



2013 FEBRUARY - MAY  
808-395-6409  
BALAZS

2 of 3

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長 長 久 久

College Ruled

100 Sheets

9.75 in x 7.5 in  
(24.7 cm x 19 cm)

Copy to TAIWAN Book (66)

# TAIWAN NEEDS - 2/18 to 2/26/2013

See p. 62

NOT DONE

NOT DONE

NOT DONE

NOT DONE

- Passport / SIM CARD / Purple + 2
- TAIWAN BOOK / PHOTOS TO TAKE + LIST OF TRIPS > JAN 2011
- QUILT PHOTOS 2/8/13 X CARLENE CARTH Y Irene N-H
- Camera (9) Media Card (5) X Extreme camera
- Print LIUQIU LINK
- X Gift(s) LITIA - Compact
- Penney Cutters X2 office A2
- X Fiberglass Hawaii KITS + UV Light + X BRUSHES cloth (EASTON)
- "HAI QAI" homophone
- X Dive hood - Weather / Temperature, SWIM SUIT
- KY 2012 TOPICS + ~~NAP~~ See p. 19
- X PAY VISA
- X POWDER hongs X Satchel for QUILT; X NAILS
- X Glasses Costco
- X Flight numbers - Reconfirm <sup>PRINT</sup> TRANSASIA X changed to 2/23 pm
- X Print TRANSASIA
- X Print <sup>PRINT</sup> meet APRIL trip

See p. 62

Need X

✓

✓

✓

✓

personal

DAV

X

need

"Real TURTLES AND <sup>Real</sup> TURTLE TEMPLE GODS IN THE PENGHU ISLANDS"  
Flora Penghu gold turtle family 778-8189

Broadest Release

"GOTO MAZU" OR COMPONENTS OF CHAPTERS  
NG DISSERTATION CHAPTERS: CULTURE; EXPLORATION;  
CONTEMPORARY DOCUMENTATION OF SIGNIFICANT EVENTS  
(PAISHAN, TURTLE FARMS, MARKETING OF TURTLES IN HAINAN,  
OVERVIEW OF TURTLE PROJECTS / AQUARIUMS IN CHINA)

RHAPS  
9/18/13  
9/24  
9/26  
9/28  
10/2  
10/5

MAKE 2/10 (TAIWAN) AIRWAY "Jim Agent"  
TRANSASIA # K3KMGD pm 2,910 NT  
2/23 4PM KAO → MAGONG TIME = 435 flight # = GE 222  
2/26 945AM MAGONG → TAIPEI / 035AM ARRIVE  
TUES SONG SAN

Need

POST-ISTS 33 "TO-DO" X SAT. TAG (67)  
 MAIL # TO BRIAN S. YOCCA MOVE + Fedex

- Need X TRAVEL CLAIM
- MORE TO STORAGE TAMS MAY 2
- MARCH 13 KONA; MARCH 20 PUNALUU [Sysie 2 23-3/16]
- introduce by ITez K MATZATLAN X Student Committee
- Beverly Birthday 3/14
- Regions (DISTRICTS) - Delegate Global International Ists
- X Send to GU et al. PP.
- Turtle Thailand.
- X Send MTSG PP.

Formalize Ists student Committee  
 I attended student workshop  
 GRANT writing,  
 Distribute PPS

- X EMAIL BRIAN WALLACE welcome
- KY 2012 TOPICS left over + BA
- X ICF Inspection Report MTSG

Personnel Program Money Pride Power Competibility - My personal money honor  
 COLLEAGUE RESPECT - TRUST - LEGACY -  
 Delov position "ASSESSMENT" task enjoy working

X NAILS  
 need washer 1.25 inches outer diameter; inner diameter 5/8 inch  
 changed to =

Board Ists [8/26 - 8/30/2013] "FAN-FAIR"

RHAPSODY of the Sea 99  
 9/18/13 7PM Depart WEDNESDAY 18 Sept. - 5 OCT. 2013

9/24 8AM - 6PM PAGO ①

? STORE TRIPS

DATE LINE ②  
 9/26 APIA 8AM - 6PM

9/28 8AM - 6PM SUVA ③

9/30 8AM - 6AM PORT VILA ④ VANUATU

10/2 8AM - 5PM Isle of PINES NC ⑤

10/5 630 Am Sydney

See page 3

Need HAWAIIAN FLIGHT - Sydney → Honolulu

(68)

# ISTS 33 Followups -

o.ing

Jean Beasley

Jessy HAPEI (ASK Steve Kolinski)  
Mike McCoy

Schomon Islands Woman

Patrie 2's email by - Karen B. II

X BLAIR POSTAL from publication =

wish things to

X Diane vice@gmail.com TO JASON BIGG'S

Desert STAR Systems - Denise

Charlyna

Karen former student - Kimberly Reich

Reich@tamug.edu

y&m

2830 HKD x 2

Good

friend destyn  
wednesday

P.H.

How To

Howest

dec.

stu

TOPICS

2/13

10 AM

4  
5  
6

2-13-2013 wednesday

- 9:10 AM Conference Task leaders -
- 11:45 AM Agan - Hansen / Smith

TOPICS / SRT Conference Call -

2:13  
10 AM

1. Update Terms of Reference - " FACA " Observers
  2. Updated DPS structure  
Min. of 10 Nov. Meeting TO 14 11 DPS -  
Region 5 - North Indian Region 6
  3. Deciding who will take each Region -  
6 groups 6 groups  
5-factor ANALYSIS
  4. 2007 Report GB DPS Group  
? Voting & Reporting Scheme Robin
  5. Update Meeting 2 Plan. Peter
  6. Revisit our CM SRT Stacy  
Timeline, Kyle
- \*FULL 3 days\*

PEOPLE MAKE PARTNERSHIPS WORK 77  
INTERNATIONAL COLLABORATION NOT FP

Incentives of the potential Collaborators WORLD

A SUBSET OF INTERNATIONAL COLLABORATION ISSUES BUT MORE COMPLEX

TRUST EARNED THROUGH ACTIONS THAT DEMONSTRATE THE MEANS OF WORDS  
ACTIONS SPEAK LOUDER THAN WORDS BUT WORDS ARE AN ESSENTIAL FOUNDATION  
VIEW OF USA AMERICANS

BREAKING OF TRUST TALENT AND ART OF MAKING DEALS

Sincerely LIKE THE PERSON (colleague) you plan to COLLABORATE work with, or sincerely STRIVE for that goal.

opposite of TRUST - SUSPICION (distrust)

Friendship in CONTRACTING not entirely in line with govt Agency policy.

Also People make Partnerships Break.

Cultural and Regional and LANGUAGE Diversity, Western Science vs ASIAN Science vs TRADITIONAL science/management.

workshop w/ Piroo what science do they need?

Director's office MILESTONE of FY 20 <sup>rice</sup> and then? Rolled

EXPERIENCE TAKES TIME "BEING GENUINE" CULTURALLY CONSTANT and CONSISTENT

78



Bowl gift + 2 spoons

3/31/2013  
SUNDAY

AI

TRIP AND PART OF  
MAY 2013

TRIP TO MOUNTAIN

TRIP TO MOUNTAIN - 2013

TRIP TO MOUNTAIN

ice

TRIP TO MOUNTAIN

UA  
Thursday  
5/28/13  
HNL →  
GUAM → HK  
GC2TFS

79

cc

The Senator DANIEL K. INOUE  
MARINE TURTLE RESEARCH PROGRAM  
of the Protected Species Division  
NOAA PACIFIC ISLANDS FISHERIES  
SCIENCE CENTER"

SENATOR "DAN"

+ Thierry Work's Program

+ Keller Lynch  
Jenna



80 "2nd Meeting of the Status Review Team" LAJONIA  
 3-5-2013  
 TUESDAY / Agenda. First Meeting notes in PRIOR DAILY Log

SRT  
 3-5  
 TUES

"New information on the species' biology and life history"  
 - Roden et al. impress



DPS  
 Hawaii SSTs .5-.6  
 EPacific SSTs .2-.4

1 Flipper Tag Recovery  
 Vote Hawaii 1132 68 Hawaii vs EP  
 1155 45 Hawaii vs WP

2 "Mediterranean" "Alake"  
 1157 43

3 North Atlantic  
 Aves & St George cutoff  
 Boundaries genetically  
 990 210  
 82.5% 17.5%

4 South Atlantic  
 1015 185 15.4%  
 82.5%

7  
 Wed  
 Vo

SRT N=5 FINAL DPS STRUCTURE

3-5-2013 After Lunch 2 pm

TUES

1 E Pacific	94.3	5.7
2 CN Pacific	96.3	3.7
3 Med.	96.4	3.6
4 N. ATLANTIC	82.5	17.5
5 S. ATLANTIC	84.6	15.4
6 North India Ocean	78.2	21.8
GULF	860	240 / 100 w/o STAG

7. Southwest Indian Ocean

Wednesday

3/6/2013

7-9o discrete DAY 2  
830AM

Vote = Index of strength how group feels  
Discreteness & significant  
Genetics  
Tagging = SAT  
Demograph Morphology

N & S GBR Genetic separation  
more NC de MCord Sea

Significance 65.4 ~~didn't~~ meet  
50% vote yes

Post note -  
Mine's GROOMBRIDGE 1982

HISTORIC document High-VALUE

Groombridge & Lux Moor  
1989

(82)

62  
1250  
1190

(62) 2012  
1000  
Westing  
Central South Pacific

3/6/2013 Wednesday  
1999-25 Westings  
Region 9 discrete - vote  
7090

2nd S.R.T Meeting

Significance portion = 77.190

Hawaii 93.7 discreteness  
96.2

GBR = 8 = Southwestern Pacific

cond cos  
Schedule

6:00 PM

3/7/2013 Thursday  
8:30 AM  
KYLE TOMO DAY 3  
QUANTITATIVE COMPONENTS

AA 16,000 miles  
foreseeable - confidence in  
your predictions

Heather - 5 factor  
break

POPULATE

TOOL BOX

Joe Pfaller fed# 8989-0627-8246

(1991)

= USA

USA 789 outliers

Trends since continuous E.P.  
1979 Michiocan

50 km beaches within 50 km are another

LAST 4 year average = 2500 Mich, 100 Revillagigedo, 500 C.R.  
2000 GACAPAGOS

DAY  
3/7  
TH

3/8  
Fri

3/15/11  
Friday

E

11  
T  
11

Day 3  
3/17/2013  
Thursday

"Empirically"

SRT Meeting 83

SRT evaluate "by experts on the panel"

"DON'T SHIFT DUMP EVERYTHING INTO TABLE"  
RISK/JUSTIFICATION TABLE  
POPULATE TABLE

Abundance - - -

Need google docs  
join Mendoley? Tomo

3/13 HA 15 10:55 AM SD → Honolulu 3 PM →  
Friday Home SD →

3/15/13 10 AM 30 MIN Meeting w/ Frank Re East Asian Milestones  
Friday Cordial subdued (contrast last meeting), nothing to do or said about my removal issue

Epistemology = "knowledge understanding" branch of philosophy concerned with the nature and scope of knowledge.  
"Analyzing the nature of knowledge and how it relates to connected notions such as truth, belief and justification."

