

ADMINISTRATIVE INVESTIGATIVE REPORT

Date of Report: 9/19/2014

On April 30, 2014, the Third Judicial District Attorney's Office received a request under the Inspection of Public Records Act (IPRA) from the Democratic Party of New Mexico asking for the e-mails of then District Attorney Susana Martinez, then-Chief Deputy District Attorney Amy Orlando and Senior Investigator Aaron "Kip" Scarborough for the time between August 1, 2010 and December 1, 2010. Also requested was correspondence to or from employees of the District Attorney's Office relating to the Susana Martinez for Governor Campaign between July 2009 and December 2010. Finally, all e-mail and written correspondence from employees of the Third Judicial District Attorney's Office that mentioned the name "Diane Denish," "Denish" or "license plate" was requested.¹

When attempting to respond to this IPRA request, it was discovered that a large number of office e-mails from former employees had been deleted and/or removed. The investigators of the Third Judicial District Attorney's Office determined that the e-mails in question should have been stored in "back-up" were also erased. The Third Judicial District Attorney's Office Information Technology Specialist (IT), John Willis, was contacted for his assistance in locating the missing e-mails. Mr. Willis stated that he had been aware that certain e-mail accounts appeared to have been deleted and that he had contacted the IT section of the Administrative Office of the District Attorneys (AODA) for assistance.²

The AODA IT unit provided investigators with a few files they were able to extract from their servers. This was only a partial response. When these files were reviewed by investigators, it became apparent that e-mail folders that had been created by employees during the prior administration, would have contained the requested information. However, the vast majority of the files had been deleted. The

¹ Under IPRA requirements, the Third Judicial District Attorney's Office is required to respond to these requests within a certain time period. These types of requests are routinely received and responded to by this office. It is standard operating procedure that, upon receipt of the request, it is assigned to the Third Judicial District Attorney's Office Custodian of Records (COR) for review and processing. It is not uncommon for the COR to enlist the help of an office investigator in the completion of an IPRA request.

² AODA is responsible for coordinating policies and operations for all the District Attorneys' Offices in New Mexico. In addition, the AODA Information Technology Unit is responsible for all networking and internet communications for all DA's Offices in the state.

particular information sought under the IPRA request was not found anywhere else on the system. It was suspected that the missing e-mails could have contained the requested documents. The information provided by AODA had been previously revealed in response to an earlier IPRA request and provided to Paul Rubino the present Custodian of Records. Mr. Rubino provided investigators with copies of e-mail files that had been recovered by the AODA IT technicians. The files had been created by Amy Orlando, Robin Bruck, Annamarie DeLovato and Jennie Pacheco between August 2010 and December 2012. These were the few remaining files on the server that had not been deleted prior to the transition to the new administration.

It was subsequently learned that the prior IPRA request, mentioned above, was received from KOB news reporter Gadi Schwartz in September 2012. He had asked for access to copies of any email sent and received from Kip Scarborough from January to July 2010. In response to that request, Annamarie DeLovato, the Custodian of Records for Ms. Orlando, replied that she had searched through the computer server and had been unable to locate any of the e-mails requested because the "server is routinely cleaned and therefore such records no longer exist."³ Investigators immediately realized that her statement was inaccurate because IT personnel stated that servers were not routinely "cleaned" and that the data requested should exist on a server. Mr. Schwartz had also sent an IPRA request to the FBI wherein he requested any and all names entered into NCIC by former Chief Investigator and IT Supervisor Aaron "Kip" Scarborough from December 2009 to December 2012.

