

# EXHIBIT A

----- Original message -----

Subject:

Date: Thu Jul 14 18:43:30 EDT 2011

From: [dwoodall\\_pacommish@comcast.net](mailto:dwoodall_pacommish@comcast.net)

To: [yundd@verizon.net](mailto:yundd@verizon.net), [jbolstein@foxrothschild.com](mailto:jbolstein@foxrothschild.com), [revgarmon@juno.com](mailto:revgarmon@juno.com), [grobinson@robinson-geraldo.com](mailto:grobinson@robinson-geraldo.com), [saglassman2003@yahoo.com](mailto:saglassman2003@yahoo.com), [arcelay@allentowncity.org](mailto:arcelay@allentowncity.org), [infosundaysun@yahoo.com](mailto:infosundaysun@yahoo.com), [Kweilin84@comcast.net](mailto:Kweilin84@comcast.net), [kweilin.nassar@highmark.com](mailto:kweilin.nassar@highmark.com), [jagsaw101 warters <jagsaw101@comcast.net>](mailto:jagsaw101@comcast.net), [royiengst@verizon.net](mailto:royiengst@verizon.net)

July 14, 2011

My Fellow Commissioners,

Our recent Job Bulletin, interviewing and the selection process has turned democracy upside down in Pennsylvania and more specifically at our doorstep, the Pennsylvania Human Relations Commission. We have all sworn to support and defend the Act. To the extent that we allow the unlawful activity to continue to prevail, we each bare the blame and shame. I, for one, still cannot sleep and cannot remain silent until this ugly mess is corrected and exposed to the light of day, as the Pennsylvania Sunshine Law requires.

The facts speak for themselves and bring dishonor on the sterling reputation of this Commission.

We posted a job bulletin to replace Homer Floyd who was retiring after forty years as our sole Executive Director. Under the law, Section 957(c) of 43 Purdon's Statutes Annotated (Section 7 of the Act), the power to appoint attorneys, examiners and employees rests with the Commission. The Governor or his office has no role to play in the process of interviewing, selecting, appointing or disapproving the selection of our Executive Director.

Section 6 of the Act, which establishes the Commission, in subsection (a), makes it clear that the Commission is "non-partisan." The same Section 6, in subsection (b), provides that no more than six of the eleven Commissioners shall be from the same political party, further emphasizing the importance of keeping the Commission free from political considerations in all of its duties.

In short, we do not need the approval or interference of the Governor's Office in our process of selecting our Executive Director. The emails, which have been sent to all of us, have tried to persuade us that we somehow need the Governor's guidance or approval in

selecting an executive director. More distastefully, statements have been made at our meetings that commissioners, who may be coming up to the end of their terms, may be in jeopardy of reappointment if they do not vote for the choice of the Governor's office. I do not believe the Governor has said such a thing and I am appalled that anyone would suggest that the Governor has in any way interfered with our prerogative in selecting the new Executive Director.

In our meeting on June 27, 2011, after much discussion, a majority of the Commissioners voted for Michael Hardiman, Esq., to be appointed as Executive Director.

On June 28, 2011, we all received an email from our Chairman advising that he would not accept the Commission's majority decision. The Chairman noted that he had unilaterally contacted the Governor's office to advise that one of the Governor's three candidates had been selected.

Clearly, the Chairman does not have the authority to reject the Commission's decision or to invoke his own decision, political or otherwise, to appoint our Executive Director.

On June 20, 2011, after a nationwide candidate search, long interviews and several excellent candidates from as far away as the state of Washington, we found the most qualified candidate in our own backyard. Our own 37 year employee, Kaaba Brunson was chosen by a majority of the selection committee. No one has the legal power or authority to change the selection made by the committee or the Commission.

I will not/cannot rest until this process is corrected. We cannot allow the Governor's office or our Chairman to make the selection or to tell us who to select. I urge you all to do the right thing, to uphold the law and the Act. At this time, the only proper thing to do is to discard the tainted process to date and to start anew. In the interim, Michael Hardiman can continue in his job as acting Executive Director until a selection is properly made by a majority of the eleven Commissioners.

Commissioner Woodall

**From:** [jagsaw101@comcast.net](mailto:jagsaw101@comcast.net) **To:** "JoAnn Edwards"  
<[joanedward@pa.gov](mailto:joanedward@pa.gov)> **Sent:** Monday, July 2, 2012 11:51:57 AM **Subject:** Re:  
Not Selecting Attorney 2 and Re-posting as Atty 1...email correction and  
completion

This was not my request. Joanne, I am at a lost to understand the response when you and the persons listed know very well what the problems are and why this will not resolve the stated issue. It appears that an open communication between you the Chair and others is impossible. The issue does not relate to anything other than a culture created by the Chair which targets some staff and me. I do not subscribe to the continued intimidation and race sensitive comments by the Chair and condoned by you. In addition, I am concerned that staff is not treated in a fair manner. Example, the lies told by Tammy, according to the Chair, and the treatment received by Ms.Winey. Some of our staff may feel free to conduct themselves in a manner not reflective of the purpose of PHRC because of a growing culture of insensitivity, how sad. Joanne you speak one way, your actions concern me. Staff discipline falls under the personnel committee.....I am a member....why do we not operate as a committee. The chair knows the past chair was reprimanded for a solo act. It is time to put away the personal issues and act on behalf of what the PHRC represents. I want a meeting to flush out the above, and hope you see the wisdom in scheduling it as soon as possible. As always, I remain ready to cooperate.