October 1, 2009

Contains (CUI)

Dear [redacted],

Please put this memorandum for the record in my file.

1. I was informed today, the 22nd of September, by [redacted] that due to my interaction during a meeting conducted by [redacted] and [redacted] to my Department as well as [redacted] Department that I am "unfit" to be a Department Manager by [redacted], [redacted] and [redacted]. I find this ***revelation*** extremely distressing, especially since if one looks at the metrics that a department manager is evaluated on, my department is doing very well. Furthermore, I have received no counseling or feedback indicating that my leadership had a problem with my work performance or behavior until this date. The exception being one sentence in my mid-year review, which I received in August, that recommended I be more tactful in email correspondence to DOE personnel. In that regard, I fully complied. The truth of the matter is that I feel that I am being retaliated against because as a manager I spoke up for my people during one of the most disheartening, demoralizing and ineffective meetings that I have ever attended. The statements that I made during Derek Hesse's address to my people were based on facts, and I certainly did not say anything that I haven't heard my directors say in previous meetings. It appears to me that they are using the upcoming National and Homeland Security reorganization as the means to remove me from a leadership position. I am deeply saddened about this, especially since I care so much about our mission and the people I serve with and lead.

2. I feel that am being retaliated against because I brought to light the significant differences between DOE security regulations and reporting requirements and the requirements of other Intelligence Community agencies. I did not raise this information to make excuses for our performance, but to simply state that differences do exist between DOE policies and other federal institutions. I have first hand knowledge that security incidents are treated and reported differently depending on what Federal institution one belongs to, with DOE being the most stringent. Please note that [redacted] showed up 15 minutes late to his own meeting, addressed my department in a condescending manner and stated that "almost all the security infractions for NHS come from this group and in this building" which is not the case. Additionally, neither [redacted] nor I were spoken to prior to the meeting, despite the fact that we were both available and wanted to help. I was acting for [redacted] on that particular day. [redacted] repeatedly (30 times?) asked the question "why are we making these mistakes?" I <u>understand</u> that is the root question and I wish we had all the answers, but since the incident just took place that morning it seems to me the approach should be to understand what happened first so we can at least have a foundation to attempt

to answer the "why" question. I would also point out that the incident never resulted in an IMI being issued to anyone. After the meeting, I drafted and provided feedback to [redacted], [redacted] and [redacted] on what I thought we could do to make our meetings more effective. I also thanked them for taking the time to address us, and commented that I believe that taking a pause after an incident to immediately reflect on it is very helpful. For my effort, I received NO REPLY. Copy of my email suggestions is attached.

3. I feel that I am being retaliated against because I work in a hostile environment where I can not have a discussion or present a different point of view other than that of my ALD or directors. In fact, when the edict of additional sign-in sheets for security containers came up, I simply made a comment during our Tuesday Director / Department Manager Meetings that I thought they would be largely ineffective to actually stop incidents from occurring. At that point I got my head torn off by [redacted] because I didn't agree that they were an effective tool for stopping security incidents. My point was that after a few days, employees would stop reading the content of the document and it would turn into a habit without understanding what they are signing. This is in fact what has happened. I would also point out, that even though I disagreed with my leadership on the effectiveness of these sign-in sheets, when the time came to put them into effect, I supported the decision 100% to my people. After they were implemented, there were several more incidents.

4. I feel that I am being retaliated against, as I was previously concerned and expressed to you, because I drafted value statements on behalf of my fellow department managers in an effort to improve our working environment and pointed out what I see as deficiencies in our leadership. Because I spoke up and tried to make a difference, I am perceived as a nuisance and apparently need to be neutralized. I find it unfortunate that we work in such a hostile environment that our leadership refuses to accept any feedback. If you are a leader in National and Homeland Security, and you stand up for something that you believe your leadership should hear you get rewarded by being labeled "unfit" to be a manager. For example: If you take a moment and review the DOE form that an individual is required to fill out after a security incident, there are signature blocks that state "Signature of individual **responsible** for incident:" These forms are required to be filled out as part of the initial fact finding and before an investigation is completed. Several of my employees voiced significant concerns about signing this form before an investigation was performed because it implies guilt. I attempted to assuage their concerns, but after taking an objective look at the form and after persistent concern from my employees, I commented on what is clearly a shortfall with the hope that more senior management would engage with DOE to address the concerns, and/or talk to our employees to ensure them that they are not being predisposed to a finding/infraction by signing the form. For my efforts, I received blow back from management because they didn't like my comments. Please note that this is another revelation and I had no idea it was a concern when I made the comments, which was in the January timeframe of

2008. Instead of asking me directly about this so I could provide a foundation and explanation, it has just festered with senior management. I'm very trainable, but I am not a mind reader and I can't be expected to self-correct when I don't know there's a deficiency. Again, it seems to me the form itself needs to be addressed and corrected, not the messenger. I ALSO RECEIVED A FORM MYSELF TO FILL OUT, WELL AFTER THE FACT, AND I WASN'T EVEN AN EMPLOYEE AT THE LAB WHEN THIS INCIDENT OCCURED.

