

Table of Withheld Documents
Freedom of Information Act Request
EPA-R8-2014-007963

Record Withheld	# of Pages	Basis for withholding
9/17/2012 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	2	5 U.S.C. § 552(b)(6) - personnel files
3/7/2014 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	3	5 U.S.C. § 552(b)(6) - personnel files
3/9/2014 email to Michelle Parker from Dr. John Nicoletti regarding personnel matter consultation	2	5 U.S.C. § 552(b)(6) - personnel files
5/7/2014 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	40	5 U.S.C. § 552(b)(6) - personnel files
5/7/2014 email to Michelle Parker from Dr. John Nicoletti regarding personnel matter consultation	1	5 U.S.C. § 552(b)(6) - personnel files
5/9/2014 email to Dr. John Nicoletti from Michelle Parker regarding personnel matter consultation	2	5 U.S.C. § 552(b)(6) - personnel files
Video of 2/5/2014 Dr. Nicoletti training program to EPA employees on preventing workplace violence	55:50 min.	5 U.S.C. 552(b)(4) – confidential business information

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING			A. Agency, code agency subelement and submitting office number EP00		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) PARKER, MICHELLE, E			2. Social Security Number/EHRI Employee Number XXX-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)		6. Position Level (Mark (X) one only)	
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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please describe below.			
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
Section B - TRAINEE COURSE DATA						
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235				1b. Location of Training Site (if same, mark box) <input type="checkbox"/>		
1c. Vendor Telephone Number 303-989-1617				1d. Vendor Email Address ipsych46@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 04
13. Training Credit Type Code (Click link to view codes or go to page 13) 04		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) 03
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 12:01:26 PM		
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).00	See Below		a. Travel	\$	
b. Books & Materials				b. Per diem		
c. TOTAL	\$ (b)(4).00			c. TOTAL	\$	
3. Total Training Non-Government Contribution Cost 600.00				6. BILLING INSTRUCTIONS (Furnish invoice to): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
4. Document / Purchasing Order / Requisition Number T1308GHR016						
5. 8 Digit Station Symbol (Example - 12-34-5678) 68014922						

U.S. Office of Personnel Management

Page 1

NSN 7540-01-008-3901

Standard Form 182

Revised December 2006

All previous editions not usable.

2013 T 08GI000 222GF2 2501

2013 2014 B 08GI000 222GF2 2501

(b)(4) ENTERED INTO IFMS

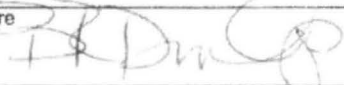
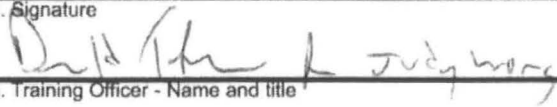

(b)(4)

JAN 16 2013

Funds Certifying Official

T1308GHR016

Section D - APPROVALS

1a. Immediate Supervisor - Name and title Dunlap, Bridget R. Supervisory Human Resource Spe	
1b. Area Code / Telephone Number 303 312-6106	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 Admr/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.karly@epa.gov
3d. Signature 	3e. Date 1/15/2013

Section E - APPROVALS / CONCURRENCE

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<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](#) | [EPA Internet](#)http://V1742TRTA Y003.an.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

[Signature]

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

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

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



using an HP Digital Sending device. Document.pdf



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

RTPReceiving to: Nobuko Hattori
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

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



using an HP Digital Sending device. Document.pdf

[attachment "Document.pdf"]

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

01/24/2013 09:42 AM

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

This is to notify you that your training to attend:

Workplace Violence Consultation
January 13 - September 30, 2013

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



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

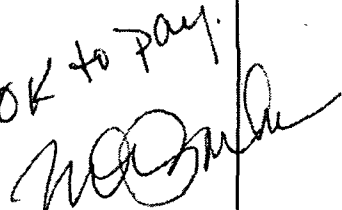
FEIN 84-0727812

RE: Order # T1308GHR016

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

DATE

March 5, 2013

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

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

NICOLETTI-FLATER ASSOCIATES, PLLP

FAX COVER SHEET

DATE OF TRANSMISSION: March 5, 2013

TO: Karly Scholten

COMPANY: U.S. ENVIRONMENTAL PROTECTION AGENCY

FAX NUMBER: 303-312-6370

TELEPHONE NUMBER: 303-312-6418

FROM: Betty Crowell, Officer Manager

FAX NUMBER: 303-985-3133

TELEPHONE NUMBER: 303-989-1835

TOTAL NUMBER OF PAGES 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 wrote:

John,

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

Thanks, Michelle

(See attached file: Libby 1.pdf) (See attached file: Libby 2.pdf) (See attached file: Libby 3.pdf) (See attached file: Libby 4.pdf)

Michelle Parker

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

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

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

Michelle,

I hope you are doing well. Yes, the cost is the same for threat assessments (\$ (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

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,

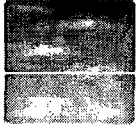
Michelle Parker
Labor & Employee Relations Officer | EPA Region 8
303.312.6139 | parker.michelle@epa.gov

<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

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>

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", written over a horizontal line.

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) <input type="checkbox"/> Resubmission Correction <input checked="" type="checkbox"/> Initial Cancellation	
---	--	--	--	--	---	--

1. Applicant Name (Last, First, Middle Initial) PARKER, MICHELLE E		2. Social Security Number/EHRI Employee Number XXX-XX-XXXX / 00031848		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)	
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)		a. Non-supervisory	
				b. Supervisory	
9. Work Email Address parker.michelle@epa.gov		10. Position Title HR Specialist (Employee & Labo		11. Does applicant need special accommodation? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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	

18. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80239		19. Location of Training Site (If same, mark box) <input type="checkbox"/> EPA Region 5, 1595 Wynkoop Street, Denver CO 80202	
20. Vendor Telephone Number 303-999-1617		21. Vendor Email Address jpsych46@aol.com	
22. Course Title Workplace Violence Consultation (4 hrs)		23. Course Number Code N/A	
24. Training Start Date (Enter Date as yyyy-mm-dd) 2013-01-13		25. Training End Date (Enter Date as yyyy-mm-dd) 2013-09-30	
26. Training Duty Hours		27. Training Non-Duty Hours	
28. Training Purpose Type (Click link to view codes or go to page 9) 03		29. Training Type Code (Click link to view codes or go to page 9) 01	
30. Training Sub Type Code (Click link to view codes or go to page 9) 12		31. Training Delivery Type Code (Click link to view codes or go to page 12) 05	
32. Training Designation Type Code (Click link to view codes or go to page 13) 05		33. Training Credit 04	
34. Training Accreditation Indicator Check Below <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A		35. Continued Service Agreement Required Indicator (Check Below) <input type="checkbox"/> Yes <input type="checkbox"/> No	
36. Continued Service Agreement Expiration Date (Enter date as yyyy-mm-dd)		37. Training Source Type Code (Click link to view codes or go to page 13) 03	
38. Training Objective Assist management in evaluating workplace violence		39. AGENCY USE ONLY 2013-01-11 12:01:26 PM	

Section C - COST 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)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 800.00			4. BILLING INSTRUCTIONS (Furnish invoice to): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
5. Document / Purchasing Order / Requisition Number T130864R016			6. 8 Digit Station Symbol (Example - 12-34-5678) 68014922		

U.S. Office of Personnel Management

Page 1
NSN 7540-01-008-3801Standard Form 182
Revised December 2005
All previous editions not usable.

