



July 29, 2019

**VIA ELECTRONIC MAIL**

Stephanie D. Garner, Assistant Legal Counsel  
Equal Employment Opportunity Commission  
Office of Legal Counsel, FOIA Programs  
131 M Street NE, Suite 5NW22B  
Washington, DC 20507  
[foia@eoc.gov](mailto:foia@eoc.gov)

**Re: Freedom of Information Act Request**

Dear Ms. Garner:

Pursuant to the Freedom of Information Act (FOIA), 5 U.S.C. § 552, and your agency's implementing regulations, American Oversight makes the following request for records.

**Requested Records**

American Oversight requests that the Equal Employment Opportunity Commission (EEOC) produce the following within twenty business days:

Records reflecting all cases, complaints, charges, allegations, compliance reviews, investigations, or similar proceedings into alleged civil rights violations (for ease of reference, referred to hereinafter as "Complaints"), submitted by **Federal Sector employees**, including the following categories of data,<sup>1</sup> as applicable:<sup>2</sup>

- Case number;
- Region;
- Office or component against which the Complaint is made;

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<sup>1</sup> American Oversight requests responsive data in a Microsoft Excel spreadsheet format, to the extent your agency maintains such data in a database or other format that can be readily exported into such format.

<sup>2</sup> American Oversight recognizes that your agency may use different terminology than the categories listed. American Oversight requests that you provide the requested information most closely related to each category, to the extent available. American Oversight welcomes the opportunity to discuss with you the types of data tracked and maintained by your agency that may be responsive to this request.



- To the extent your agency receives Complaints against external organizations or institutions:
  - Name of external organization or institution named in Complaint;
  - State of external organization or institution named in Complaint;
  - Zip code of external organization or institution named in Complaint;
- Date Complaint was received;
- Date an investigation into or review of the Complaint was opened or commenced;
- Race, national origin, religion (if applicable), disability type (if any), sex, and gender identity of the complainant(s);
- Stage of the case;
- If applicable, the date the case was closed;
- Whether the Complaint was treated as an individual or class/system Complaint;
- If the Complaint was closed, the basis for resolution or closure;
- The manner in which the Complaint was closed;
- If the Complaint was closed through a resolution agreement, indicate the type of resolution; and
- Whether the case is still in monitoring;

American Oversight does not object to redaction from such records of any names or identifying information of Complainant(s) or agency personnel.

American Oversight requests that the data be provided for two separate time periods:

1. January 20, 2008, through January 19, 2017; and
2. January 20, 2017, through the date the search is conducted.

In addition to the records requested above, American Oversight also requests records describing the processing of this request, including records sufficient to identify search terms used and locations and custodians searched and any tracking sheets used to track the processing of this

request. If your agency uses FOIA questionnaires or certifications completed by individual custodians or components to determine whether they possess responsive materials or to describe how they conducted searches, we also request any such records prepared in connection with the processing of this request.

American Oversight seeks all responsive records regardless of format, medium, or physical characteristics. In conducting your search, please understand the terms “record,” “document,” and “information” in their broadest sense, to include any written, typed, recorded, graphic, printed, or audio material of any kind. We seek records of any kind, including electronic records, audiotapes, videotapes, and photographs, as well as letters, emails, facsimiles, telephone messages, voice mail messages and transcripts, notes, or minutes of any meetings, telephone conversations or discussions. Our request includes any attachments to these records. **No category of material should be omitted from search, collection, and production.**

Please search all records regarding agency business. **You may not exclude searches of files or emails in the personal custody of your officials, such as personal email accounts.** Records of official business conducted using unofficial systems or stored outside of official files are subject to the Federal Records Act and FOIA.<sup>3</sup> **It is not adequate to rely on policies and procedures that require officials to move such information to official systems within a certain period of time; American Oversight has a right to records contained in those files even if material has not yet been moved to official systems or if officials have, through negligence or willfulness, failed to meet their obligations.**<sup>4</sup>

In addition, please note that in conducting a “reasonable search” as required by law, you must employ the most up-to-date technologies and tools available, in addition to searches by individual custodians likely to have responsive information. Recent technology may have rendered your agency’s prior FOIA practices unreasonable. **In light of the government-wide requirements to manage information electronically by the end of 2016, it is no longer reasonable to rely exclusively on custodian-driven searches.**<sup>5</sup> Furthermore, agencies that have adopted the National Archives and

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<sup>3</sup> See *Competitive Enter. Inst. v. Office of Sci. & Tech. Policy*, 827 F.3d 145, 149–50 (D.C. Cir. 2016); cf. *Judicial Watch, Inc. v. Kerry*, 844 F.3d 952, 955–56 (D.C. Cir. 2016).

