



**DISMISSED**

**Because of your age (DOB: 05/15/1953) and reprisal (opposing discriminatory policies or practices), you were denied tenure on April 27, 2010.**

28

29

**II. STATEMENT OF FACTS**

30

On April 27, 2010 I was denied tenure for a then unknown reason. I had

31

2 excellent performance reviews where both supervisors, directly over me in

32

my chain of command, Information Management Officer (IMO) Josh

33

Hromatka and his supervisor and my reviewer, Management Officer (MO)

34

Ola Criss, wrote excellen reviews(case file tab “Miscellaneous

35

Corrispondence” pages 110-115 of 193)--and I really expected be be a shoo in

36

for tenure.

37

My IMO had already discriminated against me because of my age by

38

requiring me to work “whenever [he] needed [me] and for as long as [he]

39

needed [me] in order to secure his recommendation for tenure—without

40

payment. He would have been more circumspect with a younger candidate.

41

He stated that if “you can’t keep up the State Dept will find somebody who

42

can”. I worked the overtime, initially without expectation of payment, in order

43

to appear as productive and fast as a younger candidate and in order to meet

44

my supervisor’s stated requirment to secure his recommendation for tenure.

45

Younger candidates for tenure, particularly those with families at post, are

46

not required to work as much overtime, are paid for more of their overtime,

47 receive better reviews, are evaluated less critically, their performance reviews  
48 are submitted more promptly to the tenure board, other post personnel are  
49 more solicitous of younger candidates younger candidates welfare, and to  
50 IMO the younger candidates have many additional years to serve before  
51 they have accumulated sufficient experience and can compete with their  
52 evaluators for scarce promotions—and the tenure statistics will reflect the  
53 multiple acts of age discrimination that are occurring, -affecting tenureing  
54 and promotions in the Dept. of State (DOS), when the age of the candidates  
55 failing their first tenure standing is taken into account.

56 On April 29, 2010, two days after being denied tenure because of my age,  
57 I asserted the afore mentioned facts before Glenn Fetzer, Deputy Chief of  
58 Mission (DCM) and the Judy Marcouiller, Regional Human Resources  
59 Technician (HR). Addendum Exhibit 1 below documents and confirms the  
60 meeting date. Another confirming e-mail record was solicited from Judy  
61 Marcouiller by EEOC investigator Tim Liddard and exists in my case file on  
62 page 100 of 193 under the tab “Miscellaneous Correspondence”. While Judy  
63 Marcouiller may have lost the handwritten notes she documented the  
64 meeting with, I am sure she or Glenn will verify that I timely asserted age  
65 discrimination.

66 I claim (2), (3) and (4) below.

67 (2) Did not know of the discriminatory action:

68 I was only able to put together the following sequence of events this last  
69 November. I printed the e-mail from Pamela Bridgewater last year in  
70 Freetown and stored it in my household goods shipment—but I didn't realize  
71 she was the most likely person to have communicated my privileged  
72 communication to my CDO, until now.

73 On April 19 2010, prior to the act of discrimination of failing to tenure  
74 the 4 oldest members of the 99<sup>th</sup> class of 10 by the tenure board—I was  
75 unknowingly subjected to a reprisal for opposing the discrimination of my  
76 supervisor, Josh Hromatka, who required me, to work extra hours  
77 substantially without pay in order to obtain his recommendation for tenure.

78 The reprisal (Exhibit 4,5) occurred when on April 19, 2010 I forwarded  
79 an earlier copy of my complaint (Wage Rage Complaint) to the Office of the  
80 Inspector General. Former Ambassador Pamela Bridgewater, (an OIG  
81 inspector and friend of Freetown Ambassador June Perry who was in  
82 February of the same year attempting to assist AMB Perry to find a job as a  
83 GS employee (in violation of the Foreign Service mandatory 65 retirement age  
84 rule) at OIG (Exhibit 5)), had access to the OIG hotline mailbox and  
85 forwarded my complaint to Enrico Walker, my Career Development Officer  
86 (CDO). Pamela Bridgewater then deleted my e-mail and complaint from the  
87 OIG hotline e-mail box. Enrico Walker then inappropriately shared my  
88 complaint with the Tenure Board who then denied me tenure. My current  
89 CDO, William Potter has stated that I “threatened to sue my IMO” which is

90 factual to the extent that this complaint (Age Wage Rage Complaint) before  
91 this court file fits that discription and contains my original complaint (Wage  
92 Rage Complaint) along with the updates necessary to include the May 1  
93 Tenure Board results. In any case he had no access to nor should he have had  
94 knowledge of my original (Wage Rage Complaint) communication to OIG.