2013 T 086I000 222GF 2 2501

2013 2014 B 086I000 222GF 2 2501

(b)(4) 12

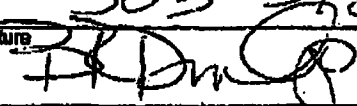

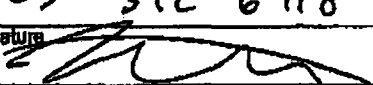
(b)(4) 12

ENTERED INTO IFMS

JAN 16 2013

Funds Certifying Official

T130864R016

STANDARD FORM 182	
1a. Immediate Supervisor - Name and title Dunlap, Bridget R. Supervisory Human Resource Spe	
1b. Area Code / Telephone Number 303 312-6106	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 Admr/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 Schoiten, Karolina M Human Resources Specialist	
3b. Area Code / Telephone Number 303-312-6418	3c. Email Address schoiten.karly@epa.gov
3d. Signature 	3e. Date 1/15/2013
SECTION 2 - APPROVALS	
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 3 - TRAINING OFFICER'S CERTIFICATION	
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 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

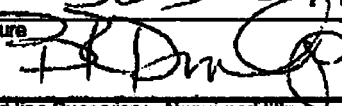

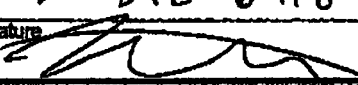
B. Request Status (Mark PC, one)	
Requester/Correction	Initial/Cancelation
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Standard Form 182
Revised December 2008

Revised December 2008
All previous editions not usable.

102 ENTERED INTO IFMS

Funds Certifying Official
JAN 16 2013

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 Admr/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.karly@epa.gov
3d. Signature 	3e. Date 1/15/2013
4a. Authorizing Officer - Name and title	
4b. Area Code / Telephone Number	4c. Email Address
4d. Signature	4e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	
5a. Authorizing Officer - Name and title	
5b. Area Code / Telephone Number	5c. Email Address
5d. Signature	5e. 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: \$(b)(4) 00

Available Amount: \$(b)(4) 00

Description: Workplace Violence Consult Hours (4) - Parker

Extended Description:

Workplace Violence Consult Hours (4) - Parker

Document Details: **Extended**

Line#	Line Amt	Obligated Amt	Refunded Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Description
1	\$(b)(4) 00	\$0.00		\$(b)(4) 00	2013	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$(b)(4) 00	\$0.00		\$(b)(4) 00	20132014	B	08G1000	ZZZGF2	n/a	2501			

Document Activity:

Warehouse HomepageEPA@Work Home | EPA Internethttp://V1742TRTAY003.ea.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

[Signature]
 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
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, 2nd floor conference center, Bison Room.

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

Thanks.

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

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

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,

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

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

- Areas of Responsibilities
- Violence Viruses
- Basic Categories of Perpetrators
- Development of an Avenger
- Boundary Probing Behaviors

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

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

Parker, Michelle

From: 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, 2nd floor conference center, Bison Room. That is a lot of material to cover. In my message below, I have highlighted what I think is most important, just in case. Thanks.

Michelle Parker

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

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

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

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

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

• Personal Survival Strategies

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

Parker, Michelle

From: Nfadirector@aol.com
Sent: Thursday, January 30, 2014 4:05 PM
To: Parker, Michelle
Subject: Dr. Nicoletti's Presentation
Attachments: Detection Disruption & Prevention of WP.EPA.ppt

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

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

Also, please confirm receipt of this e-mail.

Betty Crowell
Office Manager

Nicoletti-Flater Associates

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

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

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(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
303.565.0658

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

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

From: James, Tammy
Sent: Wednesday, February 12, 2014 10:36 AM
To: Daniels, William
Subject: 7th floor toilet
Received a call from the front desk about the 7th floor rest room overflowing.

Allen, our Building Engineer took a picture of the problem. The problem was a toilet in the women's room stuffed with paper towels.
This caused both the men's and the women's restrooms to overflow.
This should be sent to HR Michelle Parker.
Thanks.

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

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

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

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

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

This should be sent to HR Michelle Parker.

Thanks.



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
303.565.0658

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

Michelle,

(b)(5) [Deliberative Process]



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

John

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

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

From: Parker, Michelle <Parker.Michelle@epa.gov>
To: jpsych46 <jpsych46@aol.com>

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

Hi John,

(b)(5) [Deliberative Process]

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

Thanks, Michelle

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

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

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

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

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

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

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

This should be sent to HR Michelle Parker.

Thanks.

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
303.565.0658

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

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

To: Parker, Michelle

Subject: Re: Question

Michelle,

(b)(5) [Deliberative Process]



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

John

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

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

From: Parker, Michelle <Parker.Michelle@epa.gov>
To: jpsych46 <jpsych46@aol.com>

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

Subject: Question

Hi John,

(b)(5) [Deliberative Process]

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

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

From: Daniels, William

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

To: Parker, Michelle

Subject: FW: 7th floor toilet

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

From: James, Tammy

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

To: Daniels, William

Subject: 7th floor toilet

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

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

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

This should be sent to HR Michelle Parker.

Thanks.

Parker, Michelle

From: Parker, Michelle
Sent: Sunday, February 23, 2014 6:14 PM
To: 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
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-----

From: Parker, Michelle
To: jpsych46
Sent: Thu, Feb 13, 2014 11:19 am
Subject: RE: Question

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

Thanks again,
Michelle

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

From: jpsych46@aol.com [<mailto:jpsych46@aol.com>]
Sent: Wednesday, February 12, 2014 8:50 PM
To: Parker, Michelle
Subject: Re: Question
Michelle,

(b)(5) [Deliberative Process]



(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
303.565.0658

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

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

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

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

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

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

This should be sent to HR Michelle Parker.

Thanks.

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>
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: Monday, February 24, 2014 10:47 AM
To: Parker, Michelle
Subject: Re: Inappropriate Behavior -- Your Assistance Requested

Michelle,

(b)(5) [Deliberative Process]
[REDACTED]

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)

[REDACTED]
No tips received.

Thanks, Michelle

Michelle Parker

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

From: jpsych46@aol.com [<mailto:jpsych46@aol.com>]
Sent: Monday, February 24, 2014 10:20 AM
To: Parker, Michelle
Subject: Re: Inappropriate Behavior -- Your Assistance Requested
Michelle,

(b)(5) [Deliberative Process]
[REDACTED]

Have you had any employees come forward with any tips?

John

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

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

From: Parker, Michelle <Parker.Michelle@epa.gov>
To: jpsych46 <jpsych46@aol.com>
Sent: Mon, Feb 24, 2014 9:20 am
Subject: RE: Inappropriate Behavior -- Your Assistance Requested

John,

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

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

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

The incidents of urine on the seats and the floors are still occurring regularly in the women's restrooms; however, they are no longer limited to the 6th and 7th floors. Employees are now reporting the incidents more frequently.

In addition, an employee found a document advertising a (b)(6) rifle on a printer on the (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

303.565.0658

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

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

To: Parker, Michelle

Subject: Re: Inappropriate Behavior -- Your Assistance Requested

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

John

John Nicoletti, Ph.D., ABPP

Board Certified Specialist in Police and Public Safety Psychology

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

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

To: jpsych46@aol.com

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

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

Subject: Fw: Inappropriate Behavior-- Your Assistance Requested

Here's the memo.

