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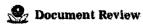
Table of Withheld Documents Freedom of Information Act Request EPA-R8-2014-007820

Record Withheld	# of Pages	Basis for withholding
9/17/2012 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	2	5 U.S.C. § 552(b)(6) - personnel files
3/7/2014 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	3	5 U.S.C. § 552(b)(6) - personnel files
3/9/2014 email to Michelle Parker from Dr. John Nicoletti regarding personnel matter consultation	2	5 U.S.C. § 552(b)(6) - personnel files
5/7/2014 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	40	5 U.S.C. § 552(b)(6) - personnel files
5/7/2014 email to Michelle Parker from Dr. John Nicoletti regarding personnel matter consultation	1	5 U.S.C. § 552(b)(6) - personnel files
5/9/2014 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	2	5 U.S.C. § 552(b)(6) - personnel files

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Parker,CO,80134								 a. Non-supere b. Supervisory 		c. Manager d. Executive				
7. Organization Mailing Ad	-	Division/Office/	/Bureau/Agency)		8. Office Telephone (include Area Code		9. W	ork Email Addr						
U.S. Ex		CO.802021	1129				par	ker.michel	le@epa.gov					
10. Position Title		11	Does applicant need special commodation?	il If ye	s, please describe be	low.			The state of the s					
HR Specialist (Emp	ployee & La													
12. Type of Appointment	T	13. Education	Yes X No	1	4. Pay Plan	15. Series	**************************************	16. Grade	17. Step	1				
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			Section B - TRAIN	EE CO	URSE DATA									
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Nicoletti Flater and Asso Street, Suite 310, Lakewo		outh Teller			EPA Region 8, 159	5 Wynkogo Stre	et. Denver CC	80202						
1c. Vendor Telephone Nun					1d. Vendor Email A	Account of the second of the second	00,000,000							
303-989-1617		-			jpsych46@ao			•						
2a. Course Title Workplace Violenc		o. Course Nun	nber Code	3. Trainin	g Start Date (Enter D	ate as yyyy-mm-c	id)	4. Training I	End Date (Enter Date	as yyyy-mm-dd)				
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Section D - APPROVALS	
1a. Immediate Supervisor - Name and title	
Dunlap,Bridget R. Supervisory Human Resource Spe	
1b. Area Code / Telephone Number	1c. Email Address
303 312-610Co	Dunlap.Bridget@epa.gov
1d. Signature	1e. Date
2a. Second-line Supervisor - Name and title	7. /
Wong,Judith Asst Reg Admr/Tech & Mgmt Srvc	
2b. Area Code / Telephone Number	2c. Email Address
	wong.judith@epa.gov
2d. Signature	2e. Date
39 Training Officer - Name and little	1/14/2013
Se. Training Smoot Straine and the	
Scholten,Karolina M Human Resources Specialist	
3b. Area Code / Telephone Number	3c. Email Address
303-312-6418	scholten.karly@epa.gov
3d. Signature	3e. Date 1/15/2013
Section E - APPROVALS / CONCURRENCE	
1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
Approved Disapproved	
Section F - CERTIFICATION OF TRAINING COMPLETION AN	DEVALUATION
1a. Authorizing Officer - Name and title	2350
1b. Area Code / Telephone Number	1c. Email Address
1d Signature	1e. Date
1d. Signature	ie. Date
TRAINING FACILITY Bills should be sent to the office indicated in item C6. Please refer to the num	



Compass Document: RQ 1308GHR016

01/16/13

Document Summary:
Doc Type: RQ
Doc No: 1308GHR016
External Doc No:
Commitment Date: 01/16/13
Closed Date:
Servicing Finance Office: 08
Original Amount: \$600.00
Available Amount: \$600.00
Description: Workplace Violence Consult Hours (4) - Parker
Extended Description:
Workplace Violence Consult Hours (4) - Parker

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Document	Details:	r cyhone.

Line# Line Amt Obligated Amt Refunded Amt	Available Amt BFY	Fund Org	Program Project	FOC Cos	stOrg Comments Extended Description
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Document Activity:

Warehouse Homepage

EPA@Work Home | EPA Internet

http://V1742TRTAY003.aa.ad.epa.gov/neis/fims_doc.resolve
This web page was last updated on 11/08/2012.
For issues, please contact: EPA Call Center - (866) 411-4372

ENTERED INTO IFMS



Re: Consultation Request jpsych46

to:

Michelle Parker 01/10/2013 10:58 AM

Hide Details

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

Michelle.

I hope you are doing well. Yes, the cost is the same for threat assessments (\$(b)(4) nour) and training (3(b)(4) hour). Send me the materials and I will review them for you. Thanks

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Parker.Michelle <Parker.Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com>

Cc: Dunlap, Bridget < Dunlap, Bridget@epamail.epa.gov>; Doris, Grace < Doris, Grace@epamail.epa.gov>

Sent: Fri, Jan 11, 2013 6:05 am Subject: Consultation Request

Hello John,

Happy New Year!

The EPA is interested in sending you some documents to review and to conduct a threat assessment. At your recommendation, we would be interested in a telephone consultation following your review of the documents.

In the past, you have charged a fee of \$\frac{1}{5}(4)\$ hour for an assessment/consultation. Is this your current rate? If not, please let me know your current rates for consultation and for training. You previously charged \$\frac{1}{5}(4)\$ hour for training.

When I hear back from you, I will email several documents for your review/assessment. If you recommend a telephone consultation, we can set that up at that time.

Thanks,

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker michelle@epa.gov

Fw: Please Approve

Karly Scholten to: Michelle Parker

Cc: Nobuko Hattori

01/10/2013 10:26 AM

Karly Scholten **Human Resource Department** U.S. Environmental Protection Agency/Region 8 1595 Wynkoop Street (8TMS-H) **Denver, CO 80202** 303-312-6418 Phone 303-312-6370 Fax

---- Forwarded by Karly Scholten/R8/USEPA/US on 01/10/2013 10:25 AM -----

From:

Bridget Dunlap/R8/USEPA/US

To:

Karly Scholten/R8/USEPA/US@EPA

Date: Subject: 01/10/2013 10:23 AM Re: Please Approve

l approve. Thanks!

Bridget R. Dunlap Director, Human Resources Program EPA Region 8 (8TMS-H) 1595 Wynkoop Street Denver, CO 80202

Phone: 303-312-6106

Fax:

303-312-6370

Blackberry: 720-272-2988

Karly Scholten

Bridget, Please approve \$600 funding increase f...

01/10/2013 09:44:19 AM

From:

Karly Scholten/R8/USEPA/US

To:

Bridget Dunlap/R8/USEPA/US@EPA,

Date:

01/10/2013 09:44 AM

Subject:

Please Approve

Bridget,

Please approve \$ funding increase for the Nicoletti consultation contract. Michelle uses this contract for consultations on workplace violence. \$ 50/4 buys us 4 hours

Thanks,

Karly Scholten **Human Resource Department** U.S. Environmental Protection Agency/Region 8 1595 Wynkoop Street (8TMS-H) Denver, CO 80202 303-312-6418 Phone 303-312-6370 Fax



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkoop DENVER, CO 80202 http://www.epa.gov/region08

January 17, 2013

Nicoletti Flater and Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Michelle Parker

to attend: Workplace Violence Consultation (4 Hours) on these date(s): January 13 – September 30, 2013

Please send your invoice to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

Please reflect this tracking number on your invoice: T1308GHR016

To be certain that payment is not delayed, please be sure that the information on your invoice matches that in Block 1a of our training contract. You must include your federal TIN and the EPA employee's name on your invoice. As we are only authorized to make payments after services have been rendered, please mail your invoice after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-6418. It is a pleasure to do business with you.

Regards,

Karly Scholten

Regional Training Officer



Fw: T1308GHR016

Nobuko Hattori to: jpsych46

Cc: Michelle Parker

01/24/2013 09:39 AM

Hi John,

Attached is a letter with billing information and our order #T1308GHR016 authorizing 4 hours of "Workplace Violence Consultation". If you need additional information, please contact me.

Thank you,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370

---- Forwarded by Nobuko Hattori/R8/USEPA/US on 01/24/2013 09:37 AM ----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

01/24/2013 09:26 AM

Subject:

T1308GHR016

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906

using an HP Digital Sending device. Document.pdf



AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed. Please be advised that any correspondence received after 4:00pm Eastern Standard Time will be processed on the next business day.

RTPReceiving to: Nobuko Hattori 01/24/2013 10:00 AM Please respond to DO NOT REPLY

Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370
----- Forwarded by Nobuko Hattori/R8/USEPA/US on 01/24/2013 09:39 AM -----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

01/24/2013 09:27 AM

Subject:

T1308GHR016

Please open the attached document. This document was digitally sent to you

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using an HP Digital Sending device. Document.pdf

[attachment "Document.pdf"]

Approval of Training - T1308GHR016 Nobuko Hattori to: Michelle Parker Sent by: Nobuko Hattori

01/24/2013 09:42 AM

A copy of your approved SF-182 training agreement is attached.

This is to notify you that your training to attend:

Workplace Violence Consultation January 13 - September 30, 2013

has been approved. The training request number assigned is T1308GHR016. To ensure that your registration was received by the vendor, please contact them to confirm your enrollment. It is imperative that you maintain a training file with all approved SF 182 forms as documentation of the training you have taken. Should you have any questions, please contact Karly Scholten at 312-6418.

POF

Regards,

T1308GHR016,Parker,Michelle.pdf

Karly Scholten Human Resources Training Officer

Hattori, Nobuko

From:

RTPReceiving@epa.gov

Sent:

Thursday, March 28, 2013 2:50 PM

To:

Hattori, Nobuko

Subject:

AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed. Please be advised that any correspondence received after 4:00pm Eastern Standard Time will

be processed on the next business day.

I certify that services have been received. Please pay the attached invoice.

Thank you,

Nobe Hattori

Region 8 Training Assistant

U.S. Environmental Protection Agency

1595 Wynkoop St. (8TMS-HR)

Denver, CO 80202

Office: (303) 312-6303

Fax: (303) 312-6370

----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Thursday, March 28, 2013 2:30 PM

To: Hattori, Nobuko

Subject: Invoice for T1308GHR016

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

(See attached file: Document.pdf)

[attachment "Document.pdf"]

NICOLETTI-FLATER ASSOCIATES, PLLP

3595 So. Teller Street

Suite 310

Lakewood, CO 80235

Phone: 303-989-1617

Fax: 303-985-3133

We	Accept Mester Card 8	i Visa
Account #		Exp. Date
Signature	Amount	Date

FEIN 84-0727812

RE: Order # T1308GHR016

Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop (8TMS-H) Denver, CO 80202

DATE	
March 5, 2013	

DATE	A	CTIVITY	QTY/HR	RATE	AMOUNT
01/14/13	Document Review / Ph	one Consultation	2	\$ <mark>(0)(4)</mark> .00	\$ <mark>(b)(4)</mark> .00
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					S ^{(b)(4)} 00

If you have any questions regarding this billing, please contact Lottie Flater at 303-989-1617.

NICOLETTI-FLATER ASSOCIATES, PLLP

FAX COVER SHEET

DATE OF TRANSMISSION:	March 5, 2013
TO:	Karly Scholten
COMPANY:	U.S. Environmental Protection Agency
FAX NUMBER:	303-312-6370
TELEPHONE NUMBER:	303-312-6418
FROM:	Betty Crowell, Officer Manager
FAX NUMBER:	303-985-3133
TELEPHONE NUMBER:	303-989-1835
TOTAL NUMBER OF PAGES S	ENT (INCLUDING COVER SHEET):2
ACCEACE. Thunica attach	ad

IF YOU DO NOT RECEIVE THE ABOVE NUMBER OF PAGES, PLEASE CONTACT THE STAFF MEMBER ABOVE



Re: Consultation Request

John Nicoletti

to:

Michelle Parker 01/17/2013 04:57 PM

Hide Details

From: John Nicoletti <jpsych46@aol.com>

To: Michelle Parker/R8/USEPA/US@EPA

History: This message has been replied to.

Michelle,

I will get right on this. Do you want a formal report?

John

John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

On Jan 17, 2013, at 2:26 PM, Parker.Michelle@epamail.epa.gov wrote:

John,

Attached are the documents for your review and assessment. Please let me know if you believe a teleconference should be scheduled.

Thanks, Michelle

(See attached file: Libby 1.pdf) (See attached file: Libby 2.pdf) (See attached file: Libby

3.pdf) (See attached file: Libby 4.pdf)

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov

<graycol.gif>jpsych46---01/10/2013 10:58:53 AM---Michelle, I hope you are doing well. Yes, the
cost is the same for threat assessments (\$(b)(4)) hour

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA,
Date: 01/10/2013 10:58 AM
Subject: Re: Consultation Request

Michelle,

I hope you are doing well. Yes, the cost is the same for threat assessments (\$(5)(4)) hour) and training (\$(5)(4)) 00/hour). Send me the materials and I will review them for you. Thanks

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Parker.Michelle < Parker.Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com >

Cc: Dunlap.Bridget < Dunlap.Bridget@epamail.epa.gov >; Doris.Grace

<Doris.Grace@epamail.epa.gov> Sent: Fri, Jan 11, 2013 6:05 am Subject: Consultation Request

Hello John,

Happy New Year!

The EPA is interested in sending you some documents to review and to conduct a threat assessment. At your recommendation, we would be interested in a telephone consultation following your review of the documents.

In the past, you have charged a fee of hour for an assessment/consultation. Is this your current rate? If not, please let me know your current rates for consultation and for training. You previously charged hour for training.

When I hear back from you, I will email several documents for your review/assessment. If you recommend a telephone consultation, we can set that up at that time.

Thanks.

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov

<Libby 1.pdf>

<Libby 2.pdf>

<Libby 3.pdf>

<Libby 4.pdf>



Fw: T1308GHR016 Nobuko Hattori to: jpsych46

Cc: Michelle Parker

01/24/2013 09:36 AM

Hi John,

Attached is a letter with billing information and our order #T1308GHR016 authorizing 4 hours of "Workplace Violence Consultation". If you need additional Information, please contact me.

Thank you,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370
——Forwarded by Nobuko Hattori/R8/USEPA/US on 01/24/2013 09:37 AM -----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

01/24/2013 09:26 AM

Subject:

T1308GHR016

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7

using an HP Digital Sending device. Document.pdf



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkoop DENVER, CO 80202 http://www.epa.gov/region08

January 17, 2013

Nicoletti Flater and Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Michelle Parker

to attend: Workplace Violence Consultation (4 Hours) on these date(s): January 13 – September 30, 2013

Please send your invoice to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

Please reflect this tracking number on your invoice: T1308GHR016

To be certain that payment is not delayed, please be sure that the information on your invoice matches that in Block 1a of our training contract. You must include your federal TIN and the EPA employee's name on your invoice. As we are only authorized to make payments after services have been rendered, please mail your invoice after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-6418. It is a pleasure to do business with you.

Regards.

Karly Scholten

Regional Training Officer

AUTHORIZA AND CERTIF					A. Agency, code agen and submitting office t EPQO		Res	B. Request Status (Mark (X) one) Resubmission						
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PARKER, MICHELL 4, Home Address (Number		ate, ZIP Code)			XXX-XX-XXXXX / 5. Home Telephone (including Area Code)			8. Position Level (Mark (X) one only						
Parker, CO, 80134 7. Organization Mailing Ad U.S. E	A		·		8. Office Telephone (include Area Code ar	nd Extension)	L b.s	a, Non-superevisory o, Manager b. Supervisory d. Executive 9. Work Email Address						
1595 Wynkoop Str 10. Position Title HR Specialist (Emp		11.1	Does applicant need special ommodation?	Hy	res, please describe balov	y.	parker	<u>.michelle</u>	<u>Qepa.g</u>	<u> </u>				
12. Type of Appointment		13. Education I	Yes K No. Level sw codes or go to page 7)		14. Pay Plan, GS	15. Berles 0201	16.	Grade		17, Step				
		武汉34	eet, City, State, ZIP Code)		1b. Location of Training									
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9. Training Sub Type Code (Click link to view codes or 12			Delivery Type Code view codes or go to page 12 05		. Training Designation Ty Sick link to view codes or 05		12. Training Cr		13. Training	aining Credit Type Code link to view godes or go to page 13) U4				
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16. Training Objective Assist managemen	nt in evaluat	ting workpl	ace violence		19. AGENCY USE ONLY 2013-01-11 12:01:26 PM									
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1a. Immediate Supervisor - Name and title	
Duniap,Bridget R. Supervisory Human Resource Spe	
1b. Area Code / Telephone Number	1c. Email Address
_303 342-6106	Dunlep.Bridget@epa.gov
1d. Signature	1e. Dale
+ PINST	1/14/2013
2a. Second-line Supervisor - Name and title	
Wong, Judith Asst Reg Admr/Tech & Mgmt Srvc	
2b. Area Code / Telephone Number	2c, Email Address .
	wong.judith@epa.gov
2d. Algnature	Ze, Date
Sa. Training Officer - Name and title	1/14/2013
Sa. Training Officer - Name and title	
Scholten,Karolina M Human Resources Specialist	
3b. Area Code / Telephone Number	3c. Email Address
363-312-6418	scholten.karly@epa.gov
3d. Skgnature	3e. Date 1/15/2013
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1a. Authorizing Officer - Name and title	
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1b. Area Code / Telephone Number	1c. Email Address
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1d. Signature	te. Date
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FRAINING FACILITY — Bills should be sent to the office indicated in Item C8. Please refer to the number of the Francisco of t	ber given in item C4 to assure prompt payment.

Approval of Training - T1308GHR016 Nobuko Hattori to: Michelle Parker Sent by: Nobuko Hattori

01/24/2013 09:40 AM

A copy of your approved SF-182 training agreement is attached.

This is to notify you that your training to attend:

Workplace Violence Consultation January 13 - September 30, 2013

has been approved. The training request number assigned is T1308GHR016. To ensure that your registration was received by the vendor, please contact them to confirm your enrollment. It is imperative that you maintain a training file with all approved SF 182 forms as documentation of the training you have taken. Should you have any questions, please contact Karly Scholten at 312-6418.

Regards,

T1308GHR016,Parker,Michelle.pdf

Karly Scholten Human Resources Training Officer

	2013 2014 8 086 2000 442	N	Asnagoment NSN 7240	1922 1922	4. Dogument / Purchasing Order / Requisition Number 7 130 8 6 HCO16	3. Total Training Non-Government Contribution Cost		b. Books & Materials	3	nd Changoshie		Assist management in evaluating workplace violence	Required Indicator (Check Below)	t5: Continued Service Agreement	9. Training Sub Type Code 10. Training Delivery Type Code (Citck link to view codes or go to page 9) (Citck link to view codes or go to page 12) (Citck link to view codes or go to page 12) (Citck link to view codes or go to page 12)	8. Training Non-Duty Hours	Workplace Violence Gensultatio (4k/v-) N/A 20134	The Company of the Co	NSS Bouth Teller NG215			1		Parther CO.80134 7. Organization Mailing Address (Brench-Direston/Office/Burestul/Agency)	PARKER,MICHELLE E. 4. Home Address (Number, Street, City, State, ZIP Code)	1. Applicant Name (Lest, First, Miccia Intias)	AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING
	797 7001	· A & > 0 · A	- 3		RTP-FINANCE CENTER 4950 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709	6. BILLING INSTRUCTIONS (Furnish invoice to):	s Milai	b. Par dom	llern	2. Indirect Costs and Appropriation / Fund Charge		18. Mainut use ONLY 2013-01-11 12:01:26 PM	Ner date as yyyy-ram-dd)	16. Continued Service Agreement Expiration Date	11. Training Designation Type Code (Clical link to view codes or go to page 13) 05	7. Training Purpose Type (Citck link to view codes or go to page 9) 03	01-13	lpsych46@aol.com	9gjon 8. 16	1000 State of Tairleto State (Tanasa made)	GS 0201	.1	(INDUCE AIRE CODE END EXERTMON)	1.	5. Home Telephone (Industry Area Code)	2 Social Security Number/EHRI Enquisee N	A. Agency, code agency substanent and submitting office number EP00
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1a, Immediate Supervisor - Name and title				
Dunlap,Bridget R. Supervisory Human Resource Spe				
1b. Area Code / Telephone Number	1c. Email Address			
303 312-610Co	Dunlap.Bridget@epa.gov			
1d. Signature	1e. Date			
Za. Second line Supervisor - Name and title	1/14/2013			
Wong, Judith Asst Reg Admr/Tech & Mgmt Srvc				
2b. Area Code / Telephone Number	2c. Email Address			
and the outer fundamental facilities	wong.judith@epa.gov			
2d. Signature	2e. Date			
	1 77 7			
39. Training Officer - Name and title	1114/2013			
Schotten, Karolina M Human Resources Specialist				
3b. Area Code / Telephane Number	3c, Email Address scholten.karly@epa.gov			
363-312-6418				
3d. Signature	3e. Date 1/15/2013			
1a. Authorizing Officer - Name and title				
1b. Area Code / Telephone Number	1c. Email Address			
	·			
(d. Signature	1e. Date			
☐ Approved ☐ Disapproved				
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1a, Authorizing Officer - Name and title				
1b. Area Code / Telephone Number	1c. Email Address			
1d. Signature	1e. Date			
IRAINING FACILITY - Bills should be sent to the office indicated in item C6. Please refer to the num	aber given in item C4 to assure prompt payment.			