When these findings were brought to Mr. D'Antonio's attention, he ordered a complete intra-office investigation. The revelation regarding the missing e-mails led investigators to reexamine the occurrences that took place during the initial transition period between the Orlando and D'Antonio administrations.⁴ In addition to the missing e-mails, information was uncovered that showed that

³Email from Annamarie DeLovato to Amy Orlando of October 10, 2010. Subj: response to IPRA request re: Kip's email

⁴ During the first week of the D'Antonio administration, AODA IT employees investigated the computer network in the office. They found many irregularities, including: keystroke monitoring software and email cloning software that would duplicate any e-mail sent or received without the authors knowledge, on certain office computers. In addition, the office's sixteen internal security cameras were inoperative just prior to the administrative transfer. Investigators subsequently learned that the cameras had been inoperable for a period of one month. When asked about the security camera system being "down" for approximately one month, Jameson Mott, the then-IT Administrator under the Orlando administration, advised that he was constantly being asked by Larry Palos, then designated security officer, why the cameras

employees were being secretly monitored and that the previous administration was trying to make the transition difficult. Other incidents of conflict between the old and new administrations involving both Ms. Orlando⁵ and Governor Martinez also existed.⁶ Based on that theory, which was later supported by e-mail communications, investigation began to aggressively determine if, in fact, the emails were intentionally deleted to obscure certain practices or activities.

To meet the aforementioned goal, investigators sought further assistance from AODA IT personnel and the FBI computer forensics lab. The FBI's only role was to use their forensic computer resources to determine if there was any information stored on the server or external hard drives. Computers were forensically analyzed by both agencies. External computer hard drives that were located in the office were examined in order to determine where the deleted files could have been stored. Of the four external hard drives that were known to have been in use in the office during the prior administration, only two could be located. These drives were forensically analyzed and no email files

were down and not being repaired. Mr. Mott advised that Aaron "Kip" Scarborough, the Lead Investigator and IT supervisor at that time, had advised him that repairing the cameras was "not a priority" and instructed him to concentrate on his other IT duties. In addition, there was evidence of massive shredding of documents just before the change in administration.

⁵ On July 16, 2013, while assigned to assist with security at meeting held in the District Attorney's Office Conference Room, Lead Investigator Ruben Barreras, escorted Amy Orlando, the attorney for the Children, Youth, and Families Department (CYFD) to and from the meeting. Ms. Orlando had been asked to leave during a previous meeting in June by Chief Deputy District Attorney Paul Rubino for disrupted behavior. Again, Ms. Orlando was being disruptive and was asked to be quiet and to sit down. Eventually, Mr. Barreras had to ask Ms. Orlando to step out of the conference room. Mr. Barreras told her she would have to leave the office. Ms. Orlando became upset, cried, and left the office. That afternoon, Mr. Barreras received a phone call on his work cell phone. He answered and the caller asked if he knew who this was. He immediately recognized the voice as being that of Governor Martinez. Governor Martinez advised him that what he had done to Amy was wrong and that she was very disappointed in him. Mr. Barreras explained that he was just doing his job and that if she had been the DA he would have done the same for her. Sometime later while checking the recent calls on his phone, Mr. Barreras noticed that the number Governor Martinez called from belonged to Detective Gary Pederson of the Las Cruces Police Department. Detective Pederson is the husband of Amy Orlando.

⁶ On or about July 2, 2014, Mr. D'Antonio invited his staff and other guests to observe the City's fireworks display from the DA's Office. On July 3, 2014, Governor Martinez called a Dona Ana County Commissioner and instructed him to shut down the July 4th celebration at the DA's Office. The Governor claimed that the DA's Office was planning to set off fireworks from the DA's balcony. That allegation had no basis in fact. The event proceeded as scheduled without incident.

were found. According to the present IT Administrator John Willis, the two missing hard drives would have contained the e-mail files for the time period in question. Since the two hard drives could not be located, this left investigators to conclude that the hard drives containing the stored e-mails had been removed from the office and/or destroyed by the prior administration.⁷ Of the few file folders that were located by investigators, it was determined that the folders belonging to Ms. Orlando had all been erased, with the exception of very few “sent” files. According to IT personnel, most file folders are comparatively easy to erase with the exception of “sent” files, which need to be deleted multiple times in order to remove them from the system. Investigators believe that those particular “sent” files were meant to have been deleted but were not due to human error.⁸

