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U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL AVIATION ADMINISTRATION
SECURITY AND HAZARDOUS MATERIALS DIVISION

Date of Interview: March 22, 2007
Location of Interview: ATCT, Concord, CA.

I, William Marks, make the following statement freely and voluntarily to Special Agent James Austin who has identified himself to me as Special Agent of the Federal Aviation Administration. No promises or threats have been made to me and no pressure or coercion of any kind has been used against me. I make this statement with full knowledge that it may be used in any administrative or civil proceeding.

I am employed as an ATCS at Concord ATCT. I have been advised that the FAA is conducting an investigation into inappropriate comments and hostile work environment.

I have consented to Special Agent Austin assisting me in preparing this statement.

On January 20, 2007, when I came to work John Crabtree told me about Jeffrey Lewis mocking Jason Ralph or any black person in a mean way. When Jeffrey arrived at 10:10 am he started talking in Ebonics mimicking black people and I told him lets change the subject and not talk about it.

I am the NATCA rep and on the evening of January 21, 2007, I received a call from one of the employees that Jeffrey had made the statement "keep holding us niggers down." I was later told by Ken Moyer that Jeffrey said "how are you niggers doing."

I was off on January 22, 2007, and on January 23, 2007 I called Jason and told him I was representing the employees and we had an issue with inappropriate racial comments. I met with Patricia Hardy and told her what I had seen and was told. She told me she was aware of the comments and that management was starting an inquiry.

Patricia was on leave and then a family emergency and there was a delay in the inquiry. On February 6, 2007 Patricia gave him a letter from Gwen Marshall that he was being investigated for the racial comments. He signed the letter and left. A short time later he returned and started yelling at Patricia that he wanted the paper he signed back. I was in the cab and she called me to come down stairs to her office. Jeffery was yelling at her and treating her in a threatening manner. I tried to claim him down but he continued yelling. I took him outside and tried to tell him if he continued acting like this he would get in trouble. His response was we are adults here I can say what I want.

Jeffrey, Jason and I where in a meeting to let Jeff know that an outside investigation was going to take place. Jeff wanted to make comments on the letter. Jason said no" Sign or

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Exhibit 8
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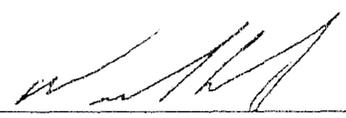
U.S. DEPARTMENT OF TRANSPORTATION
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give the letter back". Jeff took the letter and started to sign it and then had his pen slip and then got in Jason face and said in aloud voice "what are you going to do now". Jason said to Jeff to leave the building, Jeff started to poke is finger at Jason and say I cannot work for you. Jason told Jeff not to poke his finger at Jason and then Jeff took and waved his hand in front of Jason face. Jason said to Jeff leave the building now and do not come back till tomorrow. I went up stairs to work traffic and Jeff left the building and went to his car and then came back in the building banging on something, I heard Jason till Jeff to leave the build again and Jeff ran down stairs and drove off.

One day I was handling local traffic when a pilot turned east, I spoke with the pilot and he was leaving and would return later. Jeffrey was not happy with the way I handled the pilot and was going to report me to management. He was disrupting the entire cab. Ken Moyer was the CIC and told Jeffrey to leave the cab. Jeffrey went over to him and poked him in the chest and told him he would talk to him later. I went to Patricia and she said she had listened to the tape and I had done nothing wrong.

Since Jeffrey came here he has created tension in the workplace. He has had conflict with other employees and those training him. Jeffrey creates a hostile work environment when he is in the workplace.

I have read this entire statement consisting of 2 pages. I have been given the opportunity to make any additions, deletions, or corrections. I have initialed each page and all corrections. This statement is the truth to the best of my knowledge and recollections.



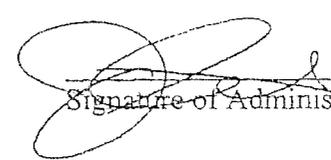
Signature of Interviewee

3-22-07

Date

Subscribed and sworn before me a person authorized by law to administer oaths this 22 day of MARCH, 2007 at CONCORD (city) CALIFORNIA (state).

Signature of Witness



Signature of Administering Agent

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