

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA
☒ EEOC

Amended Charge

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Texas Workforce Commission Civil Rights Division

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Home Phone (incl. Area Code)

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Date of Birth

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Street Address

City, State and ZIP Code

(b)(6) Privacy, (b)(7)(C) Enf. Privacy **San Antonio, TX 78258**

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

No. Employees, Members

Phone No. (Include Area Code)

SOUTHWEST RESEARCH INSTITUTE**Unknown**

Street Address

City, State and ZIP Code

6220 Culebra Road, San Antonio, TX 78228

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE ☐ COLOR ☐ SEX ☐ RELIGION ☒ NATIONAL ORIGIN
☒ RETALIATION ☐ AGE ☐ DISABILITY ☐ GENETIC INFORMATION
☒ OTHER (Specify) **HARASSMENT**

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

05-31-2011**08-22-2011**☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I began employment on November 8, 2010 as a Principal Engineer. On June 20, 2011, I received a performance evaluation from my supervisor for the period of (b)(6) Privacy, (b)(7)(C) Enf. Privacy and it indicated that I was meeting expectations. On or about May 2011, my supervisor informed me that I needed to speak English only and not use my native language (b)(6) Privacy, (b)(7)(C) Enf. Privacy

On August 4, 2011 I received another performance evaluation from my supervisor for the period of May 31, 2011 through July 31, 2011 and I was told that I did not meet expectations. I was also told in this evaluation "that I was expected to speak English only in the workplace and no other language when other staff members were present. (b)(6) Privacy, (b)(7)(C) Enf. Privacy

On August 5, 2011, I complain to the Director and my supervisor about (b)(6) Privacy, (b)(7)(C) Enf. Privacy

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Sep 06, 2011

Date

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

CHARGE OF DISCRIMINATION

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☐ FEPA

Amended Charge

☒ EEOC

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Texas Workforce Commission Civil Rights Division

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On August 18, 2011, I sent an email to the Director, the Vice President and the Director of Human Resources complaining about how my supervisor treated me differently and subjected me to a hostile work environment after he pulled me off of a project that I was working on. No one responded to my email.

On August 22, 2011, I was terminated from my employment.

I believe that I have been discriminated against due to my National Origin, (b)(6) Privacy, (b)(7)(C) Enf. Privacy in violation of Title VII of the Civil Rights Act of 1964 as amended.

2011 SEP -6 A 10 56

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY -- When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Sep 06, 2011

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Date

Charging Party Signature

CHARGE OF DISCRIMINATION
EEOC FORM 5
CONTINUATION SHEET

Qiang Wei vs. Southwest Research Institute

AMENDMENT:

I wish to amend the original charge (b)(6) Privacy, (b)(7)(C) Enf. Privacy to reflect additional discrimination. After I complained to the Director and my supervisor about (b)(6) Privacy, (b)(7)(C) Enf. Privacy and discuss my evaluation, my employment situation changed. My supervisor began subjecting me to a hostile work environment and assigning me (b)(6) Privacy, (b)(7)(C) Enf. Privacy jobs which was not part of my job description. I believe my supervisor was attempting to get me to quit (b)(6) Privacy, (b)(7)(C) Enf. Privacy. I believe my supervisor was attempting to get me to quit (b)(6) Privacy, (b)(7)(C) Enf. Privacy. s. I (b)(6) Privacy, (b)(7)(C) Enf. Privacy to the best of my abilities. On August 22, 2011, I received a letter from (b)(6) Privacy, (b)(7)(C) Enf. Privacy (b)(6) Privacy, (b)(7)(C) Enf. Privacy advising me that I was being discharged for my inability or unwillingness to perform the (b)(6) Privacy, (b)(7)(C) Enf. Privacy work for which I was hired (b)(6) Privacy, (b)(7)(C) Enf. Privacy. I believe the reason cited for my discharge is a pretext reason. I believe the real reason for my discharge is in retaliation for opposing unlawful employment practices in violation of Title VII of the Civil Rights Act of 1964, as amended.

9/30/2011
Date

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Charging Party's Signature

2011 9 30 PM 12:07



U.S. Environmental Protection Agency

Office of Civil Rights

External Compliance and Complaints Program

COMPLAINT FORM

The purpose of this form is to assist you in filing an administrative complaint with the Office of Civil Rights, External Compliance and Complaints program. You are not required to use this form; a letter with the same information is sufficient. However, the information requested in the items marked with a star (*) must be provided, whether or not the form is used.

1.* State your name and address.

