

Dear XXXX,

I'm writing this letter to express concerns I have regarding an individual bidding on the SATCS position at XXX. XXXX and I have worked together fairly closely for 5 yrs. During this time XXXX has demonstrated strong biases against a number of our co-workers to the point at times where he would subordinate the operation of the facility to his own agenda. He has singled out other controllers and required them to perform tasks that were not required of others or that they themselves were required to perform previously. XXXX related to me one such incident when he had done this. He ended his story with the statement "I love jumping his shit". When I worked with the other controller later that day he asked me if I required of him what XXXX had and I said no. His response was "Just checking you never know". This is an individual with whom we have worked with for years and still work with. The result of XXXX's actions was that it undermined this individual's confidence in his working relationship with everyone else. He wasn't sure of his performance as part of the team. What XXXX required this person to do was not required of myself or other controllers. Pete singled him out, and has been fairly vocal with his opinions of the individual.

An unrelated incident occurred when another controller pulled a practical joke on XXXX by placing a stone under a tire on XXXX's car, chocking it. In XXXX's words he told the other person that if he ever did anything like that again he would need a couple extra days off. XXXX felt the other controllers actions justified the threat of physical violence. Even though XXX with another controller would set off pipe bombs, which they built, down by the parking lot jeopardizing everyone else's cars. XXXX was previously counseled for using a small cannon at the facility that he and the other person built after a person complained through the administrator's hotline. This shows the judgment XXXX uses.

XXXX risked the operation of the facility in an attempt to enforce his agenda on myself as well. I want to mention this because I do not want you to think that I have any ulterior motives for writing this letter.

XXXX used me as the reason behind his actions to the ATM at the time. I talked with XXXX about what was happening and was completely satisfied that he didn't feel I was the cause of what had transpired. XXXX reversed his actions shortly afterwards.

These are some of the things XXXX has done while a controller with no authority. Given the authority of a supervisor what will happen? A supervisor should be unbiased towards his or her subordinates in order to properly perform the functions of the position. XXXX recently stated that he would like to see certain individuals we work with leave. That is not the statement of an unbiased person. I don't feel that a person with this attitude should be writing performance appraisals or that his subordinates should suffer him doing so. If promoted, can he put aside his biases? If I felt that then I would also have to believe racism could be eliminated by simply promoting all the racists.

I wrote this to go on the record with my concerns. I do not enjoy doing it, however I sincerely feel the circumstances warranted it. XXX has earned a very good reputation with its customers and high evaluations from its peers. I don't want to see that jeopardized.

Sincerely,

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