

Exemption 7 (4) (d) -
Could disclose the identity
of a confidential source

Witness Statement

I, [REDACTED] make the following voluntary statement to Mr. Areon Kelvington and Mr. John Muckelbauer who have identified themselves as Investigator(s) with U.S. DOL - VETS and that they are conducting an investigation pursuant to 38 U.S.C. Section 4301et. seq., and/or predecessor Federal veterans' reemployment rights statute(s) and explained that my statement and identity would be kept confidential to the maximum extent possible under existing law.

1. Please tell us what your position is and length of employment with the Kansas City Board of Public Utilities.

[REDACTED]

2. Do you know who Kenneth Snyder is?

Yes

3. Describe your relationship to him?

[REDACTED]

4. In the course of doing your job, how much time/interaction did you have with Mr. Snyder?

Daily

5. Were you in any way involved with his training?

We all did. [REDACTED]

6. What was your perception of Mr. Snyder's quality of work?

Pretty good.

a. Compared to others?

Pretty good.

7. Do you recall anything in particular where he went above and beyond? Doing Additional tasks, etc.?

No

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8. **Anything that stood out about his work in relation to others?**

Initiative wasn't there.

9. **In terms of that initiative in comparison to other probationary employees that you have [REDACTED] did he lack initiative?**

As a probationary employee, I would think you want to show initiative and he didn't.

10. **What impact did his absence/time off have on the Traffic Signal Department?**

He was just a trainee. If a trainee is not there, there's no impact.

11. **Did he seem to be gone a lot?**

No, not at all.

12. **Would you know if he was absent?**

If I came into the shop and he wasn't there, I would know.

13. **Do you recall him being gone a long period of time?**

I don't think so, but can't recall.

14. **If someone is not able to work, how does that impact everyone else?**

We do what we normally do. Repairs, maintenance. We just cover the work.

15. **Do you recall ever hearing anyone talking about Ken Snyder's status as a member of the military?**

Yes, he was in the military when he got the job.

16. **Who did you hear that from?**

Just scuttle butt in the office that the guy they selected was in the army.

17. **How often are probationary employees evaluated?**

Monthly.

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18. Did you have any input into Mr. Snyder's evaluation?

No

All would ask

[REDACTED]

19. What was your response?

He's ok.

20. Is there anything else you would like to add?

The initiative wasn't there as far as getting in there and doing it. He just sat back.

21. Did you tell that to anyone?

[REDACTED]

22. Who is your boss?

[REDACTED]

23. How many times did you speak to Greg DeGrave about Ken Snyder?

1-2 times.

24. So you essentially were supervising Ken Snyder?

No, we would rotate between [REDACTED] It just depended on what was going on.

25. Would you have retained Ken Snyder?

That wasn't my decision to make.

26. If it was your decision?

He wouldn't (be retained). His lack of initiative, the desire to learn didn't seem to be there.

27. Did you write any reports regarding Ken Snyder's performance?

Nope

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28. Is there anything else you would like to add?

When you asked about the retention as a probationary employee, you have 6 months. Prior to the end of the 6 months most have an opportunity to be on their own. He did not show that he could.

He was always distracted, on the phone with his other job.

29. What other job did he have?

I think he did something with a high school marking the field. There's nothing wrong with being on the phone, but not when you're in a learning environment.

30. Did you ever say anything to him?

No

31. Did you tell anyone else?

No, didn't have to. It was obvious. We'd be in morning meeting and the phone would ring.

32. On a scale of 1-10, how would you rate [REDACTED]

8 or 9

And Ken?

5 maybe 6 to be fair
[REDACTED]

I have read (or have had read to me) the foregoing statement of 4 page(s). Each page has been numbered and I have initialed each correction. I declare (or certify, verify or state) under penalty of perjury under the laws of the United States of America that this statement is true and correct to the best of my knowledge.

[REDACTED]