Full Name: (b)(6) Privacy, (b)(7)(C) Enf. Privacy _____

Address: (b)(6) Privacy, (b)(7)(C) Enf. Privacy San Antonio, TX _____

Zip 78258 _____

Daytime Telephone No.: (b)(6) Privacy, (b)(7)(C) Enf. Privacy _____

Evening Telephone No.: (_____) _____

Work Telephone No.: (_____) _____

Best Time to Call: Any time _____

Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy _____

2. If we will not be able to reach you directly, you may wish to give us the name and phone number of a person who can tell us how to reach you and/or provide information about your complaint:

Name: (b)(6) Privacy, (b)(7)(C) Enf. Privacy _____

Telephone No.: (b)(6) Privacy, (b)(7)(C) Enf. Privacy _____

Best Time to Call: Any time _____

received
OCT 11 2011

3. If you have an attorney representing you concerning the matters raised in this complaint, please provide the following:

Name: _____

Address: _____

_____ Zip _____

Telephone No.: (____) _____

4.* Person(s) and/or Group(s) discriminated against, if different from above:

Name: _____

Address: _____ Zip _____

Telephone No.: Home:(____) _____ Work:(____) _____

Please explain your relationship to this person(s).

5.* Business, Organization or Institution that discriminated:

Name: Southwest Research Institute

Any individual if known: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Address: 6220 Culebra Rd, P. O. Drawer 28510, San antonio

TX _____ Zip 78228

Telephone No.: (____) 210-684-5111

5B.* Non-employment: Does your complaint concern discrimination in the delivery of services or in other discriminatory actions of the department or agency in its treatment of you or others? If so, please indicate below the base(s) on which you believe these discriminatory actions were taken.

☐ Race/Ethnicity: _____

☒ National origin: also RETALIATION, HARASSMENT

☐ Sex: _____

☐ Religion: _____

☐ Age: _____

☐ Disability: _____

5C.* Employment: Does your complaint concern discrimination in employment by the Department or Agency? If so, please indicate below the base(s) on which you believe these discriminatory actions were taken.

☐ Race/Ethnicity: _____

☒ National origin: also RETALIATION, HARASSME

☐ Sex: _____

☐ Religion: _____

☐ Age: _____

☐ Disability: _____

6.* To your best recollection, on what date(s) did the alleged discrimination take place?

Earliest date of discrimination: 05-31-2011

Most recent date of discrimination: 08-22-2011

7. Complaints of discrimination must generally be filed within 180 days of the alleged discrimination. If the most recent date of discrimination, listed above, is more than 180 days ago, you may request a waiver of the filing requirement. If you wish to request a waiver, please explain why you waited until now to file your complaint.

8.* Please explain as clearly as possible what happened, why you believe it happened, and how you were discriminated against. Indicate who was involved. Be sure to include how other persons were treated differently from you or how you were effected differently than others. (Please use additional sheets if necessary and attach a copy of written materials pertaining to your case.)

Please see attachment.

9. The laws we enforce prohibit recipients of U.S. Environmental Protection Agency assistance from intimidating or retaliating against anyone because he or she has either taken action or participated in action to secure rights protected by these laws. If you believe that you have been retaliated against (separate from the discrimination alleged in #8), please explain the circumstances below. Be sure to explain what actions you took which you believe were the basis for the retaliation.

Please see attachment.

10. Please list below any persons (witnesses, fellow employees, supervisors, or others), if known, whom we may contact for additional information to support or clarify your complaint.

Name: _____

Address: _____

_____ Zip _____

Telephone No.: (____) _____

11. Do you have any other information that you think is relevant to our investigation of your allegations?

Performance reviews from my former supervisor, Job description, Recent email communications, etc.

12. What remedy are you seeking for the alleged discrimination? Note that an investigation of your complaint may not be able to give you the remedy you seek, but this information could be useful to the investigation.

Monetary remedy.

13. Have you (or the person discriminated against) filed the same or any other complaints with other offices at the U.S. Environmental Protection Agency?

Yes ☐ No ☒

If so, do you remember the Complaint Number?

Against what agency and department or program office was it filed?

Address: _____

_____ Zip _____

Telephone No.: (____) _____

Date filed: _____

Briefly describe what the complaint was about.

What was the result? _____

14. Have you filed or do you intend to file a charge or complaint concerning the matters raised in this complaint with any of the following? If yes, please select the office where you filed. If not, please skip this item.

☒ Any other Federal Department or Agency

☒ U.S. Equal Employment Opportunity Commission

☒ Federal or State Court

☐ Your State or local Human Relations/Rights Commission

☐ Grievance or complaint office

15. If you intend to or have already filed a charge or complaint with an entity indicated in # 14 above, please attach a copy of that complaint or any additional information describing that complaint. Also, please provide the following information :

Entity filed with: U.S. Equal Employment Opportunity Commission

Date filed: _____

Case or Docket Number: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Date of Trial/Hearing: _____

Location of Agency/Court: _____

Name of Investigator: _____

Status of Case: Waiting for replies from the charged party.

Comments:

I will file complaints to the CRC of the Department of Labor (DOL) soon.

