Ogilvie, Janice E

From: [redacted]
Sent: Wednesday, June 09, 2010 11:26 AM
To: [redacted]
Cc: Siciliano, Mark David; Ogilvie, Janice E
Subject: RE: Supplemental 10CFR708

Dear [redacted]

In the interests of administrative efficiency, I will consider Mr. Siciliano's supplemental complaint in conjunction with the current investigation. BEA has until June 19, 2010 to file a response. The Director has granted me an extension until June 30, 2010 to complete the investigation and issue my report.

If you have any questions, feel free to contact me.

Sincerely,

[redacted]

From: Mark D Siciliano [mailto:Mark.Siciliano@inl.gov]
Sent: Tuesday, June 08, 2010 11:52 AM
To: Ogilvie, Janice E (NE-ID)
Cc: [redacted]; Mark D Siciliano
Subject: Supplemental 10CFR708

Dear Janice,

I met with my attorney yesterday and went over my case. I need to file a supplemental 708 complaint due to retaliation that has occurred since I filed my original complaint. The specifics are in the attachment and this email string is evidence. I will deliver a signed copy to you as well. The retaliation took place on 19 and 24 March, 2010, respectively. It is within the 90 day requirement for reporting. I assume you will review/assess the complaint and forward it through the appropriate staffing process. Please let me know what I can do to help.

Thank you!

Very Respectfully,

Mark

Idaho National Laboratory

Mark Siciliano
National & Homeland Security Directorate
P.O. Box 1625, MS 3520 ♦ Idaho Falls, ID 83415
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SIPR: sicilianom@soc.smil.mil
IC: idsicmd@doe.ic.gov

—— Forwarded by Mark D Siciliano/SICIMD/CC01/INEEL/US on 06/07/2010 03:26 PM ——

Mark D Siciliano/SICIMD/CC01/INEEL/US

03/31/2010 12:16 PM

To [redacted]

cc Mark D Siciliano/SICIMD/CC01/INEEL/US, Mark J. [redacted]

Subject Re: [redacted]

[redacted]

It is not my job to invite myself to VIP visits nor is it in good form. Furthermore, history in N&HS will show that [redacted] **does not allow personnel to attend these visits just because they are "interested."** Your comment suggests that anyone who was interested in this visit could simply attend and **that is completely false**. The ONLY "open" forum with LTG Lord was at 1600 in EROB and I was in attendance.

The facts remain unchanged. I was excluded from this visit despite the positive contribution I could have made and my management is responsible for that outcome, not me. You and senior leadership are treating me differently than other strategists. If you wanted me to attend, you as my manager should have asked me to. You did not discuss this visit with me at all and you are fully aware of my background and career history as is [redacted]. You are also aware of the cyber projects I have had oversight on as well as the mission sets of my former command and how they relate to STRATCOM.

My professional reputation takes another hit because my exclusion was duly noted by others in attendance and it was embarrassing to be shut out in my office when the meeting was **conducted right outside my door.** One manager asked my why I wasn't there and when I told him that I wasn't invited, his comment was "that needs to change." Your explanation does not alleviate the hostility and oppression I feel on a daily basis. Your comment about "producing a productive environment for your and our success" is laughable. Actions speak louder than words and if your comment had any merit, I would have been invited to attend in the first place. Perhaps I will be able to use this as an example during the Inclusion Strategy Team meetings that I volunteered to be a part of. If my memory serves me correctly, INL came up significantly short on the Gallup survey for inclusion and I can certainly understand why.

There is probably little sense in asking HR to look into this. It's obviously retribution for filing a 708 complaint as well as other concerns with DOE-ID that BEA didn't adequately address. I am very thankful however, that DOE-ID and others have taken positive steps to look into my concerns and I believe the results will be very enlightening.

Thanks for your reply,

Mark

Idaho National Laboratory

Mark Siciliano, Department Manager, Special Programs
National & Homeland Security Directorate
Idaho National Laboratory
P.O. Box 1625, MS-3520, Idaho Falls, ID 83415-3520
O: 208-526-4464, C: 208-360-4367, STE: 208-526-4464
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(Please call/email if a time critical msg sent to SIPRNET)

[redacted]

03/31/2010 08:06 AM

To Mark D Siciliano/SICIMD/CC01/INEEL/US@INEL
cc [redacted]
Subject [redacted] Visit Link

Thanks for the reminder of the request for information. The e-mail shut down over the weekend delayed me catching up on e-mail from last week.

Regarding the visit by [redacted]. I was not aware that there were invites distributed. Participants in the briefings were present as part of their role in providing presentations. Even though I cannot speak for everyone present during various presentation, I expect that others chose to participate based on their level of interest. I also was present based on my interest, and to provide oversight on security for the foreign visitor.

That [redacted] was visiting and that [redacted] was the POC was distributed in the N&HS visitor logs sent out by [redacted] - I reviewed two of these that I had archived, and found this visit listed on the logs distributed on 2/24 and 3/10. There also was an iNotes describing the upcoming visit and I think there was an announcement regarding the Lab-wide presentation by [redacted]

With this much advanced notification and if there was the potential of significant contributions based on past relationships with the visitor organization, I would have liked to see any of the relationship managers, including you, offer the information prior this type of visit.

Additionally, I consider myself part of the N&HS Leadership and I am not doing "everything possible" to make you quit. I believe that my actions and decisions have been focused on developing a productive environment for your and our success.

Mark D Siciliano/SICIMD/CC01/INEEL/US

03/30/2010 10:29 AM

To Mark D Siciliano/SICIMD/CC01/INEEL/US@INEL
cc [redacted]
Subject Re: [redacted]

Memorandum for the Record--

My employee concern was not address nor replied to as of this date.

Idaho National Laboratory

Mark Siciliano, Department Manager, Special Programs
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(Please call/email if a time critical msg sent to SIPRNET)

Mark D Siciliano/SICIMD/CC01/INEEL/US

03/24/2010 05:29 PM

To [redacted]
cc [redacted]
[redacted]EL/US
Subject [redacted] Visit

[redacted]

We hosted [redacted] today and the following strategists played a role or were present:

[redacted]

I find it unfortunate that I was not invited to participate, despite the close relationship between SOCOM, JSOC and [redacted] command and mission. I believe I can accurately say that I am the only ground force commander at INL who has actually relied on the fusion of cyber capabilities and feeds to accomplish mission success in combat. Similar to [redacted] experience on the air component side.

I find it **oppressive** and hostile that I was excluded from this event and I request an explanation as to why I am being treated **differently** than other strategists, minimized, and not included. Noteworthy that you scheduled this in my workspace and still didn't invite me. It appears to me that the leadership in N&HS is doing everything possible to make me quit. I look forward to your response and I would like to know who owns the decision to keep me out of this. Finally, [redacted] and I have mutual Flag and General officer friends– it would have been a positive contribution and opportunity.

Regards,

Mark

cc to File