

Message

**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 6/7/2017 2:14:47 PM  
**To:** Barnett, Howard [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=790da3145b5d4cb594025d9f1075372e-Barnett, Howard]  
**CC:** Torrez, Alfredo [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=5c5450041bab4612a5a491571ac357b4-Torrez, Alfredo]; Erickson, Amber [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=0a17f4dd509a48089dd7455c70daae25-Erickson, Amber]; Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]; Ford, Hayley [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=4748a9029cf74453a20ee8ac9527830c-Ford, Hayle]; Willis, Sharnett [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=97b55bdfac5e41d8aa81064dfa2cb944-Willis, Sharnett]; Hackley, Jessica [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=bf567dd69eae48dc8411492fa959a1f4-JHackley]; Moore, Patricia [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=c24a5a4d56f6485ba4cd857e15ff10f4-pmoore1]; Pugh-Feaster, Aurelia [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=027cde6e08f24f61a79cdf85df6d5713-Afeaster]; Peabody, Hitch [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=b3bc0854b19b4cb0b25981030903124b-Peabody, Hi]; D. Lee Forsgren (home) [REDACTED] **Ex. 6**  
**Subject:** RE: EPA Appointment Letter

Thanks Howard. I am thrilled to accept this offer and am excited to join the EPA team.

Regards,  
Dennis "Lee" Forsgren

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**From:** Barnett, Howard [mailto:Barnett.Howard@epa.gov]  
**Sent:** Wednesday, June 07, 2017 10:10 AM  
**To:** dforsgren@cox.net; Lee Forsgren <LForsgren@hbwresources.com>  
**Cc:** Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Munoz, Charles <munoz.charles@epa.gov>; Ford, Hayley <ford.hayley@epa.gov>; Willis, Sharnett <Willis.Sharnett@epa.gov>; Hackley, Jessica <Hackley.Jessica@epa.gov>; Moore, Patricia <Moore.Patricia@epa.gov>; Pugh-Feaster, Aurelia <Pugh-Feaster.Aurelia@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>  
**Subject:** EPA Appointment Letter

Dennis,

Per our telephone discussion, attached is your appointment letter to the Administratively Determined (AD) position titled Deputy Assistant Administrator for Water. This position is located in EPA's Office of Water, in Washington, DC. Your salary will be \$161,900 per year. Your appointment will be made effective of June 18, 2017 (which is the middle of the next pay period). We will be expecting you to arrive at EPA Headquarters located on 1200 Pennsylvania Avenue, NW; Washington, DC at **8:30 am on Monday, June 19th** in order to begin your employee orientation process (please see information in the letter). If you haven't already, please expect to be contacted by Justina Fugh, the Agency's Senior Ethics Official in the Office of General Counsel, and she will work with you regarding the SF278 Financial Disclosure form. If you have any other questions, please contact me at the number listed below. If you are unable to reach me, please contact my supervisor, Hitch Peabody on [REDACTED] **Ex. 6** Again, congratulations!

HOWARD BARNETT  
TEAM LEADER, OPERATIONS STAFF  
OARM/OHR/ERD  
4353K WJC NORTH  
1200 PENNSYLVANIA AVE., NW, MC 3606A  
WASHINGTON, DC 20460

Ex. 6

Message

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**From:** Barnett, Howard [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=790DA3145B5D4CB594025D9F1075372E-BARNETT, HOWARD]  
**Sent:** 6/7/2017 2:10:24 PM  
**To:** Ex. 6 dlforsgren@hbwresources.com  
**CC:** Torrez, Alfredo [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=5c5450041bab4612a5a491571ac357b4-Torrez, Alfredo]; Erickson, Amber [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=0a17f4dd509a48089dd7455c70daae25-Erickson, Amber]; Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]; Ford, Hayley [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=4748a9029cf74453a20ee8ac9527830c-Ford, Hayle]; Willis, Sharnett [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=97b55bdfac5e41d8aa81064dfa2cb944-Willis, Sharnett]; Hackley, Jessica [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=bf567dd69eae48dc8411492fa959a1f4-JHackley]; Moore, Patricia [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=c24a5a4d56f6485ba4cd857e15ff10f4-pmoore1]; Pugh-Feaster, Aurelia [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=027cde6e08f24f61a79cdf85df6d5713-Afeaster]; Peabody, Hitch [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=b3bc0854b19b4cb0b25981030903124b-Peabody, Hi]  
**Subject:** EPA Appointment Letter  
**Attachments:** image2017-06-07-101344.pdf

