

Meindl, Max

From: McAllister, Jamie
Sent: Friday, November 9, 2018 10:17 AM
To: Meindl, Max
Cc: Terry, Detra
Subject: RE: Fed HR Review

Yes, you can either attach a Word doc with your comments to your file, or you can put them in the comment box which looks as follows just below where you sign electronically:

Quarter 3 Performance Review Acknowledgements

I certify that the quarter 3 progress review and discussion occurred.

Rating Official Signature

Erase e-Sign

Electronically signed by: *Jamie L. Mcallister*

Date

Rating Official Comments:

Employee Signature

Date

Employee Comments:

From: Meindl, Max
Sent: Friday, November 9, 2018 9:59 AM
To: McAllister, Jamie <jamie.mcallister@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: RE: Fed HR Review

To clarify,

Yesterday you advised me that I could comment/upload in my evaluation pursuant to the points you initially proffered as concerns in my review, is that correct?

It was nice making your acquaintance also, and here's wishing you the best in your endeavors.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: McAllister, Jamie
Sent: Friday, November 9, 2018 9:51 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Terry, Detra <detra.terry@fema.dhs.gov>
Subject: Fed HR Review

Good Morning Max,

Very glad to meet you yesterday. The performance comments provided by Detra have been uploaded into FedHR under your case #248282 and I have also attached them. I believe that I have resolved the issue of the reviews being locked. HR sometimes locks the forms while they are working on them, and it's not uncommon to have this issue. Please go ahead and sign Quarter 2 and Quarter 3.

Quarter 2 documents in FEDHR were your Individual Development Plan that you had previously signed and a PDF of the performance goals.

Regards,

Jamie McAllister

Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
(202) 709-0851 Cell
jamie.mcallister@fema.dhs.gov

Meindl, Max

From: Chatman, Edward
Sent: Friday, November 2, 2018 9:31 AM
To: FEMA-4332-DR-TX-All-Hands
Subject: Security Procedures for Visitors & Guests
Attachments: FEMA Directive 121-3 Revision 1.pdf

Greetings,

The Security Staff and Management is requesting that we all comply with the FEMA Security Directive 121-3, Revision 1 regarding visitors and access to FEMA facilities.

If you are expecting visitor(s), you must provide the following information to the Security Manager in advance:

- Visitor(s) Name
- Affiliated Agency
- Point of Contact at the TRO (or Branches)
- Name and phone number of the person who will escort them (if different from the POC)

Attached please find the related guidelines. If you have any questions, please contact [Point of Contact](#)

Thank you!

Regards,

Edward Chatman
Security Manager
DR-4332-TX TRO
Federal Emergency Management Agency (FEMA)
Cell: 202-803-3548
edward.chatman@fema.dhs.gov

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:46 AM
To: femamax@gmail.com
Subject: FW: OER AHU-18-164 Closure Letter
Attachments: PAGS Sit With Guidance-10-26-18.pdf

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
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From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:45 AM
To: Lancaster, Dacia <Dacia.Lancaster@fema.dhs.gov>; FEMA.Harassment <fema.harassment@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: RE: OER AHU-18-164 Closure Letter

Another issue to keep in mind is that the meetings I am having concerns about were called "Sit-With", see below. Policy was violated in even calling these meetings sit-withs, in my opinion.

-----Original Appointment-----

From: Harrison, Jade *Sent:* Tuesday, August 14, 2018 6:38 PM
To: Meindl, Max; Terry, Detra; Slie, Brian *Subject:* M. Meindl **Sit-with**
When: Wednesday, August 15, 2018 2:00 PM-2:30 PM (UTC-06:00) Central Time (US & Canada).
Where: Houston office- Rm 225, conference call number provided

From the Sit With Guidance document:

PAGS Sit-With Guidance

What is a sit-with?

***A sit-with is a one-on-one feedback coaching session** between a manager and staff. Staff will participate in an initial sit-with with their manager, during which they will discuss their previous disaster roles, particular technical specialties and skill sets. This discussion will inform leadership on the level of complexity for a staff's assignment.*

Please note that a sit-with is a one-on-one meeting and all of these alleged “sit-withs” were group hugs without the benefit of the hug, more like a ganging up on the new guy.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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From: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: OER AHU-18-164 Closure Letter

Good afternoon,

Please see the attached response from the Office of Equal Rights, Director.

V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:45 AM
To: Lancaster, Dacia; FEMA.Harassment
Cc: FEMA-AID-Administrative Investigations Directive Committee
Subject: RE: OER AHU-18-164 Closure Letter
Attachments: PAGS Sit With Guidance-10-26-18.pdf

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Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: OER AHU-18-164 Closure Letter

Good afternoon,

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V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:07 AM
To: femamax@gmail.com
Subject: FW: sit with comms
Attachments: RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with

Max J Meindl, PMP
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FEMA

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From: Meindl, Max
Sent: Wednesday, September 12, 2018 1:28 PM
To: Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: sit with comms

For your information, the sit with email chain that triggered the harassment filing.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:05 AM
To: femamax@gmail.com
Subject: FW: OER AHU-18-164 Closure Letter
Attachments: Albert.pdf

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:03 AM
To: Lancaster, Dacia <Dacia.Lancaster@fema.dhs.gov>; FEMA.Harassment <fema.harassment@fema.dhs.gov>
Cc: FEMA-OCSCO-MISCON <fema-ocso-miscon@fema.dhs.gov>; Grant, Raphael <raphael.grant@fema.dhs.gov>; Hass, Andrew <andrew.hass@fema.dhs.gov>; Hayes, Ashton <ashton.hayes@fema.dhs.gov>; Hoburg, Leigh <Leigh.Hoburg@fema.dhs.gov>; Jackson, Robyne <Robyne.Jackson@fema.dhs.gov>; Jaeger, Michelle <michelle.jaeger@fema.dhs.gov>; Murrock, Kristin <kristin.murrock@fema.dhs.gov>; Pellicci, Kelley <Kelley.Pellicci@fema.dhs.gov>; Piper, Dalita <dalita.piper@fema.dhs.gov>
Subject: RE: OER AHU-18-164 Closure Letter

To whom it may concern,
I find the letter closing this complaint of harassment specious and inaccurate at best.
The statement that an investigation was conducted and "witness statement" and/or "evidence collected" led to allegations being unsubstantiated, is interesting at a minimum.
Pursuant to the attachment in this email and a copy of a previously sent email, sent to, what I assume to be the primary investigator, stipulated in no uncertain terms that there were no witnesses to the alleged harassment and that the harassment was my perception of an escalation or a previous meeting wherein I had been inappropriately accused and unprofessionally addressed in front of other parties.
The harassment claim has to do with my perception of the escalation only, no witnesses involved.

Below is a copy of the email stipulating my concerns when I filed the complaint:

From: Meindl, Max

Sent: Wednesday, September 12, 2018 1:19 PM

To: Walters, Albert <Albert.Walters@fema.dhs.gov>

Subject: cover email

I am, after a couple of weeks of considerable handwringing and possible/potential blowback considerations, hereby submitting the attached complaint, although I am very concerned about retaliation.

I have been falsely accused, in my opinion, and it appears the parties involved are escalating the issue to the possible detriment of my employment.

I categorically deny the allegations and assertions as put forth.

I have had a very successful tenure with FEMA since 09/2017 when deployed to the Beaumont East team.

I was a high producer of "applicant signed projects" and continue to do the same here as demonstrated in the Grants Manager Metrics.

I never had any problem with "communications" until all of the sudden I can't seem to do anything correct in my current deployment here in Houston.

I am dismayed with the process and attitude of the parties, the guilty until proven innocent prevailing mindset is inherently unfair.

A sit-with summary by TK Shadowens before my meeting with the DPAG could best described as "Fiction" because we never discussed the items in his summary report and I advised he and DPAG of the same.

Show me a specific example of the alleged "communication" or "body language" issue.

I have been falsely accused and convicted without any consideration for my perspective or statements to clarify.

I am submitting this to you as HR in confidence and would like to request a contact to the EEO group so I can file with them also because I feel this issue revolves around my disability and needs to be addressed.

I would also request a contact to ADR so I can pursue that avenue as well.

Please contact me with any questions, guidance, advice if required.

Please advise soonest.

Thank you in advance.