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

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

To: All Region 8 Employees

Subject: Inappropriate Behavior -- Your Assistance Requested

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

REGION 8

1595 Wynkoop Street

DENVER, CO 80202-1129

Phone 800-227-8917

<http://www.epa.gov/region08>

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior -- Your Assistance Requested

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

TO: All Region 8 Employees, SEEs and Contractors

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

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

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

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

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

[REDACTED]

[REDACTED]

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

Parker, Michelle

From: Parker, Michelle
Sent: Tuesday, 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

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



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

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





Current Rates for Training and Consultation

Michelle Parker to: jpsych46

Bcc: Michelle Parker

06/25/2012 01:02 PM

Hi Dr. Nicoletti,

I hope you are doing well.

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

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

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

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

Thanks,

Michelle

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

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

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
303.565.0658

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Tuesday, June 24, 2014 6:43 PM
To: Parker, Michelle
Subject: Fwd: EPA consultation

Here is the email.

Sent from my iPad

Begin forwarded message:

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

Eric,

You need to talk with EPA.

Sent from my iPad

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

Hello Dr. Nicoletti,

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

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

Eric

--

Eric Katz

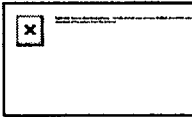
Staff Correspondent

Government Executive Media Group

office: 202.266.7742 | twitter: @EricM_Katz

ekatz@govexec.com

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



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

Fyi. Classy article from Gov Exec...

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: 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
jpsych46
to:
Michelle Parker
06/26/2012 07:27 PM
Hide Details
From: jpsych46@aol.com

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

History: This message has been replied to.

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
Michelle Parker to: jpsych46
Bcc: Michelle Parker

06/28/2012 01:01 PM

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

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

jpsych46	Michelle, I hope things are going well for you at...	06/26/2012 07:27:45 PM
----------	--	------------------------

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

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

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

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

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

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$(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 
Michelle Parker to: jpsych46
Bcc: PARKER.MICHELLE

06/29/2012 01:27 PM

John,

Please lock in 8/20 and 8/29.

Thanks, Michelle

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

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

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

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

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

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

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$(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: Fw: Current Rates for Training and Consultation
jpsych46
to:
Michelle Parker
07/02/2012 12:40 PM
Hide Details
From: jpsych46@aol.com

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

History: This message has been replied to and forwarded.

2 Attachments



graycol.gif graycol.gif

Michelle,

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

John

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

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

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

To: jpsych46 <jpsych46@aol.com>

Sent: Mon, Jul 2, 2012 10:32 am

Subject: Fw: Current Rates for Training and Consultation

Hi John,

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

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

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

Thanks, Michelle

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

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

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

From: Michelle Parker/R8/USEPA/US
To: jpsych46@aol.com
Date: 06/29/2012 01:27 PM
Subject: Re: Current Rates for Training and Consultation

John,

Please lock in 8/20 and 8/29.

Thanks, Michelle

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

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

jpsych46---06/29/2012 01:09:09 PM---Michelle, I am available on 8/20, but not on 8/27.? However, I am available on either 8/28 or 8/29.?

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/29/2012 01:09 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

I am available on 8/20, but not on 8/27. However, I am available on either 8/28 or 8/29. Let me know what works

for you and I will lock them in.

John

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

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

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

To: jpsych46 <jpsych46@aol.com>

Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

(303) 312-6139

Fax: (303) 312-6370

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

From: jpsych46@aol.com

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

Date: 06/26/2012 07:27 PM

Subject: Re: Current Rates for Training and Consultation

Michelle,

I hope things are going well for you at EPA. The cost for service is the same as last year, \$(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 12/24/13

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING			A. Agency, code agency subelement and submitting office number EP00		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) PARKER, MICHELLE E		2. Social Security Number/EHRI Employee Number XXX-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)		6. Position Level (Mark (X) one only) <table border="1"><tr><td><input type="checkbox"/> a. Non-supervisory</td><td><input type="checkbox"/> c. Manager</td></tr><tr><td><input type="checkbox"/> b. Supervisory</td><td><input type="checkbox"/> d. Executive</td></tr></table>		<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager	<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> d. Executive																		
<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager																										
<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please describe below																									
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																							
Section B - TRAINEE COURSE DATA																											
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235			1b. Location of Training Site (if same, mark box) <input type="checkbox"/> EPA Region, 1595 Wynkoop Street, Denver CO 80202																								
1c. Vendor Telephone Number 303-989-1617			1d. Vendor Email Address jpsych46@aol.com																								
2a. Course Title Workplace Violence Consultatio		2b. Course Number Code N/A		3. Training Start Date (Enter Date as yyyy-mm-dd) 2012-07-09																							
4. Training End Date (Enter Date as yyyy-mm-dd) 2013-07-09 2014-02-05		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 03																							
13. Training Credit Type Code (Click link to view codes or go to page 13) C4		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) 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 Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable																								
<table border="1"><thead><tr><th>Item</th><th>Amount</th><th>Appropriation / Fund</th></tr></thead><tbody><tr><td>a. Tuition and Fees</td><td>\$ (b)(4) 00</td><td rowspan="3">see Below</td></tr><tr><td>b. Books & Materials</td><td></td></tr><tr><td>c. TOTAL</td><td>\$ (b)(4) 00</td></tr></tbody></table>			Item	Amount	Appropriation / Fund	a. Tuition and Fees	\$ (b)(4) 00	see Below	b. Books & Materials		c. TOTAL	\$ (b)(4) 00	<table border="1"><thead><tr><th>Item</th><th>Amount</th><th>Appropriation / Fund</th></tr></thead><tbody><tr><td>a. Travel</td><td>\$</td><td></td></tr><tr><td>b. Per diem</td><td></td><td></td></tr><tr><td>c. TOTAL</td><td>\$</td><td></td></tr></tbody></table>			Item	Amount	Appropriation / Fund	a. Travel	\$		b. Per diem			c. TOTAL	\$	
Item	Amount	Appropriation / Fund																									
a. Tuition and Fees	\$ (b)(4) 00	see Below																									
b. Books & Materials																											
c. TOTAL	\$ (b)(4) 00																										
Item	Amount	Appropriation / Fund																									
a. Travel	\$																										
b. Per diem																											
c. TOTAL	\$																										
3. Total Training Non-Government Contribution Cost			6. BILLING INSTRUCTIONS (Furnish invoice to) US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709																								
4. Document / Purchasing Order / requisition Number T1208GHR023																											
5. 8 Digit Station Symbol (Example - 12-34-5678) 68014922																											

U.S. Office of Personnel Management

Page 1
NSN 7540-01-008-3901

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

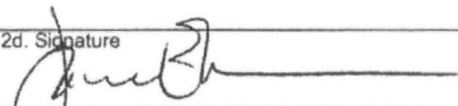
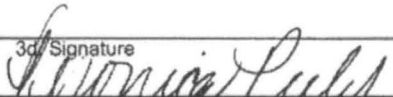
2012 7013 B 061000 7776FZL 2501 \$ (b)(4) 00
2012 T 061000 7776FZL 2501 \$ (b)(4) 00

ENTERED INTO IFMS

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 Chadbourn, Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address chadbourn.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.