Dennis,

Per our telephone discussion, attached is your appointment letter to the Administratively Determined (AD) position titled Deputy Assistant Administrator for Water. This position is located in EPA's Office of Water, in Washington, DC. Your salary will be \$161,900 per year. Your appointment will be made effective of June 18, 2017 (which is the middle of the next pay period). We will be expecting you to arrive at EPA Headquarters located on 1200 Pennsylvania Avenue, NW; Washington, DC at **8:30 am on Monday, June 19th** in order to begin your employee orientation process (please see information in the letter). If you haven't already, please expect to be contacted by Justina Fugh, the Agency's Senior Ethics Official in the Office of General Counsel, and she will work with you regarding the SF278 Financial Disclosure form. If you have any other questions, please contact me at the number listed below. If you are unable to reach me, please contact my supervisor, Hitch Peabody on [202-564-8596](tel:202-564-8596). Again, congratulations!

**HOWARD BARNETT  
TEAM LEADER, OPERATIONS STAFF  
OARM/OHR/ERD  
4353K WJC NORTH  
1200 PENNSYLVANIA AVE., NW, MC 3606A  
WASHINGTON, DC 20460  
(202) 564-0394**



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
WASHINGTON, D.C. 20460

JUN 7 2017

OFFICE OF  
ADMINISTRATION  
AND RESOURCES  
MANAGEMENT

Dennis Forsgren, Jr.

Ex. 6

Dear Mr. Forsgren:

Congratulations! You have been selected for an appointment with the U.S. Environmental Protection Agency (EPA). This is to officially inform you of your position as Deputy Assistant Administrator for Water, located in the Office of Water, Washington, DC.

This position is an Excepted Service Administratively Determined (AD) position. Pursuant to the authority vested in the Administrator under Public Law 95-190, your compensation for this position has been set at \$161,900 per annum. Your acceptance of this position means that: (1) your position is not in the competitive service; (2) you will serve at the pleasure of the Administrator; and (3) termination of your appointment may occur at anytime upon notice thereof. During a change in Administration, each position is generally reviewed on a case-by-case basis to determine if they meet the needs of the new Administration's goals and objectives for the Agency.

### Information About Your Position

- ▶ Your annual salary will be \$161,900;
- ▶ Your immediate supervisor will be Michael Shapiro, Acting Assistant Administrator for Water; your second level supervisor will be E. Scott Pruitt, Administrator;
- ▶ You will work a full-time schedule;
- ▶ You will be subject to a pre-employment drug test. If your test results are not favorable, your appointment will be terminated; and
- ▶ Your position has been designated by our Personnel Security Office as a High Risk position. This designation will require your position to be subject to random drug testing procedures.

The effective date of your appointment is June 18, 2017. We ask that you report for employee orientation on **Monday, June 19, 2017 at 8:30 am**. You will be met at the William Jefferson Clinton North guard station. When you arrive at the guard station, please call Charles Munoz on 202-564-3097 or Hayley Ford on 202-564-2022. One of them will meet you at the guard's station in order to sign you into the building.

You can reach the Agency by taking the Metro Commuter Rail. Board the Blue, Orange or Silver line train and get off at the Federal Triangle Metro Stop. Enter the U.S. Environmental Protection Agency William Jefferson Clinton North Building on your immediate right.

### What to Bring on Your First Day Monday, June 19, 2017

▶ You should go to the links below to access the forms. Please complete and bring the forms with you on Monday, June 19th.

- a. Optional Form 306, Declaration for Federal Employment - [https://www.opm.gov/forms/pdf\\_fill/of0306.pdf](https://www.opm.gov/forms/pdf_fill/of0306.pdf)
- b. Standard Form 144, Statement of Prior Federal Service - [https://www.opm.gov/forms/pdf\\_fill/SF144.pdf](https://www.opm.gov/forms/pdf_fill/SF144.pdf)
- c. Standard Form 256, Self-Identification of Disability - [https://www.opm.gov/forms/pdf\\_fill/sf256.pdf](https://www.opm.gov/forms/pdf_fill/sf256.pdf)
- d. Standard Form 181, Ethnicity and Race Identification - [https://www.opm.gov/forms/pdf\\_fill/sf181.pdf](https://www.opm.gov/forms/pdf_fill/sf181.pdf)
- e. Form 2231, FastStart Direct Deposit (need a voided check) - <https://www.fiscal.treasury.gov/fsservices/gov/pmt/efl/2231.pdf>
- f. Tax form (federal) - <https://www.irs.gov/pub/irs-pdf/fw4.pdf>

- ▶ Document(s) to establish your identity and employment eligibility (e.g., a current passport, certificate of U.S. citizenship, and/or a current copy of your driver's license)
- ▶ Social Security card issued by the Social Security Administration.
- ▶ Voided check (if you will be moving your direct deposit to another financial institution)

If you are unable to produce the required document(s) you must produce a receipt showing that you have applied for the document(s). You will have three days to bring the original document(s) to your local Human Resources Office.

