

Exhibit A

I, **Charmain Bogue**, solemnly swear/affirm that the responses and documents I provide in response to the following questions are true and complete to the best of my knowledge and belief.

Please answer the following questions:

1. Please identify your position title where you are employed. **Charmain Bogue, Interim Executive Director**
2. How long have you held this position? **Less than a 1 year**
3. Identify the facility and office/unit where you are employed. **Department of Veterans Affairs/Veterans Benefits Administration/Education Service**
4. Identify your first- and second-level supervisors, by name, and position titles. **Margarita Devlin, Principal Deputy Under Secretary and Dr. Paul Lawrence, Under Secretary for Benefits**
5. How would you describe your working relationship with the Complainant? **We worked under the same staff office- Economic Opportunity/Disability Assistance. Interacted on similar projects.**
6. Are you aware of the Complainant's disability? If yes, please describe your knowledge of such. **No**
7. Identify your sex. **Female**
8. Are you aware of the Complainant's sex? Yes
 - a. If so, when did you become aware of her sex? **[REDACTED]**
 - b. How (in what manner) did you become aware? **Since first interaction**
9. Have you previously been involved in prior EEO Activity? **No**
10. Are you aware of the Complainant's EEO Activity? **No**
11. If so,
 - a. When did you become aware? **N/A**
 - b. How did you become aware? **N/A**
12. Did you have a role in the Complainant's EEO activity? **No**
13. If so, identify your role. **N/A**

14. Have you had the opportunity to observe or witness interactions between the Complainant and her supervisor, or other VBA leadership officials, either in the office, meetings, conferences, or otherwise? Yes

15. If yes, what is your direct knowledge of any of the above claimed Events 1-13?
For #9, I had some direct knowledge of this issue due to that fact that I was the individual that [REDACTED] made serious false allegations against regarding my personal relationship and a conflicting interest for a project-VET TEC. I met with Rob Reynolds and my direct supervisor Robert Worley on separate occasions regarding the matter. I was very upset by the allegations being made against me by [REDACTED]. I was reassured by the two individuals that I would no longer be harassed by [REDACTED]. [REDACTED] would be directed to stop all communications regarding the false allegations, and they would quickly resolve the matter. I was proven innocent of the allegations and the issue was never raised again. I was not present for the meeting and did not witness Rob Reynolds yell at the employee as described in #9.

16. Please be specific when indicating: See #15

- a. With whom?
- b. What occurred? (What did you observe or hear directly?)
- c. When?
- d. Where?
- e. Describe the manner, in which, the Complainant and her supervisor or other leadership official was speaking.

17. Did the Complainant indicate to you, in any way, that she felt she was working in a hostile work environment? Explain your answer.

Although, [REDACTED] never used the term "hostile work environment", we met on one occasion where [REDACTED] felt everyone was working against [REDACTED]. This occurred after a meeting where [REDACTED] was told a particular project – VET TEC would no longer fall under [REDACTED] purview and would fall under Education Service due to the fact the work aligned more closely with this office vs. the efforts under [REDACTED]s purview. [REDACTED] would serve more of a supportive role vs. leading the project.

18. Did the Complainant's supervisor or any other VBA leadership official discuss with you anything about the Complainant?

- a. If yes, who?
- b. When?
- c. What was discussed?

Yes, please see response to #15.

19. Do you have anything to add?

N/A

PLEASE NOTE THAT ORM RESERVES THE RIGHT TO SUPPLEMENT OR ASK ADDITIONAL QUESTIONS AS THE INVESTIGATION REQUIRES.

The above information has been furnished without a pledge of confidence and I understand that it may be shown to any interested party[ies] with a need to know for this complaint. This includes but is not limited to VA, EEOC, contracting officials with a need to know during the course and scope of the informal and formal EEO process including administrative procedures and litigation as applicable and mandated by law.

This statement is made under penalty of perjury on this 13 day of Feb , 2019 . (year).



Complainant's Witness Signature