reason, though he speculated it could have been because he was

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B3DBF2018EC74D249D23EF5B7791E02B [REDACTED]]  
**Sent:** 1/27/2021 11:42:09 PM  
**To:** [REDACTED] [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: All-hands

Oh, [REDACTED] thank you for your note! It made my day!

Although I'm not an immigrant myself, so I haven't had the feelings you describe, I completely understand and share your feelings of joy and optimism for the time ahead.

I honestly am so happy to be leading the Region during this time – I can't imagine anything I'd rather be doing – and working with you and others who are so dedicated to our mission and to being part of our shared community is the reason.

Please know that you are, and have been for your entire time here, an amazing contributor to Region 9. I just loved it when you popped up with the new tool for employee ideas. It's so typical of you – creatively finding new ways to communicate!

Keep up your great work, and, most of all, your being yourself.

[REDACTED]

[REDACTED]  
 Deputy Regional Administrator  
 U.S. EPA Region 9 / Pacific Southwest  
 75 Hawthorne Street (ORA)  
 San Francisco, CA 94105  
 [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Wednesday, January 27, 2021 3:33 PM  
**To:** [REDACTED] [REDACTED]@epa.gov>  
**Subject:** All-hands

It was so good to see you, learn more about the memoranda and all the amazing possibilities. I listened to John Kerry and Gina McCarthy's presser at the WH this morning and cried uncontrollably the whole time. I cried even more than on inauguration day. It has been so hard on an intellectual and emotional level for me. No matter how long I have been here, I am an immigrant and the trepidation of not fully belonging will always be with me. I worked for someone who thought I was a nobody from a s\*\*hole country. Thank you and keeping us half way sane over the last few years. I know you are super busy but I just wanted to say thank you directly, for all of it.

And now, I will get off your therapy couch and get back to my work. With a smile on my face. 😊

---

[REDACTED] | Air and Radiation Division | EPA Region 9 | D: [REDACTED] | C: [REDACTED] | Pronouns: She/Her

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=AFAC6D298397450094BD69BCE7B3746F-JSCOTT]  
**Sent:** 10/27/2020 6:11:29 PM  
**To:** [REDACTED] [REDACTED]@epa.gov  
**Subject:** RE: Stunning Executive Order

Thanks. I'd read a little piece on it, but this article was better. Hopefully, this will go away!

[REDACTED]  
 Director, Land, Chemicals, and Redevelopment Division  
 EPA Pacific Southwest Region  
 [REDACTED]

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Tuesday, October 27, 2020 9:51 AM  
**To:** [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov  
**Subject:** Stunning Executive Order

Not sure if you've seen this. New EO appears to target GS-13s and above who work on policy and regulatory development matters. The order is in the link below.



EVAN VUCCI / AP

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[email](#)

[Bottom of Form](#)

'Stunning' Executive Order Would Politicize Civil Service

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=AFAC6D298397450094BD69BCE7B3746F-[REDACTED]]  
**Sent:** 1/22/2021 8:39:30 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: 01-20-20 Executive Orders and Actions Identified for Review

[REDACTED]

Things are going okay out here. I think the successful inauguration was quite a relief and hopefully inspired folks. The previous weeks' events I think were rough on everyone's morale whether at work or beyond. It will be a very nice change to have an Administration that will clearly be interested in EPA doing its job. The key for us will be in the doing!



Talk to you next week.

[REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Friday, January 22, 2021 8:55 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** RE: 01-20-20 Executive Orders and Actions Identified for Review

Hi [REDACTED] – Thank you! Happy New Year to you and the family also. Hope everything continues to be well. How are things with you folks? I'm looking forward to our DD's only call on Thursday to catch up.

---

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Friday, January 22, 2021 11:48 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** RE: 01-20-20 Executive Orders and Actions Identified for Review

Thanks. Happy New Year my friend!

## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/22/2021 3:25:11 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Great News!

Morning, [REDACTED]!

Nice that NOAA is not quite as politicized as EPA on policy– I bet this will be a breath of fresh air, especially after four years of Trump. Lots of overlap between the agencies.

Would think your new legal team will be working with EPA on IMO and Marine Plastics (now that we can once again say “plastic”). Arctic was also an overlap.

Plenty of reasons to keep connected, though it will be hard to leave the lead paint initiative and Minamata Convention behind. You’ve created a strong team on these topics – we’ll keep the work going and you can look back at this chapter as a strong success. It will outlive Chal’s attacks.

Hope you have time to talk before you make the move. Best! [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Friday, January 22, 2021 10:15 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** RE: Great News!

Thanks [REDACTED] I hope you all ha a great getaway. Great inauguration wasn’t it! It is going to be wrenching to leae EPA but I am really excited. And I will only be on the other side of the foodcourt once we get back t the office. My last official day at EPA is Sat the 30 and start the 31<sup>st</sup> (Feb 1) at NOAA. Now in the lovely offboarding / onboarding process. But also getting a chance to say my goodbyes and tie up loose ends. This will definitely be a change from the last six months!

[REDACTED]  
*Principal International Advisor*  
*Office of International and Tribal Affairs*  
*U.S. Environmental Protection Agency*  
*Washington, DC 20004*

---

**From:** [REDACTED]  
**Sent:** Thursday, January 21, 2021 9:15 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Great News!

Hi [REDACTED] – sorry I couldn’t talk with you called. Was driving out to WV with the family. We came back yesterday afternoon, after watching the inauguration. Was a relief to know the orange guy is gone, and the speeches and the poem were wonderful!

Then, today, I heard about your great news! What a great landing spot! Congratulations!!



## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/22/2021 3:25:11 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Great News!

Morning, [REDACTED]!

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Hope you have time to talk before you make the move. Best! [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Friday, January 22, 2021 10:15 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** RE: Great News!

Thanks [REDACTED] I hope you all ha a great getaway. Great inauguration wasn’t it! It is going to be wrenching to leae EPA but I am really excited. And I will only be on the other side of the foodcourt once we get back t the office. My last official day at EPA is Sat the 30 and start the 31<sup>st</sup> (Feb 1) at NOAA. Now in the lovely offboarding / onboarding process. But also getting a chance to say my goodbyes and tie up loose ends. This will definitely be a change from the last six months!

[REDACTED]  
*Principal International Advisor*  
*Office of International and Tribal Affairs*  
*U.S. Environmental Protection Agency*  
*Washington, DC 20004*

---

**From:** [REDACTED]  
**Sent:** Thursday, January 21, 2021 9:15 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Great News!

Hi [REDACTED] – sorry I couldn’t talk with you called. Was driving out to WV with the family. We came back yesterday afternoon, after watching the inauguration. Was a relief to know the orange guy is gone, and the speeches and the poem were wonderful!

Then, today, I heard about your great news! What a great landing spot! Congratulations!!

## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 10/15/2020 12:12:08 PM  
**To:** [REDACTED] [Esher.Diana@epa.gov]  
**Subject:** RE: FYI: Yesterday's NYT on executive order

[REDACTED] I read this article, thought of our conversation, and completely agree. I'm looking forward to today's panel (starts at 1030am), despite the divisional mgmt concerns I expressed to you. Our conversation made a world of difference in my attitude. Thank you.

[REDACTED], Ph.D.  
 Senior Communications Strategist  
 U.S. Environmental Protection Agency  
 1650 Arch Street  
 Philadelphia, PA 19103  
 [REDACTED]@epa.gov  
 [REDACTED]

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, October 15, 2020 7:56 AM  
**To:** [REDACTED] <Kim.Lena@epa.gov>  
**Subject:** RE: FYI: Yesterday's NYT on executive order

[REDACTED]

Thank you for sharing this. When we spoke, I think that I mentioned to you the damage of not holding the session in ARD was greater and longer lasting than any negative consequences which might occur on me from cancelling it. This article certainly reinforces that notion.

Have you read the actual executive order? I recommend it. Then you're not relying solely on the judgement of others.

[REDACTED]

[REDACTED] [REDACTED] [REDACTED]  
 Deputy Regional Administrator  
 US EPA Region 3  
 [REDACTED]  
 [REDACTED]@epa.gov

**From:** [REDACTED] [REDACTED]  
**Sent:** Thursday, October 15, 2020 7:27 AM  
**To:** Esher, Diana <Esher.Diana@epa.gov>; Scott, Gail <Scott.Gail@epa.gov>; Rose, Kenneth <Rose.Kenneth@epa.gov>; Burrows, Cynthia <Burrows.Cynthia@epa.gov>  
**Subject:** FYI: Yesterday's NYT on executive order

<https://www.nytimes.com/2020/10/13/us/politics/trump-diversity-training-race.html>

[REDACTED], Ph.D.

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=44BD082A59CD44FFA0D5B1C054A3E996 [REDACTED]]  
**Sent:** 1/7/2021 11:13:07 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Items for Attention  
**Attachments:** Cos and Jen Farewell Agenda\_DRAFT.docx

Hi [REDACTED],

I started to update the agenda. I plan to send Doug and Ben emails tomorrow with information. I want to let them go early so they can leave. You'll see that Doug is the first speaker and Ben is the second. After that, we'll run down the list.

Yes, of course, meet with Kathrina as often and on whatever you think is necessary. Also with Andrew if you want to tell him my bad habits (don't forget to mention my lack of email discipline).

Cos's talking points on Tuesday will go a further than the email. I was going to save my most heartfelt remarks for his farewell, but I'm going to say a few of them on Tuesday as well. People can't see what I saw. I don't feel like I should let employees think that being a part of this Administration defines his character.

[REDACTED]  
[REDACTED]  
Deputy Regional Administrator  
US EPA Region 3  
[REDACTED]  
[REDACTED]@epa.gov

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 07, 2021 4:22 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Items for Attention

[REDACTED]  
Good afternoon. Cos's message was very good.

I am going to meet with Kathrina next Friday and start showing here things like compliance assurance notifications, how SIPs come in and get logged and tracked both on dashboard and in the Access tracker, etc. I presume this is okay even though she is not yet in the position?

## Message

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**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/20/2021 7:39:40 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Our Path Forward With the New Administration

[REDACTED],

Wow you and Kamala on the same day! I am so happy to be back to protecting all of our environment and the human health of all, too. I was here for the Reagan administration – Ann Gorsuch as Administrator (and I have a great tee shirt saying I survived the Ice Queen’s Acid Reign and all the EPA personnel listed on the back that were brought in back then). I don’t know if you were here then but this past administration now takes over the worst in EPA history in terms of dismantling the agency and our mission. I’ve been here over 41 years now and no plans to retire. I love working with communities in the Brownfield program. I worked in drinking water at NJ DEP and NEPA in the Puerto Rican EQB. I’ve only worked in solid and hazardous in Region 3 but I think Brownfields is the best program to work in. I know you will do a terrific job.

[REDACTED]

[REDACTED]  
Project Officer, Brownfields and Land Revitalization Branch  
Land, Chemicals and Redevelopment Division  
US EPA Region III  
1650 Arch Street 3LD50  
Philadelphia, PA 19103-2029

[REDACTED]@epa.gov

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Wednesday, January 20, 2021 2:18 PM  
**Subject:** Our Path Forward With the New Administration

Today’s inauguration of Joe Biden as the 46th, and oldest, President, and Kamala Harris as the first woman, Black, South Asian Vice-President of the United States is a historic moment for our country that ushers in the next phase of the transition of administrations. The coming months will bring new faces, perspectives, and priorities to the Agency as President Biden’s administrator and other political appointees are confirmed.

Message

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**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 10/15/2020 12:33:07 PM  
**To:** [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov]  
**Subject:** RE: FYI: Yesterday's NYT on executive order

Thanks. It was an interesting, and depressing, read.

[REDACTED]  
[REDACTED]  
Program Analyst  
Special Assistant to the Deputy Regional Administrator  
U.S. EPA Region III (3RA00)  
1650 Arch Street  
Philadelphia, PA 19103  
[REDACTED]  
[REDACTED]



---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, October 15, 2020 7:27 AM  
**To:** [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov;  
[REDACTED]@epa.gov  
**Subject:** FYI: Yesterday's NYT on executive order

<https://www.nytimes.com/2020/10/13/us/politics/trump-diversity-training-race.html>

[REDACTED], Ph.D.  
Senior Communications Strategist  
U.S. Environmental Protection Agency  
1650 Arch Street  
Philadelphia, PA 19103  
[REDACTED]@epa.gov  
[REDACTED]

## Message

**From:** [REDACTED]@epa.gov  
**Sent:** 1/25/2021 3:49:13 PM  
**To:** [REDACTED]@epa.gov; [REDACTED]@epa.gov  
**CC:** [REDACTED]@epa.gov  
**Subject:** FW: Federal Manager's Daily Report: Mon, Jan. 25, 2021

Good Morning [REDACTED] and [REDACTED]!

I am ecstatic to see Item No. 4 - Restrictions on Guidance Documents, Several Other Trump Regulatory Policies Repealed. Hopefully this means we'll be able to starting using our (EPA's) guidance documents again to support our cases.

Thanks!

[REDACTED] [REDACTED], Acting Chief  
 SDWA & Wetlands Section (3FD31)  
 Water Branch  
 Enforcement & Compliance Assurance Division  
 US EPA Region 3  
 1650 Arch Street  
 Philadelphia, PA 19103

T: [REDACTED] | F: [REDACTED]



**From:** Federal Manager's Daily Report <fmdr@fedweek.com>  
**Sent:** Monday, January 25, 2021 10:21 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Federal Manager's Daily Report: Mon, Jan. 25, 2021

**FEDweek.com**

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## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B6170EF3BAEF40C3BDECA56FD74B07A [REDACTED]]  
**Sent:** 1/21/2021 9:20:53 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

Will do...I keep reading and smiling!

[REDACTED]

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 4:19 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

These are the kind of memo floods many of us have been yearning for over the last few years. Keep 'em coming!

[REDACTED]  
 US Environmental Protection Agency - Region 1  
 Water Division - Wetlands Protection Section  
 5 Post Office Square  
 Suite 100 (Mail 6-3)  
 Boston, MA 02109

**P:** [REDACTED]  
**E:** [REDACTED]

**Teleworking phone:** [REDACTED]

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 14:21  
**To:** R1 WD ALL <R1WDALL@epa.gov>  
**Subject:** FW: Biden Administration day one actions re: environment and regulatory efforts

I'll try not to flood your inboxes, but there's a lot of transition-related news that may be of general interest. Feel free to delete if not relevant. Thanks.

[REDACTED]

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 9:26 AM  
**Subject:** Biden Administration day one actions re: environment and regulatory efforts

Dear colleagues,

I thought I would pass along the E.O.s and the memos that I've seen so far that will impact OW's policy and reg work. This list is not exhaustive. Feel free to forward to others in your organization.

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B6170EF3BAEF40C3BDEICAB56FD74B07A-[REDACTED]]  
**Sent:** 1/21/2021 8:43:40 PM  
**To:** [REDACTED] [REDACTED]@epa.gov; [REDACTED] [REDACTED]@epa.gov  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

Will do. Never had so much fun reading executive orders!

[REDACTED]

**From:** [REDACTED] [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 3:42 PM  
**To:** [REDACTED]@epa.gov; [REDACTED]@epa.gov  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

I agree with [REDACTED].

Lay this good stuff on us [REDACTED]!

