7 June 2010

From: Mark D. Siciliano
9733 Andee K Lane
Pocatello, ID 83204

To: [redacted]
Office of Hearings and Appeals

To: Ms. Janice Ogilvie, Employee Concerns
DOE-ID Operations Office
1955 Fremont Avenue
Idaho Falls, ID 83415

SUBJ: SUPPLEMENTAL 10CFR708 COMPLAINT TO CASE NUMBER TBI-0098

Dear [redacted] and Ms. Ogilvie,

Regrettably, there has been a chain of events that have resulted in continued retaliation and hostility in the workplace that I need to bring to your attention and ask that this information be accepted and included in my 10 CFR 708 complaint.

As you are aware, I have been performing the duties and responsibilities of a Relationship Manager for the U.S. Special Operations Command since I was hired in May of 2007. This was indicated in my Position Description and announced in M notes when I was hired.

After senior management removed me from my Department Manager / Line Management position because I raised employee and security concerns, they told me I was to focus on relationship management and bringing in new work.

In March of 2010, there were two high ranking DoD General Officers that visited the INL. On the 19th of March, [redacted] from U.S. STRATCOM visited; and on the 24th of March, [redacted] also from U.S. STRATCOM visited the INL. [redacted] hosted these visits.

History will show that participation in these VIP visits are limited to personnel that are requested to attend by the INL host. The exception is an "all hands" meet and greet at the very end of the visit that is open to all interested personnel.

These meetings were held in the "Reach-back" area of University Boulevard 2, which is the area that I work in, with my office located within the briefing area.

It is noteworthy that each and every strategist, including my manager, [redacted] was allowed to attend these VIP visits. The only strategist that was not allowed to participate was me. Add to that the embarrassment of walking by my peers when I needed to use the bathroom facilities or go to eat lunch and I believe you can sense the hostility of being ostracized in these instances.

I brought this concern up to [redacted] and find his response laughable. Again, I want to emphasize that it is absolutely against protocol to invite oneself to such a high level VIP visit. It is simply NOT permitted here as suggested in [redacted] reply to my concern. The common theme throughout my complaint is that no matter how wrong BEA senior management is, or how grievous their actions, to include the total disregard for such basic rights such as due process, they always find a way to validate their hostility, harassment and retaliation.

Sadly, I could have made a significant contribution to the discussions and left a positive impact on these potential clients. I have managed several Information Operations, cyber, SCADA and related projects at the INL for SOCOM and the Defense Threat Reduction Agency (DTRA). STRATCOM and SOCOM are strategic partners and share common goals. I'm well versed in applying intelligence and information operations in kinetic and non-kinetic environments. Furthermore, I have long standing relationships with other flag and general officers that share a common strategic mission with those at STRATCOM.

The bottom line—this is simply more retaliation, hostility, abuse of authority and intimidation for filing my 10 CFR 708 complaint. Based on the above as well as the actions taken by BEA in my previous complaint, I am concerned that they are trying to force me to quit or be so ineffective that I no longer have a job. It's a sad day in America when you stand up and do the right thing only to see your career opportunities ended.

Very Respectfully,

<signed> Mark D Siciliano

Mark D. Siciliano 8 JUNE 2010

Mark D Siciliano/SICIMD/CC01/INEEL/US

03/31/2010 12:16 PM

To [redacted]

cc [redacted]

bcc

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

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
Email: Mark.Siciliano@inl.gov
SIPR: sicilimd@idaho.doe.sgov.gov, IC: idsicmd@doe.ic.gov
(Please call/email if a time critical msg sent to SIPRNET)

[redacted]

[redacted]

03/31/2010 08:06 AM

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

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] 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

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
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
Email: Mark.Siciliano@inl.gov
SIPR: sicilimd@idaho.doe.sgov.gov, IC: idsicmd@doe.ic.gov
(Please call/email if a time critical msg sent to SIPRNET)

Mark D Siciliano/SICIMD/CC01/INEEL/US

Mark D Siciliano/SICIMD/CC01/INEEL/US
03/24/2010 05:29 PM

To [redacted]
cc [redacted]
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

Idaho National Laboratory

[redacted] Visit to INL
Thursday-Friday, March 18-19, 2010

Objective: Review INL Capabilities Relevant to STRATCOM

[redacted]
USSTRATCOM

[redacted]
USSTRATCOM

[redacted]
USSTRATCOM

[redacted]

Host:	[redacted]	Final
Meeting Coordinator:	[redacted]	March 16, 2010

[redacted] Visit to INL
Thursday-Friday, March 18-19, 2010

Thursday, March 18, 2010

AeroMark at Idaho Falls Airport

5:45 p.m. Pick up [redacted] deliver to Hilton Garden Inn ..... [redacted]