17. While it is not necessary for you to know about aid that the agency or institution you are filing against receives from the Federal government, if you know of any Department of Justice funds or assistance received by the program or department in which the alleged discrimination occurred, please provide that information below.

I was working on an EPA funded project when I was discriminated and terminated. The principal investigator for the project is (b)(6) Privacy, (b)(7)(C) Enf. Privacy at Southwest Research Institute. (b)(6) Privacy, (b)(7)(C) Enf. Privacy the project manager at the EPA side.

18. We cannot accept a complaint if it has not been signed. Please sign and date this Complaint Form below.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(Signature) (Date)

10/3/2011

Note: Please feel free to add additional sheets to explain your concerns and attach any relevant documentation.

Attachment for Item 8:

I began employment on November 8, 2010 as a (b)(6) Privacy, (b)(7)(C) Enf. Privacy at Southwest Research Institute which is located at San Antonio, Texas. On June 20, 2011, I received a performance evaluation from my supervisor (b)(6) Privacy, (b)(7)(C) Enf. Privacy for the period of Nov. 8, 2010 through May 31, 2011 and it indicated that I was meeting expectations. On or about May 2011, my supervisor informed me that I needed to speak English only and not use my native language (b)(6) Privacy, (b)(7)(C) Enf. Privacy.

On August 4, 2011 I received another performance evaluation from my supervisor for the period of May 31, 2011 through July 31, 2011 and I was told that I did not meet expectations. I was also told in this evaluation that "I was expected to speak English only in the workplace and no other language when other staff members were present. (b)(6) Privacy, (b)(7)(C) Enf. Privacy

On August 5, 2011, I complained to the director and my supervisor about (b)(6) Privacy, (b)(7)(C) Enf. Privacy and to discuss my evaluation. My supervisor told me again that English is the only language which can be used on Southwest Research Institute property. Speaking my native language affected my work performance even though I spoke at a private area. I knew that speaking other language (not English) is allowed to other employees. I received no positive results from the meeting.

After I complained to the Director (b)(6) Privacy, (b)(7)(C) Enf. Privacy and my supervisor (b)(6) Privacy, (b)(7)(C) Enf. Privacy about (b)(6) Privacy, (b)(7)(C) Enf. Privacy and discuss my review on August 5, 2011, my employment situation was changed. My supervisor began subjecting me to a hostile work environment and assigning me (b)(6) Privacy, (b)(7)(C) Enf. Privacy jobs which were not part of my job description. I believe my supervisor was attempting to get me to quit (b)(6) Privacy, (b)(7)(C) Enf. Privacy. I performed these (b)(6) Privacy, (b)(7)(C) Enf. Privacy jobs to the best of my abilities.

On August 18, 2011, I sent an email to the Director of the department (b)(6) Privacy, (b)(7)(C) Enf. Privacy the (b)(6) Privacy, (b)(7)(C) Enf. Privacy complaining about my supervisor treated me differently and subjected me a hostile work environment after (b)(6) Privacy, (b)(7)(C) Enf. Privacy. No one responded to my email.

On August 22, 2011, I received a letter from (b)(6) Privacy, (b)(7)(C) Enf. Privacy advising me that I was being discharged for my inability or unwillingness to perform the (b)(6) Privacy, (b)(7)(C) Enf. Privacy work for which I was hired in November 2010.

I believe that I have been discriminated against due to my National Origin (b)(6) Privacy, (b)(7)(C) Enf. Privacy in violation of Title VII of the Civil Rights Act of 1964 as amended. The reason cited for my discharge is pretext reason. I believe the real reason for my discharge is in retaliation for opposing unlawful employment practices in violation of Title VII of the Civil Right Act of 1964, as amended.

Attachment for Item 9:

I am an engineer who has had over twenty-years work and research experience and received my doctor degree (Ph.D.) in 2002. I wasn't trained to (b)(6) Privacy, (b)(7)(C) Enf. Privacy. On the job description I was given for the job interview, there is no such a requirement which the principal engineer (my work title) needs to do a large number of (b)(6) Privacy, (b)(7)(C) Enf. Privacy. However, I was constantly assigned with many jobs which can be completed by a (b)(6) Privacy, (b)(7)(C) Enf. Privacy in the project funded by United States Environmental Protection Agency (EPA).

On August 15, 2011, I sent my supervisor an email to report the progress of the project funded by US EPA and suggested him to adjust the way which he allotted work forces. I wrote in the Email: "I am at the professional level 3 (PL3). As my understanding, my hourly rate is much higher than (b)(6) Privacy, (b)(7)(C) Enf. Privacy. As a result, to finish a same job, it may cost a client much more money since a much higher level person is working on a job which can be done by a lower level person. This may be unfair to our client since he may have to pay more money on the same project."