[REDACTED]

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:30 PM  
**To:** [REDACTED] [REDACTED]@epa.gov>; R1 WD ALL <R1WDALL@epa.gov>  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

Flood away [REDACTED], it's all good.

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:21 PM  
**To:** R1 WD ALL <R1WDALL@epa.gov>  
**Subject:** FW: Biden Administration day one actions re: environment and regulatory efforts

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[REDACTED]

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 9:26 AM  
**Subject:** Biden Administration day one actions re: environment and regulatory efforts

Dear colleagues,

I thought I would pass along the E.O.s and the memos that I've seen so far that will impact OW's policy and reg work. This list is not exhaustive. Feel free to forward to others in your organization.



## Message

**From:** [REDACTED]/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B6170EF3BAEF40C3BDECAB56FD74B07A [REDACTED]  
**Sent:** 1/21/2021 7:45:36 PM  
**To:** [REDACTED]@epa.gov]  
**Subject:** RE: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

I'll find out about the training. We had more planned, too, that I hope we can restore.

[REDACTED]

---

**From:** [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:42 PM  
**To:** [REDACTED]@epa.gov>  
**Subject:** RE: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

Appreciate the sharing of info Ken, my opinion is that people that don't want to see it can choose to delete.

Also, since R1 had to cancel that planned 2<sup>nd</sup> training last Sept., does that mean it can now be rescheduled? Hope so.

Going to be a busy year ---- in a good way!

Thanks,

[REDACTED]

---

**From:** [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:21 PM  
**To:** R1 WD ALL <R1WDALL@epa.gov>  
**Subject:** FW: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

**From:** [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 1:59 PM  
**To:** R1 Executives All <R1ExecutivesALL@epa.gov>  
**Subject:** Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

FYI

**Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity**// Erich Wagner

An executive order instructs all federal agencies to "root out" systemic racism from programs and institutions and rescinds Trump's controversial effort to excise so-called "divisive" diversity training programs from agencies and federal contractors.

## Message

From: [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=B6170EF3BAEF40C3BDECAB56FD74B07A [REDACTED]]  
 Sent: 1/21/2021 7:22:58 PM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: RE: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

Don't know – I hope so. Will find out more.

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Thursday, January 21, 2021 2:22 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

Does this mean we get to have those awesome trainers come back? Is there budget for that?

From: [REDACTED] [REDACTED]@epa.gov>  
 Sent: Thursday, January 21, 2021 2:21 PM  
 To: R1 WD ALL <R1WDALL@epa.gov>  
 Subject: FW: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Thursday, January 21, 2021 1:59 PM  
 To: R1 Executives All <R1ExecutivesALL@epa.gov>  
 Subject: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

FYI

**Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity** // Erich Wagner

An executive order instructs all federal agencies to "root out" systemic racism from programs and institutions and rescinds Trump's controversial effort to excise so-called "divisive" diversity training programs from agencies and federal contractors.

Message

---

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/21/2021 7:41:53 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

[REDACTED]

As you know, I've been here for a few trips around the block. I was excited for the promise of Bill Clinton and for what the election of Barack Obama meant, but after the past 4 years, to steal a Reagan quote, it's morning in America again. How could anyone who saw Amanda Gordon's poem not be inspired? It will feel good to know that EPA has put back on the white hats.

Hope you and yours are staying safe and healthy.

[REDACTED]

---

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:34 PM  
**To:** [REDACTED] [REDACTED]@epa.gov>  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

It is all good!

Hope all's well with you.

[REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:30 PM  
**To:** [REDACTED] [REDACTED] [REDACTED]@epa.gov>; R1 WD ALL <R1WDALL@epa.gov>  
**Subject:** RE: Biden Administration day one actions re: environment and regulatory efforts

Flood away [REDACTED] it's all good.

---

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 2:21 PM  
**To:** R1 WD ALL <R1WDALL@epa.gov>  
**Subject:** FW: Biden Administration day one actions re: environment and regulatory efforts

I'll try not to flood your inboxes, but there's a lot of transition-related news that may be of general interest. Feel free to delete if not relevant. Thanks.

[REDACTED]

Message

---

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/28/2021 3:07:48 PM  
**To:** R1\_WD\_WSWB\_WNP\_Watershed\_NonPt\_Src\_Mgmt\_Section\_Emp\_SG  
[R1\_WD\_WSWB\_WNP\_Watershed\_NonPt\_Src\_Mgmt\_Section\_Emp@epa.gov];  
R1\_WD\_WSWB\_WNP\_Watershed\_NonPt\_Src\_Mgmt\_Section\_Oth\_SG  
[R1\_WD\_WSWB\_WNP\_Watershed\_NonPt\_Src\_Mgmt\_Section\_Oth@epa.gov];  
R1\_WD\_WSWB\_WEMP\_Natl\_Est\_Prog\_Marine\_Prot\_Section\_Emp\_SG  
[R1\_WD\_WSWB\_WEMP\_Natl\_Est\_Prog\_Marine\_Prot\_Section\_Emp@epa.gov]  
**CC:** [REDACTED]@epa.gov; [REDACTED] [REDACTED]@epa.gov]  
**Subject:** FW: Breaking: Trump EPA's Fast-Tracked 'Secret Science' Rule Scrapped by Court

Excellent News!

---

**From:** Bloomberg Law <bloomberg@bna.com>  
**Sent:** Wednesday, January 27, 2021 10:20 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Breaking: Trump EPA's Fast-Tracked 'Secret Science' Rule Scrapped by Court



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## Environment & Energy Report

Thursday, January 28, 2021

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### Trump EPA's Fast Track for 'Secret Science' Rule Nixed by Court

The Trump administration's EPA broke the law when it finalized a "science transparency" rule and made it effective immediately; a federal court ruled Wednesday in a decision that could help the Biden administration scrap the rule.

Message

From: [redacted]@epa.gov  
Sent: 10/23/2020 2:24:45 AM  
To: [redacted]@epa.gov, [redacted]@epa.gov  
Subject: FW: 'Stunning' Executive Order Would Politicize Civil Service

Importance: High

Rather scary. Not an easy read  
k

From: GovExec Breaking News <[news@e.govexec.com](mailto:news@e.govexec.com)>

Problems viewing?  
View as a web page

## GovExec Breaking News

Thursday, October 22, 2020

### 'Stunning' Executive Order Would Politicize Civil Service // Erich Wagner

President Trump on Wednesday signed an executive order creating a new classification of "policy-making" federal employees that could strip swathes of the federal workforce of civil service protections just before the next president is sworn into office.

[Read full article »](#)

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- [GovExec Daily Podcast](#)

#### STAY CONNECTED WITH GOVERNMENT EXECUTIVE:



## Message

From: [REDACTED]@epa.gov]  
 Sent: 1/21/2021 7:15:26 PM  
 To: [REDACTED]@epa.gov; [REDACTED]@epa.gov]  
 Subject: RE: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

I have been trying to watch the EOs to see if this would be one of the first ones. In a recent interview with Biden, he made a comment that confirmed he was very aware of the Trump EO so I was optimistic this would come quickly after his inaugural speech specifically referenced "systemic racism" and the outgoing Secretary State the night before said America was not about multi culturalism. Really? Does he think we were all hatched in the US from 1 egg and come from no where?

The challenge is we know that as passionate as staff are about the work we do, there are those who are threatened by these conversations. Our challenge is to listen, hear their concerns and deal with those concerns the right way. I think of my immigrant grandfather who was victim of so many of those "don't hire the Irish efforts. My mother once told me that the reason her father said so little was because he tried to hide his brogue to not draw attention to himself.

So many hopeful EOs in the last 24 hours

From: [REDACTED]@epa.gov  
 Sent: Thursday, January 21, 2021 1:59 PM  
 To: R1 Executives All <R1ExecutivesALL@epa.gov>  
 Subject: Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

FYI

[Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity// Erich Wagner](#)

An executive order instructs all federal agencies to "root out" systemic racism from programs and institutions and rescinds Trump's controversial effort to excise so-called "divisive" diversity training programs from agencies and federal contractors.

Biden Order Rescinds Diversity Training Restrictions, Requires Review of Agency Equity

**An executive order instructs all federal agencies to "root out" systemic racism from programs and institutions and rescinds Trump's controversial effort to excise so-called "divisive" diversity training programs from agencies and federal contractors.**

JANUARY 20, 2021 05:45 PM ET

Message

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**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4A26B5BEDCA34FFAAF7DEAA9B5075749-[REDACTED]]  
**Sent:** 1/22/2021 2:46:26 PM  
**To:** [REDACTED] [REDACTED]k@epa.gov]  
**Subject:** RE: executive orders for friday

Interesting – I'm glad to see that reversal on schedule F – there was a bill pending in Congress to reverse that and make it require congressional action if future Presidents wanted to consider implementing such a strategy.

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Friday, January 22, 2021 9:45 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** executive orders for friday

FYI

Friday's second executive order will also revoke three executive orders signed by then- President Donald Trump in 2018 that made it easier to terminate federal employees and weaken their labor unions. The measures have been the subject of litigation and arbitration. Biden's action directs agencies to bargain over permissible, non-mandatory subjects in contract negotiations. The order also eliminates the new Schedule F classification for certain federal civil service employees, which Trump created in October by executive order. Critics said Trump's move politicizes civil service and could lead to career officials being pushed out for political reasons.

[REDACTED]  
Deputy Director, Mission Support Division  
EPA Region 2  
Office of Mission Support (OMS)  
New York, NY 10007  
[REDACTED]

Another lovely day in telework paradise.....

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHIF23SPDLT)/CN=RECIPIENTS/CN=07DFEDAC6733411C94963CCF47A95070-5C1AAAF, [ERIC]  
**Sent:** 1/19/2021 6:58:52 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** FW: U.S. Court of Appeals for the District of Columbia Circuit vacated the Affordable Clean Energy rule  
**Attachments:** DC Circuit Vacated Affordable Clean Energy rule 1-19-21.pdf

The best one so far --

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Tuesday, January 19, 2021 1:56 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** U.S. Court of Appeals for the District of Columbia Circuit vacated the Affordable Clean Energy rule  
 Fyi – in case you don't have this yet.

## EPA's Industry-Friendly Climate Rule Struck Down by Court (2)

<https://news.bloomberglaw.com/environment-and-energy/epas-industry-friendly-climate-rule-struck-down-by-court>

Jan. 19, 2021, 11:14 AM; Updated: Jan. 19, 2021, 12:36 PM

Listen

- Affordable Clean Energy rule replaced sweeping Obama plan
  - States, green groups questioned legality under Clean Air Act
- The EPA's industry-friendly climate rule for power plants violates federal law, the D.C. Circuit ruled Tuesday in a searing defeat for the Trump administration's deregulatory agenda.

The U.S. Court of Appeals for the District of Columbia Circuit vacated the Affordable Clean Energy rule and remanded it to the Environmental Protection Agency, giving the incoming Biden administration a clean slate for regulating emissions from the power sector.

"It's a really strong foundation for the Biden-Harris EPA to restore crucial safeguards for Americans," Environmental Defense Fund senior attorney Ben Levitan told Bloomberg Law.

The decision undercuts Trump officials' bid to leave a legacy of deregulation, tossing one of the administration's highest-profile replacements of aggressive Obama-era environmental rules.

"We are disappointed that the panel majority rejected EPA's well-supported repeal of the Clean Power Plan and its regulation of [greenhouse gases] from coal-fired power plants in the Affordable Clean Energy Rule," EPA spokesman Molly Block said in an email. "The decision risks injecting more uncertainty at a time when the nation needs regulatory stability. EPA is reviewing the decision and will explore all available litigation options."



## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/21/2021 5:53:59 PM  
**To:** R2 ORC (Everyone) (R2\_ORC\_Everyone@epa.gov)  
**Subject:** Update: A Great Day on Climate Change

Hi All,

Thanks to those of you who pointed out that the link I sent yesterday (which was from Biden's transition website) is no longer active. So here are web pages from the White House website relevant to the actions that I referenced in yesterday's e-mail:

**Acceptance of the Paris Agreement (required by Article 21.3 of the Agreement):** <https://www.whitehouse.gov/briefing-room/statements-releases/2021/01/20/paris-climate-agreement/>

**Executive Order on Protecting Public Health and The Environment and Restoring Science to Tackle the Climate Crisis:** <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-protecting-public-health-and-environment-and-restoring-science-to-tackle-climate-crisis/>

In addition, the climate crisis is referenced in the following Proclamation, E.O. and Memorandum:

**A National Day of Unity, Presidential Proclamation,** <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/a-national-day-of-unity/>

**Executive Order on Advancing Racial Equity and Support for Underserved Communities Through the Federal Government:** <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>

**Modernizing Regulatory Review, Memorandum for the Heads of Executive Departments and Agencies:** <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/modernizing-regulatory-review/>

And, of course, the Executive Order on Revocation of Certain Executive Orders Concerning Federal Regulation will be important for the President's climate change agenda even though the climate crisis isn't referenced in the E.O.:

<https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-revocation-of-certain-executive-orders-concerning-federal-regulation/>

Best regards,

[REDACTED]

**From** [REDACTED]  
**Sent:** Wednesday, January 20, 2021 12:50 PM  
**To:** R2 ORC (Everyone) <R2\_ORC\_Everyone@epa.gov>  
**Subject:** A Great Day on Climate Change

Hi Everyone,

Today is a good day on climate change! A lot of you have been asking me about the transition. So after 4 long years of being pretty quiet on climate change at EPA, I'm excited to finally pass along positive news which you might have already seen. Now that the inauguration is over, President Biden will be taking the following actions today related to the climate crisis according to his "day one" Fact Sheet <https://buildbackbetter.gov/press-releases/fact-sheet-president-elect-bidens-day-one-executive-actions-deliver-relief-for-families-across-america-amid-converging-crises/>:

1. President Biden will sign the instrument to rejoin the Paris Agreement. [We will be back in the Paris Agreement as a party 30 days thereafter].
2. President Biden will sign an Executive Order that takes critical first steps to address the climate crisis, create good union jobs, and advance environmental justice while reversing the previous administration's harmful policies. The Executive Order will:
  - a. Direct all executive departments and agencies to immediately review and take appropriate action to address federal regulations and other executive actions taken during the last four years that were harmful to public health, damaging to the environment, unsupported by the best available science, or otherwise not in the national interest;
  - b. Direct agencies to consider revising vehicle fuel economy and emissions standards, methane emissions standards, and appliance and building efficiency standards;
  - c. Direct the Department of Interior to place a temporary moratorium on all oil and natural gas leasing activities in the Arctic National Wildlife Refuge;
  - d. Re-establish the Interagency Working Group on the Social Cost of Greenhouse Gases (GHG) and direct the issuance of an interim social cost of GHG schedule to ensure that agencies account for the full costs of GHG emissions, including climate risk, environmental justice and intergenerational equity
  - e. Revoke the Presidential permit granted to the Keystone XL pipeline.

There will also be more to come at the Regional level. I have been meeting informally over the last couple of months with a group of other climate change leads in other Regions and in HQ and expect that a lot will happen in the first 100 days. We will once again be scheduling regular meetings of the Region 2 Climate Change Workgroup (which I Co-Chair with Juan Gutierrez) and there will be opportunities for ORC to weigh in so stay tuned for more info on that. Also, I will take this opportunity to shamelessly plug a CLE on climate change and the transition that Eric and I will be doing on March 24.