### Benefits

As a non-temporary appointee, you are entitled to the same Federal Benefits package provided to General Schedule employees including:

- ▶ 10 paid Federal Holidays per year
- ▶ 13 days of sick leave each year based on the hours earned each pay period
- ▶ 13 to 26 days of vacation, depending on your years of employment based on the hours earned each pay period
- ▶ National recognized health insurance model that offers choice and flexibility along with substantial employer contributions to premiums. Employee share of premiums can be paid with pre-tax dollars: <http://opm.gov/insure/health/index.asp>

- ▶ Group Term Life Insurance Program
- ▶ Long-term Care Insurance
- ▶ Federal Employees Retirement System (FERS-FRAE) based on years of service. If it is determined that you have creditable service to place you in another retirement system, we will do so after obtaining all previous service records.
- ▶ Thrift Savings Plan (TSP), a self-directed retirement savings program through multiple investment options similar to a 401(K) plan

After your orientation, please schedule an appointment with Karmel Ferebee, Executive Resources Division Benefits Specialist, on 202-564-4059 to discuss your employee benefits. It is very important that you make contact with Ms. Ferebee within your first week of employment to establish your benefits.

We are pleased that you have chosen the U.S. Environmental Protection Agency as your place of employment and look forward to welcoming you to the Agency. We hope that you will find your new assignment both challenging and rewarding. If you have questions or concerns, please feel free to call me.

Sincerely yours,



Howard Barnett  
Executive Resources Staff  
Office of Human Resources

I, Dennis Forsgren, Jr., hereby accept an Administratively Determined position of Deputy Assistant Administrator for Water, located in the Office of Water, Washington, DC; under the conditions set forth as stated in this letter.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Please sign, date and return this page during your orientation session on June 19th, to Howard Barnett, Office of Human Resources, mail code: 3606A, room WJC North 4358.**

Message

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**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 6/2/2017 9:33:02 PM  
**To:** Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** RE: Wanted to follow up

That is great news. Thanks Charles. Have a great weekend.

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**From:** Munoz, Charles [mailto:munoz.charles@epa.gov]  
**Sent:** Friday, June 02, 2017 5:31 PM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** Re: Wanted to follow up

Perfect. We're moving forward with the AD paperwork as a short term solution. Once we get everything signed on Monday I'll give you a ring to figure out a start date.

Charles Munoz  
White House Liaison

On Jun 2, 2017, at 4:56 PM, Lee Forsgren <LForsgren@hbwresources.com> wrote:

Charles,

Just wanted to follow up and let you know that the EPA HR office has gotten me started with my drug testing requirement. I should be able to complete the test by Tuesday of next week.

Regards,  
Lee

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**From:** Munoz, Charles [mailto:munoz.charles@epa.gov]  
**Sent:** Thursday, June 01, 2017 9:34 AM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** Re: Wanted to follow up

That works. I have a call at 11 so anytime before that is fine.

Charles Munoz  
White House Liaison

On Jun 1, 2017, at 9:33 AM, Lee Forsgren <LForsgren@hbwresources.com> wrote:

Can I call a little after 10:00 am?

---

**From:** Munoz, Charles [mailto:munoz.charles@epa.gov]  
**Sent:** Thursday, June 01, 2017 9:31 AM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** Re: Wanted to follow up

Lee,



Feel free to give me a ring anytime today. My direct line is 202-564-3097.

Charles Munoz  
White House Liaison

On Jun 1, 2017, at 9:30 AM, Lee Forsgren <[LForsgren@hbwresources.com](mailto:LForsgren@hbwresources.com)> wrote:

Charles,

Just wanted to follow up with you and confirm where we are on my joining the EPA team. I have completed the security paperwork and sent it in to both EPA and OPM and have been to the EPA badge office to have my fingerprints and picture taken for my ID. Would appreciate chatting for a couple of minutes on where we are on other administrative issue if you have some time today or tomorrow.

Regards,  
Lee

Message

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**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 6/1/2017 1:36:15 PM  
**To:** Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** RE: Wanted to follow up

Will call shortly after 10. Shouldn't take that long.

---

**From:** Munoz, Charles [mailto:munoz.charles@epa.gov]  
**Sent:** Thursday, June 01, 2017 9:34 AM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** Re: Wanted to follow up

That works. I have a call at 11 so anytime before that is fine.

