

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

Amended Charge
451-2011-01950

Texas Workforce Commission Civil Rights Division

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Home Phone (incl. Area Code)

Date of Birth

Street Address

City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

No. Employees, Members

Phone No. (Include Area Code)

SOUTHWEST RESEARCH INSTITUTE

Unknown

Street Address

City, State and ZIP Code

6220 Culebra Road, San Antonio, TX 78228

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY GENETIC INFORMATION
 OTHER (Specify) **HARASSMENT**

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I began employment on [redacted], I received a performance evaluation from my supervisor for the period of [redacted] and it indicated that I was meeting expectations. On or about [redacted], my supervisor informed me [redacted].

On [redacted] I received another performance evaluation from my supervisor for the period of [redacted] and I was told that I did not meet expectations. I was also told in this evaluation [redacted].

On [redacted], I complain to the Director and my supervisor about [redacted].

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

Sep 06, 2011

Date

Charging Party Signature

CHARGE OF DISCRIMINATION

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FEPA
 EEOC

Amended Charge
451-2011-01950

Texas Workforce Commission Civil Rights Division

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On [REDACTED], I sent an email to the Director, the Vice President and the Director of Human Resources complaining about how my supervisor treated me differently and subjected me to a hostile work environment [REDACTED]. No one responded to my email.

On [REDACTED], I was terminated from my employment.

I believe that I have been discriminated against due to my National Origin, [REDACTED] in violation of Title VII of the Civil Rights Act of 1964 as amended.

2011 SEP -6 A 10 56

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY -- When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

Sep 06, 2011

[REDACTED SIGNATURE]

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Date

Charging Party Signature

CHARGE OF DISCRIMINATION
EEOC FORM 5
CONTINUATION SHEET

Qiang Wei vs. Southwest Research Institute

AMENDMENT:

I wish to amend the original charge # 451-2011-01950 to reflect additional discrimination. After I complained to the Director and my supervisor about [REDACTED] [REDACTED], my employment situation changed. My supervisor began subjecting me to a hostile work environment and [REDACTED] which was not part of my job description. I believe my supervisor was attempting to get me to quit [REDACTED] [REDACTED]. s. I [REDACTED] to the best of my abilities. On [REDACTED], I received a letter from [REDACTED] [REDACTED] advising me that I was being discharged for my inability or unwillingness to perform the [REDACTED] work for which I was hired [REDACTED]. I believe the reason cited for my discharge is a pretext reason. I believe the real reason for my discharge is in retaliation for opposing unlawful employment practices in violation of Title VII of the Civil Rights Act of 1964, as amended.

9/30/2011
Date

[REDACTED]
Charging Party's Signature

20
30 P 12:07



U.S. Environmental Protection Agency
Office of Civil Rights
External Compliance and Complaints Program

COMPLAINT FORM

The purpose of this form is to assist you in filing an administrative complaint with the Office of Civil Rights, External Compliance and Complaints program. You are not required to use this form; a letter with the same information is sufficient. However, the information requested in the items marked with a star (*) must be provided, whether or not the form is used.

1.* State your name and address.

Full Name: _____

Address: _____

Zip _____

Daytime Telephone No.: Home: _____

Evening Telephone No.: (____) _____

Work Telephone No.: (____) _____

Best Time to Call: Any time

Email: _____

2. If we will not be able to reach you directly, you may wish to give us the name and phone number of a person who can tell us how to reach you and/or provide information about your complaint:

Name: _____

Telephone No.: (____) _____

Best Time to Call: Any time

received
OCT 11 2011

3. If you have an attorney representing you concerning the matters raised in this complaint, please provide the following:

Name: _____

Address: _____

_____ Zip _____

Telephone No.: (____) _____

4.* Person(s) and/or Group(s) discriminated against, if different from above:

Name: _____

Address: _____ Zip _____

Telephone No.: Home:(____) _____ Work:(____) _____

Please explain your relationship to this person(s).

5.* Business, Organization or Institution that discriminated:

Name: Southwest Research Institute

Any individual if known: ██

Address: 6220 Culebra Rd, P. O. Drawer 28510, San Antonio

TX _____ Zip 78228

Telephone No.:(____) 210-684-5111

5B.* Non-employment: Does your complaint concern discrimination in the delivery of services or in other discriminatory actions of the department or agency in its treatment of you or others? If so, please indicate below the base(s) on which you believe these discriminatory actions were taken.