Ms Orlando was well aware that “anything put on (office) computers is property of the State.”⁹ The following e-mails were found among those that resided in the “sent” files folder:

Document 1 reveals Ms Orlando attempting to undermine the D’Antonio administration even before Mr. D’Antonio took office. That e-mail memorializes a conversation between Ms Orlando and Ms. Bruck, the office supervisor. Ms. Bruck states that a grant which was applied for by the Orlando Administration would provide funds for the D’Antonio Administration. Ms Orlando asks how much money Mr. D’Antonio will receive. Ms. Bruck responds, between \$200,000 to \$300,000. Ms Orlando then instructs Ms Bruck “Don’t leave ANY notes about how to do it!! Please.” Obviously, Ms Orlando is ordering Ms. Bruck not to leave any notes that will help or in any way aid the D’Antonio administration to apply for and receive a similar grant in the future. Ms. Bruck

⁷AODA IT Chief Eddie Chavez told 3rd DA Investigators during a recorded interview that a server assigned to the 3rd Judicial District Attorney’s Office had been dismantled and returned to his office in unuseable condition by the Orlando Administration.

⁸ During a recorded interview with Jameson Mott, he was asked if he had knowledge of anyone destroying any external hard drives. He replied that he “thought” hard drives had been destroyed. Matt Evans, a former IT forensic technician under the Orlando administration, was also interviewed shortly thereafter. Mr. Evans advised that he did not have knowledge of the day to day operation of the IT section but that he knew Jameson Mott was in charge of backing up files on the server.

⁹ See Document 2

then replies that if she stays and works for the D'Antonio administration, that Mr. D'Antonio will make her apply for the grant money. Ms. Bruck goes on to state that even if Mr. D'Antonio asks a former DA employee to apply for the grant by herself "she wouldn't know how to run the report to get it." It is clear that both Ms. Orlando and Ms. Bruck engaged in a conspiracy to actively deny Dona Ana County and related law enforcement agencies with much needed grant money.¹⁰

Document 3 shows Ms. Orlando asked staff members to change the people who have access to her office calender and fabricate a story about the cause of the change. Ms. Orlando suggests that her employees should blame the change on a fictitious virus or another lie.¹¹

Document 4 reflects a conversation between Ms. Orlando and Ms. Calzada, the DA's office Financial Specialist, who stated that she had to "forge" Ms. Susana Martinez' signature on an affidavit related to a hotel bill. Further, Ms. Calzada states she will continue to do more affidavits.¹²

Document 5 shows Ms Orlando and another individual discussing plans for Governor Martinez' Inauguration Ball wherein Ms. Orlando states that "she" wants it black and white but not a "Mexican affair!"¹³

Document 6 reveals Ms. Orlando's election campaign signature¹⁴

¹⁰ See Document 1

¹¹ See Document 3

¹² See Document 4

¹³ See Document 5

¹⁴ See Document 6

Document 7 records a conversation between Ms. Orlando and a Governor Martinez supporter wherein Ms. Orlando is talking with the supporter about campaign issues and about coordinating a vehicle for a campaign event.¹⁵

Document 8 reveals a conversation between Ms. Orlando and a campaign worker/personal assistant for Governor Martinez in which Ms. Orlando states that her “campaign phone is not working.” The two then discuss campaign issues.¹⁶

Based on the interviews with IT technicians from the previous administration, it was revealed that all e-mails should have been “backed up” in a special tape drive maintained at the district attorney’s office. This backup system was based on out dated technology and no longer used today. Again, AODA was asked to assist to see if any pertinent data was available. The 2011 back up tapes were found and analyzed. The tapes were found to be blank and appear to have been erased. The 2012 back up tapes did contain partial data similar to the other e-mails found. The tapes reveal e-mails that were stored only in the “sent” file folders files. All the other categories of folders appear to be erased. The dates of these e-mails files include July 2012 through November 2012. These e-mails are currently being read and analyzed.