Document Review

Compass Document: RQ 1308GHR016

01/16/13

Document Summary: Doc Type: RQ
Doc No: 13080HR016
External Doc No:
Commitment Date: 01/16/13 Closed Date: Servicing Finance Office: 08 Original Amount: \$1014 00 Available Amount: \$60(4) 00

Description: Workplace Violence Consult Hours (4) - Parker Extended Description:
Workplace Violence Consult Hours (4) - Parker

Pocument Details:			······································		
Line# Line Amt Obligated Amt Refunded Amt	Available Amt BFY	A A II II			Extended Description
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2 \$(0)(4)(00) \$0.00	\$ <mark>(b)(4)</mark> 00 20132014	B 08G1000	ZZZGF2 tva	2501	

Document Activity:

Warehouse Homepage

EPA@Work Home | EPA Internet
http://V1742TRTA Y003.sa.sd.epa.gov/aeis/ifms_doc.resolve
This web page was last updated on 11/08/2012.
For issues, please contact: EPA Call Center - (866) 411-4372

ENTERED INTO IFMS

Parker, Michelle

From:

ipsych46@aol.com

Sent:

Tuesday, January 28, 2014 3:31 PM

To:

Parker, Michelle

Subject:

Re: February 5 Training

Michelle,

That is a lot of material to cover in 45 minutes, but I will make it happen. I will email you the power point, so I will need a laptop computer and projector. What is the location of the training?

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From; Parker, Michelle

To: ipsych46

Sent: Tue, Jan 28, 2014 3:27 pm Subject: February 5 Training

Hi John.

Thank you again for agreeing to present training for us on February 5, and for allowing us to record your presentation. I would like you to make an uninterrupted (no questions) presentation for approximately 40 – 45 minutes. This will allow for about 15 – 20 minutes for questions at the end, which we will not record.

I would like you to cover the following topics: (Can this be done in 40 – 45 minutes?)

- Areas of Responsibilities
- Violence Viruses
- Basic Categories of Perpetrators
- Development of an Avenger
- Boundary Probing Behaviors
- Attack Related Behaviors
- Countermeasures/Trees
- Who Do I Tell?/If You See Something, Say Something
- Personal Survival Strategies

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

Parker, Michelle

From:

Parker, Michelle

Sent:

Tuesday, January 28, 2014 3:50 PM

To: Subject: jpsych46@aol.com RE: February 5 Training

The training will be held at the EPA building at 1595 Wynkoop Street, 2nd floor conference center, Bison Room.

That is a lot of material to cover. In my message below, I have highlighted what I think is most important, just in case.

Thanks.

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Tuesday, January 28, 2014 3:31 PM

To: Parker, Michelle

Subject: Re: February 5 Training

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John Nicoletti, Ph.D., ABPP
Board Certified Specialist in Police and Public Safety Psychology

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To: jpsych46 < jpsych46@aol.com > Sent: Tue, Jan 28, 2014 3:27 pm Subject: February 5 Training

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 Countermeasures/Trees
 Who Do I Tell?/If You See Something, Say Something
 Personal Survival Strategies

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

Parker, Michelle

From:

ipsych46@aol.com

Sent:

Tuesday, January 28, 2014 3:59 PM

To:

Parker, Michelle

Subject:

Re: February 5 Training

That is perfect, no problem covering those areas. I will get to the building around 8:30 if someone will be there.

John Nicoletti, Ph.D., ABPP
Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle

To: jpsych46

Sent: Tue, Jan 28, 2014 3:50 pm Subject: RE: February 5 Training

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Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

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Sent: Tuesday, January 28, 2014 3:31 PM

To: Parker, Michelle

Subject: Re: February 5 Training

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Board Certified Specialist in Police and Public Safety Psychology

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From: Parker, Michelle < Parker, Michelle@epa.gov>

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Personal Survival Strategies
Thanks, Michelle
Michelle Parker
Labor & Employee Relations Officer | EPA Region 8
303.312.6139 | parker.michelle@epa.gov
303.565.0658

Parker, Michelle

From:

Nfadirector@aol.com

Sent:

Thursday, January 30, 2014 4:05 PM

To:

Parker, Michelle

Subject:

Dr. Nicoletti's Presentation

Attachments:

Detection Disruption & Prevention of WP.EPA.ppt

Attached is the Power Point Dr. Nicoletti will be using for his presentation on February 5th. Feel free to copy and print to use as handouts. Also, it would be very helpful if you could have the presentation loaded on a computer with projector and ready to go when he arrives.

Thanks for your assistance. If you have any questions or concerns, please let me know.

Also, please confirm receipt of this e-mail.

Betty Crowell Office Manager

Nicoletti-Flater Associates

3595 So. Teller Street, #310 Lakewood, Co 80235 303-989-1835 303-985-3133 (fax) nfadirector@aol.com

CONFIDENTIALITY NOTICE: Please Be Advised: This e-mail may contain privileged and/or other confidential information. If you receive this in error and are not the intended recipient of this communication, or an employee or agent responsible for delivering this communication to the intended recipient, please contact the sender by reply e-mail and immediately delete the material including all attachments from any computer without copying or disclosing the contents.

From:

jpsych46@aol.com

Sent:

Wednesday, February 12, 2014 8:50 PM

To: Subject: Parker, Michelle Re: Question

Michelle,



(b)(5) [Deliberative Process]

. Let me know if you have any questions or would like to discuss the countermeasures further.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle

To: jpsych46

Sent: Wed, Feb 12, 2014 1:17 pm

Subject: Question

Hi John,

(b)(5) [Deliberative Process]

We also had someone leave feces in the hallway outside of the restroom on the floor where senior management offices reside.

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

From: Daniels, William

Sent: Wednesday, February 12, 2014 10:48 AM

To: Parker, Michelle

Subject: FW: 7th floor toilet

We had another incident where someone stuffed a toilet in the women's restroom on the 7th floor so full of paper towels that it clogged the plumbing lines so bad it backed up both the men's and women's restrooms on the 7th floor to the point that the toilets in both restrooms overflowed. It took 2 building engineers 2 two cleaning staff members 30 minutes to rectify.

From: James, Tammy

Sent: Wednesday, February 12, 2014 10:36 AM

To: Daniels, William Subject: 7th floor toilet

Received a call from the front desk about the 7th floor rest room overflowing.

Allen, our Building Engineer took a picture of the problem. The problem was a toilet in the women's room stuffed with paper towels.

This caused both the men's and the women's restrooms to overflow.

This should be sent to HR Michelle Parker.

Thanks.

From:

Cantor, Howard

Sent:

Wednesday, February 12, 2014 8:59 AM

To:

Dunlap, Bridget, Parker, Michelle

Subject:

Fw: Bathroom Issues

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: (b)(6)

Sent: Wednesday, February 12, 2014 8:38:14 AM

To: Cantor, Howard Cc: Daniels, William Subject: Bathroom Issues

Howard:

I was not at the all hands meeting where you discussed the bathroom issues. I talked with Bill Daniels yesterday and ask if you had considered the possiblity of this being the act of an individual with germaphobia or some sort of disorder regarding the use of public restrooms. It seems to me from the disrciption given that the individual may not want to be in contact with the bathroom fixtures, rather than comitt an of act of vandalism. At least I hope that is a plausable explanation. If this is the case, I would encourage a discussion with HR on possible paths forward to resolve the issue rather than publicly abmonishing someone with a mental disorder. If it is was an act of vandalism, then there is already protocol in place to deal with that senerio. I useally don't identify a problem without attempting to offer a soulution, but I am having difficulty coming up with a soulution to this problem, short of something that would be intrusive on the general population of the Regional Employees. This maybe an issue where you have to wait until the individual is identified and then determine the approriate response.

Thank You

(b)(6)

From:

Cantor, Howard

Sent:

Wednesday, February 12, 2014 9:08 AM

To: Cc: (b)(6)

Subject:

Daniels, William RE: Bathroom Issues



Thanks for your note. For clarification, I did not address this at an all-hands meeting, but rather at an RLT meeting. The main point of my message was that we had been posting signs in the restrooms asking people to take certain steps to keep the restrooms clean, but people have been taking down the signs. I asked the managers present to communicate that people should not take down the signs, along with an explanation of why we had posted the signs.

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: (b)(6)

Sent: Wednesday, February 12, 2014 8:38 AM

To: Cantor, Howard Cc: Daniels, William Subject: Bathroom Issues

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Thank You
(b)(6)

From:

Parker, Michelle

Sent:

Wednesday, February 12, 2014 1:18 PM

To:

ipsych46@aol.com

Subject:

Question

Attachments:

7thFloorToilet.JPG

Hi John,

(b)(5) [Deliberative Process]

We also had someone leave feces in the hallway outside of the restroom on the floor where senior management offices reside.

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: Daniels, William

Sent: Wednesday, February 12, 2014 10:48 AM

To: Parker, Michelle

Subject: FW: 7th floor toilet

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This should be sent to HR Michelle Parker.

Thanks.



From:

Parker, Michelle

Sent:

Thursday, February 13, 2014 11:19 AM

To:

jpsych46@aol.com

Subject:

RE: Question

John,

Thank you for your quick response. Howard Cantor, our Deputy Regional Administrator, the gentleman who made the opening remarks prior to your training last week, will be sending a memo to all employees. I incorporated the language you suggested.

Thanks again,

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Wednesday, February 12, 2014 8:50 PM

To: Parker, Michelle Subject: Re: Question

Michelle,



Let me know if you have any questions or would like to discuss the countermeasures further.

John

John Nicoletti, Ph.D., ABPP
Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

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To: jpsych46 < jpsych46@aol.com>

Sent: Wed, Feb 12, 2014 1:17 pm

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Michelle Parker

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To: Parker, Michelle

Subject: FW: 7th floor toilet

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This should be sent to HR Michelle Parker.

Thanks.

From: Cantor, Howard

Sent: Tuesday, February 18, 2014 3:15 PM

To: (b)(6

Subject: Re: Dude......

I only wish it was all amusing. However, I can't wait to hear your material. Maybe we can find an evening when you can do a stand up routine for me.

Seriously, I'd love to grab dinner with you (6) (6) If you're interested, let me know a couple of dates that work.

Great seeing you.

Howard

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From (5)(6) .com>
Sent: Tuesday, February 18, 2014 2:19:16 PM

To: Cantor, Howard **Subject:** Dude.....

I see you to share pleasantries and 'how are yous' and you don't lead with this? I'm so overwhelmed with material, I can't even make a joke. And that's saying something. Glad I'm not there to be on the suspect list, the I like to think I was more creative than that. Uggghh. Need to go check my shoes now.

From: Howard Cantor [mailto:Howard Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 11:09 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

From:

Cantor, Howard

Sent:

Tuesday, February 18, 2014 9:51 AM

To:

Dunlap, Bridget; Parker, Michelle

Subject:

Fw: Inappropriate Behavior - Your Assistance Requested

importance:

High

Howard Cantor Deputy Regional Administrator US EPA, Region 8

Phone: (303)312-6308

From: Dew, Wendy

Sent: Tuesday, February 18, 2014 9:49:44 AM

To: Cantor, Howard

Subject: FW: Inappropriate Behavior - Your Assistance Requested

This went to junk mail folder for most of us...

Thanks!

Wendy Dew
Outreach and Education Coordinator
U.S. Environmental Protection Agency
Region 8 (CO, ND, SD, MT, UT, WY)
1595 Wynkoop Street, 8OC
Denver CO 80202-1129
dew.wendy@epa.gov
303-312-6605 office

----Original Message-----

From: Howard Cantor [mailto:Howard Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 9:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior - Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08 February 18, 2014

Ref: 8RA

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From:

Parker, Michelle

Sent:

Tuesday, February 18, 2014 10:48 AM

To:

Cantor, Howard; Dunlap, Bridget

Subject:

RE: Inappropriate Behavior - Your Assistance Requested

I believe this message needs to be sent out again in a different format so it goes to employees' inboxes. What do you both think?

Thanks.

Michelle Parker Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

----Original Message-----From: Cantor, Howard

Sent: Tuesday, February 18, 2014 9:51 AM To: Dunlap, Bridget; Parker, Michelle

Subject: Fw: Inappropriate Behavior - Your Assistance Requested

Importance: High

Howard Cantor
Deputy Regional Administrator
US EPA, Region 8
Phone: (303)312-6308

From: Dew, Wendy

Sent: Tuesday, February 18, 2014 9:49:44 AM

To: Cantor, Howard

Subject: FW: Inappropriate Behavior - Your Assistance Requested

This went to junk mail folder for most of us...

Thanks!

Wendy Dew
Outreach and Education Coordinator
U.S. Environmental Protection Agency
Region 8 (CO, ND, SD, MT, UT, WY)
1595 Wynkoop Street, 8OC
Denver CO 80202-1129
dew.wendy@epa.gov
303-312-6605 office

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 9:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior - Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8 1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08 February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

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From:

Parker Michelle

Sent:

Tuesday, February 18, 2014 11:06 AM

To:

Cantor, Howard; Dunlap, Bridget

Subject:

RE: Inappropriate Behavior - Your Assistance Requested

Attachments:

Inappropriate Behavior 2014.doc

Memo attached.

Michelle Parker Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

----Original Message-----From: Cantor, Howard

Sent: Tuesday, February 18, 2014 11:04 AM

To: Parker, Michelle; Dunlap, Bridget

Subject: Re: Inappropriate Behavior - Your Assistance Requested

Please send to me and I will resend.

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: Parker, Michelle

Sent: Tuesday, February 18, 2014 10:47:30 AM

To: Cantor, Howard; Dunlap, Bridget

Subject: RE: Inappropriate Behavior - Your Assistance Requested

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Thanks.

Michelle Parker Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

----Original Message-----From: Cantor, Howard

Sent: Tuesday, February 18, 2014 9:51 AM

To: Dunlap, Bridget; Parker, Michelle

Subject: Fw: Inappropriate Behavior - Your Assistance Requested

Importance: High

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: Dew, Wendy

Sent: Tuesday, February 18, 2014 9:49:44 AM

To: Cantor, Howard

Subject: FW: Inappropriate Behavior - Your Assistance Requested

This went to junk mail folder for most of us...

Thanks!

Wendy Dew
Outreach and Education Coordinator
U.S. Environmental Protection Agency
Region 8 (CO, ND, SD, MT, UT, WY)
1595 Wynkoop Street, 8OC
Denver CO 80202-1129
dew.wendy@epa.gov
303-312-6605 office

----Original Message-----

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 9:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior - Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8 1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08 February 18, 2014

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Ref: 8RA

MEMORANDUM

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FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

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UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street
DENVER, CO 80202-1129
Phone 800-227-8917
http://www.epa.gov/region08

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor

Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

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From:

Howard Cantor < Howard_Cantor@epamail.epa.gov>

Sent:

Tuesday, February 18, 2014 11:09 AM

To:

All Region 8 Employees

Subject:

Inappropriate Behavior - Your Assistance Requested

Importance:

High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

February 18, 2014

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From:

Cantor, Howard

Sent:

Tuesday, February 18, 2014 11:17 AM

To:

Dunlap, Bridget; Parker, Michelle; Serina, Don

Subject:

Fw: Inappropriate Behavior -- Your Assistance Requested

Importance:

High

Don,

I sent this from my Groupcast. Why is this problem occurring when it has not in the past?

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: Hawthorne, Daniel

Sent: Tuesday, February 18, 2014 11:14:59 AM

To: Cantor, Howard

Subject: FW: Inappropriate Behavior -- Your Assistance Requested

Just FYI – both of your emails were routed directly to the "Junk Email" folder in Outlook and I do not understand why. My guess is this happened to all R8 employees.

Daniel T. Hawthorne, CFE
Resident Agent in Charge
Denver Post of Duty
United States Environmental Protection Agency
Office of Inspector General
Office of Investigations
1595 Wynkoop Street, 4th Floor (OIG)
Denver, CO 80202
(303) 312-6815 [OFFICE]
(303) 312-7088 [FAX]

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 11:09 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129

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February 18, 2014

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Deputy Regional Administrator

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From: Cantor, Howard

Sent: Tuesday, February 18, 2014 12:01 PM

To: Serina, Don

Subject: RE: Inappropriate Behavior -- Your Assistance Requested

Thanks.

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Serina, Don

Sent: Tuesday, February 18, 2014 12:00 PM

To: Cantor, Howard

Subject: RE: Inappropriate Behavior -- Your Assistance Requested

God idea I will have something written up

Don Serina R8 Director ISP 303-999-1537 cell 303-312-6635 office

From: Cantor, Howard

Sent: Tuesday, February 18, 2014 11:59 AM

To: Serina, Don

Subject: RE: Inappropriate Behavior -- Your Assistance Requested

Was just thinking. Any way we can send out instructions to help people establish the proper settings?

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Serina, Don

Sent: Tuesday, February 18, 2014 11:36 AM

To: Cantor, Howard; Dunlap, Bridget; Parker, Michelle

Cc: Young, Adrea

Subject: RE: Inappropriate Behavior -- Your Assistance Requested

As we have been told by HQ when this happens with other emails from Senior EPA Administrators, each individual manages their own emails including what emails are marked as Junk, we have no control over this, and there are no rule that can be applied to all mailboxes to fix this issue.

This is part of the O365 product that we have received.

Don Serina R8 Director ISP 303-999-1537 cell 303-312-6635 office

From: Cantor, Howard

Sent: Tuesday, February 18, 2014 11:17 AM **To:** Dunlap, Bridget; Parker, Michelle; Serina, Don

Subject: Fw: Inappropriate Behavior -- Your Assistance Requested

Importance: High

Don,

I sent this from my Groupcast. Why is this problem occurring when it has not in the past?

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Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: Hawthorne, Daniel

Sent: Tuesday, February 18, 2014 11:14:59 AM

To: Cantor, Howard

Subject: FW: Inappropriate Behavior -- Your Assistance Requested

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Denver, CO 80202
(303) 312-6815 [OFFICE]
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From: Howard Cantor [mailto:Howard Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 11:09 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

February 18, 2014

Ref: 8RA

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From: Cantor, Howard

Sent: Wednesday, February 19, 2014 3:52 PM

To: (b)(6

Subject: RE: Dude......

Sounds good. Safe and fun travels.

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: (b) (6) .com]

Sent: Wednesday, February 19, 2014 3:41 PM

To: Cantor, Howard **Subject:** Re: Dude......

One wag (not me) said it was (b) (6) wanting to leave his mark on the region. Dinner sounds good (b) (6)

back in time for (b)(6) party (you may still be in denial about that (b)(6)

b)(6)

(b)(6)

On Feb 18, 2014, at 3:14 PM, Cantor, Howard <<u>cantor.howard@epa.gov</u>> wrote:

I only wish it was all amusing. However, I can't wait to hear your material. Maybe we can find an evening when you can do a stand up routine for me.

Seriously, I'd love to grab dinner with you (b) (6) If you're interested, let me know a couple of dates that work.

Great seeing you.

Howard

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From:(b)(6

Sent: Tuesday, February 18, 2014 2:19:16 PM

To: Cantor, Howard **Subject:** Dude.....

I see you to share pleasantries and 'how are yous' and you don't lead with this? I'm so overwhelmed with material, I can't even make a joke. And that's saying something. Glad I'm not there to be on the suspect list, the I like to think I was more creative than that. Uggghh. Need to go check my shoes now.

From: Howard Cantor [mailto:Howard Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 11:09 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

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Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The

RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.

From:

Cantor, Howard

Sent:

Wednesday, February 19, 2014 10:59 AM

To:

)(6) Parker, Michelle

Cc: Subject: Dunlap, Bridget RE: Oh boy

(b)(6)

Thanks for the information. We will indeed be discussing this at RLT on Monday. Please let me know if you receive any additional information regarding this issue.

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: (b)(6)

Sent: Wednesday, February 19, 2014 10:06 AM

To: Parker, Michelle; Cantor, Howard

Subject: Oh boy

Hello Howard and Michelle,

So I think the Inappropriate Behavior in the bathrooms might need to be discussed at RLT with some direction on messaging. One of my employees refused to come into the office today because she is terrified after hearing a story on the train home last night:

(b) (6) privacy line ECEJ (she would not tell me who) told her that management knows that it is a female on the floor who has been wiping feces and menstrual blood on the walls (I'm really sorry, this is beyond gross) and that they are worried that her behavior is escalating.

(b) (6) privacy said that managers were directed to share this information with staff and she feels that I am not being upfront with my staff with this same information.

She wants security on the floor to keep her safe from the dangerous woman who is definitely on the floor.

(b)(6)

, and assured her that I knew no more than she did.

So, perhaps we need to caution supervisors in the way they are messaging this to staff?

Thanks,

(b)(6)



From:

Cantor, Howard

Sent: To: Wednesday, February 19, 2014 2:11 PM Dunlap, Bridget; Doris, Grace; Parker, Michelle

Subject:

RE: curious about bad behavior

Categories:

EZ Record - Shared

Yes, please increase the frequency of patrols. Thanks.

Howard Cantor
Deputy Regional Administrator
US EPA Region 8
(303) 312-6308

From: Dunlap, Bridget

Sent: Wednesday, February 19, 2014 1:59 PM **To:** Doris, Grace; Parker, Michelle; Cantor, Howard

Subject: RE: curious about bad behavior

Adding Howard. If he's okay with more throughout the day I think it will make people feel more secure... I hope.

From: Doris, Grace

Sent: Wednesday, February 19, 2014 1:37 PM

To: Dunlap, Bridget; Parker, Michelle **Subject:** RE: curious about bad behavior

They do patrols thorough the day up until 10:00 PM. We can look in to doing more of them throughout the day on the floors. Let me know.

Grace Doris

Physical Security Specialist Team Lead U.S. Environmental Protection Agency Region 8 1595 Wynkoop Street (8TMS-INF) Denver, CO 80202

303-312-6399

SEE SOMETHING SAY SOMETHING - Dial 312-6886 and select 1 -for SECURITY- Be Vigilant!

From: Dunlap, Bridget

Sent: Wednesday, February 19, 2014 1:31 PM

To: Parker, Michelle; Doris, Grace

Subject: FW: curious about bad behavior

Grace, what do you think? I mentioned this to Michelle earlier and she sees them but I have to admit I don't but I'm pretty much in my office or meetings...

From: Wood, MelanieL

Sent: Wednesday, February 19, 2014 12:40 PM

To: Dunlap, Bridget

Subject: RE: curious about bad behavior

Just wondering if security might patrol the floors a little more ?? I never see them and that might make people feel safer.

From: Dunlap, Bridget

Sent: Wednesday, February 19, 2014 12:19 PM

To: Wood, MelanieL

Subject: RE: curious about bad behavior

Thanks Melanie, as Howard may have confirmed already – we haven't assumed we have the answer; we are taking great caution that we address any potential scenario. Thanks for passing this along.