In April of 2007, before I was an INL employee, several employees that worked in the SAF cleaned out office spaces and cabinets that were used by Peter Nagata who had retired from the INL. A classified document that belonged to Peter was found out at the site that had been missed during the clean out and was in a hanging file folder that went to excess. The document was discovered around Christmas of 2008 and an investigation ensued. Several members of my department were required to fill out the DOE form and provide details of their involvement in the incident. It was apparent to me after reviewing the statements that it would be impossible to determine what individual was responsible for missing the document, or who moved the files out of the building. Each and every one of my employees was extremely concerned that they were going to get an infraction issued to them as a result of the investigation. Each and every employee that was investigated indicated to me that they thought the investigation was a witch hunt. [redacted], whom I have a lot of respect for, taught me to make sure I took employee concerns seriously, and of course I did. I sat down with each employee to review their comments in response to the investigation and I could not logically conclude that any disciplinary action was warranted. I was very much concerned about their impression that the proceedings were a witch hunt (and for the record, I don't think they were), and I explained to them they have the right to discuss the issue with diversity. I suggested that the investigation run its course and that I doubted that anyone would receive an infraction because there is just no way of telling who the individual was that missed the document, and it could have literally been anyone who had access to the SAF. I documented their concerns and I counseled them on their recourse.

WHY? WHO DIRECTED THAT I RECEIVE ONE? WERE THEY TRYING TO "TEACH ME A LESSON?"

Apparently, several directors and the ALD were upset with my actions. [redacted] discussed the matter with me and I asked what should I have done differently? I have a responsibility to my employees to ensure they are informed of the grievance process, and I certainly couldn't justify any disciplinary actions because there were no facts or evidence to warrant that.

What I gather from these examples is that as a manager the unspoken expectation is to squash my employees' concerns and not make waves. I still have not received any guidance on how I should have done things differently. And finally, the leadership, ALD and directors NEVER discussed this with me and jumped to conclusions without giving me a chance to explain. The exception is [redacted] who I recently sat down with because after being told that I am unfit for duty as a department manager, I wanted to get his valuable feedback on what I could do to improve. I never realized this was such a big deal. There is a

complete lack of communication in this directorate and I can't self correct if I don't know there is a problem. I am very trainable, and again I ask—What should I have done differently?

5. I feel that I am being retaliated against because I made 1 negative comment in an email to a DOE employee who ***accused*** my department of "spinning out of control" in terms of security when I was simply trying to get to the bottom of an issue and concern. I was counseled about this during mid-term and have not had any negative interactions with DOE personnel since then (or before then). I self reflected on the interaction and realize I could have been more tactful in my reply; however my department was certainly not "spinning out of control." We were trying to verify an address to send a DOD classified presentation to, at the behest of the DOD client, which had nothing to do with a current sub contract and contained no DOE information. We were demonstrating due diligence to ensure all security procedures were being followed. The email was initially between a few personnel (appropriate), however the DOE employee felt the need to elevate it to the very top of the DOE and INL management chain which is unfortunate. I would encourage you to interview [redacted] or any other DOE employees that I have had the pleasure to work with to get feedback on my professional demeanor. I don't believe that any of the above named individuals will have a negative comment concerning me.

6. Security: When I was asked to be a department manager for D620, I inherited a department with outstanding professionals who are dedicated to the mission. Unfortunately, I also inherited a department with the worst security record in N&HS, some serious personnel issues, and safety shortfalls.

By working **with** these employees, I feel I have **earned** their trust and respect and **together** we have improved our performance in every category. In the last 16 months, I have had ZERO security infractions issued to my employees. To put this in perspective, of the approximate 200 classified projects conducted at the INL, my department manages and executes around 90 projects. We assume about 45% of the risk associated with handling classified work and conduct our work in multiple locations throughout the INL complex.

