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

<b>Record Withheld</b>	<b># of Pages</b>	<b>Basis for withholding</b>
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

<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one)
		<input type="checkbox"/> Resubmission Correction <input checked="" type="checkbox"/> Initial Cancellation

**Section A - TRAINEE INFORMATION**  
Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE, E</b>		2. Social Security Number/EHRI Employee Number <b>XXX-XX-XXXX / 00031648</b>		3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>	
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)		6. Position Level (Mark (X) one only)	
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) <b>U.S. EPA</b> <b>1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)		9. Work Email Address <b>parker.michelle@epa.gov</b>	
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>		11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>	16. Grade <b>13</b>	17. Step <b>07</b>

**Section B - TRAINEE COURSE DATA**

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/>	
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>ipsych46@aol.com</b>	
2a. Course Title <b>Workplace Violence Consultatio (4 hrs)</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2013-01-13</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2013-09-30</b>
5. Training Duty Hours	6. Training Non-Duty Hours	7. Training Purpose Type (Click link to view codes or go to page 9) <b>03</b>	8. Training Type Code (Click link to view codes or go to page 9) <b>01</b>
9. Training Sub Type Code (Click link to view codes or go to page 9) <b>12</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>05</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A	15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	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) <b>03</b>
18. Training Objective <b>Assist management in evaluating workplace violence</b>		19. AGENCY USE ONLY <b>2013-01-11 12:01:26 PM</b>	

**Section C - COST AND BILLING INFORMATION**

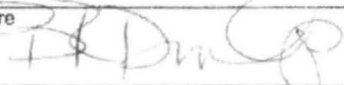
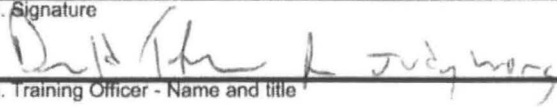

1. Direct Costs and Appropriation / Fund and Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ <b>(b)(4).00</b>	<i>See Below</i>	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ <b>(b)(4).00</b>		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost <b>600.00</b>			6. BILLING INSTRUCTIONS (Furnish invoice to): <b>US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709</b>		
4. Document / Purchasing Order / Requisition Number <b>T1308GHR016</b>					
5. 8 Digit Station Symbol (Example - 12-34-5678) <b>68014922</b>					

2013 T 08GI000 222GF2 2501  
2013 2014 B 08GI000 222GF2 2501

**(b)(4)** ENTERED INTO IFMS  
**(b)(4)**  
JAN 16 2013  
Funds Certifying Official

T1308GHR016

**Section D - APPROVALS**

1a. Immediate Supervisor - Name and title <b>Dunlap, Bridget R. Supervisory Human Resource Spe</b>	
1b. Area Code / Telephone Number <b>303 312 - 6106</b>	1c. Email Address <b>Dunlap.Bridget@epa.gov</b>
1d. Signature 	1e. Date <b>1/14/2013</b>
2a. Second-line Supervisor - Name and title <b>Wong, Judith Asst Reg Admr/Tech &amp; Mgmt Srvc</b>	
2b. Area Code / Telephone Number	2c. Email Address <b>wong.judith@epa.gov</b>
2d. Signature 	2e. Date <b>1/14/2013</b>
3a. Training Officer - Name and title <b>Scholten, Karolina M Human Resources Specialist</b>	
3b. Area Code / Telephone Number <b>303 - 312 - 6418</b>	3c. Email Address <b>scholten.karly@epa.gov</b>
3d. Signature 	3e. Date <b>1/15/2013</b>

**Section E - APPROVALS / CONCURRENCE**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 given in item C4 to assure prompt payment.**



Document Review

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

Document Details: **Expand**

Line#	Line Amt	Obligated Amt	Refunded Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$0.00	\$0.00		\$0.00	2013	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$0.00	\$0.00		\$0.00	20132014	B	08Q1000	ZZZGF2	n/a	2501			

Document Activity:

[Warehouse Homepage](#)  
[EPA@Work Home](mailto:EPA@Work Home) | [EPA Internet](#)  
[http://V1742TRTAY003.au.ad.epa.gov/neis/ifms\\_doc.resolve](http://V1742TRTAY003.au.ad.epa.gov/neis/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

JAN 16 2013  
 Funds Certifying Official



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) hour) and training (\$(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 \$(b)(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 \$(b)(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](mailto: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: 01/10/2013 10:23 AM  
Subject: Re: Please Approve

---

I 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
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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 \$(b)(4) funding increase for the Nicoletti consultation contract. Michelle uses this contract for consultations on workplace violence. \$(b)(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,

A handwritten signature in black ink, appearing to read "Karly Scholten".

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

---

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



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**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  
Please respond to DO NOT REPLY**

**01/24/2013 10:00 AM**

**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**

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



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[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.



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"]

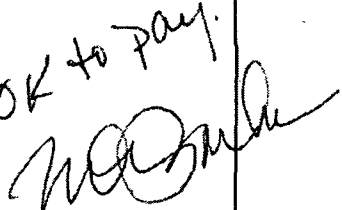
**NICOLETTI-FLATER ASSOCIATES, PLLP**  
 3595 So. Teller Street  
 Suite 310  
 Lakewood, CO 80235  
 Phone: 303-989-1617 Fax: 303-985-3133

We Accept Master Card & Visa		
Account #	Exp. Date	
Signature	Amount	Date

FEIN 84-0727812

<b>RE: <u>Order # T1308GHR016</u></b>
Nobe Hattori Region 8 Training Assistant U.S. Environmental Protection Agency 1595 Wynkoop (8TMS-H) Denver, CO 80202

DATE
March 5, 2013

DATE	ACTIVITY	QTY/HRS	RATE	AMOUNT	
01/14/13	Document Review / Phone Consultation	2	\$ <sup>(b)(4)</sup> 00	\$ <sup>(b)(4)</sup> 00	
<i>OK to pay.</i> 					
CURRENT	1-30 DAYS PAST DUE	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	AMOUNT DUE
					\$ <sup>(b)(4)</sup> 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 SENT (INCLUDING COVER SHEET): 2

MESSAGE: Invoice attached.

**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](mailto: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](mailto: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 (\$ (b)(4) hour) and training (\$ (b)(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

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Happy New Year!

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Thanks,

**Michelle Parker**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)

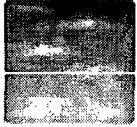
<Libby 1.pdf>

<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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**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,

A handwritten signature in black ink, appearing to read "Karly Scholten".

Karly Scholten  
Regional Training Officer

**AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING**

A. Agency, code agency subelement and submitting office number  
**EP00**

B. Request Status (Mark (X) one)  
 Resubmission Correction  
 Initial Cancellation

1. Applicant Name (Last, First, Middle Initial)  
**PARKER, MICHELLE E**

2. Social Security Number/EHRI Employee Number  
**XXX-XX-XXXX / 00031846**

3. Date of Birth (yyyy-mm-dd)  
**XXXX-XX-XX**

4. Home Address (Number, Street, City, State, ZIP Code)  
**Parker, CO 80134**

5. Home Telephone (including Area Code)

6. Position Level (Mark (X) one only)  
 a. Non-supervisory  
 b. Supervisory  
 c. Manager  
 d. Executive

7. Organization Mailing Address (Branch/Division/Office/Bureau/Agency)  
**U.S. EPA**  
**1595 Wynkoop Street Denver, CO 802021129**

8. Office Telephone (include Area Code and Extension)

9. Work Email Address  
**parker.michelle@epa.gov**

10. Position Title  
**HR Specialist (Employee & Labo**

11. Does applicant need special accommodation? If yes, please describe below.  
 Yes  No

12. Type of Appointment  
**10**

13. Education Level (Click link to view codes or go to page 7)  
**10**

14. Pay Plan  
**GS**

15. Series  
**0201**

16. Grade  
**13**

17. Step  
**07**

**TRAINING COURSE**

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code)  
**Miccolini Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80239**

1b. Location of Training Site (If same, mark box)

1c. Vendor Telephone Number  
**303-999-1617**

1d. Vendor Email Address  
**jpsych46@aol.com**

2a. Course Title  
**Workplace Violence Consultatio (4 hrs)**

2b. Course Number Code  
**N/A**

3. Training Start Date (Enter Date as yyyy-mm-dd)  
**2013-01-13**

4. Training End Date (Enter Date as yyyy-mm-dd)  
**2013-09-30**

5. Training Duty Hours

6. Training Non-Duty Hours

7. Training Purpose Type (Click link to view codes or go to page 9)  
**03**

8. Training Type Code (Click link to view codes or go to page 9)  
**01**

9. Training Sub Type Code (Click link to view codes or go to page 9)  
**12**

10. Training Delivery Type Code (Click link to view codes or go to page 12)  
**05**

11. Training Designation Type Code (Click link to view codes or go to page 13)  
**05**

12. Training Credit

13. Training Credit Type Code (Click link to view codes or go to page 13)  
**04**

14. Training Accreditation Indicator Check Below  
 Yes  No  N/A

15. Continued Service Agreement Required Indicator (Check Below)  
 Yes  No

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**

16. Training Objective  
**Assist management in evaluating workplace violence**

18. AGENCY USE ONLY  
**2013-01-11 12:01:26 PM**

**Section C - COSTS AND BILLING INFORMATION**

1. Direct Costs and Appropriation / Fund Chargeable

Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ (b)(4)00	See Below
b. Books & Materials		
c. TOTAL	\$ (b)(4)00	

2. Indirect Costs and Appropriation / Fund Chargeable

Item	Amount	Appropriation / Fund
a. Travel	\$	
b. Per diem		
c. TOTAL	\$	

3. Total Training Non-Government Contribution Cost  
**800.00**

4. Document / Purchasing Order / Requisition Number  
**T1308642016**

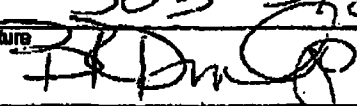


5. 8 Digit Station Symbol (Example - 12-34-5678)  
**68014922**

6. BILLING INSTRUCTIONS (Furnish invoice to):  
**US ENVIRONMENTAL PROTECTION AGENCY**  
**RTP-FINANCE CENTER**  
**4930 OLD PAGE ROAD (D143-02)**  
**RESEARCH TRIANGLE PARK, NC 27709**

2013 T 086I000 2226F 2 2501  
 2013 2014 B 086I000 2226F 2 2501

(b)(4) 12  
 ENTERED INTO IFMS  
 (b)(4) 12  
 JAN 16 2013  
 Funds Certifying Official

T1308642016

1a. Immediate Supervisor - Name and title Dunlap, Bridget R. Supervisory Human Resource Spe		1c. Email Address Dunlap.Bridget@epa.gov	
1b. Area Code / Telephone Number 303 312-6106		1e. Date 1/14/2013	
1d. Signature 			
2a. Second-line Supervisor - Name and title Wong, Judith Asst Reg Admr/Tech & Mgmt Srvc		2c. Email Address wong.judith@epa.gov	
2b. Area Code / Telephone Number		2e. Date 1/14/2013	
2d. Signature 			
3a. Training Officer - Name and title Schoiten, Karolina M Human Resources Specialist		3c. Email Address schoiten.karly@epa.gov	
3b. Area Code / Telephone Number 303-312-6418		3e. Date 1/15/2013	
3d. Signature 			
1a. Authorizing Officer - Name and title		1c. Email Address	
1b. Area Code / Telephone Number		1e. Date	
1d. Signature		<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	
1a. Authorizing Officer - Name and title		1c. Email Address	
1b. Area Code / Telephone Number		1e. Date	
1d. Signature			

**TRAINING FACILITY** - Bills should be sent to the office indicated in Item C8. Please refer to the number 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

# AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency, code agency/subagency and submitting office number  
EP-00

B. Request Status (Mark (X) one)  
 Reauthorization  
 Initial  
 Cancellation

1. Applicant Name (Last, First, Middle Initial)

2. Social Security Number/SHRI Employee Number  
XXX-XX-XXXX / 09031848

3. Date of Birth (YYYY-mm-dd)  
XXXX-XX-XX

4. Home Address (Number, Street, City, State, ZIP Code)

5. Home Telephone (including Area Code)

6. Position Level (Mark (X) one only)

PARKER, MICHELLE E  
 1595 WYNKOOP STREET/DENVER, CO 802021128  
 U.S. EPA

8. Office Telephone (include Area Code and Extension)

7. Job/Supervisor  
 a. Supervisor  
 b. Work Email Address  
 c. Manager  
 d. Escalator

10. Position Title  
 HR Specialist (Employee & Labor)

11. Does applicant need special accommodations?  
 Yes  No

9. Work Email Address  
 parker.michelle@epa.gov

12. Type of Appointment  
 Yes  No

14. Pay Plan  
 GS

16. Series  
 0201

18. Grade  
 13

17. Step  
 07

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code)  
 Michael Feller and Associates, 2580 South Teller Street, Suite 310, Lakewood CO 80215

1b. Location of Training Site (if same, mark box)   
 EPA Region 8, 1595 Wynkoop Street, Denver, CO 80202

14. Vendor Email Address  
 mfvellid@epa.gov

2a. Course Title  
 Workplace Violence Consultative (4 hrs)

2b. Course Number Code  
 N/A

3. Training Start Date (Enter Date as YYYY-mm-dd)  
 2013-01-13

4. Training End Date (Enter Date as YYYY-mm-dd)  
 2013-09-30

9. Training Sub Type Code (Click link to view codes or go to page 9)  
 12

10. Training Delivery Type Code (Click link to view codes or go to page 12)  
 05

11. Training Designation Type Code (Click link to view codes or go to page 11)  
 03

12. Training Credit  
 01

13. Training Credit Type Code (Click link to view codes or go to page 13)  
 04

14. Training Accreditation Indicator Check Below  
 Yes  No  N/A

16. Continued Service Agreement Required Indicator (Check Below)  
 Yes  No

17. Training Source Type Code (Click link to view codes or go to page 13)  
 03

18. Training Objective  
 Assist management in evaluating workplace violence

19. AGENCY USE ONLY  
 2013-01-11 12:01:28 PM

1. Direct Costs and Appropriation / Fund Changeable

Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ 0.00	
b. Books & Materials		
c. TOTAL	\$ 0.00	See Below

3. Total Training Non-Government Contributor Cost  
 \$ 0.00

4. Document / Purchasing Order / Requisition Number  
 T1308GHR016

6. BILLING INSTRUCTIONS (attach invoice to):  
 US ENVIRONMENTAL PROTECTION AGENCY  
 RTP-FINANCE CENTER  
 4930 OLD PAGE ROAD (D143-02)  
 RESEARCH TRIANGLE PARK, NC 27709

U.S. Office of Personnel Management

Page 1  
 NSM 7540-01-004-9901




Standard Form 182  
 Revised December 2006  
 All previous editions not usable.

2013 T 086I000 2226F2 2501  
 2013 2014 B 086I000 2226F2 2501

(b)(4) ENTERED INTO IFMS  
 (b)(4)

JAN 16 2013  
 Funds Certifying Official

T1308GHR016

1a. Immediate Supervisor - Name and title Dunlap, Bridget R. Supervisory Human Resource Spe	
1b. Area Code / Telephone Number 303 342-6106	1c. Email Address Dunlap.Bridget@epa.gov
1d. Signature 	1e. Date 1/14/2013
2a. Second-line Supervisor - Name and title Wong, Judith Asst Reg Adm/Tech & Mgmt Srvc	
2b. Area Code / Telephone Number	2c. Email Address wong.judith@epa.gov
2d. Signature 	2e. Date 1/14/2013
3a. Training Officer - Name and title Scholten, Karolina M Human Resources Specialist	
3b. Area Code / Telephone Number 303-312-6418	3c. Email Address scholten.kary@epa.gov
3d. Signature 	3e. Date 1/15/2013
1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	1e. Date
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 given in item C4 to assure prompt payment.



 Document Review

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: \$0.00  
 Available Amount: \$0.00  
 Description: Workplace Violence Consult Hours (4) - Parker  
 Extended Description:  
 Workplace Violence Consult Hours (4) - Parker

Document Details:

Line#	Line Amt	Obligated Amt	Refunded Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$0.00	\$0.00		\$0.00	2013	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$0.00	\$0.00		\$0.00	20132014	B	08G1000	ZZZGF2	n/a	2501			

Document Activity:

[Warehouse Homepage](#)  
[EPA@Work Home](mailto:EPA@Work Home) | [EPA Internet](#)  
[http://V1742TRTA Y003.ae.ad.epa.gov/neis/ifms\\_doc.resolve](http://V1742TRTA Y003.ae.ad.epa.gov/neis/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

JAN 16 2013  
  
 Funds Certifying Official

## **Parker, Michelle**

---

**From:** jpsych46@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:** jpsych46  
**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](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Tuesday, January 28, 2014 3:50 PM  
**To:** jpsych46@aol.com  
**Subject:** RE: February 5 Training

The training will be held at the EPA building at 1595 Wynkoop Street, 2<sup>nd</sup> 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

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

Hi John,

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- Attack Related Behaviors
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- 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](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

---

**From:** jpsych46@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

The training will be held at the EPA building at 1595 Wynkoop Street, 2<sup>nd</sup> 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](mailto:parker.michelle@epa.gov)  
303.565.0658

---

**From:** [jpsych46@aol.com](mailto:jpsych46@aol.com) [<mailto:jpsych46@aol.com>]  
**Sent:** Tuesday, January 28, 2014 3:31 PM  
**To:** Parker, Michelle  
**Subject:** Re: February 5 Training  
Michelle,

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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](mailto:Parker.Michelle@epa.gov)>  
**To:** jpsych46 <[jpsych46@aol.com](mailto:jpsych46@aol.com)>  
**Sent:** Tue, Jan 28, 2014 3:27 pm  
**Subject:** February 5 Training

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- 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](mailto: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](mailto: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.**

(b)(4)



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(b)(4)



(b)(4)

(b)(4)

(b)(4)

**Parker, Michelle**

---

**From:** jpsych46@aol.com  
**Sent:** Wednesday, February 12, 2014 8:50 PM  
**To:** Parker, Michelle  
**Subject:** Re: Question

Michelle,

(b)(5) [Deliberative Process]



(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](mailto: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 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> 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.

## **Parker, Michelle**

---

**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 possibility 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 discription 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 plausible 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 appropriate response.

Thank You

(b)(6)

## Cantor, Howard

---

**From:** Cantor, Howard  
**Sent:** Wednesday, February 12, 2014 9:08 AM  
**To:** (b)(6)  
**Cc:** Daniels, William  
**Subject:** RE: Bathroom Issues

(b)(6)

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

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 possibility 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 discription 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 plausible 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 appropriate response.

Thank You

(b)(6)

## Parker, Michelle

---

**From:** Parker, Michelle  
**Sent:** Wednesday, February 12, 2014 1:18 PM  
**To:** jpsych46@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

We had another incident where someone stuffed a toilet in the women's restroom on the 7<sup>th</sup> 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 7<sup>th</sup> 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.

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**From:** James, Tammy  
**Sent:** Wednesday, February 12, 2014 10:36 AM  
**To:** Daniels, William  
**Subject:** 7th floor toilet

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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.





**Parker, Michelle**

---

**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](mailto: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](mailto:Parker.Michelle@epa.gov)>  
To: jpsych46 <[jpsych46@aol.com](mailto: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](mailto: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 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> 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.

## Cantor, Howard

---

**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 (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).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, tho I like to think I was more creative than that. Uggghh. Need to go check my shoes now. (b)(6)

---

**From:** Howard Cantor [[mailto:Howard\\_Cantor@epamail.epa.gov](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.

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.

**Parker, Michelle**

---

**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  
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February 18, 2014

Ref: 8RA

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## **Parker, Michelle**

---

**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

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**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

**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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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.

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## **Parker, Michelle**

---

**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

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, 80C  
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  
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<http://www.epa.gov/region08>  
February 18, 2014

Ref: 8RA

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Deputy Regional Administrator

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Ref: 8RA

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**TO:** All Region 8 Employees, SEEs and Contractors

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**Cantor, Howard**

---

**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  
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February 18, 2014

Ref: 8RA

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**Parker, Michelle**

---

**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

February 18, 2014

Ref: 8RA

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Deputy Regional Administrator

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## Cantor, Howard

---

**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

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Denver, CO 80202  
(303) 312-6815 [OFFICE]  
(303) 312-7088 [FAX]

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**From:** Howard Cantor [[mailto:Howard\\_Cantor@epamail.epa.gov](mailto:Howard_Cantor@epamail.epa.gov)]  
**Sent:** Tuesday, February 18, 2014 11:09 AM  
**To:** All Region 8 Employees  
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**Importance:** High

**UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
REGION 8**

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February 18, 2014

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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## Cantor, Howard

---

**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 <[cantor.howard@epa.gov](mailto:cantor.howard@epa.gov)> 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, tho I like to think I was more creative than that. Uggghh. Need to go check my shoes now. (b)(6)

---

**From:** Howard Cantor [[mailto:Howard\\_Cantor@epamail.epa.gov](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.

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.

## Cantor, Howard

---

**From:** Cantor, Howard  
**Sent:** Wednesday, February 19, 2014 10:59 AM  
**To:** (b)(6); Parker, Michelle  
**Cc:** Dunlap, Bridget  
**Subject:** 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 in ECEJ (she would not tell me who) told her that management **knows** that it is a female on the (b)(6) 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 (b)(6) floor to keep her safe from the dangerous woman who is definitely on the (b)(6) 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)

(b)(6)

## **Cantor, Howard**

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**From:** Cantor, Howard  
**Sent:** Wednesday, February 19, 2014 2:11 PM  
**To:** 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. 31<sup>st</sup> 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.

(b)(6)

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.



## **Parker, Michelle**

---

**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) before 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)

[REDACTED]

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 [REDACTED] 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:** R8 RLT Executive  
**Cc:** Parker, Michelle  
**Subject:** 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**

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**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!**

**Parker, Michelle**

---

**From:** jpsych46@aol.com  
**Sent:** Sunday, February 23, 2014 11:23 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 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

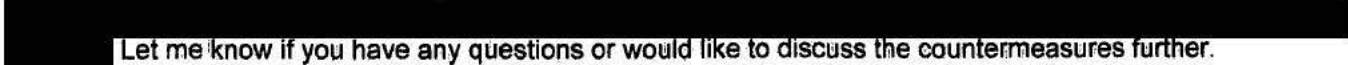

**Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

---

**From:** [jpsych46@aol.com](mailto: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](mailto:Parker.Michelle@epa.gov)>  
**To:** jpsych46 <[jpsych46@aol.com](mailto: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](mailto: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 7<sup>th</sup> 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 7<sup>th</sup> 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 7<sup>th</sup> 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.

## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Sunday, February 23, 2014 6:14 PM  
**To:** [jpsych46@aol.com](mailto:jpsych46@aol.com)  
**Cc:** 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](mailto: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 Certified Specialist in Police and Public Safety Psychology

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

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**To:** [jpsych46](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

---

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





(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 reside.

Thanks, Michelle

**Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

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**Sent:** Wednesday, February 12, 2014 10:48 AM  
**To:** Parker, Michelle  
**Subject:** FW: 7th floor toilet

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**Sent:** Wednesday, February 12, 2014 10:36 AM  
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**Subject:** 7th floor toilet

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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.

**Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Sunday, February 23, 2014 6:20 PM  
**To:** jpsych46@aol.com  
**Cc:** 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.

**Parker, Michelle**

---

**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](mailto: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  
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February 18, 2014

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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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.