From: Wood, MelanieL

Sent: Wednesday, February 19, 2014 9:50 AM

To: Cantor, Howard; Dunlap, Bridget **Subject:** FW: curious about bad behavior

Just so you know, the memo from yesterday seems to be generating lots of hall chat, etc. Many women have expressed feeling fearful. I mentioned this to Deb as well. Not sure that there is a solution.

Below is one example email that I am passing along. I had several people ask if we knew what floor this was happening on – I responded with the request that they be watchful and report any suspicious behavior.

I had one employee report that her house keys were stolen off her desk on Jan. 31st and she had to have her locks changed – she also said that "this place is getting strange so I am going to apply for the buy out."

Melanie

From: (b)(6)

Sent: Wednesday, February 19, 2014 9:31 AM

To: Wood, MelanieL

Subject: FW: curious about bad behavior

Melanie,

I received the below questions from a staff person. I thought they raised some good points that perhaps might be worth passing along. OR, perhaps all of this was already taken into consideration by management, as well as John Nicoletti.



I was wondering, have you heard anything about the process management used to determine the bad bathroom behavior was due to a bad attitude/bad intentions? How did they eliminate other alternatives? I have rose-colored glasses of course, but one possibility might be that an employee's medication is off, or it's dementia or... some type of mental issue...how do they assume it's of ill intent? Just curious. Thanks.

From:

Cantor, Howard

Sent:

Wednesday, February 19, 2014 3:54 PM

To:

Dunlap, Bridget, Parker, Michelle

Subject:

FW: The workplace incidents

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Cantor, Howard

Sent: Wednesday, February 19, 2014 3:53 PM

To: (b)(6) Doris, Grace
Subject: RE: The workplace incidents

Thanks very much, (b)(6) I will let you know if we need your assistance, and I greatly appreciate the offer.

Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: (b)(6)

Sent: Wednesday, February 19, 2014 8:38 AM

To: Doris, Grace; Cantor, Howard **Subject:** The workplace incidents

Howard and Grace: I remember meeting Mr. Nicoletti (b)(6) pefore our violence in the workplace policy was instituted in its current form. He was extremely helpful to me back then during a very serious violence in the workplace issue. I respect him immensely. If there is anything I can do to help, please let me know. If you think people would be more willing to open up to me vs. mgmt regarding rumors or information they have on this, I'd be happy to be a conduit. (b)(6)

if circumstances dictate. You can imagine the humorous comments in the hallways given the foul circumstances, but being familiar with violence in the workplace issues, this behavior is rather cowardly brazen which makes it more threatening. If this person is not found and they don't leave during the VERA period, their next action could be grander in scheme because they didn't get caught this time. I can think of two people right off the bat that should be checked out...one who under the context of emergency, defecated outside the building when precluded from coming into the building prior to 5:30 am and who sits on the floor (b)(6) said yesterday that that was where the defecation was found)... and another, whose behavior was suspicious when ammunition was found on the person, their car was parked on the side of the building, and they had been observed kicking the front door. I know management knows the folks referenced herein, and hopefully have officially or unofficially looked into those two and any other potential folks who have had issues in the past. Please let me know if I can be of assistance. Of course, we all share an interest in finding out who did this, taking the appropriate disciplinary action, and getting that person the help they need.

Cantor, Howard

From:

Cantor, Howard

Sent:

Thursday, February 20, 2014 8:48 AM

To: Cc: R8 RLT Executive

Subject:

Parker, Michelle FW: Security Notice: Operation Shield Exercise Today (2/20/14)

Importance:

High

Executive RLT Members,

I recognize that many staff are feeling a heightened state of sensitivity due to the memo I sent out two days ago regarding inappropriate behavior in the building. I want to assure you that the DHS/FPS activity that occurred this morning was not connected in any way to that memo or the activities described therein, and that R8 was not informed of the DHS/FPS activity until last night.

In addition, please note that the purpose of my memo was to ensure that people are aware of the issues occurring in the building, and that it is clear to all employees that they should report any concerning behavior to their management, security personnel, or human resources.

Please communicate this information to your staff as you deem appropriate.

Thanks, Howard

Howard Cantor
Deputy Regional Administrator
US EPA Region 8
(303) 312-6308

From: 1595 WYNKOOP NEWS FLASH [mailto:1595_WYNKOOP_NEWS_FLASH@epamail.epa.gov]

Sent: Thursday, February 20, 2014 7:59 AM

To: All Region 8 Employees

Subject: Security Notice: Operation Shield Exercise Today (2/20/14)

Importance: High

This morning DHS/Federal Protective Service will be conducting an Operation Shield Exercise in the facility. They will do **100%** visual inspection ID checks for all personnel entering the facility. This is a random exercise conducted at all federally owned and leased facilities.

Cantor, Howard

From:

Doris, Grace

Sent:

Thursday, February 20, 2014 10:24 AM

To:

Wong, Judith; Dunlap, Bridget; Parker, Michelle; Daniels, William; Cantor, Howard

Cc:

Naro, Eric; Bohan, Suzanne

Subject:

Update Regarding Guard Service Patrols

Bridget, Howard and I conversed by email yesterday and came to agreement that it would be good to increase the number of interior patrols throughout the facility that the contract guards make on a daily basis.

An official request has been submitted today to DHS/Federal Protective Service who is over the contract for the guard service. EPA Security has requested that the number of patrols be increased immediately and for them to provide us with a schedule of when and how often patrols will be conducted for the both the interior and exterior of our facility.

Once I receive confirmation and the schedule that this is being implemented I will share with all of you for your reference if ever needed, this will not be a schedule that we will make public or post.

Any further questions or concerns please let me know, thank you.

Grace Doris

Physical Security Specialist Team Lead U.S. Environmental Protection Agency Region 8 1595 Wynkoop Street (8TMS-INF) Denver, CO 80202

303-312-6399

SEE SOMETHING SAY SOMETHING - Dial 312-6886 and select 1 -for SECURITY- Be Vigilant!

From:

jpsych46@aol.com

Sent:

Sunday, February 23, 2014 11:23 AM

To: Subject: Parker, Michelle Re: Question

Michelle.

Just checking in to see the status of your situation. Has it stopped and were you able to identify a subject?

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle

To: jpsych46

Sent: Thu, Feb 13, 2014 11:19 am

Subject: RE: Question

John,

Thank you for your quick response. Howard Cantor, our Deputy Regional Administrator, the gentleman who made the opening remarks prior to your training last week, will be sending a memo to all employees. I incorporated the language you suggested.

Thanks again,

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov

303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Wednesday, February 12, 2014 8:50 PM

To: Parker, Michelle Subject: Re: Question

Michelle,

(b)(5) [Deliberative Process]

Let me know if you have any questions or would like to discuss the countermeasures further.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----

From: Parker, Michelle < Parker. Michelle@epa.gov>

To: jpsych46 < jpsych46@aol.com >

Sent: Wed, Feb 12, 2014 1:17 pm

Subject: Question

Hi John,

(b)(5) [Deliberative Process

We also had someone leave feces in the hallway outside of the restroom on the floor where senior management offices

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

From: Daniels, William

Sent: Wednesday, February 12, 2014 10:48 AM

To: Parker, Michelle

Subject: FW: 7th floor toilet

We had another incident where someone stuffed a toilet in the women's restroom on the 7th floor so full of paper towels that it clogged the plumbing lines so bad it backed up both the men's and women's restrooms on the 7th floor to the point that the toilets in both restrooms overflowed. It took 2 building engineers 2 two cleaning staff members 30 minutes to rectify.

From: James, Tammy

Sent: Wednesday, February 12, 2014 10:36 AM

To: Daniels, William Subject: 7th floor toilet

Received a call from the front desk about the 7th floor rest room overflowing.

Allen, our Building Engineer took a picture of the problem. The problem was a toilet in the women's room stuffed with

paper towels.

This caused both the men's and the women's restrooms to overflow.

This should be sent to HR Michelle Parker.

Thanks.

From:

Parker, Michelle

Sent:

Sunday, February 23, 2014 6:14 PM

To: Cc: jpsych46@aol.com Parker, Michelle

Subject:

Re: Question

John,

Thanks for checking. It hasn't stopped and we haven't identified a subject yet. Everyone is talking about the memo we sent to all employees. I'll forward it to you.

Michelle

From: jpsych46@aol.com

Sent: Sunday, February 23, 2014 11:23:10 AM

To: Parker, Michelle Subject: Re: Question

Michelle,

Just checking in to see the status of your situation. Has it stopped and were you able to identify a subject?

John

John Nicoletti, Ph.D., ABPP
Board Certifled Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle

To: ipsych46

Sent: Thu, Feb 13, 2014 11:19 am

Subject: RE: Question

John,

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Thanks again,

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

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Sent: Wednesday, February 12, 2014 8:50 PM

To: Parker, Michelle Subject: Re: Question

Michelle,

(b)(5) [Deliberative Process]

(b)(5) [Deliberative Process]

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John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

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To: jpsych46 <jpsych46@aol.com> Sent: Wed, Feb 12, 2014 1:17 pm

Subject: Question

Hi John,

(b)(5) [Deliberative Process

We also had someone leave feces in the hallway outside of the restroom on the floor where senior management offices reside.

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

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To: Parker, Michelle

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Allen, our Building Engineer took a picture of the problem. The problem was a toilet in the women's room stuffed with

paper towels.

This caused both the men's and the women's restrooms to overflow.

This should be sent to HR Michelle Parker.

Thanks.

From:

Parker, Michelle

Sent:

Sunday, February 23, 2014 6:20 PM

To: Cc: jpsych46@aol.com Parker, Michelle

Subject:

Fw: Inappropriate Behavior -- Your Assistance Requested

importance:

High

Here's the memo.

From: Howard Cantor

Sent: Tuesday, February 18, 2014 11:08:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.

From:

jpsych46@aol.com

Sent:

Sunday, February 23, 2014 6:46 PM

To:

Parker, Michelle

Subject:

Re: Inappropriate Behavior -- Your Assistance Requested

How many times has the behavior occurred since the memo was sent out? If you don't see a decrease I can give you some other countermeasures to use. Let me know.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle

To: jpsych46

Cc: Parker, Michelle

Sent: Sun, Feb 23, 2014 6:19 pm

Subject: Fw: Inappropriate Behavior -- Your Assistance Requested

Here's the memo.

From: Howard Cantor < Howard Cantor@epamail.epa.gov >

Sent: Tuesday, February 18, 2014 11:08:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

February 18, 2014

Ref: 8RA

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FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

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From:

ipsvch46@aol.com

Sent:

Monday, February 24, 2014 10:47 AM

To:

Parker, Michelle

Subject:

Re: Inappropriate Behavior -- Your Assistance Requested

Michelle.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message----From: Parker, Michelle

To: ipsych46

Cc: Doris, Grace; Daniels, William; Dunlap, Bridget

Sent: Mon, Feb 24, 2014 10:27 am

Subject: RE: Inappropriate Behavior -- Your Assistance Requested

John.

We have not involved FPS to investigate. The individual has not been a problem; (b)(6

No tips received. Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker michelle@epa.gov

303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com].

Sent: Monday, February 24, 2014 10:20 AM

To: Parker, Michelle

Subject: Re: Inappropriate Behavior -- Your Assistance Requested

Michelle.

b)(5) [Deliberative Proce

Have you had any employees come forward with any tips?

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----

From: Parker, Michelle < Parker, Michelle@epa.gov>

To: jpsych46 < jpsych46@aol.com> Sent: Mon, Feb 24, 2014 9:20 am

Subject: RE: Inappropriate Behavior - Your Assistance Requested

John,

Here is an update on our recent incidents at the EPA.

There was another clogged toilet, this time in one of the men's restrooms.

There was also another incident of paper towels in a toilet in one of the women's restrooms. This time it was not flushed, so it did not overflow.

The incidents of urine on the seats and the floors are still occurring regularly in the women's restrooms; however, they are

no longer limited to the 6th and 7th floors. Employees are now reporting the incidents more frequently.

In addition, an employee found a document advertising a (b)(6)

rifle on a printer on the floor, (b)(6)

Our IT department traced the print

iob to (b)(6) employee. We questioned b)(6) about the document and(b)(6)

We also questioned b)(6) about the toilet incident on the floor. We asked if was responsible. The stated that was not involved and had no knowledge of anyone involved. We are

going to keep on our radar.

Do you recommend that we take any additional countermeasures?

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Sunday, February 23, 2014 6:46 PM

To: Parker, Michelle

Subject: Re: Inappropriate Behavior -- Your Assistance Requested

How many times has the behavior occurred since the memo was sent out? If you don't see a decrease I can give you some other countermeasures to use. Let me know.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----

From: Parker, Michelle < Parker. Michelle@epa.gov>

To: jpsych46 < jpsych46@aol.com>

Cc: Parker, Michelle < Parker. Michelle@epa.gov>

Sent: Sun, Feb 23, 2014 6:19 pm

Subject: Fw: Inappropriate Behavior -- Your Assistance Requested

Here's the memo.

From: Howard Cantor < Howard Cantor@epamail.epa.gov>

Sent: Tuesday, February 18, 2014 11:08:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street DENVER, CO 80202-1129 Phone 800-227-8917 http://www.epa.gov/region08

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior - Your Assistance Requested

FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.

Friday, March 7 at 9:30am

Thanks, Michelle

The call in number is (b)(6) privacy [conference call code]

From: Sent: To: Subject:

John,

Michelle Parker Labor & Employee Relations Officer EPA Region 8 303.312.6139 parker.michelle@epa.gov 303.565.0658		9
From: Parker, Michelle Sent: Thursday, March 06, 2014 11:06 AM To: jpsych46@aol.com Subject: Consultation Request Importance: High		
Hi, John.		
Do you have time tomorrow morning before 11:45am for managers? If yes, what times would work with your sched	실망이라면 어머니가 되면 하는 아이를 다시면 없는 것이다. 그래요	30 – 45 minutes) with a couple of our
I am also checking about availability with the managers in week and what days/times are best? Thanks.	volved, so can y	ou let me know if you are available early next
A brief history:		× ×
(b)(5) [Deliberative Process], (b)(6)		
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Parker, Michelle Thursday, March 06, 2014 11:27 AM jpsych46@aol.com RE: Consultation Request

(b)(5) [Deliberative Process], (b)(6)

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From:

Cantor, Howard

Sent:

Tuesday, June 24, 2014 1:55 PM

To:

Parker, Michelle

Subject:

Fw: "Inappropriate Behavior"

Importance:

High

FYI

Howard Cantor
Deputy Regional Administrator
US EPA, Region 8
Phone: (303)312-6308

From: Mylott, Richard

Sent: Tuesday, June 24, 2014 1:20:11 PM

To: Cantor, Howard; McGrath, Shaun; Smith, Paula; Dunlap, Bridget; Kortuem, Patrice

Cc: McClain-Vanderpool, Lisa

Subject: FW: "Inappropriate Behavior"

All- inquiry from Gov Exec, deadline today. I'm not familiar with the status of this situation, but we should discuss appropriate messages for a concise response.

From: Eric Katz [mailto:ekatz@govexec.com]

Sent: Tuesday, June 24, 2014 1:02 PM

To: Mylott, Richard

Subject: Fwd: "Inappropriate Behavior"

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

From: Eric Katz < ekatz@govexec.com > Date: Tue, Jun 24, 2014 at 2:29 PM Subject: "Inappropriate Behavior" To: mylott.richard@epa.gov

Hi Richard,

Bit of an odd request for you. I was forwarded a strange email from region 8 and wanted to follow up with you to see if you could offer any insight. I will copy the email below and put my questions here. Have their been any developments in finding the culprit(s)? What other behavior has occurred? Why did the EPA need to hire an outside consultant for information on this situation -- it seems pretty clear the offense was not a good thing. What were the terms of that consultation? Please pass along any other comments you have on the issue.

Thanks for your help,

Eric

Here is the email to which I am referring:

----Original Message----

From: Howard Cantor [mailto:Howard Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 9:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior - Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street
DENVER, CO 80202-1129
Phone 800-227-8917
http://www.epa.gov/region08
February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior - Your Assistance Requested

FROM: Howard M. Cantor//signed// Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

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Eric Katz

Staff Correspondent
Government Executive Media Group
office: 202.266.7742 | twitter: @EricM_Katz
ekatz@govexec.com

www.govexec.com | www.nextgov.com | DefenseOne.com



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Cantor, Howard

From:

Cantor, Howard

Sent:

Tuesday, June 24, 2014 2:46 PM

To:

Mylott, Richard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc:

Smith, Paula

Subject:

Re: draft response to Gov Exec on recent workplace behavior issues

I'm comfortable with the language. Thanks.

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: Mylott, Richard

Sent: Tuesday, June 24, 2014 2:43:56 PM

To: Cantor, Howard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc: Smith, Paula

Subject: RE: draft response to Gov Exec on recent workplace behavior issues

Deadline today. I've discussed this with Michelle and Patrice. While I may tweak the language below a bit, it may be worth getting your feedback now...

From: Cantor, Howard

Sent: Tuesday, June 24, 2014 2:37 PM

To: Mylott, Richard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc: Smith, Paula

Subject: RE: draft response to Gov Exec on recent workplace behavior issues

Please let me know when you all have a final draft for review.

What's the deadline?

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Mylott, Richard

Sent: Tuesday, June 24, 2014 2:02 PM

To: Parker, Michelle; Kortuem, Patrice; Cantor, Howard; McGrath, Shaun

Cc: Smith, Paula

Subject: draft response to Gov Exec on recent workplace behavior issues

Draft, deliberative. Please advise.

(b)(5) [Deliberative Process]

From:

Parker, Michelle

Sent:

Tuesday, June 24, 2014 2:55 PM

To: Subject:

John NICOLETTI RE: EPA consultation

Sensitivity:

Confidential

Hi John.

Eric Katz also contacted our office about the email. We are preparing a short response, which I will send to you when it is completed.

If you want to respond to Mr. Katz so he stops contacting you, you might want to state that you cannot comment on an EPA personnel matter or on a consultation you have had with a customer/client.

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John NICOLETTI [mailto:jpsych46@aol.com]

Sent: Tuesday, June 24, 2014 2:26 PM

To: Parker, Michelle

Subject: Fwd: EPA consultation

What do you want me to do with this? He is also calling me.

Sent from my iPhone

Begin forwarded message:

From: Eric Katz < <u>ekatz@govexec.com</u>> **Date:** June 24, 2014 at 12:38:08 PM MDT

To: jpsych46@aol.com
Subject: EPA consultation

Hello Dr. Nicoletti.

This is Eric Katz, a reporter with Government Executive. I was recently forwarded an internal email from the Environmental Protection Agency in which your name was mentioned. The email pointed to "inappropriate behavior" by EPA employees, including defecating in the hallways. The email says you then consulted with management to discuss the situation. Could you possibly elaborate on what these discussions entailed? Why were you hired and what advice did you offer? What were the terms of the consultation?

Please feel free to give me a call to chat over the phone at 202-266-7742. Thanks for your help,

·
Eric Katz Staff Correspondent Government Executive Media Group office: 202.266.7742 twitter: @EricM_Katz ekatz@govexec.com
www.govexec.com www.nextgov.com DefenseOne.com

Eric

From:

Cantor, Howard

Sent:

Tuesday, June 24, 2014 3:02 PM

To:

Mylott, Richard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc:

Smith, Paula

Subject:

Re: draft response to Gov Exec on recent workplace behavior issues

Works for me. Thanks.

Howard Cantor Deputy Regional Administrator US EPA, Region 8

Phone: (303)312-6308

From: Mylott, Richard

Sent: Tuesday, June 24, 2014 2:59:25 PM

To: Cantor, Howard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc: Smith, Paula

Subject: RE: draft response to Gov Exec on recent workplace behavior issues

Final draft; let me know if any of you have additional suggestions before 3:30 pm. Thanks!

(b)(5) [Deliberative Process]

From: Cantor, Howard

Sent: Tuesday, June 24, 2014 2:46 PM

To: Mylott, Richard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc: Smith, Paula

Subject: Re: draft response to Gov Exec on recent workplace behavior issues

I'm comfortable with the language. Thanks.

Howard Cantor Deputy Regional Administrator US EPA, Region 8

Phone: (303)312-6308

From: Mylott, Richard

Sent: Tuesday, June 24, 2014 2:43:56 PM

To: Cantor, Howard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc: Smith, Paula

Subject: RE: draft response to Gov Exec on recent workplace behavior issues

Deadline today. I've discussed this with Michelle and Patrice. While I may tweak the language below a bit, it may be worth getting your feedback now...

From: Cantor, Howard

Sent: Tuesday, June 24, 2014 2:37 PM

To: Mylott, Richard; Parker, Michelle; Kortuem, Patrice; McGrath, Shaun

Cc: Smith, Paula

Subject: RE: draft response to Gov Exec on recent workplace behavior issues

Please let me know when you all have a final draft for review.

What's the deadline?

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Mylott, Richard

Sent: Tuesday, June 24, 2014 2:02 PM

To: Parker, Michelle; Kortuem, Patrice; Cantor, Howard; McGrath, Shaun

Cc: Smith, Paula

Subject: draft response to Gov Exec on recent workplace behavior issues

Draft, deliberative. Please advise.

(b)(5) [Deliberative Process]

From:

Parker, Michelle

Sent:

Tuesday, June 24, 2014 9:33 PM

To: Cc: John Nicoletti Parker, Michelle

Subject:

Re: Fwd: EPA consultation

Perfect. Thanks.

From: John Nicoletti < jpsych46@aol.com> Sent: Tuesday, June 24, 2014 6:43:00 PM

To: Parker, Michelle

Subject: Fwd: EPA consultation

Here is the email.

Sent from my iPad

Begin forwarded message:

From: John Nicoletti <<u>jpsych46@aol.com</u>>
Date: June 24, 2014 at 6:42:14 PM MDT
To: Eric Katz <<u>ekatz@govexec.com</u>>
Subject: Re: EPA consultation

Eric,

You need to talk with EPA.