"The Power of Conversation"  
"GOOD DISAGREEMENT IS CENTRAL TO PROGRESS"

84

N=8 MORE to CONNIE NG


Fedex TO DR. MURPHY CUIK

ID Code	Hexcode	PTT Type	PTT system no.	Date Built	Turtle TextFileID	Date refirb	Battery Connect Date	Duty cycle	ALP / LUS Program
41788	1FABCC7	TAM-2639	647911A				10-Oct-11	8/24	ALP
50138	60382AD	TAM-2639	663446A					8/24	ALP
50145	607FE13	TAM-2639	647930A				10-Oct-11	8/24	ALP
53767	7DFBD79	TAM-2639	663486A					8/24	ALP
65415	4DA0079	TAM-2639	633622A				10-Oct-11	8/24	ALP
65417	4DA0098	TAM-2639	663478A					8/24	ALP
65424	4DC1100	TAM-2639	663477A					8/24	ALP
88057	7977E98	TAM-2639	647965A				10-Oct-11	8/24	ALP

1 PREVIOUSLY sent + 1 giver 4/8/13 (= 11 TOTAL)


### Annual Leave

- Annual leave is a period of approved absence with pay from official duties
- An employee may use annual leave for:
  - vacations,
  - rest and relaxation, and
  - personal business or emergencies
- An employee has a right to take annual leave. Supervisors have the discretion to decide when and in what amount annual leave may be approved
- An employee will receive a lump-sum payment for accumulated and accrued annual leave when he or she separates from Federal service or enters on active duty in the Armed Forces and elects to receive a lump-sum payment



### Sick Leave

- Sick leave is a paid absence from duty. An employee is entitled to use sick leave for:
  - Personal medical needs
  - Care of a family member
  - Care of a family member with a serious health condition
  - Adoption-related purposes
  - Bereavement




### Alternative Work Schedules

#### Flexible Work Schedules

- Maxiflex schedule
- Core hours 9:00 a.m. - 3:00 p.m. Tuesday - Thursday
- Flexible time bands 6:00 a.m. to 6:00 p.m. M-F
- Credit hours - Maximum 24


#### Compressed Work Schedules

- Fixed Work Schedule
- Complete 80 hour work requirement in less than 10 days
  - 5-4-9 - eight 9 hour days and one 8 hour day with one day off



### PIFSC Authorized Work Schedules

- Basic Work Schedule
  - Full-time - 8 hours per day, 5 days per week - begins and ends same time, Monday through Friday
    - Example: 8:30 - 5:00, 8:00 - 4:30
  - 30 minute non-compensable lunch break
- Alternative Work Schedules
  - Flexible Work Schedules
  - Compressed Work Schedules
- While on travel (non survey travel)
  - Required to follow the basic work schedule for the pay period



19 MAR Tues

3/2

EX DUE

592  
09.9  
1230-430pm  
19 MARCH 2013  
Tuesday

# "Hours of Work & Compensation" TRAINING

85

"General Family Care or Bereavement" / "Family Leave" 12 days (?)  
need to know my pay CAP.  
"Standard Pay Table Hawaii" need

### Expanded Family Care for a Serious Health Condition

Employees may use sick leave to care for a family member with a serious health condition

- Full-time employee's may use up to 12 weeks (or 480 hours) in a leave year
- Part-time employees or employees with an uncommon tour may use sick leave in an amount equal to 12 times the average number of hours of work in the employee's scheduled tour of duty each week, e.g., 32 hours week x 12 = 384 hours
- Any portion of the 13 day maximum for general family care or bereavement must be deducted from the 12 week entitlement for expanded family care


### Sick Leave for General Family Care or Bereavement

Full-time employee:

- Up to 13 days (104 hours) of sick leave each leave year

Part-time employee or an employee with an uncommon tour of duty:

- An amount equal to the number of hours of sick leave he/she normally accrues during a leave year



### Sick Leave and FMLA

- An employee may substitute sick leave for a period of unpaid leave under the FMLA
- When sick leave is substituted under FMLA, it does not extend the employee's leave entitlement or change any management or employee right or responsibility regarding documentation of leave, medical certification, notice and approval for use of leave, etc.
- An employee may use up to 12 weeks of accrued sick leave for care of a family member with a serious health condition and then also invoke entitlement to 12 weeks of unpaid absence (LWOP) under the FMLA to care for a spouse, son or daughter, or parent with a serious health condition
- The amount of sick leave that may be used to care for a family member is limited, e.g., up to 12 weeks (480 hours) of sick leave each leave year

### Family Medical Leave Act

- Under the Family Medical Leave Act of 1993 (FMLA), most Federal employees are entitled to a total of up to 12 workweeks of unpaid leave during any 12-month period for the following purposes:
  - the birth of a son or daughter of the employee and the care of such son or daughter;
  - the placement of a son or daughter with the employee for adoption or foster care;
  - the care of a spouse, son, daughter or parent of the employee who has a serious health condition; or
  - a serious health condition of the employee that makes the employee unable to perform the essential functions of his/her position

3/20/13 839AM HST  
Chase VISA scheduled for 4/1/13 payment  
3050.98 Confirmation #152 347 0322

EXPLORER Chase - MAILED  
DUE May 10 \$1,200+  
set up auto

86

See P.100

Date: Mon, 11 Mar 2013 09:56:40 -1000  
 From: George Balazs - NOAA Federal <george.balazs@noaa.gov>  
 To: Frank Parrish <frank.parrish@noaa.gov>  
 Cc: "samuel.pooley@noaa.gov" <samuel.pooley@noaa.gov>, Michael Seki - NOAA Federal <michael.seki@noaa.gov>, George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
 Subject: Re: Meeting on February 14, 2013

Re Meeting of 2/14/13

Here are my respectful responses and comments (cc'ed to Sam and Mike):

- 1) Not a day or night has gone by since the February 14th meeting that I have not felt professionally and personally painfully fractured, disrupted, and damaged in terms of self-image, and confidence in the Center, by the announcement of your decision, unexpectedly and somewhat callously spoken, to remove me from leadership and install a replacement.
- 2) As I understand it now, the Senior Scientist/Senior Sea Turtle Biologist position you have frequently spoken to me about these past 2 years was a mis-use of the words 'Senior Scientist' as formally defined and used within NOAA. That is, within NOAA it is an esteemed scientist formally designated having extensive outstanding expertise and professionalism over time, with approval and funding of the position coming from the Center Director and Headquarters (examples in my links below sent with my last message). Instead, what you seem to have had in mind is an informal naming of 'senior scientist' beneficial to your decision to move me aside for replacement purposes. In other words, a senior scientist where "senior" is more akin to a senior citizen. Where I could (as you have suggested now several times) write a book of my memoirs.
- 3) My position within the Center is one of long-standing rewarding leadership of MTRP conducting research, and partnership building of research tightly linked to that leadership. Generating long-term data and orchestrating those data through to publication. The very good quality of that leadership has always been positively reflected in performance feedback and all other avenues from Center Management. My professional life has always been and continues to be devoted to the furthering of the Good Name of the Center and what it does in high quality science within NOAA. NOAA has constantly reminded us that personnel are by far the most valued resource of the agency.
- 4) I respectfully ask the question "What are you seeking to accomplish?" "Accomplish," that is, in terms of having a plan to remove me from MTRP leadership and replace solely with someone else.
- 5) I repeat here the two questions I respectfully asked at our meeting on February 14th: You provided answers at that time, but intuitively I felt uncertainty with portions of those answers 1) Is a part of the decision why I am being removed linked so that another person can be advanced in the filling of the leadership position I would vacate (as an aid in the ZP promotion process)? and 2) Are you aware of any statements informal or otherwise made by the former PSD Division Chief to the successful applicant for the turtle stock assessment position indicating his advancement to leadership, if and when I retire (note I have repeatedly indicated for several years- in response to informal questions by Center personnel- that I have no plans to retire in view of my productive work record and ethic).
- 6) I have been unable to find a precedent of the sort you are

seeking for removing a program leader without just cause in terms of performance.

7) Please know I have been professionally conferring informally with others, both inside and outside our Center, and NOAA, and will continue to do so in degrees, as necessary and appropriate. Needless to say I've never experienced anything like this in my time-in-service <sup>35</sup> years as a ZP4, hence need to learn all I can.

8) I ask that our forthcoming meeting (3/27/13 scheduling on the above topic) not be combined with other generally unrelated topics. The combination of two topics on February 14th was inappropriate, in my view. I ask for separate meeting on separate topics.

9) I offer the following what I believe is a reasonable solution to the issue of combining MTRP and MTAP to form a single program for turtles under PSD when the move happens to Ford Island. Rename the combined programs to be "Marine Turtle Research and Assessment Program." Combine the budgets. Share the personnel from each, with certain persons being more aligned to one or the other component. The components would be named "Marine Turtle Research" and "Marine Turtle Assessment." The current lead of MTAP would be the lead(er) of MTA, and I would be the lead of MTR. MTA would focus on doing assessments quantitative of the Centers comprehensive extensive turtle data bases, as well as Western Pacific field studies, and hawksbills in Hawaii. MTR would continue collecting contributing and building data, and partnerships, in line with the vital world-renown 7 databases I been the lead on all along. This research for MTR is not "more of the same" but rather carrying the work through to new higher and streamlined dimensions in closer collaboration with MTA pursuits.

10) Please note that the above item 9 is unsolicited. I have never been asked by anyone as to my views on the topic of combining the two programs.

Thank you, George Balazs

----- Forwarded message -----

From: Samuel Pooley - NOAA Federal <samuel.pooley@noaa.gov>  
Date: Fri, Mar 22, 2013 at 11:18 AM  
Subject: Re: Meeting on February 14, 2013  
To: George Balazs - NOAA Federal <george.balazs@noaa.gov>

*see my response p. 90*

George -- I don't think I replied to your e-mail earlier to at least acknowledge your concerns, which I am doing now. [I was in the rush to go to American Samoa which is my excuse, although frankly a lame one.] It is clear that the decision to reorganize the Center's turtle programs was painful to you, and of course that's the last thing any of us wanted. We all value you as a colleague and I believe everyone should be treated with dignity.

I'm going to let you and Frank, and potentially Susan and Mike, see if you come to a meeting of the minds before engaging further, but I am going to keep the issue in mind.

Aloha -- Sam



3/21/2013 Conference Call 1pm 1.0  
Thursday Larry Crowder, Jeff Polovina  
SEN FEAS SFSU  
STATE Dana Wing Field Denise Parker  
N. Pacific & together tracking data  
DISCUSSIONS

MONDAY  
3/25/13 TASK leader Budget Meeting 9AM  
different ie Monk Seal 25%  
NOW -

"New PPA integrity rules  
plus UPS" "hard to see them"  
Find out in 24 wks.  
Score meeting this week.  
need Acopy

100k of  
imaginary  
money  
going to change

HARRY  
735-2869  
MUSIC  
KALA  
BRAND  
Ukulele

ENMI Denise Children's Book  
SAM WANTS Added center person to SSC FYI  
Pierre still UPPIA DON, Min Ling, on now.  
eventhough Retire do

Hold Colbers - SSC Bunch  
By Frank

"When you argue with a fool there are two"

"Butt-load of twiggles" = Charles  
NEXT - Task Leader  
See P. 195

Wednesday 9AM  
DOCT-TAPE things together

JOE O'MALLEY  
"They're ALL  
OVER THE FRIGIN  
PLACE"

see Sam to me p.87

my response =

----- Forwarded message -----  
 From: George Balazs - NOAA Federal <george.balazs@noaa.gov>  
 Date: Mon, Mar 25, 2013 at 7:55 AM  
 Subject: Re: Meeting on February 14, 2013  
 To: Samuel Pooley - NOAA Federal <samuel.pooley@noaa.gov>

Thank you for your message, Sam. I seek reasoned decisions, fair play, trust, courteous professionalism and Aloha by and from the Center-- the organization where I have devoted over-and-above the call of duty three decades of service doing and continuing to do my job well.

+ Misunderstanding of fact

3/25/2013

I meet with Frank this morning at 10am, over a month of stress on my part after having the first meeting. At this moment I have no verbal nor written answers to the difficult questions I sent by email, Frank indicated he will respond at the meeting and, apparently, either reaffirm, or alter, the decision he informed me about at the first meeting. Sincerely, George

"Not just by the of the rules, but also by the spirit"  
 Is Todd free to speak with me ~ communicate as he wishes on any topic?

Note for meeting of 2/14/2013 -

My comment about getting good performance annual rating for last year but no percent increase (or bonus) - Frank's comment back with vigor - Add George that's the same you will get next time too if you remain in the position you're in. Performance PLAN  
 My thought - So I've been pre-graded (by being negative bias of me) - he knows what he will give me before even seeing my Accomplishments?

3/2  
 (5B)  
 CON

42

Forwarded message

From: George Balazs <george.balazs@noaa.gov>  
Date: Sun, Sep 16, 2012 at 6:49 AM  
Subject: Re: NAO 202-735D: Scientific Integrity  
To: Samuel Pooley <samuel.pooley@noaa.gov>

RE  
ETHICS

Thank you Sam, Sunday here now and I'm driving to the airport in 10 min for the flight to Noumea to wrap up the work we EOD, Richard Farman, Ray Clarke etc have been preparing for 3-years. Southern stock pelagic loggerhead work. But before flying I wanted to be sure to clarify with you, as I did in person to Frank, that none of my concern relates to the srt/brt meetings and deliberations internal discussions etc etc. Of Course those aspects are 'closed' and professionally private. I would be the first one to champion that fact (and common sense). But Frank's message, to my reading, goes \*way\* beyond that. That's where my concern rests and the sole reason I have brought up this topic. The \*beyond\* aspects ramifications of being sequestered in seemingly all aspects of talking about green turtles, professional and private, especially in view of the mtsg hawaii assessment just completed, and my recent appointment as Vice-Regional Chair mtsg pacific Islands. Thank you and Best regards, George

And Sam must have agreed since he contacted GE.