18 →

In June of 2008, as security incidents were beginning a negative trend (increasing in frequency) I recommended in our Director/Department Manager meetings that we need to incorporate negative consequences for poor security performance to include temporary letters to file, permanent letters to file, and time off without pay, etc., depending on the severity and frequency of an infraction. My senior leadership looked into this, but ultimately decided it was not worth the risk. After our security performance continued to decline and our most

senior leadership lost confidence in our ability to safeguard classified information, my recommendation was implemented into policy.

In February of 2009, on my own initiative, I provided my Deputy ALD and directors with a fairly comprehensive list of security improvement suggestions that I believed would have a positive impact on our performance. The email correspondence is attached for reference. After I submitted these suggestions, I received NO feedback, positive or negative, from my leadership. If you take a moment to review this input, you will find that several of these ideas were eventually incorporated into the official corrective action plan or made policy, but only after several more security incidents occurred, to include an IMI1 and 2. My point here is not to blame my leadership for inaction, but rather why would they relieve a department manager who has been so proactive on improving our security performance?

7. Performance: When I was assigned as an Acting Department Manager for D620, I inherited one of the most difficult personnel management challenges in the laboratory—[redacted]. I worked extremely hard to mentor [redacted] with the intent to make him a successful project manager. Ultimately, [redacted] decided to leave the INL, but I feel that I took on the challenge and addressed the issues through completion. I received accolades from senior HR managers for my efforts and leadership.

Since that event, I have had 2 other individuals transfer into my department because they had significant conflicts with their previous managers. Both of these individuals appear to be thriving and I consider them valuable members of my team. Why would my leadership want to relieve a manager who tackles difficult personnel issues and succeeds?

In addition to my departmental responsibilities, I also perform duties as the SOCOM Relationship Manager where I have bridged the gap between the laboratory culture and warrior culture while improving mutual understanding of these distinctly different environments. I have coached and mentored personnel across the directorate and diffused concerns before they became major issues. This is not a full time job in and of itself, nor should it be, but it is an important function to ensure client expectations are met and work is being conducted in a safe and secure manner. I arranged and hosted high level visits to include the Senior Science Advisor for SOCOM, Astronaut and retired SEAL Captain, [redacted]. I aligned SOCOM resources and mission requirements to validate the employment of a classified communications circuit and equipment that is sponsored by and funded by SOCOM that will vastly improve our ability to communicate securely with the client thus improving project management and paving the way for a robust reachback capability. I worked with SOCOM program and budget managers to free up funding to support the Wireless Test Bed to the tune of 5 million dollars. To my knowledge, I am the only department manager that has the additional responsibility of relationship manager identified in his/her

R2A2's. This brings up another issue that I will address separately—equity. Given the above, why would my leadership want to relieve a department manager who directly supports the SOCOM clientele?

D620 Performance metrics:

2009 overall budget: [redacted]

2009 costs: [redacted]

Outstanding commitments: [redacted]

2009 closeout balance: [redacted] ([redacted]% of targeted goals)

Business Volume 2009: [redacted]

E4

FTE: 55

New Hires: [redacted] (SE3); [redacted] (SE3); [redacted] (AA3);

Transfer in: [redacted] (SE4); [redacted] (SE4); [redacted] (SE4)

Transfer out: [redacted] to D610 (promo)

E4

Increase: 5

Personnel supervised: 79 (33 Direct Reports; 6 full time matrixed from J Org [100%]; 4 Interns [all year]; 36 sub-contractors [most with clearances working on classified projects])

- In 2008 I was awarded a [redacted] bonus for my performance

E4

- In 2008 I was ranked "meets all expectations and exceeds some" in my Annual Review. I was told that I was the ***only*** Department Manager that was ranked higher than "Meets All Expectations." I don't know if this is true or not.

- Under my leadership, my personnel have had ZERO IMI security infractions in the last 16 months. I went from the worst departmental record to the very best while assuming 45% of the classified risk.

- I am a Service Connected Disabled Combat Veteran in a Protected Status.

- My business volume has grown exponentially since I was hired and remains robust during an economic downturn.

- [redacted] was assigned to my department because of a personality conflict with his previous manager. As a brand new hire and acting department manager, I was given accolades by HR (Aranza) and others in how I dealt with the sensitive issue.

- I have held my employees accountable for every security and safety shortfall where they made an error in judgment or procedure. I wrote a temporary letter to file in a lockout-tagout safety issue and several temporary letters to file concerning security issues before it was laboratory policy to do so. There appears to be a perception that I always defend my people, which given the facts is simply not credible. I hold them accountable when the do things right as well as when they come up short and I take the time to mentor them so they can continually improve.