Race/Ethnicity: _____

National origin: also RETALIATION, HARASSMENT

Sex: _____

Religion: _____

Age: _____

Disability: _____

5C.* Employment: Does your complaint concern discrimination in employment by the Department or Agency? If so, please indicate below the base(s) on which you believe these discriminatory actions were taken.

Race/Ethnicity: _____

National origin: also RETALIATION, HARASSME

Sex: _____

Religion: _____

Age: _____

Disability: _____

6.* To your best recollection, on what date(s) did the alleged discrimination take place?

Earliest date of discrimination:

Most recent date of discrimination:

7. Complaints of discrimination must generally be filed within 180 days of the alleged discrimination. If the most recent date of discrimination, listed above, is more than 180 days ago, you may request a waiver of the filing requirement. If you wish to request a waiver, please explain why you waited until now to file your complaint.

8.* Please explain as clearly as possible what happened, why you believe it happened, and how you were discriminated against. Indicate who was involved. Be sure to include how other persons were treated differently from you or how you were effected differently than others. (Please use additional sheets if necessary and attach a copy of written materials pertaining to your case.)

Please see attachment.

9. The laws we enforce prohibit recipients of U.S. Environmental Protection Agency assistance from intimidating or retaliating against anyone because he or she has either taken action or participated in action to secure rights protected by these laws. If you believe that you have been retaliated against (separate from the discrimination alleged in #8), please explain the circumstances below. Be sure to explain what actions you took which you believe were the basis for the retaliation.

Please see attachment.

10. Please list below any persons (witnesses, fellow employees, supervisors, or others), if known, whom we may contact for additional information to support or clarify your complaint.

Name: _____

Address: _____

_____ Zip _____

Telephone No.: (____) _____

11. Do you have any other information that you think is relevant to our investigation of your allegations?

Performance reviews from my former supervisor, Job description, Recent email communications, etc.

12. What remedy are you seeking for the alleged discrimination? Note that an investigation of your complaint may not be able to give you the remedy you seek, but this information could be useful to the investigation.

Monetary remedy.

13. Have you (or the person discriminated against) filed the same or any other complaints with other offices at the U.S. Environmental Protection Agency?

Yes No

If so, do you remember the Complaint Number?

Against what agency and department or program office was it filed?

Address: _____

_____ Zip _____

Telephone No.: (____) _____

Date filed: _____

Briefly describe what the complaint was about.

What was the result? _____

14. Have you filed or do you intend to file a charge or complaint concerning the matters raised in this complaint with any of the following? If yes, please select the office where you filed. If not, please skip this item.

Any other Federal Department or Agency

U.S. Equal Employment Opportunity Commission

Federal or State Court

Your State or local Human Relations/Rights Commission

Grievance or complaint office

15. If you intend to or have already filed a charge or complaint with an entity indicated in # 14 above, please attach a copy of that complaint or any additional information describing that complaint. Also, please provide the following information :

Entity filed with: U.S. Equal Employment Opportunity Commission

Date filed: _____

Case or Docket Number: 451-2011-01950

Date of Trial/Hearing: _____

Location of Agency/Court: _____

Name of Investigator: _____

Status of Case: Waiting for replies from the charged party.

Comments:

I will file complaints to the CRC of the Department of Labor (DOL) soon.

17. While it is not necessary for you to know about aid that the agency or institution you are filing against receives from the Federal government, if you know of any Department of Justice funds or assistance received by the program or department in which the alleged discrimination occurred, please provide that information below.

I was working on an EPA funded project when I was discriminated and terminated. The principal investigator for the project is [REDACTED] at Southwest Research Institute. [REDACTED] is the project manager at the EPA side.

18. We cannot accept a complaint if it has not been signed. Please sign and date this Complaint Form below.

[REDACTED] 10/3/2011
(Signature) (Date)

Note: Please feel free to add additional sheets to explain your concerns and attach any relevant documentation.

Attachment for Item 8:

I began employment on [REDACTED] as a [REDACTED] at Southwest Research Institute which is located at San Antonio, Texas. On [REDACTED], I received a performance evaluation from my supervisor [REDACTED] for the period of [REDACTED] through [REDACTED] and it indicated that I was meeting expectations. On or about [REDACTED] my supervisor informed me that I needed to [REDACTED]

On [REDACTED] I received another performance evaluation from my supervisor for the period of [REDACTED] and I was told that I did not meet expectations. I was also told in this evaluation that [REDACTED]

On [REDACTED], I complained to the director and my supervisor about [REDACTED]

[REDACTED] I received no positive results from the meeting.