This inquiry was not a criminal investigation and its findings and conclusions do not make any claims of criminal wrongdoing.

¹⁵ See Document 7

¹⁶ See Document 8

Ruben J. Barreras 9/19/2014

Ruben Barreras,

Date

Lead Investigator

Richard Post 9/19/14

Richard Post,

Date

Senior Investigator

Jeff Gray 9/19/14

Jeff Gray,

Date

Senior Investigator

Richard Post

From: Robin Bruck
Sent: Monday, November 12, 2012 9:56 AM
To: Amy Orlando
Subject: Re: SWBPI award letter for FY11 reporting period October 1, 2009 – September 30, 2010.

You know if I end up staying there he will make me do it- and even if he gets KK to do it she never did by herself she wouldn't know how to run report to get it.

From: Amy Orlando
To: Robin Bruck
Sent: Mon Nov 12 09:53:05 2012
Subject: Re: SWBPI award letter for FY11 reporting period October 1, 2009 – September 30, 2010.

Don't leave ANY notes about how to do it!! Please
Amy Orlando
District Attorney

From: Robin Bruck
To: Amy Orlando
Sent: Mon Nov 12 09:51:53 2012
Subject: Re: SWBPI award letter for FY11 reporting period October 1, 2009 – September 30, 2010.

Each submission I have done before was about 120 cases and we gout over 400 thousand- the submission pending is on 70 cases so he will probably get under 300 thousand but over 200 thousand is my guess

From: Amy Orlando
To: Robin Bruck
Sent: Mon Nov 12 09:49:36 2012
Subject: Re: SWBPI award letter for FY11 reporting period October 1, 2009 – September 30, 2010.

How much is he gonna get?
Amy Orlando
District Attorney

From: Robin Bruck
To: Amy Orlando; Frank Zubia; Juliet Lucero
Sent: Mon Nov 12 09:07:20 2012
Subject: Re: SWBPI award letter for FY11 reporting period October 1, 2009 – September 30, 2010.

We have our last submission that has not been paid yet.

From: Amy Orlando
To: Frank Zubia; Juliet Lucero; Robin Bruck
Sent: Mon Nov 12 09:04:47 2012
Subject: Fw: SWBPI award letter for FY11 reporting period October 1, 2009 – September 30, 2010.

- ◆ Katies Bill being heard tomorrow - nice people. Mean people on Friday.
- ◆ Jeanne - One Law expired - told to go to IT. Diana Caldera disciplinary report in IT directory.
- ◆ Annamarie and Scot - all personnel issues should not be in writing. Amy - im's, e-mail work product.
- ◆ Annamarie to talk to Mike Hall to get answers on question. Maybe ask Risk Management. Amy Wants training on it.
- ◆ Don't put something in e-mail that you don't want people to see.
- ◆ Discipline preliminary stuff - get together.
- ◆ Anything put on computers is property of the State. Figure out what the law is regarding e-mails and im's.
- ◆ Scot:
 1. Peoples salaries - put a nix on that.
 2. Susan's cases - Janice got 17; Jeanne to do sentencings (5)
 3. Jacinto's cases all reassigned
 4. Scot will get ??
 5. Case lists to Jennie
- ◆ Supervisors approve leave and give leave slips to Kandi Calzada.
- ◆ Robin will do leave slips for sick leave.
- ◆ Amy to give copy to James, Annamarie, Robin
- ◆ Walk-in's at Magistrate Court - discuss at a later date. It depends on who goes to Magistrate Court shows how many people will plea in Magistrate Court.
- ◆ Still working on rotations for PRP's and GJ (?)
- ◆ PRP's - James only needs help in the morning.
- ◆ When does Susan leave?
- ◆ Daubert hearing on Monday as well as Motion for Continuance.
- ◆ Grants due Monday at 4:00 p.m. but if we go to Santa Fe they can be hand-delivered.
- ◆ Tamara - Juvenile - pending PPD but not heard anything.

