

Joshua Schulte

From: William [REDACTED]
Sent: Wednesday, March 02, 2016 11:24 AM
To: Joshua Schulte; Burt [REDACTED]
Cc: DDI_SUPPORT [REDACTED] SEC Group
Subject: RE: Behavior in the workplace
Signed By: [REDACTED]

Classification: UNCLASSIFIED//~~FOUO~~
=====

Good Morning

Let's plan on meeting at 1100 hours on Friday. Is there a private place to sit and talk in your office or do we need to find a space?

From: Joshua Schulte
Sent: Wednesday, March 02, 2016 11:01 AM
To: Burt [REDACTED] William [REDACTED]
Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED]
Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~FOUO~~
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Anytime Friday would be fine.. but if at all possible, any day before would be preferred.

Thanks.

From: Burt [REDACTED]
Sent: Wednesday, March 02, 2016 8:50 AM
To: William [REDACTED] Joshua Schulte <schuljo@cia.ic.gov>
Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED]
Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~FOUO~~
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I am available all day Friday, defer to Mr. Schulte for his schedule.

Burt [REDACTED] DC/DDI [REDACTED] SEC
Hotline: [REDACTED] email: DDI_SUPP_[REDACTED] SEC Group

[CCI Security Sharepoint](#)

From: William [REDACTED]
Sent: Wednesday, March 02, 2016 8:20 AM
To: Burt [REDACTED] Joshua Schulte <schuljo@cia.ic.gov>



Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED] DS-OS-PPG-SPS-TMU [REDACTED]
[REDACTED]; DS-OS-PPG-SPS [REDACTED]-SUPS [REDACTED]

Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

Good Morning,

TMU agrees that the type of behavior described below is concerning and needs to be addressed accordingly. TMU would like to arrange a time to meet and gather additional background information to help gauge the extent of the problem as well as coordinate with Amol [REDACTED]'s management team in coming up with the best possible solution. Would you be available to meet any time on Friday to discuss further?

Regards,

W. [REDACTED]
Investigator/Federal Police Officer
Threat Management Unit

[REDACTED]
Office: [REDACTED]
Office Secure: [REDACTED]
Desk: [REDACTED]
Desk Secure: [REDACTED]
OUS: SEC/PPG TMU

From: Burt [REDACTED]
Sent: Wednesday, March 02, 2016 7:56 AM
To: Joshua Schulte <schuljo@cia.ic.gov>
Cc: DDI_SUPPORT [REDACTED] SEC Group [REDACTED] DS-OS-PPG-SPS-TMU [REDACTED]
[REDACTED]; DS-OS-PPG-SPS [REDACTED]-SUPS [REDACTED]
Subject: RE: Behavior in the workplace

Classification: UNCLASSIFIED//~~AIUO~~

GM Joshua,

Thank you for the write up explaining your experiences as well as others with Amol [REDACTED]. I see two sides to this, one is management related and the other is security related. I am puzzled why your note from October 30th was not brought to our attention, but perhaps the recipient thought it could be handled in house. None the less, there is an element of threat in Amol [REDACTED]'s comments and for that I am cc'ing the OS Threat Management Unit (TMU) as well as our [REDACTED] SPS supervisors in the event immediate action should be required. Please standby for their respective guidance as well as be prepared to discuss below with the officer(s). Lastly, I am upgrading the classification of this note to AIUO to keep this internal for now.

Burt [REDACTED] DC/DDI [REDACTED]/SEC
Hotline: [REDACTED] email: DDI_SUPP_[REDACTED] SEC Group

[CCI Security Sharepoint](#)

From: Joshua Schulte
Sent: Tuesday, March 01, 2016 6:22 PM
To: DDI_Support_Security_ [REDACTED]
Subject: FW: Behavior in the workplace

Classification: UNCLASSIFIED

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Security,

I'm not really sure to whom I should report this... An officer that I work with, Amol [REDACTED] is always very abusive and quite frankly, a bully. However, recently his harassment seems to have escalated to a point that it may be a security issue... On multiple occasions he has made death threats directly to me saying "I wish you were dead—And that's not a threat it's a fucking promise"... It's been worse lately, and he always seems upset and unstable.. bipolar? I know he's also had personal issues like a girlfriend that recently dumped him.. I'm just beginning to feel very uncomfortable and threatened.. I've considered just going to the local police and trying to get a restraining order, but I thought I'd inform security before I did this... I've informed my management chain long ago as evidence by the forwarded email.. Thanks for any help..