In summary, we are about to go through with a reorganization in National and Homeland Security and I have already been told that I am not being considered for a Department Manager job, regardless of my performance and experience, because the directors and ALD don't like the fact that my opinion doesn't always line up with our ALD's or theirs. I am apparently "too outspoken" in my managerial role and too protective of my employees. In my professional opinion, the reason for this is simple retaliation because I care enough about the INL, the mission and my people to have a voice and opinion concerning our future. I understand that I cannot file a grievance based on intent, so I am asking HR to keep this letter of concern on file for me.

Under my leadership and through the hard work and professionalism of the men and women in my charge, the Special Materials and Processes Department has flourished. We have grown in business volume, our project management rigor has improved tremendously, and our clients are extremely satisfied with our work. Through honesty and integrity I have earned the trust and respect of the employees assigned to me, and I am committed to simultaneous excellence in all aspects of my work. The security and safety record for my department is stellar with NO infractions (IMIs) in over 16 months. I am committed to my people to ensure that their voice and concerns are heard by my leadership, and because I have made the attempt to explain their points of view, I am being forced out of a job through the guise of "reorganization." I am deeply saddened that my leadership has formed this derogatory opinion of me, despite my leadership abilities, dedication to our mission and our people, and commitment to our clients, security and safety. I love my job as a department manager and am delighted that I am able to support the country's requirements as they pertain to National and Homeland Security. It is distressing to work in a hostile environment where feedback is neither encouraged nor accepted. I would have absolutely no problem working for any of the current directors and I look forward to the opportunity to address their concerns now that I know about them.

Mark D Siciliano/SICIMD/CC01/INEEL/US
11/04/2009 11:19 AM

To [redacted]
cc Mark D Siciliano/SICIMD/CC01/INEEL/US, [redacted]
bcc [redacted]
Subject SOCOM Update

[redacted]

Here are a few highlights from recent SOCOM visits:

Cyber project ([redacted] and the rest of the team are pleased with the training and work thus far. There have been a few glitches, but seem to be from operator error and not inadequacies of the software that was developed. Software development was the main element of this scope, training was second element, SCADA process control facility (offsite location) was the training aid. They travel south next week to exercise what they have learned.

"NP" visit ([redacted]): Visit went well and we took the opportunity to showcase electronics lab which they seemed excited about. Client was very disappointed with our decision not to work with ATK at their facility, but [redacted] did a fine job explaining ALD decision to divest from this work due to perceived increased security risks. Client decided to utilize Premier Technologies in collaboration with ATK for this effort. My sense is that ORNL will continue to maintain the certification and now manage the work. Immediate loss is 1.8 M dollars as well as any follow-on work in this area (potentially millions of dollars). Important to remember that this work was a 60/40 split between INL and ATK; it was __not__ simply passthrough money. As a side note, there are 256 offsite locations that are certified to conduct classified work for DOE. Most locations are certified by other labs and not INL. The ATK facility in question has had ZERO incidents as compared to INL's (I don't know how many we've had). From a security perspective, it appears that it is actually lower risk to conduct the work offsight than at the INL. Client indicated that they can not take the risk of sending work to the INL because of the concern that INL leadership is not willing to take the risk associated with conducting classified work. They are concerned that INL will shut down projects to avoid risk. For planning purposes, this will mostly impact [redacted]. There may be a requirement for some bridgetime after the new year. I will look for other opportunities for them as well.

Additionally, client has decided to move all classified meetings to the "BOB" facility at Premier Technologies Incorporated (PTI) in order to divest from INL security practices.

I haven't had the opportunity to speak with [redacted] yet as she's out sick today. I assume [redacted] has already brought you up to speed on how that visit went.

Bottom line: The INL will continue to provide SOCOM with solutions to technical problems within program areas that absolutely can __not__ be completed in other locations. Our strengths will continue to be our remote location, low RF signatures, frequency management capabilities, outstanding technical expertise, ability to conduct training/testing with radiological sources and our ability to communicate on the appropriate secure networks (eventually). Our weaknesses in their opinion include extremely high costs compared to industry standards, reluctance to assume risk associated with classified programs, inability to comprehend the importance of the mission as it relates to national strategy, and overbearing security practices that are driving them to work with other laboratories and private industry. I expect an 80% decline in SOCOM funding in the "NP" (Norby) area, 20 % decline in wireless business, and an across the board divestment in working with the INL. Although I will stick to SOCOM in this note, there are clearly similar examples within the IC, DTRA, and especially OSD. To close on a positive note, SOCOM didn't conduct any work at the INL 10 years ago, so at least we will still fill a valid niche. I fully understand our situation and will continue to work with SOCOM to help explain our position and improve our reputation. Please advise if you have any ideas on how to improve the current relationship.

