



## NOTICE OF RIGHT TO FILE FORMAL COMPLAINT

December 5, 2024

*Via email at:* maxmeindl@fema.dhs.gov

Max J. Meindl  
5 E. Austin St.  
Bellville, TX 77418

RE: Agency File No.: HS-FEMA-02430-2024

Dear Max J. Meindl:

This serves as the Notice of Right to File a formal complaint required by the Equal Employment Opportunity (EEO) complaint process implementing regulations at 29 Code of Federal Regulations, Section 1614.105, on the above-referenced informal EEO complaint.

Your complaint was not resolved during the informal complaint process; thus, I am required to issue you this Notice of Right to File a formal EEO complaint. If you wish to file a formal EEO complaint, please send your formal complaint to the Office of Equal Rights (OER) within 15 calendar days from the date you receive this letter to following address by mail or email:

Office of Equal Rights (OER)  
ATTN: Angela McGonigal, EEO Chief  
Federal Emergency Management Agency (FEMA)  
U.S. Department of Homeland Security  
500 C Street, SW  
4<sup>th</sup> Floor – 4SW-0915  
Washington, DC 20472-3535

Email: [Angela.McGonigal@fema.dhs.gov](mailto:Angela.McGonigal@fema.dhs.gov)  
[FEMA-OCR-EEO@fema.dhs.gov](mailto:FEMA-OCR-EEO@fema.dhs.gov)

The formal complaint must be sufficiently precise to identify the aggrieved individual and the agency and to describe generally the action(s) or practice(s) that form the basis of the complaint. It must contain only the issues specifically raised in the informal complaint process or like or related to those discussed. The complaint must state if you have filed a grievance under the

negotiated grievance procedures or an appeal to the Merit Systems Protection Board (MSPB). The complaint must contain a telephone number and address where you can be contacted.

Please refer to the "Notice of Rights and Responsibilities" you received for specific information about EEO complaint process, including your rights when alleging age discrimination, a violation of the Equal Pay Act, or raising a claim that is appealable to the MSPB.

If you have further questions regarding this letter or the EEO complaint process, please contact me at (202) 802-6485.

Sincerely,

A handwritten signature in cursive script that reads "Janet Kelley".

EEO Specialist  
Office of Civil Rights  
Federal Emergency Management Agency

Enclosure: Formal Complaint Form