From: Joshua Schulte
Sent: Friday, October 30, 2015 5:33 PM
To: Sean [REDACTED] [REDACTED] <[\[REDACTED\]@cia.ic.gov](mailto:[REDACTED]@cia.ic.gov)>
Subject: Behavior in the workplace

Classification: UNCLASSIFIED

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I just wanted to bring to your attention some alarming concerns regarding officer Amol [REDACTED]. These issues have occurred since his arrival about a year ago, but have only intensified and are now reaching a breaking point for me and my colleagues.

Amol is very derogatory and abusive to everyone around him. On multiple occasions he has gone so far as to wish death upon me and other colleagues such as Matthew [REDACTED]. Specifically he has said: "I wish you were dead", "I want to piss on your grave", "I want to dance on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy.", "I only say I wish you'd die because I really wish it were true."... Among others. Clearly, this type of rhetoric is very inappropriate for an office environment, and does little to foster collaboration. Despite many attempts by myself and others to ask him politely to stop, this abusive language continues daily.

Additionally, Amol is especially abusive and vindictive when people ask for a reprieve, or at least a halt in abuse regarding certain sensitive topics. For example, recently officer Michael [REDACTED] was fitted with braces. Officers including myself and Josh F. warned Amol that Michael [REDACTED] was sensitive about this topic and politely asked that he NOT abuse this officer. Amol proceeded with daily insults fit for an elementary schoolyard, laughing at Michael [REDACTED] and throwing him insults such as "train tracks", and "metal mouth". It's incomprehensible that a mature adult would ever behave in such a cruel demeanor with complete disregard for others and lack of any empathy.

No one is immune from Amol insults; Even people's wives. Amol has gone so far as to directly insult Jeremy Weber [REDACTED]'s wife and father-in-law. He has directly called them both "dumbasses" and "idiots" for their investment choice in the G-fund. Despite multiple attempts by Jeremy Weber [REDACTED] to dissuade and stop this outrageous behavior, Amol will still discuss this topic and laugh in Jeremy Weber [REDACTED]'s face.

Aside from this abrasive behavior, Amol also makes racially-insensitive and outright racist statements. He claims as a minority, he is immune to racism. He makes jokes about Indian-Americans that I will not even reproduce here. When such derogatory language is heard, the branch will always inform Amol of this unacceptable behavior, but he simply laughs and shrugs it off.

Besides insulting his colleagues, Amol directly insults IV&V and ISB. Despite IV&V residing immediately behind our cube row, Amol consistently berates them both personally and professionally. IV&V members have previously voiced their frustration, but Amol does not seem to listen or learn from any prior discussions.

This behavior is abusive, insulting, and unacceptable... My fellow officers and I grow weary of the constant deriding.

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From: Joshua Schulte
Sent: Friday, October 30, 2015 5:33 PM
To: Sean [REDACTED] [REDACTED]@cia.ic.gov>
Subject: Behavior in the workplace

Classification: UNCLASSIFIED

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Joshua Schulte

From: Joshua Schulte
Sent: Tuesday, June 28, 2016 3:06 PM
To: Andrew P. Hallman
Cc: Sean P. Roche; Meroe S. Park
Subject: Resignation over retaliatory management
Attachments: FW: Update on EDG Networks and Atlassian Product Upgrades (14.7 KB); FW: Stash project "Brutal Kangaroo" Admin Access (12.7 KB); FW: Stash project "Brutal Kangaroo" Admin Access (12.4 KB); (U//FOUO) Self-Granting Previously Revoked Admin Privileges on an Agency... (40.8 KB); Self-Granting Previously Revoked Admin Privileges on an Agency Computer ... (14.6 KB); Letter of Warning.pdf
Signed By: schuljo@cia.ic.gov

Classification: UNCLASSIFIED
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I know you don't deal with personnel issues and likely won't spend much time on this, but management's abuse of power and consistent retaliation against me has forced me to resign. If you had asked me in January of 2016 where I'd be in ten years, I'd have told you I loved the CIA family and intended to happily work as a developer in EDG until the end of time.