Don't shoot the messenger. Thanks!

Mark

Idaho National Laboratory

Mark Siciliano, Department Manager, Special Programs
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[redacted]
11/25/2009 04:32 PM

To Mark D Siciliano/SICIMD/CC01/INEEL/US@INEL
cc
bcc
Subject Re: Travel

History: This message has been forwarded.

Mark,

Thank you for your kind words and great message!

I can only comment on my shock and anger that upper management can crumble an organization by removing the best and most dynamic managers (you and Wayne) and undermine great, meaningful work under the pretense of risk avoidance. They don't understand the requirements which serve to safeguard information and they blantantly close their minds to reason. I do believe that SOCOM has seen some impressive results from Brad's work and won't move on totally.

BAMA has really become fun because we had extra funds at the end of last year and [redacted] has been creating incredible databases for them. In the meeting last week, that's all they could talk about. Rachel and [redacted] are pounding the doors trying to get money to continue, so we can only hope and keep delivering quality products. [redacted], a former INL employee who is now at PNNL may be needing help on some international work so I will call him to find out more.

I spoke to [redacted] about our funding. He said he would advise finding temporary jobs outside of the organization as our funds diminish (~February). We are going to try to write proposals to DARPA and others over the curtailment to see if we can generate interest.

Please take care and have a wonderful Thanksgiving. We have much to be thankful for!

[redacted]

Mark D Siciliano/SICIMD/CC01/INEEL/US

Mark D Siciliano/SICIMD/CC01/INEEL/US
11/17/2009 09:28 AM

To [redacted]
cc
Subject Re: Travel

[redacted]

Thanks for the note and the heads up. In terms of work and opportunities, here is my advice to you.

First of all, I consider you one of my best employees-- conscientious, dedicated, driven to succeed, and level-headed. A true asset to our team.

As you have outlined in your email, you are absolutely correct in that SOCOM funding for [redacted] projects will be drastically reduced to a point in which it doesn't exist. The reason for this is very clear-- SOCOM gives organizations one chance and if they are not satisfied with performance they move on. In

our scenario, they are very pleased with our work but not comfortable with our leadership's decision not to assume the risk associated with managing classified projects. This risk (referring to working with ATK on a project of National strategic importance), in their opinion as well as mine, is minimal. However, I can't change our course. The outcome that was assumed by our ALD was that SOCOM would keep the rest of their projects with INL. This is proving to be a false assumption and those who work on these programs are the collateral damage of this decision. So, as far as future "NP" SOCOM work, we are on a downward slope, more like a free-fall.

I truly hope that the BAMA opportunities will continue, but there again, since this work is "bio related" our ALD is on the record as not wanting to be heavily involved in that work either. So, be careful before making any commitments.

What I suggest to you is a multi-prong approach. Continue to pursue opportunities to bring in business to D620, and continue to apply for positions that interest you outside of this org. It generally takes several months to work through the hiring process, so you will have time to make an informed decision and see how the results of BAMA opportunities flush out.

I hope this helps. Not the "party line" for sure, but honest advice to someone I care about and admire as a fellow employee.

Best,

Mark

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[redacted]

Idaho National Laboratory

[redacted]

11/16/2009 06:48 PM

To Mark D Siciliano/SICIMD/CC01/INEEL/US@INEL
cc
Subject Travel

Mark,

I will be in mtgs next week and return Monday then plan to take PL the week of Nov 30th.

FYI - we are making a presentation to an audience of potential funding agencies for BAMA. Work is really slowing down on the Norby projects I am working on. Would you please look around for any other potential work beginning in January? I applied for a couple of jobs outside of the org this week in case there is no funding. I DO NOT plan to take them, if offered, unless there is no work in N&HS. BAMA has been good about giving us more funding ($350K thus far) so I hope the trip is fruitful.