On August 16, 2011, my supervisor responded my email sent on August 15, 2011. He wrote that "You are focusing on things that are not a part of your direct responsibility nor they are not part of your job function. Based on the progress you made so far, yes, you will drain project resources. As a result, you are off this project. I am going to assign the project effort to somebody else." Thus, I was removed from the EPA funded project immediately.

On August 18, 2011, I sent an email to the Director of the department (b)(6) Privacy, (b)(7)(C) Enf. Privacy the (b)(6) Privacy, (b)(7)(C) Enf. Privacy) complaining about my supervisor treated me differently and subjected me a hostile work environment after he pulled me off from the EPA funded project. No one responded to my email.

On August 22, 2011, I received a letter from (b)(6) Privacy, (b)(7)(C) Enf. Privacy advising me that I was being discharged for my inability or unwillingness to perform the (b)(6) Privacy, (b)(7)(C) Enf. Privacy work for which I was hired in November 2010.

SOUTHWEST RESEARCH INSTITUTE

5220 CULEBRA RD. 78238-5166 • P.O. DRAWER 28510 78228-0510 • SAN ANTONIO, TEXAS, USA • (210) 684-5111 • WWW.SWRI.ORG

August 22, 2011

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

San Antonio, TX 78258

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

This letter is to notify you that we have made the decision to terminate your employment with the (b)(6) Privacy, (b)(7)(C) Enf. Privacy effective today, August 22, 2011, because of your inability or unwillingness to perform the (b)(6) Privacy, (b)(7)(C) Enf. Privacy for which you were hired in November 2010. You object so strongly to the assignments and work direction given by (b)(6) Privacy, (b)(7)(C) Enf. Privacy who is your supervisor, that there is no feasible way of making this situation work. This action is based on the recommendation of Program Manager (b)(6) Privacy, (b)(7)(C) Enf. Privacy and has been approved by the Institute Human Resources Department, Legal Department and Executive Management.

For the next 21 days, from August 22, 2011 through September 13, 2011 the Institute will offer to you severance pay of (b)(6) Privacy, (b)(7)(C) Enf. Privacy less applicable taxes, in return for your agreement to execute the *Severance Agreement and General Release* enclosed. You will also receive two weeks pay in lieu with your final pay check. The Institute will also agree to pay actual and reasonable relocation expenses if you wish to relocate elsewhere. You have the opportunity to resign if you wish and we will so inform other employers who may inquire. A *Severance Plan* is attached providing more detail on the benefits which are available. Staff members in Human Resources, and the Medical Benefits office are prepared to discuss with you the specific details of benefits.

I encourage you to discuss this offer with your family members, financial advisor, and attorney. If you decide to accept, sign the *Severance Agreement and General Release*, and return it to me or Human Resources by September 13, 2011. Upon signature you will have 7 days to rescind your acceptance. A copy of the *Employment Termination Clearance Form* is attached to assist you in clearing the Institute.

Sincerely,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Enclosures

cc:

(b)(6) Privacy, (b)(7)(C) Enf. Privacy



HOUSTON, TEXAS (713) 977-1377 • WASHINGTON, DC (301) 881-0226



Southwest Research Institute®

Performance Evaluation Summary

NAME: (b)(6) Privacy, (b)(7)(C) Enf. Privacy DATE: 6/13/2011

JOB TITLE: Principal Engineer EMP. NO.: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

CC: (b)(6) Privacy, (b)(7)(C) Enf. Privacy REVIEW PERIOD: From 11/8/2010 To 5/31/2011

Strongest Areas of Job Performance: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Opportunities to Improve Job Performance: One important key areas of job performance improvements is in communications. (b)(6) Privacy is encouraged to sharpen his skills in effective communications by engaging more laboratory staff and clients. He is also encouraged to improve his writing and proposal writing skills by taking appropriate classes offered by SwRI or elsewhere.

Future Performance Goal and Expectations: (b)(6) Privacy, (b)(7)(C) Enf. Privacy is expected to prepare himself to seek and lead new (b)(6) Privacy, (b)(7)(C) Enf. Privacy projects from the (b)(6) Privacy market. He is expected to strongly engage in ongoing projects and future projects led by the Section. He is also expected to submit (b)(6) Privacy project related to the development of a new (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Overall Job Performance Summary: As a starting Principal Engineer (b)(6) Privacy, (b)(7)(C) Enf. Privacy meets expectations (ME).

Overall Employee Satisfaction with Job and Work Relationships: Except having too much waiting time to have a job done, I am happy with my current job.

Short and Long Term Career Goals: Short term career goal: I am trying to get familiar with the way of SwRI operation, and build good work relationship with co-workers. Working on current projects and writing an (b)(6) Privacy, (b)(7)(C) Enf. Privacy are also my short term goals.

Long-term goal: To improve my performance at SwRI, I need to know the newest technologies in my area. I hope I can get some chances to attend technical conferences even though I may not have anything to present at this moment. I treat this as good opportunities to train myself and meet potential customers. Improving my writing skill is also one of my long-term goals.

