

### Regionwide

|                      | RNO and Sex entered |           |            | RNO and/or Sex Not entered |          |           | Total:     |           |            |
|----------------------|---------------------|-----------|------------|----------------------------|----------|-----------|------------|-----------|------------|
|                      | M                   | F         | Total      | M                          | F        | Total     | M          | F         | Total      |
| GS-2 qualified only: | 14                  | 0         | 14         | 0                          | 0        | 2         | 14         | 0         | 16         |
| GS-3 qualified only: | 97                  | 16        | 113        | 0                          | 0        | 10        | 97         | 16        | 123        |
| GS-4 qualified:      | 113                 | 5         | 118        | 2                          | 0        | 16        | 115        | 5         | 134        |
| <b>Total:</b>        | <b>224</b>          | <b>21</b> | <b>245</b> | <b>2</b>                   | <b>0</b> | <b>28</b> | <b>226</b> | <b>21</b> | <b>273</b> |

With the exception of Veteran's Preference, the following summary data are limited to those qualified applicants who answered both the Race/National Origin and gender questions on the AD-1086 form. Veteran's Preference data are based on all qualified applicants.

| <u>Race/National Origin</u>                    | <u>Total:</u> | <u>%</u> | <u>Disability</u>                      | <u>Total</u> | <u>%</u> |
|--|---------------|----------|--|--------------|----------|
| American Indian/Alaskan Native:                | 8             | 3 %      | 1 -- No disability                     | 237          | 97%      |
| Asian or Pacific Islander:                     | 10            | 4 %      | 2 -- Hearing impairment                | 0            | 0%       |
| Black, not of Hispanic origin:                 | 13            | 5 %      | 3 -- Vision Impairment                 | 1            | 0%       |
| Hispanic:                                      | 101           | 41 %     | 4 -- Missing Extremities               | 0            | 0%       |
| White, not of Hispanic origin:                 | 109           | 44 %     | 5 -- Partial Paralysis                 | 0            | 0%       |
| Not Hispanic, Puerto Rico:                     | 1             | 0 %      | 6 -- Complete Paralysis                | 0            | 0%       |
| All Other Asian or Pacific Islander in Hawaii: | 3             | 1 %      | 7 -- Convulsive Disorder               | 0            | 0%       |
|  |               |          | 8 -- Mental Retardation                | 0            | 0%       |
|  |               |          | 9 -- Mental or emotional illness       | 0            | 0%       |
|  |               |          | 10 -- Severe distortion of limbs/spine | 1            | 0%       |
|  |               |          | 11 -- Not listed                       | 2            | 1%       |
|  |               |          | No data                                | 4            | 2%       |

| <u>Current Employment</u>                | <u>Total:</u> | <u>%</u> | <u>Vet Preference Category:</u> | <u>Total:</u> | <u>%</u> |
|--|---------------|----------|---------------------------------|---------------|----------|
| College/University teaching or research: | 23            | 9 %      | CP                              | 1             | 0 %      |
| Private industry:                        | 47            | 19 %     | XP                              | 1             | 0 %      |
| State/Local government:                  | 26            | 11 %     | TP                              | 11            | 4 %      |
| Federal Government:                      | 23            | 9 %      | None                            | 260           | 95 %     |
| Member of the military:                  | 1             | 0 %      |                                 |               |          |
| Unemployed:                              | 65            | 27 %     |                                 |               |          |
| Current USDA employee:                   | 47            | 19 %     |                                 |               |          |
| Other:                                   | 38            | 16 %     |                                 |               |          |
| No Data:                                 | 3             | 1 %      |                                 |               |          |

Percentages based on current total of 273

|  |     |
|--|-----|
| American Indian/Alaskan Native             | 3%  |
| Asian or Pacific Islander                  | 4%  |
| Black, not of Hispanic origin              | 5%  |
| Hispanic                                   | 37% |
| White, not of Hispanic origin              | 40% |
| Not Hispanic, Puerto Rico                  | 0%  |
| All other Asian/Pacific Islander in Hawaii | 1%  |