Richard Post

From: Amy Orlando
Sent: Sunday, September 19, 2010 11:29 AM
To: John Willis; Jameson Mott
Cc: Kip Scarborough; Jennie Pacheco
Subject: my calendar

John/Jameson-

I need the people that have access to my calendar changed. But I need it done quietly. Please get with Kip and he will explain. And we will need to say that a virus or something happened.

Please coordinate with Kip and Jennie.

Thanks!

Richard Post

From: Amy Orlando
Sent: Monday, August 30, 2010 8:20 AM
To: Kandi Calzada
Subject: Re: Per Diem

Yes!! Sorry!! :)

From: Kandi Calzada
To: Amy Orlando
Sent: Mon Aug 30 08:18:19 2010
Subject: Per Diem

Hi Amy – I have a receipt from the Hyatt that says 3 gl clean s riesl \$24.75 (I think this is wine), and 3 original \$24.00—I believe they are all alcohol? Whatcha think?

I had to fill out an affidavit that SM had to sign (forgery), and fax to the Hyatt to get her hotel bill. It takes 2 days or more to get her hotel bill????????? What ever food receipts I don't have for her I will do an affidavit. I also have to do an affidavit for EVERY tip that is not printed on a receipt (this is a pain). Did SM also go on Monday and return on Wednesday?

Kandi Calzada

Kandi Calzada, Financial Specialist
Third Judicial District Attorney
845 N. Motel Blvd., 2nd Flr, Ste D
Las Cruces, NM 88007
Phone/(575) 524-6370, Ext 1148
Direct Fax/(575) 647-8537

Richard Post

From: Amy Orlando
Sent: Monday, November 08, 2010 7:08 PM
To: [REDACTED]
Subject: Re: Help!

She wants it blk and white w a hint of Susan Coleman color pink!
No mexican affair!!

From: [REDACTED]
To: Amy Orlando
Sent: Mon Nov 08 18:29:14 2010
Subject: Re: Help!

Here are some ideas:

"Believe"
decorations could be midnight blue and black with star lights
black tie
song - Don't Stop Believing by Journey

"Böld Chânge"
you could be really bold and make the ball New Mexican Festive attire
song - Change by Garth Brooks
show pictures of Susana meeting people - it will be tear jerking

"Making History"
blues and greens
song - What a Wonderful World

I'll keep thinking.

Richard Post

From: Amy Orlando <AOrlando@susanapac.com>
Sent: Monday, October 29, 2012 12:00 PM
To: Amy Orlando
Subject: Fw: <no subject>

****Amy O****

From: Amy Orlando
To: Amy Orlando
Sent: Mon Oct 29 13:00:50 2012
Subject: <no subject>
CALL: (855) 704-4171

code:
47706

Read this relatively quickly and flat:

Paid for by Amy Orlando for District Attorney. Marci Dickerson, Treasurer.

Click [here](#) to report this email as spam.

Richard Post

From: Amy Orlando
Sent: Wednesday, September 01, 2010 9:10 AM
To: [REDACTED]
Subject: Re: question

Thank you!! I love sm's campaign people-but they operate a little last minute! Hehhe!! I will coordinate with you about where to deliver! You guys are the best!!

From: [REDACTED]
To: Amy Orlando
Sent: Wed Sep 01 09:02:35 2010
Subject: Re: question

Hi Amy,
Both contacted me.....thank you very much.
Of course Susana can use our camper, we will unload the 4 wheelers and John says he can deliver it wherever you need it tomorrow night.