On Fri, Sep 14, 2012 at 4:00 PM, Samuel Pooley <samuel.pooley@noaa.gov> wrote:

Thanks, George. I'm well aware of the NAO (I had a role in getting it written). The key interpretation is the differentiation of scientific from conservation and management communication. I'll get back to you shortly on the matter. - Sam

On Thu, Sep 13, 2012 at 11:17 PM, George Balazs <george.balazs@noaa.gov> wrote:

Sam, here is what I promised to send. Thank you for your time today, as always a very useful exchange of thoughts and perspectives. Aloha, George

"one of the policy's key provisions affirms unequivocally that NOAA scientists may speak freely with the media and public about scientific and technical matters based on their official work without approval from the public affairs office or their supervisors"

NAO 202-735D Section 4.06:

[http://www.corporateservices.noaa.gov/ames/administrative\\_orders/chapter\\_202/202-735-D.html](http://www.corporateservices.noaa.gov/ames/administrative_orders/chapter_202/202-735-D.html)

December 7, 2011 by Jane Lubchenco PhD- NOAA Issues Scientific Integrity Policy:

[http://www.noaanews.noaa.gov/stories2011/20111207\\_scientificintegrity.html](http://www.noaanews.noaa.gov/stories2011/20111207_scientificintegrity.html)

<http://www.noaa.gov/scientificintegrity/index.html>

NOAA Research Council Scientific Integrity FAQs:

[http://nrc.noaa.gov/scientificintegrity\\_FAQ.html](http://nrc.noaa.gov/scientificintegrity_FAQ.html)

From  
Date  
Subj  
To:  
Kyle  
  
Hi g  
meet  
am t  
Hope  
thin  
Fran  
  
From  
Date  
Subj  
To:  
Kyle  
Cc:  
Mich  
  
Kyle  
Sinc  
the  
you  
rela  
publ  
disc  
comm  
your  
Than  
Fran

RE  
ETHICS

X

----- Forwarded message -----  
From: Frank Parrish <frank.parrish@noaa.gov>  
Date: Fri, Sep 21, 2012 at 5:05 PM  
Subject: Fwd: Rescheduling Program Leads Meeting - New Date 9/13  
To: George Balazs <George.Balazs@noaa.gov>, Kyle Van Houtan <Kyle.VanHoutan@noaa.gov>

Hi guys, Sam followed up with GC on my email below as we asked after our meeting and he suggested I resend the original email and emphasize that I am talking about the SRT.  
Hopefully you will get guidance from the leadership of the SRT to make things clearer.  
Frank

----- Forwarded message -----  
From: Frank Parrish <frank.parrish@noaa.gov>  
Date: Fri, Sep 7, 2012 at 11:03 AM  
Subject: Fwd: Rescheduling Program Leads Meeting - New Date 9/13  
To: George Balazs <George.Balazs@noaa.gov>, Kyle Van Houtan <Kyle.VanHoutan@noaa.gov>  
Cc: Samuel Pooley <Samuel.Pooley@noaa.gov>, Michael Seki <Michael.Seki@noaa.gov>

= "GAG" ORDER

Kyle and George  
Since there will be a week before we can meet in person I should state for the record that until the SRT process has run its course, and is concluded, you should have NO communication (official or personal) on information related to the Green Turtle SRT, ESA listing, DPS, etc shared with the public, other researchers, or the turtle community. This includes verbal discussions, emails, list serves, Facebook, twitter, and whatever other communication forms are available. Consider yourselves sequestered with your involvement subject to the coordinating body in DC.  
Thanks  
Frank

Frank A. Parrish Ph.D.  
Research Marine Biologist, Chief of Protected Species Division  
Pacific Islands Fisheries Science Center  
1601 Kapiolani Blvd, Suite 1110  
Honolulu, HI 96814

Voice 808-944-2181  
Fax 808-941-0307

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Date: Fri, 11 Jan 2013 20:23:41 -1000 (HST)  
From: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
To: Siri Hakala <Siri.Hakala@noaa.gov>, Charles Littnan <charles.littnan@noaa.gov>  
Subject: Fwd: NAO 202-735D: Scientific Integrity

ETHICS

Siri cc Charles, sorry for my delay, I was mistaken it was December 2011, not November 2011. Frank has this, of course, but maybe hard for him to find or recall. Cheers, George "one of the policy's key provisions affirms unequivocally that NOAA scientists may speak freely with the media and public about scientific and technical matters based on their official work without approval from the public affairs office or their supervisors"

NAO 202-735D Section 4.06:

[http://www.corporateservices.noaa.gov/ames/administrative\\_orders/chapter\\_202/202-735-D.html](http://www.corporateservices.noaa.gov/ames/administrative_orders/chapter_202/202-735-D.html)  
[http://www.corporateservices.noaa.gov/ames/administrative\\_orders/chapter\\_202/202-735-D.html](http://www.corporateservices.noaa.gov/ames/administrative_orders/chapter_202/202-735-D.html)  
December 7, 2011 by Jane Lubchenco PhD- NOAA Issues Scientific Integrity Policy:

[http://www.noaanews.noaa.gov/stories2011/20111207\\_scientificintegrity.html](http://www.noaanews.noaa.gov/stories2011/20111207_scientificintegrity.html)  
[http://www.noaanews.noaa.gov/stories2011/20111207\\_scientificintegrity.html](http://www.noaanews.noaa.gov/stories2011/20111207_scientificintegrity.html)

<http://www.noaa.gov/scientificintegrity/index.html>  
<http://www.noaa.gov/scientificintegrity/index.html>

NOAA Research Council Scientific Integrity FAQs:

[http://nrc.noaa.gov/scientificintegrity\\_FAQ.html](http://nrc.noaa.gov/scientificintegrity_FAQ.html)  
[http://nrc.noaa.gov/scientificintegrity\\_FAQ.html](http://nrc.noaa.gov/scientificintegrity_FAQ.html)

FROM 2.9.11

Date: Thu, 28 Mar 2013 12:23:40 -1000  
From: George Balazs - NOAA Federal <george.balazs@noaa.gov>  
To: Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>  
Cc: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
Subject: Meeting of March 25, 2013

Frank I will do more 'homework thinking' about the Plan B my leadership of a renamed combined programs that was talked about (set forth by me- previously mentioned by you) as well as Plan A co-lead in a combined program. I'll be on a/l for the next 9 days off email.

I need to say respectfully but with emphasis, that, like our first meeting, I felt you portrayed a short coming of reasoned decision making thoughts, as well as a shortage of fair play, trust, courteous professionalism, and most of all, misunderstanding of historical and contemporary facts regarding me as a Center scientist ZP4 with 30 years time in service. I am committed to working this out with you, but it is not easy, as exemplified by the 'high-energy' overreaction statements you conveyed right at the end of our meeting. Sincerely, George

Frank  
Respo



DATE PRINTED

95

Date: Thu, 11 Apr 2013 16:37:59 -1000  
From: George Balazs - NOAA Federal <george.balazs@noaa.gov>  
To: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
Subject: Fwd: Meeting of March 25, 2013

WAS ON ANNUAL LEAVE - overseas 28 PM MARCH - 8 APRIL PM

----- Forwarded message -----  
From: Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>  
Date: Thu, Mar 28, 2013 at 3:16 PM  
Subject: Re: Meeting of March 25, 2013  
To: George Balazs - NOAA Federal <george.balazs@noaa.gov>

FRANK  
Response

Ok, so how about we meet Apr 15th at 10 am? Frank

On Thu, Mar 28, 2013 at 12:23 PM, George Balazs - NOAA Federal <george.balazs@noaa.gov> wrote:

Frank I will do more 'homework thinking' about the Plan B my leadership of a renamed combined programs that was talked about (set forth by me- previously mentioned by you) as well as Plan A co-lead in a combined program. I'll be on a/l for the next 9 days off email.

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see page 107 108 113

→ Twice or more now given me tasks (homework) for next meeting that clearly seem to me to be his job - his responsibility of leadership - as a Division Chief.

Date: Mon, 18 Feb 2013 20:06:26 -1000  
From: Frank Parrish <frank.parrish@noaa.gov>  
To: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
Subject: Re: Meeting on February 14, 2013

Hi George, demoralization was not my goal, but probably an expected outcome given your identity is so understandably linked to what you have done for the last three decades. But change is coming, with our new location, what we are expected to focus on, and the reduced resources we have available to conduct our changing mission. What we need to do now is think about how to leverage our talent to better meet the demands of the future and the incentives of our staff. Starting with you I am looking at the staff to see what it is about their job that is their core incentive? Is it the field work, telemetry, international contacts, or being the team lead for mtrp etc? You need to think about this, and I will consider the options you propose and discuss at our next meeting. Mtap mtrp and perhaps other turtle work at the center are the subject for this type of discussion. Concerning the role of a senior turtle biologist, it is not going to change the pay scale, just the emphasis of the work. Reflect on this and we will discuss the next time we meet. As you brought up in your email I have forwarded this to DO office to keep them apprised of our discussions.  
Thanks  
Frank

On Feb 18, 2013, at 12:36 AM, "George H. Balazs" <gbalazs@honlab.nmfs.hawaii.edu> wrote:

> Frank, for about two years now you've suggested, recommended, and now what appears to be a directive that I give up ('step aside') my 28 years as MTRP Task Leader and become a Senior Scientist here at the Center. Can you please give me information exactly how that would be achieved? See the links below about Senior Scientists. Headquarters would have to appoint or approve? What would the pay grade/salary be? Sam and Mike would give their support?

>  
> Please be aware that I'm stunned, demoralized and deeply disappointed by your decision pronouncement at our meeting. I was blind-sided totally and had no idea I would be removed as Task Leader. I thought we were meeting for you to seek my input into some sensible workable merging process of the two programs. I do hope that some of the perspectives I gave you will lead to a rethinking on your part to take into account my views. Please know that I'm also in the process of rethinking some things, given the email I was copied on by Melissa, received a few hours after our meeting. Thank you, George

>  
> [http://www.nmfs.noaa.gov/stories/2012/12/12\\_03\\_12link\\_announcement.html](http://www.nmfs.noaa.gov/stories/2012/12/12_03_12link_announcement.html)

>  
> <https://groups.google.com/forum/?fromgroups#!topic/afs-fisheries/Fk8sGKtrVGc>

>  
> <http://stevenjohnhibbs.wordpress.com/2010/08/20/noaa-senior-scientist-admits-to-congress-75-of-oil-still-in-gulf/>

>  
> [http://www.noaanews.noaa.gov/stories2008/20081121\\_frenchmedal.html](http://www.noaanews.noaa.gov/stories2008/20081121_frenchmedal.html)

>  
> <http://www.norman.noaa.gov/2006/02/noaa-senior-scientist-elected-to-national-academy-of-engineering/>

Date: Sun, 21 Apr 2013 15:23:13 -1000  
From: Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>  
To: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
Subject: Re: GBalazs Cturtle Postings Over the Past Year 2012-2013

Ok, We can have any follow up conversation when we meet at the end of the month.Frank

On Sun, Apr 21, 2013 at 12:26 AM, George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu> wrote:

Frank, the issue of Headquarters Angela Somma contacting you last September expressing concern over a ListServe posting (or postings) attributed to me needs to be addressed in some manner. As previously mentioned, I decided not to write to her direct with an inquiry after your call to me of 4/12/13. However, I do need to take some action to correct what must be some adverse sense about me that you have in the issue. Such would have to be the case, since you brought it up in a negative fashion at our 3/25 meeting. So, what I will do is to send you all postings I've made in 2012 to the present (even though Angela's call to you was in 9/2012. I'm sending postings that used my work email address, and postings using my personal email. I realize that I have the right, in a responsible fashion, to post with freedom using my personal email and non-noaa hat, hence do not need to send them to you. But, in the fullest interests of transparency, I'll send you all of them. The first appears below, and 8 more follow in separate emails.  
Thank you, Geroge

Note: if you would like to subscribe to the Cturtle Listserver I can send you the information. A helpful suggestion for the future.