Sent from my iPad

On Jun 24, 2014, at 12:38 PM, Eric Katz < ekatz@govexec.com > wrote:

Hello Dr. Nicoletti,

This is Eric Katz, a reporter with Government Executive. I was recently forwarded an internal email from the Environmental Protection Agency in which your name was mentioned. The email pointed to "inappropriate behavior" by EPA employees, including defecating in the hallways. The email says you then consulted with management to discuss the situation. Could you possibly elaborate on what these discussions entailed? Why were you hired and what advice did you offer? What were the terms of the consultation?

Please feel free to give me a call to chat over the phone at 202-266-7742. Thanks for your help,

Eric

Eric Katz

Staff Correspondent
Government Executive Media Group
office: 202.266.7742 | twitter: @EricM_Katz

ekatz@govexec.com

www.govexec.com | www.nextgov.com | DefenseOne.com





Current Rates for Training and Consultation Michelle Parker to: jpsych46

Bcc: Michelle Parker

06/25/2012 01:02 PM

Hi Dr. Nicoletti,

I hope you are doing well.

The EPA is planning for a few training sessions for employees and supervisors. Our current plans are for one 3 hour supervisor class and two 2 hour employee classes. What is your current rate per hour for training?

Also, what is your current rate per hour for a consultation? (I want to ensure we have sufficient funds set aside in case we need to consult with you about an issue.)

What month would work better with your schedule for the training - August or September?

Would you prefer to conduct all classes in one day or does that matter to you? We would prefer to have the two employee classes during different weeks to ensure the maximum number of participants.

Thanks,

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

Cantor, Howard

From: Cantor, Howard

Sent: Wednesday, June 25, 2014 3:18 PM **To:** Smith, Paula; Dunlap, Bridget

Cc: Mylott, Richard
Subject: Re: draft email to RLT

I'll speak with Shaun as soon as we're done here.

Howard Cantor Deputy Regional Administrator US EPA, Region 8 Phone: (303)312-6308

From: Smith, Paula

Sent: Wednesday, June 25, 2014 3:16:54 PM

To: Cantor, Howard; Dunlap, Bridget

Cc: Mylott, Richard

Subject: FW: draft email to RLT

Are you OK with changes as indicated?

- Paula

From: Johnson, Alisha

Sent: Wednesday, June 25, 2014 3:12 PM

To: Smith, Paula

Cc: Cantor, Howard; McGrath, Shaun **Subject:** Re: draft email to RLT

I'd tamp this down a tad:

(b)(5) [Deliberative Process]

From: Smith, Paula

Sent: Wednesday, June 25, 2014 5:04:15 PM

To: Johnson, Alisha

Cc: Cantor, Howard; McGrath, Shaun **Subject:** FW: draft email to RLT

Alisha- this is our draft to RLR- the regional leadership team. OK to send from your perspective?

- Paula

From: Cantor, Howard

Sent: Wednesday, June 25, 2014 2:52 PM

To: Smith, Paula; Dunlap, Bridget

Cc: McGrath, Shaun

Subject: RE: draft email to RLT

Is this intended for RLT? If so, I'm ok with you sending it to Alisha for her review. Please keep Shaun and me apprised.

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Smith, Paula

Sent: Wednesday, June 25, 2014 2:49 PM **To:** Cantor, Howard; Dunlap, Bridget **Subject:** FW: draft email to RLT

Wanted to pass this draft by you before I run it by Alisha at HQ for their review.

- Paula

From: Mylott, Richard

Sent: Wednesday, June 25, 2014 2:41 PM

To: Smith, Paula Cc: Dunlap, Bridget Subject: draft email to RLT

Paula—can you share this with HQ for review? intended to meet the need to make RLT aware.

......

(b)(5) [Deliberative Process]

EPA Employees Told to Stop Pooping in the Hallway

By Eric Katz



There is a big difference between the above image and a hallway.

PhotoXpress

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EPA spokesman Richard Mylott provided the following statement:

"EPA cannot comment on ongoing personnel matters. EPA's actions in response to recent workplace issues have been deliberate and have focused on ensuring a safe work environment for our employees. Our brief consultation with Dr. Nicoletti on this matter, a resource who regularly provides our office with training and expertise on workplace issues, reflects our commitment to securing a safe workplace."

From:

ipsych46@aol.com

Sent:

Wednesday, June 25, 2014 12:08 PM

To: Subject: Parker Michelle Re: EPA consultation

Good response. Hopefully he will leave everyone alone.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----

From: Parker, Michelle < Parker. Michelle@epa.gov>

To: John Nicoletti <ipsych46@aol.com> Sent: Wed, Jun 25, 2014 8:37 am Subject: RE: EPA consultation

John,

The following is what we sent to Eric Katz. Our best guess is that one of our employees forwarded the email to him.

EPA cannot comment on ongoing personnel matters. EPA's actions in response to recent workplace issues have been deliberate and have focused on ensuring a safe work environment for our employees. Our brief consultation with Dr. Nicoletti on this matter, a resource who regularly provides our office with training and expertise on workplace issues, reflects our commitment to securing a safe workplace.

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com]

Sent: Tuesday, June 24, 2014 6:43 PM

To: Parker, Michelle

Subject: Fwd: EPA consultation

Here is the email.

Sent from my iPad

Begin forwarded message:

From: John Nicoletti < jpsych46@aol.com> Date: June 24, 2014 at 6:42:14 PM MDT To: Eric Katz < ekatz@govexec.com > Subject: Re: EPA consultation

Eric.

You need to talk with EPA.

Sent from my iPad

On Jun 24, 2014, at 12:38 PM, Eric Katz < ekatz@govexec.com > wrote:

Hello Dr. Nicoletti,

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ekatz@govexec.com

www.govexec.com | www.nextgov.com | DefenseOne.com

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From:

Dunlap, Bridget

Sent:

Wednesday, June 25, 2014 12:20 PM Mylott, Richard; Parker, Michelle

To: Subject:

RE: GovExec: EPA Employees Told to Stop Pooping in the Hallway

(b)(5) [Deliberative Process

Adding Richard to

the email.

From: Cantor, Howard

Sent: Wednesday, June 25, 2014 12:12 PM To: Dunlap, Bridget; McGrath, Shaun

Cc: Kortuem, Patrice

Subject: Re: GovExec: EPA Employees Told to Stop Pooping in the Hallway

I would appreciate it if you (and Michelle?) could draft a note.

Howard Cantor Deputy Regional Administrator US EPA, Region 8

Phone: (303)312-6308

From: Dunlap, Bridget

Sent: Wednesday, June 25, 2014 12:05:39 PM

To: Cantor, Howard; McGrath, Shaun

Cc: Kortuem, Patrice

Subject: FW: GovExec: EPA Employees Told to Stop Pooping in the Hallway

(b)(5) [Deliberative Process]

From: Mylott, Richard

Sent: Wednesday, June 25, 2014 11:52 AM

To: Cantor, Howard; Parker, Michelle; Kortuem, Patrice; Daniels, William; McGrath, Shaun; Smith, Paula; McClain-

Vanderpool, Lisa; Dunlap, Bridget; Card, Joan

Subject: GovExec: EPA Employees Told to Stop Pooping in the Hallway

Fyi. Classy article from Gov Exec...

EPA Employees Told to Stop Pooping in the Hallway

By Eric Katz



PhotoXpress

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Parker, Michelle

From:

Parker, Michelle

Sent:

Wednesday, June 25, 2014 12:59 PM

To:

John Nicoletti

Subject:

FW: GovExec: EPA Employees Told to Stop Pooping in the Hallway

FYI

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: Mylott, Richard

Sent: Wednesday, June 25, 2014 11:52 AM

To: Cantor, Howard; Parker, Michelle; Kortuem, Patrice; Daniels, William; McGrath, Shaun; Smith, Paula; McClain-

Vanderpool, Lisa; Dunlap, Bridget; Card, Joan

Subject: GovExec: EPA Employees Told to Stop Pooping in the Hallway

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Cantor, Howard

From:

Dunlap, Bridget

Sent: To: Wednesday, June 25, 2014 1:57 PM McGrath, Shaun; Cantor, Howard

Cc:

Kortuem. Patrice

Subject:

RE: GovExec: EPA Employees Told to Stop Pooping in the Hallway

I drafted some language and sent it to Richard and Michelle for feedback and as soon as I have something for you to look at I will send to you thanks. The comments on GovExec are pretty bad towards us...

http://www.govexec.com/federal-news/fedblog/2014/06/epa-employees-told-stop-pooping-hallway/87223/?oref=voices-top

From: McGrath. Shaun

Sent: Wednesday, June 25, 2014 1:51 PM **To:** Cantor, Howard; Dunlap, Bridget

Cc: Kortuem, Patrice

Subject: Re: GovExec: EPA Employees Told to Stop Pooping in the Hallway

Please draft something, but I want to clear it before anything gets sent, including coordinating with HQ. This has gone viral on internet and they are getting a lot of calls.

From: Cantor, Howard

Sent: Wednesday, June 25, 2014 12:12:22 PM

To: Dunlap, Bridget; McGrath, Shaun

Cc: Kortuem, Patrice

Subject: Re: GovExec: EPA Employees Told to Stop Pooping in the Hallway

I would appreciate it if you (and Michelle?) could draft a note.

Howard Cantor
Deputy Regional Administrator
US EPA, Region 8

Phone: (303)312-6308

From: Dunlap, Bridget

Sent: Wednesday, June 25, 2014 12:05:39 PM

To: Cantor, Howard; McGrath, Shaun

Cc: Kortuem, Patrice

Subject: FW: GovExec: EPA Employees Told to Stop Pooping in the Hallway

I am thinking we need you all to send out a note to RLT so they are aware...and can take employee questions on your behalf.

From: Mylott, Richard

Sent: Wednesday, June 25, 2014 11:52 AM

To: Cantor, Howard; Parker, Michelle; Kortuem, Patrice; Daniels, William; McGrath, Shaun; Smith, Paula; McClain-

Subject: GovExec: EPA Employees Told to Stop Pooping in the Hallway

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Cantor, Howard

From:

Smith, Paula

Sent:

Wednesday, June 25, 2014 3:04 PM

To:

Johnson, Alisha

Cc:

Cantor, Howard; McGrath, Shaun

Subject:

FW: draft email to RLT

Alisha- this is our draft to RLR- the regional leadership team. OK to send from your perspective?

- Paula

From: Cantor, Howard

Sent: Wednesday, June 25, 2014 2:52 PM

To: Smith, Paula; Dunlap, Bridget

Cc: McGrath, Shaun

Subject: RE: draft email to RLT

Is this intended for RLT? If so, I'm ok with you sending it to Alisha for her review. Please keep Shaun and me apprised.

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

From: Smith, Paula

Sent: Wednesday, June 25, 2014 2:49 PM To: Cantor, Howard; Dunlap, Bridget Subject: FW: draft email to RLT

Wanted to pass this draft by you before I run it by Alisha at HQ for their review.

- Paula

From: Mylott, Richard

Sent: Wednesday, June 25, 2014 2:41 PM

To: Smith, Paula Cc: Dunlap, Bridget

Subject: draft email to RLT

Paula—can you share this with HQ for review? intended to meet the need to make RLT aware.

b)(5) [Deliberative Proc

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Cantor, Howard

From:

Cantor, Howard

Sent: To: Wednesday, June 25, 2014 4:12 PM R8 All Employee; OECA Denver

Subject:

Article in GovExec

All Region 8 Employees, Contractors and SEEs,

I wanted to make you aware of the story below from Gov Exec, which has been traveling widely on national news sites. Please feel free to send any inquiries from media, stakeholders and partners, or the general public on this matter to Paula Smith and Rich Mylott. Your questions or concerns can be directed to Bridget Dunlap or Michelle Parker.

Thanks, Howard

Howard Cantor Deputy Regional Administrator US EPA Region 8 (303) 312-6308

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Parker, Michelle

From:

Cantor, Howard

Sent: To: Wednesday, June 25, 2014 6:50 PM

Parker, Michelle

Subject:

Re: Fwd: Consulting work for EPA

Thanks.

Howard Cantor

Deputy Regional Administrator

US EPA, Region 8 Phone: (303)312-6308

From: Parker, Michelle

Sent: Wednesday, June 25, 2014 6:48:06 PM

To: Cantor, Howard; McGrath, Shaun; Smith, Paula; Mylott, Richard; Parker, Michelle

Subject: Fw: Fwd: Consulting work for EPA

From: John Nicoletti < jpsych46@aol.com>
Sent: Wednesday, June 25, 2014 6:16:05 PM

To: Parker, Michelle

Subject: Fwd: Consulting work for EPA

More spinup

Sent from my iPad

Begin forwarded message:

From: John NICOLETTI < ipsych46@aol.com > Date: June 25, 2014 at 4:43:55 PM MDT

To: "Staeger, Steve" < steve.staeger@9news.com>

Subject: Re: Consulting work for EPA

Steve

I can not talk about any situations. You need to talk with EPA.

Sent from my iPhone

On Jun 25, 2014, at 3:46 PM, "Staeger, Steve" < steve.staeger@9news.com > wrote:

Dr. Nicoletti -

I'm working on a story tonight on the EPA bathroom behavior incidents and I saw that the agency contracted with you. We were wondering if you'd be available to talk to us on camera this evening for our story. Please give me a call at 720-456-8484.

Thank you,

Steve Staeger Reporter 9 News Denver O: 303-871-1825

C: 720-456-8484

Twitter: @SteveStaeger

<image001.jpg>



Re: Current Rates for Training and Consultation
Michelle Parker to: jpsych46

Bcc: Michelle Parker

06/28/2012 01:01 PM

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

Are you available for training on the following dates/times:

1. Monday, August 20, 9am - 11am (2 hour employee training)

AND

1. Monday, August 27, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

2. Tuesday, August 28, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

3. Wednesday, August 29, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

We would like to hold classes on Monday, August 20 and again one day during the week of August 27.

Thanks, Michelle

Michelle Parker
Labor and Employee Relations Officer
US Environmental Protection Agency, Region 8
1595 Wynkoop Street
Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

jpsych46

Michelle, I hope things are going well for you at...

06/26/2012 07:27:45 PM

From:

jpsych46@aol.com

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

06/26/2012 07:27 PM

Subject:

Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$



or a

three hour training and \$ 000 for consulting and risk assessment. In terms of training, classes on different weeks works for me. Both August and September are about the same as far as training dates. I will be out of town the first week in August and the last week in September. Let me know what you would like to do. Take care.

John Nicoletti, Ph.D.

----Original Message----

From: Michelle Parker < Parker. Michelle @epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Mon, Jun 25, 2012 1:02 pm

Subject: Current Rates for Training and Consultation

Hi Dr. Nicoletti.

I hope you are doing well.

The EPA is planning for a few training sessions for employees and supervisors. Our current plans are for one 3 hour supervisor class and two 2 hour employee classes. What is your current rate per hour for training?

Also, what is your current rate per hour for a consultation? (I want to ensure we have sufficient funds set aside in case we need to consult with you about an issue.)

What month would work better with your schedule for the training - August or September?

Would you prefer to conduct all classes in one day or does that matter to you? We would prefer to have the two employee classes during different weeks to ensure the maximum number of participants.

Thanks,

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370



Re: Current Rates for Training and Consultation

jpsych46

to:

Michelle Parker 06/29/2012 01:09 PM

Hide Details

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

History: This message has been replied to.

1 Attachment



graycol.gif

Michelle.

I am available on 8/20, but not on 8/27. However, I am available on either 8/28 or 8/29. Let me know what works for you and I will lock them in.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker. Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com> Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

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(303) 312-6139 Fax: (303) 312-6370

*jpsych46---06/26/2012 07:27:45 PM---Michelle, I hope things are going well for you at EPA.? The cost for service is the same as last yea

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Would you prefer to conduct all classes in one day or does that matter to you? We would prefer to have the two employee classes during different weeks to ensure the maximum number of participants.

Thanks.

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street **Denver, CO 80202**

(303) 312-6139 Fax: (303) 312-6370



Re: Current Rates for Training and Consultation Michelle Parker to: ipsych46

Bcc: PARKER.MICHELLE

06/29/2012 01:27 PM

John,

Please lock in 8/20 and 8/29.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

ipsych46

Michelle, I am available on 8/20, but not on 8/27....

06/29/2012 01:09:09 PM

From:

jpsych46@aol.com

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

06/29/2012 01:09 PM

Subject:

Re: Current Rates for Training and Consultation

Michelle.

I am available on 8/20, but not on 8/27. However, I am available on either 8/28 or 8/29. Let me know what works for you and I will lock them in.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker. Michelle @epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com> Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

Are you available for training on the following dates/times:

1. Monday, August 20, 9am - 11am (2 hour employee training)

AND

1. Monday, August 27, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

2. Tuesday, August 28, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

3. Wednesday, August 29, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

We would like to hold classes on Monday, August 20 and again one day during the week of August 27.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

ipsych46---06/26/2012 07:27:45 PM---Michelle, I hope things are going well for you at EPA.? The cost for service is the same as last yea

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM

Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$\(\begin{align*} \begin{align*}

John Nicoletti, Ph.D.

----Original Message----

From: Michelle Parker < Parker.Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Mon, Jun 25, 2012 1:02 pm

Subject: Current Rates for Training and Consultation

Hi Dr. Nicoletti,

I hope you are doing well.

The EPA is planning for a few training sessions for employees and supervisors. Our current plans are for one 3 hour supervisor class and two 2 hour employee classes. What is your current rate per hour for training?

Also, what is your current rate per hour for a consultation? (I want to ensure we have sufficient funds set aside in case we need to consult with you about an issue.)

What month would work better with your schedule for the training - August or September?

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Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370



Re: Fw: Current Rates for Training and Consultation

jpsych46

to:

Michelle Parker 07/02/2012 12:40 PM

Hide Details

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

History: This message has been replied to and forwarded.

2 Attachments





graycol.gif graycol.gif

Michelle,

Got them down. Will the training be at the downtown office?

John

John Nicoletti, Ph.D., ABPP
Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker . Michelle @epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com> Sent: Mon, Jul 2, 2012 10:32 am

Subject: Fw: Current Rates for Training and Consultation

Hi John,

Before I send out notifications to employees about the training, I want to verify with you that the following dates/times are on your calendar:

Monday, August 20, 9am - 11am (employee class)

Wednesday, August 29, 9am - 11am (employee class); 12pm - 3pm (supervisor/response team class); and 3pm - 4pm (extra hour with response team)

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

---- Forwarded by Michelle Parker/R8/USEPA/US on 07/02/2012 10:27 AM -----

From: Michelle Parker/R8/USEPA/US

To: jpsych46@aol.com Date: 06/29/2012 01:27 PM

Subject: Re: Current Rates for Training and Consultation

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(303) 312-6139 Fax: (303) 312-6370

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----Original Message----

From: Michelle Parker < Parker, Michelle@epamail.epa.gov>

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(303) 312-6139 Fax: (303) 312-6370

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Date: 06/26/2012:07:27 PM

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John Nicoletti, Ph.D.

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To: jpsych46 < ipsych46@aol.com > Sent: Mon, Jun 25, 2012 1:02 pm

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Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370 amend and Date Ho 2/2/18

4												
AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING					A. Agency, code agency subelement and submitting office number EP00			B. Request Status (Mark (X) one) Resubmission X Initial Correction Cancellation				
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12. Type of Appointment			ucation Level		14, Pay Plan	15. Serie	16	18. Grade		17 Step		
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1c. Vendor Telephone No						Email Address						
303-989-1617						6@aol.com						
2a. Course Title Workplace Violen	ce	26 Course	e Number Code	3. Tra	ining Start Date (Enter Date as yyyy-m	rm-dd)	4. Training End Date (Enter Date as yyyy-mm-dd) -2013-07-09 2014-02-05				
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Section D - APPROVALS	
1a. Immediate Supervisor - Name and title	8
1b. Area Code / Telephone Number	1c. Email Address
. 1d. Signature	1e. Date
2a. Second-line Supervisor - Name and title	
Chadbourne, Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address
\	chadbourne.jane@epa.gov
2d. Signature	2 e. 9 atd 2 1 2
3a. Training Officer - Name and title Peeter, Veronica I Human Resources Specialist (Hr	
3b. Area Code / Telephone Number	3c. Email Address
	peeler.veronica@epa.gov
3d/Signature	3e. Date 7/12/12
Section E - APPROVALS / CONCURRENCE	The state of the s
1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
Approved Disapproved	
Section F - CERTIFICATION OF TRAINING COMPLETION AND	DEVALUATION
1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
TRAINING FACILITY Bills should be sent to the office indicated in item C6. Please refer to the number	ber given in item C4 to assure prompt payment.