Developmental Recommendations: (b)(6) Privacy is encouraged to take an English writing class to sharpen his writing skills. He is also expected to take a proposal class to become knowledgeable in proposal writing.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Reviewed by (optional)

Cost Center Head

I have reviewed and discussed this evaluation with my immediate supervisor; I may or may not agree with this evaluation. Any additional comments I have are on the reverse side.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

06/20/11 +
Employee



Southwest Research Institute®

Performance Evaluation Summary

NAME: (b)(6) Privacy, (b)(7)(C) Ent. Priv. DATE: 8/4/2011

JOB TITLE: Principal Engineer EMP. NO.: (b)(6) Privacy, (b)(7)(C) Ent. Priv.

CC: (b)(6) Privacy, (b)(7)(C) Ent. Priv. REVIEW PERIOD: From 5/31/2011 To 7/31/2011

Strongest Areas of Job Performance: (b)(6) Privacy, (b)(7)(C) Ent. Priv. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Opportunities to Improve Job Performance: One important key areas of job performance improvements is in communications. (b)(6) Privacy is encouraged to sharpen his skills in effective communications by engaging more laboratory staff and clients. He is also encouraged to improve his writing and proposal writing skills by taking appropriate classes offered by SwRI or elsewhere.

(b)(6) Privacy is expected to be a hands-on engineer, making progress in the laboratory. While he can depend on some assistance from other staff members, he cannot sit and wait if others are not making progress. As a project leader, (b)(6) Privacy is responsible for meeting project objectives in a timely manner, before pursuing any other interest. He will need to put in writing weekly progress reports on the work completed and submit to his manager. If (b)(6) Privacy runs out of work to do, he needs to clearly communicate that to his manager so help can be provided.

(b)(6) Privacy needs to follow the rules of the work place and clearly communicate any issues to his immediate supervisor. Any written communication produced will have to first be thoroughly reviewed by the supervisor for technical content, grammar, organization, etc. (b)(6) Privacy is expected to speak English in the work place and no other language when other staff members are present. (b)(6) Privacy, (b)(7)(C) Ent. Priv.

Future Performance Goal and Expectations:

- 1) Improve writing skills by taking at least one writing class
- 2) Spend significant amount of his time in the laboratory doing project work and making improvements. (b)(6) Privacy, (b)(7)(C) Ent. Priv. [REDACTED]
- 3) Lead one commercial project and be responsible for its technical and financial success
- 4) Seek and lead new emissions research projects from the (b)(6) Privacy market
- 5) Be proactive and seek supervisor help whenever needed
- 6) Prepare and win one (b)(6) Privacy, (b)(7)(C) Ent. Priv.
- 7) Write one technical paper
- 8) Write weekly progress reports on activities performed and submit to supervisor in a timely manner

Overall Job Performance Summary: As a Principal Engineer, (b)(6) Privacy needs improvement (NI)

Overall Employee Satisfaction with Job and Work Relationships: I like the job in the (b)(6) Privacy, (b)(7)(C) Ent. Priv. I get along with all technicians and a new engineer. And, I believe I also get along with engineers and technicians in our division. But, my supervisor (b)(6) Privacy, (b)(7)(C) Ent. Priv. told me that he has more strict standards than normal people. Sometime, it is hard to follow his vague instructions. If I asked or discussed too much, I may challenge his authority and break "rules". Eventually, this may influence my job performance.

Short and Long Term Career Goals: Improve my writing skill, and meet all expectations of my supervisor even though I don't agree

what he says (The second and the third paragraphs in the section of "Opportunities to Improve Job Performance").

Developmental Recommendations: (b)(6) Privacy is encouraged to take an English writing class outside the institute to sharpen his writing skills. He is also expected to take a project management class.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Reviewed by (optional)

Cost Center Head

I have reviewed and discussed this evaluation with my immediate supervisor; I may or may not agree with this evaluation. Any additional comments I have are on the reverse side.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Additional comments by Employee:

I don't agree the rate "NI" given by my supervisor. My supervisor told me that he had high expectations to me. I confirmed the meaning of high expectations with him. He agreed that they mean that for a same test someone may give 90 points and he can give 50 points only.

Based on my understanding to high expectations, it may mean I may get "Exceeds Expectations (EE)" if the other person is my supervisor but I can get "NI" from him only. The institute should have similar standards to judge the same level professionals. At least, in the same department, the standard should be the same. Otherwise, it may not be fair to some employees.

Additional comments by Supervisor:

As a Principal Engineer in our department, (b)(6) Privacy was given a "NI" instead of a "U" to encourage him to improve his performance in the area mentioned above. I don't agree with his assessment nor I agree with his logic and understanding. He needs to perform well at his level so he can get an improved performance review. I was a Principal Engineer myself from 2004-2007, and I know what a Principal Engineer performance should be.