[REDACTED]

--- On Tue, 8/31/10, Amy Orlando <AOrlando@da.state.nm.us> wrote:

From: Amy Orlando <AOrlando@da.state.nm.us>
Subject: Re: question
To: [REDACTED]
Date: Tuesday, August 31, 2010, 10:39 PM

Hey!! Did Anissa or Susana call you?
We have one favor to ask? Susana has another set of commercials to tape Friday- would your camper trailer be available? I know- nothing like 2 days notice!!
But why change now- and become organized?? Hehe
Thanks!!!

From: [REDACTED]
To: Amy Orlando
Sent: Mon Aug 30 09:53:20 2010
Subject: Re: question

THANK YOU !

[REDACTED]

--- On Mon, 8/30/10, Amy Orlando <AOrlando@da.state.nm.us> wrote:

From: Amy Orlando <AOrlando@da.state.nm.us>
Subject: Re: question

[REDACTED]

Richard Post

From: Amy Orlando
Sent: Tuesday, November 02, 2010 9:17 AM
To: 'jay@Lincoln-strategy.com'
Subject: Anissa

Fyi

Participants:

Amy O, Anissa

Messages:

Amy O: Hèy! My càmpaign phone isn't wking! Did you get my ims yesterday?

Amy O: PING!!!

Anissa: Yea I did. I talked to Ryan this am and I didn't realize u and SM had a day of stuff for the two of you to do. SM did not mention that to me. I'm sorry, had no idea. I think the key thing here is communication. You, ma and Ryan should not be working against each other, we all have to get this done together. I feel there has been a huge lack of communication between you and I. I am here to help you how ever I can but you seem to be reluctant to let me help. There is no drama and I am totally fine with staying here and helping make sure things go smooth. You have dependable peòple here to help you and while your out today I will make sure things get done as you need them to. Like I told you last night, you tell me what you need. If I have to staff SM at victory, I can do that, then come back to hotel. If not I can stay here. I'm good with whatever.....promise! I'll do what you and SM need.

Amy O: That's hów I féel. I feel like I get put in the middle of things- like this- I get told I am doing one thing and that u know- b/c I dòn't want to step on toes! Everyone hates me has it is! I was told very clear that you were staying at Hotel to help and I was w sm- I know Ryan didn't get to tell sm- but I thought u wld have told her w Ryan said plan was when she asked. Sò I lóok stúpíd when I have to tell her and I get everyone in trouble! I rather stay out! U take her today!! I go bäck to my normal life tomorrow!!

Anissa: Call me

Direct FAX: (575) 647-8532
Main Office Fax: (575) 524-6379

From: Amy Orlando
Sent: Tuesday, November 09, 2010 8:10 AM
To: Jennie Pacheco
Subject: Fw: Personal E-Mail Accounts

I hate kk! Does this sound ok?

From: Amy Orlando
To: Kelly Kuenstler
Cc: Janetta Hicks; Mary Lynne Newell; Richard Flores
Sent: Tue Nov 09 07:59:10 2010
Subject: Re: Personal E-Mail Accounts

Hello!

What I have been asking for is the original internet policy. I have the minutes from the August meeting and all that was said was that the "committee" made a few small changes and that the software would help the District Attorneys. The few DA's I have visited with are having problems with this new system. And from what I can tell this software did not create a few small changes, it took away the ability of Susana and other DA's to regulate and monitor her own employees. I have the new "policy" (the paper that is hand filled out). I am requesting the "old" policy or where I can find it. I appreciate everyone's guidance- I am attempting to make sure Susana is fully briefed and that I understand the program and policy completely.
Thank you very much
Amy Orlando

From: Kelly Kuenstler
To: Amy Orlando
Cc: Janetta Hicks; Mary Lynne Newell; Richard Flores
Sent: Tue Nov 09 05:41:32 2010
Subject: Re: Personal E-Mail Accounts

Since you were the 2 DA Reps that sat on the committee that the DAs appointed, would you mind reaching out to Amy and explaining history, intent, the assigned committee, the vote, etc. I have given her a CD of the DA meeting, a copy of the formula used that the DAs approved and the policy itself so that you have an idea of what she has already received. She wants to reach out to electeds so I thought I'd give her a jump start. Thanks.