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28 MARCH - 8 APRIL 2013

Thursday

6pm TUESDAY

7:15pm depart 3/28/13 ARRIVE 3/29 Friday 10pm HONG KONG VIA UNITED GUAM

3/30 SATURDAY NANAO PRC; 3/31 Sunday Easter 6pm Honorable FAMILY DINNER

4/1 Monday - High Speed boat survey / Fishing Village;

4/2 Tuesday KN worked / Lunch with Simon; 4/3 Wednesday THROUGH TRAINS TO

Zhanjiang Guangzhou met w/ CHEN<sup>MS</sup> got HK2 Txs; 4/4 Thursday Buddhist Gold Fly

4/5 Friday Zhanjiang Drive South HK2 site + Guest Room

CORAL Reef Reserve; 4/6 SATURDAY TO Turtle FARM ISLAND; overnight

Zhanjiang Hotel DINNER w/ everyone; 4/7 Sunday Ocean University

specimen collection + Lunch; Zhanjiang Flight to Guangzhou through

TRAIN to HK - overnight Panda Hotel 4/8 KN work day - depart UA 10:45 PM

NOTE  
FRANK

Re  
"00"

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Tz

★

3/11/13  
2W 11

100  
3/25/13

10AM Meeting

POINT-BY-POINT ANSWERS TO MY QUESTIONS OF 11 MARCH 2013 / See p.86 -  
verbally by Frank 3/25 ALWAYS ALL S/H/T

- 1) "yes I was callous" (his entire comment)
- 2) yes it is not the NOAA Senior Scientist position you researched and provided web sites about.
- 3) "only a statement <sup>NO QUESTION</sup> SO NO RESPONSE NEEDED"
- 4) "STREAMING the program" CREATING one voice to speak for turtles
- 5) "I have put Kyle has been put in for promotion and I'm sure he will get it" (not at 2/14 meeting so must assume he did that between 2/14 and 3/25/13)
6. No direct answer. certainly didn't say there was a precedent
7. <sup>IT IS</sup> Your business who you talk to, who you tell. I'm not saying anything to your staff (or others?)
8. Agreed
9. EXPLORING such options.
10. NO COMMENT - I DIDN'T GO TO OR ANSWER 10

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Date: Mon, 18 Feb 2013 20:06:26 -1000  
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To: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
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Thanks  
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> <https://groups.google.com/forum/?fromgroups#!topic/afs-fisheries/Fk8sGKtrVGc>

> <http://stevenjohnhibbs.wordpress.com/2010/08/20/noaa-senior-scientist-admits-to-congress-75-of-oil-still-in-gulf/>

> [http://www.noaaneews.noaa.gov/stories2008/20081121\\_frenchmedal.html](http://www.noaaneews.noaa.gov/stories2008/20081121_frenchmedal.html)

> <http://www.norman.noaa.gov/2006/02/noaa-senior-scientist-elected-to-national-academy-of-engineering/>

TUESDAY  
APRIL 16, 2013 10AM Meeting w/ FP, TO ~ 1130AM

Commenced by FP starting to talk about another topic (Milestone Partnership building session) I asked if we might stay focused on purpose of meeting - he agreed. First Subject: my "homework" report to him of 3/25/13 "what would metrics be for success of co-leadership structure?"

are highly timely

I listed Employee Performance Plan elements - achieved  
② Weekly Highlights. He seemed to like both - asked questions what is plan - I indicated that was Division Chiefs job to do. I then told him of my concern for success of Co-leadership

Model was not with Co-leaders - me/Krutt BUT with his management style = tight leash - over-reaction to little things - exacerbated by closeness of offices at Ford Island new BLDG. If expressed concern he would allow it to succeed. I expected his response to be

"he would 'let up' give it a chance to succeed. But instead he said - nothing. I then said the most reasonable model was (as I had said at 3/25/13 meeting was me, ZPH & 4 year leader to continue and for Krutt be given prominent title of his choice - we learn from one another functioning in same merged program like Co-leader colleagues. No response from Frank.

He went on to talk about "exploring wide range of possibilities." Not "removing" me but "restructuring" (note very different than intent discussed 2/14 & 3/25 and 4/12 telecon). Said "you do a great job interacting with the public" (note

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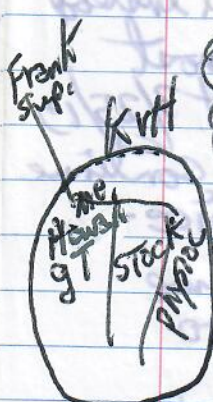
Meeting FP Tuesday

4/16/13 (continued)

This was first positive comment I can recall him saying about me throughout talks starting 2/14. "What we did in the past isn't what we will do in the future" (but no explanation to clarify what this means). He stated and recognized value of collecting continuing data. He now wants me to continue doing that. In the "model" he proceeded to draw on paper (I asked for flow chart but he never sent one to me). Model was an OVAL (CIRCLE FLAT on sides) - Kyle leader at top of oval (but I had to ask him that before he would tell me). Inside oval (see below) there would be "Hawaiian Green Turtle study" on left, "Stock Assessment" next on right (middle), then "Physiology" on right. Two on right would be w/ "Pacific Plovers" and "Kauai's bill". Frank would be (still) my supervisor.

myself note

So how does this differ from "PLAN" 2/14/13 spoken by Frank first meeting? As follows: 1) NOT much still has KUH sole lead (he has no supervisory designation) - NOT YET ANY way



- 2) put me in a subprogram problematic lead
- 3) makes no mention of Senior Scientist "Frank said he no longer wants to pursue that" designation apparently not for KUH either, since he said nothing,

He asked me to think about this for "next meeting"

4) Calm FP subdued in comparison with 3/25 & 2/14 Meeting - this time no anger in face and voice - No upset outbursts.

Meeting of 4/16/13

CONTINUED PAGE 110

STATED - He has yet to discuss any of this with KUH.

4/16 → 4/20/13 span

Even if my <sup>work</sup> position left intact - <sup>Replaced</sup> not removed from leadership  
I would still have grievance material over what I've  
been put through - ABUSIVE unprofessional treatment,

from 2/16 Meeting (maybe repeated in earlier notes -

"You'll not even get higher performance scores  
than what you got last time"

- DISCARD <sup>the</sup> usefulness is over.

~~DISCARD~~

- COLLATERAL DAMAGE - letter of complaint from  
JAPANESE

- flow chart of Polovina's EDD Program

- Coaching from up high

- Devon's paper

- Brown's hawkbill paper draft - reviewed by T. Jones  
Should have been KV first → explained

PAET course  
"Intellectual  
Property"  
swab  
Merrick

she wanted to get in better shape before sending TO  
KUH. I brought up Basking data - Academic Property - FP said  
people want to publish w/him (Reminded about <sup>me</sup> MS)

JAPANESE Complaint - "I only hear that from you George"

4/19 I emailed him the letter & my assignment by Seki, OTO  
go to Kobe - try to "FIX" 7/2011. Conditions 3 of them  
by STAJ. Frank res forded 4/19 to my 4/19 - "he had  
forgotten about that" (Note: never an apology)

- "Move to something Better" / FP

- "DATA STREAMS independent of people" = FP  
but no explanation of what this means!

- "PULLING ME OUT" - FP  
NO ACOHA

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8:30 A.M. SRT Conference <sup>APRIL 20, 2013</sup> ~~Call~~

PHONE CALL ~~Wednesday~~ Mendelley

Notes  
Circled

2-26-2013 Draft (X2)

4 Main Agenda Items.

PAT - word document SRT folder <sup>new we want</sup>  
in Google Docs - left hand side of screen - "Shared w/me"  
SRTy within folder,

- 1 Agenda item - need North South East West Lines
- 2 Agenda item -
- 3 VTP Table - Eastern Pacific 8 APRIL,

Next Meeting 4/24/13 ~~End~~ 10:15 out

Notes

Throughout = Almost never a word of "good" about my work for the Center - 95% negative, unless said as part of pressure to become a "Senior Scientist"

FP Interactions

Miscellaneous Notes - 3/25 - 4/15/13

- Spending time under stress defending my record
- Feel under attack - Controversy for 2 meetings 2/16 & 3/25 & 4/12 (35 min tel.)
- FP has unfairly "labeled" me as a less-than-adequate employee he never <sup>cataloged</sup> reflected this in my Performance Reviews.
- I have always been courteous, respectful, professional to Frank - for 25 years. And have always liked him as a colleague.
- I have ~~dedicated~~ <sup>devoted</sup> by career - and continue to do so very well - to first creating this program, then holding it together for superior science progress through "thick & thin" budget ups & downs, directorship changes, DC <sup>chief</sup> changes.
- He is "ALL over the place" challenging my record at every turn.

Date: Fr  
From: Su  
To: Geor  
Cc: Sand  
Jeff  
Subject:  
PIFS

George,  
I don't  
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is (301-4  
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I hope y  
My best,

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On 3/28/

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Date: Fri, 29 Mar 2013 11:53:50 -0400  
From: Susan Pultz <susan.pultz@noaa.gov>  
To: George H. Balazs <gbalazs@hawaii.nmfs.gov>  
Cc: Sandy MacPherson <Sandy\_MacPherson@fws.gov>, Jeffrey Seminoff <jeffrey.seminoff@noaa.gov>  
Subject: Re: Negative comment 'received from Washington' by my Supervisor PSD PIFSC Division Chief

George,

I don't know exactly what your supervisor was talking about, but I have an idea and would be happy to share it with you in the same spirit in which you asked. I'd prefer to do it via phone, however. It seems you'll be out of town for awhile, but please feel free to call me at your earliest convenience. My work is 301-427-8472. I'll be out of the office all of next week, but it sounds like you are too, so that shouldn't be a problem.

I hope your overseas travel is (was) good!

My best,

sp

*TIME OF computer  
w/ram*

On 3/28/2013 4:05 PM, George H. Balazs wrote:

>  
> Greetings colleagues, I apologize for having to send this perhaps puzzling  
> (and frustrating for me) message gently seeking your candid response. I'm  
> writing to ask if you are aware of any adverse, or questionably or  
> perceptually adverse or critical, comments about me relevant to the SRT?-  
> anything I've said or done relevant to the SRT- since the SRT process started  
> the members were appointed. I ask you because, at a meeting this past Monday  
> with my Division Chief Supervisor, he made the statement to me that he had  
> received an email (or communication of some sort) 'from Washington' expressing  
> dissatisfaction with something I had said or done relating to the SRT. No  
> specifics were given. You might reasonably ask, "Well, why didn't I ask for  
> greater detail- specifics- the 'who' and the 'what' of the message?" Without  
> going into detail with you, I can only answer that by saying there were  
> 'circumstances' at the time, and other topics under discussion, that made it  
> impossible (unwise) for me to ask- even now. sorry I know this is cryptic, but  
> it's the best/most I can tell you).

3/25

> At this juncture (point in time) I have no intention of making a 'federal  
> case' of this troubling (to me) insinuation topic. However, as my colleagues  
> (for decades), and as the lead POC's of the SRT, I feel it behoves me and is  
> appropriate to ask you. Thank you Sincerely, George

> Note I will be on a/l overseas and off email 29 March - April 9. No one reads  
> my mail in my absence (I mention that because some folks do have  
> auto-forwarded set up to another- but I do not).

Received

EMAIL BACK from Jeff Seminoff same day saying he had no information and I was a VALUABLE MEMBER of the SRT.

APRIL 10, 13 Wednesday - ~ 8:10 AM HST called Susan Pultz as per above EMAIL. SHE CONVEYED that she thought it could be something I SAID during IUCN General Meeting in Baltimore

TO P. 108



(108) 4/15 sent PP MTSG to Deonia  
TO PUTZ

Add vice chair TO  
PP AS per  
Kelly/Seminoff

4/10 Puttz Telecon - <sup>my note</sup> I was  
not NOAA - PP presentation nothing adverse to NOAA  
of about SRT process - nothing SAID whatsoever.  
Susan said she heard "2-3 people" in Audience  
were upset about something and texted headquarters.  
(no information as to who texted, who they texted, or  
EXACT subject - zero specifics.