Unfortunately, in 3/2016, an employee threatened to kill me which resulted in my subsequent report to security and escalation to TMU. I was told by my branch chief and others that this was a mistake, and that I had incurred the wrath of my group chief, Karen [REDACTED] for making her look bad for this report. The events that followed have convinced me that reporting anything of this nature to security is a mistake: The best course of action would be to simply pray an employee does not carry out his threats. I've discussed this with several other employees, and they have all said the same thing... The notion that reporting incidences like this to security creates backlash and punishment is absurd.

The events that followed March illustrate my punishment for this report... Karen specifically avoided me from this point onward, no longer speaking to anyone in our branch, avoiding me in the halls, and made me feel alienated and ashamed for the report... No action was taken to limit my contact with the employee who threatened me, and I felt uncomfortable at work... I spoke with my branch chief, and nothing was done at all to help me after this incident; Management just treated me coolly. So, I took TMU's advice and filed a protective order against the employee, hoping that since the Agency wouldn't help me, perhaps the state would. I went to court and subsequently was granted the protective order. I also took advantage of EAP for help for the traumatic experience. The retaliation for the protective order was swift—I was once again berated for not communicating through my management chain.

Management's solution was then to move us both into different branches. However, I was never told of decisions or kept in the loop of what I was supposed to be doing—I reached out to my branch chief, Sean [REDACTED] and acting division chief, Anthony Leonis, for guidance. I requested to receive orders in writing as previously I was told several different things regarding a desk move, and was eventually told that I had specifically disobeyed orders from Karen to move desks despite not knowing these instructions; This request was denied. I was told multiple times by Anthony that Karen and D/CCI Bonnie did not wish to put anything into writing. Orders were to be communicated from Karen to Anthony to Sean to me ONLY.

At this point, I tried to make the best of my situation and move forward. As the primary caretaker and administrator of EDG/AED's source code repository, Stash, I was the first-line POC for any administration. One day, I found that my access to the OSB Libraries, A library of code that I had created and was responsible for maintaining, had oddly revoked my access. Strange, but not abnormal—There were constant issues with the software where people's accesses were removed or projects left without permissions, which I had dealt with for years. So, naturally I simply added my accesses

back to my projects. I then looked at the audit logs, and found that the only other stash administrator, **Jeremy Weber** had been the one to remove my access. I spoke with him, and he told me that since I had moved branches I was no longer in charge of this project. He did not state that any management had instructed him to perform this action, but only that he had been unhappy with the way I was managing these libraries. Annoyed that he had played politics to overthrow me from my own project, I inquired to the branch chief if he had given **Jeremy** permission to revoke my privileges, to which he denied.

The next week I noticed my permissions as administrator had been revoked entirely and I was hit with a Memorandum on "Self-Granting Previously Revoked Admin Privileges on an Agency Computer Network", which I have attached. As soon as I sat down, my acting division chief said "Now I don't want to hear any he-said/she-said, so just sign this and we'll move on." Essentially, the memorandum stated that I abused my privileges by adding back Admin access on the OSB Libraries—despite not being told by anyone that these accesses were being revoked. No one cared about my side: Not HR, not my acting division chief, no one—Management was annoyed that I was continually causing problems for them. I was told that I knew these accesses were being revoked and that I purposefully circumvented C/EDG's desires. I voiced my concerns about never being told, and that there was nothing in writing since I was specifically told that none would be given to me—and yet this memorandum was written and given to me without my concerns. Once again, management retaliated against me and used the process to formally punish me. As the primary administrator on stash, one would think that I would have been told.... I could have removed my own accesses and moved on... or **At least** **Jeremy** or my branch chief or someone could have told me that my accesses were to be revoked, because HOW else was I supposed to know? Telepathy? Karen used her loyal pawn, **Jeremy** to execute her will of removing me from the OSB Libraries, not inform me, and wait for me to logically add my permissions back to a project I thought was still mine. Then, she punishes me.