Finally, as you might have seen yesterday, the D.C. Circuit vacated the Trump Administration's "Affordable Clean Energy Rule (ACE)" which repealed and replaced the Obama-era Clean Power Plan. The decision includes some very good language on EPA's ability to regulate the power sector in a way that achieves far greater emission reduction through generation-shifting (as we did in the Clean Power Plan) rather than being constrained to the minimal emission reductions achievable at individual facilities (advanced in the ACE rule). This paves the way for a new Biden power plant rule.

Best regards,



## Message

From: **Ex. 6 Personal Privacy (PP)**  
 Sent: 1/7/2021 2:49:57 PM  
 To: [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov; [REDACTED]@epa.gov  
 Subject: Fwd: Fulfill your Oath of Office the US Constitution

Good morning friends,

"The only thing necessary for the triumph of evil is for good men to do nothing" - attributed to Edmund Burke (1770). Hope you and your families are doing well.

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

From: **Ex. 6 Personal Privacy (PP)**  
 To: [REDACTED]@epa.gov <[REDACTED]@epa.gov>  
 Sent: Thu, Jan 7, 2021 9:33 am  
 Subject: Fulfill your Oath of Office the US Constitution

Dear Administrator Wheeler,

The oath of office you and I both took as new employees at the US EPA in Spring 1991, and which you took again upon assuming the EPA Administrator position and I took also as a member of the US Air Force and Reserve (Lt. Col., Iraq & Afghanistan combat veteran retired in 2011), states that we "will support and defend the Constitution of the United States, against all enemies foreign and domestic; that I will bear true faith and allegiance to the same." The time has come for you to follow that oath and demonstrate if you have one ounce of integrity remaining in your body and immediately resign from the Administration of this insurrectionist, despotic demagogue Donald Trump and recommend to the Vice President and Cabinet they invoke the 25th amendment to the US Constitution and remove him from office immediately. Your resignation, late as it may be before you leave office also before January 20th at 12:00, might at least salvage you some position higher than third worst EPA Administrator in US history behind Anne Gorsuch and Scott Pruitt, runaway winners as the worst and the runner-up worst Administrators in our 50 year EPA history. By the way, inviting Scott Pruitt to participate in the recent EPA 50th anniversary celebration for William Ruckelshaus was an affront to all current EPA employees who endured his brazen ethics, conflict of interest, financial, and criminal violations that resulted in at least 15 ongoing EPA Office of Inspector General investigations during his brief but disastrous term as EPA Administrator.

I met you in person on your first visit to Region 4 as then-Acting Deputy Administrator, where we had a good discussion after your prepared remarks and Q&A session, along with management colleagues of mine from the NEPA and RCRA programs. You seemed to have a concern for career EPA employees and I thanked you for actually taking the time to visit Atlanta and meet with us, something your disgrace of a predecessor never did or would ever have done. It is time to demonstrate whether your concern for EPA employees and the US public is genuine or not. I pretty much agree with nothing you or this Administration has done with regard to fulfilling EPA's mission; fortunately all of our air quality progress over the last 4 years have been residual reductions from stationary and mobile sources and greenhouse gases from prior Administrations, both Democrat and Republican going back to implementing the Clean Air Amendments of 1990. It is time for you to make a decision whether you will follow your oath of office or not.

Respectfully,

[REDACTED]  
 Retired Chief, Air Planning and Implementation Branch (as of January 1, 2021)  
 US EPA, Region 4, Atlanta, GA



## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/21/2021 5:08:45 PM  
**To:** OCFO-OPAA [OCFOOPAA@epa.gov]  
**Subject:** The Life of John Lewis: Good Trouble

Hello Everyone,

[REDACTED] recommended the following documentary Good Trouble featuring the life of John Lewis. I have seen excerpts from the documentary and through her encouragement I plan to view the video. See message below.

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 11:55 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** RE: Executive Order On Advancing Racial Equity & Support for Underserved Communities Through the Federal Government

[REDACTED], Thank you for sharing this Executive Order, and for all of the times you speak during staff meeting. Folks might be interested in this powerful and moving documentary about the life of John Lewis (called *John Lewis: Good Trouble*. See link below). There are multiple options for watching it – we viewed it on Amazon Prime Video. We watched the documentary on January 8, two days after the attack on the Capitol. His words seemed all the more chilling and prescient in that moment. I just wish he had lived to see the election of President Biden and Vice-President Harris.

<https://www.johnlewisgoodtrouble.com/>

[REDACTED]  
 Office of Planning, Analysis & Accountability  
 Office of the Chief Financial Officer  
 U.S. EPA  
 [REDACTED]

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, January 21, 2021 11:29 AM  
**To:** OCFO-OPAA <OCFOOPAA@epa.gov>  
**Subject:** Executive Order On Advancing Racial Equity & Support for Underserved Communities Through the Federal Government

Click on the link below if you're interested the Executive Order mentioned in today's Staff Meeting.

# Executive Order On Advancing Racial Equity and Support for Underserved

Message

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**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/12/2021 2:23:32 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** SES hiring freeze

Not sure if you've seen this. 😞

<https://www.govexec.com/management/2021/01/opm-issues-post-election-ses-hiring-freeze-weeks-later-previous-administrations/171329/>

[REDACTED]  
Acting Associate General Counsel  
Cross-Cutting Issues Law Office  
U.S. Environmental Protection Agency  
[REDACTED]

WJC-N 7526E

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Please consider the environment before printing this email.

## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/25/2021 4:21:32 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: Momentum - FYI Plan to Submit Statement to OGC Immediate Office Leadership

Hi Elise,

Following up on our conversation, this is the written advice we received from Victoria Clarke regarding the survey:

- I understand that so far everyone in Momentum has been abiding by the limited use policy and has been working on this effort during their non-working hours. There's a Momentum teams page, but a Microsoft Teams page for coordinating this effort does not seem like it violates the Agency's limited use policies as it is a de minimis use of Agency resources. Kudos to everyone for remembering what Allison told them previously.
- We talked about a possible survey that would be sent to OGC employees. The survey would be brief and geared towards assessing if individuals in OGC supported the basic principles that the momentum group is trying to convey. Given that it is a short survey, it would be fine to distribute this to employees in OGC, provided that there is language stating that folks should take the survey during non-work hours and are supposed to answer the questions in their personal capacities. You can use an Agency email address to submit and receive answers, as it falls into the de minimis use exception, because I don't read this survey as falling into the "mass mailings and chain letter" prohibition in the limited use policy.

Thanks,

[REDACTED]  
 U.S. Environmental Protection Agency  
 Office of General Counsel  
 Solid Waste and Emergency Response Law Office (WJC North 7013B)  
 [REDACTED] [REDACTED]@epa.gov

---

**From:** [REDACTED]  
**Sent:** Monday, January 25, 2021 11:04 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] (Jim) <[REDACTED]@epa.gov>  
**Cc:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Momentum - FYI Plan to Submit Statement to OGC Immediate Office Leadership

Good Morning [REDACTED] and [REDACTED],

I am writing to inform you of Momentum's plans to submit a statement to OGC Immediate Office leadership (including career and incoming Biden Administration staff) to urge the front office to serve as a partner and an ally in OGC's antiracism work. As described more fully below, we plan to circulate a survey today, Monday January 25, to gauge general support for this statement, with the expectation that we would submit the statement to the Immediate Office no later than this Friday January 29.

As I believe you are aware, Momentum is a staff-led effort within OGC. In October 2020, many of us in our personal capacities issued a statement in opposition to Executive Order 13950, *Combating Race and Sex Stereotyping*, and its related guidances. A number of OGC staff signed on to that statement and continue to seek robust action on antiracism initiatives in OGC.





## Message

**From:** [REDACTED]@epa.gov]  
**Sent:** 1/19/2021 1:53:09 PM  
**To:** [REDACTED]@epa.gov]; [REDACTED]@epa.gov]; [REDACTED]@epa.gov]; [REDACTED]@epa.gov]; [REDACTED]@epa.gov]  
**CC:** [REDACTED]@epa.gov]  
**Subject:** RE: Two EOs signed today

We'll take a look and cycle back.

Thanks,

[REDACTED]

[REDACTED]  
 Deputy Director  
 Office of Criminal Enforcement, Forensics, and Training  
 U.S. EPA  
 [REDACTED]

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**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Tuesday, January 19, 2021 12:00 AM  
**To:** [REDACTED]@epa.gov>; [REDACTED]@epa.gov>; [REDACTED]@epa.gov>; [REDACTED]@epa.gov>; [REDACTED]@epa.gov>  
**Cc:** [REDACTED]@epa.gov>  
**Subject:** RE: Two EOs signed today

[REDACTED] and team –

Here is another problematic Executive Order, this time in the realm of criminal enforcement. I quickly redlined a couple of potentially troubling sections, but I'd appreciate your analysis. We may want to talk to the new team about a desire to sunset this very late E.O.

Thanks.

[REDACTED]

This message is CONFIDENTIAL, and may contain legally privileged information. If you are not the intended recipient, or believe you received this communication in error, please delete it immediately, do not copy, and notify the sender. Thank you.

**From:** [REDACTED] [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Monday, January 18, 2021 8:11 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Fwd: Two EOs signed today

Message

---

**From:** [REDACTED] [REDACTED]@velaw.com]  
**Sent:** 1/22/2021 9:01:19 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: A new day  
**Attachments:** ATT00001.txt

Yes, with the pace of onboarding non-Senate confirmed political appointees, I'm cautiously optimistic that you'll have a new [REDACTED] much earlier than June!

---

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Friday, January 22, 2021 11:48 AM  
**To:** [REDACTED] <[REDACTED]@velaw.com>  
**Subject:** RE: A new day

[EXTERNAL]

Patrick,

Thank you for your note. This time does feel different from 4 years ago, and I'm very hopeful for the future.

I hope you [REDACTED] and [REDACTED] are well.

---

**From:** [REDACTED] <[REDACTED]@velaw.com>  
**Sent:** Wednesday, January 20, 2021 2:26 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** A new day

[REDACTED]

First of all, thank you for the note you sent after my mom's passing; it meant a lot to me.

I watched President Biden's inaugural speech today; I do hope that we can find a way to be more unified and respectful in our disagreements.

And I hope that your second transition as Acting AA isn't as bumpy as last time. I know that you will provide steady leadership while the White House and Senate sort out who will lead OECA next.

And if it's Adam, I'll be the first in line to buy you (and him) a drink!

Warm regards,  
[REDACTED]

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4DC0908FDDF040C787AAA3E7CDABF369 [REDACTED]]  
**Sent:** 1/25/2021 1:49:59 AM  
**To:** Bielenberg, Ben [Bielenberg.Ben@epa.gov]; Bohan, Suzanne [bohan.suzanne@epa.gov]; Buhl, Rick [Buhl.Rick@epa.gov]; Daly, Carl [Daly.Carl@epa.gov]; Garcia, Bert [Garcia.Bert@epa.gov]; Kortuem, Patrice [Kortuem.Patrice@epa.gov]; Love, Shea [love.shea@epa.gov]; McIntosh, Karen [McIntosh.Karen@epa.gov]; Morales, Monica [Morales.Monica@epa.gov]; Morlock, Nancy [morlock.nancy@epa.gov]; Mutter, Andrew [mutter.andrew@epa.gov]; OBrien, Wendy [OBrien.Wendy@epa.gov]; O'Connor, Darcy [oconnor.darcy@epa.gov]; Russo, Rebecca [Russo.Rebecca@epa.gov]; Schefski, Kenneth [Schefski.Kenneth@epa.gov]; Smidinger, Betsy [Smidinger.Betsy@epa.gov]; Smith, Mark A. [Smith.Marka@epa.gov]; Spence, Sandra [Spence.Sandra@epa.gov]; Sutin, Elyana [Sutin.Elyana@epa.gov]; Thomas, Deb [thomas.debrah@epa.gov]; Varilek, Kimberly [Varilek.Kimberly@epa.gov]; Wood, MelanieL [Wood.MelanieL@epa.gov]; Barajas, Gayle [barajas.gayle@epa.gov]  
**Subject:** Schedule F Revoked

Good News.

**From:** [REDACTED]@epa.gov  
**Sent:** Saturday, January 23, 2021 4:39 PM  
**To:** OECA All <OECA\_All@epa.gov>; ECAD Directors <ECAD\_Directors@epa.gov>; Regional Counsels <Regional\_Counsels@epa.gov>; [REDACTED]@epa.gov  
**Cc:** [REDACTED]@epa.gov; [REDACTED]@epa.gov  
**Subject:** Transition Update - Schedule F

OECA Colleagues:

During Thursday's All Hands meeting, I was asked about the status of the former President's Executive Order 13957, which called for the creation of a new Schedule F excepted service category for certain positions that are normally civil service positions. I am pleased to report that President Biden signed a new *Executive Order on Protecting the Federal Workforce* yesterday that revoked the plan to create Schedule F. On that issue, the new EO states the following:

Section 1. Policy. Career civil servants are the backbone of the Federal workforce, providing the expertise and experience necessary for the critical functioning of the Federal Government. It is the policy of the United States to protect, empower, and rebuild the career Federal workforce. It is also the policy of the United States to encourage union organizing and collective bargaining. The Federal Government should serve as a model employer.

Sec. 2. **Revocation of Schedule F.** (a) The creation of a new Schedule F excepted service category in Executive Order 13957 of October 21, 2020 (Creating Schedule F in the Excepted Service), not only was unnecessary to the conditions of good administration, but also undermined the foundations of the civil service and its merit system principles, which were essential to the Pendleton Civil Service Reform Act of 1883's repudiation of the spoils system. Accordingly, to enhance the efficiency of the civil service and to promote good administration and systematic application of merit system principles, Executive Order 13957 is hereby revoked.

(b) The heads of all executive departments and agencies (agencies) shall, consistent with law, immediately suspend, revise, or rescind proposed actions, decisions, petitions, rules, regulations or other guidance pursuant to, or to effectuate, Executive Order 13957. The Director of the Office of Personnel Management (OPM) shall immediately cease processing or granting any petitions that seek to convert positions to Schedule F or to create new positions in Schedule F.

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4DC0908FDDF040C787AAA3E7CDABF369 [REDACTED]]  
**Sent:** 1/13/2021 3:01:32 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: AFGE Local 3607 Response to your December 23, 2020 Email

Thank you for sharing. I was not aware of it.

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Tuesday, January 12, 2021 8:35 PM  
**To:** [REDACTED] [REDACTED]@epa.gov>  
**Subject:** Fwd: AFGE Local 3607 Response to your December 23, 2020 Email

Hi Deb. Passing along in awe you have not seen this.

