

From: (b)(6) Privacy, (b)(7)(C) Enf. Privacy
To: [Title VI Complaints](#)
Subject: Re: Discrimination Complaint Against a Recipient of EPA Funds - State of West Virginia
Date: Tuesday, May 13, 2025 3:15:59 PM

Caution: This email originated from outside EPA, please exercise additional caution when deciding whether to open attachments or click on provided links.

To Whom It May Concern,

I wanted to make a very small correction to the complaint, if possible. The section that states, "the starting compensation for the position which, by the position announcements own admission, was approximately 63% less than the market rate" should read "the starting compensation for the position which, by the position announcements own admission, was approximately 63% of the market rate".

My complaint, as amended, is below:

I applied for an Information Systems Manager 2 position with the State of West Virginia on September 24, 2024. On November 21, 2024, I interviewed for the position, in person, at the Capital Complex in Charleston, WV on November 21, 2024, with an interview panel consisting of three people. I believe I had an excellent interview and believe I addressed all of the questions very well, presented by the interview panel. While the panel was professional and I felt that there was good repour during the interview, I never received any contact, for a second interview, or for an offer, from any person associated with, the State of West Virginia, which would include anyone involved in, the recruitment of candidates or anyone associated with the hiring process, after I applied.

I believe I have extensive and unique background in Information Technology, the met and exceeded the requirements of the position, including managing and supervising teams of near and around 20 + Senior Information Technology Specialists/Information Security Officers (direct reports) and Team Leads (direct reports) that had responsibility over a state, supporting a healthcare network (VISN 10) that has over 12 hospitals and 84 Outpatient Clinic's is approximately 1.5 times bigger relative to budget (5.137 Billion for the State of West Virginia vs. 7.9 Billion for VISN 10), for a position relative orders lower than the position I had previously occupied.

Further, I have past experience commencing, designing and developing an Advanced Threat Analysis and Fusion work center, from its genesis, responsible for sophisticated network defense monitoring, remediation, and vulnerability management for the Department of Defense's major data centers and enterprise applications (Defense Enterprise Computing Center's), DoD De-Militarized Zone (DMZ) and DoD IAP's (Internet Access Points) for an organization responsible for the largest private network in the world and served as Cyber Operations Manager, and the NCOIC (Non Commissioned Officer in Charge) of a Cyber Operations Work Center, and in that capacity, supervised and trained others in the deployment, integration and configuration of our networks and networked systems to include Desktop/Laptop Windows/Unix PC Maintenance/Repair, Troubleshooting and Imaging, Cisco 3800 series routers and switches (BGP/OSPF/EIGRP), Unix/Linux Servers (Solaris/RHEL), Active Directory/Domain Controllers, DNS Servers, File/Print Servers, DHCP/Exchange Servers, Backup Servers (Veritas). Further I believe I met the educational requirements of the position with a Bachelor's Degree in Management Information Systems from Wright State

University.

I am alleging, in part, given my extensive background and experience, which I believe is directly relevant to this position, the starting compensation for the position which, by the position announcements own admission, was approximately 63% of the market rate, the ostensible impossibility of finding someone that may be willing to accept the compensation offered that had my level of experience, and my belief that, elements referencing, regarding or associated with, being regarded as having, or a perception of having, a Mental Disability which could include elements referencing, regarding or associated with, a mental health petition taken against me in Michigan, and an evaluation done for my competency to stand trial pursuant to a criminal case in Ohio, were communicated publicly, those at the State of West Virginia would have been aware of some elements referencing, regarding or associated with myself being regarded as having, or a perception of having, a Mental Disability, and those involved in the recruitment of candidates for this position discriminated against me, and did not give me further consideration for the position on the basis of being regarded as having, or a perception of having, a Mental Disability, among any other derogatory, unlawful categorizations.