[redacted]

Mark D Siciliano/SICIMD/CC01/INEEL/US
12/01/2009 04:30 PM

To [redacted]
cc
bcc [redacted]
Subject Fw: Clean out day expectations

FYI

Idaho National Laboratory

Mark Siciliano, Department Manager, Special Programs
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—— Forwarded by Mark D Siciliano/SICIMD/CC01/INEEL/US on 12/01/2009 04:30 PM ——

Mark D Siciliano/SICIMD/CC01/INEEL/US
10/08/2009 08:56 AM

To _D620
cc
Subject Clean out day expectations

All,

Please plan on starting clean out at 1030 and finish up at 1130. Shouldn't take more than an hour, but if you have a lot of files to go through, please take the time you need.

Items to consider:

1. Do I really need this classified document?

2. Is the document properly marked and has the appropriate cover sheet?

3. ALL TS docs are tracked and need to be logged (I do not want any hard copy TS docs in files, they should all be stored electronically.) If you have them, and they cannot be put on the system, please inform me.

4. No valuable items stored with classified files. Example: you can't store a camera in the same file draw where classified information is stored.

5. UB3-- I don't think there is a lot of classified material to clean out, so when that task is finished, please straighten up the work areas. Lot's of boxes and misc items that need to be straightened up.

6. Burn bags-- shred contents

7. No personal CD's. If you need to remove unclass CD's please ensure they are cleared through [redacted]

8. If you have questions, please ask. Derivative Classifiers are annotated on the roster with asterisks.

9. Those working at the site are required to do this too. Regret I can't deliver pizza today but I will make it up.

10. Keeping classified information properly stored and marked is a benefit to your program and is expected in our day to day work activities. there is no overhead charge number for this. I will however check into a charge number for the training conducted yesterday as I believe training should be covered by overhead.

11. Have fun, I appreciate everyone's help and dedication.

12. Pizza at 1130. (Purchased by me)

** Things to look forward to before holiday standdown: Movie for the year will be "Office Space." Whoever stole my red stapler, please bring it back or you know what's going to happen!!!

Idaho National Laboratory

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Mark D Siciliano/SICIMD/CC01/INEEL/US
11/09/2009 09:44 AM

To [redacted]
cc
bcc
Subject Memo to file

[redacted]

Hope all is well with you. Based on your advice I took the opportunity to meet with [redacted] to discuss performance issues that were brought to my attention. This was a result of Wayne's comments that indicated that in [redacted]s and the directors' opinion, I am not fit to be a department manager.

I thought the meeting with [redacted] went very well and if nothing else, I was able to present them with facts and details that they were unaware of. The time with [redacted] was less productive but I do appreciate the opportunity to address some perceptions that were not true.

[redacted] tried to arrange a meeting between [redacted] and myself, however [redacted] refused to meet with me.

Thanks [redacted]

Mark

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(Please call/email if a time critical msg sent to SIPRNET)

Mark D Siciliano/SICIMD/CC01/INEEL/US
10/13/2009 09:40 AM

To [redacted]
cc Mark D Siciliano/SICIMD/CC01/INEEL/US
bcc
Subject Security Concern (OUO--Contains CUI)

History: This message has been forwarded.

[redacted]

OFFICIAL USE ONLY--CONTAINS CUI

[redacted]

I have struggled with this and lost sleep over it. At the end of the day, my obligation to report takes precedence over my career. Please don't shoot the messenger. I'll be here the rest of the day if you need to discuss and then on PL till the 22nd. Signed paper copy to follow.

Best Regards,

Mark

SECURITY CONCERN.doc

OFFICIAL USE ONLY--CONTAINS CUI

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(Please call/email if a time critical msg sent to SIPRNET)

— NO MANDATORY "PAUSE" OR LESSONS LEARNED

12 October 2009

From: [redacted] D. Siciliano, USN-Ret
Department Manager, Special Materials and Processes
Idaho National Laboratory

To: [redacted]

Subj: SECURITY CONCERN REGARDING FOREIGN TRAVEL

Dear [redacted] and [redacted],

It has come to my attention that [redacted], at Idaho National Laboratory recently traveled to a "sensitive" foreign country. The name of this county is being withheld in order to keep this document at the unclassified level.

During an unrelated discussion with our [redacted], I mentioned that [redacted] recently returned from foreign travel. This in turn led to a short discussion on the reporting requirements associated with foreign travel by members of the Intelligence Community, specifically those with an SCI, as outlined in DCID 6/4 annex E; NISPOM pg. ii, table 2 and Section 3; DNI Policy Memorandum number 2007-700-3 (DNI FOREIGN TRAVEL REPORTING FORM); as well as our Annual Refresher Briefing for SCI holders dated 3 December, 2008. According to the [redacted], she did not have prior notification of Foreign Travel and I do not know if [redacted] completed the required briefings prior to or after his foreign travel. This is important as it pertains to an SCI, which requires more rigor than a "Q".

