

# **Exhibit 1**



214 Massachusetts Avenue, NE  
Washington, DC 20002  
(202) 546-4400  
heritage.org

**SENT VIA EMAIL: FOIA@EEOC.GOV**

May 31, 2022

EEOC Headquarters  
131 M Street NE  
Washington, D.C. 20507

Dear FOIA Officer,

Pursuant to the Freedom of Information Act, 5 U.S.C. § 552, and the implementing FOIA regulations of the Equal Employment Opportunity Commission (EEOC), 29 CFR Part 1610, I respectfully request the following records (or records containing the following information):

All calendars and calendar entries for the agency officials and email addresses listed below, including any calendars maintained on their behalf for the below personnel:

- Charlotte Burrows, [charlotte.burrows@eoc.gov](mailto:charlotte.burrows@eoc.gov) and [officeofthechair@eoc.gov](mailto:officeofthechair@eoc.gov)
- Elizabeth Fox-Solomon, [elizabeth.fox-solomon@eoc.gov](mailto:elizabeth.fox-solomon@eoc.gov)
- Adaku Onyeka-Crawford, [Adaku.Onyeka-Crawford@eoc.gov](mailto:Adaku.Onyeka-Crawford@eoc.gov)
- Brandi Meredith, [Brandi.Meredith@eoc.gov](mailto:Brandi.Meredith@eoc.gov);
- Eunice Ikene, [Eunice.Ikene@eoc.gov](mailto:Eunice.Ikene@eoc.gov)
- Davis Kim, [Davis.Kim@eoc.gov](mailto:Davis.Kim@eoc.gov)
- Lucila Rosa, [Lucila.Rosa@eoc.gov](mailto:Lucila.Rosa@eoc.gov)
- Shelley Kahn, [Shelley.Kahn@eoc.gov](mailto:Shelley.Kahn@eoc.gov)
- Tietta Gowans, [tietta.gowans@eoc.gov](mailto:tietta.gowans@eoc.gov)
- Cynthia Pierre, [cynthia.pierre@eoc.gov](mailto:cynthia.pierre@eoc.gov)
- Jocelyn Samuels, [jocelyn.samuels@eoc.gov](mailto:jocelyn.samuels@eoc.gov)
- Antoinette Eates, [Antoinette.eates@eoc.gov](mailto:Antoinette.eates@eoc.gov)
- Justin Mulaire, [justin.mulaire@eoc.gov](mailto:justin.mulaire@eoc.gov)
- Sharon Alexander, [sharon.alexander@eoc.gov](mailto:sharon.alexander@eoc.gov)
- Daniel Vail, [daniel.vail@eoc.gov](mailto:daniel.vail@eoc.gov)
- Claudia Molina, [claudia.molina@eoc.gov](mailto:claudia.molina@eoc.gov)
- Justin Evans, [justin.evans@eoc.gov](mailto:justin.evans@eoc.gov)
- Zain Shirazi, [zain.shirazi@eoc.gov](mailto:zain.shirazi@eoc.gov)
- Liza Zamd, [Liza.Zamd@eoc.gov](mailto:Liza.Zamd@eoc.gov)
- [bostockworkinggroup@eoc.gov](mailto:bostockworkinggroup@eoc.gov)
- [LGBTQI.training@eoc.gov](mailto:LGBTQI.training@eoc.gov)
- [pride@eoc.gov](mailto:pride@eoc.gov)
- Zachary Florent, [zachary.florent@eoc.gov](mailto:zachary.florent@eoc.gov)
- Natalie Nardecchia, [natalie.nardecchia@eoc.gov](mailto:natalie.nardecchia@eoc.gov)
- Molly Powell, [mollyv.powell@eoc.gov](mailto:mollyv.powell@eoc.gov)
- Carlton Hadden, [carlton.hadden@eoc.gov](mailto:carlton.hadden@eoc.gov)



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- Carol Miaskoff, [Carol.Miaskoff@eeoc.gov](mailto:Carol.Miaskoff@eeoc.gov)
- Sharyn Tejani, [Sharyn.Tejani@eeoc.gov](mailto:Sharyn.Tejani@eeoc.gov)
- Delner Franklin-Thomas, [Delner.Franklin-Thomas@eeoc.gov](mailto:Delner.Franklin-Thomas@eeoc.gov)
- Rosa Viramontes, [Rosa.Viramontes@eeoc.gov](mailto:Rosa.Viramontes@eeoc.gov)
- Dexter Brooks, [Dexter.Brooks@eeoc.gov](mailto:Dexter.Brooks@eeoc.gov)
- Julie Schmid, [Julie.Schmid@eeoc.gov](mailto:Julie.Schmid@eeoc.gov)

Please limit the search for this request from January 21, 2021, to May 31, 2022.