95 In this matter I am asserting both reprisal under EEOC law as well as  
96 protection under the Whistleblower Act. In either case my communication to  
97 the OIG hotline was protected as priveledged by each law and the forwarding  
98 to my CDO was inappropriate and merrits an investigation order from this  
99 court.

100 (3) Was prevented by circumstances beyond his or her control...

101 I was originally focused on the wage dispute which, as a former restaurant manager, I believed it  
102 to be easily winnable through OIG or the Merritt System Protection Board.

103  
104 Up until that time I viewed age discrimination as too difficult to prove.

105  
106 When the tenure results were announced, no one was more surprised to not be tenured than I  
107 was.

108  
109 I printed the cable list of persons eligible for tenure and put my estimate of their ages next to  
110 their names.

111  
112 No one of the three over 50 was tenured. 1 between 40 and 50 was and the other wasn't.  
113 Everyone under 40 was tenured.

114  
115 Josh walked in, we discussed it briefly and I indicated that this was clear cut age discrimination  
116 that could easily be won and I intended to file a complaint.

117  
118 I had already filed an earlier version of my complaint with OIG on the 19<sup>th</sup> of April 2010. They  
119 lost it but I counted this as my first official notification since I mentioned age discrimination in  
120 the complaint but focused on wages as a remedy.

121  
122 You left in May. I left July 7. Glenn left in August. Dana was the EEO councilor and I think she left  
123 after you but before me. In any case we didn't have an EEO councilor for most of the 45 days.

EEOC No. 570-2011-00700X DOS-F-125-0 GREEN vs. HRC/Dept of State.  
Age Discrimination

124 Statistically the discrimination is emanating from IMOs in general and is systemic rather than  
125 being limited to just Josh or Embassy Freetown—so since we were all leaving post and the  
126 discrimination emanates from DC, I resolved to submit my complaint at my earliest opportunity  
127 in DC. So my first argument is that I submitted as soon as I could to the most appropriate  
128 authority plus there was no local councilor at the time so DC was my only option.  
129

130 So, my answer is that I rewrote my “Wage Rage” complaint into my “Age Wage Rage” complaint  
131 and turned it into the EEOC office in DC at my first opportunity.  
132

133 I just thought of another argument: You were witness to the fact that Josh would not even sign  
134 for any overtime until I notified him I was filing an Age Discrimination EEO complaint.  
135

136 In early April, before I notified OIG, I asked Josh to sign for only 160 hours of comp time so I  
137 could take my second R&R in London during May. I was willing to drop my whole complaint if he  
138 had just signed for 160 of the 526 hours in dispute. But the guy would not sign for 1 min... So I  
139 sent “Wage Rage” to OIG on April 19.  
140

141 And my second argument is that by denying an extremely reasonable offer of settlement, Josh  
142 denied me my 2<sup>nd</sup> R&R (which I never got).  
143

144 So as a result of Josh’s intransigence I was forced to take annual leave in London on my way to  
145 Wellington in lieu of my denied R&R—delaying me by circumstances outside of my control. If I  
146 had known my earlier notifications to OIG(3) and HR(3) and Josh(several) and Glenn(1) and local  
147 EEO councilor(2) were inadequate and I was missing a deadline I would have skipped the  
148 vacation and gone straight to my 5 consultation days in DC and submitted my complaint  
149 earlier—so because of circumstances beyond my control and most certainly beyond the ability  
150 of any non-lawyer to understand I filed my complaint at EEOC district field office where Judge  
151 Hodges directed me to the State Dept. EEO complaint input office here in Main State building—  
152 as soon as I possibly could.  
153

154 If anyone had even as yet read my original complaint, as submitted to Judge Hodges, it would  
155 defy all reasonable analysis that I had missed any deadline that I might have even been dimly  
156 aware of.  
157

158 And I know that no one has read my complaint yet because all of my exhibits were refused at  
159 the State Dept input queue.  
160

161 So how does a citizen petition his government with a list of his grievances when every attempt is  
162 turned aside and what little that does make it through the Wall of Lawyers is never read?  
163

164 This is why I want to go to New Orleans and present in person. If things I have spent a  
165 1000 hours writing in great detail have not even been read yet why should I keep on writing?