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**Parker, Michelle**

---

**From:** jpsych46@aol.com  
**Sent:** Monday, February 24, 2014 10:47 AM  
**To:** Parker, Michelle  
**Subject:** Re: Inappropriate Behavior -- Your Assistance Requested

Michelle,

(b)(5) [Deliberative Process]



John

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

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

**From:** Parker, Michelle  
**To:** jpsych46  
**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](mailto:parker.michelle@epa.gov)  
303.565.0658

---

**From:** [jpsych46@aol.com](mailto: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 Process]



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](mailto:Parker.Michelle@epa.gov)>  
**To:** jpsych46 <[jpsych46@aol.com](mailto: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 6<sup>th</sup> and 7<sup>th</sup> 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 (b)(6) floor, (b)(6). Our IT department traced the print

job 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 (b)(6) floor. We asked if (b)(6) had any knowledge of who was involved or if (b)(6) was responsible. (b)(6) stated that (b)(6) was not involved and had no knowledge of anyone involved. We are going to keep (b)(6) 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](mailto:parker.michelle@epa.gov)

303.565.0658

---

**From:** [jpsych46@aol.com](mailto: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](mailto:Parker.Michelle@epa.gov)>

**To:** [jpsych46@aol.com](mailto:jpsych46@aol.com)

**Cc:** Parker, Michelle <[Parker.Michelle@epa.gov](mailto: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](mailto: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.



**Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Thursday, March 06, 2014 11:27 AM  
**To:** jpsych46@aol.com  
**Subject:** RE: Consultation Request

John,

Friday, March 7 at 9:30am

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

Thanks, Michelle

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

---

**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 a consultation (30 – 45 minutes) with a couple of our managers? If yes, what times would work with your schedule?

I am also checking about availability with the managers involved, so can you let me know if you are available early next week and what days/times are best? Thanks.

A brief history:

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

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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



**Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)

303.565.0658

## Parker, Michelle

---

**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](mailto: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 there 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](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**

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.

**Eric Katz**

Staff Correspondent  
Government Executive Media Group  
office: 202.266.7742 | twitter: @EricM\_Katz  
[ekatz@govexec.com](mailto:ekatz@govexec.com)

[www.govexec.com](http://www.govexec.com) | [www.nextgov.com](http://www.nextgov.com) | [DefenseOne.com](http://DefenseOne.com)



--

**Eric Katz**

Staff Correspondent

Government Executive Media Group

office: 202.266.7742 | twitter: @EricM\_Katz

[ekatz@govexec.com](mailto:ekatz@govexec.com)

[www.govexec.com](http://www.govexec.com) | [www.nextgov.com](http://www.nextgov.com) | [DefenseOne.com](http://DefenseOne.com)



**Cantor, Howard**

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**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]



## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Tuesday, June 24, 2014 2:55 PM  
**To:** John NICOLETTI  
**Subject:** 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 <ekatz@govexec.com>  
**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

--

**Eric Katz**

Staff Correspondent

Government Executive Media Group

office: 202.266.7742 | twitter: @EricM\_Katz

[ekatz@govexec.com](mailto:ekatz@govexec.com)

[www.govexec.com](http://www.govexec.com) | [www.nextgov.com](http://www.nextgov.com) | [DefenseOne.com](http://DefenseOne.com)



**Parker, Michelle**

---

**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]  
[Redacted]

## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Tuesday, June 24, 2014 9:33 PM  
**To:** John Nicoletti  
**Cc:** 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 <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,

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](mailto:ekatz@govexec.com)

[www.govexec.com](http://www.govexec.com) | [www.nextgov.com](http://www.nextgov.com) | [DefenseOne.com](http://DefenseOne.com)



**Media Group**



**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

Environmental Protection Agency workers have done some odd things recently.

Contractors built [secret man caves](#) in an EPA warehouse, an employee [pretended to work for the CIA](#) to get unlimited vacations and one worker even spent most of his time on the clock [looking at pornography](#).

It appears, however, that a regional office has reached a new low: Management for Region 8 in Denver, Colo., wrote an email earlier this year to all staff in the area pleading with them to stop inappropriate bathroom behavior, including defecating in the hallway.

In the email, obtained by *Government Executive*, Deputy Regional Administrator Howard Cantor mentioned “several incidents” in the building, including clogging the toilets with paper towels and “an individual placing feces in the hallway” outside the restroom.

Confounded by what to make of this occurrence, EPA management “consulted” with workplace violence “national expert” John Nicoletti, who said that hallway feces is in fact a health and safety risk. He added the behavior was “very dangerous” and the individuals responsible would “probably escalate” their actions.

“Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals,” Cantor wrote. He asked for any employees with knowledge of the poop bandit or bandits to notify their supervisor.

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.”

## **Parker, Michelle**

---

**From:** jpsych46@aol.com  
**Sent:** Wednesday, June 25, 2014 12:08 PM  
**To:** Parker, Michelle  
**Subject:** 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 <jpsych46@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](mailto: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](mailto: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](mailto: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?

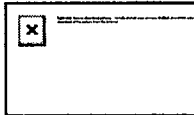
Please feel free to give me a call to chat over the phone at 202-266-7742. Thanks for your help,

Eric

--

**Eric Katz**  
Staff Correspondent  
Government Executive Media Group  
office: 202.266.7742 | twitter: @EricM\_Katz  
[ekatz@govexec.com](mailto:ekatz@govexec.com)

[www.govexec.com](http://www.govexec.com) | [www.nextgov.com](http://www.nextgov.com) | [DefenseOne.com](http://DefenseOne.com)



**Parker, Michelle**

---

**From:** Dunlap, Bridget  
**Sent:** Wednesday, June 25, 2014 12:20 PM  
**To:** Mylott, Richard; Parker, Michelle  
**Subject:** RE: GovExec: EPA Employees Told to Stop Pooping in the Hallway

(b)(5) [Deliberative Process]

[REDACTED] 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](#)



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PhotoXpress

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“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.”

## 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:** Wednesday, June 25, 2014 1:57 PM  
**To:** 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-



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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 Process]**



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## Cantor, Howard

---

**From:** Cantor, Howard  
**Sent:** Wednesday, June 25, 2014 4:12 PM  
**To:** 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:** Wednesday, June 25, 2014 6:50 PM  
**To:** 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 <jpsych46@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)

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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	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, \$(b)(4) for a



three hour training and \$(b)(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



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  
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From: jpsych46@aol.com  
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Date: 06/26/2012 07:27 PM  
Subject: Re: Current Rates for Training and Consultation

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**Re: Current Rates for Training and Consultation**   
Michelle Parker to: jpsych46  
Bcc: PARKER.MICHELLE

06/29/2012 01:27 PM

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Thanks, Michelle

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

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

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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](mailto: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

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Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$(b)(4) for a three hour training and \$(b)(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

*Amend End Date 7/5 12/26/13*

<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one)	
		<input type="checkbox"/> Resubmission Correction	<input checked="" type="checkbox"/> Initial Cancellation

**Section A - TRAINEE INFORMATION**  
Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE E</b>		2. Social Security Number/EHRI Employee Number <b>XXX-XX-XXXX / 00031648</b>		3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>	
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)		6. Position Level: (Mark (X) one only)	
7. Organization Mailing Address (Branch/Division/Office/Bureau/Agency) <b>U. S. EPA 1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)		9. Work Email Address <b>parker.michelle@epa.gov</b>	
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>		11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>	16. Grade <b>13</b>	17. Step <b>07</b>

**Section B - TRAINEE COURSE DATA**


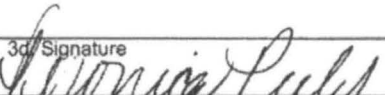
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/>			
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>jpsych46@aol.com</b>			
2a. Course Title <b>Workplace Violence Consultatio</b>		2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2012-07-09</b>		4. Training End Date (Enter Date as yyyy-mm-dd) <b>2013-07-09 2014-02-05</b>
5. Training Duty Hours		6. Training Non-Duty Hours		7. Training Purpose Type (Click link to view codes or go to page 9) <b>03</b>	
8. Training Type Code (Click link to view codes or go to page 9) <b>12</b>		9. Training Delivery Type Code (Click link to view codes or go to page 12) <b>05</b>		10. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	
11. Training Credit <b>01</b>		12. Training Credit Type Code (Click link to view codes or go to page 13) <b>C4</b>		13. Training Source Type Code (Click link to view codes or go to page 13) <b>03</b>	
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No		16. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd)	
17. Training Objective <b>Professional consultation for specific incidents of potential workplace violence</b>			18. AGENCY USE ONLY <b>2012-07-12 11:07:02 AM</b>		

**Section C - COST AND BILLING INFORMATION**

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ <b>(b)(4) 00</b>	<i>see Below</i>	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ <b>(b)(4) 00</b>		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost			B BILLING INSTRUCTIONS (Furnish invoice to)		
4. Document / Purchasing Order / requisition Number <b>T1208GHR023</b>			US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
5. 8 Digit Station Symbol (Example - 12-34-5678) <b>68014922</b>					

2012 2013 B 061000 777672 2501 \$ **(b)(4) 00**  
 2012 T 061000 777672 2501 \$ **(b)(4) 00**  
**T1208GHR023**  
 JUL 12 2012  
 Funds Certifying Official

**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 <b>Chadbourne, Jane E. Supervisory Human Resources Of</b>	
2b. Area Code / Telephone Number	2c. Email Address <b>chadbourne.jane@epa.gov</b>
2d. Signature 	2e. Date <b>7/12/12</b>
3a. Training Officer - Name and title <b>Peeler, Veronica   Human Resources Specialist (Hr</b>	
3b. Area Code / Telephone Number	3c. Email Address <b>peeler.veronica@epa.gov</b>
3d. Signature 	3e. Date <b>7/12/12</b>

**Section E - APPROVALS / CONCURRENCE**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 given in item C4 to assure prompt payment.

<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one)
		<input type="checkbox"/> Resubmission Correction <input checked="" type="checkbox"/> Initial Cancellation

**Section A - TRAINEE INFORMATION**  
Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE, E</b>		2. Social Security Number/EHRH Employee Number <b>XXX-XX-XXXX / 00031648</b>	3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO 80134</b>		5. Home Telephone (including Area Code)	6. Position Level (Mark (X) one only)
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) <b>U.S. EPA 1595 Wynkoop Street Denver, CO 802021129</b>		8. Office Telephone (include Area Code and Extension)	9. Work Email Address <b>parker.michelle@epa.gov</b>
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>	11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>
		16. Grade <b>13</b>	17. Step <b>07</b>

**Section B - TRAINEE COURSE DATA**

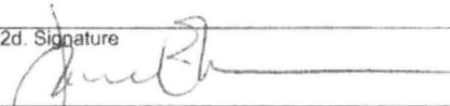
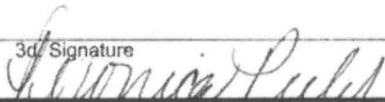
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/> <b>EPA Region, 1595 Wynkoop Street, Denver CO 80202</b>	
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>ipsych46@aol.com</b>	
2a. Course Title <b>Workplace Violence Consultatio</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2012-07-09</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2013-07-09</b>
5. Training Duty Hours	6. Training Non-Duty Hours	7. Training Purpose Type (Click link to view codes or go to page 9) <b>03</b>	8. Training Type Code (Click link to view codes or go to page 8) <b>01</b>
9. Training Sub Type Code (Click link to view codes or go to page 9) <b>12</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>05</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit <b>04</b>
13. Training Credit Type Code (Click link to view codes or go to page 13) <b>04</b>	14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No	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) <b>03</b>		18. Training Objective <b>Professional consultation for specific incidents of potential workplace violence</b>	
		19. AGENCY USE ONLY <b>2012-07-12 11:07:02 AM</b>	

**Section C - COST AND BILLING INFORMATION**

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ <b>(b)(4) 00</b>	<i>See Below</i>	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ <b>(b)(4) 00</b>		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost			6. BILLING INSTRUCTIONS (Furnish invoice to)		
4. Document / Purchasing Order / Requisition Number <b>T12086HR023</b>			US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
5. 8 Digit Station Symbol (Example - 12-34-5678) <b>68014922</b>					

2012 7013 B 067000 ZZZGFU 2501 \$ **(b)(4) 00**  
 2012 T 067000 ZZZGFU 2501 \$ **(b)(4) 00**  
 ENTERED INTO IFMS  
 JUL 12 2012  
 Funds Certifying Official

**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 <b>Chadbourne, Jane E. Supervisory Human Resources Of</b>	
2b. Area Code / Telephone Number	2c. Email Address <b>chadbourne.jane@epa.gov</b>
2d. Signature 	2e. Date <b>7/12/12</b>
3a. Training Officer - Name and title <b>Peeler, Veronica   Human Resources Specialist (Hr</b>	
3b. Area Code / Telephone Number	3c. Email Address <b>peeler.veronica@epa.gov</b>
3d. Signature 	3e. Date <b>7/12/12</b>

**Section E - APPROVALS / CONCURRENCE**

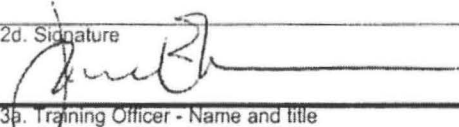
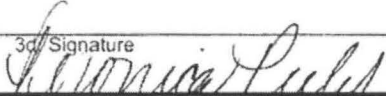
1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date

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**Section D - APPROVALS**

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2b. Area Code / Telephone Number	2c. Email Address <b>chadbourne.jane@epa.gov</b>
2d. Signature 	2e. Date <b>7/12/12</b>
3a. Training Officer - Name and title <b>Peeler, Veronica   Human Resources Specialist (Hr</b>	
3b. Area Code / Telephone Number	3c. Email Address <b>peeler.veronica@epa.gov</b>
3d. Signature 	3e. Date <b>7/12/12</b>

**Section E - APPROVALS / CONCURRENCE**

1a. Authorizing Officer - Name and title	
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1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
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TRAINING FACILITY -- Bills should be sent to the office indicated in item C6. Please refer to the number given in item C4 to assure prompt payment.