**EXHIBIT 5**

**TEMPORARY FIRE APPLICANT POOL -- OPEN & CONTINUOUS -- SEPTEMBER 13, 2006 DATA**

(Data is for applicants in AVUE from May 12, 2006 through September 12, 2006)

| ANNOUNCEMENT   | HISPANIC   | TOTAL<br>HISPANIC | ALL<br>APPLICANTS | % Hispanic    |
|--|------------|-------------------|-------------------|---------------|
| ADS04-WOFSJOBS-<br>024DT GS-462-3<br>FORESTRY AID          | 70         | 102               | 402               | 25.37%        |
| ADS04-WOFSJOBS-<br>025DT GS-462-4<br>HOTSHOT/HANDCREW      | 47         | 72                | 321               | 22.43%        |
| ADS04-WOFSJOBS-<br>026DT GS-462-5<br>HOTSHOT/HANDCREW      | 21         | 29                | 158               | 18.35%        |
| ADS04-WOFSJOBS-<br>027DT GS-462-4<br>HELITACK              | 31         | 43                | 155               | 27.74%        |
| ADS04-WOFSJOBS-<br>028DT GS-462-5<br>HELITACK              | 9          | 13                | 60                | 21.67%        |
| ADS04-WOFSJOBS-<br>029DT GS-462-4<br>FIRE ENGINE OPTR      | 53         | 72                | 259               | 27.80%        |
| ADS04-WOFSJOBS-<br>030DT GS-462-5<br>FIRE ENGINE OPTR      | 18         | 27                | 105               | 25.71%        |
| ADS04-WOFSJOBS-<br>031DT GS-462-4<br>FRSTY<br>TECH/OUTLOOK | 4          | 7                 | 60                | 11.67%        |
| <b>Grand Total</b>   | <b>253</b> | <b>365</b>        | <b>1520</b>       | <b>24.01%</b> |

**EXHIBIT 6**

**TEMPORARY FIRE SELECTIONS -- OPEN & CONTINUOUS -- SEPTEMBER 13, 2006 DATA**

(Data is for selections documented in AVUE for May 12, 2006 through September 12, 2006)

| ANNOUNCEMENT                                     | HISPANIC | MULTIRACIAL WITH HISPANIC | TOTAL HISPANIC | ALL SELECTIONS |        |
|--|----------|---------------------------|----------------|----------------|--------|
| ADS04-WOFSJOBS-024DT GS-462-3 FORESTRY AID       | 8        | 2                         | 10             | 37             | 27.03% |
| ADS04-WOFSJOBS-025DT GS-462-4 HOTSHOT/HANDCREW   |          | 1                         | 1              | 14             | 7.14%  |
| ADS04-WOFSJOBS-026DT GS-462-5 HOTSHOT/HANDCREW   |          |                           |                | 2              | 0.00%  |
| ADS04-WOFSJOBS-029DT GS-462-4 FIRE ENGINE OPTR   | 5        | 2                         | 7              | 19             | 36.84% |
| ADS04-WOFSJOBS-030DT GS-462-5 FIRE ENGINE OPTR   |          |                           |                | 1              | 0.00%  |
| ADS04-WOFSJOBS-031DT GS-462-4 FRSTY TECH/OUTLOOK |          |                           |                | 6              | 0.00%  |
| Grand Total                                      | 13       | 5                         | 18             | 79             | 22.78% |

### **Monitor's July 5, 2006 Information Request**

Please provide the information requested and respond to the questions presented in each item below:

#### **1) Outside Recruiter**

- a) A copy of the Kenexa contract, payment terms including the incentive bonus, and the operating plan or other description of the work the company will be doing.
- b) What relationship will Kenexa staff have with line officers and other personnel knowledgeable about the needs of the position at issue, to ensure that the company has all the necessary information to do appropriate recruiting?

#### **2) Mentoring Program**

- a) A copy of the one page description of the diversity "thread" addressed in the mentoring training (previously requested).
- b) If employees do not attend the mentoring training, will they have another opportunity to do so? Will they be removed from the program if they do not attend? What training will be provided in forests where the scheduled training was cancelled?

#### **3) MD 715**

- a) A copy of the current draft MD 715 report.  
Julena Pope advised me in a memorandum dated March 5, 2005, that: "Jose Briseno is the program manager responsible for the MD-715 which replaces the AEP. The Region anticipates finalizing the MD-715 by March 31, 2005." (See attached 3/5/05 Pope memorandum.) I inquired about this document regularly at the monthly meetings with the Region, until those meetings were discontinued.
- b) I would like clarification of an issue that came up during the Regional Forester and Associate Regional Forester's presentation at the RHWG meeting. The most recent AEP plans available on the R5 website are the FY 02 AEPPs under MD -714 and MD-713, which I assume used 1990 census data, since the 2000 data was not available until December 2003. Please clarify whether the most recent AEPP is, in fact, the FY 02 plan and whether the workforce analysis data in that plan is what the region relies upon when completing the outreach and recruitment documentation. If the Region relies on something other than the FY 02 AEPP to complete Section II on the O & R form, please specify what data is used. (The form instructs the user to "use the current AEP, or its equivalent, as identified by EEOC.")
- c) Please provide an explanation for the ongoing delay in completion of the MD-715 with updated workforce analysis data.