166 (4) For other reasons considered sufficient by the EEOC.

167           The court needs to appreciate the position of an untenured computer technician  
168 who is sent off to the middle of nowhere, working closely for 2 years for a person with  
169 limited management experience (one previous trainee for Josh and none for Tim), who,  
170 (Josh), resents that fact that the State Dept is hiring someone exactly his age (me) to  
171 essentially replace him (Josh will be forced to retire if he cannot make “up or out” grade  
172 FS-1 soon).

173           Many of the technicians I have met are immigrants. Isolated at a small post they,  
174 (like myself), have no ability to network for alternate jobs. You are stuck in the middle of  
175 nowhere with few to no job options. You just have to endure and think of the next  
176 assignment. Eve Gao, my predecessor in Wellington, was born in China and made a visit  
177 to China from Wellington to visit her father. Tim wrote her an un-sustained security  
178 violation before he tried it on me. Imagine the threat to your job, career and even your  
179 citizenship that is represented by a security violation that is initiated as an attempt to  
180 intimidate you into working longer and for free so your supervisor can head for the bagel  
181 shop and drink coffee while you do all his work and he then doesn't have to go to the  
182 management officer and explain why the work is not getting done.

183           In training I met a technician, (Palestinian American) who had just come from  
184 Algeria. His replacement in Algeria was the only over 40 member of my class to get  
185 tenured. With an Arab American Ambassador and a Palestinian American computer  
186 technician security violations had been a prominent issue at post.

187           Fortunately I have a solution to this ongoing security vulnerability: Make FS  
188 technicians aware of their GS equivalency rating and tenured status as GS employees  
189 (one year of satisfactory experience). Open up bidding on FS positions to GS employees

190 who have served at least 6 months at an embassy, (as a contractor or GS employee).  
191 Embassies should be free to hire Americans with security clearances locally for limited 2  
192 and 3 year non competitive appointments (DoD does this and it cuts the cost of the  
193 employee in half). Diplomatic Security sends all new hires on a 2 year domestic  
194 assignment before being eligible to go overseas—why not, instead of 6 months of  
195 specialized training, have the new computer technicians serve a year as a GS employee  
196 and then do a TDY deployment during the summer/winter rotations and then let them bid  
197 on overseas assignments?

198           Basically I'm advocating the opening of the FS computer technician jobs to free  
199 and fair competition.

200

**NOTICE OF DISMISSED ALLEGATIONS  
DOS-F-125-10**

Pursuant to 29 C.F.R. § 1614.107(b), where the agency believes that some but not all of the claims in a complaint should be dismissed for the reasons contained in paragraphs (a)(1) through (9) of this section, the agency shall notify the complainant in writing of its determination, the rationale for that determination and that those claims will not be investigated, and shall place a copy of the notice in the investigative file. A determination under this paragraph is reviewable by an administrative judge if a hearing is requested on the remainder of the complaint, but is not appealable until final action is taken on the remainder of the complaint.

**DISMISSED**

**Because of your age (DOB: 05/15/1953) and reprisal (opposing discriminatory policies or practices), you were denied tenure on April 27, 2010.**

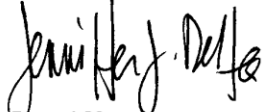
Pursuant to 29 C.F.R. § 1614.105(a)(1), a complainant must bring the alleged matter to the attention of an EEO Counselor within 45 calendar days from the date of the matter alleged to be discriminatory or, in the case of a personnel action, within 45 days of the effective date of the action. The provisions of 29 C.F.R. § 1614.107(a)(2) state that the agency shall dismiss a claim that fails to comply with the applicable time limits contained in § 1614.105. *See Wilson v. West, Secretary, Department of Veterans Affairs*, EEOC No. 05970497 (June 4, 1999).