After I complained to the Director [REDACTED] and my supervisor [REDACTED] about [REDACTED] my employment situation was changed. My supervisor began subjecting me to a hostile work environment and assigning me [REDACTED] which were not part of my job description. I believe my supervisor was attempting to get me to quit by consistently [REDACTED]. I performed these [REDACTED] to the best of my abilities.

On [REDACTED], I sent an email to [REDACTED] [REDACTED] complaining about my supervisor treated me differently and subjected me a hostile work environment after he [REDACTED]. No one responded to my email.

On [REDACTED], I received a letter from [REDACTED] [REDACTED] advising me that I was being discharged for my inability or unwillingness to perform the [REDACTED] work for which I was hired in [REDACTED]

I believe that I have been discriminated against due to my National Origin [REDACTED] in violation of Title VII of the Civil Rights Act of 1964 as amended. The reason cited for my discharge is pretext reason. I believe the real reason for my discharge is in retaliation for opposing unlawful employment practices in violation of Title VII of the Civil Right Act of 1964, as amended.

Attachment for Item 9:

I am an [REDACTED] who has had over [REDACTED] experience and received my [REDACTED]. [REDACTED]. On the job description I was given for the job interview, there is no such a requirement which the [REDACTED]. However, I was constantly assigned [REDACTED] [REDACTED] in the project funded by United States Environmental Protection Agency (EPA).

On [REDACTED], I sent my supervisor an email to report the progress of the project funded by US EPA and suggested him to [REDACTED]. I wrote in the Email: [REDACTED]

On [REDACTED], my supervisor responded my email sent on [REDACTED]. He wrote that [REDACTED]

On [REDACTED], I sent an email to the [REDACTED] [REDACTED] complaining about my supervisor treated me differently and subjected me a hostile work environment after he [REDACTED] t. No one responded to my email.

On [REDACTED], I received a letter from [REDACTED] [REDACTED] advising me that I was being discharged for my inability or unwillingness to perform the [REDACTED] work for which I was hired [REDACTED].

SOUTHWEST RESEARCH INSTITUTE®

5220 CULEBRA RD. 78238-5166 • P.O. DRAWER 28510 78228-0510 • SAN ANTONIO, TEXAS, USA • (210) 684-5111 • WWW.SWRI.ORG

[REDACTED]

[REDACTED]

[REDACTED]

This letter is to notify you that we have made the decision to terminate your employment with the [REDACTED] [REDACTED] Division effective today. [REDACTED] ngr [REDACTED] You object so strongly to the assignments and work direction given by [REDACTED] who is your supervisor, that there is no feasible way of making this situation work. This action is based on the recommendation of [REDACTED] [REDACTED] f, and has been approved by the Institute Human Resources Department, Legal Department and Executive Management.

For the next 21 days, from [REDACTED] through [REDACTED] the Institute will offer to you severance pay of [REDACTED], less applicable taxes, in return for your agreement to execute the *Severance Agreement and General Release* enclosed. You will also receive two weeks pay in lieu with your final pay check. The Institute will also agree to pay actual and reasonable relocation expenses if you wish to relocate elsewhere. You have the opportunity to resign if you wish and we will so inform other employers who may inquire. A *Severance Plan* is attached providing more detail on the benefits which are available. Staff members in Human Resources, and the Medical Benefits office are prepared to discuss with you the specific details of benefits.

I encourage you to discuss this offer with your family members, financial advisor, and attorney. If you decide to accept, sign the *Severance Agreement and General Release*, and return it to me or Human Resources by [REDACTED]. Upon signature you will have 7 days to rescind your acceptance. A copy of the *Employment Termination Clearance Form* is attached to assist you in clearing the Institute.

Sincerely,

[REDACTED]

[REDACTED] Vice President

Southwest Research Institute

BEC/mcr

Enclosures

cc:

[REDACTED]



HOUSTON, TEXAS (713) 977-1377 • WASHINGTON, DC (301) 881-0226



Southwest Research Institute® Performance Evaluation Summary

NAME: _____ DATE: 6/13/2011

JOB TITLE: _____ EMP. NO.: _____

CC: _____ REVIEW PERIOD: From _____ To _____

Strongest Areas of Job Performance: _____

Opportunities to Improve Job Performance: _____

Future Performance Goal and Expectations: _____

Overall Job Performance Summary: As a starting _____ meets expectations (ME).

Overall Employee Satisfaction with Job and Work Relationships: _____

Short and Long Term Career Goals: Short term career goal: _____

Long-term goal: _____

Developmental Recommendations: _____

Prepared by _____ Emp. No. _____

Reviewed by (optional) _____ Cost Center Head _____

I have reviewed and discussed this evaluation with my immediate supervisor; I may or may not agree with this evaluation. Any additional comments I have are on the reverse side.

