



## Confidential ESN Memo

Date: July 31, 2010  
To: Gregory Allen, Executive Director  
From: William F. Slater, III, PMP, VA NSOC NSSS Project Manager  
Subject: Negative Situations on the NSSS Team at Hines, IL

Greg,

I want to make you provide you with more information about couple of negative situations on our NSSS Team at Hines, and recommend courses of action to resolve these situations.

Thursday, July 29, 2010, about 4:45 PM, I asked Matt Bone to join me in the conference room that is adjacent to our work area for a private discussion. During this meeting, I addressed his hours and the importance of the accuracy of Time Card reporting. I also addressed his attitude and things he had said and done recently.

On topic of hours, I stressed the importance of accuracy, and also that if he was going to be late he needed to be sure and stay late to make up the time. This is because he was an hour late that day. In fact, he has routinely been late to work over the past three to four weeks, blaming it on traffic. He was argumentative and said that he felt like he was in good shape if he skipped his 15-minute breaks and worked straight through his lunch to make up the time. I told him that it was essential to report his time accurately and that the COTR told me back in June 2010 that people were being audited for their time reporting.

Then I addressed Matt Bone's behavior and attitude. I explained that his statements on July 20, challenging me three times about calling Ash Aziz, when I explained that Ash had called me, were wrong and unacceptable.

He also complained about me as the leader of the Team. The bottom line was that he was argumentative, defiant, and when I explained I needed his respect, **he smiled and said I would get his respect when I earn it.** I told him that I have the trust, confidence, and respect of my ESN management who placed me in this role and that he needed to respect me as the Project Team Manager. Again, he smiled defiantly and said I would get his respect when I EARN it. During this discussion, it became very obvious that Matt Bone has great contempt for me and everything I do.

Here is another related situation that has gotten really out of control. As Emery De Cavitch, who Matt has done a poor job of supervising, took so many smoke breaks until the beginning of June 2010, he went outside and took smoke breaks with those members of the Customer Service Support (CSC) Team who smoke. During these smoke breaks, there would be a lot of gossiping and trash talking. Then the CSC Team members and Emery would return to work, and the CSC people would cross-pollinate their trash talk with other members of the CSC Team, some of who were also VA Full Time Equivalents (FTEs). This is the type of situation that can spin out of control at the NSOC Facility at Hines because people love rumors and gossip, whether it is true or not.



As you are also aware, I addressed the issue with the excessive breaks in June 2010 while Ken Conquest was on his trip to ESN. But I think that during the time that I was trying to lead the Team and everyone still reported directly to Ken Conquest, it created several problems. Emery De Cavitch felt like he could get away with excessive breaks and being the least productive member of the Team because Ken Conquest would “protect” him. What we are now seeing with Matt Bone and Emery De Cavitch are manifestations of those problems.

During our discussion on Thursday, July 29, 2010, Matt was also only too happy to explain how he had heard that these FTEs were just waiting for me to do the slightest thing so I would be walked out, and he was gloating about it to me. He was saying, “Well I heard this and that, but I am not naming any names...” This is our Second Shift Team Lead gloating about Trash Talk gossip that Emery De Cavitch helped ignite.

Thinking about my discussion with Matt Bone, I realized that he is a person who lacks the cooperation, discipline, leadership, and respect to remain a loyal, productive member of our Team. By contrast, Ken Conquest was everyone's "buddy" and let people get away with a lot. But that is not how I lead. Matt seems to think that I since I am not like Ken that he can be contemptuous, disrespectful, insubordinate, defiant, and that he does not have to even acknowledge me as the leader.

Furthermore, I think that the fact that Ash Aziz, Mr. Kirchoff, and Mr. Mattocks were lobbying for Matt Bone to become the new Hines Site Manager during our teleconference on July 13, 2010, sends a message to me that Matt has quite possibly had unauthorized conversations with one or more VA Managers to undermine me and ESN. If this is the case, it is very serious and could have very negative repercussions for me, ESN and the Team.

I strongly believe that Matt Bone's continued presence on the NSSS Team will cause greater problems in for me, the Team, and ESN in the future. He needs to be replaced as soon as possible. I also believe that Emery De Cavitch should be replaced for the similar reasons.

I know you and Valerie Thomas have been busy, but will you support these initiatives? If so, I will find time on Monday, August 2, 2010 to talk with Valerie about how to proceed.

Thanks.

Bill  
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