Begin forwarded message:

**From:** EPAExecSec <EPAExecSec@epa.gov>  
**Date:** January 12, 2021 at 6:40:08 PM MST  
**To:** "CMS.OEX" <cms.oex@epa.gov>  
**Cc:** [REDACTED] [REDACTED]@epa.gov>, [REDACTED] [REDACTED]@epa.gov>, [REDACTED]@epa.gov>, [REDACTED]@epa.gov>, [REDACTED]@epa.gov>, [REDACTED]@epa.gov>  
**Subject:** FW: AFGE Local 3607 Response to your December 23, 2020 Email

**From:** [REDACTED] Ex. 6 Personal Privacy (PP)  
**Sent:** Tuesday, January 12, 2021 3:59 PM  
**To:** Wheeler, Andrew [REDACTED]@epa.gov>  
**Cc:** [REDACTED] Ex. 6 Personal Privacy (PP)  
 [REDACTED] <[REDACTED] Ex. 6 Personal Privacy (PP) [REDACTED] Ex. 6 Personal Privacy (PP)>  
**Subject:** AFGE Local 3607 Response to your December 23, 2020 Email

Administrator Wheeler-

On Wednesday, December 23, 2020, you sent an email to all EPA staff regarding telework flexibilities. After outlining what you characterized as expanded options for telework for non-bargaining unit employees, you stated the following:

Agency representatives have reached out to the American Federation of Government Employees (AFGE) to offer the same flexibilities for these bargaining unit employees and to ask them to sign an MOU recognizing this new flexibility. During negotiations with AFGE, EPA did offer a best and final deal, which would have given employees these additional workplace flexibilities. Unfortunately, this was rejected by AFGE as they chose to place a higher value on issues more important to union leadership than to

their members, to include matters such as increasing the amount of official time that is available to union officers.

Your statement regarding your interactions with AFGE leadership was false.

The Union filed a ULP against you for making this same statement at a Region 8 All-Hands meeting in July 2020. The Federal Labor Relations Authority (FLRA) agreed with the Union. The falseness of your statement has also been confirmed by the facts detailed in an article printed in Greenwire's E&E News (1/7/2021).

That article sets forth email traffic between the Union and EPA. Specifically, an EPA management representative sent an email to a Union representative at 1:23 p.m. on 12/23/2020 setting forth an offer to delink work schedules from telework. However, only 8 minutes later, at 1:31 p.m. on 12/23/2020, that same EPA management representative sent an email to the Union representative rescinding the offer. At 4:12 that same day, the same EPA management representative sent another email to the Union representative again making the offer to delink work schedules from telework. You sent your email to EPA employees at 4:18 p.m. that same day. Aside from the fact that this was near the end of the day immediately prior to a declared holiday for federal workers and two days before the Christmas federal holiday, it's pathetic of you to characterize the Union as having rejected your offer after only six minutes had elapsed since your representative had reinstated the offer to the Union to de-link work schedules from telework. Clearly, your email had been prepared even prior to the sending of the 4:12 p.m. email from your representative to the Union reinstating the offer that you had withdrawn earlier that day.

We are not at all surprised that you lied about this interaction with the Union. You made previous misstatements in Denver in July about negotiations with the Union during a Region 8 All-Hands meeting. Your lies and efforts to demonize the Union are despicable, although, unsurprising given your 2 ½ years as Administrator and Acting Administrator.

During that time, you have methodically eliminated protections of human health and the environment through rulemakings and policies while misleading the American public about your actions. While you have had the right as the EPA Administrator to gut environmental and public health protections to provide financial benefits to the regulated community, your repeated statements that the gutting of human health and environmental protections have actually provided benefits to human health and the environment are appalling. The least you could have done was told the truth about your actions and preferred policies.

Last Thursday, you sent an email to EPA employees telling us how disgusted you were by last Wednesday's events. We believe that you were referring to the assault on the Capitol by the seditious, terrorist mob incited earlier in the day by your boss, Donald Trump, although your vague description is ambiguous. After all, you were appointed by Trump to gut environmental and human health protections, and you have done so with great vigor. You went on to say in your email today how you have upheld the rule of law and the Constitution of the United States during your entire career, and that you take your oath of office, your obligation to the Agency and to the American People very seriously.

With respect to your obligation to the American people, it's clear that you mean either the minority of the general population that are die-hard Donald Trump supporters, or the businesses that have cheered while you have saved them millions, if not billions, of dollars during your gutting of environmental and human health protections. We work for the Environmental Protection Agency, not the Polluter Protection Agency. Many of us began our careers here, some close to 30 years ago with the goal, like most EPA career employees, of working hard to improve human health and the environment so that every citizen of the United States can enjoy life to the fullest without having to worry about getting sick or dying from pollution caused by businesses that just want to cut costs.

Also, it is worth mentioning the Schedule F Executive Order. That Order attempts to politicize government policies and move "career positions employees in Federal service of a confidential, policy-determining, policy-making, or policy-advocating character not normally subject to change as a result of a Presidential transition" to the new Schedule F. This would strip career employees of their right to be represented by a Union and due process safeguards in the workplace.

Regulating Agencies should not be made political pawns to any Administration. Our work should be based on sound science and not influenced by politics. We have looked forward to your departure since the day your actions made clear your disdain for the work that EPA has been charged by Congress with carrying out. Knowing that you will be gone in less than two weeks and that we can get back to working toward the goal of protecting human health and the environment gives those of us that are left hope that has been absent for the last four years.

Sincerely,

AFGE Local 3607 Executive Board

██████████, President

██████████, Vice President

██████████, Secretary

██████████, Treasurer

██████████, Chief Steward

██████████, Women's and Fair Practices Coordinator

Message

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**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/25/2021 5:49:42 PM  
**CC:** [REDACTED]@epa.gov]; [REDACTED]@epa.gov]; [REDACTED]  
[REDACTED]@epa.gov]  
**Subject:** LGBT News: Hooray! Transgender Ban Rescinded!  
**Attachments:** As Biden Lifts a Ban, Transgender People Get a Long-Sought Chance to Enlist - The New York Times.pdf

Good morning!

You may have already heard but we are so excited that we felt the need to shout out the wonderful news!! This morning President Biden signed an [executive order](#) rescinding the previous administration's ban on transgender individuals serving in the military. (Detailed NYTimes article attached.)

The order's fact sheet states that, "transgender servicemembers will no longer be subject to the possibility of discharge or separation on the basis of gender identity; transgender servicemembers can serve in their gender when transition is complete and the gender marker in the Defense Enrollment Eligibility Reporting System (DEERS) is changed and **transgender servicemembers should know that they are accepted throughout the U.S. military.**"

If you wonder what being transgender in the military is like, please check out this [video about a transgender man on deployment](#) and his transgender fiancée who is also in the military.

We hope you are just as excited as we are!

With gratitude for progress,

[REDACTED]  
[REDACTED]@epa.gov or [REDACTED]  
[REDACTED]@epa.gov or [REDACTED]

*You are receiving this message because you are on the LGBT Special Emphasis Program email list or are a member of senior leadership. Feel free to forward!*

Admit it, ya'll haven't  
done anything to "protect"  
the environment in  
4 years.

Ya'll are the reason I  
can't vote Republican.  
For the sake of my kids,  
I just can't.



## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=1A59B054EF444BA2983A621BFAD8AC82[REDACTED]]  
**Sent:** 10/29/2020 2:33:27 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** RE: [REDACTED] Office: Note left on door

Thanks.

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Thursday, October 29, 2020 8:32 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** FW: [REDACTED] Office: Note left on door

Fyi

Will have a discussion with [REDACTED] regarding.

[REDACTED] | Deputy Division Director | Mission Support Division USEPA Region 8 | 1595 Wynkoop Street (8MSD) | Denver CO 80202-1129 | [REDACTED]

Twitter: [@EPARegion8](#)

Facebook: [U.S. EPA Region 8](#)

Webpage: [EPA Region 8 \(Mountains and Plains\)](#)



**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, October 29, 2020 8:24 AM  
**To:** [REDACTED] [REDACTED]@epa.gov>; [REDACTED]@epa.gov>  
**Subject:** FW: [REDACTED] Office: Note left on door

[REDACTED],  
 I have already responded to [REDACTED]. As you know, this is unacceptable for someone to post this. Can you check camera's and see if you can find who did this?

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Thursday, October 29, 2020 8:18 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Cc:** [REDACTED] [REDACTED]@epa.gov>; [REDACTED] [REDACTED]@epa.gov>  
**Subject:** [REDACTED] Office: Note left on door

[REDACTED] – for your awareness.

IHS reached out to [REDACTED] to let her know this note was on her office door. This door leads directly into her office. She is primarily working remotely, but does go in on Tuesdays to check the mail. We both agreed that considering it's a public building and an election year, she is going to remove the EPA sign from the door. IHS has already removed the note.

[REDACTED]

[REDACTED], Ph.D., P.E. | Section Chief, Drinking Water Section B | U.S. Environmental Protection Agency – Region 8 | (p) [REDACTED] | (c) [REDACTED]

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From: [REDACTED] **Ex. 6 Personal Privacy (PP)**

Sent: Thursday, October 29, 2020 8:13 AM

To: [REDACTED] <[REDACTED]@epa.gov>

Subject: [REDACTED] Note on door

However, your opinions about diversity and inclusion are important in the Region, and Deb Thomas and I both encourage you to stay engaged in helping to improve working conditions for our colleagues.

[REDACTED]

[REDACTED] [REDACTED]

*Director, Superfund and Emergency Management Division*  
 U.S. EPA Region 8  
 1595 Wynkoop Street, BSEM-10  
 Denver, CO 80202  
 Office: [REDACTED]  
 Cell: [REDACTED]  
 [REDACTED]@epa.gov

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**From:** [REDACTED] **Ex. 6 PP / Ex. 7(C)**  
**Sent:** Monday, July 6, 2020 3:13 PM  
**To:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>;  
 [REDACTED] <[REDACTED]@epa.gov>; [REDACTED]  
 <[REDACTED]@epa.gov>  
**Cc:** [REDACTED]@gmail.com  
**Subject:** EPA order 4711 harassment report and EEO retaliation over a protected activity

Hello:

On Sunday, June 28, 2020, the President of the United States tweeted a video promoting white power. This conduct is threatening, intimidating and discriminates against me as a hispanic person. As the head of the United States government the President's actions threaten me directly in the workplace. His video is a direct example of the type of harassment prohibited in EPA order 4711. Furthermore, on June 30, 2020, during a meeting titled "Expanding the Conversation on Racism, Equality, and Injustice", where employees were encouraged to candidly voice our concerns and feelings during these times of racial unrest, I voiced my complaint. Part of the attendees included regional administrator [REDACTED] and deputy regional administrator [REDACTED]. Under item V.A.4 of the order, "[a]ny supervisor or manager or agency HR official, as described in V.A.1, V.A.2, and V.A.3 above, who receives a report of alleged

harassment or otherwise becomes aware of harassment, or an allegation of the same, shall immediately refer the matter to the alleged harasser's first-line supervisor". In item V.A.6 the order establishes a procedure if the alleged harasser is not an agency employee. To this date I have not received a notification that management started investigating my complaint.

As part of my complaint I said that the president incurred in this behavior when he was a candidate and as president. I also said that now that we are approaching the election I expected this behavior to continue, evidenced by the sharing of a racist message in a public forum. I did this to establish past behavior and predict future behavior. I firmly placed these comments in relation to the workplace and his capacity as the head of the federal government. At no point did I engage in "activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group." I asked that the regional and national SLT send a message to us denouncing such comments every time they came out as they go directly against our anti-discrimination and anti-harassment policies. They day after I made my complaint, Wednesday, July 1, 2020, I received an email at 08:12 from SEMD director [REDACTED]. The email is attached. The email did not include a message saying that management started investigating my complaint. The emails purports to be a reminder of the Hatch Act but is really retaliation for making my complaint. It is chilling, to say the least, as one of the outcomes of violating the Hatch Act is termination of employment. Two examples of its immediate chilling effect on me:

- I questioned if the federal government was a safe place for me and other non-white persons if the simple act of calling out racist behavior could endanger our employment. How can I work in a place I love if I get pushed out?

• **Ex. 6 PP / Ex. 7(C)**

As the email said, I contacted [REDACTED]. He did not know what I said and could not tell me if my expressions violated the Hatch Act. I asked him to find out if my expressions did so. He said he will. He advised that I refrained from making the comment again. I agreed with his advice.

The failure to investigate the complaint and the chilling reminder I received are contrary to what Administrator Wheeler expressed on his June 11 email. Furthermore, his email includes an incident that mirrors the action I denounce here. I ask that you act on this information and take the necessary actions to prevent this from happening again.

**Ex. 6 PP / Ex. 7(C)**

Message

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**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=3DEEDE75DB8E44A790B2F73DEBF00E12 [REDACTED]]  
**Sent:** 12/23/2020 3:41:21 PM  
**To:** [REDACTED]@epa.gov]  
**Subject:** Re: Did you see this article?

She must be a total Trumper...

Sent from my iPhone

On Dec 23, 2020, at 9:36 AM, [REDACTED] <[REDACTED]@epa.gov> wrote:

God help us please NO!!!!

[REDACTED]  
Division Director  
Communication Services and Information Division/OPS  
Office of Chemical Safety and Pollution Prevention  
[REDACTED] (cell and land line)

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**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Wednesday, December 23, 2020 9:31 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Did you see this article?

<https://insideepa.com/daily-news/staff-move-raises-doubt-epa-s-acting-chief-after-biden-inauguration>

[REDACTED], Director  
Office of Brownfields and Land Revitalization  
[REDACTED]

Message

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**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=3DEEDE75DB8E44A790B2F73DEBF00E12 [REDACTED]]  
**Sent:** 12/23/2020 3:41:21 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]  
**Subject:** Re: Did you see this article?

She must be a total Trumper...

Sent from my iPhone

On Dec 23, 2020, at 9:36 AM, [REDACTED] <[REDACTED]@epa.gov> wrote:

God help us please NO!!!!

[REDACTED]  
Division Director  
Communication Services and Information Division/OPS  
Office of Chemical Safety and Pollution Prevention  
[REDACTED] (cell and land line)

---

**From:** [REDACTED] [REDACTED]@epa.gov>  
**Sent:** Wednesday, December 23, 2020 9:31 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** Did you see this article?

<https://insideepa.com/daily-news/staff-move-raises-doubt-epa-s-acting-chief-after-biden-inauguration>

[REDACTED], Director  
Office of Brownfields and Land Revitalization  
[REDACTED]

## Message

From: [REDACTED] Ex. 6 Personal Privacy (PP)  
 Sent: 11/15/2020 7:59:19 PM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: Re: POLITICO: The One Incredibly Green Thing Donald Trump Has Done. [REDACTED] look what you did! [REDACTED]

Pass on some your expertise to the next administration and consider retirement if you can. Covid19 has taken out my wife's uncle and a good friend of mine. [REDACTED], my buddy, was the head of the KC environmental office. Retirement is good for your health. A lot less stressful.

On Sun, Nov 15, 2020, 1:04 PM [REDACTED] <[REDACTED]@epa.gov> wrote:

Wow [REDACTED] I am glad you put up a good fight. Keep it going. We have been crazy busy with emergency responses on hurricanes, wildfires and floods. I'm eligible. Just need to pick a date. Hang in there and keep enjoying being your own boss.

Take care and stay safe

[REDACTED] Director  
 Office of Emergency Management, USEPA  
 [REDACTED] (w [REDACTED] (c)  
 [REDACTED] Executive Assistant  
 [REDACTED]

On Nov 15, 2020, at 9:28 AM, [REDACTED] Ex. 6 Personal Privacy (PP) > wrote:

I figured you were the one responsible for this happening. Something the "Loser" actually could claim was a good thing. I remember the last time we talked. Part of the discussion was about your early briefing to Pruitt when he just started. That seems like a million years ago. I hope the EPA survives the damage from the past 4 years. I'm glad I retired during the 2017 buyout. I couldn't have taken the abuse without putting my foot in my mouth.