<sup>4</sup> See *Competitive Enter. Inst. v. Office of Sci. & Tech. Policy*, No. 14-cv-765, slip op. at 8 (D.D.C. Dec. 12, 2016) (“The Government argues that because the agency had a policy requiring [the official] to forward all of his emails from his [personal] account to his business email, the [personal] account only contains duplicate agency records at best. Therefore, the Government claims that any hypothetical deletion of the [personal account] emails would still leave a copy of those records intact in [the official’s] work email. However, policies are rarely followed to perfection by anyone. At this stage of the case, the Court cannot assume that each and every work-related email in the [personal] account was duplicated in [the official’s] work email account.” (citations omitted)).

<sup>5</sup> Presidential Memorandum—Managing Government Records, 76 Fed. Reg. 75,423 (Nov. 28, 2011), <https://obamawhitehouse.archives.gov/the-press-office/2011/11/28/presidential-memorandum-managing-government-records>; Office of Mgmt. & Budget, Exec. Office of the President, Memorandum for the Heads of Executive Departments & Independent Agencies,

**Records Administration (NARA) Capstone program, or similar policies, now maintain emails in a form that is reasonably likely to be more complete than individual custodians' files.** For example, a custodian may have deleted a responsive email from his or her email program, but your agency's archiving tools would capture that email under Capstone. Accordingly, American Oversight insists that your agency use the most up-to-date technologies to search for responsive information and take steps to ensure that the most complete repositories of information are searched. American Oversight is available to work with you to craft appropriate search terms. **However, custodian searches are still required; agencies may not have direct access to files stored in .PST files, outside of network drives, in paper format, or in personal email accounts.**

Under the FOIA Improvement Act of 2016, agencies must adopt a presumption of disclosure, withholding information “only if . . . disclosure would harm an interest protected by an exemption” or “disclosure is prohibited by law.”<sup>6</sup> If it is your position that any portion of the requested records is exempt from disclosure, American Oversight requests that you provide an index of those documents as required under *Vaughn v. Rosen*, 484 F.2d 820 (D.C. Cir. 1973), *cert. denied*, 415 U.S. 977 (1974). As you are aware, a *Vaughn* index must describe each document claimed as exempt with sufficient specificity “to permit a reasoned judgment as to whether the material is actually exempt under FOIA.”<sup>7</sup> Moreover, the *Vaughn* index “must describe *each* document or portion thereof withheld, and for *each* withholding it must discuss the consequences of disclosing the sought-after information.”<sup>8</sup> Further, “the withholding agency must supply ‘a relatively detailed justification, specifically identifying the reasons why a particular exemption is relevant and correlating those claims with the particular part of a withheld document to which they apply.’”<sup>9</sup>

In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonably segregable non-exempt portions of the requested records. If it is your position that a document contains non-exempt segments, but that those non-exempt segments are so dispersed throughout the document as to make segregation impossible, please state what portion of the document is non-exempt, and how the material is dispersed throughout the document.<sup>10</sup> Claims of nonsegregability must be made with the same degree of detail as required for claims of exemptions in a *Vaughn* index. If a request is denied in whole, please state specifically that it is not reasonable to segregate portions of the record for release.

**You should institute a preservation hold on information responsive to this request.** American Oversight intends to pursue all legal avenues to enforce its right of access under FOIA, including litigation if necessary. Accordingly, you are on notice that litigation is reasonably foreseeable.

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“Managing Government Records Directive,” M-12-18 (Aug. 24, 2012), <https://www.archives.gov/files/records-mgmt/m-12-18.pdf>.

<sup>6</sup> FOIA Improvement Act of 2016 § 2 (Pub. L. No. 114-185).

<sup>7</sup> *Founding Church of Scientology v. Bell*, 603 F.2d 945, 949 (D.C. Cir. 1979).

<sup>8</sup> *King v. U.S. Dep't of Justice*, 830 F.2d 210, 223–24 (D.C. Cir. 1987) (emphases in original).

