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March 25, 2009

RE: LEWIS, Jeffrey

To Whom It May Concern:

I have met with the above-captioned Air Traffic Control Specialist several times for evaluation since 1991. These meetings, which included clinical interview and psychological testing, took place on 5/10/91, 4/26/07, 12/11/07, and 2/27/09. During this time, I have observed a pattern of normative stress response, which I attribute to his work environment, not underlying psychopathology.

Mr. Lewis has consistently tested at very high levels of overall intellectual functioning, and certainly has the cognitive skills to perform well directing air traffic. He has also demonstrated elevated clinical values on the MMPI, particularly on Scale 6, which led me at one point to diagnose him with Personality Disorder NOS. His station manager at the time, Mr. Jason Ralph, alleged behaviors on the part of Mr. Lewis suggestive of episodes of anger dyscontrol. Further, racist comments were alleged. Mr. Lewis denied both of these allegations. These are serious concerns and I wanted to speak with Mr. Lewis' supervisor. However, I was told, during the course of the evaluation that Mr. Ralph would not speak to me without an attorney. I declined this offer.

Upon closer examination it became clear that the response pattern from which the MMPI Scale 6 elevation was derived was closely related to a work environment in which I believe Mr. Lewis was unfairly treated. Mr. Lewis' psychologist, Dr. Ann Horstmann, concurred with this assessment. At that point, I rescinded my diagnosis and recommended that he be returned to work. This recommendation was ignored. Dr. Goodman, FAA Regional Flight Surgeon, in a conversation on 10-8-07, expressed doubts about my recommendation to return Mr. Lewis to work. He stated that Mr. Lewis would be offered a disability retirement, or an independent evaluation from another psychologist. I encouraged Dr. Goodman to consider the latter, although I do not believe this option was pursued.

Late in 2007, Mr. Lewis returned for follow-up evaluation. At that time, he tested within normal limits on the MMPI-2. I requested an opportunity to review Mr.

Lewis-FAA Case  
8/2012 FLRA filing  
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EXHIBIT: 3/25/09 (Dr. Haldeman letter, p.1)

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Lewis' employee file, and was denied. Mr. Lewis returned again for evaluation on 2/27/09, and again tested with an elevated Scale 6 on the MMPI-2. Upon an individual item interview, however, it became clear that Mr. Lewis' main concerns were reality-based and completely associated with maltreatment in his work environment. There has never been an extension of his concerns about the intentions and/or behaviors of others toward him outside the arena of his employment, or the conduct of his employer.

Mr. Lewis has experienced undue stress and hostility in the course of his professional life. These are the factors from which his concerns derive, not an underlying pathology or disorder of personality.

If further information is of interest, you may contact me with Mr. Lewis' written permission.

Sincerely yours,



Douglas C. Haldeman, Ph.D.  
Examining Psychologist

Lewis-FAA Case  
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Ex. # **52.2**

EXHIBIT: 3/25/09 (Dr. Haldeman letter, p.2)