**4) HR Recruitment Specialists**

- a) Copies of any written materials used at the training for the new forest recruitment specialists (HHRS)

**5) Applicant flow data in R5's Seventh HSA Report**

- a) Some forests report no data on the R5 and AVUE applicants flow tables in the 7<sup>th</sup> Report. (Tables 8, 9, 10 & 11). Does this mean that those forests had no applicants or selectees, or did the reports omit the data from the missing forests? If omitted, what is the reason for that?

**6) AVUE**

- a) Provide information as soon as it is available on whether the Forest Service has renewed the AVUE contract.
- b) At my quarterly meeting with the RF, I raised two AVUE-related issues:
1. The need for improved KSA descriptions and improved AVUE questions on the KSA's. What, if any, steps is the Region taking to accomplish this?
  2. The issue of qualified applicants who may be improperly screened out by AVUE because of the questions on qualifications. The monitoring of recruitment and promotions has no mechanism to identify when this occurs, and I raised it as an issue that should be considered. What, if any, steps does the Region intend to take to identify this problem when it arise and to address it?

**7) Fire Apprentice Retention Plan**

At my quarterly meeting, I asked for an update on implementation of the Region's December 14, 2005 Fire Apprentice Retention Plan. The plan sets forth six objectives, with responsible personnel and dates for completion. Vicki Jackson indicated that she was not prepared to discuss that topic at the meeting, but that she would get back to me about it.

**8) Data Request**

- a. Provide current series-specific data on numbers and percentages of Hispanics and corresponding 2000 CLF percentages, in the format provided in Sixth Report in "Appendix B: Additional Focus Reports, " for all series covered in that appendix.
- b. Provide a current report on the R5 PERMANENT WORKFORCE, GS-462 AND GS-499 (HRAWHOHA) which includes unit, Fire and non-fire, SCEP and Workforce, series, grade, number and percentages for Hispanic and all employees.

9) **Follow up questions on the 6/5/06 memorandum on Regional Workforce Assessment and Staffing Plan**

The 6/5/06 memorandum provided to me at the quarterly meeting states that during the past three years, the Region hired 869 new employees into permanent career position and 1497 new employees into student position.

- a. How many of those new hires in permanent career positions were Hispanic?
- b. How many of those new hires in student positions were Hispanic?
- c. Please provide a spreadsheet with information as to each of those Hispanic hires indicating the employees' names, position title, series, grade, unit location, hire date, and whether the employee is still working in Region 5. If no longer employed, indicate the separation date and reason for separation.



United States Department of Agriculture  
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Pacific Region—San Francisco Office  
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San Francisco, CA 94105-4511

Telephone: 415-744-3172  
Facsimile: 415-744-3170  
Internet: marissa.suarez@usda.gov

July 24, 2006

**VIA HAND DELIVERY**

Marci Seville  
Monitor, Hispanic Settlement Agreement  
Golden Gate University School of Law  
536 Mission Street  
San Francisco, CA 94105-2968

Re: Brionez v. USDA

Dear Ms. Seville:

I am writing in response to your July 5, 2006 Information Request. The Region has provided the following responses to your requests and recommendations.

1. Outside Recruiter

- a) **A copy of the Kenexa contract, payment terms including the incentive bonus, and the operating plan or other description of the work the company will be doing.**

A copy of the Kenexa contract was provided to you on July 14, 2005. The contract contains the payment terms, the incentive bonus and the Statement of Work. A copy of Kenexa's operating plan is attached.

- b) **What relationship will Kenexa staff have with line officers and other personnel knowledgeable about the needs of the position at issue, to ensure that the company has all the necessary information to do appropriate recruiting?**

The Kenexa staff will communicate directly with one point of contact, Julena Pope, Settlement Agreement Director, to ensure that Kenexa gets all the necessary information they need to do appropriate recruiting.

2. Mentoring Program

- a) **A copy of the one page description of the diversity "thread" addressed in the mentoring training (previously requested).**

A copy of the one-page description of the diversity "thread" addressed in the mentoring training was provided to you on July 10, 2006.