<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one)
		<input type="checkbox"/> Resubmission Correction <input checked="" type="checkbox"/> Initial Cancellation

**Section A - TRAINEE INFORMATION**  
Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE, E</b>		2. Social Security Number/EHRI Employee Number <b>XXX-XX-XXXX / 00031648</b>		3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>	
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)		6. Position Level (Mark (X) one only)	
7. Organization Mailing Address (Branch/Division/Office/Bureau/Agency) <b>U. S. EPA 1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)		9. Work Email Address <b>parker.michelle@epa.gov</b>	
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>		11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>	16. Grade <b>13</b>	17. Step <b>07</b>

**Section B - TRAINEE COURSE DATA**

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/> <b>EPA Region, 1595 Wynkoop Street, Denver CO 80202</b>			
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>ipsych46@aol.com</b>			
2a. Course Title <b>Workplace Violence Consultatio</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2012-07-09</b>		4. Training End Date (Enter Date as yyyy-mm-dd) <b>2013-07-09</b>	
5. Training Duty Hours		6. Training Non-Duty Hours		7. Training Purpose Type (Click link to view codes or go to page 9) <b>03</b>	
8. Training Type Code (Click link to view codes or go to page 9) <b>12</b>		9. Training Delivery Type Code (Click link to view codes or go to page 12) <b>05</b>		10. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	
11. Training Credit <b>01</b>		12. Training Credit Type Code (Click link to view codes or go to page 13) <b>04</b>		13. Training Source Type Code (Click link to view codes or go to page 13) <b>03</b>	
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No		16. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd)	
17. Training Objective <b>Professional consultation for specific incidents of potential workplace violence</b>		18. AGENCY USE ONLY <b>2012-07-12 11:07:02 AM</b>			

**Section C - COST AND BILLING INFORMATION**

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a. Tuition and Fees	\$ (b)(4) 00	<i>see Below</i>	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ (b)(4) 00		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost			6. BILLING INSTRUCTIONS (Furnish invoice to):		
4. Document / Purchasing Order / Requisition Number <b>T12086HR023</b>			US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
5. 8 Digit Station Symbol (Example: 12-34-5678) <b>68014922</b>					

U.S. Office of Personnel Management Page 1 NSN 7540-01-608-3901 Standard Form 182 Revised December 2006 All previous editions not usable

2012 7013 B 061000 ZZZGFU 2501 \$ (b)(4) 00  
 2012 T 061000 ZZZGFU 2501 \$ (b)(4) 00

**T12086HR023**

JUL 12 2012  
**Funds Certifying Official**

X

<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one)	
		<input type="checkbox"/> Resubmission Correction	<input checked="" type="checkbox"/> Initial Cancellation

**Section A - TRAINEE INFORMATION**  
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4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)	6. Position Level (Mark (X) one only)
7. Organization Mailing Address (Branch/Division/Office/Bureau/Agency) <b>1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)	9. Work Email Address <b>parker.michelle@epa.gov</b>
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>	11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>
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**Section B - TRAINEE COURSE DATA**

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) -----> <input type="checkbox"/> <b>EPA Region , 1595 Wynkoop Street, Denver CO 80202</b>	
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>ipsych46@aol.com</b>	
2a. Course Title <b>Workplace Violence Consultatio</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2012-07-09</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2013-07-09</b>
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9. Training Sub Type Code (Click link to view codes or go to page 9) <b>12</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>05</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit <b>04</b>
13. Training Credit Type Code (Click link to view codes or go to page 13) <b>04</b>	14. Training Accreditation Indicator (Check Below) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A	15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	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) <b>03</b>		18. Training Objective <b>Professional consultation for specific incidents of potential workplace violence</b>	
		19. AGENCY USE ONLY <b>2012-07-09 12:07:23 PM</b>	

**Section C - COST AND BILLING INFORMATION**

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
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b. Books & Materials			b. Per diem		
c. TOTAL	\$ <b>(b)(4) 00</b>		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost <b>T12086HR023</b>			6. BILLING INSTRUCTIONS (Furnish invoice to) <b>US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709</b>		
4. Document / Purchasing Order / Requisition Number					
5. 8 Digit Station Symbol (Example - 12-34-5678)					

**ENTERED INTO IFMS**  
All previous editions not available

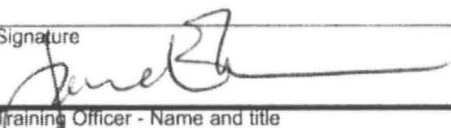
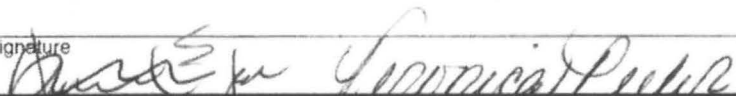
2012 2013 T3 061000 2226-F2L 2501 \$ **(b)(4) 00**

2012 T 061000 2226-F2L 2501 \$ **(b)(4) 00**

**T12086HR023**

*[Signature]*  
**JUL 11 2012**  
Funds Certifying Official

**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 <b>Chadbourne, Jane E. Supervisory Human Resources Of</b>		
2b. Area Code / Telephone Number	2c. Email Address <b>chadbourne.jane@epa.gov</b>	
2d. Signature 	2e. Date <b>7/11/12</b>	
3a. Training Officer - Name and title <b>Peeler, Veronica   Human Resources Specialist (Hr</b>		
3b. Area Code / Telephone Number <b>303. 312. 7101</b>	3c. Email Address <b>peeler.veronica@epa.gov</b>	
3d. Signature 	3e. Date <b>7/11/12</b>	

**Section E - APPROVALS / CONCURRENCE**

1a. Authorizing Officer - Name and title		
1b. Area Code / Telephone Number	1c. Email Address	
1d. Signature	1e. Date	
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved		

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 given in item C4 to assure prompt payment.**



**Document Review**

**Compass Document: RQ  
1208GHR023**

07/12/12

**Document Summary:** General Ledger Entries  
**Doc 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 Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$(b)(4)	\$0.00	\$(b)(4)	2012	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$(b)(4)00	\$0.00	\$(b)(4)	20122013	B	08G1000	ZZZGF2	n/a	2501			

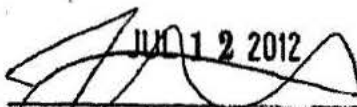
**Document Activity:**

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Warehouse Homepage  
 EPA@Work Home | EPA Internet  
[http://ofmint.rtpnc.epa.gov/neis/ifms\\_doc.resolve](http://ofmint.rtpnc.epa.gov/neis/ifms_doc.resolve)  
 This web page was last updated on 04/17/2012.  
 For issues, please contact: EPA Call Center - (866) 411-4372

---

**ENTERED INTO IFMS**

  
 JUN 12 2012  
 Funds Certifying Official

X



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:

Line#	Line Amt	Obligated Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$0.00	\$0.00	\$0.00	2012	F	08G1000	ZZZGF2	0800BM00	2501			
2	\$0.00	\$0.00	\$0.00	20122013	B	08G1000	ZZZGF2	n/a	2501			

Document Activity:

---

Warehouse Homepage  
EPA@Work Home | EPA Internet  
[http://ofmint.rtpnc.epa.gov/neis/ifms\\_doc.resolve](http://ofmint.rtpnc.epa.gov/neis/ifms_doc.resolve)  
This web page was last updated on 04/17/2012.  
For issues, please contact: EPA Call Center - (866) 411-4372

---

ENTERED INTO IFMS

JUL 11 2012

Funds Certifying Official

150 / hr  
4 hr

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, \$ (b)(4) for a three hour training and \$ (b)(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

4 hrs.

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](mailto:Parker.Michelle@epamail.epa.gov)>  
To: jpsych46 <[jpsych46@aol.com](mailto: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,

  
Veronica Peeler  
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/USEPA/US on 07/16/2012 02:25 PM -----

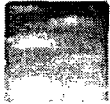
From: Mail R8Printer/R8/USEPA/US@EPA  
To: Nobuko Hattori/R8/USEPA/US@EPA  
Date: 07/16/2012 02:12 PM  
Subject: T1208GHR023

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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.

[attachment "Document.pdf"]



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 \$(b)(4)/hour for training and \$(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 \$(b)(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 At this time,  
Do not pay invoice  
per Michelle.*

To Assist in Payment We Accept



VISA

NICOLETTI - FLATER ASSOCIATES, PLLP

3595 South Teller Street

Suite 310

Lakewood, CO 80235

303-989-1617 Fax 303-985-3133

Cardholder Number  MasterCard  VISA  Signature Card  
Cardholder Signature \_\_\_\_\_ Amount \_\_\_\_\_ Date \_\_\_\_\_

FEIN 84-0727812

Invoice #  
8312

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

T12086HR023

DATE
9/4/2012

DATE	ACTIVITY	QTY/HRS	RATE	AMOUNT	
06/30/2012	Balance forward			0.00	
07/09/2012	Consultation- Workplace Violence- Michelle Parker	1	(b)(4).00	(b)(4).00	
<b>CURRENT</b>	<b>1-30 DAYS PAST DUE</b>	<b>31-60 DAYS PAST DUE</b>	<b>61-90 DAYS PAST DUE</b>	<b>OVER 90 DAYS PAST DUE</b>	<b>AMOUNT DUE</b>
(b)(4)	0.00	0.00	0.00	0.00	(b)(4).00

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

B2095304247  
RECEIVED BY RTP-FC: Sep 07 2012



Consultation with Dr. Nicoletti  
Michelle Parker to: Nobuko Hattori

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 \$**XXX**.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 \$(b)(4) 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 \$(b)(4) hour for training and \$(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 \$(b)(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: 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](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](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: jpsych46@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: 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 \$~~(b)(4)~~ 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 \$(b)(4) hour for training and \$(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 \$(b)(4) 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:** 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](mailto:parker.michelle@epa.gov)  
303.565.0658

*Workplace Violence*  
1 Hr of  
Bus / Bit after 2:00  
2/18 - all day  
2/19 - all day

**From:** John Nicoletti [mailto:jpsych46@...]  
**Sent:** Wednesday, December 18, 2013  
**To:** Parker, Michelle  
**Subject:** Re: WPV Training

*Feb. 4 - Tu - Bus 11-12 or PM  
5 - Wed - Bus all day  
19 - all day wed.  
25 - Thu - PM  
26 - " - PM  
27 - Fri - all day*