Based on a government source of contract and procurement data that I reviewed, the State of West Virginia's Department of Economic Development has received a grant award with an obligated amount of \$1,210,800,970.00 from the Department of Commerce for a Broadband Availability Program (Prime Award ID: 5420B060).

Sincerely,

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

May 13, 2025, 12:59 by (b)(6) Privacy, (b)(7)(C) Enf. Privacy

To Whom It May Concern.

See my below complaint against the State of West Virginia on the basis of being regarded as having, or a perception of having, a Mental Disability, actionable under Section 504 of the Rehabilitation Act, as well as any other applicable laws:

I applied for an Information Systems Manager 2 position with the State of West Virginia on September 24, 2024. On November 21, 2024, I interviewed for the position, in person, at the Capital Complex in Charleston, WV on November 21, 2024, with an interview panel consisting of three people. I believe I had an excellent interview and believe I addressed very well all of the questions presented by the interview panel. While the panel was professional and I felt that there was good repour during the interview, I never received any contact, for a second interview, or for an offer, from any person associated with, the State of West Virginia, which would include anyone involved in, the recruitment of candidates or anyone associated with the hiring process, after I applied.

I believe I have extensive and unique background in Information Technology, the met and exceeded the requirements of the position, including managing and supervising teams of near and around 20 + Senior Information Technology Specialists/Information Security Officers (direct reports) and Team Leads (direct reports) that had responsibility over a state, supporting a healthcare network (VISN 10) that has over 12 hospitals and 84 Outpatient Clinic's is approximately 1.5 times bigger relative to budget (5.137 Billion for the State of West Virginia vs. 7.9 Billion for VISN 10), for a position several relative orders lower than the position I had previously occupied. Further, I have past experience commencing, designing and developing an Advanced Threat Analysis and Fusion work center, from its genesis, responsible for sophisticated network defense monitoring, remediation, and vulnerability management for the Department of Defense's major data centers and enterprise applications (Defense Enterprise Computing Center's), DoD De-Militarized Zone (DMZ) and DoD IAP's (Internet Access Points) for an organization responsible for the largest private network in the world and served as Cyber Operations Manager, and the NCOIC (Non Commissioned Officer in Charge) of a Cyber Operations Work Center, and in that capacity, supervised and trained others in the deployment, integration and configuration of our networks and networked systems to include Desktop/Laptop Windows/Unix PC Maintenance/Repair, Troubleshooting and Imaging, Cisco 3800 series routers and switches (BGP/OSPF/EIGRP), Unix/Linux Servers (Solaris/RHEL), Active Directory/Domain Controllers, DNS Servers, File/Print Servers, DHCP/Exchange Servers, Backup Servers (Veritas). Further I believe I met the educational requirements of the position with a Bachelor's Degree in Management Information Systems from Wright State University.

I am alleging, in part, given my extensive background and experience, which I believe is directly relevant to this position, the starting compensation for the position which, by the position announcements own admission, was approximately 63% less than the market rate, the ostensible impossibility of finding someone that may be willing to accept the compensation offered that had my level of experience, and my belief that, elements referencing, regarding or associated with, being regarded as having, or a perception of having, a Mental Disability which could include elements referencing, regarding or associated with, a mental health petition taken against me in Michigan, and an evaluation done for my competency to stand trial pursuant to a criminal case in Ohio, were communicated publicly, those at the State of West Virginia would have been aware of some elements referencing, regarding or associated with myself being regarded as having, or a perception of having, a Mental Disability, and those involved in the recruitment of candidates for this position discriminated against me, and did not give me further consideration for the position on the basis of being regarded as having, or a perception of having, a Mental Disability, among any other derogatory, unlawful categorizations.

Based on a government source of contract and procurement data that I reviewed, the State of West Virginia's Department of Environmental Protection has received a grant award with an obligated amount of \$32,493,000.00 from the Environmental Protection Agency for a Clean Water State Revolving Fund (Prime Award ID: 95330701).

Sincerely,

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