

# **EXHIBIT “D”**

----- Original Message -----

From: [REDACTED]  
To: [ssmpls@aol.com](mailto:ssmpls@aol.com)  
Sent: Friday, October 03, 2008 12:13 AM  
Subject: Re: [REDACTED]

Other than the emails I sent you, the rest of my contact with HR was by phone. Below is a brief description of the events of the past several months.

On May 9<sup>th</sup>, 2008, John McIlvenna called me and asked if I was going to be a USAPA Rep. I told him that yes, I was going to so the West could be represented. John told me that if I did, I had better get another set of tires and that someone might burn my truck. The next day, Mitch Vassin put my cell phone number on the AWAPA web site and told everyone to call me. That day I had almost 40 calls, most of which were very aggressive. The next day Ray Burkett called and asked me why I would become a Rep for USAPA. I told him that I wanted to help out pilots. (See his web post for his comments about me.) You have the three web posts that I sent to the company HR rep - Jennifer Tonge. Jennifer told me that first that since I was a Union Rep, it was part of public office. At that time I told her that if I were a Rep, I would be going to the F.B.I. about the web post. On May 15, I sent her the web board posts that and also told her I felt this was a hostile work environment. Approximately two weeks later, I called her again and she advised me that they could do nothing about private web sites. In the past, another pilot, Hobbs Black was put on restricted duty when he posted things that could be taken as job action on his personal private web site because it might affect the company. USAirways used web board posts many times for disciplinary action. For example, when they heard the Eric Kothny case (this case involved two AWA pilots and one beat the other one up so badly that he was off work for about six months.)

I continued calling HR every two weeks and was told that it takes a long time to act on the cases. Because of the stress of this situation, I started getting severe headaches, insomnia and I even ground a cap off my tooth in my sleep due to teeth grinding. On one of my calls to HR, Jennifer Tonge told me that she thought that I would never be happy about this case. I told her that not until I can come to work without fear of violence. She asked me if I really thought that someone was going to do something. I told her that I did not know if it was a person that had a few too drinks or someone that was truly so angry that they would try to hurt me like they did in the Eric Kothny case. I also told her that I was going to hold them liable if some one gets hurt if someone tries something with me.

On August 12<sup>th</sup>, 2008, the chief pilot called me in for a meeting. He said he was concerned about my well being and put me on administrative duty for 3 days and paid for me to see Nancy Hay, a counselor that the company uses. Nancy was appalled that there has not more done in this case. She said I could continue to see her more but the out of network rate would be \$60 per session. She did contact my health insurance company regarding the teeth grinding tried to get an exception for an in network rate.

According to HR, the main reason the Section 19s have not been head yet is that none of the pilots named will pick up their registered letters from USAirways. (HR says it is my contract that

says they have to contact them via registered letter.) Several times in the past few months, when I go to work I find log books and clip boards that have "[REDACTED] A SCAB" written on them. I have given these clip boards were given to Ken Woods.