Max Meindl

832-293-3671

FEMA PDMG

Houston PA

202-374-9426

Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

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From: Lancaster, Dacia

Sent: Friday, October 19, 2018 5:38 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>

Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-

AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>

Subject: OER AHU-18-164 Closure Letter

Good afternoon,

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V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 30, 2018 11:03 AM
To: Lancaster, Dacia; FEMA.Harassment
Cc: FEMA-OCISO-MISCON; Grant, Raphael; Hass, Andrew; Hayes, Ashton; Hoburg, Leigh; Jackson, Robyne; Jaeger, Michelle; Murrock, Kristin; Pellicci, Kelley; Piper, Dalita
Subject: RE: OER AHU-18-164 Closure Letter
Attachments: Albert.pdf

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I would also request a contact to ADR so I can pursue that avenue as well.
Please contact me with any questions, guidance, advice if required.
Please advise soonest.*

*Thank you in advance.
Max Meindl
832-293-3671*

*FEMA PDMG
Houston PA*

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
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From: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: FEMA-AID-Administrative Investigations Directive Committee <FEMA-AID-AdministrativeInvestigationsDirectiveCommittee@fema.dhs.gov>
Subject: OER AHU-18-164 Closure Letter

Good afternoon,

Please see the attached response from the Office of Equal Rights, Director.

V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Lancaster, Dacia
Sent: Friday, October 19, 2018 5:38 PM
To: Meindl, Max
Cc: FEMA-AID-Administrative Investigations Directive Committee
Subject: OER AHU-18-164 Closure Letter
Attachments: scannedDoc (007).pdf

Good afternoon,

Please see the attached response from the Office of Equal Rights, Director.

V/r,

Dacia Lancaster
Anti-Harassment Unit
Office of Equal Rights
DHS/FEMA

Meindl, Max

From: Castaneda, Melinda
Sent: Monday, October 15, 2018 11:14 AM
To: FEMA-4332-DR-TX-All-Hands
Subject: TRO-ADR Continuous Availability

See important message from ADR. Thank you.

Please forward your questions to the appropriate [Point of Contact](#)

Greetings,

I'm writing to let you know that I will be out on rotation until 10/29. I will still be intermittently available via phone/e-mail.

ADR Advisor Sunny Gutierrez will be here at the TRO while I'm out. Sunny served the Texas Mission previously, so she may be familiar to some of you.

ADR Advisors Judy Gordon and Carl McGill will continue serving at Branch II Houston and providing coverage for Branch III.

Please feel free to contact any of us.

Thank you for all you do, every day.

Take good care of yourselves and each other.

Aileen

*AILEEN DENTON SETTER
Alternative Dispute Resolution Advisor
Texas Recovery Office
11000 North Interstate Highway 35
Austin, TX 78753
FEMA iPhone: (225) 910-5254
E-mail: Aileen.DentonSetter@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, October 9, 2018 9:43 AM
To: Asaro, Karen; Walters, Albert
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

I am available as required and at any time convenient to all parties.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Asaro, Karen
Sent: Sunday, October 7, 2018 3:20 PM
To: Walters, Albert <Albert.Walters@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Thank you. As soon as I hear from Mr. Meindl, I will confirm the date/time.

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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From: Walters, Albert
Sent: Saturday, October 6, 2018 9:06 AM

To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>

Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Good morning Ms. Asaro,

My availability for a discussion with Mr. Meindl over the next 2 weeks is:

October 11, 2018 – From 10:00am until 2:00pm

October 12, 2018 – From 10:00am until 2:00pm

October 15, 2018 – From 11:00am until 3:00pm

October 17, 2018 – From 1:00pm until 2:00pm

October 19, 2018 – From 10:00am until 2:00pm

Thanks,

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

From: Asaro, Karen

Sent: Sunday, September 30, 2018 12:10 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>

Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

I will be at a mediation conference this week (week of Oct. 1) and unavailable for mediation. If you could send me some dates you are available the week of Oct. 8 and the week of Oct. 15, I will coordinate with all of our schedules, and confirm the first date/time that works for everyone.

Thank you for your assistance with scheduling and I look forward to hearing from you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
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To: Walters, Albert; Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

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Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Sent: Saturday, October 6, 2018 9:06 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

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October 19, 2018 – From 10:00am until 2:00pm

Thanks,

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

From: Asaro, Karen

Sent: Sunday, September 30, 2018 12:10 PM

To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>

Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

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I will be at a mediation conference this week (week of Oct. 1) and unavailable for mediation. If you could send me some dates you are available the week of Oct. 8 and the week of Oct. 15, I will coordinate with all of our schedules, and confirm the first date/time that works for everyone.

Thank you for your assistance with scheduling and I look forward to hearing from you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Walters, Albert
Sent: Saturday, October 6, 2018 8:06 AM
To: Asaro, Karen; Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Good morning Ms. Asaro,

My availability for a discussion with Mr. Meindl over the next 2 weeks is:

October 11, 2018 – From 10:00am until 2:00pm
October 12, 2018 – From 10:00am until 2:00pm
October 15, 2018 – From 11:00am until 3:00pm
October 17, 2018 – From 1:00pm until 2:00pm
October 19, 2018 – From 10:00am until 2:00pm

Thanks,

Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>; Walters, Albert <Albert.Walters@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

I will be at a mediation conference this week (week of Oct. 1) and unavailable for mediation. If you could send me some dates you are available the week of Oct. 8 and the week of Oct. 15, I will coordinate with all of our schedules, and confirm the first date/time that works for everyone.

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Washington, DC 20472

Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
Sent: Sunday, September 30, 2018 12:10 PM
To: Meindl, Max; Walters, Albert
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl and Mr. Walters,

I received an email from Erik Skinner, OER, on Friday letting me know that things are on track for scheduling the mediation conference call.

I will be at a mediation conference this week (week of Oct. 1) and unavailable for mediation. If you could send me some dates you are available the week of Oct. 8 and the week of Oct. 15, I will coordinate with all of our schedules, and confirm the first date/time that works for everyone.

Thank you for your assistance with scheduling and I look forward to hearing from you,

Karen

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Meindl, Max

From: Meindl, Max
Sent: Thursday, September 13, 2018 9:00 AM
To: Walters, Albert
Subject: ADDITIONAL STATEMENT
Attachments: Albert.pdf

For the file.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 1:28 PM
To: Walters, Albert
Subject: sit with comms
Attachments: RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with; RE: M. Meindl Sit-with

For your information, the sit with email chain that triggered the harassment filing.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Meindl, Max

Subject: Canceled: M. Meindl Sit-with
Location: Houston office- Rm 225, conference call number provided

Start: Wed 8/15/2018 2:00 PM
End: Wed 8/15/2018 2:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Harrison, Jade
Required Attendees: Meindl, Max; Terry, Detra; Slie, Brian

Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 1:19 PM
To: Walters, Albert
Subject: cover email

Albert,
Per your request.

I am, after a couple of weeks of considerable handwringing and possible/potential blowback considerations, hereby submitting the attached complaint, although I am very concerned about retaliation. I have been falsely accused, in my opinion, and it appears the parties involved are escalating the issue to the possible detriment of my employment. I categorically deny the allegations and assertions as put forth. I have had a very successful tenure with FEMA since 09/2017 when deployed to the Beaumont East team. I was a high producer of "applicant signed projects" and continue to do the same here as demonstrated in the Grants Manager Metrics. I never had any problem with "communications" until all of the sudden I can't seem to do anything correct in my current deployment here in Houston. I am dismayed with the process and attitude of the parties, the guilty until proven innocent prevailing mindset is inherently unfair. A sit-with summary by TK Shadowens before my meeting with the DPAG could best described as "Fiction" because we never discussed the items in his summary report and I advised he and DPAG of the same. Show me a specific example of the alleged "communication" or "body language" issue. I have been falsely accused and convicted without any consideration for my perspective or statements to clarify. I am submitting this to you as HR in confidence and would like to request a contact to the EEO group so I can file with them also because I feel this issue revolves around my disability and needs to be addressed. I would also request a contact to ADR so I can pursue that avenue as well. Please contact me with any questions, guidance, advice if required. Please advise soonest.

Thank you in advance.
Max Meindl
832-293-3671

FEMA PDMG
Houston PA
202-374-9426

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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Meindl, Max

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:55 AM
To: Walters, Albert; Meindl, Max
Subject: RE: EEO Mediation

Hello Mr. Walters,

I assumed as much and just wanted to clarify for Mr. Meindl that your meeting was not the mediation session since he forwarded the meeting request to me.

Thanks,
Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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From: Walters, Albert
Sent: Wednesday, September 12, 2018 10:53 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Re: EEO Mediation

Karen,

This meeting is in reference to a harassment complaint Max has filed.

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From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:23:57 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Walters, Albert
Sent: Wednesday, September 12, 2018 9:53 AM
To: Asaro, Karen; Meindl, Max
Subject: Re: EEO Mediation

Karen,

This meeting is in reference to a harassment complaint Max has filed.

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From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:23:57 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
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Meindl, Max

From: Asaro, Karen
Sent: Wednesday, September 12, 2018 9:24 AM
To: Meindl, Max; Walters, Albert
Subject: EEO Mediation

Hello Mr. Meindl and Mr. Walters,

Mr. Meindl forwarded a meeting request to me which as I understand it, Mr. Walters is requesting a meeting with Mr. Meindl to discuss the EEO complaint.

