

# **EXHIBIT 3**



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

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06/28/2022

VIA: [oversightproject@heritage.org](mailto:oversightproject@heritage.org)

Mike Howell  
214 Massachusetts Ave, NE  
Washington, DC 20002

Re: FOIA No.: **820-2022-009974**  
Email Search

Dear Mr. Howell:

This letter is in response to your request or appeal under the Freedom of Information Act (FOIA), received by our office on 06/22/2022. As provided in U.S.C. § 552(a)(6)(B) (2007), we hereby provide you with the required written notice that we are extending by ten (10) working days the time in which we shall respond. Such extension is necessary because of the following “unusual circumstances”:

- (i) the need to search for and collect the requested records, if any exist, from field offices or other establishments that are separate from this office;
- (ii) the need to search for, collect, and appropriately examine a voluminous amount of separate and distinct records which are demanded in a single request; or
- (iii) the need for consultation with another agency, or two or more components of this agency, having a substantial interest in the determination of the request.
- If you have any questions or wish to discuss reformulation or an alternative time frame for the processing of your request, you may contact the FOIA Professional Tracy Smalls handling your request at . Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration 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 (877) 684-6448; or facsimile at (202) 741-5769.

We will respond to your request by 08/04/2022.

Sincerely,  
*Tracy L. Smalls* for

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Michael L. Heise  
Acting Assistant Legal Counsel  
[foia@eeoc.gov](mailto:foia@eeoc.gov)