<sup>9</sup> *Id.* at 224 (citing *Mead Data Central, Inc. v. U.S. Dep't of the Air Force*, 566 F.2d 242, 251 (D.C. Cir. 1977)).

<sup>10</sup> *Mead Data Central*, 566 F.2d at 261.

To ensure that this request is properly construed, that searches are conducted in an adequate but efficient manner, and that extraneous costs are not incurred, American Oversight welcomes an opportunity to discuss its request with you before you undertake your search or incur search or duplication costs. By working together at the outset, we can decrease the likelihood of costly and time-consuming litigation in the future.

Where possible, please provide responsive material in electronic format by email or in PDF or TIF format on a USB drive. Please send any responsive material being sent by mail to American Oversight, 1030 15<sup>th</sup> Street NW, Suite B255, Washington, DC 20005. If it will accelerate release of responsive records, please also provide responsive material on a rolling basis.

### **Fee Waiver Request**

On March 25, 2019, American Oversight submitted a request substantially similar to this request, which included the same fee waiver request included in this letter. By letter dated April 1, 2019, EEOC requested more information regarding American Oversight's fee waiver request. American Oversight provided supplemental information concerning its fee waiver request by email dated April 4, 2019. EEOC's letter and American Oversight's email response are attached hereto as Exhibit A. American Oversight asks for a waiver of fees for both the reasons stated in this letter, as well as the supplemental information provided in the attached Exhibit.

In accordance with 5 U.S.C. § 552(a)(4)(A)(iii) and your agency's implementing regulations, American Oversight requests a waiver of fees associated with processing this request for records. The subject of this request concerns the operations of the federal government, and the disclosures will likely contribute to a better understanding of relevant government procedures by the general public in a significant way. Moreover, the request is primarily and fundamentally for non-commercial purposes.

American Oversight requests a waiver of fees because disclosure of the requested information is in the public interest because it is likely to contribute significantly to public understanding of government activities and operations. The subject matter of the requested documents specifically relates to the operations or activities of the government, because EEOC is responsible for investigating and enforcing federal civil rights laws across the country. Major shifts in federal civil rights policies have occurred since the start of the current administration.<sup>11</sup> The public has little

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<sup>11</sup> See, e.g., Rob Arthur, *Exclusive: Trump's Justice Department Is Investigating 60% Fewer Civil Rights Cases than Obama's*, VICE NEWS, Mar. 6, 2019, [https://news.vice.com/en\\_us/article/bjq37m/exclusive-trumps-justice-department-is-investigating-60-fewer-civil-rights-cases-than-obamas](https://news.vice.com/en_us/article/bjq37m/exclusive-trumps-justice-department-is-investigating-60-fewer-civil-rights-cases-than-obamas); Aleksandr Sverdlik, *Border Patrol and ICE Routinely Violate Immigrants' Religious Rights*, ACLU (Mar. 20, 2019, 11:00 AM), <https://www.aclu.org/blog/immigrants-rights/ice-and-border-patrol-abuses/border-patrol-and-ice-routinely-violate>; *Trump's Title X Rule Will Restrict Abortion Access and Obstruct Women's Healthcare*, L.A. TIMES (Mar. 25, 2019, 3:10 AM), <https://www.latimes.com/opinion/editorials/la-ed-trump-title-x-gag-rule-20190323-story.html>; Laura Meckler & Devlin Barrett, *Trump Administration Considers Rollback of Anti-Discrimination Rules*, WASH. POST, Jan. 3, 2019, <https://www.washingtonpost.com/local/education/trump-administration-considers-rollback-of-anti->

information to assess what tangible impact these policies are having on civil rights enforcement and investigations at the federal level. The requested data has the potential to reveal how EEOC is allocating resources in support of its civil rights enforcement responsibilities.

This request is primarily and fundamentally for non-commercial purposes.<sup>12</sup> As a 501(c)(3) nonprofit, American Oversight does not have a commercial purpose and the release of the information requested is not in American Oversight's financial interest. American Oversight's mission is to promote transparency in government, to educate the public about government activities, and to ensure the accountability of government officials. American Oversight uses the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. American Oversight also makes materials it gathers available on its public website and promotes their availability on social media platforms, such as Facebook and Twitter.<sup>13</sup> American Oversight has demonstrated its commitment to the public disclosure of documents and creation of editorial content. For example, after receiving records regarding an ethics waiver received by a senior DOJ attorney,<sup>14</sup> American Oversight promptly posted the records to its website and published an analysis of what the records reflected about DOJ's process for ethics waivers.<sup>15</sup> As another example, American Oversight has a project called "Audit the Wall," where the organization is gathering and analyzing information and commenting on public releases of information related to the administration's proposed construction of a barrier along the U.S.-Mexico border.<sup>16</sup>

Accordingly, American Oversight qualifies for a fee waiver.