The Equal Employment Opportunity Commission (EEOC) generally requires the complainant to establish that he/she complied with the 45-day time limit. The EEOC regulations provide, however, that the agency or the EEOC may extend the 45-day limit when the complainant produces credible evidence to establish that he/she: (1) was not notified of the time limits, and was not otherwise aware of them; (2) did not know and reasonably should not have known that the discriminatory personnel action occurred; (3) was prevented by circumstances beyond his/her control from contacting the agency EEO counselor within the 45-day limit, despite due diligence; and (4) for other reasons considered sufficient by the agency or EEOC. 29 C.F.R. § 1614.105(a)(2). Based on a review of your formal complaint, it appears that you were aware of the time limits, knew that alleged discriminatory action occurred, and were not prevented by circumstances outside your control. You have failed to establish that you meet any of the four possible exceptions to the 45-day period. Thus, this allegation is dismissed.

-5-

You may not appeal dismissal of this allegation until final action is taken on the remainder of the complaint.

Sincerely,

  
Jennifer J. De Heer  
Attorney-Advisor

202

203

### III. ARGUMENTS

204

I wish to answer the question: Why didn't I provide this additional

205

evidence of my timeliness before the charge was dismissed? My answer is

206

twofold: first that most of my printed evidence was in my House Hold

207

Effects (HHE) which were being held in Freetown in reprisal for not signing

208

off on a reduced amount of the overtime. Josh Hromatka knowingly

209

obstructed justice when he suggested to Bryan Harrison that he should hold

210

my HHE and UAB until I paid \$301.74 for a table that I did not break. Josh's

211

suggestion resulted in the dismissal of the charge I now ask you to reinstate

212

for investigation. I intend a separate memorandum demonstrating

213

obstruction and seeking return of my table money.

214

## **2. Your personal items and household effects were not timely shipped to you.**

215 The second reason I could not respond earlier with this information is  
216 that not only was my HHE held but my Unaccompanied Air Baggage (UAB)  
217 was also held in Freetown, quite unnecessarily (since holding my HHE was  
218 sufficient), and I needed the documents that I had set aside in my UAB in  
219 when I was sitting in the Motel 6 in Arcata Calif. trying to answer these  
220 questions related to timeliness from Jennifer.

221 Initially I directed my UAB to Los Angeles where I picked up my rental  
222 car. When I got there and the UAB had not arrived at my in-law's house I  
223 asked for the UAB to be sent to Arcata where my son goes to University. I  
224 had all of his medical billing in my UAB because his credit rating has been  
225 ruined by some medical bills sent to collection. When it failed to find me in  
226 Arcata I e-mailed the shipper and found (Exhibit 2) that both my HHE and  
227 UAB were both being held for payment for a table I didn't break and that  
228 notification had gone to my government e-mail account that I had no access  
229 to. (Exhibit 3)

230 IV. CONCLUSION

231 My conclusion or conjecture is that OCR lawyer Jennifer De Heer was  
232 expecting that I would get paid my overtime, get tenured in Wellington and  
233 that would be the end of it. She would have been right except my new  
234 supervisor in Wellington followed almost exactly the same overtime

235 procedures as Josh had in Freetown. Further, when I answered her I  
236 thought my answer was good and sufficient while other witnesses not in  
237 transit, such as Judy Marcouiller and Ola Criss were available to confirm my  
238 statements.

239 If further proof of my timeliness in opposing the discrimination of not  
240 tenuring 4 of the 5 over 40 members of the 99<sup>th</sup> IT specialist's class is  
241 required I can add Glenn Fedzer, Judy Marcouiller, Ola Criss, EEO Embassy  
242 Freetown councilor Dana Van Brandt, Josh Hromatka to my witness list.

243 V. RELIEVE SOUGHT

244 1.Reinstatement for investigation of the dismissed charge of my denial of  
245 tenure in April of 2010.

246 2. Amend item #2 of my complaint to include "personal effects were  
247 withheld obstructing your EEO claim as a reprisal for opposing age  
248 discrimination in the tenuring of IRM Specialists"

249 Dated: January 3, 2011

250 By  //s/ Marvin E Green

251 Marvin E. Green

252

253

254 MARVIN E GREEN  
101 Chanel Terrace Apt 202

255 Falls Church VA 22046

256 Skype: +1-202-657-4911

257 e-mail: [greenme@state.gov](mailto:greenme@state.gov)

EEOC No. 570-2011-00700X DOS-F-125-0 GREEN vs. HRC/Dept of State.  
Age Discrimination

258  
259

p-mail: [marvin.e.green@gmail.com](mailto:marvin.e.green@gmail.com)