6:30 p.m. Pick up [redacted] for Dinner – Rutabaga's Restaurant ..... [redacted]

Friday, March 19, 2010

Hilton Garden Inn, 700 Lindsay Blvd., Idaho Falls

7:30 a.m. Pick up group and drive to UB-2 – badge in ..... [redacted]

Travel to University Blvd. Building-2, 655 University Blvd., Idaho Falls – CR#245

7:45 a.m. Badge in ..... UB-2 Guard Desk

8:00 a.m. Welcome/Greetings ..... [redacted]

Control Systems and Cyber Space

- Control Systems Cyber Emergency Response ..... [redacted]
- Control Systems Testing ..... [redacted]
- Smart Grid and Related Vulnerabilities ..... [redacted]

9:00 a.m. Infrastructure Modeling & Simulation for Mission Operations & Support

- I/O Range ..... [redacted]
- Electronic Warfare Real-time Mission Operations & Situational Awareness ..... [redacted]
- Cyber Wind Tunnel ..... [redacted]

9:45 a.m. Break

[redacted] Visit to INL
Thursday-Friday, March 18-19, 2010

Friday, March 19, 2010 (cont.)

10:00 a.m. Wireless Communication Vulnerabilities & Developments

National Wireless Test Bed & support to DoD/Intel Agencies ..... [redacted]

Support to Idaho Bureau of Homeland Security ..... [redacted]

10:30 a.m. WMD Technologies

Explosives-Trace Detection to Full Scale Evaluation ..... [redacted]

Chemicals & Nuclear – Active, Passive & Field Scale Evaluations ..... [redacted]

Nuclear Forensics ..... [redacted]

11:15 a.m. Close-out Discussions (Working Lunch) ..... [redacted]

12:00 p.m. Transport Group to AeroMark at Idaho Falls Airport ..... [redacted]

12:30 p.m. Departure from AeroMark

Idaho National Laboratory

[redacted] Visit to INL
Tuesday - Thursday, March 23-25, 2010

Visiting Team

SAF/XC

[redacted]

U.S. Air Force

[redacted]

24th Air Force

[redacted]

[redacted]

Host: [redacted]

Meeting Coordinator: [redacted]

Idaho National Laboratory

[redacted] Visit to INL
Tuesday - Thursday, March 23-25, 2010

Tuesday, March 23, 2010

Idaho Falls Airport

2:42 p.m. Pick up [redacted] and Arriving Party; deliver to AmeriTel ..... [redacted]

Wednesday, March 24, 2010

AmeriTel Inn, 645 Lindsay Blvd., Idaho Falls, (208) 523-1400

07:30 Pick up group and drive to IWB – badge in ..... [redacted]

International Way Office Building, 1690 International Way, Idaho Falls, Idaho

08:00 Welcome/Introductions ..... [redacted]

Control Systems and Cyber Space

08:15 Control Systems Cyber Emergency Response ..... [redacted]

08:45 National SCADA Test Bed/Training ..... [redacted]

09:15 Smart Grid and Related Vulnerabilities ..... [redacted]

09:45 Scenario Demonstration of Response ..... [redacted]

Break and Travel to University Blvd. Building-2, 655 University Blvd., Idaho Falls – CR#230

10:00 Badge in ..... UB-2 Guard Desk

Modeling & Simulation for Mission Operations & Support

10:15 Infrastructure Modeling ..... [redacted]

10:45 Cyber Wind Tunnel ..... [redacted]

11:15 Real-time Mission Operations & Situational Awareness** ..... [redacted]

11:45 Information Operations Range** ..... [redacted]

12:30 Working lunch and briefings - ***UB-2 CR#250***

Wireless Communications

National Wireless Test & Evaluation ..... [redacted]

Future Evolution in Communications ..... [redacted]

** [redacted] will receive [redacted].

[redacted] Visit to INL
Tuesday - Thursday, March 23-25, 2010

	Travel to Engineering Research Office Bldg., 2525 Fremont Ave., Idaho Falls	
3:30	Badge In	EROB Guard Desk
	EROB Conference Room #159	
4:00	Presentation, "Air Force Challenges of the 21st Century"	[redacted]
	Travel back to AmeriTel Inn	
5:30	Travel back to Hotel	[redacted]
	AmeriTel Inn	
6:15	Pick up group for Working Dinner	[redacted]
	Travel to Rutabaga's Restaurant, 415 River Parkway, Idaho Falls	
6:30	Working Dinner	Rutabaga's Restaurant
	Return to AmeriTel Inn	
8:30	Return group to Hotel	[redacted]

Thursday, March 25, 2010

	AmeriTel Inn	
6:45 a.m.	Transport Group to Idaho Falls Airport	[redacted]