Michelle,

No problem. When would you like to do

*Mar 26 - Wed - Bus all day  
27 - Th - Bus " ?  
Feb. 5 -  
9 - 10  
10:30 - 11:00  
See -  
Jo Stare*

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](mailto:parker.michelle@epa.gov)  
303.565.0658

## Hattori, Nobuko

---

**From:** Parker, Michelle  
**Sent:** Monday, December 23, 2013 12:29 PM  
**To:** [jpsych46@aol.com](mailto:jpsych46@aol.com)  
**Cc:** 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](mailto:parker.michelle@epa.gov)  
303.565.0658

**From:** [jpsych46@aol.com](mailto: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](mailto:Parker.Michelle@epa.gov)>  
**To:** John Nicoletti <[jpsych46@aol.com](mailto:jpsych46@aol.com)>  
**Cc:** Hattori, Nobuko <[Hattori.Nobuko@epa.gov](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

**From:** John Nicoletti [<mailto:ipsych46@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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

**From:** John Nicoletti [<mailto:ipsych46@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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

## Hattori, Nobuko

---

**From:** Parker, Michelle  
**Sent:** Monday, December 23, 2013 12:29 PM  
**To:** jpsych46@aol.com  
**Cc:** 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](mailto:parker.michelle@epa.gov)  
303.565.0658

**From:** [jpsych46@aol.com](mailto: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](mailto:Parker.Michelle@epa.gov)>  
**To:** John Nicoletti <[jpsych46@aol.com](mailto:jpsych46@aol.com)>  
**Cc:** Hattori, Nobuko <[Hattori.Nobuko@epa.gov](mailto:Hattori.Nobuko@epa.gov)>  
**Sent:** Mon, Dec 23, 2013 12:03 pm  
**Subject:** RE: WPV Training

**Hattori, Nobuko**

---

**From:** 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"]

Preventing Workplace Violence for Federal Employees

02/05/2014 to 02/05/2014 09:00 AM - 10:00 AM

8 Feb



- ✓ 1
- ✓ 2
- 3
- 4
- 5
- ✓ 6
- ✓ 7
- ✓ 8
- ✓ 9
- ✓ 10
- ✓ 11
- ✓ 12
- 13
- ✓ 14
- 15
- ✓ 16
- ✓ 17
- ✓ 18
- ✓
- ✓



ENF-L	_____
8ENF-UFO	_____
8ENF-AT	_____
8EPR-SR	_____
8P-P3T	_____
8P-W-DW	_____
8OC	_____
8EPR-N	_____
8EPR-B	_____
8P-W-GW	_____
8OC-EISC	_____
8OC	_____
8TMS-H	_____
8OC-LIB	_____
8EPR-PS	_____
8OC	_____
8OC-LIB	_____
8ENF-W-NP	_____

**Course Roster**  
**02/05/2014**



Preventing Workplace Violence for SEE Employees

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

1  
✓ 2  
✓ 3  
✓ 4  
✓ 5  
✓ 6  
✓ 7  
8  
✓ 9  
✓ 10  
11  
✓ 12  
✓ 13  
14

(b)(4)

8TMS-G \_\_\_\_\_  
8ENF-UFO \_\_\_\_\_  
8TMS-H \_\_\_\_\_  
8P-W \_\_\_\_\_  
8P-W-WW \_\_\_\_\_  
8OC-EISC \_\_\_\_\_  
8P-W-TF \_\_\_\_\_  
8P-W-GW \_\_\_\_\_  
8EPR-PS \_\_\_\_\_  
8ENF-UFO \_\_\_\_\_  
8ENF-AT \_\_\_\_\_  
8ENF-AT \_\_\_\_\_  
8ENF-UFO \_\_\_\_\_  
RP-W \_\_\_\_\_

02/05/2014 to 02/05/2014 09:00 AM - 10:00 AM

✓ 1  
✓ 2  
✓ (b)(4)

8EPR-SR \_\_\_\_\_  
8EPR-SA \_\_\_\_\_

**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

FEIN 84-0727812

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

DATE
6/30/2014

DATE	ACTIVITY	QTY/HRS	RATE	AMOUNT	
02/28/2014	Balance forward			(b)(4)	
03/07/2014	Consultation	1	(b)(4).00		
03/20/2014	Consultation	0.5	(b)(4).00		
04/04/2014	PMT				
<i>Order # T12086HR023</i>					
CURRENT	1-30 DAYS PAST DUE	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	AMOUNT DUE
0.00	0.00	(b)(4).00	0.00	0.00	(b)(4).00

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/B4097355463.pdf](https://ocfosystem4.epa.gov/public/server/apps2/forms/temp/spits_images/B4097355463.pdf)

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

FEIN 84-0727812

TO:

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

DATE
6/30/2014

DATE	ACTIVITY	QTY/HRS	RATE	AMOUNT	
02/28/2014	Balance forward			(b)(4)	
03/07/2014	Consultation	1	0.00		
03/20/2014	Consultation	0.5	0.00		
04/04/2014	PMT				
<i>Order # T12086HR023</i>					
CURRENT	1-30 DAYS PAST DUE	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	AMOUNT DUE
0.00	0.00	0.00	0.00	0.00	0.00

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

B4097355463  
 RECEIVED BY RTP-FC: Jul 10 2014



**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

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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):

**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 (\$**(b)(4)**00) 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 \$**(b)(4)**00, and reflect this tracking number on your invoice: **T1208GHR022**

**Please note:** The total amount due on the two invoices should equal \$**(b)(4)**00.00, 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,



Veronica Peeler  
Regional Training Officer  
(303) 312-6370  
July 12, 2012

# AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency, code agency, subelement, and submitting office number:  
EP00

B. Request State (Mark (X) one)  
 Reimbursement  
 Initial  
 Cancellation

## SECTION A - TRAINEE INFORMATION

1. Applicant Name (Last, First, Middle Initial)

2. Social Security Number (SSN) Employee Number

3. Date of Birth (YYYY-MM-DD)

### Group Training

4. Home Address (Number, Street, City, State, ZIP Code)

5. Home Telephone (Including Area Code)

6. Position Level (Mark (X) one only)

7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency)

8. Office Telephone (Include Area Code and Extension)

9. Manager

10. Supervisor

11. Work Email Address

10. Position Title

11. Does applicant need special accommodations?  Yes  No  
If yes, please describe below.

12. Type of Appointment  
(Click link to view codes or go to page 7)

14. Pay Plan

15. Series

18. Grade

17. Step

13. Education Level  
(Click link to view codes or go to page 7)

14. Vendor Telephone Number

16. Location of Training Site (if same, mark box)

17. Vendor Email Address

20. Course Title  
Preventing Workplace Violence

21. Course Number Code

3. Training Start Date (Enter Date as YYYY-MM-DD)

4. Training End Date (Enter Date as YYYY-MM-DD)

6. Training Duty Hours

8. Training Non-Duty Hours

7. Training Purpose Type  
(Click link to view codes or go to page 9)

8. Training Type Code  
(Click link to view codes or go to page 9)

9. Training Sub Type Code  
(Click link to view codes or go to page 9)

10. Training Delivery Type Code  
(Click link to view codes or go to page 12)

11. Training Designation Type Code  
(Click link to view codes or go to page 13)

12. Training Credit  
(Click link to view codes or go to page 13)

14. Training Accreditation Indicator  
Check Below

15. Continued Service Agreement Required 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)

18. Training Objective  
Educate staff and management on preventing workplace violence

18. AGENCY USE ONLY  
2012-07-12 11:07:46 AM

## Section C - COST AND BILLING INFORMATION

1. Direct Costs and Appropriation / Fund Chargeable

2. Indirect Costs and Appropriation / Fund Chargeable

Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ (b)(4)		a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ (b)(4)		c. TOTAL	\$	

SEE BELOW

4. Document / Reaching Order / Regulation Number

5. 8 Digit Station Symbol (Example - 72345678)

6. BILLING INSTRUCTIONS (Pursuit Invoic to):  
 US ENVIRONMENTAL PROTECTION AGENCY  
 RTP-FINANCE CENTER  
 4930 OLD PAGE ROAD (D143-02)  
 RESEARCH TRIANGLE PARK, NC 27709

U.S. Office of Personnel Management

NSN 7540-01-008-9301

Standard Form 102

ENTERED INTO THE SYSTEM


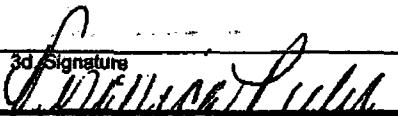
2012 2013 R 001000 8886F2L 2501 \$(b)(4).75  
 2017 T 001000 8886F2L 2501 \$(b)(4).25

T12086HR022

JUL 19 2012  
 Funds Certifying Official



**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 11/12/12
3a. Training Officer - Name and title Peeler, Veronica   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**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 given in item C4 to assure prompt payment.**



**Fw: T1208GHR023**  
**Nobuko Hattori to: jpsych46**  
**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:** Mail R8Printer/R8/USEPA/US@EPA  
**To:** Nobuko Hattori/R8/USEPA/US@EPA  
**Date:** 07/16/2012 02:12 PM  
**Subject:** T1208GHR023

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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,

  
Teronica Peeler  
Regional Training Officer

# AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency, code agency subelement and submitting office number  
**EP00**

B. Request Status (Mark (X) one)  
 Resubmission  
 Initial  
 Cancellation

## SECTION C - TRAINING INFORMATION

1. Applicant Name (Last, First, Middle Initial)  
**PARKERMICHELLE**

2. Social Security Number (99 Employee Number)  
**XXXX-XX-XXXX / 00031648**

3. Date of Birth (YYYY-MM-DD)  
**XXXX-XX-XX**

4. Home Address (Number, Street, City, State, ZIP Code)  
**Parker, CO 80134**

5. Home Telephone (including Area Code)  
**XXXX-XX-XXXX**

6. Position Lateral (Mark (X) one only)  
 Non-supervisory  
 Supervisor

7. Organization Name (Branch/Division/Office/Bureau/Agency)  
**U.S. EPA**

8. Office Telephone (include Area Code and Extension)  
**Parker, CO 80134**

9. Manager  
 10. Supervisor  
 11. Work Email Address  
**parker.michelle@epa.gov**

12. Type of Appointment  
**10**

13. Education Level (Click link to view codes or go to page 7)  
**10**

14. Pay Plan  
**GS**

15. Series  
**0201**

16. Grade  
**13**

17. Step  
**07**

10. Position Title  
**HR Specialist (Employee & Labo**

11. Does applicant need special accommodation?  
 Yes  No

If yes, please describe below.

12. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code)  
**303-888-1817**

13. Training Start Date (Enter Date as YYYY-MM-DD)  
**2012-07-08**

14. Training End Date (Enter Date as YYYY-MM-DD)  
**2013-07-09**

## SECTION B - TRAINEE COURSE DATA

12. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code)  
**Nicolini Fisher and Associates, 3895 South Teller Street, Suite 310, Littleton, CO 80120**

10. Location of Training Site (If same, mark box)   
**EPA Region 1, 1885 Wynkoop Street, Denver, CO 80202**

20. Course Title  
**Workplaces Violence**

20. Course Number Code  
**N/A**

3. Training Start Date (Enter Date as YYYY-MM-DD)  
**2012-07-08**

4. Training End Date (Enter Date as YYYY-MM-DD)  
**2013-07-09**

5. Training Duty Hours  
**N/A**

7. Training Purpose Type (Click link to view codes or go to page 8)  
**03**

8. Training Type Code (Click link to view codes or go to page 9)  
**01**

9. Training Sub-Type Code (Click link to view codes or go to page 9)  
**12**

11. Training Designation Type Code (Click link to view codes or go to page 13)  
**05**

13. Training Credit Type Code (Click link to view codes or go to page 13)  
**04**

14. Training Accreditation Indicator Check Below  
 Yes  No  N/A

16. Continued Service Agreement Required Indicator (Check Below)  
 Yes  No

17. Training Source Type Code (Click link to view codes or go to page 13)  
**03**

18. Training Objective  
**Professional consultation for specific incidents of potential workplace violence**

19. AGENCY USE ONLY  
**2012-07-12 11:07:02 AM**

## Section C - COST AND BILLING INFORMATION

1. Direct Costs and Appropriation / Fund Changeable		2. Indirect Costs and Appropriation / Fund Changeable	
Item	Amount	Item	Amount
a. Tuition and Fees	\$ <b>(b)(4)</b>	a. Travel	\$
b. Books & Materials		b. Per diem	
c. TOTAL	\$ <b>(b)(4)</b>	c. TOTAL	\$
3. Total Training Non-Government Contribution Goal			
4. Document / Purchasing Order / Requisition Number <b>T 12085HR023</b>			
5. 8 Digit Budget Symbol (Example - 12-34-8878) <b>68014922</b>			
6. BILLING INSTRUCTIONS (Furnish Invoice to): <b>US ENVIRONMENTAL PROTECTION AGENCY                  RTP-FINANCE CENTER                  4830 OLD PAGE ROAD (D143-02)                  RESEARCH TRIANGLE PARK, NC 27709</b>			

U.S. Office of Personnel Management

NSN 7546-01-008-3801

Page 1

Standard Form 182

Revised December 2005

All previous editions not usable.