260

CERTIFICATE OF SERVICE

261 I hereby certify that I served a copy of the foregoing MEMORANDUM OF APPEAL,  
262 hand delivered on January 3, 2012, as follows:

263

264 Stacy Hauf

265 Attorney Advisor

266 Address: U.S. Department of State

267 Office of the Legal Adviser, L/EMP

268 2201 C Street, NW, Room 5425

269 Washington, DC 20520-6419

270

271 Desk: 202-647-4278

272 Fax: 202-647-6794

273

274 Email: [HaufS@state.gov](mailto:HaufS@state.gov)

275

276 **Evidence**

277

278 **Exhibit 1:**

279

**From:** Green, Marvin E

280

**Sent:** Friday, April 30, 2010 6:18 AM

281

**To:** Fedzer, Glenn E

282

**Cc:** Criss, Ola B; Marcouiller, Judy; Walker, Enrico C

283

**Subject:** RE: introductions

284

285

Thank you for hearing me out yesterday. I appreciate your time, knowing full well that you are doing 3 peoples job without significant TDY support.

286

287

288

You mentioned morale. The recent improvements in morale are responsible for allowing me to speak freely at this time. We all tried to keep the Ambassador happy, albeit with mixed results. I appreciate your open door policy and my newly rediscovered ability to be heard.

289

290

291

292

I mentioned tenure. Let me be clear. Conferring tenure is an activity conducted outside of post purview. Recommendation for tenure is within post purview. Along with my supervisors' recommendation I was assisted by and received a strong and independent recommendation from post management. Should I not be tenured—it will not be from a lack of assistance or recommendation by current post management.

293

294

295

296

297

298

OIG. I contacted OIG with a simple wage complaint. It has been 12 days without a response. The remedy sought was compensatory leave time. I did not ask for tenure since neither post nor my supervisor have the ability to confer that particular remedy. Should I not be tenured—I may only conclude that thing which I mentioned in our meeting: the OIG is more interested in defending the agency than enforcing the labor laws. Furthermore, any negative repercussions that may stem from outside of post and/or the OIG--can only be viewed as an occluded form of reprisal in defense of the agency--since the illegal transaction of work time for a recommendation has already been completed exclusively between my supervisor and myself--and is therefore moot and no longer germane to whether I receive tenure.

299

300

301

302

303

304

305

306

307

308

The complaint I submitted to the OIG had a significant flaw. There was no federal question permitting the federal courts subject matter jurisdiction. It was doomed to fail. The OIG can be assumed to have recognized the flaw immediately as it is quite basic. The OIG, by failing to respond or investigate a simple wage dispute, have forced me into the EEO process which is an unfamiliar venue where my chances of successfully securing my wages are greatly diminished and the effort and time I must commit are significantly increased.

309

310

311

312

313

314

315

Again, thank you for hearing me out.

316

317

Respectfully,

318

319

Marvin Green

320

321

321

322 This email is UNCLASSIFIED.

323 **Exhibit 2:**

324  
325 De : Marvin E. Green(gmail) [mailto:marvin.e.green@gmail.com]  
326 Envoyé : mercredi 15 septembre 2010 4:01  
327 À : manager-sierraleone@agsmovers.com  
328 Cc : Harrison, Bryan  
329 Objet : UAB for marvin green

330

331 I depart for New Zealand tomorrow.

332

333 When you get the order to ship my UAB, please make sure it goes to New  
334 Zealand Embassy--NOT California.

335

336 American Embassy  
337 Attn: GSO for Marvin Green  
338 29 Fitzherbert Terrace  
339 Thorndon 6011  
340 Wellington New Zealand

341

342 --

343 Thanks,

344

345 Marvin

346

347 **Exhibit 3:**

348

349 Harrison, Bryan HarrisonB@state.gov  
350 9/20/10

351

352 to me

353

354 Sent it only to your state account the first time.

355

356 BryanRH. Harrison

357

358 GSO USEmbassy Freetown  
359 232-76-515-220  
360 IVG 798-5220

361

362 [harrisonb@state.gov](mailto:harrisonb@state.gov)

363

364  
365

## Exhibit 4:

**From:** Green, Marvin E  
**Sent:** Monday, April 19, 2010 6:17 AM  
**To:** OIG Hotline (State)  
**Cc:** Fedzer, Glenn E  
**Subject:** complaint

**Categories:** Working

Please advise me as to any statutory requirements I may need to meet prior to filing this case with the court.