**EXHIBIT 8**

- b) **If employees do not attend the mentoring training, will they have another opportunity to do so? Will they be removed from the program if they do not attend? What training will be provided in forests where the scheduled training was cancelled?**

If employees do not attend the mentoring training on their forests for any reason, they will have another opportunity to participate in a "make-up" session. However, if participants do not participate in any of the provided training sessions, either on their forest or a make-up session, they will not be able to participate in the program. Make-up sessions will be scheduled at a centralized location for participants on forests where the training session was cancelled. The dates for the make-up sessions will be finalized at the end of the fire season in late fall 2006.

3. **MD-715**

- a) **A copy of the current draft MD 715 report. Julena Pope advised me in a memorandum dated March 5, 2005, that: "Jose Briseno is the program manager responsible for the MD-715 which replaces the AEP. The Region anticipates finalizing the MD-715 by March 31, 2005." (See attached 3/5/05 Pope memorandum.) I inquired about this document regularly at the monthly meetings with the Region, until those meetings were discontinued.**

The Equal Employment Opportunity Commission ("EEOC") regulations regarding MD-715 only require the Forest Service, as a Second Level Reporting Component, to issue an MD-715. See EEOC website outlining USDA's Second Level Reporting Components at <http://www.eeoc.gov/federal/715instruct/agencylist.html>. The Forest Service's MD-715 is available on the intranet at <http://fsweb.wo.fs.fed.us/cr/fsmd715.html>. For your convenience, a copy of the Forest Service's MD-715 is attached. Region 5 will consider producing its own MD-715 in 2007 but is now concentrating its efforts on implementation of the Hispanic Settlement Agreement ("HSA").

- b) **I would like clarification of an issue that came up during the Regional Forester and Associate Regional Forester's presentation at the RHWG meeting. The most recent AEP plans available on the R5 website are the FY 02 AEPPs under MD -714 and MD-713, which I assume used 1990 census data, since the 2000 data was not available until December 2003. Please clarify whether the most recent AEPP is, in fact, the FY 02 plan and whether the workforce analysis data in that plan is what the region relies upon when completing the outreach and recruitment documentation. If the Region relies on something other than the FY 02 AEPP to complete Section II on the O & R form, please specify what data is used. (The form instructs the user to "use the current AEP, or its equivalent, as identified by EEOC.")**

The Affirmative Employment Plan ("AEP") for fiscal year ("FY") 2003 was the last AEP prepared as required by MD-713 and MD-714. This AEP utilizes 1990 CLF data. This is what is used for Section II, Under-Representation Data, on the Outreach and Recruitment Documentation



Form. Please refer to the Region 5 Civil Rights intranet website at <http://fs.web.R5.fe.fed.us/unit/cr>, under the Workforce banner, for a copy of the FY 2003 AEP.

- c) **Please provide an explanation for the ongoing delay in completion of the MD-715 with updated workforce analysis data.**

Region 5 is not required to issue an MD-715. See answer to question 3(a) above. Therefore, there is no delay.

4. **HR Recruitment Specialists**

- a) **Copies of any written materials used at the training for the new forest recruitment specialists (HRS)**

A copy of the written materials used at the June 20, 2006, Human Resources Recruitment Specialist ("HRS") training is enclosed.

5. **Applicant Flow Data in R5's Seventh HSA Report**

- a) **Some forests report no data on the R5 and AVUE applicants flow tables in the 7<sup>th</sup> Report. (Tables 8, 9, 10 & 11). Does this mean that those forests had no applicants or selectees, or did the reports omit the data from the missing forests? If omitted, what is the reason for that?**

The Region is currently working on drafting a response to this question. We will forward the response as soon as it is completed.

6. **AVUE**

- a) **Provide information as soon as it is available on whether the Forest Service has renewed the AVUE contract.**

A decision has not been made on whether the Forest Service will renew the AVUE contract.

- b) **At my quarterly meeting with the RF, I raised two AVUE-related issues:**
- 1) **The need for improved KSA descriptions and improved AVUE questions on the KSA's. What, if any, steps is the Region taking to accomplish this?**
  - 2) **The issue of qualified applicants who may be improperly screened out by AVUE because of the questions on qualifications. The monitoring of recruitment and promotions has no mechanism to identify when this occurs, and I raised it as an issue that should be considered. What, if any, steps does the Region intend to take to identify this problem when it arise and to address it?**

As you discussed with Susan Ullman on July 10<sup>th</sup> and 17<sup>th</sup>, we will delay further discussion of these issues until a decision is made on whether the AVUE contract will be renewed.