[REDACTED] Ex. 6 Personal Privacy (PP) Other  
 than that and hiding from Covid19, retirement is great. Doing a lot of fishing and social distancing since. My German Shepherd keeps me busy playing fetch. For some reason, she also works at the social distancing when I walk her. I hope all is well with you. Have you been getting in as much golf as the "Loser" has been? Ha. When are you going to retire?  
 [REDACTED]

On Sun, Nov 15, 2020, 6:57 AM [REDACTED] [REDACTED]@epa.gov> wrote:

Thanks for sharing [REDACTED]. Great read!

[REDACTED], Director  
 Office of Emergency Management, USEPA  
 [REDACTED] (w [REDACTED] (c)  
 [REDACTED] Executive Assistant  
 [REDACTED]





## *EPA Staff Slams Trump's Anti-Diversity Orders: 'They Are Punitive And Demeaning'*

[https://www.huffpost.com/entry/epa-trump-diversity\\_n\\_5f9c6e7cc5b6cfec2f6d844b](https://www.huffpost.com/entry/epa-trump-diversity_n_5f9c6e7cc5b6cfec2f6d844b)

[https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.huffpost.com%2Fentry%2Fepa-trump-diversity\\_n\\_5f9c6e7cc5b6cfec2f6d844b&data=04%7C01%7Crhines.dale%40epa.gov%7C3c8415309fbd400e9ecb08d87f66efe2%7C88b378b367484867acf976aacbeca6a7%7C0%7C0%7C637399427379858662%7CUnknown%7CTWFPbGZsb3d8eyJWljoimC4wLjAwMDAilCJQljoiv2luMzliLCJB Tii6lk1haWwiLCJXVCI6Mn0%3D%7C2000&sdata=cqGuzAhbYZ9oLw9s5Jh%2BNi%2BfX9qqpL%2FvpfEVRmc7qli%3D&reserved=0](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.huffpost.com%2Fentry%2Fepa-trump-diversity_n_5f9c6e7cc5b6cfec2f6d844b&data=04%7C01%7Crhines.dale%40epa.gov%7C3c8415309fbd400e9ecb08d87f66efe2%7C88b378b367484867acf976aacbeca6a7%7C0%7C0%7C637399427379858662%7CUnknown%7CTWFPbGZsb3d8eyJWljoimC4wLjAwMDAilCJQljoiv2luMzliLCJB Tii6lk1haWwiLCJXVCI6Mn0%3D%7C2000&sdata=cqGuzAhbYZ9oLw9s5Jh%2BNi%2BfX9qqpL%2FvpfEVRmc7qli%3D&reserved=0)

## Message

**From:** [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=1B44BCE1A71E4A95ACAF82F2FBC858B0-[REDACTED]]  
**Sent:** 12/2/2020 10:17:11 PM  
**To:** [REDACTED] [REDACTED] [REDACTED]@epa.gov; [REDACTED] [REDACTED]@epa.gov]  
**Subject:** Fwd: [The Washington Post] Opinion | Trump lays the groundwork for a massive government purge on his way out the door

So you know I saw this

Begin forwarded message:

**From:** "[REDACTED]" <[REDACTED]@epa.gov>  
**Date:** December 2, 2020 at 5:13:53 PM EST  
**To:** "[REDACTED]" <[REDACTED]@epa.gov>, "[REDACTED]" <[REDACTED]@epa.gov>, "[REDACTED]" <[REDACTED]@epa.gov>  
**Cc:** "[REDACTED]" <[REDACTED]@epa.gov>, "[REDACTED]" <[REDACTED]@epa.gov>, "[REDACTED]" <[REDACTED]@epa.gov>  
**Subject:** [The Washington Post] Opinion | Trump lays the groundwork for a massive government purge on his way out the door

[REDACTED] [REDACTED] and [REDACTED] – ORCR had our weekly meeting with our Branch Chiefs and Division Directors this morning, and they raised to me that several staff members have mentioned that they read this Op-ed piece in the Post from Monday and it has them scared for the security of their jobs. [REDACTED] you were kind enough to check in on Schedule F in the past to see if we could get any insights into the Agency's plans for implementation, but at the time there was nothing we could share with staff. Do any of you have any insights at this point that we could share? People are genuinely afraid, and any reassurance that they're not about to lost their jobs would be wonderful.

[https://www.washingtonpost.com/opinions/trump-lays-the-groundwork-for-a-massive-government-purge-on-his-way-out-the-door/2020/11/30/280519ac-333d-11eb-a997-1f4c53d2a747\\_story.html](https://www.washingtonpost.com/opinions/trump-lays-the-groundwork-for-a-massive-government-purge-on-his-way-out-the-door/2020/11/30/280519ac-333d-11eb-a997-1f4c53d2a747_story.html)





Message

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**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/25/2021 6:47:03 PM  
**Subject:** FW: more News on Transgender Ban Rescinded!  
**Attachments:** As Biden Lifts a Ban, Transgender People Get a Long-Sought Chance to Enlist - The New York Times.pdf

To add detail to this morning's wonderful news, attached is an article "*As Biden Lifts a Ban, Transgender People Get a Long-Sought Chance to Enlist*" from the NY Times.

**In addition** - if you wonder what being transgender in the military is like, please check out this [video about a transgender man on deployment](#) and his transgender fiancée who is also in the military.

President Biden's Executive Order's fact sheet states that, "transgender servicemembers will no longer be subject to the possibility of discharge or separation on the basis of gender identity; transgender servicemembers can serve in their gender when transition is complete and the gender marker in the Defense Enrollment Eligibility Reporting System (DEERS) is changed and **transgender servicemembers should know that they are accepted throughout the U.S. military.**"

*Please feel free to forward!*

Respectfully,

[REDACTED]  
[REDACTED]

**My pronouns are she and her.**

<https://www.mypronouns.org/she-her>



Black Lives Matter

*You are receiving this email as a member of the LGBT Special Emphasis Program (SEP) email list. Please let us know if at any time you would like to be removed from the list, or receive fewer emails.*

## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/25/2021 4:52:37 PM  
**Subject:** FW: The Transgender Military Ban is Over!

More Good News!

<https://www.npr.org/sections/president-biden-takes-office/2021/01/25/960338217/biden-repeals-trump-era-ban-on-transgender-soldiers>

Respectfully,

[REDACTED]  
[REDACTED]

Quality Assurance Team; U.S. EPA Region 10

<https://www.mypronouns.org/she-her>



Black Lives Matter

**From:** Erin Uritus, O&E <hello@outandequal.org>

[REDACTED]

Friends,

We just learned that President Joe Biden has overturned the Transgender Military Ban. This is a huge step towards full equality for the LGBTQ community and serves to make us stronger as a nation. It will allow transgender Americans who choose to serve to do so freely, safely, and honorably. With the confirmation of the nation's first Black Secretary of Defense, General Lloyd Austin, our armed forces – across all ranks – are increasingly looking like the country they so valiantly protect. Their commitment and patriotism will make our military stronger.

## Message

From: [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=31CA1476A7674825A131CB2C0D6C88C8-BSHAW03]  
 Sent: 1/5/2021 5:49:33 PM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: RE: Location

Excellent! Talk to you soon.

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Tuesday, January 5, 2021 12:42 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Location

I'm glad to hear you are **Ex. 6 Personal Privacy (PP)** (you too!). Great idea to get together via Teams. I'll set up a call for Friday.

Look forward to "seeing" you.

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Tuesday, January 05, 2021 12:30 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: Location

Hi [REDACTED]!

Happy New Year! Yes, I'm still in Minnesota **Ex. 6 Personal Privacy (PP)** but that's subject to change depending on the expectations of the new Administration and state of the pandemic. I would

**Ex. 6 Personal Privacy (PP)**

I'd love to get together when I'm back in town, but why don't we set up a TEAMS meeting in the meantime. Are you working this Friday? If so, just send me a TEAMS invitation for a general at a time that works for you. (Only time's I'm booked that day are from 9:30- 10:00 a.m. and 1 – 2 EST.)

Looking forward to catching up!

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Tuesday, January 5, 2021 12:26 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: Location

Happy New Year. Here's hoping that 2021 will be better. At least we will be Trump-less.

Are you still in MN **Ex. 6 Personal Privacy (PP)**

Maybe we can get together for a coffee this spring. I think we are going to be in this state for a long time.





## Message

From: [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=6EE79B3ID0FC0429B99F2C05481B0B957 [REDACTED]  
 Sent: 1/22/2021 10:47:54 PM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: Re: Sorry - I'm finishing up a meeting with [REDACTED] I'll be done soon.

Yay! Rescission of Schedule F will be welcome news to our staff.

Sent from my iPhone

> On Jan 22, 2021, at 5:41 PM, [REDACTED]@epa.gov> wrote:

> Perfect. No worries. Up to my eyeballs in EO's.

> Heads up: Pres Biden signed a new E.O. today rescinding Schedule F. Full text of the E.O. doesn't appear to be posted yet.

> <https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Ffederalnewsnetwork.com%2Fworkforce%2F2021%2F01%2Fbiden-to-repeal-schedule-f-overturn-trump-workforce-policies-with-new-executive-order%2F&data=04%7C01%40epa.gov%7C71a58feca87245907fab08d8bf26d236%7C88b378b367484867acf976aacbeca6a7%7C0%7C0%7C637469520747058924%7CUnknown%7CTWFpbGZsb3d8eyJWIjojMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6IkhawwiLCJXVCi6Mn0%3D%7C1000&sd=fxu109wSdR4aP6ibDKIOjw0%2BpZfsXmtcFAs4tttDb%2Fw%3D&reserved=0>

> [REDACTED]  
 > Deputy Associate Administrator  
 > Office of Policy  
 > U.S. Environmental Protection Agency  
 > [REDACTED] (work)  
 > [REDACTED] (cell)  
 > [REDACTED]@epa.gov

> -----Original Message-----

> From: [REDACTED] [REDACTED]@epa.gov>  
 > Sent: Friday, January 22, 2021 5:39 PM  
 > To: [REDACTED] [REDACTED]@epa.gov>  
 > Subject: Re: Sorry - I'm finishing up a meeting with [REDACTED] I'll be done soon.

> Yes - let's reschedule. We just ended our call with [REDACTED] I'll see if we can meet early Monday since she has some thoughts about EJ that I would like to discuss with you.

> I apologize for missing the call today.

> Thanks,

> Sent from my iPhone

>> On Jan 22, 2021, at 5:20 PM, [REDACTED], [REDACTED] [REDACTED]@epa.gov> wrote:

>> Do you want to reschedule? Happy to as I know its late. [REDACTED]

>> [REDACTED]  
 >> Deputy Associate Administrator  
 >> Office of Policy  
 >> U.S. Environmental Protection Agency  
 >> [REDACTED] (work)  
 >> [REDACTED] (cell)  
 >> [REDACTED]@epa.gov

>> -----Original Message-----

>> From: [REDACTED] [REDACTED]@epa.gov>  
 >> Sent: Friday, January 22, 2021 5:11 PM  
 >> To: [REDACTED] [REDACTED]@epa.gov>  
 >> Subject: Sorry - I'm finishing up a meeting with [REDACTED] I'll be done soon.

>> Sent from my iPhone

Message

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**From:** [REDACTED], [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 1/21/2021 9:28:42 PM  
**To:** R5 ORA EPA [R5\_ORA\_EPA@epa.gov]; EPA NEPA/309 Review Community [EPA\_309\_Review\_Community@epa.gov]  
**Subject:** ELR article: Measuring Environmental Justice: Analysis of Progress Under Presidents Bush, Obama, and Trump  
**Attachments:** Measuring EJ.pdf

Hi all – attached is a great article in this month's Environmental Law Reporter (published by the Environmental Law Institute).

**Measuring Environmental Justice: Analysis of Progress Under Presidents Bush, Obama, and Trump**Summary:

President Donald Trump's environmental policies appear detrimental to the environmental justice (EJ) movement, but little work has been done to test their true impact on EJ. This Article offers a method for evaluating progress (or lack thereof) across the last three presidential administrations, proposing three metrics for progress: access to legal recourse, consideration of climate change as an EJ issue, and signaling actions. Using Robert Kuehn's taxonomy of EJ, it concludes that while not much may be said to have actually been gained or lost in terms of distributive or corrective justice, significant progress was made toward procedural and social justice under President Barack Obama and lost under President Trump. This comparison helps to resolve competing narratives and provides a framework to encourage further comparisons across additional metrics.

[REDACTED], PWS  
Wetland/Environmental Scientist  
NEPA Team - Tribal and Multimedia Programs Office  
U.S. Environmental Protection Agency - Region 5  
Office of the Regional Administrator  
77 W. Jackson Blvd. (Mail Code RM-19J)  
Chicago, IL 60604  
Phone: [REDACTED]  
Email: [REDACTED]



## Message

**From:** [REDACTED] [REDACTED]@epa.gov]  
**Sent:** 11/30/2020 1:38:40 PM  
**To:** [REDACTED] [REDACTED]@epa.gov]; [REDACTED] [REDACTED]@epa.gov]; [REDACTED]  
 [REDACTED]@epa.gov]  
**Subject:** FW: GLO evaluation of training

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Monday, November 30, 2020 8:24 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Subject:** GLO evaluation of training

Hi [REDACTED],

FYI - Wendy Blake reviewed CPRC's Bridging Cultural Divides (BCD) training materials (see below). As [REDACTED] [REDACTED], and I decided to focus on presenting Engaging Constructively in Difficult Conversations in late February rather than BCD, we'll probably be well into the new administration before we set our sights on delivering BCD. Hopefully the current EO regarding training will no longer be in effect and [REDACTED]/the DRA won't have to rely just on Wendy Blake's decision to allow delivery of BCD in the region.

**From:** [REDACTED] <[REDACTED]@epa.gov>  
**Sent:** Thursday, November 26, 2020 7:13 AM  
**To:** [REDACTED] <[REDACTED]@epa.gov>  
**Cc:** [REDACTED] <[REDACTED]@epa.gov>; [REDACTED] <[REDACTED]@epa.gov>; [REDACTED]  
 [REDACTED]@epa.gov>  
**Subject:** RE: Labor Department guidance regarding training

Hi [REDACTED]

Wendy Blake (Associate General Counsel for the General Law Office, which is CPRC's home) and I decided Tuesday that the Bridging Cultural Divides training does not qualify as a diversity and inclusion training, and we are not going to submit it for an OPM review. The purpose of the training is not to advance diversity and/or inclusion, but rather to understand the concept of culture broadly (including the cultures of EPA offices), how differences in cultures can contribute to conflict, and how to prevent and resolve those conflicts. Further, the training does not include any of the concepts from the Executive Order. If you and/or Ro Deal have any questions or would like to discuss this further, I'd be happy to do that.

Happy Thanksgiving,

[REDACTED], Ph.D. (she/her/hers)  
 Director, Conflict Prevention and Resolution Center  
 EPA Dispute Resolution Specialist  
 U.S. Environmental Protection Agency

## Message

From: [REDACTED]@fema.dhs.gov]  
 Sent: 1/25/2021 8:04:37 PM  
 To: [REDACTED]@epa.gov]  
 Subject: RE: Random

That must have felt good to take those pictures down! Amanda Gowan literally gave me goose bumps and so much hope! We are running around with our heads cut off over here working COVID vaccine distribution centers and soon HMGP for COVID. Offboarding an RA must be so weird but definitely wonderful things to come! Please do keep me in mind. I would love the opportunity to work with the EPA at some point in my career. At least NJ is close?!? Wishing you, [REDACTED] and the family all the best in 2021!