At this point, Karen still has not spoken to me. She still actively avoids me when she sees me approach... I am told, not by her, but by **Anthony** that I am to be removed from all my active projects EXCEPT for Nader and Brutal Kangaroo (which I was allowed to keep). Fine. Management tells me to stop trying to fight every battle and to move on... I'm told not to defend myself, but to accept the consequences without challenge. FINE. I once again attempt to move forward despite feeling immensely wronged by the system.

Then, on May 26th, as I am winding down on completing Nader, I attempt to access Brutal Kangaroo so that I can continue development. I discover that I do not have access to do anything with this project. So, I reach out via email to the branch who now manages stash asking for access to the project. They enable my access and I navigate to the audit log and discover that **Jeremy** had revoked my access to this project and assigned it to someone else. Imagine my shock, after being told that this project, which only I have worked on, was to remain my project. That same day, I email C/HF **Susan** and explain that this illustrates **Jeremy**'s abuse of power since I was told that I would be keeping this project.

On June 22nd, I'm invited to a meeting with Karen and **Susan** (First instance since March that Karen speaks to me). I sit down, and I'm hit with a "Letter of Warning"—which I have attached. It states that I abused the memorandum, and once again granted myself admin privileges on an agency computer network. Surprised, I read that I was supposedly told that Brutal Kangaroo was not the project I was keeping, but a subcomponent of the project, Shattered Assurance, was intended to be mine instead. I was told that I asked multiple people in ISB for access to this project, and that I illegally revoked OSB's privileges of the project. I was also told that I abused the precedent that all admin changes in stash projects required branch chief permission, and that I was deliberately violating the policy to gain administrative rights. Once again, this letter was drafted without asking me about any of this, which I was able to explain. Once again, no one cared about my side, they were just happy to retaliate once again against me, despite the fact that it was me who sent the original email with all the details. I sent ONE, single email to all of ISB, which was answered and I was granted privileges prior to a second email from another member of ISB asking for branch chief approval. The procedure for needing branch chief approval was not told to anyone in AED or implemented until June 16th, well after the email that I sent. The reason I revoked OSB and added RDB to the permissions list was good security practice—I thought the project was now RDB, so I transferred access to RDB. I explain all of this, and that I was told Brutal Kangaroo was my project. However, once again, there is no paper copy of this since I was told I would not be given any formal instructions in writing, and once again, this is used to discredit me. I then explain that the notion of "owning" a subcomponent in Brutal Kangaroo was a nonsensical notion since all the source code for that subcomponent only exists in Brutal Kangaroo and the sole source repository, thus even if that was stated to me it makes no sense and is completely confusing. Despite all my arguments, Karen thinks and even agrees with me at one point, but does not change any of the wording. Once again, Karen's lack of communication to me is used against me for punishment. I feel wronged and continually mistreated by the system. I've reached out to HR and CCI, but no one will help me.

Additionally, I discovered that the next project I was assigned was specifically orchestrated by **Anthony** and is not something that the customer even wants or asked for. I am being stonewalled—Unable to work on the many projects I have contributed and created since they have all been taken from me... And forced to work on a project that will not be used nor contribute any mission success.

Karen will prevent me from being promoted, and continue to do everything within her power to punish me. What's next? Who knows what form of punishment is coming next... She has made work a living hell, and I have no alternative but to resign. The fact that the CIA employs managers who actively seek to avoid written direction, who secretly make decisions about an employee and not communicate these decisions to him, and then punish him for not knowing or understanding these directions is frightening and unconscionable. In the end, my punishment for reporting death threats against me to security has cost me my job.