From: Amy Orlando
To: Kelly Kuenstler; Cedar M. Sorrell
Cc: Nelson Goodin; Robin Bruck; Kip Scarborough
Sent: Mon Nov 08 22:51:57 2010
Subject: Re: Personal E-Mail Accounts

Kelly-

Can you please direct me to the original internet policy? I have reviewed the minutes from Aug 4 and it appears to me that the representation to the District Attorneys was that only "minor changes" would occur. I don't see how a true "vote" occurred because I don't see any of these policy changes as minor! It appears to me that AODA has taken all power away from the Elected Officials.

I am sorry if the 3rd is the only district having issues. However, we really are and I need to get this straight. I will be reaching out to some of the other DA's to see how they are handling the monitoring and changes.
Thank you for your cooperation and help.

Amy Orland

Richard Post

From: Amy Orlando
Sent: Monday, October 11, 2010 12:32 PM
To: James Dickens
Subject: Re: Tom Scott

Yes! Who??

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

From: James Dickens
To: Amy Orlando
Sent: Mon Oct 11 12:26:06 2010
Subject: Re: Tom Scott

Ok. But can I fire someone just to feel powerful?

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

From: Amy Orlando
To: James Dickens
Sent: Mon Oct 11 12:20:30 2010
Subject: Tom Scott

(915) 726-8940

Just tell him running inquires now for him!

Ps- I will be w 3m all week. So hold things down please?

Richard Post

From: Amy Orlando
Sent: Tuesday, October 26, 2010 2:38 PM
To: Nelson Goodin
Subject: Re: Excusing Macias

Yes- cuz he wants to re-unite families too much!

From: Nelson Goodin
To: Amy Orlando
Sent: Tue Oct 26 14:36:55 2010
Subject: Excusing Macias

Michelle asked me if we are excusing Macias on cases involving child victims. I guess she got a case from Grand Jury that had a note to excuse him.



Nelson J. Goodin
Deputy District Attorney
3rd Judicial District
845 N. Motel Blvd, Suite D
Las Cruces, NM 88007
(575) 524-6370
fax (575) 647-8570

Richard Post

From: Amy Orlando
Sent: Saturday, November 06, 2010 9:32 AM
To: Susan Riedel
Subject: Fw:

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

To: Gov Susana Martinez
Sent: Oct 29, 2010 11:41 AM

This is Susana. I am sending this email from Amy's BB.

I want to make something very clear to all of you. When Amy or Susan gives any of you instructions - they are approved by me. If you don't like the instruction OR need to discuss them further, take them up with Susan or Amy -whichever one has given the instruction. If you are still not satisfied, call me directly at 575-915-8628. I do not appreciate the undermining that I have witnessed the past couple of months of the senior staff.

I asked long ago that emails and BB messenger and text messages not be used for ANY personal reasons. This has obviously been ignored. I have seen messages that frankly are mean spirited, undermining of the goals of the office and the senior staff and some are nothing but mean gossip. These are office tools and only meant for office use.

The Sunland Park case has been lingering for a very long time and instructions came from me via Amy to decline the case approximately 5 weeks ago. If there was less time being spent in each other's offices visiting or texting/BB messaging every 5 minutes (by some), then this would have been taken care of timely and no one would have misunderstood.

I have been aware of this case since it's inception and have known that there was little to no evidence to charge this case. Everything was done long ago in this case - for a decision to have been made. And if it wasn't, it should have been. There is no reason for this case to linger this long in the office.

And when I or senior staff ask a question of anyone in the office - I expect that person to be the one to respond and not ask another staff member to reply for them as though it is the original employee that the question was directed to. If you don't know the answer - find the answer and respond but do NOT have someone else take over ur BB or Email and respond for you as though it is you.

I hope I have made myself clear. If not, reply to this email address and I will respond to you directly.