I am writing to clarify that this meeting is NOT part of the mediation conference call I am trying to schedule once I know both parties' availability.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
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Phone: 571 431-2863

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 12, 2018 9:23 AM
To: Walters, Albert
Subject: Accepted: Statement Concerning - Harassment

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

Subject: Statement Concerning - Harassment
Location: My Office

Start: Wed 9/12/2018 1:00 PM
End: Wed 9/12/2018 2:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Walters, Albert
Required Attendees: Walters, Albert; Meindl, Max
Optional Attendees: Asaro, Karen; Jordan, Lakeisha

Good Evening Max,

I would like to get your statement concerning your complaint. Please be prepared to discuss the issue..

Albert

Meindl, Max

From: Meindl, Max
Sent: Thursday, September 6, 2018 9:36 AM
To: Asaro, Karen
Subject: RE: mediation conference call

10-4

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Asaro, Karen
Sent: Thursday, September 6, 2018 8:35 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: mediation conference call

Hello Mr. Meindl,

I am still waiting to hear back from Mr. Walters regarding his availability. I will let you know once I have heard from him.

Thanks,
Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 3:13 PM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: mediation conference call

1. Thursday before 1:00 PM,
2. Wed. next week 09:00 to 15:00,
3. Thursday next week 09:00 to 15:00.

I am in the office until about noon tomorrow but not sure about availability of a tele-conference room or anything.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: mediation conference call

Hello Mr. Meindl,

Thank you for speaking with me today regarding the mediation conference call. If you can send me several dates that you are available for scheduling mediation, I will coordinate with Mr. Walters' availability and confirm the earliest date that works with everyone's schedule.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
Sent: Thursday, September 6, 2018 8:35 AM
To: Meindl, Max
Subject: RE: mediation conference call

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FEMA Alternative Dispute Resolution Division
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From: Meindl, Max
Sent: Tuesday, September 4, 2018 3:13 PM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: mediation conference call

1. Thursday before 1:00 PM,
2. Wed. next week 09:00 to 15:00,
3. Thursday next week 09:00 to 15:00.

I am in the office until about noon tomorrow but not sure about availability of a tele-conference room or anything.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
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202-374-9426
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From: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: mediation conference call

Hello Mr. Meindl,

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Thank you,

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 5, 2018 6:37 PM
To: Jones, Patricia
Subject: Re: IBD

Done

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From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:12:18 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

Good Afternoon,

We have recently sent out your IBD, you can locate this in FED HR. As of today yours has not been signed. Please go into this site by COB tomorrow and sign these documents. They will be reviewed on Friday by the Branch Director and Chief of Staff.

Should you need assistance please contact me,

Thanks so much,

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:16 PM
To: Meindl, Max
Subject: IDP's

Importance: High

This is correcting the Subject line of the last email.
It should read IDP. Sorry for the error

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:12 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

Good Afternoon,

We have recently sent out your IBD, you can locate this in FED HR. As of today yours has not been signed. Please go into this site by COB tomorrow and sign these documents. They will be reviewed on Friday by the Branch Director and Chief of Staff.

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Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



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Meindl, Max

From: Jones, Patricia
Sent: Wednesday, September 5, 2018 3:08 PM
To: Meindl, Max
Cc: Boone, William; Slie, Brian
Subject: IBD

Good Afternoon,

We have recently sent out your IBD, you can locate this in FED HR. As of today yours has not been signed. Please go into this site by COB tomorrow and sign these documents. They will be reviewed on Friday by the Branch Director and Chief of Staff.

Should you need assistance please contact me,

Thanks so much,

Trisha

Patricia Jones
PA Ops Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Meindl, Max
Sent: Wednesday, September 5, 2018 10:55 AM
To: Jordan, Lakeisha
Subject: RE: Request for Availability - OER AHU Intake
Attachments: Max Meindl-affidavit-signed.pdf

FYI

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Jordan, Lakeisha
Sent: Wednesday, September 5, 2018 10:08 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Good morning, Max,

Thank you for your response. Are you still available to speak this morning before noon? If so, I will give you a call.

If you are no longer available today, I will send you a calendar invite to speak tomorrow around 10:30AM.

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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recipient. Please consult the original sender before disclosing any information contained herein. If you have received this in error, please reply immediately to the sender and delete this message.

From: Meindl, Max
Sent: Tuesday, September 4, 2018 4:34 PM
To: Jordan, Lakeisha <lakeisha.jordan@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Jordan, Lakeisha
Sent: Tuesday, September 4, 2018 3:31 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request for Availability - OER AHU Intake

Good afternoon, Max,

I am an EEO Specialist in the Office of Equal Rights and your case was recently reassigned to me to conduct an intake on behalf of the Anti-Harassment Unit (AHU). I would like to briefly speak to you to obtain the preliminary facts of your case.

Can you please let me know the best available times to reach you this week, along with your phone number?

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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Meindl, Max

From: Jordan, Lakeisha
Sent: Wednesday, September 5, 2018 10:08 AM
To: Meindl, Max
Subject: RE: Request for Availability - OER AHU Intake

Good morning, Max,

Thank you for your response. Are you still available to speak this morning before noon? If so, I will give you a call.

If you are no longer available today, I will send you a calendar invite to speak tomorrow around 10:30AM.

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 4:34 PM
To: Jordan, Lakeisha <lakeisha.jordan@fema.dhs.gov>
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: Jordan, Lakeisha
Sent: Tuesday, September 4, 2018 3:31 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request for Availability - OER AHU Intake

Good afternoon, Max,

I am an EEO Specialist in the Office of Equal Rights and your case was recently reassigned to me to conduct an intake on behalf of the Anti-Harassment Unit (AHU). I would like to briefly speak to you to obtain the preliminary facts of your case.

Can you please let me know the best available times to reach you this week, along with your phone number?

Thanks,

Lakeisha Jordan
Office of Equal Rights | FEMA
(202) 531-2978

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, September 4, 2018 3:34 PM
To: Jordan, Lakeisha
Subject: RE: Request for Availability - OER AHU Intake

Tomorrow before noon, Thursday before noon.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Jordan, Lakeisha
Sent: Tuesday, September 4, 2018 3:31 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request for Availability - OER AHU Intake

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Thanks,

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Meindl, Max

From: Jordan, Lakeisha
Sent: Tuesday, September 4, 2018 3:31 PM
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Meindl, Max

From: Meindl, Max
Sent: Tuesday, September 4, 2018 2:13 PM
To: Asaro, Karen
Subject: RE: mediation conference call

1. Thursday before 1:00 PM,
2. Wed. next week 09:00 to 15:00,
3. Thursday next week 09:00 to 15:00.

I am in the office until about noon tomorrow but not sure about availability of a tele-conference room or anything.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: mediation conference call

Hello Mr. Meindl,

Thank you for speaking with me today regarding the mediation conference call. If you can send me several dates that you are available for scheduling mediation, I will coordinate with Mr. Walters' availability and confirm the earliest date that works with everyone's schedule.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
Sent: Tuesday, September 4, 2018 1:56 PM
To: Meindl, Max
Subject: mediation conference call

Hello Mr. Meindl,

Thank you for speaking with me today regarding the mediation conference call. If you can send me several dates that you are available for scheduling mediation, I will coordinate with Mr. Walters' availability and confirm the earliest date that works with everyone's schedule.

Thank you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Asaro, Karen
Sent: Tuesday, September 4, 2018 9:50 AM
To: Meindl, Max
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Sounds good. I have a staff meeting from 12-1 pm (Eastern).

Look forward to speaking with you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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From: Meindl, Max
Sent: Tuesday, September 4, 2018 10:39 AM
To: Asaro, Karen <Karen.Asaro@fema.dhs.gov>
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

Let me catch up a bit on my projects and will call early afternoon.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Asaro, Karen
Sent: Monday, September 3, 2018 9:29 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

Hello Mr. Meindl,

The Office of Equal Rights (OER) has referred your EEO Complaint to the Alternative Dispute Resolution (ADR) Division for mediation. I wanted to let you know that I am the mediator assigned. I was hoping we could talk tomorrow, Tuesday, September 4. My schedule is flexible so if you want to give me a call when you have time, I can be reached at 571 431-2863. If you happen to get my voice mail when you call, I probably will be on another call. Just leave a call back number and I will return your call as soon as I am free.