Charles Munoz  
White House Liaison

On Jun 1, 2017, at 9:33 AM, Lee Forsgren <LForsgren@hbwresources.com> wrote:

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---

**From:** Munoz, Charles [mailto:munoz.charles@epa.gov]  
**Sent:** Thursday, June 01, 2017 9:31 AM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** Re: Wanted to follow up

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Charles Munoz  
White House Liaison

On Jun 1, 2017, at 9:30 AM, Lee Forsgren <LForsgren@hbwresources.com> wrote:

Charles,

Just wanted to follow up with you and confirm where we are on my joining the EPA team. I have completed the security paperwork and sent it in to both EPA and OPM and have been to the EPA badge office to have my fingerprints and picture taken for my ID. Would appreciate chatting for a couple of minutes on where we are on other administrative issue if you have some time today or tomorrow.

Regards,  
Lee

Message

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**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 5/30/2017 6:56:59 PM  
**To:** Windsor, Colleen [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=d56bfd24de741cf92e341be36722c96-Windsor, Co]; Myers, Kevin [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=db6b881f60c24c02b6101da9dbc686ae-Myers, Kevin]; Personnel Security [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae8d05c4c28349db922790626a6640b5-Personnel S]  
**CC:** Bellerose, William [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=f4a91bab69f8455db331e7d419b56734-Bellerose,]; Bellerose, William [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=f4a91bab69f8455db331e7d419b56734-Bellerose,]; Torrez, Alfredo [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=5c5450041bab4612a5a491571ac357b4-Torrez, Alfredo]; Erickson, Amber [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=0a17f4dd509a48089dd7455c70daae25-Erickson, Amber]; Aridi, Mary [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=36b0b73aff444d2eb7d004f282502aa9-Aridi, Mary]; Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** RE: Immediate Action Required: Report for Fingerprinting

Thanks! Will stand by!

---

**From:** Windsor, Colleen [mailto:Windsor.Colleen@epa.gov]  
**Sent:** Tuesday, May 30, 2017 2:50 PM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>; Myers, Kevin <Myers.Kevin@epa.gov>; Personnel Security <Personnel\_Security@epa.gov>  
**Cc:** Bellerose, William <Bellerose.William@epa.gov>; Bellerose, William <Bellerose.William@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Aridi, Mary <Aridi.Mary@epa.gov>; Munoz, Charles <munoz.charles@epa.gov>  
**Subject:** RE: Immediate Action Required: Report for Fingerprinting

Lee,

You should be good to go for now. If anything should come up we will notify you.

Thank you,

*Colleen*

Colleen Windsor  
Case Initiator (ManTech Contractor)  
U.S. Environmental Protection Agency (EPA)  
Personnel Security Branch (PSB)  
Main: 202-564-7912  
Direct: 202-564-2764  
Fax: 202-564-7906  
Email: [Windsor.Colleen@epa.gov](mailto:Windsor.Colleen@epa.gov)  
COR: Tina Johnson

---

**From:** Lee Forsgren [mailto:LForsgren@hbwresources.com]

**Sent:** Tuesday, May 30, 2017 2:48 PM

**To:** Myers, Kevin <Myers.Kevin@epa.gov>; Personnel Security <Personnel\_Security@epa.gov>; Windsor, Colleen <Windsor.Colleen@epa.gov>

**Cc:** Bellerose, William <Bellerose.William@epa.gov>; Bellerose, William <Bellerose.William@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Aridi, Mary <Aridi.Mary@epa.gov>; Munoz, Charles <munoz.charles@epa.gov>

**Subject:** RE: Immediate Action Required: Report for Fingerprinting

Kevin, Collen, and Mary,

Just returned from the EPA Badge office. They took my fingerprints and picture and told me that it would take three days for processing and two weeks for the badge to arrive.

Is there anything else that I need to do in the meantime?

Regards,

Lee

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**From:** Myers, Kevin [mailto:Myers.Kevin@epa.gov]

**Sent:** Tuesday, May 30, 2017 12:56 PM

**To:** Lee Forsgren <LForsgren@hbwresources.com>; Personnel Security <Personnel\_Security@epa.gov>

**Cc:** Bellerose, William <Bellerose.William@epa.gov>; Bellerose, William <Bellerose.William@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Aridi, Mary <Aridi.Mary@epa.gov>

**Subject:** RE: Immediate Action Required: Report for Fingerprinting

Hello-

You must use the 1201 Constitution Ave. entrance (across from the American History Museum) . Please bring a printed copy of the email below along with your IDs.