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING	A. Agency, code agency subelement and submitting office number EP00	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) PARKER, MICHELLE, E		2. Social Security Number/EHRI Employee Number XXX-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)	6. Position Level (Mark (X) one only) <table style="width:100%;"><tr><td><input type="checkbox"/> a. Non-supervisory</td><td><input type="checkbox"/> c. Manager</td></tr><tr><td><input type="checkbox"/> b. Supervisory</td><td><input type="checkbox"/> d. Executive</td></tr></table>	<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager	<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> d. Executive
<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager						
<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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				

Section B - TRAINEE COURSE DATA

1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Plater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235		1b. Location of Training Site (if same, mark box) <input checked="" type="checkbox"/> EPA Region, 1595 Wynkoop Street, Denver CO 80202	
1c. Vendor Telephone Number 303-989-1617		1d. Vendor Email Address ipsych46@aol.com	
2a. Course Title Workplace Violence Consultation	2b. Course Number Code N/A	3. Training Start Date (Enter Date as yyyy-mm-dd) 2012-07-09	4. Training End Date (Enter Date as yyyy-mm-dd) 2013-07-09
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 8) 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 04
13. Training Credit Type Code (Click link to view codes or go to page 13) 04	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) 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 Chargeable			2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund	Item	Amount	Appropriation / Fund
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): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
4. Document / Purchasing Order / requisition Number T12086HR023					
5. If Digit Station Symbol (Example - 12-34-5678) 68014922					

2012 7013 B 061000 ZZZGFZL 2501 \$ **(b)(4) 00** ENTERED INTO IFMS

2012 T 061000 ZZZGFZL 2501 \$ **(b)(4) 00**

T12086HR023

JUL 12 2012
[Signature]
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 Chadbourn, Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address chadbourn.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

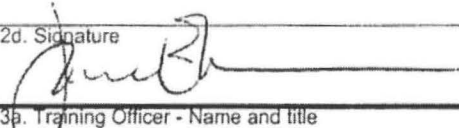
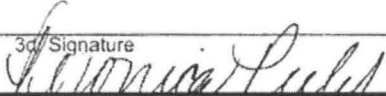
1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	

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.

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 Chadbourn, Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address chadbourn.jane@epa.gov
2d. Signature 	2e. Date 7/12/12
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.

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING			A. Agency, code agency subelement and submitting office number EP00		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) PARKER, MICHELLE E			2. Social Security Number/EHRI Employee Number XXX-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)		6. Position Level (Mark (X) one only) <input type="checkbox"/> a. Non-supervisory <input type="checkbox"/> b. Supervisory <input type="checkbox"/> c. Manager <input type="checkbox"/> 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please describe below:				
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
Section B - TRAINEE COURSE DATA						
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235				1b. Location of Training Site (if same, mark box) <input type="checkbox"/> EPA Region, 1595 Wynkoop Street, Denver CO 80202		
1c. Vendor Telephone Number 303-989-1617				1d. Vendor Email Address ipsych46@aol.com		
2a. Course Title Workplace Violence Consultation		2b. Course Number Code N/A		3. Training Start Date (Enter Date as yyyy-mm-dd) 2012-07-09		4. Training End Date (Enter Date as yyyy-mm-dd) 2013-07-09
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 04
13. Training Credit Type Code (Click link to view codes or go to page 13) 04		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) 03
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 Chargeable				2. Indirect Costs and Appropriation / Fund Chargeable		
Item	Amount	Appropriation / Fund		Item	Amount	Appropriation / Fund
a. Tuition and Fees	\$ (b)(4) 00	see Below		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): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
4. Document / Purchasing Order / Requisition Number T1208GHR023						
5. 8 Digit Station Symbol (Example - 12-34-5678) 68014922						

U.S. Office of Personnel Management

Page 1

NSN 7540-01-608-3901

Standard Form 182

Revised December 2006

All previous editions not applicable

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

ENTERED INTO IFMS

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

T1208GHR023

JUL 12 2012

Funds Certifying Official

X

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING			A. Agency, code agency subelement and submitting office number EP00		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) PARKER, MICHELLE E		2. Social Security Number/EHRI Employee Number XXX-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)		6. Position Level (Mark (X) one only) <table border="1"><tr><td><input type="checkbox"/> a. Non-supervisory</td><td><input type="checkbox"/> c. Manager</td></tr><tr><td><input type="checkbox"/> b. Supervisory</td><td><input type="checkbox"/> d. Executive</td></tr></table>		<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager	<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> d. Executive																
<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager																								
<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> d. Executive																								
7. Organization Mailing Address (Branch/Division/Office/Bureau/Agency) 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please describe below.																							
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																					
Section B - TRAINEE COURSE DATA																									
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235			1b. Location of Training Site (if same, mark box) ----- <input type="checkbox"/> EPA Region, 1595 Wynkoop Street, Denver CO 80202																						
1c. Vendor Telephone Number 303-989-1617			1d. Vendor Email Address ipsych46@aol.com																						
2a. Course Title Workplace Violence Consultation		2b. Course Number Code N/A		3. Training Start Date (Enter Date as yyyy-mm-dd) 2012-07-09																					
5. Training Duty Hours		6. Training Non-Duty Hours		4. Training End Date (Enter Date as yyyy-mm-dd) 2013-07-09																					
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		7. Training Purpose Type (Click link to view codes or go to page 9) 03																					
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		8. Training Type Code (Click link to view codes or go to page 9) 01																					
11. Training Designation Type Code (Click link to view codes or go to page 13) 05		12. Training Credit 03		13. Training Credit Type Code (Click link to view codes or go to page 13) 04																					
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		18. Training Objective Professional consultation for specific incidents of potential workplace violence																					
19. AGENCY USE ONLY 2012-07-09 12:07:23 PM																									
Section C - COST AND BILLING INFORMATION																									
1. Direct Costs and Appropriation / Fund Chargeable <table border="1"><thead><tr><th>Item</th><th>Amount</th><th>Appropriation / Fund</th></tr></thead><tbody><tr><td>a. Tuition and Fees</td><td>\$ (b)(4) 00</td><td rowspan="3">See Below</td></tr><tr><td>b. Books & Materials</td><td></td></tr><tr><td>c. TOTAL</td><td>\$ (b)(4) 00</td></tr></tbody></table>			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 <table border="1"><thead><tr><th>Item</th><th>Amount</th><th>Appropriation / Fund</th></tr></thead><tbody><tr><td>a. Travel</td><td>\$</td><td rowspan="3"></td></tr><tr><td>b. Per diem</td><td></td></tr><tr><td>c. TOTAL</td><td>\$</td></tr></tbody></table>			Item	Amount	Appropriation / Fund	a. Travel	\$		b. Per diem		c. TOTAL	\$
Item	Amount	Appropriation / Fund																							
a. Tuition and Fees	\$ (b)(4) 00	See Below																							
b. Books & Materials																									
c. TOTAL	\$ (b)(4) 00																								
Item	Amount	Appropriation / Fund																							
a. Travel	\$																								
b. Per diem																									
c. TOTAL	\$																								
3. Total Training Non-Government Contribution Cost T12086HR023			6. BILLING INSTRUCTIONS (Furnish invoice to): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709																						
4. Document / Purchasing Order / Requisition Number																									
5. 6 Digit Station Symbol (Example - 12-34-5678)																									