2012 7015 B 061000 2226FL 2501 **(b)(4)**

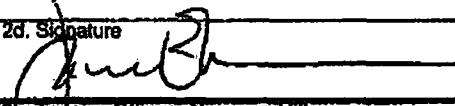

ENTERED INTO IFMS

2012 T 061000 2226FL 2501 **(b)(4)**

T 12085HR023

  
 Funds Certifying Official

**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 7/12/12
3a. Training Officer - Name and title Peeler, 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**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 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

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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](mailto:nfadirector@aol.com)

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<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one) <input type="checkbox"/> Resubmission Correction <input checked="" type="checkbox"/> Initial Cancellation
---	---	---

**Section A - TRAINEE INFORMATION**  
Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>Group Training</b>		2. Social Security Number/EHRI Employee Number	3. Date of Birth (yyyy-mm-dd)
* 4. Home Address (Number, Street, City, State, ZIP Code)		5. Home Telephone (including Area Code)	6. Position Level (Mark (X) one only) a. Non-supervisory <input type="checkbox"/> b. Supervisory <input type="checkbox"/> c. Manager <input type="checkbox"/> d. Executive <input type="checkbox"/>
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) <b>U.S. EPA 1595 Wynkoop St, Denver, CO 80202</b>		8. Office Telephone (include Area Code and Extension)	9. Work Email Address
10. Position Title	11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
12. Type of Appointment	13. Education Level (Click link to view codes or go to page 7)	14. Pay Plan	15. Series
		16. Grade	17. Step

**Section B - TRAINEE COURSE DATA**

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/>	
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>lpsych46@aol.com</b>	
2a. Course Title <b>Preventing Workplace Violence</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2012-08-20</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2012-08-29</b>
5. Training Duty Hours	6. Training Non-Duty Hours	7. Training Purpose Type (Click link to view codes or go to page 9) <b>03</b>	8. Training Type Code (Click link to view codes or go to page 9) <b>01</b>
9. Training Sub Type Code (Click link to view codes or go to page 9) <b>12</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>01</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A		15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	13. Training Credit Type Code (Click link to view codes or go to page 13) <b>04</b>
16. Training Objective <b>Educate staff and management on preventing workplace violence</b>		19. AGENCY USE ONLY <b>2012-07-12 11:07:48 AM</b>	

**Section C - COST AND BILLING INFORMATION**

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ (b)(4)	See Below	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ (b)(4)		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost			6. BILLING INSTRUCTIONS (Furnish invoice to): <b>US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709</b>		
4. Document / Purchasing Order / Requisition Number <b>T12086HR022</b>					
5. 8 Digit Station Symbol (Example - 12-34-5678) <b>68014922</b>					

**ENTERED INTO IFMS**

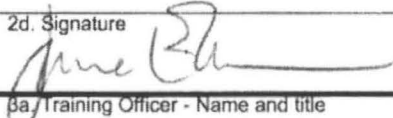
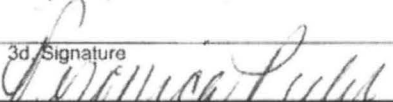
2012 7013 B 061000 2226F2L 2501 \$(b)(4).75

2012 T 061000 2226F2L 2501 \$(b)(4).25

**T12086HR022**

JUL 12 2012  
**Funds Certifying Official**

**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 1/12/12
3a. Training Officer - Name and title Peeler, 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**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 given in item C4 to assure prompt payment.



**Document Review**

Compass Document: RQ  
1208GHR022

07/12/12

**Document Summary:** General Ledger Entries  
**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

Line#	Line Amt	Obligated Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$(b)(4)25	\$0.00	\$(b)(4)	2012	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$(b)(4)75	\$0.00	\$(b)(4)	20122013	B	08G1000	ZZZGF2	n/a	2501			

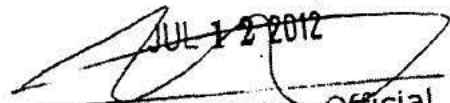
**Document Activity:**

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Warehouse Homepage  
 EPA@Work Home | EPA Internet  
[http://ofmint.rtpnc.epa.gov/neis/ifms\\_doc.resolve](http://ofmint.rtpnc.epa.gov/neis/ifms_doc.resolve)  
 This web page was last updated on 04/17/2012.  
 For issues, please contact: EPA Call Center - (866) 411-4372

---

ENTERED INTO IFMS

  
 JUL 12 2012  
 Funds Certifying Official

**Group participant Details**

**EMPLOYEE ID**

**NAME**

00031648  
00022822

Parker,Michelle E.  
Daniels,William J.



<b>AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING</b>	A. Agency, code agency subelement and submitting office number <b>EP00</b>	B. Request Status (Mark (X) one)
		<input type="checkbox"/> Resubmission <input type="checkbox"/> Correction <input checked="" type="checkbox"/> Initial <input type="checkbox"/> Cancellation

**Section A - TRAINEE INFORMATION**  
Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE, E</b>		2. Social Security Number/EHR/ Employee Number <b>XXX-XX-XXXX / 00031648</b>		3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>	
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)		6. Position Level (Mark (X) one only)	
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) <b>1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)		9. Work Email Address <b>parker.michelle@epa.gov</b>	
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>		11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>	16. Grade <b>13</b>	17. Step <b>07</b>

**Section B - TRAINEE COURSE DATA**

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/>	
1c. Vendor Telephone Number <b>303-989-1617</b>		1d. Vendor Email Address <b>jpsych46@aol.com</b>	
2a. Course Title <b>Preventing Workplace Violence</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2012-08-20</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2012-08-29</b>
5. Training Duty Hours	6. Training Non-Duty Hours	7. Training Purpose Type (Click link to view codes or go to page 9) <b>03</b>	8. Training Type Code (Click link to view codes or go to page 9) <b>01</b>
9. Training Sub Type Code (Click link to view codes or go to page 9) <b>12</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>01</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No	16. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd)	13. Training Credit Type Code (Click link to view codes or go to page 13) <b>04</b>
18. Training Objective <b>Educate staff and management on preventing workplace violence</b>		19. AGENCY USE ONLY <b>2012-07-09 12:07:05 PM</b>	

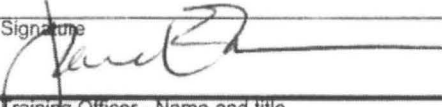
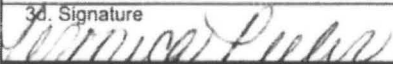
**Section C - COST AND BILLING INFORMATION**

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ (b)(4)	see Below	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ (b)(4)		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost <b>T12086HROZZ</b>			6. BILLING INSTRUCTIONS (Furnish invoice to): <b>US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709</b>		
4. Document / Purchasing Order / Requisition Number			5. 8 Digit Station Symbol (Example - 12-34-5678)		

~~2012~~ 2012 2013 B 061000 7226FZL 2501 \$ (b)(4) -75 ENTERED INTO IFMS  
2012 T 061000 7226FZL 2501 \$ (b)(4) 52  
T12086HROZZ

JUL 11 2012  
Funds Certifying Official

**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 7/11/12
3a. Training Officer - Name and title Peeler, Veronica I Human Resources Specialist (Hr	
3b. Area Code / Telephone Number 303.312.7101	3c. Email Address peeler.veronica@epa.gov
3d. Signature 	3e. Date 7/11/12

**Section E - APPROVALS / CONCURRENCE**

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

**Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION**

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 given in Item C4 to assure prompt payment.**



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

Document Details: **Expand**

Line#	Line Amt	Obligated Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$0.00 25	\$0.00	\$0.00 25	2012	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$0.00 75	\$0.00	\$0.00 75	20122013	B	08G1000	ZZZGF2	n/a	2501			

Document Activity:

Warehouse Homepage  
EPA@Work Home | EPA Internet  
<http://ofmint.rtpnc.epa.gov/neis/ifms>  
This web page was last updated c  
For issues, please contact: EPA Call Ce

*Emp.*  
*Aug 20 - 9 - 11*  
*Aug 29 - 9 - 11*  
*sup. -*  
*Aug 29 - 12 - 3*

ENTERED INTO IFMS

*JUL 11 2012*  
  
Funds Certifying Official

**(b)(4)**

*ONE*  
*T11089HR029*  
*1675*  
*1525*  
*3200*



**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](mailto: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](mailto: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](mailto:Parker.Michelle@epamail.epa.gov)>  
To: jpsych46 <[jpsych46@aol.com](mailto: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](mailto: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, \$(b)(4) for a three hour training and \$(b)(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](mailto:Parker.Michelle@epamail.epa.gov)>  
To: jpsych46 <[jpsych46@aol.com](mailto: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



**Document Review**

Compass Document: MO T1108GHR029

07/12/12

**Document Summary:** General Ledger Entries  
**Doc 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:**

Document Details:

Line#	Line Amt	Expended Amt	Refunded Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Descrip
1	\$(b)(4)	\$(b)(4).75	\$0.00	\$(b)(4).25	20112012	B	08G1000	ZZZGF2L	n/a	2501		RQ 1108GHR029	
2	\$(b)(4)	\$(b)(4).25	\$0.00	\$(b)(4).75	2011	T	08G1000	ZZZGF2L	0800BM00	2501		RQ 1108GHR029	

Document Activity:

Warehouse Homepage  
 EPA@Work Home | EPA Internet  
[http://ofmint.rtpnc.epa.gov/neis/ifms\\_web.finance\\_result](http://ofmint.rtpnc.epa.gov/neis/ifms_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 (\$**(b)(4)**) 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 \$**(b)(4)**.00, and reflect this tracking number on your invoice: **T1208GHR022**

**Please note:** The total amount due on the two invoices should equal \$**(b)(4)**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,



Veronica Peeler  
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  
Subject: T1208GHR022

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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



Preventing Violence in the Workplace Training  
R8 Mailer to: All Region 8 Employees

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:

- ✓ ✓ Monday, August 20, 8am - 11am (8 - 9 set up and 9 - 11 class)
- ~~✓ ✓ Monday, August 27, 8:00am - 4pm (8 - 9 set up and classes from 9 - 11 and 12 - 4)~~
- ~~✓ Tuesday, August 28, 8:00am - 4pm (8 - 9 set up and classes from 9 - 11 and 12 - 4)~~
- ✓ ✓ Wednesday, August 29, 8:00am - 4pm (8 - 9 set up and classes from 9 - 11 and 12 - 4)

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: jpsych46@aol.com  
Date: 06/29/2012 01:27 PM  
Subject: Re: Current Rates for Training and Consultation

*Aug 29  
Resp - 12-3  
Response Team -  
3-4  
Violence*

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,



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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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

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From: Michelle Parker <[Parker.Michelle@epamail.epa.gov](mailto:Parker.Michelle@epamail.epa.gov)>  
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Sent: Mon, Jun 25, 2012 1:02 pm  
Subject: Current Rates for Training and Consultation

