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**From:** Mainzer, Elliot E (BPA) - D-7  
**Sent:** Friday, July 19, 2013 8:11 AM  
**To:** ALLBPA  
**Subject:** Thank You

Fellow BPA Employees:

I wanted to thank you all personally for your patience and professionalism during the past few days.

As you may know, as a result of an inspection of BPA hiring practices, the Department of Energy Inspector General's Office posted a "Management Alert" which described the IG Office interim results and recommendations, as well as DOE's management response, which described actions DOE has taken. For those of you who have not seen the document, it is available at this [link](#).

Although the IG is continuing to audit the matter, the Management Alert comes on the heels of an extensive Office of Personnel Management investigation and DOE Office of Human Capital Management review that uncovered improper hiring practices by BPA, which disadvantaged some applicants, a number of whom were veterans. The Management Alert also includes a section detailing allegations of retaliation against employees who had raised concerns about these hiring practices.

While we look forward to a full examination of the facts, I am deeply concerned about these allegations. All of us on the BPA leadership team take the allegations very seriously and are committed to fully addressing them. I want to reiterate BPA's absolute commitment to a workplace free of retaliation, particularly against those who raise concerns. We protect the right of employees to speak out, voice any concerns, or lodge complaints with any authoritative body as they see fit, without fear of retaliation.

Thank you again for your patience and support. This is a time for all of us to stay focused on our core mission and values and to remember how much the people of the Pacific Northwest rely on us to provide trustworthy stewardship of our mission and core assets. And, please remember the importance of doing our work safely. I appreciate all of your efforts to maintain the excellent level of service we provide to the region.

Sincerely,

Elliot Mainzer  
Acting Administrator