51W  
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daily  
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conc  
so un  
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him

Date: Thu, 11 Apr 2013 18:27:48 -1000  
From: George Balazs - NOAA Federal <george.balazs@noaa.gov>  
To: Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>  
Cc: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
Subject: 3/25/13 Your mention about adverse comments about me being received  
from Headquarters

see p 113

Frank, following yesterday's SRT phone conference meeting, it has  
become clear to me that the subject line topic (above) is one that I  
will need to know specifics about in order to professionally defend  
myself against insinuation, erroneous information, and/or innuendo.  
My recollection of your statement to me on March 25 was that 'someone  
from headquarters had called you, as my supervisor, and expressed  
displeasure over some aspect of my involvement on the Status Review  
Team.' I respectfully request to know specifically what was said to  
you about me, who made the statements, and the date of the call. If  
this was important enough for you to convey to me in general  
ambiguous terms at our meeting on March 25th, then it is clearly  
important for me to know the specifics. I respectfully ask for your  
response by email.

Thank you for your understanding. I feel sure that if you were in a  
similar situation with your supervisor you would be making the same  
formal request of him or her, Sincerely, George

see response  
p. 113

Friday  
4-12-13 EMAIL <sup>to him</sup> SAYING I WOULD WRITE TO ANGELA SOMA ASKING  
for specifics = <sup>(see it on p. 113)</sup>  
I viewed this as  
INTIMIDATION!

A few minutes after sending 7:30pm received call on my  
office phone from Frank - saying (paraphrased but deemed very  
accurate) = I should stop and think before I send such  
an email. How might it affect me, my relation with the SRT.  
You should think about this. Then proceeded for 35 min  
to say "He doesn't hear about problems with only  
mainly me" - Call from Angela was a heads-up  
(GO TO PAGE 112)

new info  
put in  
D. 2013  
6/20/13  
p. 112

SINCE 2/14 & before POSITION STATEMENTS

Continuous Process of Reassessing what it is Frank wants and how I can work with him to achieve... but not at my career professional expense... and not under his terms of insinuation, character degrading negative comments

Conclusion - He doesn't know himself what he wants, so unknown what he wants of me - except speculative for good reason on my part - he want me to "go away" - ie "step back, step aside" that thought I would retire - And when I didn't this placed a problem for him - for which I am not ~~the~~ "paying the price",

*[Faint, mostly illegible handwriting in blue ink, possibly bleed-through from the reverse side of the page. Some words like "meeting" and "work" are partially visible.]*

(110) 4/16/2013 Tuesday FP Meeting (continued from notes p. 104)

(5) I brought up during the meeting the option (stated by me at 3/25/13 meeting) the no one, no external review report required the merging of the two programs MTRP 24 years, MFA P ~~6~~ years first under Melissa Swaver. Advice in an Advisory report can be accepted or rejected. For example, same report advised Division Chief FP to take steps to learn more about sea turtles/biology etc. Since he was in charge of such research as DC, that does not seem to have happened (I stated) and I agreed with me. Bottom line option recommendation - leave the 2 programs separate and test at Ford Island how things work out in closeness - chances of good outcome doing this seem high. This maintains each leaders pride and sense of ownership (stewardship) in the respective programs they have devoted time and talent to building.

NO response by Frank to the above proposal (re-suggested proposal).

F  
post-note  
5/2/13

(6) Somewhere during the meeting mention was made by FP of my loss of personnel over past 2 years (since FP Division Chief) - elaborated by listing them - no backfill - need money funding positions not given <sup>back</sup> (hence taken away). I semi-joked (bad joke) about my program systematically being "dismantled" FP then stated something along the "yes" that's EXACTLY what has happened.

Co-leads

Positives

- Personal Growth
- More creative outcomes
- Demonstrates Collaboration / teamwork
- Shared purpose
- \* Work is distributed properly to take advantage of each members' unique skills

from ~~4/12/13~~  
4/12/13

Negatives

- Frank views it as being without a clear group mission, one lead.
  - Where does that leave T. Todd?
  - How does it change and fit in with the end result of One Program?  
(MTRP + MTAP)
- ↳ How will it be implemented?

NOTE - Writing these notes makes me feel sick with stress. Really  
reliving the words and his adverse callous untrue attitude  
from P108 Bottom 7/12/13 Friday phone call, thoughts

(112)

As a reminder he should give me  
hence his email of 9/7/2012 about being  
"sequestered" (see p. 93) subsequently I sought clarification  
from Sam - Frank email retraction of sorts, 2/14/13  
meeting I diplomatically pointed out he never apologized  
at which time he bluntly said "He wouldn't." I pointed  
out this was <sup>inappropriate</sup> "pressure" inappropriate filtered down from  
Headquarters - to which he didn't respond. I pointed out  
someone from D.C. calling my supervisor - why not call me?  
no response by Frank. I took opportunity to state  
how poor professionally I've been treated by him - in  
style and substance - openly since 2/14/13 meeting - but  
really going back to his assuming Chief's position. For  
next 20 min or so he repeated prior statements  
about reading metrics to justify Cole's - placing me  
again on defense - defending my performance and  
career - profession of Center. "What do I want to do?"  
"You just want to be a 'leader'." I emphasized how  
I had responded to this false statement several times  
over - I done my leadership well of the program I built  
for the Center - what's needed is use of the data  
by skilled stock assessor - publish - in partnership  
using strengths of each person. My role is not  
obsolete in fact more needed than ever - Why does  
he want to "sideline" me - "Remove me" from leadership?  
He denied again it was "Removal" - but never articulated  
what he would call it. He reminded me of meeting TUES. -  
my "homework" metrics - I said I had some, but really he  
was asking me to do what his job is a DIVISION CHIEF.  
NO comment back, postnote I told him I had a fight as an  
employee to ask Angela Somers, but because of his call decided  
NOT TO FOR NOW

George Balazs -  
To: Frank Parrish  
Thank you  
my perso  
(forthco  
month  
rep

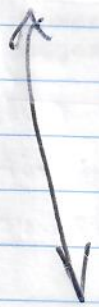
see  
---  
Fro  
Dat  
Sub  
bei  
To:  
  
Hi  
I k  
mee  
in  
con  
cle  
exa  
lis  
sta  
Fra

see p. 108

113

----- Forwarded message -----  
 From: Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>  
 Date: Fri, Apr 12, 2013 at 9:12 AM  
 Subject: Fwd: 3/25/13 Your mention about adverse comments about me being received from Headquarters  
 To: George Balazs - NOAA Federal <George.Balazs@noaa.gov>

Hi George,  
 I know nothing about what is going on in the SRT, my comment at our meeting was in regards to a phone call I got from Angela Somma back in Sept about the importance of SRT members maintaining impartiality concerning the petition for delisting of green turtles and steering clear of participating in management related discussions. As an example she cited concerns about some of your postings on a turtle list serve. I told her I would convey instructions to the relevant staff which I did in the form of the email I sent to you and Kyle.  
 Frank



Fri, Apr 12, 2013 at 2:52 PM

George Balazs - NOAA Federal <george.balazs@noaa.gov>  
 To: Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>

Thank you for your response. Any and all postings I have done on Cturtle or MTSG ListServe were done using my personal name and personal email and none (none) had any adverse relationship to NOAA or the SRT (forthcoming at that time, since you are referring and to brought up a topic on March 25 that was a full 5.5 months ago). Some serious misunderstanding and misinterpretation exists, that unfairly adversely impacts my reputation as an agency scientist. I can't let that persist, it would be professionally inappropriate for me to not follow up. I need to know exactly what posting she had concern about, and why. I'll write to her up-front ask that reasonable question. I'll cc you with my message, but will not refer to you directly. George

4/21/13

Date: Sun, 21 Apr 2013 00:26:58 -1000 (HST)  
From: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
To: Frank Parrish <frank.parrish@noaa.gov>  
Cc: George Balazs <george.balazs@noaa.gov>  
Subject: GBalazs Cturtle Postings Over the Past Year 2012-2013

Frank, the issue of Headquarters Angela Somma contacting you last September expressing concern over a ListServe posting (or postings) attributed to me needs to be addressed in some manner. As previously mentioned, I decided not to write to her direct with an inquiry after your call to me of 4/12/13. However, I do need to take some action to correct what must be some adverse sense about me that you have in the issue. Such would have to be the case, since you brought it up in a negative fashion at our 3/25 meeting. So, what I will do is to send you all postings I've made in 2012 to the present (even though Angela's call to you was in 9/2012. I'm sending postings that used my work email address, and postings using my personal email. I realize that I have the right, in a responsible fashion, to post with freedom using my personal email and non-noaa hat, hence do not need to send them to you. But, in the fullest interests of transparency, I'll send you all of them. The first appears below, and 8 more follow in separate emails. Thank you, Geroge

Note: if you would like to subscribe to the Cturtle Listserver I can send you the information. A helpful suggestion for the future.

BROAD GRIEVANCES BY TOPIC <sup>NOT</sup> prioritized

1. BIASED <sup>IN STATEMENTS/ACTIONS</sup> AGAINST ME DUE TO FACT I HAVEN'T RETIRED AND <sup>I have</sup> INDICATED I HAVE NO PLANS AT THIS TIME TO DO SO.

2. Ageism - "write my memoirs" - move to a "Senior" Position - "step back, step aside" TO appoint a replacement, Long Career, "My Legacy" Be content with it - I've accomplished so much

3. Using <sup>selected</sup> INFORMATION in my 360 evaluation (dated - ) for his own biased purposes, when this voluntary tool was meant for individual <sup>employees</sup> self improvement - "owned" by Employee.

He wanted but never got No increase in salary or grade on resources to do work & TIME NOAA Senior

4. INACCURATE Agency information conveyed of significant magnitude when offering me position of Senior Scientist/Senior Sea Turtle Biologist - not an Agency position/description but something created solely by him - to entice(?) my accepting and allow vacancy of my leader's MTRP position, fulfilling his aims. Fortunately I investigated on line NOAA policy on Senior Scientists.

new to me then come off

N#30

5. Consistent and Repeated <sup>verbal</sup> insinuations and statements <sup>from</sup> my employee relations and professional leadership record has been less than acceptable - Contrary to performance reviews, including accusation statement 3/25 that prior Div. Chief and him (Frank) have been biased to me - "TOO EASY ON ME." (Go to PAGE 130)



# Teleonics Phone Conf

4/15/2013 9AM - 955 H.S.T. Parker, GB  
Monday and STAN TOM Teleonics  
discussion about 20 dual tags data,  
Notes 10% battery variation

- 10% Electronics variation.
- 9% (?) Repetition Rate

For marine application - transmitting but not recorded (?) Would be different if on land then all would be known.

news  
to me  
then  
come  
off

(When programming, Teleonics software will estimate duration based on profile created.)  
 Antenna bent over by debris (possible reason)  
 Files that are close will be grouped separate - then focus one at a time on those different failure.  
 "infantile FAILURE" = early failure. They more likely to fail after a long time cut off time.

SCANNER DESTROY FEARING  
 MINI portable reader 2" "PART NO. 800-0249-01  
 PRC 501 - PRC 600 SERIAL NO. 2907-8017"  
 PRC 601 - PRC 700 2 9V batteries  
 PRC 701 - PRC - 800  
 + 2 applicator - Tested w/ 501 & PRC  
 Fedex Received 5/12/13 on CAA 502  
 To DR. Margaret Murphy Sent  
 City University of Hong Kong

N=30

GRIEVANCES (Continued from p. 116)

(+ verbal threat of retaliation)

6. INTIMIDATION TO PREVENT ME FROM EXERCISING EMPLOYEE RIGHTS - MY EMAIL SAYING I NEEDED TO STRAIGHTEN OUT ISSUE OF ANGELA SOMMA CALLING him with "concern" about me (Sept. 2012 - see email on pages 108, 113) - phone call from him a few minutes later "stop and think what it could do to you if I send such a message. Above is a part of consistent concerted actions to make charges allegations about me negative from the past, and then provide no specifics and "cut me off" from trying to find on my own

9. Co

10. in

hence

Sam

7. WORKPLACE ABUSE BY A SUPERVISOR TO AN EMPLOYEE UNDER HIM.

verbal mental

8. DEFLAMATION OR AT LEAST "degrading" of my professional record AND CHARACTER by consistent and persistent course of ACTION AND WORDS Aimed AT Removing me from leadership position. - Resulting in irreparable damage to my reputation of 40 professional, historical years in Hawaii - "small town" of Hawaii colleagues of NOAA other agencies, friends, and family.