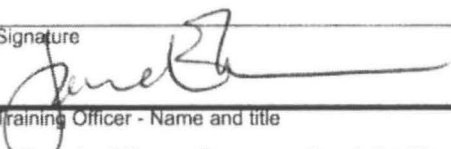
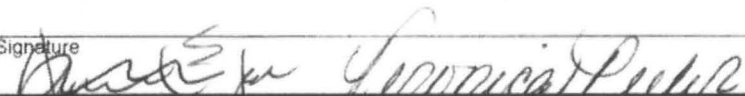
2012 2013 TB 061000 2226-F2L 2501 \$ (b)(4) 00

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

T12086HR023

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 <div style="text-align: right;"><input type="checkbox"/> Approved <input type="checkbox"/> Disapproved</div>	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
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:

Warehouse Homepage
 EPA@Work Home | EPA Internet
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



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	\$ (b)(4) 00	\$0.00	\$ (b)(4) 00	2012	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$ (b)(4) 00	\$0.00	\$ (b)(4) 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
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 / 2
4 km

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>

To: jpsych46 <jpsych46@aol.com>

Sent: Thu, Jun 28, 2012 1:01 pm

Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

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



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

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

July 12, 2012

Ref: 8TMS-H

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

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

Michelle Parker

to attend: **Workplace Violence Consultation (2 Hours)**
on these date(s): **July 09, 2012 – July 09, 2013**

Please send your invoice to:

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

Please reflect this tracking number on your invoice: **T1208GHR023**

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

Regards,

Veronica Peeler
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

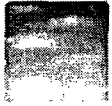
----- Forwarded by Nobuko Hattori/R8/USEPA/US on 07/16/2012 02:25 PM -----

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

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.*

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

To Assist in Payment We Accept



VISA

Unrecorded Amount Number 0 MasterCard 01 0 Visa Expired Date
 X 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 07/09/2012	Balance forward Consultation- Workplace Violence- Michelle Parker	1	(b)(4).00	0.00 (b)(4).00	
CURRENT	1-30 DAYS PAST DUE	31-60 DAYS PAST DUE	61-90 DAYS PAST DUE	OVER 90 DAYS PAST DUE	AMOUNT DUE
(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



09/20/2012 09:55 AM

09/20/2012

09/20/2012 09:55 AM

09/20/2012 09:55 AM

09/20/2012

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 \$~~245~~.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



AUTOMATED REPLY: Your email to RTPReceiving has been delivered. A
copy is enclosed 
RTPReceiving to: Michelle Parker
Please respond to DO NOT REPLY

10/02/2012 09:01 AM

No, the services/goods were not received.

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

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

RTPReceiving

Purchase Order: T1208GHR023 Invoice Numbe...

09/27/2012 12:36:20 PM

From: RTPReceiving@EPA
To: Michelle Parker/R8/USEPA/US@EPA
Date: 09/27/2012 12:36 PM
Subject: Urgent!! Invoice Approval Required for Payment of Invoice Number
83112-PARKER-MICHELLE--ATE: B2095304247

Purchase Order: T1208GHR023
Invoice Number: 83112-PARKER-MICHELLE **see web link below
Vendor: NICOLETTI FLATER & ASSOCIATES

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

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

http://rtfmcweb2.rtp.epa.gov/spits_images/invoices/B2095304247.pdf



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

10/03/2012 08:03 AM

FYI.

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

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

From: 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
303.565.0658

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

Michelle,

No problem. When would you like to do

John

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

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

Hi, John.

I hope you are doing well.

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

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

Workplace Violence
1 Hr
2/18 - after 2:00
2/19 all day

Feb. 4 - Tue 11-12 or PM
5 - Wed all day
19 - all day wed.
25 - Fri - all day
26 - " - PM
27 - Sat - all day
Mar 26 - Wed all day
27 - Th - all day
Feb. 5 -
9 - 10
10:30 - 11:00
See -
in Star

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

Thanks and happy holidays.

Michelle

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

Hattori, Nobuko

From: Parker, Michelle
Sent: Monday, December 23, 2013 12:29 PM
To: 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
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> wrote:

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

Michelle Parker

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

From: John Nicoletti [<mailto: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> wrote:

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

Hattori, Nobuko

From: Parker, Michelle
Sent: Monday, December 23, 2013 12:29 PM
To: 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

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	(b)(4)	ENF-L	_____
✓ 2	(b)(4)	8ENF-UFO	_____
3	(b)(4)	8ENF-AT	_____
4	(b)(4)	8EPR-SR	_____
5	(b)(4)	8P-P3T	_____
✓ 6	(b)(4)	8P-W-DW	_____
✓ 7	(b)(4)	8OC	_____
✓ 8	(b)(4)	8EPR-N	_____
✓ 9	(b)(4)	8EPR-B	_____
✓ 10	(b)(4)	8P-W-GW	_____
✓ 11	(b)(4)	8OC-EISC	_____
✓ 12	(b)(4)	8OC	_____
13	(b)(4)	8TMS-H	_____
✓ 14	(b)(4)	8OC-LIB	_____
15	(b)(4)	8EPR-PS	_____
✓ 16	(b)(4)	8OC	_____
✓ 17	(b)(4)	8OC-LIB	_____
✓ 18	(b)(4)	8ENF-W-NP	_____
✓	(b)(4)		
✓	(b)(4)		

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 (b)(4)
✓ 2 (b)(4)
✓ 3 (b)(4)
✓ 4 (b)(4)
✓ 5 (b)(4)
✓ 6 (b)(4)
✓ 7 (b)(4)
8 (b)(4)
✓ 9 (b)(4)
✓ 10 (b)(4)
11 (b)(4)
✓ 12 (b)(4)
✓ 13 (b)(4)
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 (b)(4)
✓ 2 (b)(4)

8EPR-SR

8EPR-SA

✓ (b)(4)

1. The first step is to identify the problem or question that needs to be answered. This involves understanding the context and the specific requirements of the task.

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				
Order # T12086HR023					
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

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/HR	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				
Order # T12086HR023					
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

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):

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,

A handwritten signature in cursive script, appearing to read "Veronica Peeler", written over the printed name.

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 Status (Mark (X) one)
☐ Requisition
☒ Initial
☐ Correction
☐ 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)