Date Printed: 10/7/2010 2:54 pm

Personnel Requisition Form

Form Number: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Date Requisition Opened: July 09, 2010

Division Referral Program: ☐ Yes ☒ No

Name	Employment Date
Employment Status: <input checked="" type="checkbox"/> Regular FT <input type="checkbox"/> Regular PT <input type="checkbox"/> Temporary <input type="checkbox"/> Student <u>If Student:</u> <input type="checkbox"/> VOF <input type="checkbox"/> Associate <input type="checkbox"/> Undergraduate <input type="checkbox"/> Graduate	
Special Consideration: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <u>If Yes:</u> <input type="checkbox"/> Limited Term <input type="checkbox"/> Postdoc Researcher <input type="checkbox"/> Visiting Scientist Length of Term: _____	
Title of Position: Principal Engineer Research Engineer Sr. Research Engineer	
Number of Openings: 1	
Work Location: San Antonio, Texas	
Recommended Close/Review Date: ASAP	

Reason for Request: ☐ Replacement ☒ New Position ☐ Target of Opportunity ☐ Technical Advisor

Describe: Seeking a PhD or an MS applicant with a focus on (b)(6) Privacy, (b)(7)(C) Enf. Privacy Position will depend on qualifications and experience.

Basic Qualifications: Education: ☐ Student ☐ HS/GED ☐ Associates ☐ Bachelors ☒ Masters ☒ PhD GPA: 3.5 _____ on 4.0 scaleMust be able to obtain a Security Clearance: ☐ Yes ☒ No

Discipline(s): Mechanical Engineering, Chemical Engineering, Environmental Engineering

Specialized Training, Licenses or Certificates: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Related Experience: Years: Description:

Years: Description:

Years: Description:

Basic qualifications for a SwRI position include, but are not limited to, (As Required) Criminal History, Drug Free Workplace Program, Motor Vehicle Record Check, U.S. Citizenship, Credit History Check, Conflict of Interest, and Physical Examination.

Additional and/or Preferred Knowledge, Skills, and Abilities:

Familiarity with (b)(6) Privacy, (b)(7)(C) Enf. Privacy through education and/or experience.

Familiarity with (b)(6) Privacy, (b)(7)(C) Enf. Privacy through education and/or experience.

Familiarity with (b)(6) Privacy, (b)(7)(C) Enf. Privacy research

Good knowledge about various (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Excellent verbal and written communication skills.

User of MS Excel, Word, and Powerpoint.

Any additional area of expertise in (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Job Functions/Tasks:

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Write proposals, progress reports, and final reports.

Special Requirements:Conflict of Interest (CNWRA): ☐ Yes ☒ No Driving (must be 18 or over): ☒ Yes ☐ NoCredit History Check: ☐ Yes ☒ No Physical Examination: ☐ Yes ☒ NoPsychological (MMPI; other): ☐ Yes ☒ No

Explanation:

Required Testing:☐ Clerical ☐ Electronic ☐ Chemical ☐ Mechanical Assessment

Date Printed: 10/7/2010 2:54 pm

Personnel Requisition Form

Form Number: (b)(6) Privacy, (b)(7)(C) E

General/Environmental:

Avg. Hours Per Day/Week	8/40	inside/outside	<input checked="" type="checkbox"/> Inside <input checked="" type="checkbox"/> Outside	Respirator required	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Shift Work Required	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Temperature Extremes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Wet/Humid Conditions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Shift	<input type="checkbox"/> Day <input type="checkbox"/> Evening <input type="checkbox"/> Midnight	Fumes, Odors, Dusty Conditions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Chemical Exposure	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Explanation:

Audio/Visual:

Hearing Required	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Far Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Color Discrimination	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Near Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Peripheral Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Depth Perception	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Talking required	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Presentation Skills	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Explanation:

Physical Tasks:	Frequency	Explanation
Bending	Occasional (11% - 33%)	
Climbing/Balancing	Occasional (11% - 33%)	
Crouching/Stooping	Occasional (11% - 33%)	
Grasping/Fine Manipulation	Occasional (11% - 33%)	
Handling/Feeling	Occasional (11% - 33%)	
Lifting/Lowering	Occasional (11% - 33%)	
Noise Exposure (dBA Level/Hrs.)	Occasional (11% - 33%)	
Pushing/Pulling	Occasional (11% - 33%)	
Floor to Knuckle	Occasional (11% - 33%)	
Floor to Shoulder	Occasional (11% - 33%)	
Knuckle to Shoulder	Occasional (11% - 33%)	
Shoulder and Above	Occasional (11% - 33%)	
Other (Explain)		
Reaching	Occasional (11% - 33%)	
Sitting	Occasional (11% - 33%)	
Standing	Frequent (34% - 66%)	
Travel Requirements	Occasional (11% - 33%)	
Twisting	Occasional (11% - 33%)	
Vibration	Occasional (11% - 33%)	
Walking	Occasional (11% - 33%)	
Weight Requirements		
<= 15 lbs.	Occasional (11% - 33%)	
> 15 lbs. and <= 30 lbs.	Occasional (11% - 33%)	
> 30 lbs. and <= 50 lbs.	Occasional (11% - 33%)	
> 50 lbs.	Rare (< 10%)	
Works: Alone	Frequent (34% - 66%)	
Works: In a Group	Frequent (34% - 66%)	

