

**This material is part of a collection that documents the harassment, discrimination, and retaliation perpetrated against Alaska's women research scientists by their supervisor, with full knowledge (and arguably, "tacit approval") of their federal employer, the USDA Agricultural Research Service (ARS)  
Bower, Cindy**

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**From:** Pantoja, Alberto  
**Sent:** Monday, June 28, 2010 3:09 PM  
**To:** Pantoja, Alberto; Philibert, Juli  
**Cc:** Contento, Janis; Bechtel, Peter; Bower, Cindy  
**Subject:** RE: KSA Kodiak technicians  
**Attachments:** KSA forKodiak technicians.docx

Sorry here with attachment

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**From:** Pantoja, Alberto  
**Sent:** Monday, June 28, 2010 12:56 PM  
**To:** Philibert, Juli  
**Cc:** Pantoja, Alberto; Contento, Janis; Bechtel, Peter; Bower, Cindy  
**Subject:** KSA Kodiak technicians

Juli

Attached revised KSA's for Kodiak technicians under Bower & Bechtel as per their email today.

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KSA for Chemist technician position GS 5/9, Kodiak, SY; Bechtel

1. Skill in calibrating, maintaining and operating laboratory instruments and equipment, such as centrifuges, protein analyzer, lipid extractor, UV-VIS spectrophotometer, HPLC, LC-MS and capillary electrophoresis.
2. Knowledge of animal tissue composition and methods of analysis.
3. Knowledge of analytical chemistry.
4. Ability to use personal computers and software packages for data compilation, recording, analysis and report preparation.

KSA for Biological Science technician, GS 5/9, Kodiak, SY; Bower

- (1) Knowledge of biochemistry, microbiology, and/or food science.
- (2) Skill in operating and maintaining laboratory equipment such as microscopes, spectrophotometers, and other instruments common to an analytical laboratory.
- (3) Ability to prepare microbiological media and work aseptically with cultures, as well as to perform analytical techniques such as laboratory separations, extractions, chemical analyses, SDS-PAGE, and other methods of protein and lipid analysis.
- (4) Proficiency in using personal computers and software for word processing and data entry/manipulation with experience recording experimental data and creating summaries, charts, graphs, and tables.