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[discrimination-rules/2019/01/02/f96347ea-046d-11e9-b5df-5d3874f1ac36\\_story.html?utm\\_term=.3229a5db3ccf](https://www.washingtonpost.com/business/economy/ben-carsons-hud-dials-back-investigations-into-housing-discrimination/2018/12/21/65510cea-f743-11e8-863c-9e2f864d47e7_story.html?utm_term=.15565335667b); Tracy Jan, *Ben Carson's HUD Dials Back Investigations Into Housing Discrimination*, WASH. POST, Dec. 24, 2018, [https://www.washingtonpost.com/business/economy/ben-carsons-hud-dials-back-investigations-into-housing-discrimination/2018/12/21/65510cea-f743-11e8-863c-9e2f864d47e7\\_story.html?utm\\_term=.15565335667b](https://www.washingtonpost.com/business/economy/ben-carsons-hud-dials-back-investigations-into-housing-discrimination/2018/12/21/65510cea-f743-11e8-863c-9e2f864d47e7_story.html?utm_term=.15565335667b); Steve Greene, *'Patriot Act': Hasan Minhaj Looks at Civil Rights Rollbacks During the Current Administration*, INDIEWIRE (Mar. 3, 2019, 6:21 PM), <https://www.indiewire.com/2019/03/patriot-act-netflix-civil-rights-hasan-minhaj-1202048372/>.

<sup>12</sup> 34 C.F.R. § 5.33(c)(1)-(2).

<sup>13</sup> American Oversight currently has approximately 12,200 page likes on Facebook and 54,300 followers on Twitter. American Oversight, FACEBOOK, <https://www.facebook.com/weareoversight> (last visited Mar. 25, 2019); American Oversight (@weareoversight), TWITTER (last visited Mar. 25, 2019).

<sup>14</sup> *DOJ Records Relating to Solicitor General Noel Francisco's Recusal*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/document/doj-civil-division-response-noel-francisco-compliance>.

<sup>15</sup> *Francisco & the Travel Ban: What We Learned from the DOJ Documents*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/francisco-the-travel-ban-what-we-learned-from-the-doj-documents>.

<sup>16</sup> *Audit the Wall*, AMERICAN OVERSIGHT, <https://www.americanoversight.org/investigation/audit-the-wall>.

## Conclusion

We share a common mission to promote transparency in government. American Oversight looks forward to working with your agency on this request. If you do not understand any part of this request, have any questions, or foresee any problems in fully releasing the requested records, please contact Katherine Anthony at [foia@americanoversight.org](mailto:foia@americanoversight.org) or (202) 897-3918. Also, if the request for a fee waiver is not granted in full, please contact us immediately upon making such a determination.

Sincerely,

A handwritten signature in blue ink, appearing to read "Austin R. Evers", with a long horizontal flourish extending to the left.

Austin R. Evers  
Executive Director  
American Oversight

# EXHIBIT A





**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Office of Legal Counsel**

131 M St, N. E., Fifth Floor  
Washington, D. C. 20507  
Toll Free: (877)-895-1802  
TTY (202) 663-7026  
FAX (202) 653-6056  
Website: [www.eeoc.gov](http://www.eeoc.gov)

April 01, 2019

VIA: foia@americanoversight.org  
Mr. Austin Evers  
American Oversight  
1030 15th Street NW  
B255  
Washington, DC 20005

**Re: FOIA No.: 820-2019-000206 (Charge Data)**

Dear Mr. Evers:

This letter responds to your request for a waiver of any fees associated with processing the above Freedom of Information Act (FOIA) request. A waiver of fees is available to a requester who satisfactorily demonstrates that disclosure of the requested records is in the "public interest" because it is likely to contribute significantly to public understanding of the operations or activities of the government, and that disclosure is not primarily in the "commercial interest" of the requester. 5 U.S.C. 552 § (4)(A)(iii).

Your FOIA request provided sufficient information upon which to determine whether the grant of your request is appropriate.