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7 Organization Mailing Address (B	9		8. Office Telephor (include Area Coo		9. Work Email Add	ress	d Executive		
1595 Wynkoop StreetDe			If yes, please describe b	and the second	parker miche	lle@epa.gov			
HR Specialist (Employee	Name and Address	11. Does applicant need special accommodation?	in yes, prease pesonoe o	ece.					
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Street, Suite 310, Lakewood CO I Ic Vendor Telephone Number	09235		1d. Vendor Email	95 Wynkoop Street, D Address	Benyer CO 80202				
303-989-1617			ipsych46@a	ol.com					
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1a. Immediate Supervisor - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
2a. Second-line Supervisor - Name and title	
Chadbourne,Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address
1 -5	chadbourne.jane@epa.gov
2d. Sidnature	2e. gate
And	11211
3a. Training Officer - Name and title	
eelter,Veronica I Human Resources Specialist (Hr	
3b. Area Code / Telephone Number	3c. Email Address
6	peeler.veronica@epa.gov
3d/Signature	3e. Date 7//2//2
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b. Area Code / Telephone Number	1c. Email Address
ld. Signature	1e. Date
Approved	Disapproved
	COMPLETION AND EVALUATION
a. Authorizing Officer - Name and title	
b. Area Code / Telephone Number	1c. Email Address
d. Signature	1e. Date

AUTHORIZATION AND CERTIFICAT		A. Agency, code agency subelement and submitting office number EP00			B. Request Status (Mark (X) one) Resubmission X Initial Correction Cancellation						
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PARKER, MICHELLE, E				xxx-xx-xxxx	/ 00031648			xxxx	-xx-xx		
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10. Position Title HR Specialist (Employee	& Labo	11. Does applicant need special accommodation? Ves. X No.	at If ye	s, please describe belo	ow.						
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Name and Mailing Address of Tri Nicoletti Flater and Associates, 35 Street, Suite 310, Lakewood CO 80 1c, Vendor Telaphone Number	95 South Tell			EPA Region , 1595) 1d. Vendor Email Adi	Nynkoop Stree		17071				
CONTRACTOR OF THE PROPERTY OF											
303-989-1617 2a. Course Title	2b. Cours	e Number Code	3. Trainir	ipsych46@aol. ng Stan Date (Enter Da		id)	4. Training	End Date (En	er Date as yyyy-mm-dd)		
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14. Training Accreditation Indicator Check Below		Continued Service Agreement uired Indicator (Check Below)		16. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd)				17. Training Source Type Code (Click link to view codes or go to page 13) 03			
Yes No X N/A 18. Training Objective Professional consultation potential workplace violen		fic incidents of		18 AGENCY U 2012-07-12		м		- 03			
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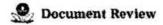


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Parker, CO, 80134 7. Organization Mailing Address (Branch-D	livision/Office/Bureau/Agency)	8. Office Telephone	,	Superviso Work Email Add		d. Executive	
120		(include Area Code	and Extension)				
1595 Wynkoop StreetDenver,0				parker.miche	lle@epa.gov		
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Street, Suite 310, Lakewood CO 80235	uth rener	EPA Region, 1595		Denver CO 80202			
1c. Vendor Telephone Number		1d. Vendar Email A	ddress				
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Section D - APPROVALS						
1a. Immediate Supervisor - Name and title						
1b. Area Code / Telephone Number	1c. Email Address					
1d. Signature	1e. Date					
2a. Second-line Supervisor - Name and title						
Chadbourne, Jane E. Supervisory Human Resources Of						
2b. Area Code / Telephone Number	2c. Email Address					
	chadbourne.jane@epa.gov					
2d. Signature	2e, Date					
Jane Ca	1/11/12					
3a. Training Officer - Name and title						
Peeler, Veronica I Human Resources Specialist (Hr						
3b. Area Code / Telephone Number 303. 312. 7101	3c. Email Address					
363.312.1101	peeler.veronica@epa.gov					
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1a. Authorizing Officer - Name and title						
1b. Area Code / Telephone Number	1c. Email Address					
1d. Signature	1e. Date					
TRAINING FACILITY Bills should be sent to the office indicated in item C6. Please refer to the r	number given in item C4 to assure prompt payment.					



Compass Document: RQ 1208GHR023

07/12/12

Document Summary:

General Ledger Entries

Doe Type: RQ Doc No: 1208GHR023

External Doc No: Commitment Date: 07/11/12

Closed Date:

Servicing Finance Office: 08 Original Amount: \$300.00 Available Amount: \$300.00

Description:

Extended Description:

Workplace Violence Consultation -parker

Document Details: Expand

Line#	Line Amt	Obligated Amt	Available A	Amt BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
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Document Activity:

Warehouse Homepage
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This web page was last updated on 04/17/2012. For issues, please contact: EPA Call Center - (866) 411-4372

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Document Review

Compass Document: RQ 1208GHR023

07/11/12

Document Summary: Doc Type: RQ Doc No: 1208GHR023

External Doc No:

Commitment Date: 07/11/12

Closed Date:

Servicing Finance Office: 08 Original Amount: \$600.00 Available Amount: \$600.00 Description:

Extended Description:

Workplace Violence Consultation -parker

Document Details: Expand

Line#	Line Amt	Obligated Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
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ENTERED INTO IFMS

150/4

jpsych46---06/26/2012 07:27:45 PM---Michelle, I hope things are going well for you at EPA.? The cost for service is the same as last yea

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

Date: 06/26/2012 07:27 PM

Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$(5)(4) for a three hour training and \$(5)(4) 00 for consulting and risk assessment. In terms of training, classes on different weeks works for me. Both August and September are about the same as far as training dates. I will be out of town the first week in August and the last week in September. Let me know what you would like to do. Take care.

John Nicoletti, Ph.D.

----Original Message----

From: Michelle Parker < Parker Michelle@epamail.epa.gov>

To: jpsych46 < <u>ipsych46@aol.com</u>> Sent: Mon, Jun 25, 2012 1:02 pm

Subject: Current Rates for Training and Consultation

Hi Dr. Nicoletti,

I hope you are doing well.

The EPA is planning for a few training sessions for employees and supervisors. Our current plans are for one 3 hour supervisor class and two 2 hour employee classes. What is your current rate per hour for training?

Also, what is your current rate per hour for a consultation? (I want to ensure we have sufficient funds set aside in case we need to consult with you about an issue.)

What month would work better with your schedule for the training - August or September?

Would you prefer to conduct all classes in one day or does that matter to you? We would prefer to have the two employee classes during different weeks to ensure the maximum number of participants.

Thanks,

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker. Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

Are you available for training on the following dates/times:

1. Monday, August 20, 9am - 11am (2 hour employee training)

AND

1. Monday, August 27, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

2. Tuesday, August 28, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

3. Wednesday, August 29, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

We would like to hold classes on Monday, August 20 and again one day during the week of August 27.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkoop DENVER, CO 80202 http://www.epa.gov/region08

July 12, 2012

Ref: 8TMS-H

Nicoletti Flater and Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Michelle Parker

to attend: Workplace Violence Consultation (2 Hours)

on these date(s): July 09, 2012 - July 09, 2013

Please send your invoice to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

Please reflect this tracking number on your invoice: T1208GHR023

To be certain that payment is not delayed, please be sure that the information on your invoice matches that in Block 1a of our training contract. You must include your federal TIN and the EPA employee's name on your invoice. As we are only authorized to make payments after services have been rendered, please mail your invoice after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-7101. It is a pleasure to do business with you.

Regards,

Regional Training Officer



Fw: T1208GHR023

Nobuko Hattori to: jpsych46

Cc: Michelle Parker

07/16/2012 02:27 PM

Hi John,

Attached is our order #T1208GHR023 authorizing 2 hours of consultation on "Workplace Violence". If you need further information, please contact me.

Thank you,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370
——Forwarded by Nobuko Hattori/R8/LISEPA/LIS on

---- Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:25 PM -----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

07/16/2012 02:12 PM

Subject:

T1208GHR023

Please open the attached document. This document was digitally sent to you



using an HP Digital Sending device. Document.pdf



AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed

RTPReceiving to: Nobuko Hattori Please respond to DO NOT REPLY 07/16/2012 02:44 PM

Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370
------ Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:28 PM ------

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

07/16/2012 02:12 PM

Subject:

T1208GHR023

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

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Invoice for July 9, 2102 Michelle Parker to: jpsych46 Cc: Nobuko Hattori

09/20/2012 02:51 PM

Hi, John,

I received an invoice from you for an hour consultation on July 9. I don't have a record of a consultation on that date and neither do the other members of the agency's response team. Is this a correct date? Can you provide me with additional information about the consultation?

I was communicating with you during July about providing training, which you did provide in August.

You previously charged us (10/4)/hour for training and (10/4)/hour for a consultation. Could this invoice be for the extra hour of training for the response team that you provided on Wednesday, August 29 from 3pm - 4pm?

Have you submitted your invoices for the training you provided on August 20, 9am - 11am; and August 29, 9am - 11am and 12pm - 3pm?

We also expect an invoice from you for this past Monday, September 17, for a consultation from 10am - 10:30am. Will this be charged at a rate of (5)(4) hour?

Thanks,

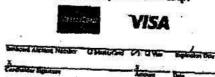
Michelle

Invoice July 9, 2012.pdf

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

10/2 per quelle de la companya de la

To Assist in Payment We Accept



NICOLETTI - FLATER ASSOCIATES, PLLP 3595 South Teller Street Suite 310 Lakewood, CO 80235 303-989-1617 Fax 303-985-3133

TG:	-	FEIN 84-0727812
US Environmental Protection Agency RTP-Finance Center 4930 Old Page Road(D143-02)		4311Z
Research Triangle Park, NC 27709	T12086HR023	DATE
	*	9/4/2012

DATE		ACTIVITY	יווס	HRS RATE	AMOUNT		
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If you have any questions regarding this billing, please contact Lottie Plater at 303-989-1617.



Consultation with Dr. Nicoletti Michelle Parker to: Nobuko Hattori

2 2 2 2 2 2 2

09/20/2012 09:55 AM



Welcome back Nobe,

I hope you had a wonderful time and are well rested. (b)(6) privacy

We had a consultation with Dr. Nicoletti on Monday, September 17. It lasted 30 minutes, so his invoice should indicate \$200.00.

See you Monday.

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139



Fw: Invoice for July 9, 2102 Michelle Parker to: jpsych46

Cc: Nobuko Hattori

10/02/2012 08:42 AM

Hi, John,

Nobe and I spoke about the attached invoice and are unaware of why you were asked to submit it to us.

Will you be submitting the invoice for the 30 minute consultation on September 17? I understand the rate is \$10,44 hour. Is that still accurate?

I will be contacting you later this month or early next month about an additional consultation.

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

---- Forwarded by Michelle Parker/R8/USEPA/US on 10/02/2012 08:39 AM ----

From:

Michelle Parker/R8/USEPA/US

To:

jpsych46@aol.com

Cc:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

09/20/2012 02:51 PM

Subject: Involce for July 9, 2102

Hi, John,

I received an invoice from you for an hour consultation on July 9. I don't have a record of a consultation on that date and neither do the other members of the agency's response team. Is this a correct date? Can you provide me with additional information about the consultation?

I was communicating with you during July about providing training, which you did provide in August.

You previously charged us (10/4)/hour for training and (10/4)/hour for a consultation. Could this invoice be for the extra hour of training for the response team that you provided on Wednesday, August 29 from 3pm - 4pm?

Have you submitted your involces for the training you provided on August 20, 9am - 11am; and August 29, 9am - 11am and 12pm - 3pm?

We also expect an invoice from you for this past Monday, September 17, for a consultation from 10am - 10:30am. Will this be charged at a rate of \$\(\frac{10(4)}{10(4)}\) hour?

Thanks.

Michelle



Invoice July 9, 2012.pdf

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H)

USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139



Re: Urgent!! Invoice Approval Required for Payment of Invoice Number

83112-PARKER-MICHELLE--ATE: B2095304247

Michelle Parker to: RTPReceiving

Cc: Nobuko Hattori

10/02/2012 08:37 AM

No, the services/goods were not received.

I spoke with Dr. Nicoletti from Nicoletti Flater and Associates about this invoice.

************************************ Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

RTPReceiving

Purchase Order: T1208GHR023 Invoice Number...

09/27/2012 12:36:20 PM

From:

To:

RTPReceiving@EPA

Michelle Parker/R8/USEPA/US@EPA

Date: Subject: 09/27/2012 12:36 PM

Urgent!! Invoice Approval Required for Payment of Invoice Number

83112-PARKER-MICHELLE-ATE: B2095304247

Purchase Order: T1208GHR023

Invoice Number: 83112-PARKER-MICHELLE

**see web link below

Vendor: NICOLETTI FLATER & ASSOCIATES

RTP-Finance requests your immediate approval (via email) for payment of this invoice. The Prompt Payment Act requires commercial invoices to be paid within 30 days of receipt, or be subject to an interest penalty. To avoid an interest penalty, please state in your response: "Yes, I certify the services/goods specified were received, " or "No, the services/goods were not received." If the services or goods were not received, provide a brief explanation as to why and include your phone number. If you have any questions, contact Customer Assistance at 919-541-0616. Thank you for your assistance!

****Please respond to this e-mail ASAP. We are trying to pay as many invoices as possible before year-end. Thanks in advance for your cooperation. ******

http://rtfmcweb2.rtp.epa.gov/spits images/invoices/B2095304247.pdf



AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed

RTPReceiving to: Michelle Parker Please respond to DO NOT REPLY

10/02/2012 09:01 AM

No, the services/goods were not received.

I spoke with Dr. Nicoletti from Nicoletti Flater and Associates about this invoice.

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

RTPReceiving

Purchase Order: T1208GHR023 Invoice Numbe...

09/27/2012 12:36:20 PM

From:

RTPReceiving@EPA

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

09/27/2012 12:36 PM

Subject:

Urgent!! Invoice Approval Required for Payment of Invoice Number

83112-PARKER-MICHELLE--ATE: B2095304247

Purchase Order: T1208GHR023

Invoice Number: 83112-PARKER-MICHELLE

**see web link below

Vendor: NICOLETTI FLATER & ASSOCIATES

RTP-Finance requests your immediate approval (via email) for payment of this invoice. The Prompt Payment Act requires commercial invoices to be paid within 30 days of receipt, or be subject to an interest penalty. To avoid an interest penalty, please state in your response: "Yes, I certify the services/goods specified were received," or "No, the services/goods were not received." If the services or goods were not received, provide a brief explanation as to why and include your phone number. If you have any questions, contact Customer Assistance at 919-541-0616. Thank you for your assistance!

****Please respond to this e-mail ASAP. We are trying to pay as many invoices as possible before year-end. Thanks in advance for your cooperation.*****

http://rtfmcweb2.rtp.epa.gov/spits images/invoices/B2095304247.pdf



Fw: Invoice for July 9, 2102 Michelle Parker to: Nobuko Hattori

10/03/2012 08:03 AM

FYI.

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

---- Forwarded by Michelle Parker/R8/USEPA/US on 10/03/2012 08:03 AM ----

From:

ipsych46@aol.com

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

10/02/2012 05:10 PM

Subject:

Re: Fw: Invoice for July 9, 2102

No Problem on my end. What ever works for you let me know.

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker, Michelle@epamail.epa.gov>

To: ipsych46 < ipsych46@aol.com>

Cc: Nobuko Hattori < Hattori. Nobuko@epamail.epa.gov>

Sent: Tue, Oct 2, 2012 1:56 pm

Subject: Fw: Invoice for July 9, 2102

Hi, John,

Nobe and I spoke about the attached invoice and are unaware of why you were asked to submit it to us.

Will you be submitting the invoice for the 30 minute consultation on September 17? I understand the rate is \$\(\frac{40}{10}\) hour. Is that still accurate?

I will be contacting you later this month or early next month about an additional consultation.

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

---- Forwarded by Michelle Parker/R8/USEPA/US on 10/02/2012 08:39 AM ----

From: Michelle Parker/R8/USEPA/US

To: jpsych46@aol.com

Cc: Nobuko Hattori/R8/USEPA/US@EPA

Date: 09/20/2012 02:51 PM Subject: Invoice for July 9, 2102 Hi, John,

I received an invoice from you for an hour consultation on July 9. I don't have a record of a consultation on that date and neither do the other members of the agency's response team. Is this a correct date? Can you provide me with additional information about the consultation?

I was communicating with you during July about providing training, which you did provide in August.

You previously charged us \$\frac{1}{2}\text{hour for training and }\frac{1}{2}\text{hour for a consultation. Could this invoice be for the extra hour of training for the response team that you provided on Wednesday, August 29 from 3pm - 4pm?

Have you submitted your invoices for the training you provided on August 20, 9am - 11am; and August 29, 9am - 11am and 12pm - 3pm?

We also expect an invoice from you for this past Monday, September 17, for a consultation from 10am - 10:30am. Will this be charged at a rate of \$\frac{10:30am}{10:40}\text{hour?}

Thanks.

Michelle

(See attached file: Invoice July 9, 2012.pdf)

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

Parker, Michelle

From:

John Nicoletti [jpsych46@aol.com]

Sent:

Wednesday, December 18, 2013 1:53 PM

To: Subject: Parker, Michelle Re: WPV Training

I have times available in both months. The dates I am not available in February are: 6, 10, 13, 20-21, and 28. The dates I am not available in March are: 3-7, 14-15, and 19-20. Let me know what works for you.

John

John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 1:15 PM, "Parker, Michelle" < Parker.Michelle@epa.gov > wrote:

Probably in February or March. Is there a month that works better for you?

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@

Sent: Wednesday, December 18, 2013 **To:** Parker, Michelle

Subject: Re: WPV Training

Michelle,

No problem. When would you like to do

John

John Nicoletti, Ph.D., ABPP
Board Certified in Police and Public Safety

On Dec 18, 2013, at 11:38 AM, "Parker, N

Hi, John.

I hope you are doing well.

I am planning for training next year, but have a limited budget.

Would you be willing to conduct a one hour training on workplace violence for us, concentrating on how to recognize boundary probing and attack related behaviors, how to interrupt/disrupt the behavior, and personal survival strategies?

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27 - Burn all day

Jed Jan

1

If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker
Labor & Employee Relations Officer | EPA Region 8
303.312.6139 | parker.michelle@epa.gov
303.565.0658

Hattori, Nobuko

From:

Parker, Michelle

Sent:

Monday, December 23, 2013 12:29 PM

To: Cc: Subject: jpsych46@aol.com Hattori, Nobuko RE: WPV Training

John,

It's been a rough year. We hope things start looking better soon.

Let's do a 9am - 10am training that day (February 5).

Thanks and happy holidays!

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker michelle@epa.gov 303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Monday, December 23, 2013 12:16 PM

To: Parker, Michelle

Subject: Re: WPV Training

Michelle,

I hope you are surviving all of the government challenges I am hearing about. Unfortunately, I had to set up a training on the 5th which goes from 11-3. I could do a 9-10 training on that date or we would need to change it to a different day. The dates I have available at this point are:

February 1,3-4,6 (from 1-5),7,11-12,14,17-19,and 24-27.

Sorry about that conflict, it seems everyone wants to start doing training in February or March. Let me know what works for you. Have a nice holiday.

John

John Nicoletti, Ph.D., ABPP
Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Parker, Michelle < Parker Michelle@epa.gov>

To: John Nicoletti <jpsych46@aol.com>

Cc: Hattori, Nobuko < Hattori Nobuko@epa.gov>

Sent: Mon, Dec 23, 2013 12:03 pm

Subject: RE: WPV Training

John.

Please reserve Wednesday, February 5 for the training.

Which one of the following times is best for you:

- 1. 10am 11am
- 2. 1pm 2pm
- 3. 2pm 3pm

Thanks. Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com] Sent: Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle Subject: Re: WPV Training

I have times available in both months. The dates I am not available in February are: 6, 10, 13, 20-21, and 28. The dates I am not available in March are: 3-7, 14-15, and 19-20. Let me know what works for you.

John

John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 1:15 PM, "Parker, Michelle" < Parker. Michelle@epa.gov> wrote:

Probably in February or March. Is there a month that works better for you?

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303,565.0658

From: John Nicoletti [mailto:jpsych46@aol.com]
Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle

Subject: Re: WPV Training

Michelle,

No problem. When would you like to do the training?

John

John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 11:38 AM, "Parker, Michelle" < Parker. Michelle@epa.gov > wrote:

Hi, John.

I hope you are doing well.

I am planning for training next year, but have a limited budget.

Would you be willing to conduct a one hour training on workplace violence for us, concentrating on how to recognize boundary probing and attack related behaviors, how to interrupt/disrupt the behavior, and personal survival strategies?

If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

Hattori, Nobuko

From:

Parker, Michelle

Sent:

Monday, December 23, 2013 12:29 PM

To: Cc: jpsych46@aol.com

Subject:

Hattori, Nobuko RE: WPV Training

John,

It's been a rough year. We hope things start looking better soon.

Let's do a 9am - 10am training that day (February 5).

Thanks and happy holidays!

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Monday, December 23, 2013 12:16 PM

To: Parker, Michelle

Subject: Re: WPV Training

Michelle,

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February 1,3-4,6 (from 1-5),7,11-12,14,17-19,and 24-27.

Sorry about that conflict, it seems everyone wants to start doing training in February or March. Let me know what works for you. Have a nice holiday.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Parker, Michelle < Parker Michelle@epa.gov >

To: John Nicoletti < jpsych46@aol.com>

Cc: Hattori, Nobuko < Hattori Nobuko@epa.gov>

Sent: Mon, Dec 23, 2013 12:03 pm

Subject: RE: WPV Training

Hattori, Nobuko

From: Sent: RTPReceiving@epa.gov

Sent:

Monday, December 30, 2013 2:40 PM

To:

Hattori, Nobuko

Subject:

AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed. Please be advised that any correspondence received after 4:00pm Eastern Standard Time will

be processed on the next business day.

Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop St. (8TMS-HR)
Denver, CO 80202
Office: (303) 312-6303

----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Monday, December 30, 2013 2:10 PM

To: Hattori, Nobuko

Subject: T1208GHR023 Amend

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

(See attached file: Document.pdf)

[attachment "Document.pdf"]

& Tel

Preventing Workplace Violence for Federal Employees

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Course Roster 02/05/2014

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Preventing Workplace Violence for SEE Employees

02/05/2014 to 02/05/2014 10:30 AM - 11:30 AM

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Course Roster 02/05/2014

NICOLETTI - FLATER ASSOCIATES, PLLP 3595 South Teller Street Suite 310 Lakewood, CO 80235 303-989-1617 Fax 303-985-3133

то:	
US Environmental Protection Agency RTP-Finance Center 4930 Old Page Road (D143-02) Research Triangle Park, NC 27709	

FEIN 84-0727812

6/30/2014

DATE		ACTIVITY	QTY	HRS RATE	AMOUNT
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If you have any questions regarding this billing, please contact Lottie Flater at 303-989-1617.

Hattori, Nobuko

From:

RTPReceiving@epa.gov

Sent:

Thursday, July 10, 2014 10:57 AM

To:

Hattori, Nobuko

Subject:

AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed. Please be advised that any correspondence received after 4:00pm Eastern Standard Time will

be processed on the next business day.