Due to [redacted] senior position, I am **extremely reticent** to report this as I fear reprisal, however as an SCI holder myself, I have a clear obligation to report security concerns. Hopefully, I am wrong and the proper procedures were followed, but I have no way of knowing.

I consider it an honor and a privilege to perform my duties as a department manager at the INL and look forward to continuing my career here. I am familiar with the content of the 10CFR.708 and hope that this matter can be resolved without reprisal for raising an issue. I have an obligation to report this matter, and I have fulfilled that obligation.

Very Respectfully,

(signed)

MARK D. SICILIANO

Mark D
Siciliano/SICIMD/CC01/INEEL/US
11/18/2009 03:42 PM

To [redacted]
cc [redacted]
bcc
Subject Equity Complaint (OUO-- Contains CUI)

OUO-- Contains CUI

[redacted]

Approximately three weeks ago, [redacted] attempted to schedule an one-on-one meeting between you and me to discuss a personal equity issue as well as several other issues affecting my department. You refused to meet with me, and according to [redacted] said, "whatever it is let [redacted] handle it."

I find this unfortunate, and my only appropriate recourse is to work through the formal complaint process which I have initiated. My complaint is based on facts, stands on its own merit, and is not to be taken personal. At this point I feel it is appropriate to inform members of the LMT of this situation which should have been addressed over a year ago and could have easily been avoided. I will let the process run its course and look forward to a positive and fair result.

Thank you for your time.

Mark

Equity Complaint.doc MARK_SICILIANO_RESUME_Sep_08.doc

Idaho National Laboratory

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

—— Forwarded by Mark D Siciliano/SICIMD/CC01/INEEL/US on 11/18/2009 12:41 PM ——

Mark D
Siciliano/SICIMD/CC01/INEEL/US
11/18/2009 09:48 AM

To [redacted]
cc
Subject Modification to my original equity complaint

[redacted]

After thoughtful consideration, I have decided to modify my complaint to include a request for monetary restitution in the event that [redacted] earns a higher wage than I do. This should be **retroactive** to the day in

November 16, 2009

From: Mark D. Siciliano, D620

To: Employee Concerns

SUBJ: EQUITY COMPLAINT

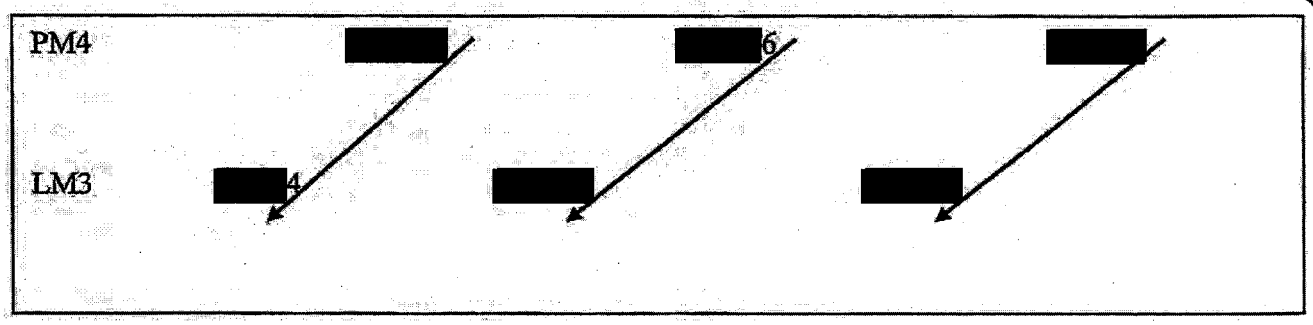
Dear Sir or Madam,

In keeping with our Laboratory Director's guidance I previously pursued this issue with my leadership in an attempt to rectify the situation before it became an issue. Unfortunately, I feel that I have been misled and have lost faith in my leadership as it pertains to this matter. I request that a formal investigation be conducted in order to bring this to closure. The following facts apply:

I was hired at the INL as a Program Manager 4 in May of 2007. Within weeks of my arrival, I was asked to become the Acting Manager of the Special Materials and Processes Department, D620. I performed my duties and responsibilities in an acting capacity until the D620 Department Manager position was posted. On the Jobs Posting page of the INL website, the link to the requisition stated: "***Manager 3/4***." In other words, the link indicated that this position was being offered up to the Manager 4 level.