MATERIAL MARKED DAMAGE

and

9. concerted & stated several times effort to "stifle my voice" as a scientist

TOPIC GRIEVANCES (CONTINUED <sup>from</sup> P. 120)

9. (Cont.) by him through intended plan to have "one voice" for turtles for the DIVISION (or the Center?) to which all questions are directed to that person - and that person would not be me.

10. (entered 5/3/13) Discovery of ~~Totally False~~ Wrong-doing in ETHICS (INSINUATIONS ACCUSATIONS) in my eOPF electronic file - email copies from FY 2012 Sept-Oct Performance Review hence never made known to me, never discussed with, never a chance to defend myself - clearly correct. Include comments by Center Staff Director - LISA VANATT, Patrick O'pay, Angela SOMMA. How did these get there and why? Why wasn't I informed at FY 12 Performance feedback AND when issue of A. SOMMA came up at 3/25/13 meeting with FRANK.

∴ Grievance - unprofessionalism & incompetency as a supervisor in performance evaluation & damage to my reputation, and undoubtedly reduction in performance score assigned Mike Seki Payroll Manager, Hence loss of \$ to me - no merit increase, no bonus, no leave days granted. But Flarrish description of if these rating was - overall the Center doesn't have funds - so you are about like everyone else.

Re: Mid-point Monday 10-11am

1 message

see p. 889

Frank Parrish <frank.parrish@noaa.gov>

To: George Balazs - NOAA Federal <george.balazs@noaa.gov>

Fri, Apr 26, 2013 at 1:31 AM

Yes we can do that, for the mid point we can look at the milestone etc  
See you Monday

Frank Parrish Sent from my iPhone ✓

On Apr 26, 2013, at 3:46 AM, George Balazs - NOAA Federal <george.balazs@noaa.gov> wrote:

> Frank, my mid-point meeting with you is this coming Monday 10-11am. May I assume that you'll be scheduling a second meeting later next week for my feedback and other discussion coming out of the 4/16 meeting? Thank you, George

Date: Tue, 26 Mar 2013 06:34:35 -1000  
From: ~~Raymond Clarke <raymond.clarke@noaa.gov>~~  
To: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>, George Balazs <George.Balazs@noaa.gov>  
Subject: Note the last line of his calling card...

George -- I have not contacted him literally in years -- this is from a July 2003 email:

Elbridge Smith wrote:

- > Call our office and schedule a time.
- > Thank you,
- > Marcelle Arakaki
- > Legal Assistant to Elbridge W. Smith
- > SMITH HIMMELMANN AAL ALC
- > ~~841 Bishop Street, Suite 909~~
- > Honolulu, Hawaii 96813
- > phone: 808-523-5050 *OK*
- > fax: 808.538.1382 *OK*
- > www.flex.com/~hsc/ew *OK-VALID*
- > Specializing in Representing Federal Employees

745 FORT STREET  
SUITE 311  
HONOLULU 96813

still in practice

122

5/6/2013

N26

MAILED TO JASON

~~TURNED OFF~~

with 2 handles  
old style

4C3C613653



4C3B5C0542



4C3B512619

4C3B4D7841



4C3B597902



4C3C684F71

House:

1209C Kaumana Dr.  
Hilo, HI 96720

Work:

200 W Kawili St.  
Hilo, HI 96720

Hilo MOP

RHF APPLIED

NINOLE, KAU

5/10/13

LHF

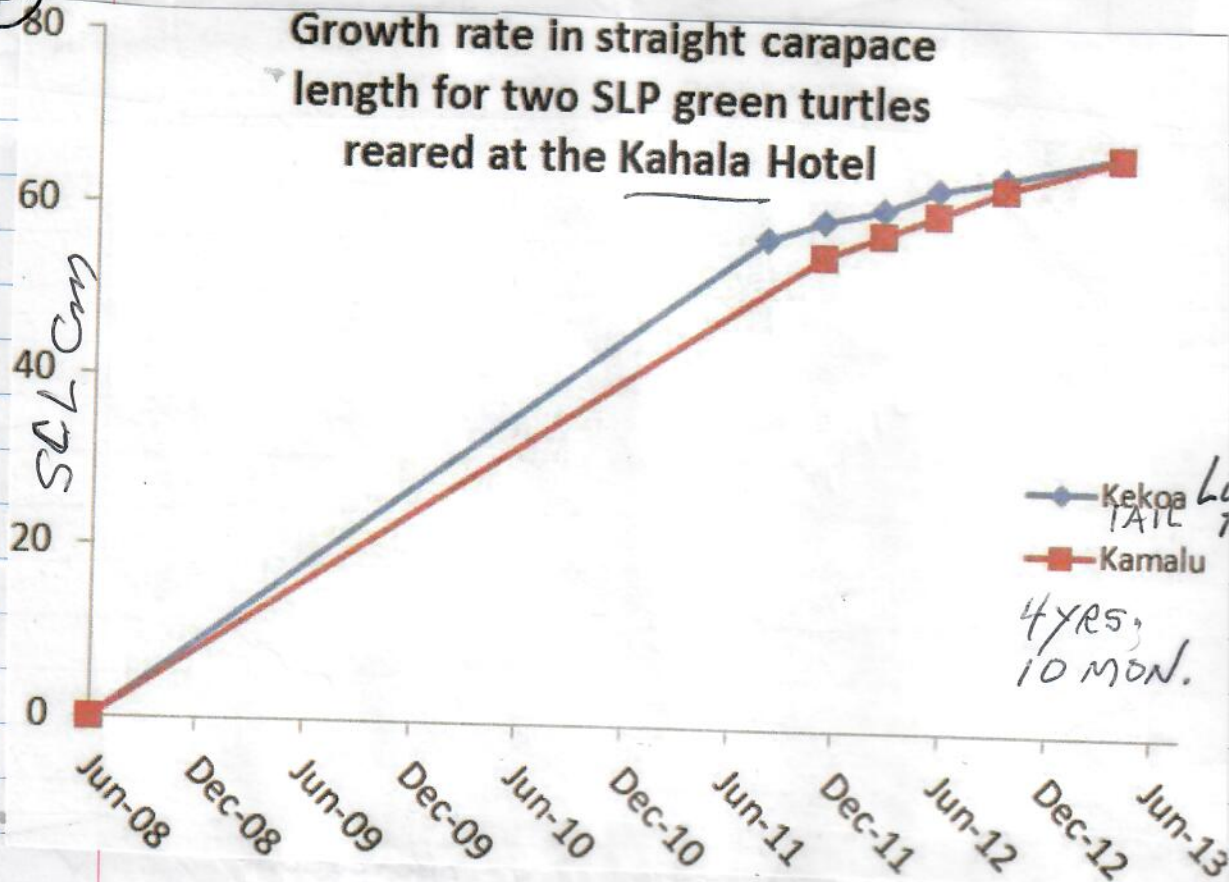
102.5/65

SEL 71.0 - CCL 76.5

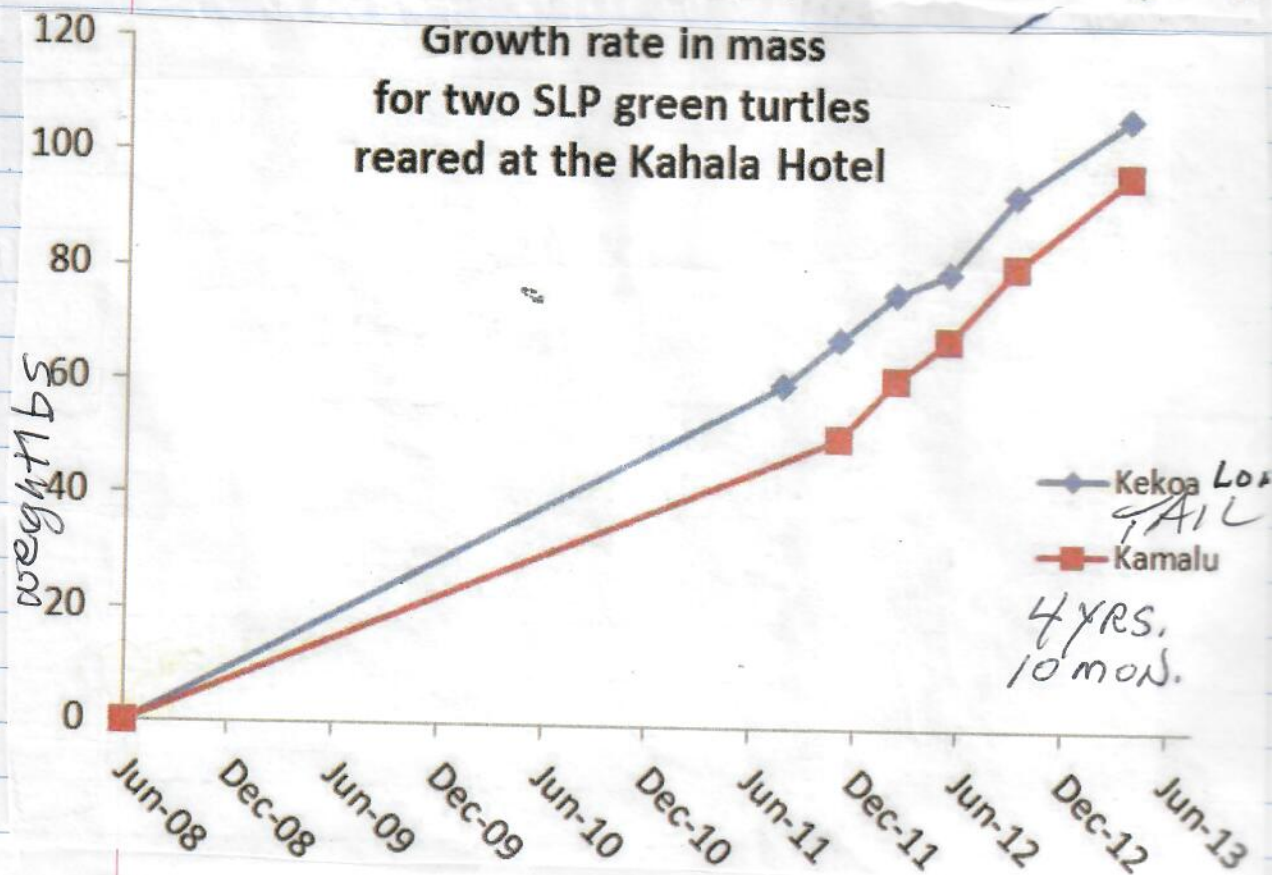
See PAGE 11-12

124

Growth rate in straight carapace length for two SLP green turtles reared at the Kahala Hotel



Growth rate in mass for two SLP green turtles reared at the Kahala Hotel



5 hrs  
Dec 0

(1)

NE  
PT  
Lob

(2)

EA  
App  
m3l  
T21

4/2

5/9/2

5/10  
Fri day

Shradell  
Devon ATTENDED

Friday 5-3-2013

(125)

①

4-20-2013

Released at  
Kahala HOTEL

See p. 153

~ 11:30 AM KAHALA HOTEL 2 TWIKES

new "KEKOA" "51" LHF

glass tip visible upon release

LONG TAIL  
PITS

RHF



4C3D180E55



4C3D133064

not deeply injected

②

"KAMALU"

new PIT TAGS

EARLY  
Appearance of  
male-length  
tail

LHF

45274D3A6E



RHF



4525067A25

Hawaiian Blessing by KATHY KINAU

4/20/13

met MICHAEL BRODSKY Friend of DOUG MADEF  
Net.ecovet@hotmail.com

Photo w/ DANNY TEXAS A&M PhD Program  
EEG

5/9/2013 Call at office from Deb McGuire 247-5282 Res  
- New TV program something like Hawaiian Moving Company  
call High Exposures or Hawaiian Exposures  
Interested in Caniaka so referred to  
Malawa Na Honu web site.

5/10/13 Friday Call from college student DANA NOBLE  
Asked about SRT - said I was  
sequestered on that topic - Couldn't comment.