Thank you and I look forward to talking with you,

Karen

Karen Asaro, ADR Advisor
FEMA Alternative Dispute Resolution Division
500 C Street, SW, Suite 4NE 2407
Washington, DC 20472
Phone: 571 431-2863

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Meindl, Max

From: Meindl, Max
Sent: Tuesday, September 4, 2018 9:39 AM
To: Asaro, Karen
Subject: RE: HS-FEMA-02488-2018 EEO Complaint

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Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Asaro, Karen
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To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: HS-FEMA-02488-2018 EEO Complaint

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Meindl, Max

From: Asaro, Karen
Sent: Monday, September 3, 2018 9:29 AM
To: Meindl, Max
Subject: HS-FEMA-02488-2018 EEO Complaint

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Meindl, Max

From: Swann, Mary
Sent: Tuesday, August 28, 2018 1:59 PM
To: Meindl, Max
Subject: RE: Request of Additional Information

Hello Mr. Meindl,

Thank you for your response.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA-OER
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

From: Meindl, Max
Sent: Tuesday, August 28, 2018 1:27 PM
To: Swann, Mary <Mary.Swann@fema.dhs.gov>
Subject: RE: Request of Additional Information

Ms. Swann,
Per your request:

Please provide the following requested information by close of business today.
*I am in the process of contacting the responsible management official (RMO) regarding your claims.
In your response to remedies/resolutions, you stated indeterminate.
I will need you to provide some type/form of resolution to provide the RMO upon my contact.*

Also, please provide

- the name and title of Ms. Harrison's supervisor.

*Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.sl@fema.dhs.gov*

- the names and titles of the management officials in your chain of command.

*Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109 | iFEMA cell*

detra.terry@fema.dhs.gov
Albert P. Walters III
Public Assistance Group Supervisor
Disaster 4332 – Harvey
Cell Phone 504-570-4412
Albert.Walters@FEMA.DHS.GOV

- and, please spell out the acronyms you have used throughout your report.

<i>DPAG</i>	<i>Deputy Public Assistance Group Lead</i>
<i>TAC PDMG</i>	<i>Technical Assistance Contractor Program Delivery Manager</i>
<i>PAPG</i>	<i>Public Assistance Policy Guide</i>
<i>JFO</i>	<i>Joint Field Office</i>
<i>TFL</i>	<i>Task Force Lead</i>
<i>PDMG</i>	<i>Program Delivery Manager</i>

If you have questions, feel free to contact me at (940) 891-8573.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.
- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 28, 2018 1:27 PM
To: Swann, Mary
Subject: RE: Request of Additional Information

Ms. Swann,
Per your request:

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Also, please provide

- the name and title of Ms. Harrison's supervisor.

*Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slief@fema.dhs.gov*

- the names and titles of the management officials in your chain of command.

*Detra Terry, Task Force Lead
Detra S. Terry
Public Assistance-PDM/DIS
DR-4332-TX
202.718.0109 | iFEMA cell
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Albert P. Walters III
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Cell Phone 504-570-4412
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- and, please spell out the acronyms you have used throughout your report.

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<i>PDMG</i>	<i>Program Delivery Manager</i>

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Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
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From: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Request of Additional Information

Good morning Mr. Meindl,

Hope things are going well.

Please provide the following requested information by close of business today. I am in the process of contacting the responsible management official (RMO) regarding your claims. In your response to remedies/resolutions, you stated indeterminate. I will need you to provide some type/form of resolution to provide the RMO upon my contact.

Also, please provide

- the name and title of Ms. Harrison's supervisor.
- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 28, 2018 11:43 AM
To: Henri, Foudiya
Cc: Goudy, Douglas
Subject: RE: Max Meindl request for Reasonable Accommodation

Hello Max,

What is the name of your Supervisor please? _ DETRA TERRY

Was the RA request sent to the Supervisor? YES

If yes please let me know.

Also sent to: *From: Meindl, Max*

Sent: Thursday, August 23, 2018 2:11 PM

To: Terry, Detra <detra.terry@fema.dhs.gov>

Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com

Subject: RA

I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Henri, Foudiya
Sent: Tuesday, August 28, 2018 11:28 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>
Subject: Max Meindl request for Reasonable Accommodation
Importance: High

Hello Max,

What is the name of your Supervisor please? _____. Was the RA request sent to the Supervisor? If yes please let me know. I can assist with the RA request ONLY.

For Informal Complaint assistance please contact Doug Goudy directly.

Thank you,
Foudiya Henri
202-394-4633 Cell

From: Meindl, Max
Sent: Thursday, August 23, 2018 2:11 PM
To: Terry, Detra <detra.terry@fema.dhs.gov>
Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; FEMA-Reasonable-Accommodation <fema-reasonable-accommodation@fema.dhs.gov>; Goudy, Douglas <Douglas.Goudy@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>; Avery, Darlene <Darlene.Avery@hq.dhs.gov>; femamax@gmail.com
Subject: RA

Detra,
RA form attached.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Meindl, Max

From: Swann, Mary
Sent: Tuesday, August 28, 2018 9:43 AM
To: Meindl, Max
Subject: Request of Additional Information

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- the names and titles of the management officials in your chain of command.
- and, please spell out the acronyms you have used throughout your report.

If you have questions, feel free to contact me at (940) 891-8573.

Thank you in advance for your response and cooperation.

Respectfully,

*Mary Swann, EEO Specialist
DHS-FEMA Office of Equal Rights
3900 Karina Lane, Room 242
Denton, TX 76202
(940) 891-8573 (Ofc)
(540) 504-2712 (eFAX)
mary.swann@fema.dhs.gov*

Meindl, Max

From: femamax@gmail.com
Sent: Sunday, August 26, 2018 3:42 PM
To: Meindl, Max
Subject: PIP
Attachments: fema255-0-1.doc.docx

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 23, 2018 3:18 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint
Attachments: Consent.pdf; EEO Complainants Rights Responsibilities (002)-signed.pdf; EEO Counselor Checklist (002)-signed.pdf; Max Meindl-affidavit-signed.pdf

If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

1. your name, title and contact phone number;
 - a. *Max Meindl, PMP, Emergency Management Specialist (PDMG), 832-293-3671*
2. your work address and home address (do not provide a P.O. Box number);
 - a. *8223 Willowplace Blvd, Houston TX. (work)*
 - b. *5 E. Austin, Bellville, TX 77418 (home)*
3. basis(es) of the alleged discrimination;
 - a. if age is the basis, provide date of birth; *06/21/1951*
 - b. if disability is the basis, provide the name of disability; *coronary Artery Disease, possible/leading to Congestive Heart Failure (CHF)*
 - c. if retaliation is the basis, provide date of prior EEO Activity or the incident you believe to be discriminatory; *Believe retaliation was for my determination of applicant eligibility in contravention to prevailing thought. The issue with an applicant, City of Bellaire, pursuant my determination of a policy issue in contradiction to the prevailing point of view and that of the TAC PDMG. The apparent consensus for the issue at hand was that the applicant was not eligible for a specific claimed damage. After reviewing the available information in the PAPG and information sent from the JFO, I concluded that the applicant could possibly be eligible and proffered the opinion that asking or advising them to withdraw the claim was incorrect and not supported by the information I had reviewed and that it would be a disservice to the applicant to have them withdraw the claim as opposed to the issuance of a Determination Memo (DM). With a DM, the applicant at least retains the right to appeal whereas a withdrawal would result in no right to appeal, if I understand the process correctly. I had previously obtained approval from the Task Lead to submit an official "Policy Inquiry" to the policy team to obtain further clarification and direction. We, TFL and I, discussed the issue and agreed that waiting for the policy clarification would be the appropriate path to take.*
4. a brief bullet list of each incident you believe to be discriminatory to include
 - a. name(s) of the alleged discriminating party;
Jade Harrison
 - c. date(s) of the incident; and
 - i. *July 26th 2018*
 - d. name(s) of any witness to the alleged discrimination;
 - i. *T.K. Shadowens*
 - e. remedies/resolution to resolve your issues.
 - i. *indeterminate*

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



FEMA

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From: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov

From: Swann, Mary
Sent: Thursday, August 16, 2018 11:13 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

Mary Swann, EEO Specialist
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From: Swann, Mary
Sent: Thursday, August 16, 2018 11:09 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Potential EEO Complaint

Good Morning,

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If you believe you have been discriminated against and wish to pursue the EEO process, please provide the following information

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- your work address and home address (do not provide a P.O. Box number);
- basis(es) of the alleged discrimination;
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(540) 504-2712 (efax)
mary.swann@fema.dhs.gov

Meindl, Max

From: Goudy, Douglas
Sent: Thursday, August 23, 2018 1:11 PM
To: Meindl, Max
Subject: Automatic reply: RA

I'm currently out of the office returning August 27, 2018. If you require immediate assistance please call (202) 212-3535 and follow prompt to leave message for the Informal Unit.

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 21, 2018 2:53 PM
To: Denton Setter, Aileen
Subject: Accepted: Conversation

Meindl, Max

From: Meindl, Max
Sent: Tuesday, August 21, 2018 10:00 AM
To: Jones, Patricia
Subject: RE: Conference Call for IDP's

Trisha,
Thank you so much for the update.
Have a great day!