Your FOIA request provided insufficient information upon which to determine whether the grant of your request is appropriate, 29 C.F.R. § 1610.14(a). If you are still interested in a fee waiver, please forward information to my attention within five (5) days of receipt of this letter. The information you submit should demonstrate how the public interest benefits from EEOC's grant of your fee waiver request. Include information concerning your knowledge of EEOC and its mission to enforce the laws prohibiting employment discrimination, how you propose to distribute the disclosed requested information to the public at large, and whether the requester will be compensated in any way for developing a report from the disclosed records that will be published and disseminated to the public. After receiving your statement certified as true and correct, EEOC will review your information according to the following factors, it will grant or deny your request: 1) whether the FOIA request specifically concerns identifiable operations or activities of EEOC; 2) whether the disclosed records are likely to contribute to the public's understanding of specific EEOC operations or activities; 3) will the disclosed records contribute significantly to the understanding of the public at large; 4) will the disclosed records significantly enhance the level of public understanding of EEOC operations or activities; 5) will the disclosed records further the commercial interest of the requester; and 6) whether the public interest in the disclosed records is superior to any commercial interest of the requester.

Your request a waiver of fees is X FEEWAIVER IS DENIED as it  has  has not been found to be in the public interest.

You may contact the EEOC FOIA Public Liaison for further assistance or to discuss any aspect of your request. In addition, you may contact the Office of Government Information Services (OGIS) to inquire about the FOIA mediation services they offer.

The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, email at [ogis@nara.gov](mailto:ogis@nara.gov); telephone at (202) 741-5770; toll free 1-877-684-6448; or facsimile at (202)741-5769.

The contact information for the EEOC FOIA Public Liaison is as follows: Stephanie D. Garner, FOIA Public Liaison, Office of Legal Counsel, Equal Employment Opportunity Commission, 131 M Street, N.E., Fifth Floor, Washington, D.C., 20507, fax to (202) 653-6056; online to <https://publicportalfoiapal.eeoc.gov/palMain.aspx>, or email at [FOIA@eeoc.gov](mailto:FOIA@eeoc.gov).

[ ] You may appeal this decision by writing within ninety (90) days of receipt of the denial of your request for a fee waiver via to Legal Counsel, Equal Employment Opportunity Commission, 131 M Street, N.E., Fifth Floor, Washington, D.C. 20507, by fax to (202) 653-6056, online to <https://publicportalfoiapal.eeoc.gov/palMain.aspx>, or email to [FOIA@eeoc.gov](mailto:FOIA@eeoc.gov). Your appeal will be governed by 29 C.F.R. § 1610.11.

Sincerely,  
**Tracy L. Smalls**

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Tracy L. Smalls  
Government Information Specialist  
(202) 663-4634  
[FOIA@eeoc.gov](mailto:FOIA@eeoc.gov)

#### Comments

In order to determine whether a fee waiver or reduction of fees is merited, the requester must meet the six factors identified below. Item numbers one through four are referred to as the Public Interest requirement and Item numbers five and six are the Measurement of Commercial Interest.

**The Public Interest requirements include:** 1. Does the subject matter of the request concern the operations or activities of the Federal Government; 2. Are the records likely to contribute to the understanding of the subject of the request; 3. Will the records contribute to the public understanding; and 4. Will the contribution to public understanding be significant?

**The Measurement of Commercial Interest include:** 5. Does the requester have a commercial interest in the records, i.e., one that furthers its profit, trade, or business motive; and 6. Which is greater, the identified public interest or the identified commercial interest?

**From:** American Oversight FOIA foia@americanoversight.org  
**Subject:** Re: FOIA No. 820-2019-000206 (Charge Data) (Fee Waiver Letter)  
**Date:** April 4, 2019 at 1:54 PM  
**To:** FREEDOM OF INFORMATION ACT foia@eeoc.gov



Dear Ms. Smalls,

I'm writing in response to your April 1st letter indicating that EEOC believes we "provided insufficient information upon which to determine whether the grant of [our fee waiver] request is appropriate." We disagree that we provided insufficient information, and we believe our request qualifies for a fee waiver for the reasons set forth in the request, as explained and expanded upon below. Our request seeks information the disclosure of which will benefit the public interest by contributing significantly to public understanding of the operations or activities of the government, we can disseminate the information to a reasonably wide audience, and American Oversight has no commercial interest in the records requested. More specifically, our request meets each of the factors set forth in EEOC's regulations:

1. Whether the FOIA request specifically concerns identifiable operations or activities of EEOC: As noted in your letter, EEOC's mission is to enforce the laws enforcing employment discrimination, more specifically detailed on its website as "enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex . . . , national origin, age (40 or older), disability or genetic information." Furthermore, "EEOC has the authority to investigate charges of discrimination against employers who are covered by the law" -- in other words, claims of discrimination under Title VII of the Civil Rights Act and similar laws. Our request seeks records reflecting data about EEOC's investigations into alleged civil rights violations -- an activity that is clearly at the heart of EEOC's mission.
2. Whether the disclosed records are likely to contribute to the public's understanding of specific EEOC operations or activities: Our request seeks records reflecting data about EEOC's civil rights enforcement cases, which are specific EEOC operations or activities. While we recognize that EEOC does publish some enforcement and litigation statistics, they are not all current, nor do they reflect all of the data that we have requested, and so records reflecting the data we have requested will contribute to the public's understanding of EEOC's operations or activities by providing more data than is currently available.
3. Will the disclosed records contribute significantly to the understanding of the public at large: As described in our request, American Oversight has the intention and capability to disseminate information to a relatively broad audience. Our mission is to promote transparency in government, to educate the public about government activities, and to ensure the accountability of government officials. We publish records we receive from government agencies to our public website and promote their availability on our social media platforms, such as Twitter (we have approximately 54,200 followers) and Facebook (approximately 12,200 page likes).
4. Will the disclosed records significantly enhance the level of public understanding of EEOC operations or activities: As described above, we have requested records reflecting data that, to our knowledge, is not currently available to the public. As discussed in our request, major shifts in federal civil rights policies have occurred since the start of the current administration, and the public has limited information to assess the tangible effects these policies have had on civil rights enforcement, including the enforcement that is the subject of EEOC's mission. There has been significant public interest in this subject matter, as reflected through news reporting on the subject (a sample of such reporting is included in footnote 11 of our request). Dissemination of the records we have requested will provide the public with useful information to assess whether and how EEOC's enforcement has changed over time, and whether there is any indication shifts in policy have affected the agency's enforcement priorities. Clearly this will significantly enhance the public's understanding of EEOC's operations and activities related to civil rights enforcement, a matter of substantial public interest.
5. Will the disclosed records further the commercial interest of the requester: As explained in our FOIA Request, American Oversight has no commercial interest in the requested records. American Oversight is a 501(c)(3) nonprofit with a mission of promoting transparency in government, educating the public about government activities, and ensuring the accountability of government officials. This records request furthers the heart of our nonprofit mission, and offers the organization no commercial benefit.
6. Whether the public interest in the disclosed records is superior to any commercial interest of the requester: As noted, American Oversight has no commercial interest in the requested records, and there is substantial public interest in the requested records. Accordingly, the public interest necessarily outweighs our non-existent commercial interest.

I note that your April 1st letter requests that our statement be certified as true and correct. I do certify that the information provided herein, and in our March 25, 2019 FOIA Request is true and correct to the best of my knowledge, information, and belief.

Please let me know of any questions.

Sincerely,

Katherine M. Anthony  
Staff Attorney\*  
American Oversight  
[foia@americanoversight.org](mailto:foia@americanoversight.org) | 202.897.3918  
[www.americanoversight.org](http://www.americanoversight.org) | @weareoversight

\*Admitted in Massachusetts. Practice supervised by members of the D.C. Bar while application for D.C. Bar membership is pending.

On Apr 1, 2019, at 9:57 AM, [foia@eeoc.gov](mailto:foia@eeoc.gov) wrote:

Dear Mr. Evers,

Please see attached correspondence.

Sincerely,

EEOC FOIA Professional

*Notice of Confidentiality: The information contained in this transmission may contain privileged and confidential information, including information protected by federal and state privacy laws. It is intended only for the use of the person(s) named above. If you are not the intended recipient, you are hereby notified that any review, dissemination, distribution, or duplication of this communication is strictly prohibited and may be unlawful. If you are not the intended recipient, please contact us at [ecso@eeoc.gov](mailto:ecso@eeoc.gov) and destroy all copies of the original message and attachments.*

<FEE Waiver Letter - 820.pdf>