I applied for the job, was screened, interviewed and selected. After I verbally accepted the position, I was given my new position description to sign, and to my dismay, my new pay grade was a Manager 3, not a 4. I discussed this with [redacted], my director and [redacted] indicated that based on [redacted] guidance, all Department Managers, with the exception of [redacted] and [redacted] who performed as deputies, were ALL Manager 3's. I spoke with [redacted] about this as well and [redacted] indicated that [redacted]'s guidance was that all Department Managers were at the Manager 3 level. I then took the issue to [redacted] who confirmed that was his guidance, but he "would talk to HR to see what could be done." To be clear, I was not asking for a raise, but I was concerned that my new grade topped out at significantly less than the grade of PM 4. [redacted] ***told me it was indeed a promotion, regardless of salary penetration***. To put this "promotion" into perspective, please look at it graphically:

2E4



This does not look like a promotion to me; in fact it is a **demotion** which is characterized in our employee Handbook as:

"Demotion

*A demotion is a **change of an employee's classification to a lower salary grade** based on documented poor performance. Due to the potential sensitivity of demotions, an appropriate HR team with representatives from Employee Relations and Compensation will review each action before final approval. A decrease in base salary will typically [but not always] accompany the reduction in salary grade. A demotion resulting in a salary that exceeds the maximum of the new salary grade range requires the approval of the director of HR&D."*

At any rate, since I was **told** that "all Department Managers were Line Manager 3's" and that the position was really posted as a Manager 3 despite what the link indicated I dropped the issue.

Recently, I discovered and verified with [redacted] that one of my fellow Department Managers, [redacted] was a Line Manager 4. Based on the aforementioned information, this is clearly a concern to me and I respectfully request the following action:

Please compare my duties and responsibilities as outlined in my PD as well as my true job requirements to those of Carl Kutche's to determine if an equity issue exists.

Please investigate the circumstances in which I was deliberately misled so I can have an understanding as to why the senior leader in my organization would use this tact. The fact that Carl is a LM 4 was certainly known by everyone involved in this scenario, except me.

Please ask the LMT of the laboratory to be involved so they have visibility on this.

E4

ITEM	Mark	Carl
2009 Department Budget	[redacted]	?
2009 Close Out Balance	[redacted]	?
D620 Business Volume	[redacted]	?
FTE Count	[redacted]	?
Personnel Growth (2009)	[redacted]	?
Personnel Supervised	[redacted] Direct Reports; [redacted] full time matrixed from J Org [100%]; 4 Interns [all year]; 36 sub-contractors [most with clearances working on classified projects])	?
Additional R2 A2	Designated in writing as Focal Point Classification Control Officer for the Laboratory	?

Additional R2 A2	Designated in writing (PD) as the Relationship Manager for the United States Special Operations Command	?
Additional R2 A2	Responsible for [redacted] of COMSEC equipment for a classified network.	?
Additional R2 A2	Designated member of the FIE	?
Education	MS plus 30 additional credits	
Experience	31 years in leadership and management positions (see resume)	?
Other	Disabled Combat Veteran in a Protected Status	?
Resume	See Attached	
Position Description	See Attached	
2008 Annual Review	Meets All Exceeds Some (I was told that I was the only Department Manager to be ranked this high)	?

Finally, as we approach reorganization in National and Homeland Security, I would ask that this be addressed before I am required to change positions. Please note that this has nothing to do with [redacted] as I have tremendous respect for him. I am not asking for a pay raise; I am asking for a leveling based on R2 A2's and an explanation as to how we got to this point. I do not appreciate being misled. It is my hope that this matter will be addressed and corrected without discrimination, retribution, or retaliation. I am familiar with the 10 CFR 708, the Americans with Disabilities Act, and the rights of disabled veterans in a protected status. Thank you for your consideration in this matter.

I have attached a current resume and my Position Description for reference.

Sincerely,

Mark D. Siciliano

Mark D. Siciliano

Mark D
Siciliano/SICIMD/CC01/INEEL/US
11/18/2009 09:48 AM

To [redacted]
cc
bcc
Subject Modification to my original equity complaint

[redacted]

After thoughtful consideration, I have decided to modify my complaint to include a request for monetary restitution in the event that [redacted] earns a higher wage than I do. This should be retroactive to the day in which I took the department manager position and be leveled to the present salary forward. I have decide to request this based on principle.

Thank you.

V/R [redacted]

Mark

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