Josh Schulte

P.S. oh, I just found out I was awarded the McCone... Ironic... As upsetting as all this has been for me, it's a relief to write this up... Even if nothing is done about it, even if no one cares or I'm punished again, at least I've voiced my concerns and accepted my fate. I cannot be the first who has been persecuted by his management, and I sincerely hope you setup some independent investigation into the security concerns of discouraging people from reporting life-threatening incidences as well as these atrocious abuses of power from Karen.

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Classification: UNCLASSIFIED

Joshua Schulte

From: Shirley [REDACTED]
Sent: Tuesday, March 01, 2016 7:35 AM
To: NCS-IOC-EDG-AED-OSB
Cc: Debra [REDACTED]; Brad [REDACTED]
Subject: Sean [REDACTED] is out of the office today with his kids. (N/T)

Classification: UNCLASSIFIED
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Shirley [REDACTED]
DDI/CCI/EDG/AED
9E53-[REDACTED]
[REDACTED]
[REDACTED]



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Classification: UNCLASSIFIED

System Monitoring
— Libraries —

Joshua Schulte

From: Joshua Schulte
Sent: Wednesday, April 06, 2016 3:35 PM
To: Michele [REDACTED]; Susan [REDACTED]; Bonnie [REDACTED]; Michael S. [REDACTED]; William [REDACTED]
[REDACTED] Leonard Small
Subject: Leak of personal, confidential information
Signed By: schuljo@cia.ic.gov

Classification: UNCLASSIFIED
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Bonnie,

Today was the hearing for the protective order I filed against Amol [REDACTED]. While under oath, Amol [REDACTED] stated to the judge "Both myself and Mr. Schulte were forced to undergo a psychological evaluation by a physician for continued employment. I passed my evaluation, but Mr. Schulte failed and he has to continue seeing a psychologist. His failure and additional scheduled appointments indicate his poor mental state and likely won't continue his employment".

This statement is appalling for many reasons... One, I was not even aware Amol [REDACTED] was seeing EAP, let alone exactly when and how many appointments. The fact that I spoke with an EAP counselor and scheduled a second appointment was not information that I shared with anyone. Therefore, someone in my management chain clearly told Amol [REDACTED] about my second appointment. Why? Why is information that I thought confidential being shared with Amol [REDACTED]?

Aside from that, the statement before a judge that I failed and likely wouldn't continue employment is either a bold-faced lie under oath or again, is something I was not aware. This sharing of information to Amol [REDACTED] is only further evidence of my management's very poor and potentially illegal handling of this situation....

Bonnie, I am very concerned with EDG and C/EDG's handling of this incident, and I'm hoping you can help me. I know you don't want to be involved with this, and I'm sorry it took place under your management, but I am running out of upper-management and HR people to inform.... From the onset of this entire situation, I've only wanted to be taken seriously and treated fairly... NEITHER of which have happened.

My life was threatened by Amol [REDACTED], and I seriously felt he may kill me or others. So, I did what I thought I should—I reported a security matter to security. From then on, I felt like I was treated as though I should never have reported this and that my concerns were not justified. Before security had even talked to me, I was told by C/SEC that "he didn't have time to play high school counselor" and that this wasn't a big deal or something that security should concern themselves with. Despite Amol [REDACTED] admitting his actions on 3/1 to Security, I felt like the issue still wasn't taken seriously.

From the time I reported the incident, C/EDG has still never sat down and talked to me... There was no discussion of safety in the workplace or my concerns of working directly with Amol [REDACTED]. I was told to go back to work, and despite my concerns to management of working next to Amol [REDACTED], I was told there were no seats to move us. It wasn't until much later when the directive came for us to move desks. During this process, I was told multiple times to either halt my desk move or move to a different desk. Eventually, I reached out to management requesting a desk move in writing—I was more than happy to move desks, I just felt like I was being messed with and wanted something in writing. I eventually see a note that Karen sent to security stating that Mr. Schulte has "refused to move desks", which was certainly not true.