7. **Fire Apprentice Retention Plan**

**At my quarterly meeting, I asked for an update on implementation of the Region's December 14, 2005 Fire Apprentice Retention Plan. The plan sets forth six objectives, with responsible personnel and dates for completion. Vicki Jackson indicated that she was not prepared to discuss that topic at the meeting, but that she would get back to me about it.**

Enclosed is the Wildland Firefighter Apprenticeship Program Retention Plan Accomplishment Report as of May 30, 2006.

8. **Data Request**

- a) **Provide current series-specific data on numbers and percentages of Hispanics and corresponding 2000 CLF percentages, in the format provided in Sixth Report in "Appendix B: Additional Focus Reports," for all series covered in that appendix.**

As required by the Court's Order, current series-specific data on numbers and percentages of Hispanics and corresponding 2000 CLF percentages, will be provided in the Region's September 1, 2006, report to the Court. Waiting until this date will provide the opportunity for the Court's additional remedial measures to have an impact on the data.

- b) **Provide a current report on the R5 PERMANENT WORKFORCE, GS-462 AND GS-499 (HRAWHOHA) which includes unit, Fire and non-fire, SCEP and Workforce, series, grade, number and percentages for Hispanic and all employees.**

The Region has generated and attached the requested report on R5 Permanent Workforce, GS-462 and GS-499.

9. **Follow up questions on 6/5/06 memorandum on Region Workforce Assessment and Staffing Plan**

**The 6/5/06 memorandum provided to me at the quarterly meeting states that during the past three years, the Region hired 869 new employees into permanent career position and 1497 new employees into student position.**

- a) **How many of those new hires in permanent career positions were Hispanic?**  
b) **How many of those new hires in student positions were Hispanic?**  
c) **Please provide a spreadsheet with information as to each of those Hispanic hires indicating the employees' names, position title, series, grade, unit location, hire date, and whether the employee is still working in Region 5. If no longer employed, indicate the separation date and reason for separation.**

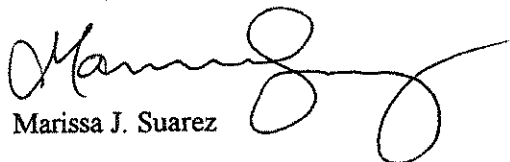
The June 5, 2006, memorandum which was authored by John Kusano, Assistant Director of Human Resources, Washington Office, and signed by Vicki Jackson, was prepared in conjunction with Mr. Kusano's presentation on Regional Workforce Assessment and Staffing Plan, which was given at the June 14, 2006, Regional Leadership Team meeting. The numbers provided in that document were compiled in a manner different from that which the Region uses in its semi-annual reports.

The data in the June 5, 2005 memorandum encompassed the period of April 1, 2003 through March 31, 2006. The data report counted students separately from the rest of the permanent workforce for this period. The report also did not include several competitive actions, such as promotions, changes to lower grades, position changes and reassignments, which the Region uses to report hires as defined in the HSA. Therefore, the information requested in (a) and (b), with regard to the numbers in the memorandum, would be difficult to generate. Instead, the Region directs the Monitor to the tables on the *RSNO of Region 5 Positions Filled by Unit for Reporting Period* and *Region 5 Student Career Experience Program Appointments and Conversions*, which are in every semi-annual report, as provided by the HSA.

The additional information requested in (c) is not required by the HSA reporting requirements and is not information which is tracked by the Region. Providing this information would be burdensome. Therefore, the Region is not providing this information.

If there are any questions regarding this matter, I can be reached directly at (415) 744-3172.

Sincerely,

  
Marissa J. Suarez

cc: Susan Ullman



**U.S. Department of Justice**  
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September 8, 2006

Via Electronic Mail

Marci Seville  
Monitor, Hispanic Settlement Agreement  
Golden Gate University School of Law  
536 Mission Street  
San Francisco, CA 94105-2968

Re: Brionez v. USDA, USDC N.D. Cal.,  
Civil Action No. C 01 3969 CW

Dear Ms. Seville:

I am writing to respond to the questions you raised and the information you requested in our telephone call on August 29<sup>th</sup>.

1. AVUE

The Forest Service extended the contract with AVUE for one year, through September 30, 2007.

Region 5's Human Resources Department is already working on improving KSAs and on the issue of qualified applicants who are "screened out." I will provide more information when I receive details from the Region.