Attached is invoice for T1208GHR023. I certify services have been received - please pay this invoice.

Thank you,

Nobe Hattori

R 8 Training Assistant, U.S. E.P.A, 1595 Wynkoop St. (8TMS-HR), Denver, CO 80202 (303) 312-6303

----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Thursday, July 10, 2014 10:12 AM

To: Hattori, Nobuko

Subject: Invoice for T1208GHR023

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

(See attached file: Document.pdf)

[attachment "Document.pdf"]

Hattori, Nobuko

From:

Scholten, Karly

Sent:

Monday, July 21, 2014 1:47 PM

To:

RTPReceiving

Cc:

Hattori, Nobuko

Subject:

FW: Urgent!! Invoice Approval Required for Payment of Invoice Number 63014-PARKER-

MICHELLE--CT2: B4097355463

Importance:

High

Hi,

This went to our old training officer. I am the new training officer of Region 8. Yes, I certify the services/goods specified were received

Karly Scholten | Human Resources Specialist, Training Officer | U.S. E.P.A. Region 8 | 1595 Wynkoop Street, TMS-H | Denver, Colorado 80202 | 303.312.6418

----Original Message----

From: Peeler, Veronica

Sent: Monday, July 21, 2014 1:45 PM

To: Scholten, Karly

Subject: FW: Urgent!! Invoice Approval Required for Payment of Invoice Number

63014-PARKER-MICHELLE--CT2: B4097355463

Importance: High

Veronica Peeler | Training and Development Specialist | US Environmental Protection Agency | Office of Inspector General | 1301 Constitution Avenue N.W. Washington, D.C. 20004 | (202) 566-1322

----Original Message----

From: rtpreceiving@epa.gov [mailto:rtpreceiving@epa.gov]

Sent: Monday, July 21, 2014 10:59 AM

To: Peeler, Veronica

Subject: Urgent!! Invoice Approval Required for Payment of Invoice Number 63014-

PARKER-MICHELLE--CT2: B4097355463

Importance: High

Purchase Order: T1208GHR023

Invoice Number: 63014-PARKER-MICHELLE **see web link below

Vendor: NICOLETTI FLATER & ASSOCIATES

RTP-FC Financial Services Branch (FSB) requests your approval (via email) for payment of this invoice. To ensure timely payment of this invoice and avoid an interest penalty (which begins to accrue if the invoice is paid after 30 days),

please respond to this message with one of the following statements: "Yes, I certify the services/goods specified were received," or "No, the services/goods were not received." If the services or goods were not received or completed, disapprove the invoice and provide a brief explanation for the disapproval.

If the approval or disapproval is not received within three days, a representative from FSB will contact you again with reminder emails or telephone calls. Please provide contact information for an alternate approving official if you are out of the office. Further, the contracting officer may be contacted if there is still no response after 15 days in order to comply with the Prompt Payment Act. Note the time available to you to approve the invoice is limited. YOU DO NOT HAVE 30 DAYS TO APPROVE THE INVOICE. The approval process is just a part of the entire 30 day period for processing payment. If you have any questions, please contact our Customer Assistance at 919-541-0616. Thank you for your prompt attention to this matter!

https://ocfosystem4.epa.gov/public/server/apps2/forms/temp/spits_images/B40973554 63.pdf

NICOLETTI - FLATER ASSOCIATES, PLLP 3595 South Teller Street Suite 310 Lakewood, CO 80235 303-989-1617 Fax 303-985-3133

FEIN 84-0727812

DATE 6/30/2014

DATE		ACTIVITY	GTY	HRS RATE	AMOUNT
02/28/2014 03/07/2014 03/20/2014 04/04/2014	Balance forward Consultation Consultation PMT Onder # -	T/208GH	2023	5	(b)(4
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CURRENT	1-90 DAYS PAST DUE 0.00	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAS DUE 0.00	AMOUNT DU

If you have any questions regarding this billing, please contact Lottle Plater at 303-989-1617,



Fw: T1208GHR022 Nobuko Hattori to: jpsych46 Cc: Michelle Parker

07/16/2012 02:21 PM

Hi John,

Attached is our order #T1208GHR022 authorizing training to EPA staff on August 20, 2012 and supervisors on August 29, 2012. If you need further information, please contact me.

Thanks,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370

---- Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:19 PM ----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

07/16/2012 02:13 PM

Subject:

T1208GHR022

Please open the attached document. This document was digitally sent to you

using an HP Digital Sending device. Document.pdf



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkeop DENVER, CO 80202 http://www.epa.gov/region08

July 12, 2012

Ref: 8TMS-H

Nicoletti Flater and Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Group

to attend: Preventing Workplace Violence

on these date(s): August 20, 2012 and August 29, 2012

The EPA has two separate authorizations to make payment for your training. In order to make payment without delay or unnecessary confusion, the EPA is making a special request. After completion of the training on both dates (August 20 & 29, 2012), please submit two separate invoices with the total amount owed (\$\frac{100}{200}\$) split between the two invoices as described below.

Please send your invoices to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

First Invoice: Please indicate a total amount due of \$\(\begin{align*} (b)(4) \\ 00 \end{align*}, and reflect this tracking number on your invoice: T1108GHR029

Second Invoice: Please indicate a total amount due of \$\(^{(b)(4)}\) 00, and reflect this tracking number on your invoice: T1208GHR022

Please note: The total amount due on the two invoices should equal \$0.00, which will cover the two hour employee training on August 20, 2012; the two hour employee training on August 29, 2012; the three hour supervisor training on August 29, 2012; and the one hour training for the Response Team on August 29, 2012.

To be certain that payment is not delayed, please be sure that the information on your invoices matches that in Block 1a of our training contract. You must include your federal TIN and

the EPA employee's name on your invoices. As we are only authorized to make payments after services have been rendered, please mail your invoices after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-7101. It is a pleasure to do business with you.

Regards,

Regional Training Officer

(303) 312-6370 July 12, 2012

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Section D. APPROVALS	
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2b. Area Code / Telephone Number	2a, Email Address
	chadbourne.jane@epa.gov
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me co	11416
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3b. Area Code / Telephone Number	3c. Email Address
All Ales Could / Total House	peeler.veronica@epa.gov
3d Signature	3e/Date / /
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1.55



Fw: T1208GHR023

Nobuko Hattori to: ipsych46

Cc: Michelle Parker

07/16/2012 02:26 PM

Hi John.

Attached is our order #T1208GHR023 authorizing 2 hours of consultation on "Workplace Violence". If you need further information, please contact me.

Thank you, Nobe Hattori **Region 8 Training Assistant** U.S. Environmental Protection Agency 1595 Wynkoop (8TMS-H) **Denver, CO 80202** Office (303) 312-6303 Fax (303) 312-6370

---- Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:25 PM -----

From: To:

Mail R8Printer/R8/USEPA/US@EPA

Nobuko Hattori/R8/USEPA/US@EPA

Date:

07/16/2012 02:12 PM

Subject:

T1208GHR023

Please open the attached document. This document was digitally sent to you



using an HP Digital Sending device. Document.pdf



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkoop DENVER, CO 80202 http://www.epa.gov/region08

July 12, 2012

Ref: 8TMS-H

Nicoletti Flater and Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Michelle Parker

to attend: Workplace Violence Consultation (2 Hours) on these date(s): July 09, 2012 – July 09, 2013

Please send your invoice to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

Please reflect this tracking number on your invoice: T1208GHR023

To be certain that payment is not delayed, please be sure that the information on your invoice matches that in Block 1a of our training contract. You must include your federal TIN and the EPA employee's name on your invoice. As we are only authorized to make payments after services have been rendered, please mail your invoice after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-7101. It is a pleasure to do business with you.

Regards,

Regional Training Officer

COCT 30 S1 S1	4. Document / Purchasary unuer / resquisillon Number 7	5 (b)(4)	b. Books A Mascrieta	Item Amount Appropriation / Fund	Section C - COST AND BILLING INFORMATION 1. Direct Casts and Appropriation / Fund Chargeable 2. Indirect Costs and Appropriation / Fund Chargeable	Ts. Inamp Operate Professional consultation for specific incidents of potential workplace violence	(Below)	es or go to page 9) (Click fink to view codes or go to page 12) (Click fink to view codes or go to page 12) (Official or of the continued Service Agreement	6. Training Non-Outy Hours	Ince N/A 21		14. Name and Maing Address of Training Vendor (No. Syreel, City, State, ZIP Code) Nicolauti Finiter and Associates, 3995 South Teller Street, Skite 119, Letterwood CQ 89215	100	12. Type of Appointment 13. Education Level (Clark link to view codes or go to page 7)	HR Specialist (Employee & Labo	op StreetDenver.CO.802021128		1. Applicant Name (Lest, First, Middle Initial) Place Transport (Lest, First, Middle Initial) PARKER MICHELLE, E	AND CERTIFICATION OF TRAINING
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T12086 HR023

2012

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Section D: APPROVALS 1a. Immediate Supervisor - Name and title	
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2a. Second-line Supervisor - Name and title	
Chadbourne,Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address chadbourne.jane@epa.gov
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3a. Training Officer - Name and lifte Pealer, Veronica I Human Resources Specialist (Hr	
3b, Area Code / Telephone Number	3c. Email Address
6	peeler.veronica@epa.gov
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AiNING FACILITY - Bills should be sent to the office indicated in item C6. Ple	ease refer to the number given in item C4 to assure prompt payment.



EPA Training August 20 & 29 Michelle Parker to: jpsych46

Bcc: Michelle Parker

08/08/2012 08:16 AM

Hi John,

Attached are the PowerPoint presentations you used for our training last year.

Did you want to update the slides? Please let me know either way, so I can prepare handouts. Thanks.

Your training schedule:

- Monday, August 20, 2012
 Employee class, 9am 11am
- Wednesday, August 29, 2012
 Employee class, 9am 11am
 Supervisor class, 12pm 3pm
 Response team, 3pm 4pm

The response teams will be attending the Supervisor class.

The classes will be held in the conference center at the EPA building located at 1595 Wynkoop Street. Close parking is limited due to construction at Union Station.

Please contact me if you have any questions.

Thanks, Michelle



Detection Disruption & Prevention of WP.EPA.employees.ppt



Detection Disruption & Prevention of WP.SupvMgrs.PPT



Detection Disruption & Prevention of WP.EPA Response Teams.ppt

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139



Dr. Nicoletti's Presentations JPSYCH46 to:

Michelle Parker 08/08/2012 04:29 PM Hide Details

From: JPSYCH46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

History: This message has been replied to and forwarded.

2 Attachments



Detection Disruption & Prevention of WP.EPA.employees.NEW.ppt



Detection Disruption & Prevention of WP.EPA.NEW.ppt

Attached are the two new Power Points for Dr. Nicoletti's presentations -- one for supervisors and one for employees. He did not do another response team presentation as it will be a short meeting and he wanted to keep it more interactive.

Again, please download, print and copy to use as handouts and have the presentations loaded on a computer with projector and ready to go.

If you have any questions or concerns, please let us know.

Betty Crowell
Office Manager
NICOLETTI-FLATER ASSOCIATES, PLLP
3595 So. Teller Street, #310
Lakewood, CO 80235
303-989-1835
303-985-3133 (fax) nfadirector@aol.com

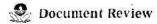
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Section D - APPROVALS	services of some states
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2a. Second-line Supervisor - Name and title	
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2b. Area Code / Telephone Number	2c. Email Address
	chadbourne.jane@epa.gov
2d. Signature	2e. Date / / 2 / / 2
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Compass Document: RQ 1208GHR022

07/12/12

General Ledger Entries

Document Summary: Doc Type: RQ Doc No: 1208GHR022 External Doc No:

Commitment Date: 07/11/12

Closed Date:

Servicing Finance Office: 08 Original Amount: \$1,525.00 Available Amount: \$1,525.00

Description:

Extended Description:

Preventing Workplace Violence - Parker

Document Details: Expand

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Document Activity:

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ENTERED INTO IFMS

Funds Certifying

Group participant Details

EMPLOYEE ID

NAME

00031648 00022822 Parker, Michelle E. Daniels, William J.

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1d. Signature	1e. Date
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2b. Area Code / Telephone Number	2c. Email Address
	chadbourne.jane@epa.gov
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Document Review

Compass Document: RQ 1208GHR022

07/11/12

Document Summary: Doc Type: RQ Doc No: 1208GHR022 External Doc No: Commitment Date: 07/11/12 Closed Date:

Servicing Finance Office: 08 Original Amount: \$325.00 Available Amount: \$325.00

Description:

Extended Description:

Preventing Workplace Violence - Parker	Sa
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ENTERED INTO IFMS

Funds Certifying Official



Fw: Current Rates for Training and Consultation

Michelle Parker to: Nobuko Hattori

Bcc: Michelle Parker

07/02/2012 12:57 PM

Hi Nobe,

Dr. Nicoletti has confirmed the dates for the training. Monday, August 20 and Wednesday, August 29. You can cancel the room reservation for Tuesday, August 28.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

---- Forwarded by Michelle Parker/R8/USEPA/US on 07/02/2012 12:56 PM ----

From:

jpsych46@aol.com

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

07/02/2012 12:40 PM

Subject:

Re: Fw: Current Rates for Training and Consultation

Michelle,

Got them down. Will the training be at the downtown office?

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker. Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Mon, Jul 2, 2012 10:32 am

Subject: Fw: Current Rates for Training and Consultation

Hi John,

Before I send out notifications to employees about the training, I want to verify with you that the following dates/times are on your calendar:

Monday, August 20, 9am - 11am (employee class)

Wednesday, August 29, 9am - 11am (employee class); 12pm - 3pm (supervisor/response team class); and 3pm - 4pm (extra hour with response team)

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

--- Forwarded by Michelle Parker/R8/USEPA/US on 07/02/2012 10:27 AM ----

From: Michelle Parker/R8/USEPA/US

To: jpsych46@aol.com Date: 06/29/2012 01:27 PM

Subject: Re: Current Rates for Training and Consultation

John.

Please lock in 8/20 and 8/29.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

jpsych46---06/29/2012 01:09:09 PM---Michelle, I am available on 8/20, but not on 8/27.? However, I am available on either 8/28 or 8/29.?

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

Date: 06/29/2012 01:09 PM

Subject: Re: Current Rates for Training and Consultation

Michelle,

I am available on 8/20, but not on 8/27. However, I am available on either 8/28 or 8/29. Let me know what works for you and I will lock them in.

John Nicoletti, Ph.D., ABPP
Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker, Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

Are you available for training on the following dates/times:

1. Monday, August 20, 9am - 11am (2 hour employee training)

AND

1. Monday, August 27, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

2. Tuesday, August 28, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

3. Wednesday, August 29, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

We would like to hold classes on Monday, August 20 and again one day during the week of August 27.

Thanks, Michelle

Michelle Parker
Labor and Employee Relations Officer
US Environmental Protection Agency, Region 8
1595 Wynkoop Street
Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370 jpsych46---06/26/2012 07:27:45 PM---Michelle, I hope things are going well for you at EPA.? The cost for service is the same as last yea

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

Date: 06/26/2012 07:27 PM

Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$\(\begin{align*} \begin{align*}

John Nicoletti, Ph.D.

----Original Message----

From: Michelle Parker < Parker. Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Mon, Jun 25, 2012 1:02 pm

Subject: Current Rates for Training and Consultation

Hi Dr. Nicoletti.

I hope you are doing well.

The EPA is planning for a few training sessions for employees and supervisors. Our current plans are for one 3 hour supervisor class and two 2 hour employee classes. What is your current rate per hour for training?

Also, what is your current rate per hour for a consultation? (I want to ensure we have sufficient funds set aside in case we need to consult with you about an issue.)

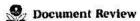
What month would work better with your schedule for the training - August or September?

Would you prefer to conduct all classes in one day or does that matter to you? We would prefer to have the two employee classes during different weeks to ensure the maximum number of participants.

Thanks,

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202



Compass Document: MO T1108GHR029

07/12/12

Document Summary:

General Ledger Entries

Dec Type: MO Doc No: T1108GHR029 Order Date: 05/31/11

Closed Date:

Servicing Finance Office: RTPFC Order Amount: \$8,400.00 Net Paid Amount: \$6,725.00

Available Amount: \$1,675.00 Vendor Code: MISC * Vendor: NICOLETTI-FLATER & ASSOCIATES Description: CONVERSION

Extended Description:

Details:	Expand
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Document Activity:

Warehouse Homepage EPA@Work Home | EPA Internet http://ofmint.rtpnc.epa.gov/neis/ifins_web.finance_result This web page was last updated on 06/05/2012. For issues, please contact: EPA Call Center - (866) 411-4372



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkoop DENVER, CO 80202 http://www.epa.gov/region08

July 12, 2012

Ref: 8TMS-H

Nicoletti Flater and Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Group

to attend: Preventing Workplace Violence

on these date(s): August 20, 2012 and August 29, 2012

The EPA has two separate authorizations to make payment for your training. In order to make payment without delay or unnecessary confusion, the EPA is making a special request. After completion of the training on both dates (August 20 & 29, 2012), please submit two separate invoices with the total amount owed (\$\frac{10}{2}\$) split between the two invoices as described below.

Please send your invoices to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

First Invoice: Please indicate a total amount due of \$(b)(4).00, and reflect this tracking number on your invoice: T1108GHR029

Second Invoice: Please indicate a total amount due of \$\(\begin{align*} \) (00, and reflect this tracking number on your invoice: \) T1208GHR022

Please note: The total amount due on the two invoices should equal \$\frac{10}{2} \cdot 0.00\$, which will cover the two hour employee training on August 20, 2012; the two hour employee training on August 29, 2012; the three hour supervisor training on August 29, 2012; and the one hour training for the Response Team on August 29, 2012.

To be certain that payment is not delayed, please be sure that the information on your invoices matches that in Block 1a of our training contract. You must include your federal TIN and

the EPA employee's name on your invoices. As we are only authorized to make payments after services have been rendered, please mail your invoices after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-7101. It is a pleasure to do business with you.

Regards,

Regional Training Officer

(303) 312-6370 July 12, 2012



Fw: T1208GHR022 Nobuko Hattori to: jpsych46

Cc: Michelle Parker

07/16/2012 02:23 PM

Hi John,

Attached is our order #T1208GHR022 authorizing training to EPA staff on August 20, 2012 and supervisors on August 29, 2012. If you need further information, please contact me.

Thanks,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop (8TMS-H)
Denver, CO 80202
Office (303) 312-6303
Fax (303) 312-6370

---- Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:19 PM -----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

07/16/2012 02:13 PM

Subject:

T1208GHR022

Please open the attached document. This document was digitally sent to you



using an HP Digital Sending device. Document.pdf



AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A

copy is enclosed

RTPReceiving to: Nobuko Hattori Please respond to DO NOT REPLY

07/16/2012 02:44 PM

Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop (8TMS-H) Denver, CO 80202 Office (303) 312-6303 Fax (303) 312-6370 ---- Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:24 PM ----

From:

Mail R8Printer/R8/USEPA/US@EPA

To:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

07/16/2012 02:13 PM

T1208GHR022

Subject:

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

[attachment "Document.pdf"]



Preventing Workplace Violence in START Nobuko Hattori to: Michelle Parker

07/16/2012 02:49 PM

Hi Michelle,

All 3 of your classes for "Preventing Workplace Violence" is now in START. If you need any changes or corrections made, please contact me.

Thanks, Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop (8TMS-H) Denver, CO 80202 Office (303) 312-6303 Fax (303) 312-6370

07/19/2012 09:14 AM

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street
DENVER, CO 80202-1129
Phone 800-227-8917
http://www.epa.gov/region08

July 19, 2012

Ref: TMS-HR

MEMORANDUM

SUBJECT: Preventing Violence in the Workplace Training

FROM:

Judith Wong//signed//

Assistant Regional Administrator

Office of Technical and Management Services

TO:

All Region 8 Employees

In accordance with the Region's local program on preventing workplace violence, all employees are being offered the opportunity to attend training.

We are fortunate to have John Nicoletti, Ph.D. from Nicoletti-Flater Associates, national experts on violence risk assessment and workplace violence prevention. The training will include how to recognize early warning signs, which include boundary probing and attack related behaviors. You will learn how to differentiate between the two types of behaviors and the action you should take if you observe these behaviors.

There will be two classes held in the Conference Center. The first class will be held from 9:00 A.M. until 11:00 A.M. on Monday, August 20, 2012, and the second class will be held from 9:00 A.M. until 11:00 A.M. on Wednesday, August 29, 2012. All employees are highly encouraged to attend one of these classes, so please sign up in START today.

If you have any questions, please contact Michelle Parker, Labor and Employee Relations Officer at (303) 312-6139.

cc: Karen Kellen



Please reserve a conference room.... Michelle Parker to: Nobuko Hattori

06/28/2012 12:50 PM

Hi Nobe,

Please reserve the Bison/Bitterroot rooms on the following dates/times:

I will let you know what dates you can cancel when I hear back from Dr. Nicoletti.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370



Fw: Current Rates for Training and Consultation Michelle Parker to: Nobuko Hattori

06/29/2012 01:53 PM

Hi Nobe,

Please change the conference room reservation from Monday, August 27 to Wednesday, August 29 (same rooms and times).

Please keep the reservation as it is for Monday, August 20.

Thanks.

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

---- Forwarded by Michelle Parker/R8/USEPA/US on 06/29/2012 01:27 PM ----

From:

Michelle Parker/R8/USEPA/US

To: Date: jpsych46@aol.com 06/29/2012 01:27 PM

Subject:

Re: Current Rates for Training and Consultation

John.

Please lock in 8/20 and 8/29.

Thanks, Michelle

Michelle Parker
Labor and Employee Relations Officer
US Environmental Protection Agency, Region 8
1595 Wynkoop Street
Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370

jpsych46 Michelle, I am available on 8/20, but not on 8/27....