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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: Debra Clevenger/MO/R8/USEPA/US  
To: 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
-----------------	---	------------------------

*7/19  
emailed Debbie  
that we would be in  
Bism/Bitt*

Preventing Workplace Violence - FEDERAL EPA EMPLOYEES

08/20/2012 to 08/20/2012 09:00 AM - 11:00 AM

- ✓ 1 (b)(6) privacy BTMS-H
- ✓ 2 (b)(6) privacy BENF-W
- 3 (b)(6) privacy BP-AR
- 4 (b)(6) privacy BEPR-SA
- ✓ 5 (b)(6) privacy BP-W-WW
- ✓ 6 (b)(6) privacy BTMS
- ✓ 7 (b)(6) privacy BTMS-H
- 8 (b)(6) privacy BENF-UFO
- 9 (b)(6) privacy BEPR-F
- ✓ 10 (b)(6) privacy BP-HW
- ✓ 11 (b)(6) privacy BTMS-G
- ✓ 12 (b)(6) privacy BP-P3T
- ✓ 13 (b)(6) privacy BEPR-SR
- 14 (b)(6) privacy BP-P3T
- ✓ 15 (b)(6) privacy BP-W-GW
- ✓ 16 (b)(6) privacy BP-P3T
- ✓ 17 (b)(6) privacy BENF-L
- ✓ 18 (b)(6) privacy BTMS-ISP
- ✓ 19 (b)(6) privacy BTMS-I
- ✓ 20 (b)(6) privacy BENF-RC
- ✓ 21 (b)(6) privacy BTMS-G
- ✓ 22 (b)(6) privacy BEPR-EP
- ✓ A (b)(6) privacy SCID
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- ✓ (b)(6) privacy
- ✓ (b)(6) privacy

(b)(6) privacy



Preventing Workplace Violence - SUPERVISORS

08/29/2012 to 08/29/2012 12:00 PM - 03:00 PM



X	1	(b)(6) privacy	8TMS-H	_____
X	2	(b)(6) privacy	8TMS-H	_____
X	3	(b)(6) privacy	8ENF-UFO	_____
X	4	(b)(6) privacy	8EPR-SA	_____
-	5	(b)(6) privacy	8P-R	_____
X	6	(b)(6) privacy	8ENF-L	_____
X	7	(b)(6) privacy	8P-HW	_____
X	8	(b)(6) privacy	8RA	_____
X	9	(b)(6) privacy	8EPR-EP	_____
X	10	(b)(6) privacy	8ENF	_____
X	11	(b)(6) privacy	8TMS	_____
X	12	(b)(6) privacy	8TMS	_____
X	13	(b)(6) privacy	8ENF-L	_____
X	14	(b)(6) privacy	8P-W-DW	_____
X	15	(b)(6) privacy	8EPR-N	_____
X	16	(b)(6) privacy	8P-W-TF	_____
X	17	(b)(6) privacy	8EPR	_____
X	18	(b)(6) privacy	8TMS-L	_____
X	19	(b)(6) privacy	8ENF-L	_____
X	20	(b)(6) privacy	8EPR-B	_____
X	21	(b)(6) privacy	8ENF-UFO	_____
X	22	(b)(6) privacy	8P-W-GW	_____
X	23	(b)(6) privacy	8EPR-PS	_____
-	24	(b)(6) privacy	8OC	_____
X	25	(b)(6) privacy	8EPR-B	_____
-	26	(b)(6) privacy	8RC	_____
X	27	(b)(6) privacy	8TMS-I	_____
X	28	(b)(6) privacy	8P-AR	_____



Preventing Workplace Violence - FEDERAL EPA EMPLOYEES



08/29/2012 to 08/29/2012 09:00 AM - 11:00 AM

↓ 1	(b)(6) privacy	8TMS-Q	_____
✓ 2	(b)(6) privacy	8TMS-H	_____
✓ 3	(b)(6) privacy	8P-AR	_____
✓ 4	(b)(6) privacy	8TMS-FMP	_____
✓ 5	(b)(6) privacy	8EPR-EP	_____
— 6	(b)(6) privacy	8EPR-EP	_____
✓ 7	(b)(6) privacy	8P-AR	_____
✓ 8	(b)(6) privacy	8ENF-RC	_____
✓ 9	(b)(6) privacy	8P-SA	_____
— 10	(b)(6) privacy	8ENF-RC	_____
✓ 11	(b)(6) privacy	8RA	_____
✓ 12	(b)(6) privacy	8EPR-N	_____
✓ 13	(b)(6) privacy	8TMS-H	_____
✓ 14	(b)(6) privacy	8P-W-GW	_____
✓ 15	(b)(6) privacy	8P-SA	_____
46	(b)(6) privacy	<del>8P-TA</del>	_____
✓ 17	(b)(6) privacy	8RA	_____
— 18	(b)(6) privacy	8EPR-SA	_____
✓ 19	(b)(6) privacy	8ENF-W-NP	_____
✓ 20	(b)(6) privacy	8ENF-RC	_____
↓ 21	(b)(6) privacy	8P-W-DW	_____
✓ 22	(b)(6) privacy	8P-HW	_____



✓ 2 (b)(6) privacy

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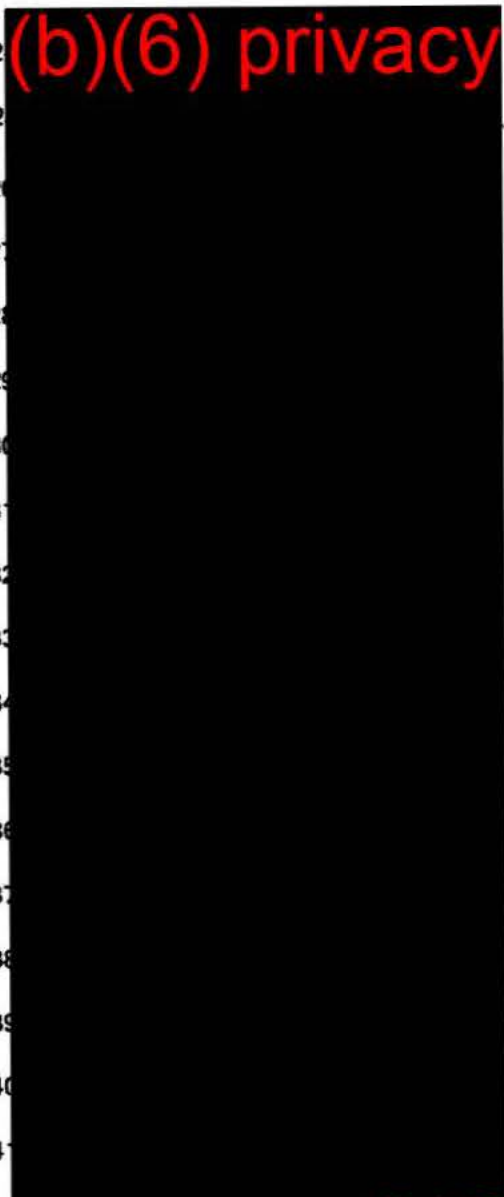
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8P-W-WW

8P

8P-P3T

8EPR-PS

8P-AR

8P-SA

8ENF-PJ

8TMS-Q

8EPR-F

8ENF-L

8P-SA

8CID

8P-P3T

8EPR-F

8TMS-G

8MSU

8ENF-PJ

8ENF-L

Series of horizontal lines for data entry, corresponding to the codes on the left.

(b)(6) privacy





VIOLENCE IN THE WORKPLACE  
VTC WITH REGION 8  
MONTANA OFFICE EMPLOYEES  
AUGUST 29, 2012

NAME
<b>(b)(6) privacy</b>

Slide presentation  
located on  
H: Drive  
"Training  
Handouts




VIOLENCE IN THE WORKPLACE  
VTC WITH REGION 8  
MONTANA OFFICE RESPONSE TEAM  
AUGUST 29, 2012

NAME
(b)(6) privacy



**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." If 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: T12086HR022

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.

	Strongly Disagree-Strongly Agree				
	1	2	3	4	5
<b>Content Delivery</b>					
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.					✓
There was sufficient opportunity for interactive participation.					✓
There was sufficient time spent on each concept.					✓
My questions were answered during the training.					✓
The class size was appropriate.					✓
The overall length and pace of the training was adequate.					✓
The overall objectives were achieved.					✓
<b>Content</b>					
The subject matter was relevant to my work.					✓
The concepts were easy to understand.					✓
The skills presented were clear.					✓
I will be able to use the skills I learned.					✓
<b>Instructor</b>					
The instructor showed mastery of the subject matter.					✓
The instructor was well prepared for the session.					✓
The instructor used time effectively.					✓
Participants were questioned to stimulate discussion and verify learning.					✓
The instructor's vocal variety, volume and pace were effective.					✓
The instructor was respectful to the views of participants.					✓
<b>Facility</b>					
The meeting room served as a good learning environment.					✓
The location for the training was convenient.					✓
The tools and equipment used worked well.					✓
Sufficient information was provided to me regarding location.					✓
<b>Overall Satisfaction</b>					
The goals of the training have been met.					✓
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.					✓
I was generally very satisfied with all aspects of this training event.					✓

### **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?

**Parker, Michelle**

---

**From:** Hattori, Nobuko  
**Sent:** Tuesday, August 27, 2013 7:33 AM  
**To:** jpsych46@aol.com  
**Cc:** 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.



## **Parker, Michelle**

---

**From:** Hattori, Nobuko  
**Sent:** Tuesday, August 27, 2013 9:18 AM  
**To:** jpsych46@aol.com  
**Cc:** Parker, Michelle  
**Subject:** 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

# AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency, code agency subelement and submitting office number  
**EP00**

B. Request Status (Mark (X) one)  
 Resubmission Correction  
 Initial Cancellation

## Section A - TRAINEE INFORMATION

Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE, E</b>		2. Social Security Number/EHR/ Employee Number <b>XXX-XX-XXXX / 00031648</b>		3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>	
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)		6. Position Level (Mark (X) one only)	
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) <b>U.S. EPA</b> <b>1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)		9. Work Email Address <b>parker.michelle@epa.gov</b>	

10. Position Title <b>HR Specialist (Employee &amp; Labo</b>		11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>	16. Grade <b>13</b>	17. Step <b>08</b>

## Section B - TRAINEE COURSE DATA

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flatter &amp; Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235</b>		1b. Location of Training Site (if same, mark box) -----> <input type="checkbox"/>	
1c. Vendor Telephone Number <b>303/989-1617</b>		1d. Vendor Email Address <b>jpsych46@aol.com</b>	
2a. Course Title <b>Workplace Violence Consult 4hr</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2013-10-01</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2014-08-04</b>
5. Training Duty Hours <b>6.00</b>	6. Training Non-Duty Hours	7. Training Purpose Type (Click link to view codes or go to page 9) <b>05</b>	8. Training Type Code (Click link to view codes or go to page 9) <b>01</b>
9. Training Sub Type Code (Click link to view codes or go to page 9) <b>16</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>01</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No	16. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd) <b>2014-08-04</b>	17. Training Source Type Code (Click link to view codes or go to page 13) <b>03</b>
18. Training Objective <b>Assist management with workplace violence</b>		19. AGENCY USE ONLY <b>2013-08-23 01:08:54 PM</b>	

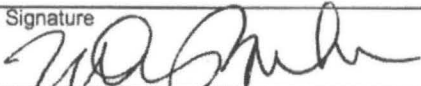
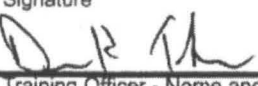

## Section C - COST AND BILLING INFORMATION

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ <b>(b)(4) 00</b>	<i>See Below</i>	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ <b>(b)(4) 00</b>		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost <b>600.00</b>			6. BILLING INSTRUCTIONS (Furnish invoice to): <b>US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709</b>		
4. Document / Purchasing Order / Requisition Number <b>T 1308GHR073</b>					
5. 8 Digit Station Symbol (Example - 12-34-5678) <b>68014922</b>					

