

## Address to BPU Board of Directors

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I'm here to talk about INTEGRITY, to share FACTS, and to point out FAILURE.

I couldn't help but notice that on your list of "values" posted on the wall that INTEGRITY is fifth out of seven. INTEGRITY doesn't even make the top half of your list. Therein lies the difference between BPU and the US Air Force: we have only three Core Values: INTEGRITY FIRST, Service Before Self, and Excellence In All We Do. Without INTEGRITY, nothing else matters. Based on the experience I have had since 8 July 2010 with BPU it goes to show how INTEGRITY gets ranked so far down your list of "values."

To recap for those who have not been as informed as others in attendance, after 168 days of a six-month probationary period, I was walked in to a meeting where I was told nothing more specific than "I SEE A TREND, AND I DON'T LIKE WHAT I SEE." I was not provided any evidence of wrongdoing or inability to perform the tasks required of the position; in fact, I wasn't shown so much as a single piece of paper. I'm not going to inundate you with stacks of documents – I am going to specifically point out some FACTS regarding where INTEGRITY FAILED.

I have presented each of you with a set of papers outlining items in my case, and in there you will see an Employee Evaluation Form dated 21 June 2010. It's interesting to note that the back of the form specifically states that it is to be signed by the individual being evaluated, the individual doing the evaluating, and one additional member of supervision – that didn't happen in this case. Is that what you call INTEGRITY?

It states that I was not "able to complete work on jobs and tasks required of the position" – absolute garbage. You also have a list of the places I worked in the 168 days I was with BPU. This list has never been challenged, and it shows I obviously was "able to complete work on jobs and tasks required of the position" – so much for INTEGRITY there.

It also goes on to say that I was "not completing tasks in a timely manner." It's a FACT that while at BPU, I was responsible for assembling, programming, testing, documenting and labeling EVERY NEW SIGNAL CONTROL CABINET between 10<sup>th</sup> and 7<sup>th</sup> Streets on Washington Boulevard. I recall Mr. Milan commenting in a meeting right here about how nice it was that the signals were finally being installed at 7<sup>th</sup> & Washington Boulevard. What someone FAILED to have the INTEGRITY to denote was that the person responsible for the intersection's control cabinet was "sent home" nearly TWO YEARS earlier because he was "not completing tasks in a timely manner."

Note the date on the evaluation – on 21 June 2010 I was not at BPU, had been gone for a week, and would not return for another week. Why? BECAUSE I WAS ON AIR NATIONAL GUARD DUTY – no wonder it doesn't have my signature! In fact, the first time I knew this evaluation existed was TWO MONTHS after I was "sent home" and it took the Department of Labor asking for my employee file to get it sent to me – how does this reflect on your INTEGRITY?

Now at this point some of you are asking "if he was so sure of this case, why did he decide to settle?" It wasn't because of a single shred of doubt; in fact, the more papers you sent my attorney the more FACTS pointed to your GUILT. The reason I decided to "settle" was this had financially ruined us, and we didn't have the funds to take the depositions. There was more, much, much more that came out as papers were disclosed – AND I REVIEWED THEM ALL. Your settlement doesn't say it in black and white, but everyone that's seen the paper agrees that this is merely a way to escape a far more costly judgment at trial by pressuring a financially-burdened plaintiff into acceptance. You were able to "get rid of" the pesky National Guard problem for pennies on the dollar; your INTEGRITY is in shreds on the floor, but you saved a ton!

There is one problem, however. There was no confidentiality agreement. So, as of 0600 this morning everything I can disclose about this case has been posted online. While you attempted to "pay me off" you FAILED TO SHUT ME UP.

Finally, I want to point out another example of FAILED INTEGRITY. When I finally was able to assess what had happened, I realized I had three items that weren't turned in as I left – and I am officially turning them in now. On the other hand, after being caught totally off-guard with the AMBUSH of a meeting on 8 July I wound up leaving items behind – to this date no one has had the INTEGRITY to do the "right thing" and return them to me. I am not surprised.

An Australian Army general recently said in a speech "The standard you walk past is the standard you accept." Less than three-quarters of one percent of the population are currently serving to "support and defend the Constitution of the United States against all enemies foreign and domestic" AND YOU DID THIS TO ONE OF THEM WHO DARED TO COME WORK FOR YOU WHILE THEY STILL HAD A MILITARY OBLIGATION. You've shown the standard you accept.

In the military, we call that COWARDICE. That is all.