Thanks-

Kevin L. Myers  
Security Specialist  
OARM/OA/FMSD  
Environmental Protection Agency  
Office: 202-564-3112  
Cell: Ex. 6

---

**From:** Lee Forsgren [mailto:LForsgren@hbwresources.com]

**Sent:** Tuesday, May 30, 2017 11:55 AM

**To:** Personnel Security <Personnel\_Security@epa.gov>

**Cc:** Bellerose, William <Bellerose.William@epa.gov>; Myers, Kevin <Myers.Kevin@epa.gov>; Myers, Kevin <Myers.Kevin@epa.gov>; Bellerose, William <Bellerose.William@epa.gov>; Myers, Kevin <Myers.Kevin@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; Aridi, Mary <Aridi.Mary@epa.gov>

**Subject:** RE: Immediate Action Required: Report for Fingerprinting

Dear Personnel Security Office,

I will make certain to go to the EPA Badge Office by close of business tomorrow at the latest to be fingerprinted and with my two forms of ID.

What is the best entrance to use to go to the EPA Badge Office at Headquarters?

Any assistance would be most appreciated.

Regards,  
Lee

**From:** [personnel\\_security@epa.gov](mailto:personnel_security@epa.gov) [mailto:personnel\_security@epa.gov]

**Sent:** Tuesday, May 30, 2017 11:14 AM

**To:** Lee Forsgren <LForsgren@hbwresources.com>

**Cc:** [BELLEROSE.WILLIAM@EPA.GOV](mailto:BELLEROSE.WILLIAM@EPA.GOV); [MYERS.KEVIN@EPA.GOV](mailto:MYERS.KEVIN@EPA.GOV); [MYERS.KEVIN@EPA.GOV](mailto:MYERS.KEVIN@EPA.GOV);

[BELLEROSE.WILLIAM@EPA.GOV](mailto:BELLEROSE.WILLIAM@EPA.GOV); [MYERS.KEVIN@EPA.GOV](mailto:MYERS.KEVIN@EPA.GOV); [TORREZ.ALFREDO@EPA.GOV](mailto:TORREZ.ALFREDO@EPA.GOV); [ERICKSON.AMBER@EPA.GOV](mailto:ERICKSON.AMBER@EPA.GOV)

**Subject:** Immediate Action Required: Report for Fingerprinting

Dear DENNIS L FORSGREN:

Congratulations on your pending appointment to a position at the Environmental Protection Agency (EPA). To keep the appointment process moving ahead, you must **report to an EPA badge office immediately or as soon as possible** to be fingerprinted and enrolled for an EPA badge. Your offer of employment is pending this action. Timeliness is essential because the EPA must receive favorable fingerprint results before you can be assigned a date to begin work. **Any delay in reporting to the badge office will affect your start date and jeopardize your ability to occupy the position.**

Homeland Security Presidential Directive 12 (HSPD-12) requires that all eligible personnel working for or on behalf of the federal government be issued a smart card identification badge, which at the EPA is called an EPA Personnel Access and Security System (EPASS) badge. An EPASS badge has been requested on your behalf.

Before the badge can be created for you, you must go through the federally mandated ID proofing and enrollment process, which takes 10 to 15 minutes. At the badge office, we will:

- **Ask to see two forms of identification.** At least one must be a valid, original, unexpired state or federal government-issued photo ID, such as a driver's license or passport. For acceptable IDs, please refer to the "[Acceptable Identity Source Documents](#)" page.
- Scan and verify your two forms of identification.
- Collect a set of your fingerprints, which will be used to check criminal history records of the Federal Bureau of Investigation (FBI). Please note: Procedures for obtaining changes, corrections, or updates to an FBI identification record are set forth in Title 28, CFR, 16.34.
- Take a photograph.

**Remember, you cannot be assigned a start date until you have reported to an EPA badge office to be fingerprinted, and the EPA has received favorable fingerprint results.**

The EPA has badge offices nationwide. You can visit any badge office to be fingerprinted. Please find a convenient location on the list of [EPA Badge Office Locations](#). If you need to schedule an appointment, or if

you have questions about badge office locations or hours of operation, please call your area badge office at the listed number.

**Please bring a copy of this email with you.**

Sincerely,

The EPA Personnel Security Branch

Message

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**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 6/5/2017 8:22:11 PM  
**To:** Barnett, Howard [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=790da3145b5d4cb594025d9f1075372e-Barnett, Howard]  
**CC:** Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** RE: Letter for drug test

Howard,

Wanted to let you know that I just got back from taking my drug test. I don't know how long it takes from them to process the results but I wanted you to know that I have done everything I can do to expedite the process.

Regards,  
Lee

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**From:** Barnett, Howard [mailto:Barnett.Howard@epa.gov]  
**Sent:** Friday, June 02, 2017 11:26 AM  
**To:** Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** RE: Letter for drug test

Great! You as well!!