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Jones, Patricia
Sent: Tuesday, August 21, 2018 9:49 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: RE: Conference Call for IDP's

Mr Meindl,

The IDP form has been uploaded into FED HR Navigator. You will be able to go there and digitally sign your IDB, Plan and 2nd Quarter. The 308 is an expectation plan. These are generic forms that need to be signed. Bill Boone will be getting with you in a few months and proceed with the process.

If you need assistance please reach out to me.

Thanks,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

From: Meindl, Max
Sent: Friday, August 17, 2018 4:27 PM
To: Jones, Patricia <patricia.jones1@fema.dhs.gov>
Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingerie; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's
1-800-320-4330
PIN 654321#

Meindl, Max

From: Jones, Patricia
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Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



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From: Meindl, Max
Sent: Friday, August 17, 2018 4:27 PM
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Per ATS and DTS I was off today and missed the call. Please advise.

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Sent: Friday, August 17, 2018 9:21:18 AM
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Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's
1-800-320-4330

PIN 654321#

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 5:45 PM
To: femamax@gmail.com
Subject: Fwd: Potential EEO Complaint

Get [Outlook for iOS](#)

From: Meindl, Max
Sent: Monday, August 20, 2018 1:22:42 PM
To: Swann, Mary
Subject: RE: Potential EEO Complaint

Will do, in the field with an applicant for the afternoon.
Will do soonest.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: FW: Potential EEO Complaint

Good afternoon Mr. Meindl,

I will need your signature on each form (except "your Right to Equal Opportunity) before proceeding with the EEO process. If you have questions, please call.

Respectfully,

*Mary Swann, EEO Specialist
Informal Team Unit
Office of Equal Rights*

3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov

From: Swann, Mary
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Subject: FW: Potential EEO Complaint

Good Morning,

I apologize, did not include the EEO forms. See attachments.

Respectfully,

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Thank you in advance for your response.

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Subject: RE: Potential EEO Complaint

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Will do soonest.

Max J Meindl, PMP
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DHS | FEMA-Recovery Directorate
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FEMA

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Subject: FW: Potential EEO Complaint

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mary.swann@fema.dhs.gov

Meindl, Max

From: Swann, Mary
Sent: Monday, August 20, 2018 1:09 PM
To: Meindl, Max
Subject: FW: Potential EEO Complaint
Attachments: Your Right to Equal Opportunity 07 - 18.pdf; ADR.pdf; EEO Counselor Checklist.pdf; EEO Complainants Rights Responsibilities.pdf

Good afternoon Mr. Meindl,

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Office of Equal Rights
3900 Karina Lane
Denton, TX 76202
(940) 891-8573 (ofc)
(540) 504-2712 (efax)
mary.swann@fema.dhs.gov

Meindl, Max

From: Meindl, Max
Sent: Monday, August 20, 2018 11:15 AM
To: Meindl, Max
Subject: sick

, close to heading to the emergency room today (Sunday), took nitro pills, condition stabilized, but concerning. Received Blue Cross docs on Saturday so hope to get to a non VA doctor/cardiologist soonest.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Meindl, Max

From: Meindl, Max
Sent: Friday, August 17, 2018 4:27 PM
To: Jones, Patricia
Subject: Re: Conference Call for IDP's

Per ATS and DTS I was off today and missed the call. Please advise.

Get [Outlook for iOS](#)

From: Jones, Patricia
Sent: Friday, August 17, 2018 9:21:18 AM
To: Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: Conference Call for IDP's
When: Friday, August 17, 2018 10:00 AM-11:00 AM.
Where: 1-800-320-4330 PIN 654321#

Conference Call for IDP's
1-800-320-4330
PIN 654321#

Meindl, Max

Subject: Conference Call for IDP's
Location: 1-800-320-4330 PIN 654321#

Start: Fri 8/17/2018 10:00 AM
End: Fri 8/17/2018 11:00 AM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Jones, Patricia

Required Attendees: Jones, Patricia; Boone, William; Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David

Optional Attendees: McKnight Jr, Thomas

Conference Call for IDP's
1-800-320-4330
PIN 654321#

Meindl, Max

From: Henri, Foudiya
Sent: Thursday, August 16, 2018 9:51 AM
To: Avery, Darlene; femamax@gmail.com; Meindl, Max
Cc: Oke, Nicole; McPhie, Regina; FEMA-Reasonable-Accommodation; Oke, Nicole; Goudy, Douglas
Subject: RE: Complaint
Attachments: blank FEMA Form 256-0-1.pdf

Just tried calling Mr. Max on 832-293-3671. You may call contact me at 202-394-4633 Cell for assistance should you believe you need a Reasonable Accommodation. FEMA employees may make a request at any time.

Attached is the FEMA FORM 256-0-1 that all employees may use to document their request. The employee completes PAGE #1 and signs the bottom. Employee provides to Supervisor. If any documentation is provided that contains medical it must be password protected. Documentation only needs to be specific to the request. Please copy FEMA Reasonable Accommodation Mailbox when you forward the request.

For further assistance with a complaint I have copied the Informal Unit Chief, Ms. Oke and Team Lead, Mr. Goudy. You may contact them directly at 202-212-3535, Hit Option #6.

Thank you,

Foudiya Henri
EEO Specialist / RA Coordinator
Office of Equal Rights
500 C St. SW Washington DC

☐: iPhone: 202.394.4633 | ☐: Desk: 202.212.4490 | ☐: 540.504.2068 | e-☐: foudiya.henri@fema.dhs.gov | e-☐: fema-reasonable-acommodation@fema.dhs.gov Click to request an accommodation

From: Avery, Darlene [mailto:darlene.avery@hq.dhs.gov]
Sent: Thursday, August 16, 2018 8:02 AM
To: femamax@gmail.com; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Oke, Nicole <nicole.oke@fema.dhs.gov>; McPhie, Regina <Regina.McPhie@fema.dhs.gov>; Henri, Foudiya <Foudiya.Henri@fema.dhs.gov>
Subject: RE: Complaint

Max Meindl

Our HQ's EEO office has received the attached email regarding disability and alleged discrimination inquiries. Our office do not process complaints or disability items for FEMA employees.

As a FEMA employee, the process is for you to reach out to the FEMA's Office of Equal Rights (OER). I am forwarding your email to the Reasonable Accommodations Program Manager, Foudiya Henri and the Information Complaints Manager/staff, Nicole Oke, Regina McPhie to learn how best they can assist you in processing your requests.

I encourage you to reach out to them if you have further questions or would like to begin the Informal complaints process.

Regards,

Darlene Avery, MBA

Program Manager, Disability/Reasonable Accommodation

Darlene.Avery@hq.dhs.gov

202-357-1204 (office)

202-357-1188 (fax)

From: femamax@gmail.com <femamax@gmail.com>

Sent: Wednesday, August 15, 2018 4:27 PM

To: Avery, Darlene <darlene.avery@hq.dhs.gov>

Subject: FW: Complaint

I am, after a couple of weeks of considerable handwringing and possible/potential blowback considerations, hereby submitting the attached complaint, although I am very concerned about retaliation.

I have been falsely accused, in my opinion, and it appears the parties involved are escalating the issue to the possible detriment of my employment.

I categorically deny the allegations and assertions as put forth.

I have had a very successful tenure with **FEMA since 09/2017** when deployed to the Beaumont East team.

I was a high producer of "applicant signed projects" and continue to do the same here as demonstrated in the Grants Manager Metrics.

I never had any problem with "communications" until all of the sudden I can't seem to do anything correct in my current deployment here in Houston.

I am dismayed with the process and attitude of the parties, the guilty until proven innocent prevailing mindset is inherently unfair.

A sit-with summary by TK Shadowens before my meeting with the DPAG could best described as "Fiction" because we never discussed the items in his summary report and I advised he and DPAG of the same.

Show me a specific example of the alleged "communication" or "body language" issue.

I have been falsely accused and convicted without any consideration for my perspective or statements to clarify.

I am submitting this to you as HR in confidence and would like to request a contact to the EEO group so I can file with them also because **I feel this issue revolves around my disability and needs to be addressed.**

I would also request a contact to ADR so I can pursue that avenue as well.

Please contact me with any questions, guidance, advice if required.

Please advise soonest.

Thank you in advance.

Max Meindl

832-293-3671

FEMA PDMG

Houston PA

202-374-9426

Meindl, Max

From: Avery, Darlene <darlene.avery@hq.dhs.gov>
Sent: Thursday, August 16, 2018 7:02 AM
To: femamax@gmail.com; Meindl, Max
Cc: Oke, Nicole; McPhie, Regina; Henri, Foudiya
Subject: RE: Complaint
Attachments: FW: Complaint

Max Meindl

Our HQ's EEO office has received the attached email regarding disability and alleged discrimination inquiries. Our office do not process complaints or disability items for FEMA employees.