2. Frank Becerra

As explained in Marissa Suarez's e-mail of September 1<sup>st</sup>, Mr. Becerra is on the certification list, so the selection has not been put on hold. It appears that Mr. Becerra answered questions incorrectly, causing himself to be designated unqualified. I will provide more details when I receive them.

**EXHIBIT 9**

3. Monitoring

We will provide a written description of the Region's monitoring next week. In the meantime, please see the attached September 1, 2006, Memorandum concerning reconciling the data in the FOCUS, AFS and AVUE systems.

4. New Hires

The Region reports 1,364 new permanent hires since the Hispanic Settlement Agreement began, 178 of whom are Hispanic. Wendy Rook is attempting to retrieve the retention data you requested about the new Hispanic hires.

5. Form C

You asked about references to old Form C in the August 2, 2006 Memorandum titled Unit Review Team (URT) Monitoring Report. The Region informs me, that in all 5 referenced instances when old Form C was used, it was because the hiring process (beginning with outreach) had commenced before the new Form C was put into place.

6. Kenexa

The Strategic Recruitment Plan and the Tactical Recruitment Plan you request are internal to Kenexa. The Region does not have them. However, the Region will ask Kenexa if it will provide the documents.

7. Electronic Transmission

As you requested, on September 6<sup>th</sup>, I sent you the August 15<sup>th</sup> letter from Marissa Suarez in electronic form. The Region reports that the attachments to that letter were too voluminous to send electronically. However, the Region will continue to send documents electronically whenever possible.

8. Human Resources Department

The Region provided you with a list of personnel in the Human Resources Department, as you requested. The Human Resources Recruitment Specialists are not on that list because they are employees of their respective units. "EOD" on the list stands for "Entrance on Duty," i.e., the date on which the individual reported to the position.

9. Fire Apprentice Retention Data

The Region will automatically provide you with this information on or about the 20<sup>th</sup> of each month.

10. SF-52 Tracker

The Region will continue to automatically provide you with this data every two weeks. Ms. Suarez sent you the most recent SF-52 Tracker on September 1<sup>st</sup>.

11. SF-52 Tracker Updates

The Region has established a process for continuous updating of information to the SF-52 Tracker. I am attaching the August 11, 2006, Memorandum on the Recruit and Fill Process (with its attachment). Human Resources Director Marcia Staten sent an e-mail on August 21<sup>st</sup> requesting that each unit delete actions that are on the Tracker but are not valid. I am attaching a copy of that e-mail.

12. Temporary Fire Hires

In addition to the RNO information on applicants for temporary fire positions that the Region is providing pursuant to the Court's March 30, 2006, Order, you requested RNO information for the individuals selected for the temporary positions. The Region has agreed to provide this information, but notes that it relies entirely on self-reporting for RNO information. The Region will attempt to provide this information by the end of the month.

13. Mentoring Program

The Region cannot resume trainings of mentors/mentorees until the fire season is over because of direction from the Chief of the Forest Service and the Regional Forester for Region 5. I am attaching copies of the relevant correspondence from Chief Bosworth and Regional Forester Weingardt.

The Region has already trained 35 Hispanic mentorees, which represents 13.7% of all trained mentorees.

14. MD-715

On September 7, 2006, I sent you via overnight mail, copies of the tables referenced in the Update Package for USDA Forest Service FY 2006 EEOC MD-715 Employment Report.

15. Question 5.a. from your July 14<sup>th</sup> letter

The Region is continuing to work on providing an answer to this inquiry.

16. Exhibit B

On September 6<sup>th</sup>, I e-mailed to you the most recent data on Hispanic representation in Region 5 for the job series listed in Exhibit B.

17. Regional Selection Team

The Region has successfully centralized in the Regional Office all hiring for permanent selections. The transition from the interim practice of having the Regional Forester Team make the selections to having the Regional Selection Team make the selections is taking more time than expected. However, this has not delayed selections because the Regional Forester Team process is still in place, and that team is concurrently continuing to make selections each week. The Region is pleased to report that the Forest Supervisor who was the first selecting official for the Regional Selection Team made four selections, and the second selecting official made nine selections.

18. Employment Center

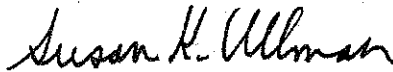
The Region is preparing a summary of the status of the implementation of the Employment Center which we will provide to you.

19. HEPM

You and I discussed this personnel matter on a telephone call today.

I look forward to seeing you next week.

Sincerely,



SUSAN K. ULLMAN  
Senior Counsel  
Federal Programs Branch  
Civil Division

Enclosures