Week of 4/15 - maybe Monday 4/15



Steven Goodman  
National Appeals Office Administrative Judge  
National Marine Fisheries Service

U.S. Department of Commerce  
National Oceanic & Atmospheric Administration  
1315 East West Highway - SSMC3-9553  
Silver Spring, MD 20910  
Tel: (301) 427-8732  
Fax: (301) 713-2384  
E-mail: Steven.Goodman@noaa.gov

+ Goodmans  
(not related)

Group  
Cover

3000  
water

4/15/13 interview about 2001<sup>5k</sup> CONTRACT TO  
Mid Pacific Institute using Turtle Mowey

Need to call  
KONA Marine (CHRIS Nelson  
392-1012)

Referred by Jeff Walters

See Zazzle.com leatherbacks  
telecon can write backwards  
Fisherman Kameela  
EMAIL: DOCTAWHITE@gmail.com

4/18 Craig White Dermochelys 345-6689

KNOWS MARE RICE - Sees D.C. off KAWAIIHAE -  
Not in Coke Bottle in Bamboo  
BOLTS - 2 Plastic Boobs click click from wave attract D.C.,  
LUNCH Meeting - Husband TIM  
SON - Benjamin

Thursday  
4/18/2013



Lucoral Hawaii  
Lucoral Museum  
2414 Kuhio Ave  
Honolulu, HI 96815

Tel: (808) 922-1999  
Fax: (808) 924-6698  
Lucoral@pixi.com  
LucoralHawaii@gmail.com

www.FloraLu.com

Hawaii Taiwanese Center • Service Taiwanese Community in Hawaii

Need - Pdf coloring  
Book. (not)  
over

Get  
Guangzhou  
Quote



Vice

MAX

4/2

your  
experience



Group Conversation  
no money

4/18 & 4/19/13 <sup>Fridays</sup> Meetings w/ SBR (127)  
Opening Remarks  
- welcome  
- Irene

Fund Hero TAKE OR DEVON VACATION SB

TRUST - RESPECT - PATIENCE -  
Humility WISDOM KNOWLEDGE

Bottled water

(PUTATIVE - Commonly accept or supposed)  
\*BEST RELATIONS ARE NEUTRAL

Get Guanzhou Quote = "SHILL" -  
English speaking

Language & culture tightly linked inseparable

No Homework assignments

\* INTRODUCING  
1 Irene  
2 Sheila  
3 Devora  
TWKS & CAROS 1-year

\* Break one conversation  
5 min & 5 min  
off the record - clock

\* Vice President (Joe) Biden =  
- Stream to the Sea Reservoir  
PRINT Agenda letter

MAKING "The extraordinary partners"  
"Democracy is not always easy"  
"America's built on Imagination"  
"MAKE Friends" 40 years in Washington  
even though disagreements exist

4/25/13 - point of discussion

\* Read handout <sup>passion</sup>  
When you read this, any thoughts you not locked to useful  
had - useful, agree or disagree or partially disagree

# Invitation to a Conversation Session on International Sea Turtle Partnership Building in the East Asia Pacific Region

1 message

George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>

Wed, Mar 20, 2013 at 4:55 PM

To: John Wang <John.Wang@noaa.gov>, Jeffrey Polovina <jeffrey.polovina@noaa.gov>, Yonat Swimmer <yonat.swimmer@noaa.gov>, Don Kobayashi <donald.kobayashi@noaa.gov>, Evan Howell <evan.howell@noaa.gov>, Rusty Brainard <rusty.brainard@noaa.gov>, Todd Jones <Todd.Jones@noaa.gov>, Keith Bigelow <Keith.Bigelow@noaa.gov>, Gerard Di Nardo <gerard.dinardo@noaa.gov>, Chris Boggs <christofer.boggs@noaa.gov>, Shandell Brunson <Shandell.Brunson@noaa.gov>, Kyle Van Houtan <Kyle.VanHoutan@noaa.gov>, Huihua Lee <Huihua.Lee@noaa.gov>, Jerry Wetherall <jerry.wetherall@noaa.gov>, Melanie Abecassis <Melanie.Abecassis@noaa.gov>

Cc: Irene Nurzia-Humburg <Irene.NurziaHumburg@noaa.gov>, Frank Parrish <frank.parrish@noaa.gov>, George Balazs <george.balazs@noaa.gov>

Siri

CC Sam Mike Tre

Greetings Center Sea-Turtle Related Colleagues, I'm writing to invite you to a Group Conversation Session to explore ways to strengthen and expand our Center's network of sea turtle partnerships in the East Asia Pacific Region. Please see the attached- a short document meant as a starting point for discussion. The session (one only) will last for less than 3 hours, and most likely only for 1-2 hours. Bringing us together for this purpose is an FY2013 Center Milestone of the Protected Species Division's Marine Turtle Research Program. A Doodle Poll has been created for ease of indicating what dates you are available. The poll expands quite a bit to the right because 16 daily options are presented, all in late April and early May, with an a.m. and p.m. time-window for each day. The link to the Doodle Poll is:

<http://doodle.com/22cx659f4ykmzsp5>

The session will take place at the Dole Street Seminar Room. As described in the attached, we have a broad idea of where we want to go in the way of Objectives. But it will be up to us as participants to figure out how best to get there.

*need Doug*  
*Irene - Hawaii vs America*  
*Recommenat*  
*Rusty 92% non FTE*  
*IOSEA*  
*Rusty POC = Bay of Bengal*  
*Irene*  
*YouTube*  
*ITALITO*  
*comul*  
*send MTSC Doug article*  
*"Network" KvH network*  
*DATA NODE - DATA network*  
*more Green Twitter*  
*"Culturally emeshed"*  
*South Seas*  
*Adro-d*  
*"Far-Flung Land's*  
*"The South Seas"*  
*need*  
*Rusty*  
*KWAP*

Group Conversation 9 AM  
4/26/13 Friday

(129)

Keith - 3 programs  
most highly regulated Hawaii-based

Find 2 decent partners

Why having collaborations

"Be Safe Behave get data" - KUH Brazil

Rusty  
US AID support - Coral Triangle

Conservation / human use part  
Todd - Anna Berragan  
co-management  
participatory management  
Local Community

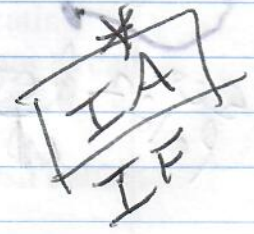
"Coral Triangle Partnership"  
5 years  
145 Mover  
Big  
also 700 years  
Coral Reefs  
not Gov and local community  
FNC WWF CI

CPI  
GPI  
6-countries  
Management  
Ecosystem approach to Fisheries

Singapore - Benan Indonesia Is.  
nearby

950 municipalities - Philippines

900 struggling  
Help play a bridge NGOs & Gov.  
Build PARTICIPATION



NEOP  
Rusty  
KINAP  
send

1020 AM

4/26 (2013) CONTINUED

Concept of Networking

Group Photo

END

# George Balazs

1 MAY 2013 Wednesday

Puralo w/ Devon Francke  
MOP students

10 captures (2 new)  
14 Resighting (of which 2 were  
Baskets of Resightings)

Fish P.C.  
no cool.

Inspected NINDLE Pond - saw turtles on  
bank - long algae string (hardens) around  
forepart of body trailing a long way s.

Palikua (Cephi - Pete's son) came  
to talk about imbalance of Puralo.

Turtles eaten, algae down taken away.  
No fish compared to prior.

Puralo Pond behind Gift stand Lots of  
water Lily.

Photos with Jeanette Howard - two coffee stand  
now.

May 10, 2013 JASON TURNER / 5 students  
described Turtle from Pond Release  
at PIT Tagged / Measured / Weighed.

RE: The  
intelle  
RE-  
LAWI  
proce  
to

Date: Thu, 2  
From: George  
To: Siri Hak  
Subject: 30-

Dear Siri, t  
the expressi  
of the words  
would you se

George B  
put, the w

research a  
colleague  
George B

(I receive  
read it)

Annual AWARD CEREMONY 10TH ANNIVERSARY

(131)

4/25/2013

STATEMENT for 30 years Service

Thursday Read by SIRI

DOLE STREET OUTSIDE

Need buy a plaque for "Randell Employee of the Year" 2012

If I've done so well, why am I being discarded out? My 30-year Service Certificate:

RE: The intellectual property of my research arena  
LAW: RE - backing data of Ms. Allowed to proceed - signed by Frank, but never showed to me

Words of Praise by Sam Poole, Mike Seki  
Words read by Siri from 1) Frank 2) JEFF POLOVIN A

Date: Thu, 25 Apr 2013 19:59:40 -1000 (HST)  
From: George H. Balazs <gbalazs@honlab.nmfs.hawaii.edu>  
To: Siri Hakala <Siri.Hakala@noaa.gov>  
Subject: 30-year Center employee Very Touched

Dear Siri, thank you again for the message you delivered today, I was touched by the expression- yes, the words were very kind and humbling. But the \*delivery\* of the words by you is what touched me the deepest. When your time allows please would you send me the page you read from. Kindly, George

see p. 133

George Balazs is a living, breathing Sea Turtle Conservation Icon. Simply put, the world is a much better place thanks to his long legacy of sea turtle

research and conservation, and his steadfast commitment to educating colleagues and students throughout the Pacific region. It's an honor to call George Balazs my colleague and friend. -Sincerely, Jeff Seminoff

(I received this last statement from Jeff after the ceremony so wasn't able to read it)

(132) Release 5/24/13  
 Thursday | FRIDAY | (27) ID = 42717  
 9/25/13 Feder TO Denise TAM 2639 ARGOS ID =  
 13 Phonics Numbers #663441 & #663475  
 Tol C.C. Leslie Moorea. ID 53771  
 [5/11/13 SATURDAY TO MATTIEU PETIT 8/120 60-8-60-]

5/10/2013 FRANKIE JESSICA JACOBS, GB  
 Friday 10AM FNH  
 EXT of E. Hawaii Big Island Hawksbill  
 Project nest Remains from 2012 - frozen  
 Medical Univ. of S.C.  
 Program Marine Biomedicine & Toxicology  
 FP 1990 Jessica Jacobs Billyvirus

Number of nests =  
 Number of EGGS =  
 No. Samples = 116  
 TO Dutton

sigan coke  
 moist Ben  
 coke sugar  
 Diet Coke

2012	ID 50140	Immature Cm	Moorea Tahiti	187 days	only	see p. 152
2011-2012	50155	Ei		410 days	N=15	
2011	50134	Ei		311		
2011	50153	Ei		430		
2011	53762	Cm ♀	208	FROM Tetiaroa TO VANUA LEVI		
2011	53765	Cm ♀	73	FROM Tetiaroa FIJI offshore		
2010-11	50156	Cm Tetiaroa	54	STAY Tetiaroa adult female		
2010-11	✓ 50159	Cm ♀	115	FROM TETIAROA TO FIJI		
2010-11	88066	Cm ♀	84			
2006-07	22278	Lo	145	Pelagic		
2006	41561	Cm	18	Male BORA BORA TO high seas toward MAUPHAI		

George service turtle v. stranding (and is variety Because called the sea member national impress center's his time Congra

For ove engage his tear papers loggerh with the but the George

George somethi that he's locally, he's bee authors through sea turtl

AWARD CEREMONY 4/26/13 Wednesday

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George I regret not being there to congratulate you in person for your time in service. George has distinguished himself in the agency and across the turtle world for assembling a time series for Hawaiian turtles that uses stranding, nesting and ocean capture data that is recognized internationally (and is being used a model for future work in the Western Pacific with a variety of species).

Because of his expertise, collaborations and publications he is routinely called on to advise on turtle projects and address turtle issues. He serves on the sea turtle advisory committee for the council, was one of the first members of the NMFS IACUC process and is currently a member of the national status review team for Hawaiian green turtles. He works with an impressive cross section of the community and as a result is one of the center's most recognized researchers. We can be confident that regardless of his time in service he will always be enthusiastic about the turtles he studies. Congratulations George. - Frank

For over a decade, the Ecosystems & Oceanography Division has been engaged in a very enjoyable and productive collaboration with George and his team on pelagic sea turtle ecology. This work produced over a dozen papers that have advanced our understanding of the migration and habitat of loggerhead sea turtles and contributed to a reduction in fisheries interactions with these turtles. However, as George often says, it's not about the turtles but the people and EOD staff couldn't agree more. Collaborating with George and his team was a joy. - Jeff P

George has brought a "passion" for the love of turtles to his job -- not something to take lightly in federal service ... and its an unwavering passion that he's maintain over the decades he's been here. He's been an ambassador locally, nationally, and internationally; building partnerships everywhere he's been. This can be evidenced by his extensive bibliography where his co-authors literally span the globe. He's built capacity (often single-handedly) throughout the remote regions of the Pacific that's expanded awareness of sea turtle biology and ecology amongst the diverse cultures. -Mike

(134)

6-MONTHS

2012 Oct - 2013 March

Mid-Point Review

APRIL 29, 2013 Monday w/FRANK 10-11AM

ARRIVED with accomplishments list that had been emailed 4/26 Friday. He asked me to tell him about Group CONVERSATION session of Friday 4/26 AM. I supplied overview ~ 15 min. My belief: it went really well - but also referred him to Siri. He then asked me if I had any thing from the Accomplishments report I wanted to talk about - elaboration. I said Jim's spending a lot of time thinking about meetings he's called - I pointed out item in last section. He said he's spent a lot of time too. I mentioned about COFF - he said he wasn't sure he had ever seen his own. I told him I'd send access information.