a. INDT-SUPERVISORY

b. Supervisory

c. Manager

8. Work Email Address

9. Manager

10. Executive

11. Other

12. Other

13. Other

14. Other

15. Other

16. Other

17. Other

18. Other

19. Other

20. Other

21. Other

22. Other

23. Other

24. Other

25. Other

26. Other

27. Other

28. Other

29. Other

30. Other

31. Other

32. Other

33. Other

34. Other

35. Other

36. Other

37. Other

38. Other

39. Other

40. Other

41. Other

42. Other

43. Other

44. Other

45. Other

46. Other

47. Other

48. Other

49. Other

50. Other

51. Other

52. Other

53. Other

54. Other

55. Other

56. Other

57. Other

58. Other

59. Other

60. Other

61. Other

62. Other

63. Other

64. Other

65. Other

66. Other

67. Other

68. Other

69. Other

70. Other

71. Other

72. Other

73. Other

74. Other

75. Other

76. Other

77. Other

78. Other

79. Other

80. Other

81. Other

82. Other

83. Other

84. Other

85. Other

86. Other

87. Other

88. Other

89. Other

90. Other

91. Other

92. Other

93. Other

94. Other

95. Other

96. Other

97. Other

98. Other

99. Other

100. Other

101. Other

102. Other

103. Other

104. Other

105. Other

106. Other

107. Other

108. Other

109. Other

110. Other

111. Other

112. Other

113. Other

114. Other

115. Other

116. Other

117. Other

118. Other

119. Other

120. Other

121. Other

122. Other

123. Other

124. Other

125. Other

126. Other

127. Other

128. Other

129. Other

130. Other

131. Other

132. Other

133. Other

134. Other

135. Other

136. Other

137. Other

138. Other

139. Other

140. Other

141. Other

142. Other

143. Other

144. Other

145. Other

146. Other

147. Other

148. Other

149. Other

150. Other

151. Other

152. Other

153. Other

154. Other

155. Other

156. Other

157. Other

158. Other

159. Other

160. Other

161. Other

162. Other

163. Other

164. Other

165. Other

166. Other

167. Other

168. Other

169. Other

170. Other

171. Other

172. Other

173. Other

174. Other

175. Other

176. Other

177. Other

178. Other

179. Other

180. Other

181. Other

182. Other

183. Other

184. Other

185. Other

186. Other

187. Other

188. Other

189. Other

190. Other

191. Other

192. Other

193. Other

194. Other

195. Other

196. Other

197. Other

198. Other

199. Other

200. Other

201. Other

202. Other

203. Other

204. Other

205. Other

206. Other

207. Other

208. Other

209. Other

210. Other

211. Other

212. Other

213. Other

214. Other

215. Other

216. Other

217. Other

218. Other

219. Other

220. Other

221. Other

222. Other

223. Other

224. Other

225. Other

226. Other

227. Other

228. Other

229. Other

230. Other

231. Other

232. Other

233. Other

234. Other

235. Other

236. Other

237. Other

238. Other

239. Other

240. Other

241. Other

242. Other

243. Other

244. Other

245. Other

246. Other

247. Other

248. Other

249. Other

250. Other

251. Other

252. Other

253. Other

254. Other

255. Other

256. Other

257. Other

258. Other

259. Other

260. Other

261. Other

262. Other

263. Other

264. Other

265. Other

266. Other

267. Other

268. Other

269. Other

270. Other

271. Other

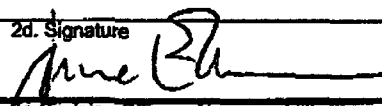
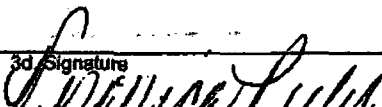
272. Other

273. Other

274. Other

275. Other

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

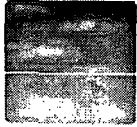
Section E - APPROVALS / CONCURRENCE

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.



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

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,


Veronica 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
Correction ☐ Cancellation

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

PARKER, MICHELLE E

2. Social Security Number (EPA Employee Number)

XXX-XX-XXXX / 00031648

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

XXXX-XX-XX

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

**Partner, CO, 80134
U.S. EPA
1595 Wynkoop Street, Denver, CO, 80202-1129**

5. Home Telephone (including Area Code)
XXX-XXX-XXXX
6. Office Telephone (including Area Code and Extension)
XXX-XXX-XXXX
7. MGR-4200/EMPLOYER
8. Work Email Address
partner.michelle@epa.gov

10. Position Title

HR Specialist (Employee & Labor)

11. Does applicant need special accommodation?
☐ Yes ☒ No

12. Type of Appointment

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

10

10

GS

0201

13

07

12. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code)

Nickel and Patti and Associates, 3995 South Teller Street, Suite 310, Littleton, CO 80120

10. Location of Training Site (If same, mark box) ☐
EPA Region 1, 1595 Wynkoop Street, Denver, CO 80202
14. Vendor Telephone Number
303-888-1617
16. Vendor Email Address
psych46@aol.com

2a. Course Title
Workplace Violence Consultation

2b. Course Number Code
N/A

3. Training Start Date (Enter Date as YYYY-MM-DD)
2012-07-09

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

5. Training Duty Hours

6. Training Non-Duty Hours

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

8. 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)

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

03

12. Training Credit (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	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

8. BILLING INSTRUCTIONS (Furnish Invoice to):

**US ENVIRONMENTAL PROTECTION AGENCY
RTP-FINANCE CENTER
4930 OLD PAGE ROAD (D143-02)
RESEARCH TRIANGLE PARK, NC 27709**

4. Document / Purchasing Order / requisition Number

T12086HR023

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

68014922

U.S. Office of Personnel Management

Page 1
NSN 7546-01-008-5901

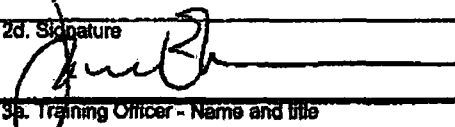
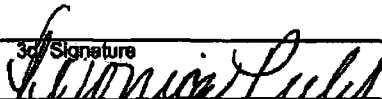
2012 2013 B 061000 2226FL 2501 A **(b)(4)**

ENTERED INTO IFMS
All previous editions not usable.
Standard Form 102
Revised December 2005

T12086HR023

Funds Certifying Official
JUL 12 2012

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

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)



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) nfadiirector@aol.com

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

(b)(4)

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING	A. Agency, code agency subelement and submitting office number EP00	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) Group Training		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) <table border="1" style="width:100%"> <tr> <td><input type="checkbox"/> a. Non-supervisory</td> <td><input type="checkbox"/> c. Manager</td> </tr> <tr> <td><input type="checkbox"/> b. Supervisory</td> <td><input type="checkbox"/> d. Executive</td> </tr> </table>	<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager	<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> d. Executive
<input type="checkbox"/> a. Non-supervisory	<input type="checkbox"/> c. Manager						
<input type="checkbox"/> b. Supervisory	<input type="checkbox"/> d. Executive						
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) U.S. EPA 1595 Wynkoop St, Denver, CO 80202		8. Office Telephone (include Area Code and Extension)	9. Work Email Address				
10. Position Title	11. Does applicant need special accommodation? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please describe below.						
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) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235		1b. Location of Training Site (if same, mark box) <input checked="" type="checkbox"/> EPA Region 8, 1595 Wynkoop Street, Denver CO 80202	
1c. Vendor Telephone Number 303-989-1617		1d. Vendor Email Address lpsych46@aol.com	
2a. Course Title Preventing Workplace Violence	2b. Course Number Code N/A	3. Training Start Date (Enter Date as yyyy-mm-dd) 2012-08-20	4. Training End Date (Enter Date as yyyy-mm-dd) 2012-08-29
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) 01	11. Training Designation Type Code (Click link to view codes or go to page 13) 05	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: <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) 03	18. Training Objective Educate staff and management on preventing workplace violence		
19. AGENCY USE ONLY 2012-07-12 11:07:48 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)	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): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
4. Document / Purchasing Order / Requisition Number T12086HR022					
5. 8 Digit Station Symbol (Example - 52-34-5678) 68014922					

U.S. Office of Personnel Management

Page 1

NSN 7540-01-008-3901

Standard Form 182

Revised September 2006

ENTERED INTO IFMS

2012 2013 B 061000 7226F2L 2501 \$ (b)(4).75

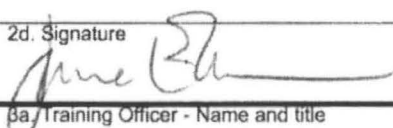
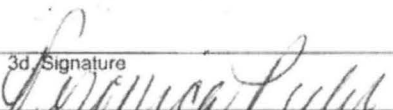
2012 T 061000 7226F2L 2501 \$ (b)(4).25

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:

Warehouse Homepage
 EPA@Work Home | EPA Internet
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

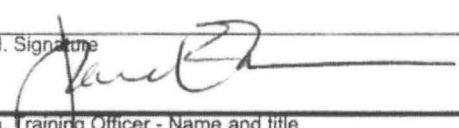
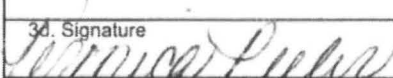
Parker,Michelle E.
Daniels,William J.

AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING			A. Agency, code agency subelement and submitting office number EP00		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) PARKER, MICHELLE E			2. Social Security Number/EHR Employee Number XXX-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)		6. Position Level (Mark (X) one only) <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%; text-align: center;">a. Non-supervisory</td> <td style="width:50%; text-align: center;">c. Manager</td> </tr> <tr> <td style="width:50%; text-align: center;">b. Supervisory</td> <td style="width:50%; text-align: center;">d. Executive</td> </tr> </table>		a. Non-supervisory	c. Manager	b. Supervisory	d. Executive
a. Non-supervisory	c. Manager									
b. Supervisory	d. Executive									
7. Organization Mailing Address (Branch-Division/Office/Bureau/Agency) 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please describe below.								
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					
Section B - TRAINEE COURSE DATA										
1a. Name and Mailing Address of Training Vendor (No. Street, City, State, ZIP Code) Nicoletti Flater and Associates, 3595 South Teller Street, Suite 310, Lakewood CO 80235			1b. Location of Training Site (If same, mark box) <input type="checkbox"/> EPA Region 8, 1595 Wynkoop Street, Denver CO 80202							
1c. Vendor Telephone Number 303-989-1617			1d. Vendor Email Address ipsych46@aol.com							
2a. Course Title Preventing Workplace Violence		2b. Course Number Code N/A		3. Training Start Date (Enter Date as yyyy-mm-dd) 2012-08-20		4. Training End Date (Enter Date as yyyy-mm-dd) 2012-08-29				
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) 01		11. Training Designation Type Code (Click link to view codes or go to page 13) 05		12. Training Credit 04				
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) 03				
18. Training Objective Educate staff and management on preventing workplace violence				19. AGENCY USE ONLY 2012-07-09 12:07:05 PM						
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)	<i>see Below</i>	a. Travel	\$						
b. Books & Materials			b. Per diem							
c. TOTAL	\$ (b)(4)		c. TOTAL	\$						
3. Total Training Non-Government Contribution Cost T12086HRO22			6. BILLING INSTRUCTIONS (Furnish invoice to): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709							
4. Document / Purchasing Order / Requisition Number										
5. 8 Digit Station Symbol (Example - 12-34-5678)										

2012 2013 B 061000 2226FZL 2501 \$ **(b)(4)** -75 ENTERED INTO IFMS
 2012 T 061000 2226FZL 2501 \$ **(b)(4)** 52
 T12086HRO22

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 Chadbourn, Jane E. Supervisory Human Resources Of	
2b. Area Code / Telephone Number	2c. Email Address chadbourn.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	(b)(4) 25	\$0.00	(b)(4) 25	2012	T	08G1000	ZZZGF2	0800BM00	2501			
2	(b)(4) 75	\$0.00	(b)(4) 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
T1108GHR022
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
Date: 06/29/2012 01:27 PM
Subject: Re: Current Rates for Training and Consultation

John,

Please lock in 8/20 and 8/29.

Thanks, Michelle

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

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

jpsych46---06/29/2012 01:09:09 PM---Michelle, I am available on 8/20, but not on 8/27.? However, I am available on either 8/28 or 8/29.?

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/29/2012 01:09 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

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

John

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

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

From: Michelle Parker <Parker.Michelle@epamail.epa.gov>
To: jpsych46 <jpsych46@aol.com>
Sent: Thu, Jun 28, 2012 1:01 pm
Subject: Re: Current Rates for Training and Consultation

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

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

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

From: jpsych46@aol.com
To: Michelle Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

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



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: **Expand**

Line#	Line Amt	Expended Amt	Refunded Amt	Available Amt	BFY	Fund	Org	Program	Project	FOC	CostOrg	Comments	Extended Descript
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
 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.

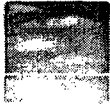
To be certain that payment is not delayed, please be sure that the information on your invoices matches that in Block 1a of our training contract. You must include your federal TIN and

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,

A handwritten signature in cursive script, appearing to read "Veronica Peeler", written in dark ink.

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

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 Nobu,

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

Dr. Nicoletti,

Thanks for the quotes.

Now about dates

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

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

AND

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

OR

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

OR

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

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

Thanks, Michelle

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

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

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

From: jpsych46@aol.com
To: Michelle.Parker/R8/USEPA/US@EPA
Date: 06/26/2012 07:27 PM
Subject: Re: Current Rates for Training and Consultation

Michelle,

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



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-WW
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
✓ (b)(6) privacy
✓ (b)(6) privacy
✓ (b)(6) privacy
V (b)(6) privacy

✓
(b)(6) privacy

8C1D

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	
✓	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	
✓	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	8RG	
X	27	(b)(6) privacy	8TMS-I	
X	28	(b)(6) privacy	8P-AR	

(b)(6) privacy

X 21	8ENF-UFO	_____
X 22	8P-W-GW	_____
X 23	8EPR-PS	_____
— 24	8OC	_____
X 25	8EPR-B	_____
— 26	8RC	_____
X 27	8TMS-I	_____
X 28	8P-AR	_____
X 29	8P-W	_____
X 30	8EPR-PS	_____
X 31	8RA	_____
X 32	8ENF-UFO	_____
X 33	8P-P3T	_____
X 34	8ENF-PJ	_____
X 35	8ENF	_____

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	8P-TA	_____
✓ 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
/ 2
✓ 2
/ 2
✓ 2
/ 2
✓ 3
✓ 3
— 3
✓ 3
✓ 3
✓ 3
✓ 3
✓ 3
— 3
✓ 4
✓ 4

© 2006 The Authors
Journal compilation © 2006 Blackwell Publishing Ltd

(b)(6) privacy

Slide presentation
located on
H: Drive
"Training
Handouts"

✓

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
Content Delivery					
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.					✓
Content					
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.					✓
Instructor					
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.					✓
Facility					
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.					✓
Overall Satisfaction					
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) PARKER, MICHELLE E		2. Social Security Number/EHR/ Employee Number XXX-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)		6. Position Level (Mark (X) one only)	
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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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 08

Section B - TRAINEE COURSE DATA

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

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) 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 600.00			6. BILLING INSTRUCTIONS (Furnish invoice to): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
4. Document / Purchasing Order / Requisition Number T 1308GHR 073					
5. 8 Digit Station Symbol (Example - 12-34-5678) 68014922					

U.S. Office of Personnel Management

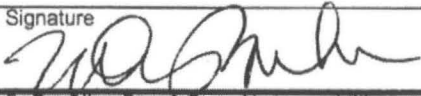
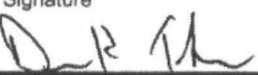

Page 1
NSN 7540-01-008-3901

Standard Form 162
Revised December 2006
All previous editions not usable

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

T 1308GHR 073

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://V1742TRTA Y003 aa od.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> 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> wrote:

Hi, John,

Our Deputy Regional Administrator, Howard Cantor, would like me to set up an hour consultation with you and several of our managers. He may have mentioned the situation with you. How does your schedule look on Monday, September 17?

