**Name:** Benjamin McEachin  
**Firm:** Deceris, LLC  
**UEI:** FMVMSPP9S268  
**Social Disadvantage:** Black American

**Incident #1 - Employment History**

**When:** April 1997 - 2002  
**Where:** ABTech, later bought by Alion  
**Who:** Former Lieutenant Colonel colleague and subsequent boss at Alion  
**What:**  
After honorably serving my country for 26 and a half years and retiring as a CMSgt (E-9) from the Air Force, I joined ABTech with great enthusiasm and skill. My diverse and complex role as a Facility Security Officer involved managing nearly 500 high-level security clearances and spearheading the construction of a SCIF, pivotal for a $280 million contract. Despite these monumental achievements and even after completing a Master’s degree to improve my qualifications, I was explicitly told there were "no opportunities for advancement."

**Why:**  
My white colleagues were not subjected to this career ceiling. They were neither given the same discouraging speech nor faced such insurmountable barriers to their professional growth.

**How:**  
This blatant discriminatory treatment significantly limited my earning potential, career trajectory, and kept me and my firm at an economic disadvantage. I was denied the tools and opportunities to fully realize my professional capabilities, restricting my ability to compete in the American free enterprise system.

**Incident #2 - Business History**

**When:** 2002 - 2008  
**Where:** Team BI/Evolvent  
**Who:** Bill Oldham, Paul Ramsaroop  
**What:**  
With complete trust, I invested a substantial $125,000 from my home equity into the company for a promised 4% stake, based solely on a verbal agreement. I took a significant financial risk, motivated by the assurance of a fair partnership and shared success. Upon my exit, not only was my initial investment returned in monthly installments instead of a lump sum, but I was also unjustly denied my rightful share when the company sold for a staggering $50 million.

**Why:**  
My Caucasian counterparts received formal, legal partnership agreements. Furthermore, a white administrative assistant received a generous $50,000 bonus upon the sale, yet I was blatantly disregarded.

**How:**  
This experience caused substantial financial harm and fostered a debilitating distrust in future business dealings. I was denied a fair return on my investment, which has hindered my firm's capital growth and my personal financial stability.

**Incident #3 - Employment History**

**When:** 2002 - 2008  
**Where:** Evolvent  
**Who:** Scott Craig, Chief, Enterprise Architecture at the VA  
**What:**  
As the Vice President for Evolvent, I successfully secured a critical 5-year contract with the VA. Yet, I found myself subjected to undue scrutiny and implicit bias from Mr. Scott Craig. The same updates and reports that were poorly received when presented by me were readily accepted when conveyed by my white CEO.

**Why:**  
Mr. Craig had a history of EEO complaints related to racial discrimination. The distinct difference in the treatment I received compared to my white CEO indicates a racially motivated bias.

**How:**  
This excessive scrutiny created a stressful work environment and adversely affected my job performance, confidence, and mental well-being. It became clear that despite my qualifications and successful track record, I was not on a level playing field, which continues to impair my firm's and my professional standing.