**HOWARD BARNETT**  
**TEAM LEADER, OPERATIONS STAFF**  
**OARM/OHR/ERD**  
**4353K WJC NORTH**  
**1200 PENNSYLVANIA AVE., NW, MC 3606A**  
**WASHINGTON, DC 20460**  
**(202) 564-0394**

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**From:** Lee Forsgren [mailto:LForsgren@hbwresources.com]  
**Sent:** Friday, June 02, 2017 11:24 AM  
**To:** Barnett, Howard <Barnett.Howard@epa.gov>  
**Subject:** RE: Letter for drug test

Got it! Thanks Howard. Have a good weekend!

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**From:** Barnett, Howard [mailto:Barnett.Howard@epa.gov]  
**Sent:** Friday, June 02, 2017 11:22 AM  
**To:** Ex. 6 Lee Forsgren <LForsgren@hbwresources.com>  
**Subject:** Letter for drug test

Dennis,

As we discussed, attached is the letter for the mandatory drug test that I scheduled you for. Please print the document off and take to the test facility with you. If you are currently taking any prescribed medication or anything over the counter, please either write that information down or take the medication with to the test

facility, and stay away from the poppy seed bagels until after your test. We don't want anything to cause a false positive. If you have any questions, please email or call me at the number listed below.

**HOWARD BARNETT  
TEAM LEADER, OPERATIONS STAFF  
OARM/OHR/ERD  
4353K WJC NORTH  
1200 PENNSYLVANIA AVE., NW, MC 3606A  
WASHINGTON, DC 20460  
(202) 564-0394**



Message

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**From:** Aridi, Mary [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=36B0B73AFF444D2EB7D004F282502AA9-ARIDI, MARY]  
**Sent:** 5/25/2017 2:41:10 PM  
**To:** Lee Forsgren [LForsgren@hbwresources.com]; Personnel Security [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae8d05c4c28349db922790626a6640b5-Personnel S]  
**CC:** Bellerose, William [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=f4a91bab69f8455db331e7d419b56734-Bellerose,]; Myers, Kevin [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=db6b881f60c24c02b6101da9dbc686ae-Myers, Kevin]; Torrez, Alfredo [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=5c5450041bab4612a5a491571ac357b4-Torrez, Alfredo]; Erickson, Amber [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=0a17f4dd509a48089dd7455c70daae25-Erickson, Amber]; WigginsLewis, Miriam [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=b7f06a9f8e774914a7617edc9c5f7c79-WigginsLewis, Miriam]; Gilliam, Bernie [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=56401662b7524405b00fb612d94e2b7e-Gilliam, Be]; Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** RE: Prompt Action Needed by Dennis Forsgren for Required Background Investigation

Good Morning Mr. Forsgren,  
A PIN has been sent to the email below.  
Thank you,  
Mary

Ex. 6

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**From:** Lee Forsgren [mailto:LForsgren@hbwresources.com]  
**Sent:** Thursday, May 25, 2017 10:19 AM  
**To:** Personnel Security <Personnel\_Security@epa.gov>  
**Cc:** Bellerose, William <Bellerose.William@epa.gov>; Myers, Kevin <Myers.Kevin@epa.gov>; Torrez, Alfredo <Torrez.Alfredo@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>; WigginsLewis, Miriam <WigginsLewis.Miriam@epa.gov>; Gilliam, Bernie <Gilliam.Bernie@epa.gov>; Munoz, Charles <munoz.charles@epa.gov>  
**Subject:** FW: Prompt Action Needed by Dennis Forsgren for Required Background Investigation

Dear EPA Security Branch,

I wanted to follow up on your email of yesterday afternoon to let you know that as of this morning I have not yet received the OPM email with my 14 character registration code for investigations processing. I will do the Electronic Questionnaire as soon as I receive the sign in information. Also I have completed the form OF-306 and can sign it, make a PDF, and send it to you this morning if that would be helpful.

Given the time sensitivity of the background check process, I just wanted to let you all know that I will work as fast as possible once I receive the materials I need to fill out the forms.

Regards,

Dennis Lee Forsgren

**From:** [personnel\\_security@epa.gov](mailto:personnel_security@epa.gov)

**Date:** May 24, 2017 at 2:46:27 PM EDT

**To:** Ex. 6

**Cc:** [BELLEROSE.WILLIAM@EPA.GOV](mailto:BELLEROSE.WILLIAM@EPA.GOV), [MYERS.KEVIN@EPA.GOV](mailto:MYERS.KEVIN@EPA.GOV),

[TORREZ.ALFREDO@EPA.GOV](mailto:TORREZ.ALFREDO@EPA.GOV), [ERICKSON.AMBER@EPA.GOV](mailto:ERICKSON.AMBER@EPA.GOV),

[WIGGINSLEWIS.MIRIAM@EPA.GOV](mailto:WIGGINSLEWIS.MIRIAM@EPA.GOV), [Gilliam.Bernie@epa.gov](mailto:Gilliam.Bernie@epa.gov)

**Subject:** Prompt Action Needed by Dennis Forsgren for Required Background Investigation

Dear Dennis Forsgren:

Congratulations on your pending appointment to a position at the Environmental Protection Agency (EPA). This important email outlines the security requirements you must meet before you come on board.

