

Exhibit 1

My career advancement was intentionally limited by ARS supervisory personnel, starting with an inappropriate job offer at lower GS and salary levels than the advertised position (GS 13/14)

TIMELINE for 2004 ARS Research Scientist Offer

- February: I applied for Vacancy Announcement Number: ARS-X4W-0138 (Exhibit 2)
- June: I interviewed in Fairbanks, Alaska
- July 2: I was verbally offered the job through a telephone call from the Research Leader (Alberto Pantoja), although the suggested salary was almost \$10,000 lower than advertised
- July 2nd time stamp on ARS paperwork lists me as GS 12 (\$56,425) BEFORE the ad hoc panel was convened to evaluate my qualifications as a GS 13 (Exhibit 3)
- July: I was informed through email by Human Resources (Franky Reese) that I could tentatively be offered the job pending an ad hoc panel review of my case write up
- July: I submitted the necessary RPES materials to Franky Reese and notified her that the position description was being sent to her directly from Fairbanks
- July/August: I waited, fully believing that I was receiving a fair ad hoc panel evaluation from the case write up materials submitted from Oregon and the GS 13/14 position description sent from Alaska
- August 24: The ad hoc RPES Panel, (despite the ARS-approved GS 13/14 position description), inappropriately lowered the point values for Factors I and II, resulting in 22 total points (GS 12) instead of 26 points (GS 13) (Exhibit 4)
- August 30: A hasty (5-day) announcement was issued for a new position in Fairbanks (ARS-X4W-0403) recruiting only my Position Title (Research Food Technologist) and offering only a lower salary (GS 12) (Exhibit 5)
- August/September,: I have no record of ever applying for ARS-X4W-0403
- September 16: I was selected for ARS-X4W-0403
- September (?): My superior qualifications were recognized in writing, and a salary of \$64,980 was noted as appropriate for food scientists in Alaska (Exhibit 6, 7)
- September 17: I was offered a GS 12 position as a Research Food Technologist in Fairbanks, at a salary of \$56,425 (which is \$8,555 per year less than the US Department of Labor reported for food scientists in Alaska) (Exhibit 8)
- October 4: I started my employment with the ARS in Fairbanks
- November 4: Written RPES results were generated by the Assistant Area Director (Robert Matteri)
- November 29: Written RPES results were given to me in Fairbanks, and although I did not agree with the RPES results, I was told that I must sign the paperwork to acknowledge receipt
- December 2007: eOPF website allowed employee access to personnel files, bringing to my attention the deceptive practices and gross injustice associated with this issue