For calendar entries created in Outlook, Teams, Zoom, WebEx or similar programs, the documents should be produced in “memo” form to include all invitees, any notes, and all attachments. All calendar and calendar entries include any calendars maintained on behalf of these individuals (e.g., by an administrative assistant). Please do not limit your search to Outlook calendars—we request the production of any calendar—paper or electronic, whether on government-issued or personal devices—used to track or coordinate how these individuals allocate their time on agency business. We request that you include calendars and invitations created in Outlook, Teams, Zoom, WebEx, or similar programs.

In the interest of expediency and to minimize the research and/or duplication burden on your staff, please send records electronically if possible. If this is not possible, please notify me before sending to the mailing address listed below. If access to this request will take longer than seven (20) business days, please let me know when I might receive records or be able to inspect the requested records. Please produce responsive documents as soon as they become available. In all cases, please communicate with me at the below email address.

Please comply fully with 5 U.S.C. § 552 (b). Accordingly, without limitation to the foregoing, if any portion of this request is denied for any reason, please provide written notice of the records or portions of records that are being withheld and cite each specific exemption of the Freedom of Information Act on which the agency relies. Moreover, to the extent EEOC believes that responsive records may be withheld in part produce all reasonably segregable portions of those records. Additionally, please provide all responsive documents even if they are redacted in full.

#### Fee Waiver Request

I am a representative of the news media, and this request is related to news gathering purposes. As a 501(c)(3) nonprofit, Heritage Foundation does not have a commercial purpose and the release of the information requested is not in Heritage Foundation’s commercial interest. Heritage Foundation’s mission is to formulate and promote public policies based on the principles of free enterprise, limited government, individual freedom, traditional American values, and a strong national defense.

Heritage Foundation uses the information requested and analyzes it in order to educate the public through social media,<sup>1</sup> broadcast media<sup>2</sup> (traditional and nontraditional) and press releases.<sup>3</sup> The requested information is in the public interest because there has been a notable decrease in

<sup>1</sup> Heritage Foundation. [@ Heritage] (2022, February 18). 626.8K Followers Twitter. <https://twitter.com/Heritage>

<sup>2</sup> Fox News. (2022, February 18). Heritage Foundation launches Conservative Oversight Project aimed at 'exposing' Biden admin, leftist policies. <https://www.foxnews.com/politics/heritage-conservative-oversight-project-biden-admin-leftist-policies>

<sup>3</sup> Heritage Foundation. (2022, February 18). Press. <https://www.heritage.org/press> .



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performance of the Agency across all of the significant performance metrics EEOC annually tracks.<sup>4</sup> Instead of focusing on increasing their performance metrics, EEOC started to take affirmative steps on requiring businesses to collect and track data about nonbinary workers in EEO-1 reports.<sup>5</sup>

Because this is a request by a member of the news media for information of public interest, made in my capacity as an author for the Daily Signal<sup>6</sup> (a major news outlet<sup>7</sup>), I actively gather information of potential interest to our Daily Signal audience, and I use my editorial skills to turn raw materials into a distinct work, and I distribute that work to our Daily Signal audience through podcasts<sup>8</sup> or articles. I request that you waive all applicable fees associated with this request.

Because this is a request by a member of the news media for information of public interest, made in my capacity as an author for the Daily Signal<sup>5</sup> (a major news outlet<sup>6</sup>), I actively gather information of potential interest to our Daily Signal audience, and I use my editorial skills to turn raw materials into a distinct work, and I distribute that work to our Daily Signal audience through podcasts<sup>7</sup> or articles. I request that you waive all applicable fees associated with this request.

If you deny this request for a fee waiver, please advise me in advance of the estimated charges if they are to exceed \$50. Please send me a detailed and itemized explanation of those charges.

Thank you in advance for considering my request. If you have any questions, or feel you need clarification of this request please contact me at [oversightproject@heritage.org](mailto:oversightproject@heritage.org).

Sincerely,

Mike Howell  
Senior Advisor and Author at The Daily Signal  
The Heritage Foundation  
214 Massachusetts Ave, NE  
Washington, D.C. 20002

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<sup>4</sup> JDSUPRA. ((2022, May 31). EEOC's First Year Performance Under Biden Nosedived In a Big Surprise and Amid Reduced Transparency. <https://www.jdsupra.com/legalnews/eec-s-first-year-performance-under-2147452/>

<sup>5</sup> Washington Examiner. (2022, May 31). EEOC exploring tracking data about nonbinary workers. <https://www.washingtonexaminer.com/policy/economy/eec-exploring-tracking-data-about-nonbinary-workers>

<sup>6</sup>Daily Signal. (2022, February 18). Mike Howell. <https://www.dailysignal.com/author/mike-howell/>

<sup>7</sup>Daily Signal. [@DailySignal] (2022, February 18). 73.7K Followers Twitter. <https://twitter.com/DailySignal>

<sup>8</sup>Apple. (2022, March 4). The Daily Signal Podcast. <https://podcasts.apple.com/us/podcast/the-daily-signal-podcast/id1313611947>