The position you are being considered for has been designated as High Risk. To fulfill the requirements for this position, you must undergo a background investigation. Please submit the documents described below within **three (3) calendar days** from the date you receive this email. You will not be allowed to begin work until all security requirements have been met; this includes having all documents reviewed and accepted by PSB. In addition, **the offer for this position may be rescinded if initial security requirements are not met within the stipulated timeframe.**

**Step 1:** Please read these instructions carefully—**before** clicking any links or completing any forms. It's important that you complete the process as directed in this email.

**Step 2:** You may soon receive an email from OPM about the 14-character registration code/personal identification number (PIN) that you'll need to register for the SF 86 Questionnaire for National Security Positions using the Office of Personnel Management's (OPM's) online tool: Electronic Questionnaires for Investigations Processing (e-QIP). If you do not receive the email or if the message does not include the PIN, please call PSB at (202) 564-7912 and we'll provide the PIN.

If the email from OPM does include the 14-character PIN, follow all instructions and make sure your e-QIP form is complete. Missing or incomplete responses may result in your e-QIP form being rejected. Please refer to "[Filling Out Your Security Forms](#)" and "[Important Instructions for Completing Security Forms](#)" for details about completing your materials correctly.

- a. Access the e-QIP Gateway at <https://www.opm.gov/e-qip/>.
- b. Click the **Enter e-QIP Applicant Site** button. (Follow the instructions to adjust your Web browser settings and allow e-QIP to run.)
- c. Click **Continue** at the browser check page.
- d. At the Applicant Registration screen, click **Register for Username and Password**.
- e. Type your **Social Security Number** where indicated. Click **Submit**. (Note: If you do not have a Social Security Number, please call 202-564-7912 to receive a "Request Number.")
- f. Continue stepping through e-QIP instructions to answer **Golden/Challenge Questions**, enter your **PIN** in the "Registration Code" field, and create a **Username and Password**. Be sure to remember your responses for future reference.
- g. Click **Enter Your Data** to complete and save your questionnaire.

**Step 3:** Digitally sign the following sections of the SF 86 (please consult the step-by-step instructions provided in the "[Digitally Sign Your SF 86](#)" document):

- Authorization for Release of Information
- Certification That My Answers Are True
- Authorization for Release of Medical Information (required only if you answer “yes” to question 21 on e-QIP form)
- Fair Credit Reporting Disclosure and Authorization

If you are unable to digitally sign these pages, refer to the “Scan and Upload, Fax, or Mail Documents” section of “Important Instructions for Completing Security Forms.”

In addition, you are required to submit the following:

- OF 306: Declaration for Federal Employment (Please refer to Important Instructions for Completing Security Forms for specific instructions.)

**Step 4:** In e-QIP, be sure to release your investigation to the EPA by clicking the “**Release Request/Transmit to Agency**” button.

Your prompt attention is necessary and appreciated. If you have questions, please call (202) 564-7912 or send an email to Personnel\_Security@epa.gov.

Sincerely,

The EPA Personnel Security Branch

Message

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**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 5/23/2017 11:48:44 AM  
**To:** Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** Re: EPA Vetting Docs

Thanks Charles. Will reach out if there are any issues I need clarification on

Sent from my iPhone

On May 23, 2017, at 7:42 AM, Munoz, Charles <[munoz.charles@epa.gov](mailto:munoz.charles@epa.gov)> wrote:

Lee,

As of now, we're essentially waiting on the vetting to get completed. The usual turn-around time is roughly 2 weeks. If there's anything we need clarified I'll reach out. I'm looking forward to you potentially joining the team and don't hesitate to reach out with any other questions.

Charles Munoz  
White House Liaison  
Environmental Protection Agency

Ex. 6

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**From:** Lee Forsgren [<mailto:LForsgren@hbwresources.com>]  
**Sent:** Tuesday, May 23, 2017 6:56 AM  
**To:** Munoz, Charles <[munoz.charles@epa.gov](mailto:munoz.charles@epa.gov)>  
**Subject:** Fwd: EPA Vetting Docs

Charles,

Just wanted to follow up and see if you need anything more from me?