At some point, I sat down directly with you, Bonnie... You told me I didn't have to worry about losing my job over this... Perhaps you can see my frustration in all this... My management, specifically Karen, has fundamentally failed to ensure my own safety, and now I feel my management is informing Amol [REDACTED] of information that he does not need to know... I am very upset with all this, and feel as if management's only concern is CYA, and not their employees. This is why I sought a protective order against Amol [REDACTED]—I was in fear for my life, and my management had done very little if anything to address my concerns (up to that point). In addition to all this, I was told that management does not want anything in writing and that my emails would not be responded to in writing... If that is still the case, I hope that my concerns can be addressed in another way.

More than anything, I want this situation to go away... But as I still feel I'm being punished and my management does not have my back... and that confidential information is told to Amol [REDACTED], how can I feel any level of trust for my management? I sincerely hope you can assist me...

Josh Schulte

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Classification: UNCLASSIFIED

Joshua Schulte

From: Joshua Schulte
Sent: Thursday, April 07, 2016 11:34 AM
To: William [REDACTED]; Dana [REDACTED]; Burt [REDACTED]
Cc: DS-OS-PPG-SPS-TMU; Debra [REDACTED]
Subject: Potential perjury and additional evidence
Signed By: schuljo@cia.ic.gov

Classification: UNCLASSIFIED
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Officer William [REDACTED]

Yesterday was the hearing for my protective order against Amol [REDACTED]. The judge ruled in my favor and signed the protective order for the period of one year.

During the hearing, Amol [REDACTED] made many statements under oath that I believe were either perjury or evidence that can be used against him. The judge DID read him his rights ahead of time.

The first statement he made was "To my knowledge there is no pending investigation into any of this. I have recently spoken to TMU, and they have dropped the case and ruled in my favor." Is this true? I stated that to my knowledge, it was still an ongoing investigation.

Additionally, Amol [REDACTED] stated that "after the incident, I spoke to my division chief about him and she had decided to move him to another branch." I've included Debra [REDACTED] on this email to verify whether this is an additional perjury or the details of this meeting. The notion that he decided to meet with Debra [REDACTED] after making death threats to me indicates his acknowledgement of his actions and his attempts to immediately try and cover them up. Also, I believe the wording he used, "after the incident" to be a slip-up in which he indeed acknowledged the incident.

The third outright perjury statement was "Both myself and Mr. Schulte were forced to undergo a psychological evaluation by a physician for continued employment. I passed my evaluation, but Mr. Schulte failed and he has to continue seeing a psychologist. His failure and additional scheduled appointments indicate his poor mental state and likely won't continue his employment". There was never any evaluation or contingency of employment. He knew this as well as I did, but he attempted to paint me as a mentally unstable individual to the judge.

I now see that, despite admitting to his actions the following day with security (Dana and Burt were present), he is now attempting to deny everything. I honestly believed this to be an open-and-shut case where he acknowledged his mistakes and accepted the consequences. Amol [REDACTED] made many accusations that were false, some with half-truths, and many that I could easily disprove. If he made these same accusations with you, I'd like to help you in running these down. I could provide evidence or assistance in any manner as I believe these non-issues are simply Amol's way to deflect and detract. For instance, when I involved EEO in this process, the counselor informed me that your technical branch was currently running down leads on "curse words" in source code. I am more than happy to acknowledge that both myself and others will frequently write "curse words" in comments of source code. It's a published notion that can be found in open-source code such as the linux kernel, openssl, etc. I have certainly written things such as "fuck Microsoft" or "this shit's hard", etc. Never anything directed at individuals or in a hostile manner. Also, the specific

program that your technical experts were looking into was actually an open-source tool that was written on the internet and moved in-house. It is common practice for developers to write software outside of work in an unclassified environment (we all receive [REDACTED] the ability to freely download Microsoft tools and utilities). This tool was written by myself and Jeremy Weber outside of work to help aide our development process. We then moved the tool (along with all the commits and history) internally.