Of particular note is the related case form for case 06-1141, as it relates to my untenured status and therefore my limited ability to pursue the matter in a timely fashion.

This case was accepted by the court, sealed, but never investigated by the IG Naples. My request for an interview was declined.

Had these matters been properly investigated they would have revealed that sensitive information was inappropriately shared with my EFM. The information shared, involving sensitive base operations, was given as an explanation for why my legal efforts would be unsuccessful.

Marvin E. Green  
Information Management Specialist  
American Embassy, Freetown, Sierra Leone  
[greenme@state.gov](mailto:greenme@state.gov)  
+232 76 66 1869

Sensitive Privacy Act  
This email is UNCLASSIFIED.



WRC DC Court -  
Summons in a ci...



Wage Rage  
Complaint.pdf



WRC DC Court -  
Civil Cover She...



WRC DC Court -  
Order to sign E...



WRC DC Court -  
Related Case Fo...



WRC DC Court -  
Summons in a ci...



WRC DC Court -  
Summons in a ci...

366  
367

368  
369

## Exhibit 5:

**From:** OIG Hotline (State)  
**Sent:** Monday, April 19, 2010 6:24 AM  
**To:** Green, Marvin E  
**Subject:** E-mail Acknowledgement

This is an automated response, please do not reply.

370  
371  
372

The OIG Hotline has received your e-mail. It will be processed in the order that it was received. Thank you for contacting the OIG Hotline. We appreciate your support for combating fraud, waste, and abuse.

373

374

## Exhibit 6:

375

**From:** OIG Hotline (State)

376

**Sent:** Wednesday, May 05, 2010 7:05 AM

377

**To:** Green, Marvin E

378

**Subject:** RE: Acting ISSO

379

380 Dear Mr. Green:

381

382 The Office of Inspector General Hotline has no record of an April 19, 2010, request from you.

383

384 **From:** Green, Marvin E

385 **Sent:** Wednesday, May 05, 2010 5:51 AM

386 **To:** OIG Hotline (State)

387 **Cc:** Fedzer, Glenn E; Hromatka, Josh J; Poeschl, Natasha M; Schamper, John W; Walker, Enrico

388 C

389 **Subject:** Acting ISSO

390

391 On April 19, 2010 I requested of your office the arbitration of my compensatory wage  
392 complaint. In the absence of a response my right to petition you with my grievance has not been  
393 allowed. Since you have failed to investigate the matter my subsidiary right to be heard has not  
394 been allowed. Had you read my complaint in full and investigated the matter you would have  
395 required of me Exhibit 16 where you would have found that my right to council has been  
396 abrogated by the AFSAssociation's premature concurrence with my supervisors' position.

397

398 Next Tuesday, May 11, 2010 I will be transporting courier material to the airport. Included will  
399 be the final 3 boxes of former Ambassador Perry's classified archives. I will include the results of  
400 my required duty to archive the Ambassador's e-mails for inclusion in the archive cartons. As  
401 acting ISSO during the archival process I have concluded that:

402 --Ambassador Perry violated the Federal Records Act when she intentionally and specifically  
403 destroyed all record e-mails, to or from, her then USAID Director, Dr. John Schamper.

404 --Ambassador Perry, by the same act, removed evidence in a pending legal dispute, rendering  
405 the government's defense untenable.

406 --Ambassador Perry failed to follow Agency HR guidelines in regards to the counseling of  
407 employees suspected of alcoholism.

408 --Ambassador Perry in her memorandum to Jim Hunter committed libelous slander to the  
409 reputation of Dr. Schamper, rendering him unemployable since that time.

410

411 As Dr. Schamper's Post assigned sponsor I am the sole witness to numerous aspects of this  
412 matter.

413

414 At post I have received no encouragement nor discouragement in pursuing this matter. I have  
415 attempted on my own to read and apply all the pertinent regulations as they relate to my  
416 standings as IMS, acting ISSO and sponsor.

417

EEOC No. 570-2011-00700X DOS-F-125-0 GREEN vs. HRC/Dept of State.  
Age Discrimination

418 Unless instructed otherwise, I will be sealing the remaining three classified archive cartons on  
419 Monday, (the contents of which I have not viewed with the exception of the items I have  
420 inserted). I will include a copy of this e-mail.