06/29/2012 01:09:09 PM

From:

jpsych46@aol.com

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

06/29/2012 01:09 PM

Subject:

Re: Current Rates for Training and Consultation

Michelle,

Ours of Marie 3

I am available on 8/20, but not on 8/27. However, I am available on either 8/28 or 8/29. Let me know what works for you and I will lock them in.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker. Michelle @epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com> Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

Are you available for training on the following dates/times:

1. Monday, August 20, 9am - 11am (2 hour employee training)

AND

1. Monday, August 27, 9am - 11am (2 hour employee training) and 12pm - 4pm (3 hour supervisor/response team training and 1 additional hour with response team)

OR

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We would like to hold classes on Monday, August 20 and again one day during the week of August 27.

Thanks, Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202 (303) 312-6139 Fax: (303) 312-6370

jpsych46---06/26/2012 07:27:45 PM---Michelle, I hope things are going well for you at EPA.? The cost for service is the same as last yea

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$\(\frac{10(4)}{4}\) for a three hour training and \$\(\frac{10(4)}{4}\) 00 for consulting and risk assessment. In terms of training, classes on different weeks works for me. Both August and September are about the same as far as training dates. I will be out of town the first week in August and the last week in September. Let me know what you would like to do. Take care.

John Nicoletti, Ph.D.

----Original Message----

From: Michelle Parker < Parker. Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Mon, Jun 25, 2012 1:02 pm

Subject: Current Rates for Training and Consultation

Hi Dr. Nicoletti,

I hope you are doing well.

The EPA is planning for a few training sessions for employees and supervisors. Our current plans are for one 3 hour supervisor class and two 2 hour employee classes. What is your current rate per hour for training?

Also, what is your current rate per hour for a consultation? (I want to ensure we have sufficient funds set aside in case we need to consult with you about an issue.)

What month would work better with your schedule for the training - August or September?

Would you prefer to conduct all classes in one day or does that matter to you? We would prefer to have the two employee classes during different weeks to ensure the maximum number of participants.

Thanks,

Michelle

Michelle Parker Labor and Employee Relations Officer US Environmental Protection Agency, Region 8 1595 Wynkoop Street Denver, CO 80202

(303) 312-6139 Fax: (303) 312-6370



Fw: Workplace Violence Local Crisis Management Team Michelle Parker to: Nobuko Hattori

07/18/2012 01:44 PM

FYI

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

---- Forwarded by Michelle Parker/R8/USEPA/US on 07/18/2012 01:43 PM ----

From: To: Debra Clevenger/MO/R8/USEPA/US Michelle Parker/R8/USEPA/US@EPA

Date:

07/18/2012 01:26 PM

Subject:

Re: Fw: Workplace Violence Local Crisis Management Team

Hi Michelle - I reserved the Wardell room for the VTC for the training on August 29. Below is the VTC info. If you need us to dial in to your VTC just let me know which room you will be in . Thanks.

Name: R8 Montana John Wardell Room GCI SIP phone number: 4064575081@epa.gov

IP address: 204.47.42.26

Michelle Parker

Thanks Deb.

07/18/2012 11:45:52 AM

From:

Michelle Parker/R8/USEPA/US

To:

Debra Clevenger/MO/R8/USEPA/US@EPA

Date:

07/18/2012 11:45 AM

Subject:

Re: Fw: Workplace Violence Local Crisis Management Team

Thanks Deb.

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

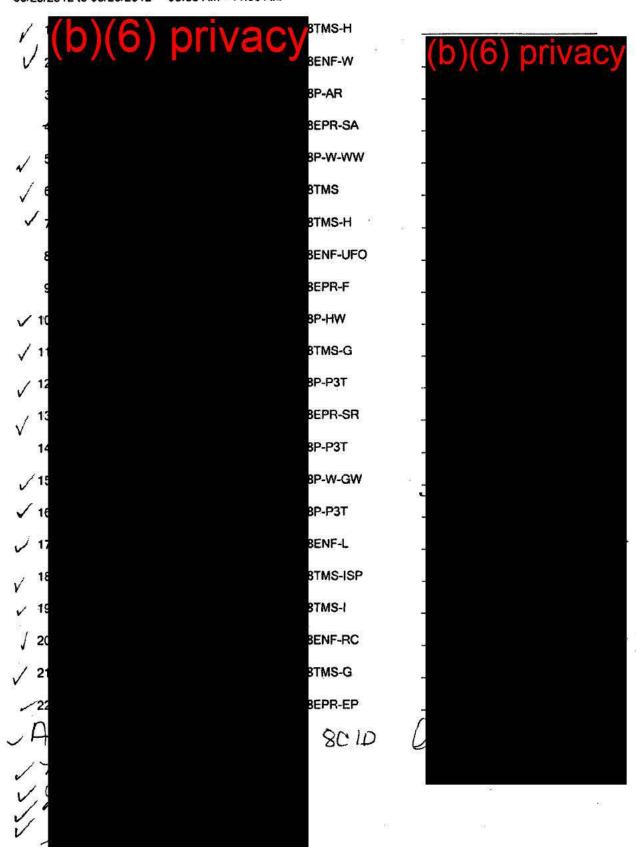
Debra Clevenger

Hi Michelle - I have attached our updated Preven...

07/18/2012 10:21:29 AM

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Preventing Workplace Violence - FEDERAL EPA EMPLOYEES

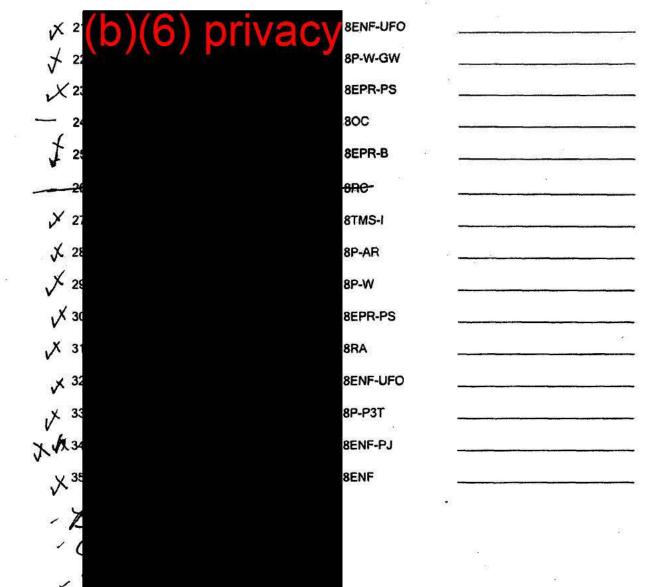




Preventing Workplace Violence - SUPERVISORS

08/29/2012 to 08/29/2012 12:00 PM - 03:00 PM

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Preventing Workplace Violence - FEDERAL EPA EMPLOYEES

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VIOLENCE IN THE WORKPLACE VTC WITH REGION 8 MONTANA OFFICE EMPLOYEES AUGUST 29, 2012

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VIOLENCE IN THE WORKPLACE VTC WITH REGION 8 MONTANA OFFICE RESPONSE TEAM AUGUST 29, 2012

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Re: Certification of Training - T1208GHR022
Michelle Parker to: Nobuko Hattori, rtpreceiving

Bcc: Michelle Parker

08/30/2012 08:17 AM

Yes, I certify the services specified were received.

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312,6139

Nobuko Hattori

I am writing to confirm that a group has received...

08/30/2012 08:12:06 AM

From:

Nobuko Hattori/TMS/R8/USEPA/US

To:

Michelle Parker/R8/USEPA/US@EPA

Date:

08/30/2012 08:12 AM

Subject:

Certification of Training - T1208GHR022

Sent by:

Nobuko Hattori

I am writing to confirm that a group has received the training services listed below:

Course/Seminar/Conferences: Preventing Workplace Violence Dates Attended: August 20 and August 29, 2012

T1208GHR022

The prompt Payment Act requires that the invoice be paid within 30 days of receipt. Therefore, it is pertinent that we receive your response to this certification within 5 days of receipt.

Please "Reply with History" to RTPReceiving@epa.gov and Nobuko Hattori, stating: "Yes, I certify the services specified were received," or "No, services were not received," lf services were not received, please provide a brief explanation as to why. If services were received, any additional comments in regards to the class would be welcomed.

Please complete the attached survey and return to Nobe Hattori.

Should you have any questions, please contact Veronica Peeler at 312-7101.

[attachment "Training Evaluation Form

02-23-12.doc" deleted by Michelle Parker/R8/USEPA/US] Thank you,

Veronica Peeler Human Resources Training Officer

TRAINING EVALUATION FORM

PO Number: 7/2086HR 022 Training Title: Preventing Workplace Violence

Our goal is to provide relevant and interactive learning opportunities for our employees to support their personal and professional development. The time you take to provide feedback on the training is greatly appreciated by the instructor and future participants.

For each statement, please check whether you agree or disagree using a rating scale from "1" to "5". A rating of "1" indicates that you strongly disagree with the statement and a rating of "5" indicates that you strongly agree and "3" is the level where you neither agree nor disagree.

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Content Delivery	Stron	igly Dis	CONTRACTOR CONTRACTOR	rongly Agr
The objectives were clearly stated.		,		•
The workbook, materials and references were valuable and effective.		 		
The visual aids were helpful to my learning.		 		
The exercises enhanced my understanding of the skills.		†		
There were an adequate number of exercises.		ľ		
There was sufficient opportunity for interactive participation.			·	V
There was sufficient time spent on each concept.				
My questions were answered during the training.	-	ľ		
The class size was appropriate.				
The overall length and pace of the training was adequate.				V
The overall objectives were achieved.				V
Content				
The subject matter was relevant to my work.				. V
The concepts were easy to understand.			·	V
The skills presented were clear.				
I will be able to use the skills I learned.				<u> </u>
Instructor				
The instructor showed mastery of the subject matter.				·
The instructor was well prepared for the session.				$ \sqrt{v}$
The instructor used time effectively.				$ \nu$
Participants were questioned to stimulate discussion and verify learning.				V
The instructor's vocal variety, volume and pace were effective.				V
The instructor was respectful to the views of participants.				v
Facility				
The meeting room served as a good learning environment.				V
The location for the training was convenient.				/ V
The tools and equipment used worked well.				V
Sufficient information was provided to me regarding location.				
Overall Satisfaction				
The goals of the training have been met.				V
My understanding of the subject increased as a result of the training.				
In relation to other training I have had, this training is among the best.				V
I was generally very satisfied with all aspects of this training event.				V

Additional Comments

What were the most valuable elements of the training?
How will this information change the way you perform your current job?
Were your expectations met? If NO, what could have been done differently to make the experience more rewarding?
•
Would you encourage your colleagues to attend this training?

From:

Hattori. Nobuko

Sent:

Tuesday, August 27, 2013 7:33 AM

To: Cc: jpsych46@aol.com Parker. Michelle

Subject:

RE: T1308GHR073

Hi John,

This order is for consultations – I will have Michelle Parker contact you when she returns to the office.

Thank you, Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop St. (8TMS-HR) Denver, CO 80202

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Monday, August 26, 2013 7:41 PM

To: Hattori, Nobuko

Subject: Re: T1308GHR073

Office: (303) 312-6303

Got it. Thanks However, I have not been contacted regarding a training.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----

From: Hattori, Nobuko < Hattori. Nobuko@epa.gov>

To: jpsych46 < jpsych46@aol.com > Sent: Mon, Aug 26, 2013 2:43 pm Subject: FW: T1308GHR073

Hi John,

Attached is a letter with billing information and our order #T1308GHR073 authorizing 4 hours of "Workplace Violence Consultation". If you need additional information, please contact me.

Thank you, Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1\$95 Wynkoop St. (8TMS-HR) Denver, CO 80202 Office: (303) 312-6303 ----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Monday, August 26, 2013 2:21 PM

To: Hattori, Nobuko Subject: T1308GHR073

Please open the attached document. This document was digitally sent to you using

an HP Digital Sending device.

From:

Hattori, Nobuko

Sent: To: Tuesday, August 27, 2013 9:18 AM jpsych46@aol.com

Cc:

Parker, Michelle T1308GHR073

Subject: Attachments:

T1308GHR073,Parker,Michelle.pdf

Hi John,

Please replace previous order with attached – previous order did not have the training officer's signature. The billing information is still the same.

Thank you, Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop St. (8TMS-HR) Denver, CO 80202 Office: (303) 312-6303

1

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING				A. Agency, code and submitting o EP0	agency subelement office number 0	Status (Mark (X) mission X	one) Initial Cancellation	
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PARKER, MICHEL	LLE,E			XXX-XX-XX	XX / 00031648		XX	XX-XX-XX
4, Home Address (Numb	ber, Street, City, 5	itate, ZIP Ci	ode)	5. Home Telepho		6. Position L	evel (Mark (X) o	ne only
				(including Area	Coce)	a. Non-	superevisory	c Manager
Parker,CO,80134			SOME DOLLAR SON		201100	b Supe	ervisory	d. Executive
7. Organization Mailing /		Division/Offi	ce/Bureau/Agency)	8. Office Telepho (include Area Co	one ode and Extension)	9. Work Emu	iil Address	
		CO 9000	24420					W/2020
1595 Wynkoop St 10. Position Title	treetDenver,	CO,8020	11. Does applicant need special	if yes, please describe	below	parker.m	ichelle@ep	a.gov
UD Consistint /En	unlavaa P I .		accommodation?					
HR Specialist (En	iipioyee & La	ibo	Yes X No					
12. Type of Appointment	1	13. Educa		14. Pay Plan	15. Series	16. Gra	de	17. Step
		(Click link	to view codes or go to page 7)					
10		10	****	GS	0201	13		08
			Section B - TRAINEE	COURSE DATA	A	- Participation of the	Insugarit or	THE STATE OF THE PARTY OF
ta. Name and Maling A	ddress of Training	Vendor (No	o. Street, City. State, ZIP Code)	1b Location of T	raining Site (if same, i	mark box)>		
Nicoletti Flatter & Asso	ciates 3595 Sou			22222122212			7	
Street, Suite 310 Lakew 1c. Vendor Telephone N				1595 Wynkoop : 1d. Vendor Emai	Street Denver, CO 80 I Address	1202		
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		-						
 Training Accreditation Check Below 	n Indicator		tinued Service Agreement ed Indicator (Check Below)	16. Continued Service (Enter date as yyyy-mi		Date	17 Training Sou (Click link to vier	w codes or go to page 13)
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3 Total Training Non-Go	vernment Contrib	ution Cost		6. BILLING INSTI	RUCTIONS (Furnish is	nvoice to).		
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4 Document / Purchasing	g Order / Requisit	ion Number		RTP-FINANC	CE CENTER			
7 130	0864	RO	73		AGE ROAD (D14 TRIANGLE PAR			
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U.S. Office of Personnel		******		Page '				Standard Form 182
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2013 T 08 G T 000 ZZZ G FZ 2501 (b)(4) 2013 2014 B 08 G T 000 ZZZ G FZ 2501 6

T 13086HR073

Section D - APPROVALS	TUBLE	BEDA HOSTANDHANN
1a. Immediate Supervisor - Name and title		
Dunlap,Bridget R. Supervisory Human Resource Spe		
1b. Area Code / Telephone Number	1c. Email	Address
	Dunlap.Br	idget@epa.gov
1d. Signature	1e. Date	3/13
2a. Sečonď-line Supervisor - Name and title Wong, Judith Asst Reg Admr/Tech & Mgmt Srvc	/	
2b. Area Code / Telephone Number	2c. Email	Address
303 312-6298	wong.judi	th@epa.gov
2d. Signature	2e. Date	
1) -12 1/	8/23	CI
3a. Training Officer - Name and title		
Scholten,Karolina M Human Resources Specialist		
3b. Area Code / Telephone Number	3c. Email	Address
303-312-6418	scholten.k	arly@epa.gov
3d. Signatur	3e. Date	126/13
Section E - APPROVALS / CONCURRENCE	The Alice of Anna	A MARINE AND A MARINE
1a. Authorizing Officer - Name and title		
1b. Area Code / Telephone Number	1c. Email /	Address
1d. Signature	1e. Date	
Section F - CERTIFICATION OF TRAINING COMPLETION AND	EVALUAT	ION The file transports plant.
1a. Authorizing Officer - Name and title		
1b. Area Code / Telephone Number	1c. Email A	Address
1d. Signature	1e. Date	
FRAINING FACILITY Bills should be sent to the office indicated in item C6. Please refer to the numb	er given in i	tem C4 to assure prompt payment.

Document Review

Compass Document: RQ 1308GHR073

08/23/13

Document Summary: Doc Type: RQ Doc No: 1308GHR073 External Doc No: Commitment Date: 08/23/13 Closed Date:

Servicing Finance Office: 08 Original Amount: \$600.00 Available Amount: \$600.00

Description: Workplace Violence Consult Hours (4) - Parker

Extended Description:

Workplace Violence Consult Hours (4) - Parker

Document Details: Expand

Line#	Line Amt	Obligated Amt	Refunded Amt	Available A	mt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	S 00	\$0.00		S(13)(4	00	2013	T	08G1000	ZZZGF2	0800BM00	2501		-	
2	(0)(4)(0)	\$0.00		(b)(4	00	20132014	В	08G1000	ZZZGF2	n/a	2501			

Document Activity:

Warehouse Homepage
EPA @Work Home | EPA Internet
http://v1742TRTA y003 aa. ad.epa.gov/neis/ifins_doc.resolve

This web page was last updated on 05/20/2013. For issues, please contact: EPA Call Center - (866) 411-4372 9

ENTERED INTO IFMS

Funds Certifying Official



Re: Consultation Request John Nicoletti

to:

Michelle Parker 09/11/2012 08:30 AM

Hide Details

From: John Nicoletti < jpsych46@aol.com>

To: Michelle Parker/R8/USEPA/US@EPA

Okay

John Nicoletti, Ph.D., ABPP

On Sep 11, 2012, at 9:00 AM, Michelle Parker < Parker. Michelle@epamail.epa.gov > wrote:

Thanks for your quick response. Please lock in 10am - 11am. I need to check everyone's calendar, but for right now that time looks best. I will get back with you to confirm.

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

<graycol.gif>John Nicoletti ---09/11/2012 07:58:56 AM---Michelle, I am available from 10-2:30 and 3:30-4:30. Let me know what works as soon as you can and I

From: John Nicoletti | From: John Nicoletti | Sych46@aol.com>|
To: Michelle Parker/R8/USEPA/US@EPA|
Date: 09/11/2012 07:58 AM|
Subject: Re: Consultation Request

Michelle.

I am available from 10-2:30 and 3:30-4:30. Let me know what works as soon as you can and I will lock it in.

John

John Nicoletti, Ph.D., ABPP

On Sep 11, 2012, at 8:50 AM, Michelle Parker Parker.Michelle@epamail.epa.gov wrote:

Hi, John,

Our Deputy Regional Administrator, Howard Cantor, would like me to set up an hour consultation with you and several of our managers. He may have mentioned the situation with you. How does your schedule look on Monday, September 17?

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H)

USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139



Re: Consultation Request

John to:

Michelle Parker

09/11/2012 10:19 AM

Hide Details

From: John <jpsych46@aol.com>

To: Michelle Parker/R8/USEPA/US@EPA

303-989-1835

Sent from my iPhone

On Sep 11, 2012, at 8:45 AM, Michelle Parker < Parker. Michelle@epamail.epa.gov > wrote:

John,

The following date and time has been confirmed.

Monday, September 17 10am - 11am

Please provide me with a telephone number.

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

<graycol.gif>Michelle Parker---09/11/2012 08:00:30 AM---Thanks for your quick response. Please lock in 10am - 11am. I need to check everyone's calendar, b

From: Michelle Parker/R8/USEPA/US
To: John Nicoletti <ipsych46@aol.com>
Date: 09/11/2012 08:00 AM
Subject: Re: Consultation Request

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Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

<graycol.gif>John Nicoletti ---09/11/2012 07:58:56 AM---Michelle, I am available from 10-2:30 and 3:30-4:30. Let me know what works as soon as you can and I

From: John Nicoletti < ipsych46@aol.com > To: Michelle Parker/R8/USEPA/US@EPA Date: 09/11/2012 07:58 AM Subject: Re: Consultation Request

Michelle,

I am available from 10-2:30 and 3:30-4:30. Let me know what works as soon as you can and I will lock it in.

John

John Nicoletti, Ph.D., ABPP

On Sep 11, 2012, at 8:50 AM, Michelle Parker <<u>Parker.Michelle@epamail.epa.gov</u>> wrote:

Hi, John,

Our Deputy Regional Administrator, Howard Cantor, would like me to set up an hour consultation with you and several of our managers. He may have mentioned the situation with you. How does your schedule look on Monday, September 17?

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-

USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139



Invoice for July 9, 2102 Michelle Parker to: jpsych46

Cc: Nobuko Hattori Bcc: Michelle Parker

History:

This message has been forwarded.

Hi. John.

I received an invoice from you for an hour consultation on July 9. I don't have a record of a consultation on that date and neither do the other members of the agency's response team. Is this a correct date? Can you provide me with additional information about the consultation?

09/20/2012 02:51 PM

I was communicating with you during July about providing training, which you did provide in August.

You previously charged us \$\frac{10(4)}{10}\text{hour for training and \$\frac{10(4)}{10}\text{hour for a consultation.}} \text{Could this invoice be for the extra hour of training for the response team that you provided on Wednesday, August 29 from 3pm - 4pm?}

Have you submitted your invoices for the training you provided on August 20, 9am - 11am; and August 29, 9am - 11am and 12pm - 3pm?

We also expect an invoice from you for this past Monday, September 17, for a consultation from 10am - 10:30am. Will this be charged at a rate of \$\(^{10}\)(4)\) hour?

Thanks.

Michelle

Invoice July 9, 2012.pdf

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

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NICOLETTI – FLATER ASSOCIATES, PLLP 3595 South Teller Street Suite 310 Lakewood, CO 80235 303-989-1617 Fax 303-985-3133

TO: US Environmental Protection Agency RTP- Finance Center 4930 Old Page Rend Physics (22)		FEIN 84-0727812 Invoice# 831/2				
4930 Old Page Road(D143-02) Research Triangle Park, NC 27709	T12086HR023	DATE				
		9/4/2012				

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If you have any questions regarding this billing, please contact Lottle Flater at 303-989-1617.