2013 T 08GI000 222GF2 2501 (b)(4)  
 2013 2014 B 08GI000 222GF2 2501

T 1308GHR073

Section D - APPROVALS

1a. Immediate Supervisor - Name and title Dunlap, Bridget R. Supervisory Human Resource Spe		1c. Email Address Dunlap.Bridget@epa.gov	
1b. Area Code / Telephone Number		1e. Date 8/23/13	
1d. Signature 			
2a. Second-line Supervisor - Name and title Wong, Judith Asst Reg Admr/Tech & Mgmt Srvc		2c. Email Address wong.judith@epa.gov	
2b. Area Code / Telephone Number 303 312-6298		2e. Date 8/23/13	
2d. Signature 			
3a. Training Officer - Name and title Scholten, Karolina M Human Resources Specialist		3c. Email Address scholten.karly@epa.gov	
3b. Area Code / Telephone Number 303-312-6418		3e. Date 8/26/13	
3d. Signature 			

Section E - APPROVALS / CONCURRENCE

1a. Authorizing Officer - Name and title			
1b. Area Code / Telephone Number		1c. Email Address	
1d. Signature		1e. Date	
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved			

Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION

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 given in Item 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 Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$0.00	\$0.00		\$0.00	2013	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$0.00	\$0.00		\$0.00	20132014	B	08G1000	ZZZGF2	n/a	2501			

Document Activity:

Warehouse Homepage

EPA@Work Home | EPA Internet

[http://V1742TRTAY003.aad.epa.gov/neis/ifms\\_doc.resolve](http://V1742TRTAY003.aad.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

AUG 23 2013

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](mailto: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 <jpsych46@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](mailto: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](mailto: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 <jpsych46@aol.com>  
Date: 09/11/2012 08:00 AM  
Subject: Re: Consultation Request

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 <[ipsych46@aol.com](mailto: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  
<[Parker.Michelle@epamail.epa.gov](mailto: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





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

09/20/2012 02:51 PM

---

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?

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

You previously charged us \$(b)(4) hour for training and \$(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 \$(b)(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

To Assist in Payment We Accept



VISA

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

Bankcard Account Number  MasterCard  VISA  Exp. Date  
Cardholder Signature \_\_\_\_\_ Amount \_\_\_\_\_ Date \_\_\_\_\_

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

FEIN 84-0727812

Invoice #  
83112

T12086HR023

DATE  
9/4/2012

DATE	ACTIVITY	QTY/HRS	RATE	AMOUNT	
06/30/2012	Balance forward			0.00	
07/09/2012	Consultation- Workplace Violence- Michelle Parker	1	(b)(4) 0.00	(b)(4) 0.00	
<b>CURRENT</b>	<b>1-30 DAYS PAST DUE</b>	<b>31-60 DAYS PAST DUE</b>	<b>61-90 DAYS PAST DUE</b>	<b>OVER 90 DAYS PAST DUE</b>	<b>AMOUNT DUE</b>
(b)(4) 0.00	0.00	0.00	0.00	0.00	(b)(4) 0.00

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

B2095304247  
RECEIVED BY RTP-FC: Sep 07 2012

# AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency, code agency subelement and submitting office number  
**EP00**

B. Request Status (Mark (X) one)  
 Resubmission Correction  
 Initial Cancellation

## Section A - TRAINEE INFORMATION

Please read instructions on page 5 before completing this form.

1. Applicant Name (Last, First, Middle Initial) <b>PARKER, MICHELLE, E</b>		2. Social Security Number/EHR/ Employee Number <b>XXX-XX-XXXX / 00031648</b>		3. Date of Birth (yyyy-mm-dd) <b>XXXX-XX-XX</b>	
4. Home Address (Number, Street, City, State, ZIP Code) <b>Parker, CO, 80134</b>		5. Home Telephone (including Area Code)		6. Position Level (Mark (X) one only)	
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) <b>U.S. EPA</b> <b>1595 Wynkoop Street Denver, CO, 802021129</b>		8. Office Telephone (include Area Code and Extension)		9. Work Email Address <b>parker.michelle@epa.gov</b>	
10. Position Title <b>HR Specialist (Employee &amp; Labo</b>		11. Does applicant need special accommodation? If yes, please describe below. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
12. Type of Appointment <b>10</b>	13. Education Level (Click link to view codes or go to page 7) <b>10</b>	14. Pay Plan <b>GS</b>	15. Series <b>0201</b>	16. Grade <b>13</b>	17. Step <b>08</b>

## Section B - TRAINEE COURSE DATA

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) <b>Nicoletti Flatter &amp; Associates 3595 South Teller Street, Suite 310 Lakewood, CO 80235</b>		1b. Location of Training Site (if same, mark box) <input type="checkbox"/>	
1c. Vendor Telephone Number <b>303/989-1617</b>		1d. Vendor Email Address <b>jpsych46@aol.com</b>	
2a. Course Title <b>Workplace Violence Consult 4hr</b>	2b. Course Number Code <b>N/A</b>	3. Training Start Date (Enter Date as yyyy-mm-dd) <b>2013-10-01</b>	4. Training End Date (Enter Date as yyyy-mm-dd) <b>2014-08-04</b>
5. Training Duty Hours <b>6.00</b>	6. Training Non-Duty Hours	7. Training Purpose Type (Click link to view codes or go to page 9) <b>05</b>	8. Training Type Code (Click link to view codes or go to page 9) <b>01</b>
9. Training Sub Type Code (Click link to view codes or go to page 9) <b>16</b>	10. Training Delivery Type Code (Click link to view codes or go to page 12) <b>01</b>	11. Training Designation Type Code (Click link to view codes or go to page 13) <b>05</b>	12. Training Credit
14. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	15. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No	16. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd) <b>2014-08-04</b>	13. Training Credit Type Code (Click link to view codes or go to page 13) <b>04</b>
18. Training Objective <b>Assist management with workplace violence</b>		17. Training Source Type Code (Click link to view codes or go to page 13) <b>03</b>	
		19. AGENCY USE ONLY <b>2013-08-23 01:08:54 PM</b>	

## Section C - COST AND BILLING INFORMATION

1. Direct Costs and Appropriation / Fund Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ <b>(b)(4) 00</b>	<i>See Below</i>	a. Travel	\$	
b. Books & Materials			b. Per diem		
c. TOTAL	\$ <b>(b)(4) 00</b>		c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost <b>600.00</b>			6. BILLING INSTRUCTIONS (Furnish invoice to): <b>US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709</b>		
4. Document / Purchasing Order / Requisition Number <b>T 13086HR073</b>					
5. 8 Digit Station Symbol (Example - 12-34-5678) <b>68014922</b>					

2013 T 08GI000 2229F2 2501  
 2013 2014 B 08GI000 2229F2 2501

**(b)(4)**

T 13086HR073

Section D - APPROVALS

1a. Immediate Supervisor - Name and title <b>Dunlap, Bridget R. Supervisory Human Resource Spe</b>	
1b. Area Code / Telephone Number	1c. Email Address <b>Dunlap.Bridget@epa.gov</b>
1d. Signature 	1e. Date <b>8/23/13</b>
2a. Second-line Supervisor - Name and title <b>Wong, Judith Asst Reg Admr/Tech &amp; Mgmt Srvc</b>	
2b. Area Code / Telephone Number <b>303 312-6298</b>	2c. Email Address <b>wong.judith@epa.gov</b>
2d. Signature 	2e. Date <b>8/23/13</b>
3a. Training Officer - Name and title <b>Scholten, Karolina M Human Resources Specialist</b>	
3b. Area Code / Telephone Number <b>303-312-6418</b>	3c. Email Address <b>scholten.karly@epa.gov</b>
3d. Signature 	3e. Date <b>8/26/13</b>

Section E - APPROVALS / CONCURRENCE

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature <input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	1e. Date

Section F - CERTIFICATION OF TRAINING COMPLETION AND EVALUATION

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 given in item 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

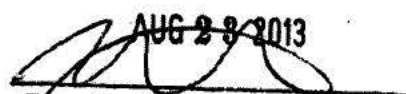
Line#	Line Amt	Obligated Amt	Refunded Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$600.00	\$0.00		\$600.00	2013	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$600.00	\$0.00		\$600.00	20132014	R	08G1000	ZZZGF2	n/a	2501			

**Document Activity:**

[Warehouse Homepage](#)  
[EPA@Work Home](mailto:EPA@WorkHome) | [EPA Inigma](#)  
[http://V1742TRTA Y003.aad.epa.gov/neis/ifms\\_doc.resolve](http://V1742TRTA Y003.aad.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**

AUG 29 2013

  
**Funds Certifying Official**

## Hattori, Nobuko

---

**From:** Hattori, Nobuko  
**Sent:** Monday, August 26, 2013 2:43 PM  
**To:** 'jpsych46@aol.com'  
**Subject:** 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.

**Hattori, Nobuko**

---

**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"]

**Hattori, Nobuko**

---

**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



## Hattori, Nobuko

---

**From:** Hattori, Nobuko  
**Sent:** Tuesday, August 27, 2013 7:33 AM  
**To:** 'jpsych46@aol.com'  
**Cc:** 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) [<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](mailto:Hattori.Nobuko@epa.gov)>  
**To:** jpsych46 <[jpsych46@aol.com](mailto: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.

Regards,

A handwritten signature in black ink, appearing to read "Karly Scholten".

Karly Scholten  
Regional Training Officer

**Hattori, Nobuko**

---

**From:** Hattori, Nobuko  
**Sent:** Tuesday, August 27, 2013 9:17 AM  
**To:** 'jpsych46@aol.com'  
**Cc:** Parker, Michelle  
**Subject:** 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 \$(b)(4)/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 \$(b)(4)/hour for training and \$(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 \$(b)(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: 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 \$(b)(4) 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](mailto: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 \$(b)(4) hour for training and \$(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 \$(b)(4) 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:** Parker, Michelle  
**Sent:** Wednesday, December 18, 2013 11:39 AM  
**To:** jpsych46@aol.com  
**Subject:** 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**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | parker.michelle@epa.gov  
303.565.0658

## **Parker, Michelle**

---

**From:** John Nicoletti <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](mailto: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](mailto:parker.michelle@epa.gov)

303.565.0658

## **Parker, Michelle**

---

**From:** John Nicoletti <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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

---

**From:** John Nicoletti [mailto:[jpsych46@aol.com](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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Wednesday, December 18, 2013 2:01 PM  
**To:** John Nicoletti  
**Cc:** 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](mailto: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

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**Michelle Parker**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto: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

**Michelle Parker**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Monday, December 23, 2013 12:03 PM  
**To:** John Nicoletti  
**Cc:** 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](mailto: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

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**Michelle Parker**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

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**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**  
Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

---

**From:** 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  
**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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

---

**From:** Parker, Michelle  
**Sent:** Monday, December 23, 2013 12:29 PM  
**To:** jpsych46@aol.com  
**Cc:** 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

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](mailto: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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

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**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](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

## **Parker, Michelle**

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**From:** jpsych46@aol.com  
**Sent:** Monday, December 23, 2013 12:34 PM  
**To:** Parker, Michelle  
**Subject:** 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

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](mailto:parker.michelle@epa.gov)  
303.565.0658

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**From:** [jpsych46@aol.com](mailto: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](mailto:Parker.Michelle@epa.gov)>  
**To:** John Nicoletti <[jpsych46@aol.com](mailto:jpsych46@aol.com)>  
**Cc:** Hattori, Nobuko <[Hattori.Nobuko@epa.gov](mailto: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](mailto:parker.michelle@epa.gov)  
303.565.0658

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**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

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**Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8  
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**To:** Parker, Michelle  
**Subject:** Re: WPV Training

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John

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Board Certified in Police and Public Safety Psychology

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Thanks and happy holidays.

Michelle

**Michelle Parker**

Labor & Employee Relations Officer | EPA Region 8  
303.312.6139 | [parker.michelle@epa.gov](mailto:parker.michelle@epa.gov)  
303.565.0658