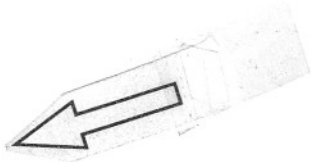




U.S. Department
of Transportation
Federal Aviation
Administration
July 16, 2007



Federal Aviation Administration
Concord Air Traffic Control Tower
201 John Glenn Drive
Concord, CA 94520

Jeffery Lewis
5321 Sonoma Drive Apt #3
Pleasanton, CA 94566

Mr. Lewis,

This letter is to formally provide you with feedback stemming from the ROI report regarding your alleged use of a derogatory and racially offensive slur in the work place.

Based upon my review of the contents of the investigative report, and contrary to your signed declaration, I find that you did in fact use a racially insensitive term in the work place and then provided a false statement during your interview with Special Agent, James Austin.

You are hereby formally reprimanded for your inappropriate conduct and violation of the agency's Model Work Environment Standards. Any further substantiated inappropriate conduct on your part will be addressed with progressive disciplinary action in accordance with ER-4.1, STANDARDS OF CONDUCT.

Jason Ralph
Air Traffic Manager, CC

Note that in this first draft for providing Lewis with "Periodic Feedback" to the AB cases, the response is limited to only use of a racial slur, and includes a written reprimand (which seems to be an appropriate disciplinary action for Lewis' one-time, non-disparaging n-word use while quoting a song lyric). Jason was under pressure to produce a letter NLT 7/31, due to Lewis' Hotline complaint. By 7/25/07, Jason was frantically seeking guidance from Davis and from LR/ER to provide the "specific language" they want (see Jason's email, 7/25/07 at 1048). The actual feedback letter was eventually sent by Jason's boss, Dennis Sullivan, on 7/27/07.

Acknowledge Receipt _____ Date _____
Jeffrey Lewis, CPC

Cc: NATCA SFO / Dave Caldwell

Lewis-FAA Case
8/2012 FLRA filing
Ex. # 19

EXHIBIT: 7/16/07 (Ralph draft letter)