I am thrilled that I might be joining the EPA team.

Regards,  
Lee

Sent from my iPhone

**From:** "Munoz, Charles" <[munoz.charles@epa.gov](mailto:munoz.charles@epa.gov)>  
**Date:** May 17, 2017 at 4:27:26 PM EDT  
**To:** "Ex. 6" >  
**Cc:** "Ford, Hayley" <[ford.hayley@epa.gov](mailto:ford.hayley@epa.gov)>  
**Subject:** EPA Vetting Docs

Lee,

Attached you will find the 2 documents we discussed. Please type your responses within the documents and send it back to me by early next week if possible. To support your salary history, please also send some

sort of proof, such as your most recent pay stub. Please make sure it reconciles to what you listed in your form.

Also, if you have not already applied at [GreatAgain.gov](https://greatagain.gov), please go to <https://apply.whitehouse.gov/> and apply there.

Let me know if you have any questions and I'll be happy to help.

Charles Munoz  
White House Liaison  
Environmental Protection Agency

Ex. 6

<New Hire Form.DOCX>

<SKC\_SES Bio Sheet.pdf>

Message

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**From:** Lee Forsgren [LForsgren@hbwresources.com]  
**Sent:** 6/15/2017 4:57:10 PM  
**To:** Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**CC:** D. Lee Forsgren (home) Personal Matters / Ex. 6  
**Subject:** Excited to start next Monday

Charles,

Just wanted to follow up and let you know where we are on the investigation process. I spent an hour plus this morning with the investigator from OPM regarding my appointment/security clearance. They have started to reach out to my references and asked for someone else that we socialized with, and another neighbor. He also was not able to meet with the folks that held my employment records from HBW and Nossaman. They should be able to get those on Monday.

Not sure what that means for timing but wanted to let you know where I know we were at.

I am very much looking forward to joining the EPA team on Monday the 19<sup>th</sup>.

Regards,  
Lee

Message

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**From:** Christian Palich [cpalich@ohiocoal.com]  
**Sent:** 4/8/2017 4:41:52 PM  
**To:** Munoz, Charles [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=ae303b61fc23433e89c844d7842c9626-Munoz, Char]  
**Subject:** Letter  
**Attachments:** DOC\_20170408110207.PDF

Hi Charles,

I had a call with our accounting firm who handles our payroll/books etc. for our Association this morning because I needed to get my exit things handled over the next couple weeks and mentioned possibly needing a compensation verification letter. Thought it would take longer but our head accountant was able to quickly get one together and wanted to send it your way because it was a little more than I thought because I rounded down by \$2k.

Just wanted to get this over because I am sure you have new hire documents to fill out and it might affect my salary even by a little.

Enjoy the weekend and again excited to be on the team.

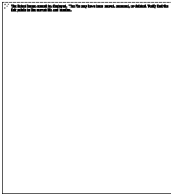
**Christian R. Palich**  
President & CEO



Ohio Coal Association  
17 South High Street, Suite 310  
Columbus, OH 43215

**Ex. 6**

[cpalich@ohiocoal.com](mailto:cpalich@ohiocoal.com) | [www.ohiocoal.com](http://www.ohiocoal.com)





Rea & associates *a brighter way*

April 8, 2017

United States Environmental Protection Agency  
1200 Pennsylvania Avenue NW  
Washington, DC 20004

Re: Christian R Palich  
Ohio Coal Association compensation package

To Whom It May Concern,

Mr. Palich's total compensation package with the Ohio Coal Association for the calendar year 2017 **Ex. 6**

Sincerely,

James F Fracker, CPA



Message

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**From:** Munoz, Charles [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=AE303B61FC23433E89C844D7842C9626-MUNOZ, CHAR]  
**Sent:** 6/16/2017 9:30:28 PM  
**To:** Lee Forsgren [LForsgren@hbwresources.com]  
**CC:** D. Lee Forsgren (home) [Ex. 6]  
**Subject:** Re: Confirming my Monday Start at EPA

You're correct. Please arrive at the North entrance and give me a ring.

Charles Munoz  
White House Liaison

On Jun 16, 2017, at 5:22 PM, Lee Forsgren <LForsgren@hbwresources.com> wrote:

Charles.

Just confirming that we are still all set for me to start at EPA Monday June 19<sup>th</sup>. I was instructed to enter the entrance to the left of the Federal Triangle Metro escalator and go to the security desk by 8:30 am and call you. If that is not what should be happening please give me a call on my cell at [Ex. 6]

[Ex. 6] Otherwise I will see you at 8:30 on Monday.

Regards,  
Lee