He asked about data loss progress - gave see p. 135 partial email print out from Shaun Muckawa <sup>concerns</sup> questions about plate spinning. I told him Shardaall is on top of that - <sup>subsequently had a meeting with staff in PM (Monday) Clarifying obtaining current status - they send (Devon & Irene) Weekly update reports to Shaun.</sup>

No comments by Frank about any points of accomplishments - Nothing negative - no suggestions for improvement - no praise either - Nothing. Leaving me to conclude ALL met with his Approval. <sup>no</sup> INSINUATIONS OF WRONG DOING when in fact there were NONE - neither in fact NOR IN SPIRIT, for any of his earlier ones.



George Balazs • 6 months ago

MAUI.COM

For additional insightful factual information on the purpose and workings of the US Endangered Species Act relevant to delisting and listing of species designated as Threatened or Endangered, please see the following Federal Register link:

<http://www.fws.gov/midwest/wol...>

And especially please read the following official excerpt from the link- the US Fish and Wildlife response to public comments about people wanting perpetual protection under the US Endangered Species Act, as was echoed throughout Anne Rillero's article.

[Begin quote]

(7) Comment: A number of comments expressed opposition to delisting, making statements such as "wolves should always be protected" by the Act and "why do wolves have to be delisted."

Our Response: The Act provides the Federal Government with authority to protect and recover threatened and endangered species. When a species has been recovered to the extent that it no longer meets the definition of "threatened" or "endangered," the Act provides that it should be removed from the Federal List of Endangered and Threatened Wildlife and Plants and its management be returned to the appropriate States and tribes (in cases where treaties identify such authorities for tribes). The goal of the Act is to recover listed species and then to delist them when they no longer qualify as threatened or endangered, thereby allowing the Service to focus its efforts on the many other species that do qualify as threatened and endangered. The WGL gray wolf DPS no longer meets the definition of a threatened or endangered species, as it has achieved long-standing recovery criteria by greatly expanding in numbers and geographic range and threats to its longterm viability have been reduced or eliminated. Therefore, the Act requires delisting the species, but it also requires that we continue to monitor the status of the species for a minimum of 5 years after delisting, and we can list it again if the monitoring results show that to be necessary. [End quote]

Aloha, and thank you MauiNow for the opportunity to contribute to this important discussion.

George Balazs [itsahonuworldinhawaii@hotmail.com](mailto:itsahonuworldinhawaii@hotmail.com)

Disqus Comments

under the ESA means that the species no longer needs ESA's emergency care to keep it from becoming extinct in the foreseeable future.

Post-delisting Monitoring

As additional insurance to protect species that might have been delisted prematurely, the \*ESA requires that delisted species be monitored for at least five years\*. If monitoring indicates that the delisting was premature, the USFWS can relist the species, even on an emergency basis, to protect the species under the ESA. Emergency listings can be completed in a matter of weeks and take effect as soon as the relisting notice appears in the Federal Register. They provide full, but short-term, protection by the ESA while the USFWS determines if relisting is needed.

George Balazs • 6 months ago

I've lived and worked in Hawaii for 48 years and, along with many others of a by-gone era, was actively involved in encouraging the State of Hawaii to enact the 1974 ban on commercial hunting of honu green turtles. That was nearly 4 years prior to the federal listing of green turtles under the USA Endangered Species Act. In reverence and respect to those that I worked with that have now passed away, please let the record show that the 1974 ban on commercial turtle fishing was not a failure. In contrast, the ban was an outstanding spectacular success-- it was a success then, and it continues to be now- as manifested by the numbers and robustness of turtles that can easily be seen these days nearly everywhere throughout the Hawaiian Islands. Prior to 1974 the overall harvest of green turtles was unsustainable and the population was In Danger. Over the years since 1974 green turtles have gone from Uncommon to Common. The population is now one of Least Concern (globally) under the 2012 assessment and re-designation by the IUCN, please see: <http://www.iucnredlist.org/det...>

George Balazs itsahonuworldinhawaii@hotmail.com

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need ETHICS document  
printed 12/2011 AS  
NOAA per president

Monday  
4/29/2013 pm & evening

I had requested print  
of selected documents in COFF website homepage  
recently learned of it - how to access.  
Prints successfully done printer in pm 10:00.  
Took home evening - looked through them  
utter shock and dismay to see Oct/Nov 2012  
email messages from Larry O'Farrell, Frank Sampala  
talking about me - concern complaint about  
Maj. Com posting of my reasonable professional  
comments, non-aggresive - sent with personal  
email, clarifying points, providing sensible  
perspective. Absolutely astonishing  
sickening they are in my file - I was  
never told. One wonders if O'Farrell & Sam &  
Souza are aware. Clearly these were  
sent to Mike Sekis office with my  
annual evaluation & clearly he used  
them to inflame my note by BAWD  
Highly inappropriate, unprofessional, and  
damaging to me behind my back. Illegal?  
or at least contrary to agency policy?  
Agency seems to have turned against me from the  
inside after all my years of service doing job  
well. Left without anyone to turn to.  
I need help.

EMAILS  
IN COFF

4/16/13

"Foreign Body"; DISMANTLE / DISSOLVE;  
BAWTER (DEF);  
GOSSIP NOT BECOMING OF PROFESSION setting  
INUENDO: GUILTY w/o TRIAL; SUGGESTION of Wrong DOING  
IMPLIED; VENDETTA; DISCRIMINATING

\*

to  
ev  
dir  
order  
FI

"STREAMLINED; RESTRUCTURE; Change is coming.  
"ONE VOICE"; MOVE TO FORD ISLAND; Reduced Budget;

KUH(?) PIRC - "MADE A FORMAL COMPLAINT?  
IF SO, THEN WHERE IS IT?!"

TUESDAY <sup>Cont'd</sup> LOST FAITH, BROKEN TRUST  
5/14/2013 10:05am - ~ 11:40am  
"Venture Capital"

Need - Resend ext. Review X 2 + <sup>Boiled down</sup> Response by <sup>2pm</sup>  
Frank started meeting by saying the 'Good News' that this will be his last meeting with me. Also asked if I was sure I didn't want to withdraw my email. I had just before meeting but agreed not to discuss at this meeting. I asked - Why is he asking such a question no answer. They said no absolutely not, it needed to be stated. Frank then read my 5/13 email summary of nearly the 3 options. He asked questions why I thought David would not work. I answered same as I repeated things before. He said (first time I heard this) he will collect all the information meet w/ type same as meeting w/ me, provide options to Director, he will make decision. Note - even though I repeated "I want you to step back, step aside - the sole lead stated 2/14/13 he would not change order or request" but confirmed he said that to p. 140

"Don't pay no attention to the demons that fill you with FEAR!"

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(5/14/13 Tuesday Meeting continued)

Other prominent <sup>by FPC</sup> comments "Ovie's right" just because he [sic] level <sup>requirements</sup> doesn't mean has to be accepted. (2) My 360 linked to PIR0 complaint - I specifically firmly corrected him on that - saying my decision entirely due to wanting to send the message to Center I had no plans to retire and wanted to continue self-improvement - making contribution to Center. (3) He didn't know who spans perf. evaluations - likely see in Seki's office. (4)

Re: Highly  
1 message

Frank Parrish -  
To: George Bala

Hi George, I pu  
activities prior  
it involves disc  
potential memb  
restructuring of  
Center program  
Frank

On Tue, May 1  
Frank- It give  
disappointme  
found/read in  
and gossip s  
with no subs  
eOFP file ma  
me at perform  
exchanges in  
Seki, Susan  
Somma at H  
are in my eC  
doing, I resp  
a Center Sci

I need time t  
between this

Re: Highly inappropriate emails/notes found within my FY12 eOPF

1 message

Frank Parrish - NOAA Federal <frank.parrish@noaa.gov>

Tue, May 14, 2013 at 12:37 PM

To: George Balazs - NOAA Federal <george.balazs@noaa.gov>

Hi George, I pulled the file and see that the material is the phone/email correspondence on membership activities prior to the formation of the SRT which we have discussed extensively. It was included because it involves discussions from PIRO, HQ, and the directors office about who conveys guidance to the potential membership and the final answer was the SRT. It did not prompt our current thinking about restructuring of the turtle programs. As you know discussions on program restructuring dates back to Center program review. If you want to discuss this further let me know and we can meet.  
Frank

On Tue, May 14, 2013 at 9:19 AM, George Balazs - NOAA Federal <george.balazs@noaa.gov> wrote:  
Frank- It gives me grief on top of all the other things happening to write to you this morning with shock, disappointment, and serious objection to email exchanges, and handwritten notes I've recently found/read in my eOPF fy2012 performance appraisal file. The emails and notes are literally innuendo and gossip suggestions of some purported or possible to happen wrong doing transgression on my part, with no substance no basis of fact whatsoever. Why and how these emails and notes ended up in my eOPF file makes me ill to even ponder. I have never before seen these items, they were never shown to me at performance review or any other time, so I could come to my own defense. The exchanges include hand-written notes by you, and the emails include Lisa VanAtta, Patrick Opay, Mike Seki, Susan Kamei, and Sam Pooley. There are references to phone call exchanges with Angela Somma at Headquarters. I have no idea if the persons listed know that these exchanges- their words- are in my eOPF file. I state here for the record that I am absolutely innocent of any suggested wrongdoing, I respect my agency, would never do harm by speaking adversely, in any public arena- neither as a Center Scientist, nor in my personal capacity as a non-noaa individual 48 year resident of Hawaii.

I need time to study the above newly discovered issue, and to discern what linkage there may be between this and recent events starting with our meeting of February 14th. Thank you, George

"left with bad taste in my mouth"

- combatant stance - assault necessitates defense

"BAD STATE OF AFFAIRS"

DOESN'T APPRECIATE WHAT I DO, HOW I DO IT. WANT TOTAL CONTROL.

(142)

Conf: 1559 266 618  
PA June will pay 1st  
w/10A \$718 AUTO P/NEW 5-12-13  
Explor = 518: 10A #16943  
web/13

OB  
5/16  
Thurs

5/16  
GB&SB

5/15/2013 DPS SRT Conference Call  
Wednesday maps by Kyle.  
830 AM = start RND 1050 AM extra cap

Tomorrow's conference call. Wednesday, May 15th at 8:30am Hawaii / 11:30am PST / 2:30pm EST. Call number 1-866-564-2991; Participant code - 4888269#.

Agenda for call.

1. Updates from last call's homework (Susan, Sandy, Jeff)
2. Update from each Team Member on homework progress (we'll refer to the homework matrix on our google shared folder as necessary)
3. Presentation of updated DPS map (Kyle, w/ group discussion)
4. Presentation of model outputs for eastern Pacific Viable Turtle Population Table (Kyle, Tomo w/ discussion)
5. Presentation of updated/refined decision making framework as per comments on last call (Jeff w/ discussion)
6. Presentation of \*trial run\* voting plan - to be implemented for the Eastern Pacific DPS in the days after our call
7. Discussion of time line for achieving assessment milestones (group)

need populate GT viable pop. table Fig. 6

Writing CURSET ASSIGNMENTS MATRIX FINAL

next call MAY 29 Homework done ROLL CALL

1. Pat = only 5 factor - not table yet.
2. DENNIS = 5 Atlantic both of 5 factor NO Progress Viable Table
3. Amy Marie = N Atlantic - loaded
4. Kyle = will be in town
5. STACY = Natl med. write + DPS tables
6. Dutton =
7. Heather SW Pacific
8. TOMO =
9. BALAZS
10. Sandy =
11. Robin =
12. ERIN =
13. JEFF S. =

on wall  
// FRIDAY  
MAY  
FP  
JAN Pappa  
KATH  
LN-H  
5 BRASS  
Deron  
FR-EN-E  
gongto  
FP