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING					A. Agency, code and submitting of EPO		8 R	B Request Status (Mark (X) one) Resubmission X Initial Correction Cancellation				
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PARKER, MICHELLE, E					XXX-XX-XXX	CX / 00031648			xxx	(-XX-X	(
4 Home Address (Number, Stre	eet. City, Sta	te, ZIP Code	9)		Home Telepho (including Area 0		6. Pc	osition Level	(Mark (X) one	only		
Parker,CO,80134								a. Non-superevisory c. h b. Supervisory d. 8				
7 Organization Mailing Address U. S. EPA	1				8 Office Telepho (include Area Co	ne de and Extension)	9. W	ork Email Ad	dress			
1595 Wynkoop Street[10. Position Title	Denver,Co		1129 Does applicant need specia	aí it	yes, please describe	below.	par	ker.mich	elle@epa.g	lov		
HR Specialist (Employ	ree & Lab	310	commodation?									
12. Type of Appointment		3. Education	A STATE OF THE PARTY OF THE PAR		14. Pay Plan	15 Senes		16. Grade		17. Step		
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1974		CIT I	Suppose of the second second				199550	100	gent frag		recent retays	
1a Name and Mailing Address Nicoletti Flatter & Associates Street, Suite 310 Lakewood, C 1c Vendor Telephone Number	3595 South		Street, City, State, ZiP Code)			Street Denver, CO 8	THE STATE OF THE S					
303/989-1617					Jpsych46@a							
2a. Course Title	2ь	Course Nun	nber Code	3. Tra	aining Start Date (Enter Date as yyyy-mm-dd)			4. Training End Data (Enter Date as yyyy-mm-cd)				
Workplace Violence Consult 4hr	N/A				3-10-01			2014-08-04				
5. Training Duty Hours		6 Training	Non-Duty Hours		Training Purpose Type (Click link to view codes or go to page 9)			Training Type Code (Click link to view codes or go to page 9) 01				
9. Training Sub Type Code			g Delivery Type Code					Training Credit 13 Training Credit Type Code				
(Click link to view codes or go to 16	page 9)	(Click link	to view codes or go to page 1 01	(2)	(Click link to view codes or go to page 13) 05			(Click link to view codes or go to page 1:				
14. Training Accreditation Indica Check Below	itor		ued Service Agreement ndicator (Check Below)		 Continued Service Agreement Expiration Date Enter date as yyyy-mm-dd) 			17. Training Source Type Code (Click link to view codes or go to page 13)				
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18. Training Objective Assist management wi	ith workp	lace viol	lence	e South Print		23 01:08:54 PM	И					
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4 Document / Purchasing Order / Requisition Number 1308GHR 073 5 8 Digit Station Symbol (Example - 12-34-5678)					RTP-FINANC 4930 OLD PA		(43-02)		N.			
68014	192											
U.S. Office of Personnel Manage	ment			P	age						Standard Form 182	

NSN 7540-01-008-3901

Revised December 2006 All previous editions not usuable

2013 T 08 G T 000 ZZZ G F 2 2501 (b)(4) 2 2013 2014 B 08 G T 000 ZZZ G F 2 2501 6

Section D - APPR	OVALS				
1a. Immediate Supervisor - Name and title					
Dunlap,Bridget R. Supervisory Human Resource Spe					
1b. Area Code / Telephone Number	1c. Email Address				
	Dunlap.Bridget@epa.gov				
1d. Signature	8/23/13				
2a. Second-line Super sor - Name and title Wong,Judith Asst Reg Admr/Tech & Mgmt Srvc	,				
2b. Area Code / Telephone Number	2c. Email Address				
303 312-6298	wong.judith@epa.gov				
2d. Signature	2e. Date				
Zu. Signature					
DR M	8/23/13				
3a. Training Officer - Name and title Scholten,Karolina M Human Resources Specialist					
3b. Area Code / Telephone Number	3c. Email Address				
302-312/418	scholten.karly@epa.gov				
303 - 312 - 6418	3e. Date				
1000	8/26/13				
Section E - APPROVALS	/ CONCURRENCE				
1a. Authorizing Officer - Name and title					
1b. Area Code / Telephone Number	1c. Email Address				
1d. Signature	1e. Date				
	AINING COMPLETION AND EVALUATION				
1a. Authorizing Officer - Name and title					
ta. Additionaling Children Addition					
1b. Area Code / Telephone Number	1c. Email Address				
1d. Signature	1e. Date				
RAINING FACILITY Bills should be sent to the office indicated in item	n C6. Please refer to the number given in item C4 to assure prompt paymen				

Document Review

Compass Document: RQ 1308GHR073

08/23/13

Document Summary: Doc Type: RQ Doc No: 1308GHR073 **External Doc Not** Commitment Date: 08/23/13 Closed Date: Servicing Finance Office: 08

Original Amount: \$600.00 Available Amount: \$600:00

Description: Workplace Violence Consult Hours (4) - Parker

Extended Description:

Workplace Violence Consult Hours (4) - Parker

-	Page 11.	Expand'
Document	Details:	The state of the s

Line#	Line Amt	Obligated Amt	Refunded Amt	Available Ami	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	(6)(4)00	\$0.00		(0)(4)00	2013	T	0801000	ZZZGF2	0800BM00	2501			
2	(b)(4)00	\$0,00	Y	(b)(4) ₀₀	20132014	В	08G1000	ZZZGF2	n/a	2501			

Document Activity:

Warehouse Flomepage EPA@Work Home | EPA Internet

http://V1742TRTAV003.aa.ed.epa.gov/neis/ifms_doc.resolve
This web page was last updated on 05/20/2013.

For issues, please contact: EPA Call Center - (866) 411-4372

ENTERED INTO IFMS

Funds Certifying Official

From:

Hattori, Nobuko

Sent:

Monday, August 26, 2013 2:43 PM

To: Subject: 'jpsych46@aol.com' FW: T1308GHR073

Attachments:

Document.pdf

Hi John,

Attached is a letter with billing information and our order #T1308GHR073 authorizing 4 hours of "Workplace Violence Consultation". If you need additional information, please contact me.

Thank you,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop St. (8TMS-HR)
Denver, CO 80202
Office: (303) 312-6303

----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Monday, August 26, 2013 2:21 PM

To: Hattori, Nobuko Subject: T1308GHR073

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

From:

RTPReceiving@epa.gov

Sent:

Monday, August 26, 2013 3:05 PM

To:

Hattori, Nobuko

Subject:

AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A copy is enclosed. Please be advised that any correspondence received after 4:00pm Eastern Standard Time will

be processed on the next business day.

Nobe Hattori

Region 8 Training Assistant

U.S. Environmental Protection Agency

1595 Wynkoop St. (8TMS-HR)

Denver, CO 80202

Office: (303) 312-6303

----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Monday, August 26, 2013 2:21 PM

To: Hattori, Nobuko Subject: T1308GHR073

Please open the attached document. This document was digitally sent to you

using an HP Digital Sending device.

(See attached file: Document.pdf)

[attachment "Document.pdf"]

From:

Hattori, Nobuko

Sent:

Monday, August 26, 2013 2:49 PM

To:

Parker, Michelle

Subject:

FW: Approval of Training - T1308GHR073

Attachments:

T1308GHR073, Parker, Michelle.pdf

A copy of your approved SF-182 training agreement is attached.

This is to notify you that your training for:

Workplace Violence Consulting (4 Hours) October 01, 2013 – August 04, 2014

has been approved. The training request number assigned is T1308. To ensure that your registration was received by the vendor, please contact them to confirm your enrollment. It is imperative that you maintain a training file with all approved SF 182 forms as documentation of the training you have taken. Should you have any questions, please contact Karly Scholten at 312-6418.

Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop St. (8TMS-HR) Denver, CO 80202 Office: (303) 312-6303

From:

Hattori, Nobuko

Sent:

Tuesday, August 27, 2013 7:33 AM

To: Cc: 'jpsych46@aol.com' Parker, Michelle

Subject:

RE: T1308GHR073

Hi John.

This order is for consultations - I will have Michelle Parker contact you when she returns to the office.

Thank you,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop St. (8TMS-HR)
Denver, CO 80202
Office: (303) 312-6303

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Monday, August 26, 2013 7:41 PM

To: Hattori, Nobuko

Subject: Re: T1308GHR073

Got it. Thanks However, I have not been contacted regarding a training.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message---From: Hattori, Nobuko < Hattori. Nobuko@epa.gov >
To: jpsych46 < jpsych46@aol.com >
Sent: Mon, Aug 26, 2013 2:43 pm
Subject: FW: T1308GHR073

Hi John,

Attached is a letter with billing information and our order #T1308GHR073 authorizing 4 hours of "Workplace Violence Consultation". If you need additional information, please contact me.

Thank you,
Nobe Hattori
Region 8 Training Assistant
U.S. Environmental Protection Agency
1595 Wynkoop St. (8TMS-HR)
Denver, CO 80202
Office: (303) 312-6303

----Original Message----

From: Scan to Email from 3174MR [mailto:r8printer.mail@epa.gov]

Sent: Monday, August 26, 2013 2:21 PM

To: Hattori, Nobuko Subject: T1308GHR073

Please open the attached document. This document was digitally sent to you using

an HP Digital Sending device.



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8 1595 Wynkoop DENVER, CO 80202 http://www.epa.gov/region08

August 26, 2013

Nicoletti Flatter & Associates 3595 S. Teller Street, Suite 310 Lakewood, CO 80235

Dear Sir/Madam:

Enclosed is an Environmental Protection Agency training contract, which authorizes the following employee(s):

Group

to attend: Workplace Violence Consultation (4 Hours) on these date(s): October 01, 2013 – August 04, 2014

Please send your invoice to:

US Environmental Protection Agency

RTP-Finance Center

4930 Old Page Road (D143-02) Research Triangle Park, NC 27709

Please reflect this tracking number on your invoice: T1308GHR073

To be certain that payment is not delayed, please be sure that the information on your invoice matches that in Block 1a of our training contract. You must include your federal TIN and the EPA employee's name on your invoice. As we are only authorized to make payments after services have been rendered, please mail your invoice after the completion of the event or course. If you have any questions or concerns, I can be reached at (303) 312-6418. It is a pleasure to do business with you.

1/1

Karly Scholten

Regional Training Officer

From:

Hattori, Nobuko

Sent:

Tuesday, August 27, 2013 9:17 AM

To: Cc: 'jpsych46@aol.com'

Subject:

Parker, Michelle T1308GHR073

Attachments:

T1308GHR073,Parker,Michelle.pdf

Hi John,

Please replace previous order with attached – previous order did not have the training officer's signature. The billing information is still the same.

Thank you, Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop St. (8TMS-HR) Denver, CO 80202 Office: (303) 312-6303



Fw: Invoice for July 9, 2102 Michelle Parker to: jpsych46

Cc: Nobuko Hattori Bcc: Michelle Parker 10/02/2012 08:42 AM

Hi, John,

Nobe and I spoke about the attached invoice and are unaware of why you were asked to submit it to us.

Will you be submitting the invoice for the 30 minute consultation on September 17? I understand the rate is \$\frac{10}{40}\rightarrow{40}\rig

I will be contacting you later this month or early next month about an additional consultation.

Thanks, Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

---- Forwarded by Michelle Parker/R8/USEPA/US on 10/02/2012 08:39 AM ----

From:

Michelle Parker/R8/USEPA/US

To:

ipsych46@aol.com

Cc:

Nobuko Hattori/R8/USEPA/US@EPA

Date:

09/20/2012 02:51 PM

Subject:

Invoice for July 9, 2102

Hi, John,

I received an invoice from you for an hour consultation on July 9. I don't have a record of a consultation on that date and neither do the other members of the agency's response team. Is this a correct date? Can you provide me with additional information about the consultation?

I was communicating with you during July about providing training, which you did provide in August.

You previously charged us \$\frac{b(4)}{hour for training and \$\frac{b(4)}{hour for a consultation.}}\$ Could this invoice be for the extra hour of training for the response team that you provided on Wednesday, August 29 from 3pm - 4pm?

Have you submitted your invoices for the training you provided on August 20, 9am - 11am; and August 29, 9am - 11am and 12pm - 3pm?

We also expect an invoice from you for this past Monday, September 17, for a consultation from 10am - 10:30am. Will this be charged at a rate of \$\frac{60(4)}{20(4)}\rightarrow{10(4)}{20(4)} \rightarrow{10(4)}{20(4)} \rightarr

Thanks,

Michelle



Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139



Re: Fw: Invoice for July 9, 2102

jpsych46

to:

Michelle Parker 10/02/2012 05:10 PM

Hide Details

From: jpsych46@aol.com

To: Michelle Parker/R8/USEPA/US@EPA

History: This message has been forwarded. No Problem on my end. What ever works for you let me know.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Michelle Parker < Parker. Michelle@epamail.epa.gov>

To: jpsych46 < jpsych46@aol.com>

Cc: Nobuko Hattori < Hattori.Nobuko@epamail.epa.gov>

Sent: Tue, Oct 2, 2012 1:56 pm Subject: Fw: Invoice for July 9, 2102

Hi, John,

Nobe and I spoke about the attached invoice and are unaware of why you were asked to submit it to us.

Will you be submitting the invoice for the 30 minute consultation on September 17? I understand the rate is \$\(\frac{10(4)}{10}\) hour. Is that still accurate?

I will be contacting you later this month or early next month about an additional consultation.

Thanks,	Michelle

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

---- Forwarded by Michelle Parker/R8/USEPA/US on 10/02/2012 08:39 AM -----

From: Michelle Parker/R8/USEPA/US
To: jpsych46@aol.com
Cc: Nobuko Hattori/R8/USEPA/US@EPA
Date: 09/20/2012 02:51 PM
Subject: Invoice for July 9, 2102

Hi, John,

I received an invoice from you for an hour consultation on July 9. I don't have a record of a consultation on that date and neither do the other members of the agency's response team. Is this a correct date? Can you provide me with additional information about the consultation?

I was communicating with you during July about providing training, which you did provide in August.

You previously charged us \$\frac{1}{2}\text{hour for training and }\frac{1}{2}\text{hour for a consultation. Could this invoice be for the extra hour of training for the response team that you provided on Wednesday, August 29 from 3pm - 4pm?

Have you submitted your invoices for the training you provided on August 20, 9am - 11am; and August 29, 9am - 11am and 12pm - 3pm?

We also expect an invoice from you for this past Monday, September 17, for a consultation from 10am - 10:30am. Will this be charged at a rate of \$\frac{10}{4}\text{fhour}?

Thanks,

Michelle

(See attached file: Invoice July 9, 2012.pdf)

Michelle Parker | Labor and Employee Relations Officer | Human Resources (8TMS-H) USEPA Region 8 | 1595 Wynkoop Street | Denver CO 80202-1129 | 303.312.6139

From:

Parker, Michelle

Sent:

Wednesday, December 18, 2013 11:39 AM

To: Subject: jpsych46@aol.com WPV Training

Hi, John.

I hope you are doing well.

I am planning for training next year, but have a limited budget.

Would you be willing to conduct a one hour training on workplace violence for us, concentrating on how to recognize boundary probing and attack related behaviors, how to interrupt/disrupt the behavior, and personal survival strategies?

If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker

From:

John Nicoletti <jpsych46@aol.com>

Sent:

Wednesday, December 18, 2013 12:22 PM

To: Subject: Parker, Michelle Re: WPV Training

Michelle,

No problem. When would you like to do the training?

John

John Nicoletti, Ph.D., ABPP
Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 11:38 AM, "Parker, Michelle" < Parker. Michelle@epa.gov> wrote:

Hi, John.

I hope you are doing well.

I am planning for training next year, but have a limited budget.

Would you be willing to conduct a one hour training on workplace violence for us, concentrating on how to recognize boundary probing and attack related behaviors, how to interrupt/disrupt the behavior, and personal survival strategies?

If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker

From:

John Nicoletti <jpsych46@aol.com>

Sent:

Wednesday, December 18, 2013 1:53 PM

To: Subject:

Parker, Michelle Re: WPV Training

I have times available in both months. The dates I am not available in February are: 6, 10, 13, 20-21, and 28. The dates I am not available in March are: 3-7, 14-15, and 19-20. Let me know what works for you.

John

John Nicoletti, Ph.D., ABPP
Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 1:15 PM, "Parker, Michelle" < Parker. Michelle@epa.gov > wrote:

Probably in February or March. Is there a month that works better for you?

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

From: John Nicoletti [mailto:]psych46@aol.com]
Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle **Subject:** Re: WPV Training

Michelle,

No problem. When would you like to do the training?

John

John Nicoletti, Ph.D., ABPP
Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 11:38 AM, "Parker, Michelle" <Parker Michelle@epa.gov> wrote:

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Would you be willing to conduct a one hour training on workplace violence for us, concentrating on how to recognize boundary probing and attack related behaviors, how to interrupt/disrupt the behavior, and personal survival strategies?

If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker

From:

Parker, Michelle

Sent:

Wednesday, December 18, 2013 2:01 PM

To: Cc: John Nicoletti Hattori, Nobuko

Subject:

RE: WPV Training

Thanks for your quick response. I will let you know after we determine conference room availability, etc.

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com] **Sent:** Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle

Subject: Re: WPV Training

I have times available in both months. The dates I am not available in February are: 6, 10, 13, 20-21, and 28. The dates I am not available in March are: 3-7, 14-15, and 19-20. Let me know what works for you.

John

John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 1:15 PM, "Parker, Michelle" <Parker.Michelle@epa.gov> wrote:

Probably in February or March. Is there a month that works better for you?

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com]
Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle

Subject: Re: WPV Training

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If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

From:

Parker, Michelle

Sent:

Monday, December 23, 2013 12:03 PM

To: Cc: John Nicoletti Hattori, Nobuko

Subject:

RE: WPV Training

John,

Please reserve Wednesday, February 5 for the training.

Which one of the following times is best for you:

- 1. 10am 11am
- 2. 1pm 2pm
- 3. 2pm 3pm

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com] Sent: Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle

Subject: Re: WPV Training

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John

John Nicoletti, Ph.D., ABPP
Board Certified in Police and Public Safety Psychology

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Michelle Parker

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Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle

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John

John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

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If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

From:

jpsych46@aol.com

Sent:

Monday, December 23, 2013 12:16 PM

To: Subject:

Parker, Michelle Re: WPV Training

Michelle.

I hope you are surviving all of the government challenges I am hearing about. Unfortunately, I had to set up a training on the 5th which goes from 11-3. I could do a 9-10 training on that date or we would need to change it to a different day. The dates I have available at this point are:

February 1,3-4,6 (from 1-5),7,11-12,14,17-19,and 24-27.

Sorry about that conflict, it seems everyone wants to start doing training in February or March. Let me know what works for you. Have a nice holiday.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle To: John Nicoletti Cc: Hattori, Nobuko

Sent: Mon, Dec 23, 2013 12:03 pm

Subject: RE: WPV Training

John,

Please reserve Wednesday, February 5 for the training. Which one of the following times is best for you:

1. 10am – 11am 2. 1pm – 2pm

3. 2pm – 3pm

Thanks, Michelle Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker_michelle@epa_gov

303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com] Sent: Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle Subject: Re: WPV Training

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lebe

John

John Nicoletti, Ph.D., ABPP

Board Certified in Police and Public Safety Psychology

On Dec 18, 2013, at 1:15 PM, "Parker, Michelle" < Parker. Michelle@epa.gov > wrote:

Probably in February or March. Is there a month that works better for you? **Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com]
Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle Subject: Re: WPV Training

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John Nicoletti, Ph.D., ABPP Board Certified in Police and Public Safety Psychology

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If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker

From:

Parker, Michelle

Sent:

Monday, December 23, 2013 12:29 PM

To: Cc: jpsych46@aol.com Hattori, Nobuko

Subject:

RE: WPV Training

John.

It's been a rough year. We hope things start looking better soon.

Let's do a 9am - 10am training that day (February 5).

Thanks and happy holidays!

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: jpsych46@aol.com [mailto:jpsych46@aol.com]

Sent: Monday, December 23, 2013 12:16 PM

To: Parker, Michelle

Subject: Re: WPV Training

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John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Parker, Michelle <Parker.Michelle@epa.gov>

To: John Nicoletti < ipsych46@aol.com>

Cc: Hattori, Nobuko < Hattori. Nobuko@epa.gov>

Sent: Mon, Dec 23, 2013 12:03 pm

Subject: RE: WPV Training

John.

Please reserve Wednesday, February 5 for the training.

Which one of the following times is best for you:

- 1. 10am 11am
- 2. 1pm 2pm
- 3. 2pm 3pm

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

From: John Nicoletti [mailto:jpsych46@aol.com] Sent: Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle

Subject: Re: WPV Training

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Labor & Employee Relations Officer | EPA Region 8 303.312.6139 | parker.michelle@epa.gov 303.565.0658

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To: Parker, Michelle Subject: Re: WPV Training

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If so, would you allow us to record the training to post on our intranet?

Thanks and happy holidays.

Michelle

Michelle Parker

From:

jpsych46@aol.com

Sent:

Monday, December 23, 2013 12:34 PM

To: Subject: Parker, Michelle Re: WPV Training

Michelle.

Got it down. I will get in touch with you as we get closer to the training date.

John

John Nicoletti, Ph.D., ABPP Board Certified Specialist in Police and Public Safety Psychology

----Original Message-----From: Parker, Michelle

To: jpsych46

Cc: Hattori, Nobuko

Sent: Mon, Dec 23, 2013 12:29 pm

Subject: RE: WPV Training

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Labor & Employee Relations Officer | EPA Region 8

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John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

----Original Message----

From: Parker, Michelle <Parker.Michelle@epa.gov>

To: John Nicoletti < ipsych46@aol.com>

Cc: Hattori, Nobuko < Hattori. Nobuko@epa.gov >

Sent: Mon, Dec 23, 2013 12:03 pm

Subject: RE: WPV Training

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Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

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303.565.0658