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Monday, January 25, 2021 2:55 PM  
 To: [REDACTED] <[REDACTED]@fema.dhs.gov>  
 Subject: RE: Random

I was so busy trying to off board our RA that I never responded! After he left, I took down the pictures of Trump, Pence and Andrew Wheeler in the lobby- perk of being MSDD. It was a different mood from 2017 for sure-solo celebration in my office-thanks Covid. I didn't get to watch the inauguration festivities live but I got to watch later- I cried of course! It was a great day. I had forgotten about our post-election convo in 2017. In so many ways, seems like forever ago. Hope you are well. I do keep my eyes open for jobs for you and will continue to send them your way. I don't know if you ever talked with Leslie but she is a fan after your interview. [REDACTED] just got deployed to Covid support in Earle, NJ so I guess I will see him again in June! The new administration has a lot of climate change on the agenda- it will be interesting to see what this brings for mitigation. Exciting stuff! Take care and here is to 2021!

[REDACTED]  
 Mission Support Division Director  
 EPA Region 3

From: [REDACTED] <[REDACTED]@fema.dhs.gov>  
 Sent: Wednesday, January 20, 2021 9:46 AM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: Random

[REDACTED] is in the VA EOC feeling like she has no one to share her energy about today with. It reminded me of the day after Trump was elected when we talked. I was in the VA EOC deployed for Hurricane Matthew. Wearing my pearls today and so super excited for Madame Vice President. Happy Inauguration Day!

[REDACTED]  
 Deputy Director | Mitigation | Region 3  
 Office: [REDACTED] Mobile: [REDACTED]  
 [REDACTED]@fema.dhs.gov

Federal Emergency Management Agency  
[www.fema.gov/region-iii-dc-de-md-pa-va-wy](http://www.fema.gov/region-iii-dc-de-md-pa-va-wy)

## Message

From: [REDACTED]@fema.dhs.gov]  
 Sent: 1/25/2021 8:04:37 PM  
 To: [REDACTED]@epa.gov]  
 Subject: RE: Random

That must have felt good to take those pictures down! Amanda Gowan literally gave me goose bumps and so much hope! We are running around with our heads cut off over here working COVID vaccine distribution centers and soon HMGP for COVID. Offboarding an RA must be so weird but definitely wonderful things to come! Please do keep me in mind. I would love the opportunity to work with the EPA at some point in my career. At least NJ is close?!? Wishing you, Rob and the family all the best in 2021!

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Monday, January 25, 2021 2:55 PM  
 To: [REDACTED]@fema.dhs.gov>  
 Subject: RE: Random

I was so busy trying to off board our RA that I never responded! After he left, I took down the pictures of Trump, Pence and Andrew Wheeler in the lobby- perk of being MSDD. It was a different mood from 2017 for sure-solo celebration in my office-thanks Covid. I didn't get to watch the inauguration festivities live but I got to watch later- I cried of course! It was a great day. I had forgotten about our post-election convo in 2017. In so many ways, seems like forever ago. Hope you are well. I do keep my eyes open for jobs for you and will continue to send them your way. I don't know if you ever talked with Leslie but she is a fan after your interview. [REDACTED] just got deployed to Covid support in Earle, NJ so I guess I will see him again in June! The new administration has a lot of climate change on the agenda- it will be interesting to see what this brings for mitigation. Exciting stuff! Take care and here is to 2021!

[REDACTED]  
 Mission Support Division Director  
 EPA Region 3  
 [REDACTED]

From: [REDACTED] <[REDACTED]@fema.dhs.gov>  
 Sent: Wednesday, January 20, 2021 9:46 AM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: Random

[REDACTED] April is in the VA EOC feeling like she has no one to share her energy about today with. It reminded me of the day after Trump was elected when we talked. I was in the VA EOC deployed for Hurricane Matthew. Wearing my pearls today and so super excited for Madame Vice President. Happy Inauguration Day!

[REDACTED]  
 Deputy Director | Mitigation | Region 3  
 Office: [REDACTED] Mobile: [REDACTED]  
 [REDACTED]@fema.dhs.gov

Federal Emergency Management Agency  
[www.fema.gov/region-iii-dc-de-md-pa-va-wv](http://www.fema.gov/region-iii-dc-de-md-pa-va-wv)

## Message

From: [REDACTED] [REDACTED]@epa.gov]  
 Sent: 1/21/2021 9:24:31 PM  
 To: [REDACTED] [REDACTED]@epa.gov]  
 Subject: RE: a few notes from add for what they are worth

twas

[REDACTED]  
 Deputy Associate General Counsel for Water  
 U.S. Environmental Protection Agency  
 1200 Pennsylvania Avenue, N.W.  
 Washington, D.C. 20460  
 [REDACTED]

---

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Thursday, January 21, 2021 4:04 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: RE: a few notes from add for what they are worth

Thanks. That was pretty interesting.

[REDACTED]  
 Associate General Counsel for Water  
 United States Environmental Protection Agency  
 Mailcode 4355A  
 1200 Penn. Ave., N.W.  
 Washington DC 20460  
 [REDACTED]

---

From: [REDACTED] <[REDACTED]@epa.gov>  
 Sent: Thursday, January 21, 2021 4:02 PM  
 To: [REDACTED] <[REDACTED]@epa.gov>  
 Subject: a few notes from add for what they are worth

A couple of covid executive orders coming tomorrow...

Diversity and inclusion exec order has been repealed! Yay!

Sched f not repealed but only bc not urgent.

Lots of offices asking about settlement directive (not addressed yet)

- 1 – Impartiality rules
- 2 – bar obligations
- 3 biden ethics pledge

[REDACTED] – only have to worry about 1 and 2. Cases can't work on cases she supervised etc b/c of bar obligations. Impartiality determinations can make policy determinations whether we proceed with litigation.

**To:** [REDACTED]@EEOC.GOV]  
**From:** [REDACTED]/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=83C56312935D425FA00FBCD8FE1D308B-[REDACTED]  
**Sent:** Fri 3/5/2021 4:21:07 PM (UTC-05:00)  
**Subject:** RE: Resignation Request & Non-resignation Response

Thank you, [REDACTED]. You have been a pleasure to work with. I respect your professionalism and skill. Very best wishes.

Sharon

[REDACTED]  
 [REDACTED]  
 General Counsel  
 U.S. Equal Employment Opportunity Commission  
 131 M Street, NE  
 Washington, DC 20507-0100  
 [REDACTED]@eepoc.gov

Office: [REDACTED]  
 Cell: (b) (6) [REDACTED]




---

**From:** [REDACTED]@EEOC.GOV>  
**Sent:** Friday, March 5, 2021 4:00 PM  
**To:** [REDACTED]@EEOC.GOV>  
**Subject:** RE: Resignation Request & Non-resignation Response

Hi [REDACTED]:

I am saddened to read this. I very much enjoyed working with you and under your leadership. Take good care and best of luck with your next endeavor!

Warm regards,

---

**From:** [REDACTED] <[REDACTED]@EEOC.GOV>  
**Sent:** Friday, March 5, 2021 2:55 PM  
**To:** DG-OGC-ALL <DG-OGC-ALL@eepoc.gov>  
**Subject:** Resignation Request & Non-resignation Response

Dear OGC Staff:

I have been honored to work with you for the last year and a half. On Tuesday of this week, the White House asked me to resign. Today, I responded with my non-resignation letter. I have just received notice from the White House that my employment is terminated effective 5:00 p.m. today.

I have for the first time, after 50 years of employment, had my first opportunity to experience what my terminated clients experience. Whatever else it is, it's good to have this first-hand perspective.



To: [REDACTED]@EEOC.GOV]  
From: [REDACTED] [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=[REDACTED]  
Sent: Fri 3/5/2021 4:59:26 PM (UTC-05:00)  
Subject: RE: Resignation Request & Non-resignation Response

Best to you, too.

[REDACTED]

---

From: [REDACTED]  
Sent: Friday, March 05, 2021 4:54 PM  
To: [REDACTED] <[REDACTED]@EEOC.GOV>  
Subject: RE: Resignation Request & Non-resignation Response

Thank you, [REDACTED] What a total pleasure you have been to work with! Thank you for helping me out so many times. Very best wishes to you in all that lies ahead.

[REDACTED]

[REDACTED]

[REDACTED]  
General Counsel  
U.S. Equal Employment Opportunity Commission  
131 M Street, NE  
Washington, DC 20507-0100  
[REDACTED]@eeoc.gov

Office: [REDACTED]  
Cell: (b) (6) [REDACTED]



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From: [REDACTED] <[REDACTED]@EEOC.GOV>  
Sent: Friday, March 5, 2021 4:34 PM  
To: [REDACTED] <[REDACTED]@EEOC.GOV>  
Subject: RE: Resignation Request & Non-resignation Response

[REDACTED]

The suddenness of your leaving has caught me by surprise. I wish you the best in your future endeavors. I am sure you will continue your work in litigating employment discrimination cases, so I expect I will hear from you in the near future.

Thanks, [REDACTED]

---

From: [REDACTED]  
Sent: Friday, March 05, 2021 2:55 PM

To: [REDACTED]@EEOC.GOV  
From: [REDACTED]D=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN-[REDACTED]  
Sent: Thur 3/11/2021 7:06:48 PM (UTC-05:00)  
Subject: RE: LEI stuff

Yes, I really think OGC staff is feeling pretty good. It has been a long time coming because it started as soon as Dhillon showed up.

---

From: [REDACTED]  
Sent: Thursday, March 11, 2021 6:51 PM  
To: [REDACTED] <[REDACTED]@EEOC.GOV>  
Subject: RE: LEI stuff

Okay. Have a restful evening, you put in a solid day today!

I am going to go downstairs and break out the champagne after seeing that hiring authorization email!!! What a blessing! I imagine this is a great chance to turn employee morale around for sure.

[REDACTED]

---

From: [REDACTED] <[REDACTED]@EEOC.GOV>  
Sent: Thursday, March 11, 2021 5:05 PM  
To: [REDACTED] <[REDACTED]@EEOC.GOV>  
Subject: RE: LEI stuff

[REDACTED]

We can talk tomorrow morning. (b) (5) [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

---

From: [REDACTED]  
Sent: Wednesday, March 10, 2021 6:31 PM  
To: [REDACTED] <[REDACTED]@EEOC.GOV>  
Subject: FW: LEI stuff

[REDACTED]

(b) (5) [REDACTED] Please take a look and let me know what you think before we get back to [REDACTED]

(b) (5) [REDACTED]

[REDACTED]

[REDACTED]

**To:** [REDACTED]@EEOC.GOV]  
**From:** [REDACTED]/[O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=[REDACTED]  
**Sent:** Fri 3/12/2021 5:12:08 PM (UTC-05:00)  
**Subject:** RE: Gwen Reams Appointed Acting General Counsel

Yes, it is, but we did it...

---

**From:** [REDACTED] <[REDACTED]@EEOC.GOV>  
**Sent:** Friday, March 12, 2021 5:10 PM  
**To:** [REDACTED] <[REDACTED]@EEOC.GOV>  
**Subject:** RE: Gwen Reams Appointed Acting General Counsel

It is hard to believe what our offices came thru to get to where we are on this day.

---

**From:** [REDACTED]  
**Sent:** Friday, March 12, 2021 5:03 PM  
**To:** [REDACTED] <[REDACTED]REAMS@EEOC.GOV>  
**Subject:** RE: Gwen Reams Appointed Acting General Counsel

Every day!

---

**From:** [REDACTED] <[REDACTED]@EEOC.GOV>  
**Sent:** Friday, March 12, 2021 5:01 PM  
**To:** [REDACTED] <[REDACTED]@EEOC.GOV>  
**Subject:** RE: Gwen Reams Appointed Acting General Counsel

Thanks for the vote of confidence.

---

**From:** [REDACTED]  
**Sent:** Friday, March 12, 2021 4:53 PM  
**To:** [REDACTED] <[REDACTED]@EEOC.GOV>  
**Subject:** FW: Gwen Reams Appointed Acting General Counsel

Congratulations, Gwen!! So well-deserved and so reassuring for the institution.

---

**From:** OFFICE OF THE CHAIR <OFFICEOFTHECHAIR@eEOC.gov>  
**Sent:** Friday, March 12, 2021 4:44 PM  
**To:** OFFICE OF THE CHAIR <OFFICEOFTHECHAIR@eEOC.gov>  
**Subject:** Gwen Reams Appointed Acting General Counsel

Dear Colleagues,

I am delighted to announce that President Biden has appointed Gwen Reams as Acting General Counsel. Gwen has served at the EEOC since 1972 when she graduated from American University's Washington College of Law. She has been the Associate General Counsel for Litigation Management for the past 20 years. In that role, she has been responsible for overseeing the agency's litigation program and providing guidance and support in all aspects of litigation, including developing and litigating cases under the agency's Strategic Enforcement Plan. Prior to that position, Gwen served as the EEOC's Associate General Counsel for Appellate services for 10 years. She has held several other positions during her extensive career with the EEOC's Office of General

**To:** [REDACTED]@EEOC.GOV]  
**From:** [REDACTED]//O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=83C56312935D425FA00FBCD8FE1D308B [REDACTED]  
**Sent:** Mon 3/8/2021 11:45:21 AM (UTC-05:00)  
**Subject:** RE: Resignation Request & Non-resignation Response

Thank you, dear [REDACTED].

[REDACTED]  


[REDACTED]  
 General Counsel  
 U.S. Equal Employment Opportunity Commission  
 131 M Street, NE  
 Washington, DC 20507-0100

Cell: (b) (6) [REDACTED]



**From:** [REDACTED]@EEOC.GOV>  
**Sent:** Monday, March 8, 2021 8:09 AM  
**To:** [REDACTED]@EEOC.GOV>  
**Subject:** RE: Resignation Request & Non-resignation Response

I'm so sorry to hear about this and you are going to be missed. You take care of yourself.

**From:** [REDACTED]@EEOC.GOV>  
**Sent:** Friday, March 5, 2021 2:55 PM  
**To:** DG-OGC-ALL <DG-OGC-ALL@eeoc.gov>  
**Subject:** Resignation Request & Non-resignation Response

Dear OGC Staff:

I have been honored to work with you for the last year and a half. On Tuesday of this week, the White House asked me to resign. Today, I responded with my non-resignation letter. I have just received notice from the White House that my employment is terminated effective 5:00 p.m. today.

I have for the first time, after 50 years of employment, had my first opportunity to experience what my terminated clients experience. Whatever else it is, it's good to have this first-hand perspective.

I have great respect for you, your knowledge, expertise, skill, and dedication. Very best wishes to all of you as you continue pursuing the good mission of the EEOC.

[REDACTED]

To: [REDACTED]@EEOC.GOV]  
From: [REDACTED]/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=[REDACTED]  
Sent: Tue 3/9/2021 9:46:10 AM (UTC-05:00)  
Subject: RE: Robert

Also, quietly as it's kept, you were always at the helm!lol Congrats and well deserved!