Thanks, Michelle

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



Re: Consultation Request

John

to:

Michelle Parker

09/11/2012 10:19 AM

Hide Details

From: John <jpsych46@aol.com>

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

303-989-1835

Sent from my iPhone

On Sep 11, 2012, at 8:45 AM, Michelle Parker <Parker.Michelle@epamail.epa.gov> wrote:

John,

The following date and time has been confirmed.

Monday, September 17
10am - 11am

Please provide me with a telephone number.

Thanks, Michelle

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

<graycol.gif>Michelle Parker---09/11/2012 08:00:30 AM---Thanks for your quick response. Please lock in 10am - 11am. I need to check everyone's calendar, b

From: Michelle Parker/R8/USEPA/US
To: John Nicoletti <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>
To: Michelle Parker/R8/USEPA/US@EPA
Date: 09/11/2012 07:58 AM
Subject: Re: Consultation Request

Michelle,

I am available from 10-2:30 and 3:30-4:30. Let me know what works as soon as you can and I will lock it in.

John

John Nicoletti, Ph.D., ABPP

On Sep 11, 2012, at 8:50 AM, Michelle Parker
<Parker.Michelle@epamail.epa.gov> wrote:

Hi, John,

Our Deputy Regional Administrator, Howard Cantor, would like me to set up an hour consultation with you and several of our managers. He may have mentioned the situation with you. How does your schedule look on Monday, September 17?

Thanks, Michelle

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



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

Reduced Amount 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

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) PARKER, MICHELLE, E		2. Social Security Number/EHR/ Employee Number XXX-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)		6. Position Level (Mark (X) one only)	
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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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 08

Section B - TRAINEE COURSE DATA

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

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) 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 600.00			6. BILLING INSTRUCTIONS (Furnish invoice to): US ENVIRONMENTAL PROTECTION AGENCY RTP-FINANCE CENTER 4930 OLD PAGE ROAD (D143-02) RESEARCH TRIANGLE PARK, NC 27709		
4. Document / Purchasing Order / Requisition Number T 13086HR073					
5. 8 Digit Station Symbol (Example - 12-34-5678) 68014922					

U.S. Office of Personnel Management


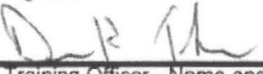

Page
NSN 7540-01-008-3901

Standard Form 182
Revised December 2006
All previous editions not usable

2013 T 086I000 2229F2 2501
2013 2014 B 086I000 2229F2 2501

T 13086HR073

Section D - APPROVALS

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

Section E - APPROVALS / CONCURRENCE

1a. Authorizing Officer - Name and title	
1b. Area Code / Telephone Number	1c. Email Address
1d. Signature	1e. Date
<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	\$0K4.00	\$0.00		\$0K4.00	2013	T	08G1000	ZZZGF2	0800BM00	2501			
2	\$0K4.00	\$0.00		\$0K4.00	20132014	R	08G1000	ZZZGF2	n/a	2501			

Document Activity:

Warehouse HomepageEPA@Work Home | EPA Intranethttp://V1742TRTA Y003 aa.ad.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

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]
Sent: Monday, August 26, 2013 7:41 PM
To: Hattori, Nobuko
Subject: Re: T1308GHR073

Got it. Thanks. However, I have not been contacted regarding a training.

John

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

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

From: Hattori, Nobuko <Hattori.Nobuko@epa.gov>
To: jpsych46 <jpsych46@aol.com>
Sent: Mon, Aug 26, 2013 2:43 pm
Subject: FW: T1308GHR073

Hi John,

Attached is a letter with billing information and our order #T1308GHR073 authorizing 4 hours of "Workplace Violence Consultation". If you need additional information, please contact me.

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

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

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

Sent: Monday, August 26, 2013 2:21 PM

To: Hattori, Nobuko

Subject: T1308GHR073

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



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

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

August 26, 2013

Nicoletti Flatter & Associates
3595 S. Teller Street, Suite 310
Lakewood, CO 80235

Dear Sir/Madam:

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

Group

to attend: **Workplace Violence Consultation (4 Hours)**
on these date(s): **October 01, 2013 – August 04, 2014**

Please send your invoice to:

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

Please reflect this tracking number on your invoice: **T1308GHR073**

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

Regards,

A handwritten signature in black ink, appearing to read "Karly Scholten", written over a horizontal line.

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
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> wrote:

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

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
303.565.0658

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

Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle

Subject: Re: WPV Training

Michelle,

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

John

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

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

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

Michelle Parker

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

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
303.565.0658

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Wednesday, December 18, 2013 1:53 PM
To: Parker, Michelle
Subject: Re: WPV Training

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

John

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

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

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

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

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Wednesday, December 18, 2013 12:22 PM
To: Parker, Michelle
Subject: Re: WPV Training

Michelle,

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

John

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

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

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

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

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
303.565.0658

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Wednesday, December 18, 2013 1:53 PM
To: Parker, Michelle
Subject: Re: WPV Training

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

John

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

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

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

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

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Wednesday, December 18, 2013 12:22 PM
To: Parker, Michelle
Subject: Re: WPV Training

Michelle,

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

John

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

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

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

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

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
303.565.0658

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Wednesday, December 18, 2013 1:53 PM
To: Parker, Michelle
Subject: Re: WPV Training

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

John

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

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

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

Michelle Parker
Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov
303.565.0658

From: John Nicoletti [<mailto:jpsych46@aol.com>]
Sent: Wednesday, December 18, 2013 12:22 PM
To: Parker, Michelle
Subject: Re: WPV Training
Michelle,
No problem. When would you like to do the training?
John

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

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

Hi, John.
I hope you are doing well.
I am planning for training next year, but have a limited budget.
Would you be willing to conduct a one hour training on workplace violence for us, concentrating on how to recognize boundary probing and attack related behaviors, how to interrupt/disrupt the behavior, and personal survival strategies?
If so, would you allow us to record the training to post on our intranet?
Thanks and happy holidays.
Michelle
Michelle Parker
Labor & Employee Relations Officer | EPA Region 8
303.312.6139 | parker.michelle@epa.gov
303.565.0658

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
303.565.0658

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

Sent: Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle

Subject: Re: WPV Training

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

John

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

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

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

Michelle Parker

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

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

Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle

Subject: Re: WPV Training

Michelle,

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

John

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

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

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

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

Parker, Michelle

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
303.565.0658

From: jpsych46@aol.com [<mailto:jpsych46@aol.com>]
Sent: Monday, December 23, 2013 12:16 PM
To: Parker, Michelle
Subject: Re: WPV Training
Michelle,

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

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

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

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

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

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

John,
Please reserve Wednesday, February 5 for the training.
Which one of the following times is best for you:

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

Thanks, Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

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

Sent: Wednesday, December 18, 2013 1:53 PM

To: Parker, Michelle

Subject: Re: WPV Training

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

John

John Nicoletti, Ph.D., ABPP

Board Certified in Police and Public Safety Psychology

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

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

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658

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

Sent: Wednesday, December 18, 2013 12:22 PM

To: Parker, Michelle

Subject: Re: WPV Training

Michelle,

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

John

John Nicoletti, Ph.D., ABPP

Board Certified in Police and Public Safety Psychology

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

Hi, John.

I hope you are doing well.

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

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

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

Thanks and happy holidays.

Michelle

Michelle Parker

Labor & Employee Relations Officer | EPA Region 8

303.312.6139 | parker.michelle@epa.gov

303.565.0658