421

422

423 SBU

424 This email is UNCLASSIFIED.

425

426

427  
428  
429

## Exhibit 5:

Bridgewater forwarded and deleted my record e-mail of 4 19 10.pdf

---

### Perry, June Carter

**From:** Bridgewater, Pamela E (OIG)  
**Sent:** Friday, February 06, 2010 12:07 PM  
**To:** Perry, June Carter  
**Subject:** RE: Interest in OIG

Hi  
Actually in Rome on inspection. I spoke with Bob Peterson about your interest. You had said you were trying to reach Bob Pearson. That was probably the problem.

Take care.  
Pamela

---

**From:** Perry, June Carter  
**Sent:** Mon 2/1/2010 11:33 AM  
**To:** Bridgewater, Pamela E (OIG)  
**Cc:** junecarterperry@yahoo.com  
**Subject:** RE: Interest in OIG

Thanks very much, Pam. Tried last week and will do so again today.

Regards,

June  
(Note: please see my other e-mail address, also. Thanks.)

---

**From:** Bridgewater, Pamela E (OIG)  
**Sent:** Thu 1/21/2010 9:27 PM  
**To:** Peterson, Robert (OIG)  
**Cc:** Silver, Charles H (OIG)  
**Subject:** Interest in OIG

Hello Bob and Charley,

A colleague from AF, Ambassador June Carter Perry (Lecotho, Sierra Leone), reached out to me to express interest in possibly working in OIG as she is retiring. I met with her and talked about the work, etc. I promised to inform you both of her interest and she would like to talk to you Bob about her interest. I think it would be a great fit. Please look out for a call from her.

Cheers,  
pamela

Ambassador Pamela E. Bridgewater  
Senior Inspector OIG/ISP  
SA-33 1700 Moore Street Rm. 93C  
Arlington, Virginia 22209  
703-264-2743 (Phone)  
703-264-2782 (Fax)  
[BridgewaterPE@state.gov](mailto:BridgewaterPE@state.gov)

1

430  
431

432

## Exhibit 6:

CLASSIFICATION: UNCLASSIFIED

Page 1 of 6

**From:** Green, Marvin E  
**To:** Young, Pam (OIG)  
**CC:** Fitzgibbons, William (OIG); Rubendall, Brian (OIG); Rogers, Susan K (OIG);  
Potter, William J; 'Ola Criss'; DeHeer, Jenniffer J; Yorke, James; Peterson, Robert  
(OIG); Silver, Charles N (OIG); Large, Andrew; Fedzer, Glenn E  
**Subject:** RE: You left a voicemail  
**Sent:** 11/10/2011 11:04:18 AM  
**Attachments:** Bridgewater forwarded and deleted my record e-mail of 4 19 10.pdf [Bridgewater  
forwarded and deleted my record e-mail of 4 19 10.pdf]

You could not and still cannot produce my e-mail of 4 19 10 to the OIG Hotline mailbox.

Someone prevented my report from reaching OIG and forwarded it inappropriately.

The person having access, motive and opportunity would have been Pamela Bridgewater.

All records, including a complete OpenNet e-mail archive, were mailed to HST and remain available for inspection.

Thanks,

Marvin Green  
[greenme@state.gov](mailto:greenme@state.gov)  
Desk: +1 202 647 4478  
Fax: +1 202 647 0949  
Skype: +1 202 657 4911

This email is UNCLASSIFIED.

---

**From:** Green, Marvin E  
**Sent:** Wednesday, November 09, 2011 8:23 AM  
**To:** Young, Pam (OIG)  
**Cc:** Fitzgibbons, William (OIG); Rubendall, Brian (OIG); Rogers, Susan K (OIG); Potter, William J; 'Ola  
Criss'; DeHeer, Jenniffer J; Yorke, James  
**Subject:** RE: You left a voicemail

The real significance here is that when I visited you, you could not then and cannot still produce my original April 19 complaint e-mail.

Someone forwarded it to my CDO or a Tenure Board Member, then deleted it.

CLASSIFICATION: UNCLASSIFIED

Printed By: Green, Marvin E  
Page 1 of 6

433  
434

EEOC No. 570-2011-00700X DOS-F-125-0 GREEN vs. HRC/Dept of State.  
Age Discrimination

435 Exhibit 7:

436

437 Exhibit 8:

438

439 Exhibit 9:

440

441 Exhibit 10:

442