---

From: [REDACTED] <[REDACTED]@EEOC.GOV>  
Sent: Monday, March 8, 2021 7:55 PM  
To: [REDACTED] <[REDACTED]@EEOC.GOV>  
Subject: Robert

Bridget,

I will be taking the helm in OGC in terms of running the office. [REDACTED] plans to stay on as an Attorney Advisor to me.

(b) (6), (b) (5)

[REDACTED], [REDACTED] and [REDACTED] will continue to act as RA for Dallas this year.

(b) (5)

Thanks, [REDACTED]

To: (b) (6) @EEOC.GOV]  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP  
 (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
 Sent: Fri 3/5/2021 3:03:55 PM (UTC-05:00)  
 Subject: FW: Resignation Request & Non-resignation Response  
[WH Resignation Request.pdf](#)  
[GC EEOC to White House.pdf](#)  
[GC EEOC Religious Report.pdf](#)

The beer is on me next time we see each other\*

---

From: [REDACTED]  
 Sent: Friday, March 05, 2021 12:55 PM  
 To: DG-OGC-ALL <DG-OGC-ALL@eeoc.gov>  
 Subject: Resignation Request & Non-resignation Response

Dear OGC Staff:

I have been honored to work with you for the last year and a half. On Tuesday of this week, the White House asked me to resign. Today, I responded with my non-resignation letter. I have just received notice from the White House that my employment is terminated effective 5:00 p.m. today.

I have for the first time, after 50 years of employment, had my first opportunity to experience what my terminated clients experience. Whatever else it is, it's good to have this first-hand perspective.

I have great respect for you, your knowledge, expertise, skill, and dedication. Very best wishes to all of you as you continue pursuing the good mission of the EEOC.

[REDACTED]@gmail.com

[REDACTED]  
 [REDACTED]  
 General Counsel  
 U.S. Equal Employment Opportunity Commission  
 131 M Street, NE  
 Washington, DC 20507-0100  
 [REDACTED]@eeoc.gov

Office [REDACTED]  
 Cell: (b) (6)



To: (b) (6) @EEOC.GOV]  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
 Sent: Fri 3/5/2021 3:30:58 PM (UTC-05:00)  
 Subject: RE: Resignation Request & Non-resignation Response

Yes!

From: (b) (6)  
 Sent: Friday, March 05, 2021 1:30 PM  
 To: (b) (6) @EEOC.GOV>  
 Subject: RE: Resignation Request & Non-resignation Response

Sounds good. And the whiskey is on me!

From: (b) (6) @EEOC.GOV>  
 Sent: Friday, March 5, 2021 3:04 PM  
 To: (b) (6) @EEOC.GOV>  
 Subject: FW: Resignation Request & Non-resignation Response

The beer is on me next time we see each other\*

From: SHARON GUSTAFSON  
 Sent: Friday, March 05, 2021 12:55 PM  
 To: DG-OGC-ALL <DG-OGC-ALL@eeoc.gov>  
 Subject: Resignation Request & Non-resignation Response

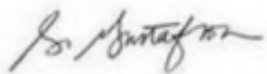
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(b) (6) @eeoc.gov

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To: (b) (6)  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
 Sent: Fri 3/5/2021 3:21:46 PM (UTC-05:00)  
 Subject: FW: Resignation Request & Non-resignation Response  
[WH Resignation Request.pdf](#)  
[GC EEOC to White House.pdf](#)  
[GC EEOC Religious Report.pdf](#)

There is a God.

---

From: (b) (6) @EEOC GOV  
 Sent: Friday, March 5, 2021 2:55 PM  
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To: (b) (6) @aol.com (b) (6) @aol.com]; (b) (6) @aol.com (b) (6) @aol.com (b) (6) @aol.com]  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
 Sent: Fri 3/5/2021 4:23:04 PM (UTC-05:00)  
 Subject: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

Oh happy day!

## Biden to Fire Trump EEOC General Counsel Who Refused to Resign

March 5, 2021, 3:23 PM

President Joe Biden will fire Sharon Gustafson, the Trump-appointed general counsel of the EEOC, at 5 p.m. Friday, according to a source with direct knowledge of the situation.

The Biden administration demanded in a March 2 email that Gustafson, the U.S. Equal Employment Opportunity Commission's top litigator, resign, said two different sources who spoke on condition of anonymity because they weren't authorized to discuss the matter.

Gustafson refused, citing her term, which runs through 2023, according to a copy of a letter Gustafson sent Friday to the Biden administration that was obtained by Bloomberg Law. She was then told by the White House on Friday that she would be fired as of 5 p.m., according to the source with direct knowledge.

The administration's move comes after Biden fired National Labor Relations Board General Counsel Peter Robb, who was also a Trump appointee, after he refused to step down on Jan. 20.

Gustafson was confirmed as the EEOC's general counsel in August 2019. During her tenure, she prioritized combating religious discrimination in the workplace. Her legal stances prompted at least one EEOC attorney to voice concern that the agency's approach in a religious bias lawsuit against Kroger Co. could impinge on the rights of LGBT workers.



**Paige Smith**  
Reporter

### Related Articles

Biden Fires NLRB General Counsel After He Refuses to Resign  
Jan. 20, 2021, 3:12 PM

CFPB Director Kraninger Responds to Biden's Request (1)  
Jan. 20, 2021, 12:59 PM

EEOC Kroger Suit Shows Religious Bias Focus of Religious Rights, Bias  
Dec. 2, 2020, 6:16 AM

Senate Confirms Equal Employment Opportunity Commission's General Counsel  
Aug. 1, 2019, 4:33 PM

Religious Bias Focus of EEOC General Counsel Feedback Session  
Nov. 19, 2020, 4:45 PM

To: (b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6)]  
 Sent: Fri 3/5/2021 4:52:34 PM (UTC-05:00)  
 Subject: Re: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

Don't send it to either of them

---

From: (b) (6) @EEOC.GOV>  
 Sent: Friday, March 5, 2021 4:45 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: RE: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

Well, since Sharon is departing, I did not send in my weekly report (I normally send it around 3:30pm, and her email came before 3pm). Sharon was the recipient of these, but she had asked me to copy (b) (6) when she instituted the weekly reports. I assume (b) (6) does not have the authority to ask for the weekly report. I will let you know if she does ask for/about it.

---

From: (b) (6) @EEOC.GOV  
 Sent: Friday, March 5, 2021 4:42 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: Re: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

Hope so but no one knows for sure.

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---

From: (b) (6) @EEOC.GOV>  
 Sent: Friday, March 5, 2021 4:32:00 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: RE: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

Does this mean the advisors she had brought as her staff are no longer with OGC?

---

From: (b) (6) @EEOC.GOV>  
 Sent: Friday, March 5, 2021 4:26 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: RE: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

We were on a SharePoint training with (b) (6) when Sharon's email came in. I almost fell off of my chair. There was much screaming and celebrating!

---

From: (b) (6) @EEOC.GOV>  
 Sent: Friday, March 5, 2021 4:19 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: RE: Breaking: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

There are multiple things I am shocked about: the sudden nature of the WH request, that there was no info since Tuesday that this was happening, that Bloomberg almost learned about all of this before we did as people who are supposed to work with the GC closely, that Sharon chose to portray herself as a champion of OGC's work on preventing religious discrimination and suggested that the new administration is working against this, that it looks like she changed her mind about "I come and go with the administration, and so do the staff I brought), etc. etc.

To: (b) (6) @EEOC.GOV  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDL1)/CN=RECIPIENTS/CN=(b) (6) ]  
 Sent: Mon 3/8/2021 10:29:52 AM (UTC-05:00)  
 Subject: RE: News from Bloomberg Industry Group: Daily Labor Report®: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

I did, thanks. Hope you had a good weekend as well.

---

From: (b) (6) @EEOC GOV  
 Sent: Monday, March 8, 2021 10:29 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: RE: News from Bloomberg Industry Group: Daily Labor Report®: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

Sounds like you had a good and productive weekend.

(b) (6)

---

From: (b) (6)  
 Sent: Monday, March 08, 2021 10:13 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: RE: News from Bloomberg Industry Group: Daily Labor Report®: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

I missed all the ACTION!! (b) (6)

(b) (6) I literally didn't check email or online/TV news all weekend.

Thanks for sharing! Can't say I'm sad about it. \*

---

From: (b) (6) @EEOC GOV  
 Sent: Monday, March 8, 2021 10:07 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: FW: News from Bloomberg Industry Group: Daily Labor Report®: Biden to Fire Trump EEOC General Counsel Who Refused to Resign

[https://news.bloomberglaw.com/daily-labor-report/biden-to-fire-trump-eoc-general-counsel-who-refused-to-resign/?utm\\_source=Email Share](https://news.bloomberglaw.com/daily-labor-report/biden-to-fire-trump-eoc-general-counsel-who-refused-to-resign/?utm_source=Email+Share)

To: (b) (6) @EEOC.GOV]  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Wed 3/10/2021 8:54:32 AM (UTC-05:00)  
Subject: RE: FYI

Clearly, she has had blinders on since coming here. What about the party line votes to restrict our litigation?

---

From: (b) (6)  
Sent: Tuesday, March 09, 2021 7:00 PM  
To: (b) (6) @EEOC.GOV>  
Subject: FYI

Helpful quote, isn't it:

Unlike officials at Cabinet agencies, the commission's general counsel and leadership panel serve fixed terms that intentionally don't align with presidential administrations, EEOC Commissioner Andrea Lucas (R) said.

"This is one of the ways Congress ensured that the agency remains bipartisan and, true to its structure, independent," she said in an emailed statement. "Last week's action is a strike against these principles and, worse, could encourage parties to challenge the authority and legitimacy of the Commission's litigation efforts to eliminate unlawful employment discrimination."

<https://news.bloomberglaw.com/daily-labor-report/presidential-power-questioned-after-sacking-of-eeocs-top-lawyer>

(b) (6)  
Equal Employment Opportunity Commission  
131 M Street, N.E.  
Washington, DC 20507  
(b) (6)

To: (b) (6) @EEOC.GOV  
(FYDIBOHF23SPDLT)/CN=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6)  
Sent: Fri 3/12/2021 5:04:50 PM (UTC-05:00)  
Subject: RE: Acting General Counsel - Thanks and Congratulations

(b) (6),

Yes, we are beginning to see the light. Two good weekends in a row, is pretty encouraging.

Thanks, (b) (6)

---

From: (b) (6)  
Sent: Friday, March 12, 2021 4:56 PM  
To: (b) (6) <(b) (6)@EEOC.GOV>  
Subject: Acting General Counsel - Thanks and Congratulations

(b) (6),

Thank you for doing this. I really appreciate your willingness to take this on.

We are coming out of a dark time and your leadership is so needed for us to see there is light again after all the darkness.

(b) (6)

To: (b) (6) @EEOC.GOV  
 EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP  
 (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=  
 Sent: Fri 3/12/2021 5:08:04 PM (UTC-05:00)  
 Subject: RE: Gwen Reams Appointed Acting General Counsel

(b) (6).

Thanks for your vote of confidence.

Have a great weekend.

---

From: (b) (6)  
 Sent: Friday, March 12, 2021 5:01 PM  
 To: (b) (6) <(b) (6)@EEOC.GOV>  
 Subject: RE: Gwen Reams Appointed Acting General Counsel

Hi (b) (6),

I am so happily joining the Chair in congratulating you on your appointment as the Acting General Counsel. After so many challenging months, it was so great to see all smiling faces during the RA Conference Call.

(b) (6)

---

From: OFFICE OF THE CHAIR <[OFFICEOFTHECHAIR@eepoc.gov](mailto:OFFICEOFTHECHAIR@eepoc.gov)>  
 Sent: Friday, March 12, 2021 4:44 PM  
 To: OFFICE OF THE CHAIR <[OFFICEOFTHECHAIR@eepoc.gov](mailto:OFFICEOFTHECHAIR@eepoc.gov)>  
 Subject: Gwen Reams Appointed Acting General Counsel

Dear Colleagues,

I am delighted to announce that President Biden has appointed Gwen Reams as Acting General Counsel. Gwen has served at the EEOC since 1972 when she graduated from American University's Washington College of Law. She has been the Associate General Counsel for Litigation Management for the past 20 years. In that role, she has been responsible for overseeing the agency's litigation program and providing guidance and support in all aspects of litigation, including developing and litigating cases under the agency's Strategic Enforcement Plan. Prior to that position, Gwen served as the EEOC's Associate General Counsel for Appellate services for 10 years. She has held several other positions during her extensive career with the EEOC's Office of General Counsel, including Executive Assistant to the General Counsel, Supervisory Trial Attorney, and Trial Attorney in the Systemic Litigation Division.

Gwen's experience and proven leadership will provide stability and direction as we work to implement this agency's vigorous civil rights agenda. Please join me in congratulating Gwen.

Sincerely,

(b) (6)  
 Chair

**To:** (b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV;  
(b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV  
**From:** (b) (6) /O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP  
(FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6)  
**Sent:** Thur 1/7/2021 7:35:53 PM (UTC-05:00)  
**Subject:** Fw: The Jim Crow Caucus comes to EEOC

My thoughts before. Ditto afterwards (I lasted until 3:45). Much worse than Clarence. They are Trump to the end and beyond.

---

**From:** (b) (6)  
**Sent:** Thursday, January 7, 2021 1:21 PM  
**To:** (b) (6) @EEOC.GOV>  
**Subject:** The Jim Crow Caucus comes to EEOC

As bad as the proposals on today's agenda are, the real damage is the categorical rejection of the honest bipartisan discussion. I certainly hope that EEOC is on President Biden's agenda shortly after January 20. Thank you for your efforts.

(b) (6)

**To:** (b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV;  
(b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV  
**From:** (b) (6) /O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP  
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To: (b) (6) @EEOC.GOV]  
 From: (b) (6)  
 Sent: Fri 2/5/2021 2:59:54 PM (UTC-05:00)  
 Subject: RE: reply brief?

What your mentor said is so definitely true. The argument that basically won Bostock was something Lambda legal had been arguing for years, but it never took hold. Brown v. Board, Loving v. Virginia, Cohen v. California all had predecessor cases that were dead-loser arguments until suddenly they weren't, and it is hard to fathom there was ever a time when it could have been otherwise.

Keep the faith!

From: (b) (6) @EEOC GOV  
 Sent: Thursday, February 4, 2021 7:52 PM  
 To: (b) (6)  
 Subject: Re: reply brief?

I really hope so! I had a mentor at the EEOC when I first started who would give me a pep talk after a hard loss: we're part of a movement, we have to play the long game, and someone else will use the argument from my brief and win in a different case or court. Not sure it's true but it always made me feel better.

And I did feel sorry for the defendant's lawyer Friday (even though she sat down after using half her time!) because I would hate to explain to my kids the awful companies I was representing and what they were doing to their employees.

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---

From: (b) (6)  
 Sent: Thursday, February 4, 2021 7:42:54 PM  
 To: (b) (6) @EEOC.GOV>  
 Subject: RE: reply brief?

No worries at all! We are on the side of goodness and light. As (b) (6) reminds me constantly, God is in control. We may lose now, but justice will prevail eventually.

From: (b) (6) @EEOC.GOV>  
 Sent: Thursday, February 4, 2021 7:39 PM  
 To: (b) (6)  
 Subject: Re: reply brief?

Apologies if I was negative when we talked. The argument I had Friday was so frustrating and it made me wonder if I should be doing something else given the state of the courts. But I didn't mean to be so gloomy. Hopefully Biden will get busy putting good judges in ASAP.