As a FEMA employee, the process is for you to reach out to the FEMA's Office of Equal Rights (OER). I am forwarding your email to the Reasonable Accommodations Program Manager, Foudiya Henri and the Information Complaints Manager/staff, Nicole Oke, Regina McPhie to learn how best they can assist you in processing your requests.

I encourage you to reach out to them if you have further questions or would like to begin the Informal complaints process.

Regards,

Darlene Avery, MBA

Program Manager, Disability/Reasonable Accommodation

Darlene.Avery@hq.dhs.gov

202-357-1204 (office)

202-357-1188 (fax)

From: femamax@gmail.com <femamax@gmail.com>
Sent: Wednesday, August 15, 2018 4:27 PM
To: Avery, Darlene <darlene.avery@hq.dhs.gov>
Subject: FW: Complaint

I am, after a couple of weeks of considerable handwringing and possible/potential blowback considerations, hereby submitting the attached complaint, although I am very concerned about retaliation.

I have been falsely accused, in my opinion, and it appears the parties involved are escalating the issue to the possible detriment of my employment.

I categorically deny the allegations and assertions as put forth.

I have had a very successful tenure with **FEMA since 09/2017** when deployed to the Beaumont East team.

I was a high producer of "applicant signed projects" and continue to do the same here as demonstrated in the Grants Manager Metrics.

I never had any problem with "communications" until all of the sudden I can't seem to do anything correct in my current deployment here in Houston.

I am dismayed with the process and attitude of the parties, the guilty until proven innocent prevailing mindset is inherently unfair.

A sit-with summary by TK Shadowens before my meeting with the DPAG could best described as "Fiction" because we never discussed the items in his summary report and I advised he and DPAG of the same.

Show me a specific example of the alleged "communication" or "body language" issue.

I have been falsely accused and convicted without any consideration for my perspective or statements to clarify.

I am submitting this to you as HR in confidence and would like to request a contact to the EEO group so I can file with them also because **I feel this issue revolves around my disability and needs to be addressed.**

I would also request a contact to ADR so I can pursue that avenue as well.

Please contact me with any questions, guidance, advice if required.

Please advise soonest.

Thank you in advance.

Max Meindl

832-293-3671

FEMA PDMG

Houston PA

202-374-9426

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 16, 2018 7:06 AM
To: Terry, Detra
Subject: Sick day

Going to VA clinic

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Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 4:49 PM
To: femamax@gmail.com
Subject: Fwd: Sit With 7/27/2018 with PDM Max Meindl

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From: Harrison, Jade
Sent: Friday, August 3, 2018 2:12:55 PM
To: Meindl, Max; Shadowens, Timothy
Subject: Re: Sit With 7/27/2018 with PDM Max Meindl

Max,

This is a recap of the sit-with you had with Kirk this week. All of which led up to the sit-with.

Jade Harrison
Deputy Public Assistance Group Supervisor
DR-4333 Harvey
504-908-5357
Jade.Harrison@fema.dhs.gov

From: "Meindl, Max" <max.meindl@fema.dhs.gov>
Date: Friday, August 3, 2018 at 9:11:46 AM
To: "Shadowens, Timothy" <timothy.k.shadowens@fema.dhs.gov>
Cc: "Harrison, Jade" <Jade.Harrison@fema.dhs.gov>
Subject: RE: Sit With 7/27/2018 with PDM Max Meindl

I respectfully disagree with elements of this summary.
It is inaccurate and states as fact, elements not in evidence.

Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



WARNING: This email contains FOR OFFICIAL USE ONLY (FOUO) OR PRIVACY DATA. It may contain information exempt from public release under the Freedom of Information Act (5 U.S.C. 552). The information contained herein must be controlled, stored, handled, transmitted,

From: Shadowens, Timothy
Sent: Thursday, August 2, 2018 7:10 AM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Sit With 7/27/2018 with PDM Max Meindl

Sit With 7/27/2018 with PDM Max Meindl: Regarding City of Bellaire project #26570 the Evergreen Traffic Signal Cabinets & Controls PDM Mr. Meindl was asked by leadership not to send this project back to the CRC. As this project once was sent to the CRC, and the CRC sent it back to the field office for a review of eligibility. This project is in question of does the possible reimbursement fall under FHWA or FEMA. This was a transition of projects from TFL Berti and PDM Plunkett. The expectation was for Mr. Meindl to work and to collaborate with his teammates during this transition period.

Mr. Meindl researched the eligibility reviewing the PAPPG, FHWA (TFL Berti and PDM Plunkett provided this as well), and involved the State counterparts. Mr. Meindl felt after his research that the project was eligible and advanced it back to the CRC. The CRC immediately called back to the field office confused why this project was sent back to them.

Current Status: This project was sent to the LRO for a policy determination/policy inquiry. I did call CRC TFL Andrew Makardetsh at the CRC since the project is still active in the CRC. Mr. Makardetsh stated that this project as came back and forth from the field office. Mr. Makardetsh stated they (CRC) have forwarded this to the TRO for a Determination Memo submission. I stated to Mr. Makardetsh that I felt it is best to keep the current status this way, but I will notify my DPAG for her final decision.

- In addition, I also attended in person the Weekly Meeting with the PDM and the Applicant. The Applicant stated they would appreciate it if we obtain an official review from the FEMA policy team and draft a determination memo.

TFL Kirk Shadowens Sit With - Actions to Mr. Meindl:

- The expectation was for Mr. Meindl was to follow instructions and guidance from all leadership. TFL and other leaders expressed to Mr. Meindl several times the situation of the projects and what next steps to take. Mr. Meindl did not execute to this, as Mr. Meindl chose to do what he felt the next process step was to do. As Mr. Meindl should have not advanced this project to the CRC, until his TFL granted him permission. The expectation moving forward is for Mr. Meindl to notify and involve is TFL or leadership before advancing projects to the CRC.
- The expectation was for Mr. Meindl to work and to collaborate with his teammates during this transition period. Mr. Meindl was communicated from TFL Berti and I that he was expected to work in a team effort with the PDM Plunkett. The team effort was requested to Mr. Meindl so that he could gain full status of the transition projects. Mr. Meindl during this timeframe displayed poor interaction with staff, communication with staff, and displayed poor interaction with his peers and leaders. The expectation moving forward is for Mr. Meindl to work with all teammates and leadership. Mr. Meindl needs to involve all teammates when asked, and allow those teammates to help assist him with their updated project status, so that the execution of project completion is established by an efficient manner.

Regards,

Kirk Shadowens

FEMA Task Force Leader

Harris County Branch DR-4332-TX

Timothy.K.Shadowens@FEMA.DHS.Gov

202-802-3384 mobile

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 3:01 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources
Attachments: FactSheet_Harassment_Employees.pdf; FactSheet_Harassment_Supervisors and Managers.pdf

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From: Meindl, Max
Sent: Thursday, August 2, 2018 1:11:23 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources

From: "Office of the Administrator" <officeoftheadministrator@fema.dhs.gov>
Date: Wednesday, August 1, 2018 at 2:55:08 PM
To: "FEMA-ALL" <FEMA-ALL@fema.dhs.gov>
Subject: Not On My Watch (Part 2): Employee Resources

FEMA Team,

I would like to reiterate that ensuring FEMA maintains a safe work environment is extremely important to me and to my leadership team. As stated in my previous message, you should know that FEMA has a zero-tolerance policy for all types of harassment. If you feel you have been harassed or if you witness inappropriate behavior by anyone against a fellow employee, I am asking you to report it. I am attaching two documents that provide information on where you can do so.

I recognize that you may find it difficult to make allegations about discrimination or harassment of any type. You may feel concerned that you are at risk and worry about how filing a complaint may impact your career. I want to assure you that any employee can file a complaint without fear of reprisal because I have a zero-tolerance policy against retaliation.

Sexual harassment isn't limited to just making inappropriate advances. It also includes any unwelcome verbal or physical behavior that creates a hostile work environment whether it occurs inside or outside the workplace or through social media platforms. No one should be subjected to any such behavior by anyone you may come into contact with as part of your job, including managers, co-workers, contractors or Agency partners.

When allegations of this type are brought to the Agency's attention, I can assure you that they will be investigated promptly, and upon conclusion, appropriate action will be taken. As mentioned in Monday's message, my leadership team is establishing an Office of Professional Responsibility to ensure expeditious, fair, and objective follow-up and resolution of allegations of misconduct.

The attached documents will answer questions about the steps to report harassment claims. There is also useful information on reporting an incident to the Anti-Harassment Unit. Counseling services and health and wellness advisors are available to all FEMA employees who may not have received the support they needed in the past.

As I've said before, everyone in this Agency is responsible for creating a culture of trust, mutual respect, and dignity in our treatment of employees and for all of those we serve. I will accept nothing less.

It's important to note that the few individuals participating in this behavior by no means define the majority of the honorable, well-intentioned, and well-qualified employees who give this Agency their best every day. I want you to know I appreciate your efforts and I will always support and defend you.

