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**From:** Jones, Enesta [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=65B8E6C6E5CA4A7A9AE85D98A4C8EEDB-EJONES02]  
**Sent:** 4/23/2018 9:18:16 PM  
**To:** Ex. 6  
**CC:** Press [/o=ExchangeLabs/ou=Exchange Administrative Group (FYDIBOHF23SPDLT)/cn=Recipients/cn=b293283291dc44e0b5d1c36be9281d8a-Press]  
**Subject:** RE: Interview questions/photo specs

Hi Sandra,

Please see Andre Miller's responses below. His photo is attached.

1. Name and current corporate title within the Environmental Protection Agency (EPA)-Andre' Miller- Human Resources Specialist ( Recruitment & Placement)
2. If you attended college either before or after your military service, what is/are your degree(s) in? Did you have any relevant work experience before joining the military? If yes, please explain. – Bachelors of Science in Psychology, No relevant work experience before joining the military.
3. What was your military experience? In which branch of the military did you serve? When did you leave the military? – I served 21 years on active duty in the U.S. Army. I retired in September of 2014 when injuries from a combat deployment in Afghanistan rendered me unable to no longer perform the physical aspects of my Military Occupational Specialty (MOS) or job. Through all of the good and bad that comes with serving in the world's greatest Army I would not change my experience with the people I served with for anything. I call the experience both my greatest strength and weakness because the comradery was so great that I expect the same at every job after the Army.
4. Was there a group or an organization that helped you transition from the military to the civilian workplace? If yes, please name and describe. -There are mandatory briefings and classes you have to attend when separating but I can't say there was any one group that actually helped me transition. A lot of what I discovered was actually was on my own.
5. What drew you to the EPA as an employer? What were your initial and subsequent contacts with the EPA? When did you come aboard at the EPA?-being in the Army I really missed being a part of a team with a real world mission. The EPA and it's mission or purpose is what drew my interest. My initial contacts were with individuals who were actually performing in the job I was being hired for. It was very professional and welcoming.
6. How has your background (military and otherwise) prepared you for your current position?-My previous experience with the state of North Carolina (Disabled Veteran Outreach) and in the Army really gave me a unique experience with maintaining good interpersonal relationships, teamwork, and being empathetic to others.
7. What are your major responsibilities in your current position? (just two or three and no Agency secrets, please) Is this your first position within the EPA? If no, please list initial and subsequent positions and responsibilities.-Currently responsible for the staffing and placement of individuals in the Senior Executive Service and Political appointees of the EPA. Previously I worked as both a Labor and Employee relations specialist in the Management Services Section.
8. Has any individual (either military or civilian) made a significant impact on your civilian career? If yes, who and how. – A former 1<sup>st</sup> Sergeant of mine who is now a Sergeant Major ( Albert Lampkins) who had a significant impact on my life ( self-discipline, leadership) and my late father Emanuel Miller Jr. who had many sayings and quotes that I could write a book of them all but was basically my life coach and guide for my entire life. He was the ultimate

symbol of perseverance and adapting to overcome odds.

9. What advice would you have for a veteran about to make the transition from the military to the civilian workplace? – Contact your local state Veteran Employment representatives, they have a wealth of information, knowledge of the local job markets, and training in able to assist you with all aspects of transition on a more personal one on one level.
10. In your opinion, what military skills would transfer easily to the civilian workplace?- Self-discipline, problem solving, interpersonal and adaptability.
11. Did you need security clearance for this or previous positions within the EPA? If yes, how did you go about getting it?- Each agency has its own security procedures, when I accepted the job they forwarded the appropriate paperwork to initiate the clearance.
12. How might a veteran go about applying for a position at the EPA? Does the EPA participate in job fairs and/or other recruiting efforts to hire veterans? If yes, please name and explain.- USAjobs is the place to search for all EPA jobs. Yes the EPA does participate in job fairs and other recruiting efforts within the community geared towards veterans.
13. Are there any active veteran groups within the EPA? Any groups for disabled employees, including veterans? If yes, please name and describe. – There is an active Veteran program at the EPA with veterans from all types of positions and backgrounds as members.
14. How can my readers get more information about civilian opportunities for veterans at the EPA? Can veterans (and non-veterans) connect with the EPA on other job sites and in social media? If yes, which?