Talk soon.

(b) (6)

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---

From: (b) (6) @EEOC.GOV>  
 Sent: Thursday, February 4, 2021 3:32:34 PM  
 To: (b) (6)  
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That's pretty unusual in my experience. Why not?

---

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 To: (b) (6)  
 Subject: Re: reply brief?

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---

From: (b) (6)  
 Sent: Thursday, February 4, 2021 3:30 PM

---

Subject: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

My SC panel features this gem:

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fslate.com%2Fnews-and-politics%2F2020%2F01%2Fthe-trump-bench-kyle-duncan-the-fifth-circuit.html&data=04%7C01%7C%7C23e7d736ca0a482b00a208d8d80a0e12%7C3ba5b9434e564a2f9b91b1f1c37d645b%7C0%7C0%7C637496884999681556%7CUnknown%7CTWFpbGZsb3d8eyJWlloiMC4wLjAwMDAiLCJQJjoiV2luMzliLCJBTil6Ik1haWwiLCJXVCi6Mn0%3D%7C1000&sdata=lz1%2BoVE3Ugs4%2FAmKkQlsawZpXwyidrEj9DyXWO2y%2F4%3D&reserved=0>

Sent from my iPhone

From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 11:24 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: RE: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

I don't know. It's hard to answer questions when they're spoken backwards by a dwarf. Or when Dennis Hopper shouts them in between taking hits of nitrous.

From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 11:16 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: Re: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

I associate the name "(b) (6)" with (b) (6), of David Lynch fame. I suspect (b) (6) would have been better served if David Lynch had selected (b) (6) panel.

From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 11:12 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: RE: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

I noticed the unfortunate effect of highlighting certain syllables, but thought turning (b) (6) into "(b) (6)" would not have been well received.

From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 11:10 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: Re: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

(b) (6)

Are you offering a preview of his expected response to our arguments?

From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 10:41 AM  
 To: (b) (6); (b) (6) @EEOC.GOV>  
 Subject: RE: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

Oof.

But that's okay! You're the one who's going to make him see the light! (b) (6) (b) (6) (b) (6)

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

From: (b) (6)  
 Sent: Tuesday, February 23, 2021 9:48 AM  
 To: (b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV>

EEOC/DIA\_8202021-006800\_022

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 To: (b) (6) @EEOC.GOV>  
 Subject: Re: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

"(b) (6)"

Are you offering a preview of his expected response to our arguments?

From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 10:41 AM  
 To: (b) (6); (b) (6) @EEOC.GOV>  
 Subject: RE: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit.

Oof.

But that's okay! You're the one who's going to make him see the light! (b) (6) (b) (6) (b) (6)

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

From: (b) (6)  
 Sent: Tuesday, February 23, 2021 9:48 AM  
 To: (b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV>

To: (b) (6) @EEOC.GOV]  
 From: (b) (6)  
 Sent: Thur 2/25/2021 11:20:45 AM (UTC-05:00)  
 Subject: Re: florida

That's very short term memory!

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: (b) (6) @EEOC.GOV>  
 Date: 2/25/21 9:52 AM (GMT-05:00)  
 To: (b) (6)  
 Subject: Re: florida

Thanks I'll need it.

P's atty says he isn't going to start preparing until this weekend or else he'll forget everything. The argument is Monday morning.

---

From: (b) (6)  
 Sent: Thursday, February 25, 2021 9:18 AM  
 To: (b) (6) @EEOC.GOV>  
 Subject: Re: florida

wow. That's a panel. left right middle. good luck!

On Wed, Feb 24, 2021 at 12:49 PM (b) (6) @eepc.gov> wrote:

I was thinking about you the other day. Glad you had a great trip! (b) (6)

Yes, filed a brief on the EPA case and have a 5C argument Monday on my trash truck driver case. Lots of messy issues we did not brief so will be a challenge to stay the course. We have Dennis and Weiner (86!) and an absolutely horrible Trump judge named Stuart Kyle Duncan. He looks to be morally bankrupt:

[https://slate.com/news\\_and\\_politics/2020/01/the-trump-bench-kyle-duncan-the-fifth-circuit.html](https://slate.com/news_and_politics/2020/01/the-trump-bench-kyle-duncan-the-fifth-circuit.html)

---

From: (b) (6)  
 Sent: Wednesday, February 24, 2021 12:42 PM  
 To: (b) (6) @EEOC.GOV>  
 Subject: florida

As it turns out we stayed next door to the turtle hospital! Interesting tho sad. a great tip. Thank you! Did not go to the dolphin place but my nephew found another place where his family and 2 year old could feed a dolphin and have other up close viewing. She loved it! I watched from a distance and loved it too Overall a great trip. Much of my family surprised me by coming and celebrating my retirement and birthday. Super cool

To: (b) (6) @EEOC.GOV; (b) (6) @EEOC.GOV]  
 From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6)]  
 Sent: Tue 2/23/2021 12:56:13 PM (UTC-05:00)  
 Subject: Re: EEOC DAILY NEWS CLIPS - February 23, 2021

That has been the case for LA for a lonnnnggggg time.

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From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 9:46 AM  
 To: (b) (6)  
 Subject: RE: EEOC DAILY NEWS CLIPS - February 23, 2021

Frankly, I feel the investigators do not know where to turn with all this coming down on them this past year. They hire such lowly skilled investigators, I fear many will not be able to understand or retain all this information and changes.

---

From: (b) (6)  
 Sent: Tuesday, February 23, 2021 12:35 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: Re: EEOC DAILY NEWS CLIPS - February 23, 2021

Yeah as we scramble on this conciliation rule and all the RAs and DDs want more time and they are not giving us the time..

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From: (b) (6) @EEOC.GOV>  
 Sent: Tuesday, February 23, 2021 9:28:36 AM  
 To: (b) (6) @EEOC.GOV ; (b) (6) @EEOC.GOV  
 Subject: RE: EEOC DAILY NEWS CLIPS - February 23, 2021

I think Lucas makes this claim, as Sharon told me she said that when she came in. Though I did not see it on the conciliation rule and ADEA Opinion letter, she tried to act like she was sensitive to Samuel's concerns. You know the nicey, nicey act while sticking the knife in your back.

---

From: (b) (6)  
 Sent: Tuesday, February 23, 2021 12:14 PM  
 To: (b) (6) @EEOC.GOV>; (b) (6) @EEOC.GOV>  
 Subject: Fwd: EEOC DAILY NEWS CLIPS - February 23, 2021

Huh....

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From: OCLA NEWS CLIPS <[oclanewsclips@eoc.gov](mailto:oclanewsclips@eoc.gov)>  
 Sent: Tuesday, February 23, 2021 7:17 AM  
 To: DG-EEOC-ALL  
 Subject: EEOC DAILY NEWS CLIPS - February 23, 2021

**EEOC DAILY NEWS CLIPS**  
**February 23, 2021**

EEOC

To: (b) (6) [REDACTED]@EEOC.GOV]  
Cc: (b) (6) [REDACTED]@erols.com (b) (6) [REDACTED]@erols.com] Personal Email Addresses Redacted  
From: (b) (6) [REDACTED]@gmail.com]  
Sent: Sat 11/7/2020 9:19:25 PM (UTC-05:00)  
Subject: Re: President-Elect Biden

Well done, Joe, and well found, (b) (6) [REDACTED].

On Sat, Nov 7, 2020 at 5:25 PM (b) (6) [REDACTED] <(b) (6) [REDACTED]@eeoc.gov> wrote:

(b) (6) [REDACTED] and (b) (6) [REDACTED]:

It will be nice to have a President who is literate. A great Seamus Heaney poem:

<https://www.youtube.com/watch?v=KkCvwvcT1zE>

(b) (6) [REDACTED]



To: (b) (6) @EEOC.GOV] Personal Email Addresses Redacted  
 From: (b) (6) @verizon.net]  
 Sent: Sun 11/8/2020 6:48:15 PM (UTC-05:00)  
 Subject: Re: President-Elect Biden

Radio Television Eiran It is their national broadcasting company.

(b) (6)

Sent from my iPhone

On Nov 8, 2020, at 6:14 PM, (b) (6) @eoc.gov> wrote:

What is RTE news?

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---

From: (b) (6) @verizon.net (b) (6) @verizon.net>  
 Sent: Sunday, November 8, 2020 5:55:04 PM  
 To: (b) (6) @EEOC.GOV>  
 Subject: Re: President-Elect Biden

(b) (6)

Forgot to mention, the video/poem was the sign-off on RTE News last night.

(b) (6)

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

From: (b) (6) @EEOC.GOV>  
 To: (b) (6) @verizon.net (b) (6) @verizon.net>  
 Sent: Sat, Nov 7, 2020 5:52 pm  
 Subject: Re: President-Elect Biden

Yes, yes, yes! Thanks for the poem.

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---

From: (b) (6) @verizon.net (b) (6) @verizon.net>  
 Sent: Saturday, November 7, 2020 5:33:36 PM  
 To: (b) (6) @EEOC.GOV>  
 Subject: President-Elect Biden

(b) (6)

It will be great to have a President who is literate. This is a great poem by Seamus Heaney (the late poet laureate of Ireland) sent to me by a friend in Dublin:

<https://www.youtube.com/watch?v=KkCvwwcT1zE>

(b) (6)

To: (b) (6) @EEOC.GOV]  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Wed 11/25/2020 10:20:43 AM (UTC-05:00)  
Subject: Re: Thanksgiving

Bummer! Messes up mlk day too. I had an oral argument during trumps inauguration but did not mind a bit! A little different.

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From: (b) (6) @EEOC.GOV>  
Sent: Wednesday, November 25, 2020 10:13:47 AM  
To: (b) (6) @EEOC.GOV>  
Subject: RE: Thanksgiving

And guess what? Just to squash my fun, the Tenth Circuit scheduled that horrible case of mine about the (b) (6) for January 20 – a holiday for us, and Biden’s inauguration day! Grrrrrrrr.

I could try to move it, but not sure if that’s worth the hassle and dealing with the other side. And when (b) (6) was told to move her CRST argument during the furlough, it wasn’t rescheduled for eight months. I just want it O-V-E-R.

---

From: (b) (6)  
Sent: Wednesday, November 25, 2020 9:35 AM  
To: (b) (6) @EEOC.GOV>  
Subject: RE: Thanksgiving

Not Responsive

---

From: (b) (6)  
Sent: Wednesday, November 25, 2020 9:03 AM  
To: (b) (6) @EEOC.GOV>  
Subject: Thanksgiving

Not Responsive

To: (b) (6) @EEOC.GOV]  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP  
(FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Wed 12/2/2020 10:38:12 AM (UTC-05:00)  
Subject: RE: argument

I'll drink to that

---

From: (b) (6)  
Sent: Wednesday, December 02, 2020 10:37 AM  
To: (b) (6) @EEOC.GOV>  
Subject: RE: argument

Both excellent points! I actually am warming up to the idea that I can do my argument and then crack open some champagne at lunch to celebrate Joe Biden's inauguration! And the whole afternoon off!

---

From: (b) (6)  
Sent: Wednesday, December 02, 2020 10:36 AM  
To: (b) (6) @EEOC.GOV>  
Subject: argument

This will definitely hamper your ability to attend an inaugural ball – oh wait, there won't be any this year... the good news – the ordeal will at last be over!! (b) (5)

To: (b) (6) @EEOC.GOV]  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Wed 12/2/2020 10:38:12 AM (UTC-05:00)  
Subject: RE: argument

I'll drink to that

---

From: (b) (6)  
Sent: Wednesday, December 02, 2020 10:37 AM  
To: (b) (6) @EEOC.GOV>  
Subject: RE: argument

Both excellent points! I actually am warming up to the idea that I can do my argument and then crack open some champagne at lunch to celebrate Joe Biden's inauguration! And the whole afternoon off!

---

From: (b) (6)  
Sent: Wednesday, December 02, 2020 10:36 AM  
To: (b) (6) @EEOC.GOV>  
Subject: argument

This will definitely hamper your ability to attend an inaugural ball – oh wait, there won't be any this year... the good news – the ordeal will at last be over!! (b) (5)

To: (b) (6) @wustl.edu Personal Email Address Redacted  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Tue 12/8/2020 8:14:12 AM (UTC-05:00)  
Subject: Re: Update

Hi (b) (6)!

So great to hear from you! Congratulations on finishing your employment discrimination final. I am sure that you did well!

We are doing well here. So relieved that Biden won! (Think I can say that!) Had my first Zoom argument in the Third Circuit, which was supposed to be five minutes as amicus but was 25 minutes (about co-worker use of the N-word) and have that horrible Tenth Circuit case argument (you helped with -- constructive notice/successors) by Zoom on Inauguration Day!

10 Words Redacted

(b) (6) (then it goes virtual . . . then hybrid . . . then virtual).  
(b) (6)

Anyway, hope you are able to enjoy a law school break soon! Happy Holidays and thanks again for reaching out!

(b) (6)

---

From: (b) (6) @wustl.edu>  
Sent: Monday, December 7, 2020 9:33 PM  
To: (b) (6) @EEOC.GOV>  
Subject: Update

# Not Responsive

To: (b) (6) @EEOC.GOV  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Mon 11/9/2020 2:28:57 PM (UTC-05:00)  
Subject: RE: I have a second for my premoot, so I'm set -- thanks!

That sounds like a very reasonable quarantine plan! I am glad that (b) (6) was able to move the deposit to next year.

Yes! Would love to meet up for a walk or run. Yesterday I ran (b) (6) to Cape Henlopen, past Gordon's Pond, celebratory run by Biden's house (no secret service there!!!) and met (b) (6) at the bookstore! So nice out there.

**Non Responsive Record**

**Non Responsive Record**

**Non Responsive Record**

To: (b) (6) @EEOC.GOV  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6) ]  
Sent: Fri 11/20/2020 10:17:36 AM (UTC-05:00)  
Subject: RE: Another applicant for Summer Intern Program

(b) (6)  
[Redacted]

(b) (5)  
[Redacted]

I think about this stuff much like all of our other expenses (including the ones I incur by using PACER to track instead of the useless Lexis product): any money spent doing our jobs is money that can't go to Trump's family or his various toadies. Win-win!

(b) (6)  
[Redacted]

[Redacted]

And thanks for the newspaper clipping! Your photoshop skills are second to none.

# Non Responsive Record

To: (b) (6) @EEOC.GOV  
From: (b) (6) [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=(b) (6)]  
Sent: Tue 11/24/2020 4:53:33 PM (UTC-05:00)  
Subject: RE: Summer Intern Program

Goddammit. I'm sorry about that. You can drink like a fish afterwards though, right? With all your new best friends on the mall? Or at least at the Corner Pub?

Happy brining!

From: (b) (6)  
Sent: Tuesday, November 24, 2020 4:51 PM  
To: (b) (6) @EEOC.GOV>  
Subject: RE: Summer Intern Program

(b) (6)

(b) (6)

A damper on my afternoon: Tenth Circuit has (a)(b) (5) ; (b) on January 20!!! Which is a holiday for us, and a day I've been excited about *for some time!* Oh, well, probably not safe to attend it anyway. But I wanted to go. And see Biden. And Harris. And show T what a *real* crowd looks like!

Off to deliver my turkey to (b) (6) and (b) (6) for brining!!!

Enjoy the night!

**Non Responsive Record**