Recommended Recruiting Actions:

Approvals:

Approver Description	Name	Empl ID	Org ID	Time Stamp
Requestor	(b)(6) Privacy, (b)(7)(C) Enf. Privacy			7/6/2010 5:16:52PM
Division/Department Management				7/8/2010 2:08:23PM
Division/Department Management				7/8/2010 12:52:16PM
Executive Management				7/9/2010 11:10:31AM
Executive Management				7/8/2010 4:55:30PM
Human Resources				7/8/2010 2:52:58PM
Human Resources				7/9/2010 1:58:49PM
Human Resources				7/8/2010 3:01:24PM

(b)(6) Privacy, (b)(7)(C) Enf. Privac

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Thursday, August 18, 2011 5:30 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Cc:
Subject: Is this a health work environment?
Attachments: (b)(6) Privacy, (b)(7)(C) Enf. Privacy.pdf

Hi, Supervisors,

I guess I am still new here and try to learn things about SwRI. I know this may be the first time for most of you to learn my name. To help you know me a little bit, I enclosed a work performance review from my former employer (b)(6) Privacy, (b)(7)(C) Enf. Privac. If you are interesting in reading more, I can provide.

Finally, it is over my tolerance. I tire of my immediate supervisor's rudeness, non-professional, lacking of management skill, lacking of respect to a co-worker and peer, etc. I did my best follow him but all I got are charges. I was kicked out from the project due to proposing more efficient approaches to finish the project. Here you can read the whole forwarded email.

I don't think this is the culture of SwRI. Am I right?

Please feel free to let me know your comments or suggestions.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Principal Engineer
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Tel: (b)(6) Privacy, (b)(7)(C) Enf. Privac

Fax: (b)(6) Privacy, (b)(7)(C) Enf. Privac

Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Tuesday, August 16, 2011 10:44 AM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privac
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privac

All of these are excuses for not completing the job you were requested to do in a timely manner. You are responsible to completing the work in a timely manner using the resources we have. Instead, you are focusing on things that are not a part of your direct responsibility nor they are not part of your job function. Based on the progress you made so far, yes, you will drain project resources. As a result, you are off this project. I am going to assign the project effort to somebody else.

(b)(6) Privacy, (b)(7)(C) Enf. Privac

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Monday, August 15, 2011 5:43 PM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy

Here is the update for the EPA project:

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy will continue more works on it when I come back from the project management class.

I do need some help from our technician (I requested in the morning.). This may speed up the project. As I mentioned to you many times, my strength isn't on (b)(6) Privacy, (b)(7)(C) Enf. Privacy. If we are keeping doing this, this may slow down our project since I am not good at jobs such as (b)(6) Privacy, (b)(7)(C) Enf. Privacy. (b)(6) Privacy, (b)(7)(C) Enf. Privacy may need 1.0 hour only, but it may take me more than two hours.

I am at the professional level 3 (PL3). As my understanding, my hourly rate is much higher than (b)(6) Privacy, (b)(7)(C) Enf. Privacy. As a result, to finish a same job, it may cost a client much more money since a much higher level person is working on a job which can be done by a lower level person. This may be unfair to our client since he may have to pay more money on the same project. Eventually, this will make us less competitive and less profit when we bid a new job.

Based on my understanding on projects with many companies I worked with, the most efficient way to complete projects is to use everyone's strength on the job. Thus, allotting work force properly and accurately is the key of the success.

Please do not think I am challenging you. All my purposes above are trying to make our section run more efficiently and competitively.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Monday, August 15, 2011 9:02 AM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

We don't have to use the (b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Monday, August 15, 2011 8:58 AM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

By the way, could you please ask either (b)(6) Privacy, (b)(7)(C) Enf. Privacy to help me?

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Monday, August 15, 2011 8:37 AM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

. Perform all the necessary calibration so you can use it.

(b)(6) Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Monday, August 15, 2011 8:27 AM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy I will learn to operate it. (b)(6) Privacy, (b)(7)(C) Enf. Privacy

To make job done as soon as possible, could I use the (b)(6) Privacy, (b)(7)(C) Enf. Privacy

This is the approach I proposed at the beginning of the assignment, but you denied it.

I will take a project management class from Aug. 16 to Aug. 18. Today, I may have to use a couple of hours to complete an on-line training which is required by the class.