Meindl, Max

From: Slie, Brian
Sent: Wednesday, August 15, 2018 2:35 PM
To: Harrison, Jade; Meindl, Max; Terry, Detra
Subject: RE: M. Meindl Sit-with

Thank you, Jade.

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.sliefema.dhs.gov

-----Original Appointment-----

From: Harrison, Jade
Sent: Wednesday, August 15, 2018 2:19 PM
To: Meindl, Max; Terry, Detra; Slie, Brian
Subject: Canceled: M. Meindl Sit-with
When: Wednesday, August 15, 2018 2:00 PM-2:30 PM (UTC-06:00) Central Time (US & Canada).
Where: Houston office- Rm 225, conference call number provided
Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 2:30 PM
To: femamax@gmail.com
Subject: Fwd: Branch II 205a and 207 8-13-18
Attachments: FEMA-4332-DR-TX Branch II 205A 08-13-2018.pdf; FEMA-4332-DR-TX- Branch II 207 08132018.pdf

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From: Jiles, Adeaner
Sent: Tuesday, August 14, 2018 8:06:08 AM
To: FEMA-4332-DR-TX-Branch-II-All-Hands
Subject: Branch II 205a and 207 8-13-18

Good morning all,

See attached for final 205a and 207 for Branch II as of 8-13-18.

Best,
Liam R Bassford
Planning Specialist (PLSP)
Branch II Office
Texas Hurricane Harvey
FEMA-4332-DR-TX
(202) 465-0432
liam.bassford.2@fema.dhs.gov
[Click here to enter the Virtual Situation Room](#)

To be removed from this all-hands list, please press Ctrl and click [here](#).

Meindl, Max

Subject: Canceled: M. Meindl Sit-with
Location: Houston office- Rm 225, conference call number provided

Start: Wed 8/15/2018 2:00 PM
End: Wed 8/15/2018 2:30 PM
Show Time As: Free

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Harrison, Jade
Required Attendees: Meindl, Max; Terry, Detra; Slie, Brian

Importance: High

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 1:58 PM
To: femamax@gmail.com
Subject: Fwd: IDPs
Attachments: FEMA Form 255-0-1 IDP.PDF

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From: Jones, Patricia
Sent: Wednesday, August 15, 2018 12:16:45 PM
To: Meindl, Max
Subject: IDPs

Good Afternoon Max,

I will be having a call on Thursday or Friday to discuss performance plans and IDPs (Individual Development Plan). I have attached an example IDP for your use. You will need to complete the IDP and return to me ASAP but no later than noon tomorrow 8/16. You will need to sign and date the form as well.

A meeting invite with conference pin will be sent out via email.

Regards,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



FEMA

If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 1:40 PM
To: Atchison, Randy; Bambe, Dayo; Bazemore, Ronetta; Boyko, Brent; Carnes, Lingeria; Clebourn-McPherson, Toya; Cress, Jack; In, Anthony; Kirk, Denise; Malbrough, Alfred; Meindl, Max; Nash, Julie; Pennisi, Emma; Riley Jr, Bernard; Terry, Detra; Teston, Sheree; Walker, Daniel; White, Richard; Wick, Timothy; Wiltse, David
Subject: IDPs

Good Afternoon,

To answer some of the questions about the Form sent out, Bill wants you to fill out the top information and then list one or more training sessions you may be interested in.
Do not worry about the cost, etc.

Scan and email them back to me please.

Many Thanks,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Jones, Patricia
Sent: Wednesday, August 15, 2018 12:17 PM
To: Meindl, Max
Subject: IDPs
Attachments: FEMA Form 255-0-1 IDP.PDF

Good Afternoon Max,

I will be having a call on Thursday or Friday to discuss performance plans and IDPs (Individual Development Plan). I have attached an example IDP for your use. You will need to complete the IDP and return to me ASAP but no later than noon tomorrow 8/16. You will need to sign and date the form as well.

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Regards,
Trisha

Patricia Jones 'Trisha'

PA Operation Support Crew Leader
DR-4332-TX
202-706-2160 FEMA

Patricia.jones1@fema.dhs.gov



If nothing ever changed there'd be no Butterflies...

With honor and integrity, we will safeguard the American people, our homeland, and our values.

Meindl, Max

From: Harrison, Jade
Sent: Wednesday, August 15, 2018 11:20 AM
To: Terry, Detra; Slie, Brian; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

Hi Brian,

Should I move forward and reschedule the sit-with for tomorrow? and if so, please advise when you are available.

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Terry, Detra
Sent: Wednesday, August 15, 2018 9:30 AM
To: Slie, Brian <Brian.Slie@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Yes, he informed me this morning.

Thanks,

Detra

202.718.0109 | iFEMA call
detra.terry@fema.dhs.gov

From: Slie, Brian
Sent: Wednesday, August 15, 2018 9:28 AM
To: Terry, Detra <detra.terry@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning Detra,

Thank you for the visibility. Did Mr. Meindl request a sick day after he was informed that there would be a sit-with today?

Thank you,

Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.sliefema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning,

Mr. Meindl will not be able attend today's sit-with as he has taken a sick day (8/15/2018). Meeting will be rescheduled at a later date.

Thanks,

Detra

202.718.0109 | ifcma cell
detra.terry@fema.dhs.gov

-----Original Appointment-----

From: Harrison, Jade
Sent: Tuesday, August 14, 2018 6:38 PM
To: Meindl, Max; Terry, Detra; Slie, Brian
Subject: M. Meindl Sit-with
When: Wednesday, August 15, 2018 2:00 PM-2:30 PM (UTC-06:00) Central Time (US & Canada).
Where: Houston office- Rm 225, conference call number provided

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Terry, Detra
Sent: Wednesday, August 15, 2018 9:30 AM
To: Slie, Brian; Harrison, Jade; Meindl, Max
Cc: Boone, William
Subject: RE: M. Meindl Sit-with

Yes, he informed me this morning.

Thanks,

Detra

202.718.0109 | iFEMA cgl
detra.terry@fema.dhs.gov

From: Slie, Brian
Sent: Wednesday, August 15, 2018 9:28 AM
To: Terry, Detra <detra.terry@fema.dhs.gov>; Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>
Cc: Boone, William <William.Boone@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

Good Morning Detra,

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Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slies@fema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slies@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

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Thanks,

Detra

202.718.0109 | ifcma cell
detra.terry@fema.dhs.gov

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Sent: Tuesday, August 14, 2018 6:38 PM

To: Meindl, Max; Terry, Detra; Slie, Brian

Subject: M. Meindl Sit-with

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Thank you,

Brian

Brian C. Slie
Deputy Infrastructure Branch Director
DR 4332 TX JFO Austin
Region 6 Infrastructure Branch
DHS/FEMA
940.368.9270 Cell
Brian.slie@fema.dhs.gov

From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>; Meindl, Max <max.meindl@fema.dhs.gov>; Slie, Brian <Brian.Slie@fema.dhs.gov>
Subject: RE: M. Meindl Sit-with

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Thanks,

Detra

202.718.0109 | iFEMA cell
detra.terry@fema.dhs.gov

-----Original Appointment-----

From: Harrison, Jade
Sent: Tuesday, August 14, 2018 6:38 PM
To: Meindl, Max; Terry, Detra; Slie, Brian
Subject: M. Meindl Sit-with

When: Wednesday, August 15, 2018 2:00 PM-2:30 PM (UTC-06:00) Central Time (US & Canada).

Where: Houston office- Rm 225, conference call number provided

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Conference Call number:

1-800-320-4330

PIN: 892515

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From: Terry, Detra
Sent: Wednesday, August 15, 2018 8:35 AM
To: Harrison, Jade; Meindl, Max; Slie, Brian
Subject: RE: M. Meindl Sit-with

Good Morning,

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Thanks,

Detra

202.718.0109 | iFEMA call
detra.terry@fema.dhs.gov

-----Original Appointment-----

From: Harrison, Jade
Sent: Tuesday, August 14, 2018 6:38 PM
To: Meindl, Max; Terry, Detra; Slie, Brian
Subject: M. Meindl Sit-with
When: Wednesday, August 15, 2018 2:00 PM-2:30 PM (UTC-06:00) Central Time (US & Canada).
Where: Houston office- Rm 225, conference call number provided

Brian,

You can use the below number to conference in tomorrow.

Conference Call number:
1-800-320-4330

PIN: 892515

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 15, 2018 7:57 AM
To: Terry, Detra
Subject: Sick day

Not well, sick day

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Meindl, Max

From: Meindl, Max
Sent: Thursday, August 9, 2018 7:31 AM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

Sounds great

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 6:34:25 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Max,

Thank you for the offer. I'll be catching up on some stuff before I leave next week. However, maybe next week we can get together for a group lunch. Thank so much!