Thanks,
Josh Schulte

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Classification: UNCLASSIFIED

Joshua Schulte

From: Joshua Schulte
Sent: Wednesday, August 17, 2016 10:52 AM
To: Sean [REDACTED]
Cc: Thomas [REDACTED]
Subject: RE: PAR Competencies
Attachments: PAR_2015.pdf
Signed By: schuljo@cia.ic.gov

Classification: UNCLASSIFIED
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Thank you for acknowledging that your previous behavior was unethical and unprofessional by fixing my PAR competencies. Unfortunately, the PAR competencies were still lackluster and far lower than I deserved for this rating period. Retaliation against an employee for an EEO complaint is a violation of US law, and I am currently talking with EEO for filing a formal complaint.

To remedy this situation, you can make another attempt at my PAR competencies. I clearly outperformed last year's PAR, so I will provide it to you for reference. All my competency ratings ***should be*** at least at this level (if not higher). If you disagree that my performance was better than last year's, then that's fine—In my PAR rebut, I will simply provide evidence to the contrary and we will see what happens.

Additionally, I would like to see my PEF, and whether you plan to recommend me for promotion at this year's panel. If you do not provide this then I will simply file a FOIA request and obtain it myself. My sole intention is to ensure that I am treated fairly throughout this PAR process, and if not, then I intend to take legal action.

P.S. Luckily PAS is still in a broken state, and amazingly it has already been returned to the "Write Accomplishment" state. I will forward it to you after I receive an acknowledgement from you.

Thanks,
Josh Schulte

From: Joshua Schulte
Sent: Monday, August 08, 2016 11:00 AM
To: Sean [REDACTED] [REDACTED]@cia.ic.gov>
Subject: PAR Competencies

Classification: UNCLASSIFIED
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Sean,

I received my PAR Competencies, but don't believe they accurately reflect my work during the rating period. I believe my "Accountability for Results", "Engagement and Collaboration", and "Personal Leadership and Integrity" should be rated "Excellent" as should my overall competency rating. I've sent my PAR back—if you refuse then let me know so I can file an official rebuttal.

This is the worst PAR I've ever had, but this year resulted in some of my best work including an EPA, McCone, and most highly rated intelligence reports... so clearly, I believe it's a direct result of my security report in March. It's unfair to punish employees for reporting a security incident, regardless of what you think you know. If I feel retaliatory and retributive action is continuously pursued against me then I will not hesitate to contact management up the chain for assistance.

Thanks,
Josh Schulte

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Classification: UNCLASSIFIED

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Joshua Schulte

From: Joshua Schulte
Sent: Monday, August 15, 2016 12:17 PM
To: Michael S. [REDACTED]; Jamie [REDACTED]
Cc: Thomas [REDACTED]
Subject: Concerns about fair treatment in my PAR
Signed By: schuljo@cia.ic.gov

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My concerns about this year's PAR process were validated when I received the worst PAR I've ever had in my career this cycle. Despite the phenomenal and best performance of my career this year, including an EPA and McCone award, my manager Sean [REDACTED] rated me with "marginal" and "successful" throughout my PAR. I returned it stating there is no way that this can be accurate, and if he doesn't rectify the performance assessment then I will file for a rebuttal.

I stated in my email that it was obvious he was punishing me for the events that occurred in March, and reminded him that this was not professional. Regardless of what he thinks he knows, it is not professional nor ethical to punish someone for reporting a security matter. Seemingly agreeing with my assessment, he modified my performance ratings and returned my PAR to me. While clearly this updated PAR is much better now with no "marginals", it is still lacking where most other employees received 4 excellents and 1 successful, mine is 4 successfuls and 1 excellent.

Sean's initial assessment of my performance and then subsequent reversal after my email where I accused him of unfair treatment validate my accusations and my concerns for fair treatment during this cycle. I have ZERO confidence that Sean will represent me fairly or even put me forward for promotion consideration. I believe my treatment for this performance cycle is not only unethical but potentially illegal and in violation of the EEOC Retaliatory provision.

Is there something that can be done about this behavior? I am still considering a PAR rebuttal, but I await your guidance and suggestions through this matter.

Thanks,
Josh Schulte

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