Please let me know your suggestions.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Friday, August 12, 2011 3:16 PM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

If it is out of calibration, then you need to calibrate it to proceed with any work. I think this should be obvious to you. As

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Friday, August 12, 2011 2:47 PM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Do

you have any newer calibration documents for them?

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

. If you think it is OK without calibrating them before the test, I can skip the calibration. But, please keep in mind that it may take some time to finish the calibration if you want to calibrate them first. Please let me know your suggestion.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Thursday, August 11, 2011 6:54 PM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C)

The work I am requesting you to do is highly valuable to project progress. It requires some very good efforts on your part to conduct these experiments carefully and perform the appropriate data analysis on the results. I expected you to deliver on them by (b)(6) Privacy, (b)(7)(C) Enf. Privacy could have provided you with help, but he is not in this week. (b)(6) Privacy, (b)(7)(C) Enf. Privacy could have provided you with some help, but you did not make it clear to me that you needed his help. The work you are requested to do can be easily handled by you. Stop making claims about (b)(6) Privacy, (b)(7)(C) Enf. Privacy. It is your responsibility to make the progress needed on the project using the resources available. We cannot keep making excuses for why things are not gotten done. I am very disappointed in the progress made and the lack of enthusiasm in doing your work using your best effort.

(b)(6) Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Thursday, August 11, 2011 5:49 PM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

It is a fragile part.

As I mentioned to you many times, my strength isn't at doing

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

I agree I may ignore some problems on (b)(6) Privacy, (b)(7)(C) Enf. Privacy I was tied by so many things and didn't have time to think carefully.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Thursday, August 11, 2011 5:07 PM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C)

I can't believe that we broke these parts only with your use of (b)(6) Privacy, (b)(7)(C) Enf. Privacy

I am amazed that they sent us a broken one. Something does not make any sense.

Also the data you sent me earlier is not acceptable. (b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy

From: [REDACTED]
Sent: Thursday, August 11, 2011 4:56 PM
To: [REDACTED]
Subject: [REDACTED]

(b)(6) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

A part which is as same as that was found broken yesterday is broken on this (b)(6) Privacy. After I glued it, it seems OK for troubleshooting (b)(6) Privacy, (b)(7)(C) Enf. Privacy. But it is better if we can replace it. We may need to stock a few of them.

At this moment, I don't have any new (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Let me know what your suggestions are.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Thursday, August 11, 2011 4:34 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Are you done with the work? I would expected you to have completed everything by now. What is the status on your progress.

(b)(6) Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Wednesday, August 10, 2011 1:35 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

show that experimentally instead of just assuming it. We have the tools to do it.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Wednesday, August 10, 2011 1:25 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

I haven't said I was done with this test. (b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy
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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Wednesday, August 10, 2011 1:08 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

I have asked you to determine the (b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Wednesday, August 10, 2011 12:28 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Any comments, please let me know.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Tuesday, August 09, 2011 12:47 PM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Thanks, (b)(6) Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Tuesday, August 09, 2011 11:22 AM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy

I will be very happy to do this (b)(6) Privacy, (b)(7)(C) Enf. Privacy

and he cannot tell me when his test will be done. I thought you might be the best person to ask for it.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Fax: 2 (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Tuesday, August 09, 2011 11:03 AM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

I don't recall seeing the results without the (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Am I missing or overlooked something?

You can perform the experiments I am requesting (b)(6) Privacy, (b)(7)(C) Enf. Privacy

If you don't want to perform this work, let me know. I will assign somebody else to do it.

Thanks, (b)(6) Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Sent: Tuesday, August 09, 2011 10:45 AM

To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Subject: RE: New bag results

(b)(6) Privacy

I am working on the plan for (b)(6) Privacy, (b)(7)(C) Enf. Privacy, I will send it to you when I have good ideas.

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Please let me know how you want to proceed this.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

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Email: (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Tuesday, August 09, 2011 9:41 AM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Thanks (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Tuesday, August 09, 2011 8:29 AM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

I just want to check what else you want to do with the (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Please let me know your suggestion.

Thanks,

(b)(6) Privacy, (b)(7)(C) Enf. Privacy
Principal Engineer
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San Antonio, TX 78238

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Monday, August 08, 2011 11:45 AM
To: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Subject: RE: New bag results

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

I suggest that we do three more tests (b)(6) Privacy, (b)(7)(C) Enf. Privacy

Thanks (b)(6) Privacy, (b)(7)(C) Enf. Privacy

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
Sent: Monday, August 08, 2011 10:54 AM

To: (b)(6) Privacy, (b)(7)(C) Enf. Priv.
Subject: New bag results

(b)(5) Privacy

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Let me know if you have any questions or what the next step is.

Thanks

(b)(6) Privacy, (b)(7)(C) Enf. Privacy

Principal Engineer
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San Antonio, TX 78238

(b)(6) Privacy, (b)(7)(C) Enf. Privacy