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:56 PM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Re: Freeway Manor Baptist Church

Jade, if you're available tomorrow for lunch I'd like to treat you to lunch before you demob. Marcus, Mary Margaret and possibly Detra are going to Churascos for lunch. Just over 249, South American cuisine, my way of saying thanks.

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From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:25:43 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I can't seem to withdraw because it's "pending late damage submission review ". Can you send it back somehow?

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 2:35:51 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Ok. Please remove the late submission in the Grants Manger today.

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 2:15 PM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Re: Freeway Manor Baptist Church

JH, applicant just clarified that the building I identified as the classrooms on google earth I sent to you is what they call the warehouse so no need for adding new DI, appreciate your assistance and attentiveness. The existing DI should capture everything.

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From: Meindl, Max
Sent: Wednesday, August 8, 2018 2:07:23 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I'm not sure how it was missed but I'll find out

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 1:51:49 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Max,

What is the Applicant's reason for not submitting the building within the 60 day DI deadline?

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 8:54 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: RE: Freeway Manor Baptist Church

FYI



Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate
Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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From: Harrison, Jade
Sent: Tuesday, August 7, 2018 6:27 PM
To: Meindl, Max <max.meindl@fema.dhs.gov>
Subject: Freeway Manor Baptist Church

Max,

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Please review. We can discuss further on tomorrow.

Jade Harrison

Deputy Public Assistance Group Supervisor

FEMA- Public Assistance

DR-4332-TX

Jade.Harrison@fema.dhs.gov

(504) 908-5357 (Mobile)

Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:56 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

Jade, if you're available tomorrow for lunch I'd like to treat you to lunch before you demob. Marcus, Mary Margaret and possibly Detra are going to Churascos for lunch. Just over 249, South American cuisine, my way of saying thanks.

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From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:25:43 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I can't seem to withdraw because it's "pending late damage submission review ". Can you send it back somehow?

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 2:35:51 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Ok. Please remove the late submission in the Grants Manger today.

Jade Harrison

Deputy Public Assistance Group Supervisor
FEMA- Public Assistance
DR-4332-TX
Jade.Harrison@fema.dhs.gov
(504) 908-5357 (Mobile)

From: Meindl, Max
Sent: Wednesday, August 8, 2018 2:15 PM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: Re: Freeway Manor Baptist Church

JH, applicant just clarified that the building I identified as the classrooms on google earth I sent to you is what they call the warehouse so no need for adding new DI, appreciate your assistance and attentiveness. The existing DI should capture everything.

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From: Meindl, Max
Sent: Wednesday, August 8, 2018 2:07:23 PM

To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

I'm not sure how it was missed but I'll find out

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From: Harrison, Jade
Sent: Wednesday, August 8, 2018 1:51:49 PM
To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

Max,

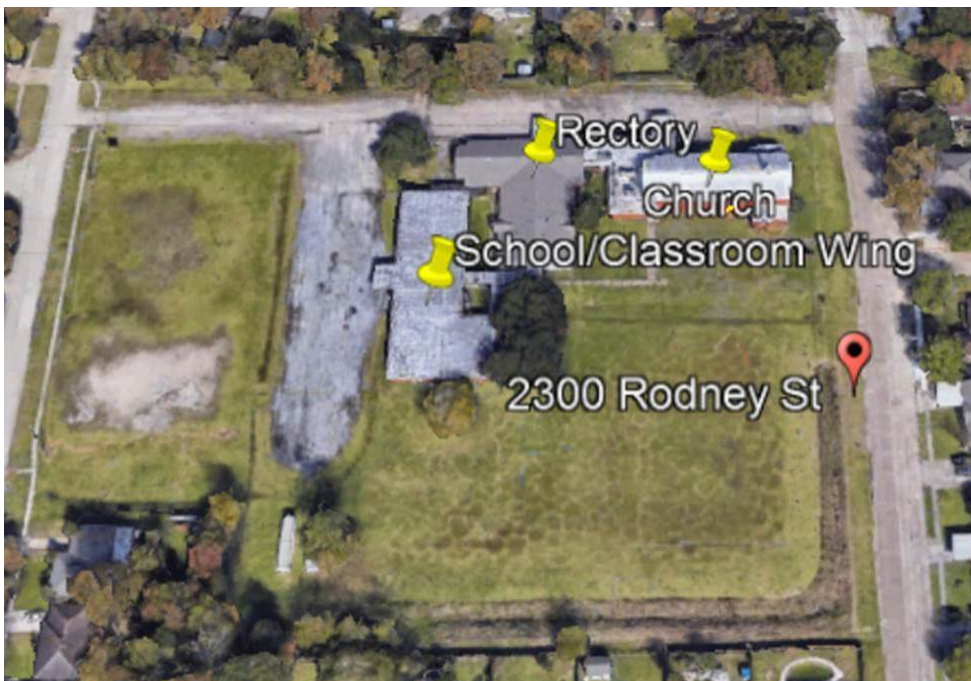
What is the Applicant's reason for not submitting the building within the 60 day DI deadline?

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Jade.Harrison@fema.dhs.gov
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From: Meindl, Max
Sent: Wednesday, August 8, 2018 8:54 AM
To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>
Subject: RE: Freeway Manor Baptist Church

FYI



Max J Meindl, PMP
Program Delivery Manager | Houston TRO
DHS | FEMA-Recovery Directorate

Public Assistance Division
FEMA/HQ
202-374-9426
max.meindl@fema.dhs.gov



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Meindl, Max

From: Meindl, Max
Sent: Wednesday, August 8, 2018 5:26 PM
To: Harrison, Jade
Subject: Re: Freeway Manor Baptist Church

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To: Meindl, Max
Subject: RE: Freeway Manor Baptist Church

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What is the Applicant's reason for not submitting the building within the 60 day DI deadline?

Jade Harrison

Deputy Public Assistance Group Supervisor

FEMA- Public Assistance

DR-4332-TX

Jade.Harrison@fema.dhs.gov

(504) 908-5357 (Mobile)

From: Meindl, Max

Sent: Wednesday, August 8, 2018 8:54 AM

To: Harrison, Jade <Jade.Harrison@fema.dhs.gov>

Subject: RE: Freeway Manor Baptist Church

FYI



Max J Meindl, PMP

Program Delivery Manager | Houston TRO

DHS | FEMA-Recovery Directorate

Public Assistance Division

FEMA/HQ

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Jade.Harrison@fema.dhs.gov

(504) 908-5357 (Mobile)

Meindl, Max

From: Meindl, Max
Sent: Thursday, August 2, 2018 1:11 PM
To: femamax@gmail.com
Subject: Fwd: Not On My Watch (Part 2): Employee Resources
Attachments: FactSheet_Harassment_Employees.pdf; FactSheet_Harassment_Supervisors and Managers.pdf

From: "Office of the Administrator" <officeoftheadministrator@fema.dhs.gov>
Date: Wednesday, August 1, 2018 at 2:55:08 PM
To: "FEMA-ALL" <FEMA-ALL@fema.dhs.gov>
Subject: Not On My Watch (Part 2): Employee Resources

FEMA Team,

I would like to reiterate that ensuring FEMA maintains a safe work environment is extremely important to me and to my leadership team. As stated in my previous message, you should know that FEMA has a zero-tolerance policy for all types of harassment. If you feel you have been harassed or if you witness inappropriate behavior by anyone against a fellow employee, I am asking you to report it. I am attaching two documents that provide information on where you can do so.

I recognize that you may find it difficult to make allegations about discrimination or harassment of any type. You may feel concerned that you are at risk and worry about how filing a complaint may impact your career. I want to assure you that any employee can file a complaint without fear of reprisal because I have a zero-tolerance policy against retaliation.

Sexual harassment isn't limited to just making inappropriate advances. It also includes any unwelcome verbal or physical behavior that creates a hostile work environment whether it occurs inside or outside the workplace or through social media platforms. No one should be subjected to any such behavior by anyone you may come into contact with as part of your job, including managers, co-workers, contractors or Agency partners.

When allegations of this type are brought to the Agency's attention, I can assure you that they will be investigated promptly, and upon conclusion, appropriate action will be taken. As mentioned in Monday's message, my leadership team is establishing an Office of Professional Responsibility to ensure expeditious, fair, and objective follow-up and resolution of allegations of misconduct.

The attached documents will answer questions about the steps to report harassment claims. There is also useful information on reporting an incident to the Anti-Harassment Unit. Counseling services and health and wellness advisors are available to all FEMA employees who may not have received the support they needed in the past.

As I've said before, everyone in this Agency is responsible for creating a culture of trust, mutual respect, and dignity in our treatment of employees and for all of those we serve. I will accept nothing less.

It's important to note that the few individuals participating in this behavior by no means define the majority of the honorable, well-intentioned, and well-qualified employees who give this Agency their best every day. I want you to know I appreciate your efforts and I will always support and defend you.