06/20/11 +
Employee

[Redacted]

Developmental Recommendations: [Redacted]

[Redacted]

[Redacted]
Prepared by [Redacted]

[Redacted]

Cost Center Head

I have reviewed and discussed this evaluation with my immediate supervisor; I may or may not agree with this evaluation. Any additional comments I have are on the reverse side.

[Redacted]

Additional comments by Employee:

[Redacted]

[Redacted]

Additional comments by Supervisor:

[Redacted]

Date Requisition Opened: [REDACTED]

Division Referral Program: Yes No

Name Employment Date

Employment Status:

Regular FT Regular PT Temporary Student

If Student: VOF Associate Undergraduate Graduate

Special Consideration: Yes No

If Yes: Limited Term Postdoc Researcher Visiting Scientist

Length of Term:

Title of Position: [REDACTED]

Number of Openings: 1

Org: [REDACTED]

Work Location: San Antonio, Texas

Recommended Close/Review Date: ASAP

Reason for Request: Replacement New Position Target of Opportunity Technical Advisor

Describe: [REDACTED]

Basic Qualifications: [REDACTED] on 4 0 scale

Must be able to obtain a Security Clearance: Yes No

Discipline(s): [REDACTED]

Specialized Training, Licenses or Certificates: [REDACTED]

Related Experience: Years: Description:
Years: Description:
Years: Description:

Basic qualifications for a SwRI position include, but are not limited to, (As Required) Criminal History, Drug Free Workplace Program, Motor Vehicle Record Check, U.S. Citizenship, Credit History Check, Conflict of Interest, and Physical Examination.

Additional and/or Preferred Knowledge, Skills, and Abilities:

[REDACTED]

Job Functions/Tasks:

[REDACTED]

Special Requirements:

Conflict of Interest (CNWRA): Yes No Driving (must be 18 or over): Yes No
Credit History Check: Yes No Physical Examination: Yes No
Psychological (MMPI; other): Yes No

Explanation:

Required Testing:

Clerical Electronic Chemical Mechanical Assessment

General/Environmental:

Avg. Hours Per Day/Week	8/40	Inside/Outside	<input checked="" type="checkbox"/> Inside <input checked="" type="checkbox"/> Outside	Respirator required	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Shift Work Required	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Temperature Extremes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Wet/Humid Conditions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Shift	<input type="checkbox"/> Day <input type="checkbox"/> Evening <input type="checkbox"/> Midnight	Fumes, Odors, Dusty Conditions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Chemical Exposure	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Explanation:

Audio/Visual:

Hearing Required	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Far Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Color Discrimination	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Near Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Peripheral Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Depth Perception	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Talking required	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Presentation Skills	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Explanation:

Physical Tasks:	Frequency	Explanation
Bending	Occasional (11% - 33%)	
Climbing/Balancing	Occasional (11% - 33%)	
Crouching/Stooping	Occasional (11% - 33%)	
Grasping/Fine Manipulation	Occasional (11% - 33%)	
Handling/Feeling	Occasional (11% - 33%)	
Lifting/Lowering	Occasional (11% - 33%)	
Noise Exposure (dBA Level/Hrs.)	Occasional (11% - 33%)	
Pushing/Pulling	Occasional (11% - 33%)	
Floor to Knuckle	Occasional (11% - 33%)	
Floor to Shoulder	Occasional (11% - 33%)	
Knuckle to Shoulder	Occasional (11% - 33%)	
Shoulder and Above	Occasional (11% - 33%)	
Other (Explain)		
Reaching	Occasional (11% - 33%)	
Sifting	Occasional (11% - 33%)	
Standing	Frequent (34% - 66%)	
Travel Requirements	Occasional (11% - 33%)	
Twisting	Occasional (11% - 33%)	
Vibration	Occasional (11% - 33%)	
Walking	Occasional (11% - 33%)	
Weight Requirements		
<= 15 lbs.	Occasional (11% - 33%)	
> 15 lbs. and <= 30 lbs.	Occasional (11% - 33%)	
> 30 lbs. and <= 50 lbs.	Occasional (11% - 33%)	
> 50 lbs.	Rare (< 10%)	
Works: Alone	Frequent (34% - 66%)	
Works: In a Group	Frequent (34% - 66%)	

Recommended Recruiting Actions:

Approvals:

<i>Approver Description</i>	<i>Name</i>	<i>Empl ID</i>	<i>Org ID</i>	<i>Time Stamp</i>
Requestor	[REDACTED]	[REDACTED]	[REDACTED]	7/6/2010 5:16:52PM
Division/Department Management	[REDACTED]	[REDACTED]	[REDACTED]	7/8/2010 2:08:23PM
Division/Department Management	[REDACTED]	[REDACTED]	[REDACTED]	7/8/2010 12:52:16PM
Executive Management	[REDACTED]	[REDACTED]	[REDACTED]	7/9/2010 11:10:31AM
Executive Management	[REDACTED]	[REDACTED]	[REDACTED]	7/8/2010 4:55:30PM
Human Resources	[REDACTED]	[REDACTED]	[REDACTED]	7/8/2010 2:52:58PM
Human Resources	[REDACTED]	[REDACTED]	[REDACTED]	7/9/2010 1:58:49PM
Human Resources	[REDACTED]	[REDACTED]	[REDACTED]	7/8/2010 3:01:24PM

[REDACTED]

From:
Sent:
To:

Cc:
Subject:
Attachments:

[REDACTED]

[REDACTED]

[REDACTED]

Forwarded email.

[REDACTED]

[REDACTED]
Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238
Tel: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

From: [REDACTED]
Sent: Tuesday, August 16, 2011 10:44 AM
To: [REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, August 15, 2011 5:43 PM

To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238
Tel: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

From: [REDACTED]
Sent: Monday, August 15, 2011 9:02 AM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, August 15, 2011 8:58 AM

To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238
Tel: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

From: [REDACTED]
Sent: Monday, August 15, 2011 8:37 AM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Monday, August 15, 2011 8:27 AM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED]

Thanks,

[REDACTED]
[REDACTED]
Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238
Tel: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

From: [REDACTED]
Sent: Friday, August 12, 2011 3:16 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
From: [REDACTED]
Sent: Friday, August 12, 2011 2:47 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238
Tel: [REDACTED]
Fax: [REDACTED]
Email: [REDACTED]

From: [REDACTED]
Sent: Thursday, August 11, 2011 6:54 PM
To: [REDACTED]
Subject: [REDACTED]

[Redacted]

[Redacted]

[Redacted]

From: [Redacted]
Sent: Thursday, August 11, 2011 5:49 PM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238
Tel: [Redacted]
Fax: [Redacted]
Email: [Redacted]

From: [Redacted]
Sent: Thursday, August 11, 2011 5:07 PM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

From: [Redacted]
Sent: Thursday, August 11, 2011 4:56 PM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]
Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

[Redacted]

From: [Redacted]
Sent: Thursday, August 11, 2011 4:34 PM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]

[Redacted]

From: [REDACTED]
Sent: Wednesday, August 10, 2011 1:35 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, August 10, 2011 1:25 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]
[REDACTED]
Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Wednesday, August 10, 2011 1:08 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Wednesday, August 10, 2011 12:28 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

[REDACTED]
[REDACTED]
[REDACTED]

From: [REDACTED]
Sent: Tuesday, August 09, 2011 12:47 PM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Tuesday, August 09, 2011 11:22 AM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
Southwest Research Institute

6220 Culebra Road
San Antonio, TX 78238

[Redacted]
[Redacted]
[Redacted]

From: [Redacted]
Sent: Tuesday, August 09, 2011 11:03 AM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted]

[Redacted]

From: [Redacted]
Sent: Tuesday, August 09, 2011 10:45 AM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted]

[Redacted]

[Redacted]
[Redacted]

Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

[Redacted]
[Redacted]

[Redacted]

From: [Redacted]
Sent: Tuesday, August 09, 2011 9:41 AM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]
[Redacted]
[Redacted]
[Redacted]

[Redacted]

From: [Redacted]
Sent: Tuesday, August 09, 2011 8:29 AM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]
[Redacted]

[Redacted]

[Redacted]

[Redacted]
[Redacted]

Southwest Research Institute
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San Antonio, TX 78238

[Redacted]
[Redacted]
[Redacted]

From: [Redacted]
Sent: Monday, August 08, 2011 11:45 AM
To: [Redacted]
Subject: [Redacted]

[Redacted]

[Redacted]
[Redacted]
[Redacted]

[Redacted]

From: [Redacted]
Sent: Monday, August 08, 2011 10:54 AM

To: [REDACTED]
Subject: [REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
[REDACTED]
Southwest Research Institute
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San Antonio, TX 78238

[REDACTED]
[REDACTED]
[REDACTED]