**From:** Ex. 6  
**Sent:** Monday, April 09, 2018 4:31 PM  
**To:** Jones, Enesta <[Jones.Enesta@epa.gov](mailto:Jones.Enesta@epa.gov)>  
**Subject:** RE: Interview questions/photo specs

Hi, Enesta--

Thanks so much for your patience!

Here, as promised, are the questions I have for Andre Miller followed by the photo specs, should a photo be available.

1. Name and current corporate title within the Environmental Protection Agency (EPA)
2. If you attended college either before or after your military service, what is/are your degree(s) in? Did you have any relevant work experience before joining the military? If yes, please explain.
3. What was your military experience? In which branch of the military did you serve? When did you leave the military?
4. Was there a group or an organization that helped you transition from the military to the civilian workplace? If yes, please name and describe.
5. What drew you to the EPA as an employer? What were your initial and subsequent contacts with the EPA? When did you come aboard at the EPA?
6. How has your background (military and otherwise) prepared you for your current position?
7. What are your major responsibilities in your current position? (just two or three and no Agency secrets, please) Is this

your first position within the EPA? If no, please list initial and subsequent positions and responsibilities.

8. Has any individual (either military or civilian) made a significant impact on your civilian career? If yes, who and how.

9. What advice would you have for a veteran about to make the transition from the military to the civilian workplace?

10. In your opinion, what military skills would transfer easily to the civilian workplace?

11. Did you need security clearance for this or previous positions within the EPA? If yes, how did you go about getting it?

12. How might a veteran go about applying for a position at the EPA? Does the EPA participate in job fairs and/or other recruiting efforts to hire veterans? If yes, please name and explain.

13. Are there any active veteran groups within the EPA? Any groups for disabled employees, including veterans? If yes, please name and describe.

14. How can my readers get more information about civilian opportunities for veterans at the EPA? Can veterans (and non-veterans) connect with the EPA on other job sites and in social media? If yes, which?

And, if a photo is available, here are the photo specs:

The photo should be taken vertically and can be either a head shot or one showing Andre at work (However, he should be the only person in the photo). The photo should also be high-resolution, that is, at least 1 MB; otherwise, it won't print clearly in the magazine.

You can let me know whether or not to expect a photo as soon as you know and you can send it to me even before you send Andre's responses.

I'd like to have the responses e-mailed to me by April 24th.

Thanks so much, Enesta.

Best,

Sandra

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

From: sandraspen; **Ex. 6**

To: Jones.Enesta <Jones.Enesta@epa.gov>

Sent: Thu, Mar 29, 2018 6:13 pm

Subject: Re: Interview request

Enesta, thanks for responding and sending the info below. I will send you the questions next week for Andre Miller to respond to in writing. I will be out of the country til then as well as the photo specs.

Best,

Sandra

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

From: Jones, Enesta <Jones.Enesta@epa.gov>

To: sandraspen; **Ex. 6**

Sent: Thu, Mar 29, 2018 3:38 pm

Subject: RE: Interview request

Hi Sandra,

This is our person:

**Andre Miller**  
**Human Resources Specialist**  
**OARM-RTP**

Andre Miller is currently employed with the EPA as a Human Resources Specialist-Recruitment & Staffing with the Executive Resources Section. Current duty station is in Research Triangle Park, NC. Andre served 21 years in the U.S. Army ( 82<sup>nd</sup> Airborne Div., 18<sup>th</sup> Airborne Corp & 18<sup>th</sup> Fires Brigade, 1<sup>st</sup> Armored Div., and 1<sup>st</sup> Infantry Div.) during which he was deployed to Afghanistan (Operation Enduring Freedom). Andre earned a Bachelor's of Science degree in Psychology and was previously employed as a Disabled Veterans Outreach coordinator with the state of North Carolina. Andre is also an active member of the DAV I volunteer case management services for disabled veterans in crisis and career counseling.

Please let me know next steps.

**From:** [redacted] Ex. 6  
**Sent:** Tuesday, March 13, 2018 1:25 PM  
**To:** Jones, Enesta <Jones.Enesta@epa.gov>  
**Subject:** Re: Interview request

Enesta, thanks for the quick response.

My deadline for knowing whether or not EPA will participate is the end of March. If there will be participation and an appropriate veteran identified, then I would need to have written responses e-mailed to me by April 24th at the latest.

I will also ask for a photo of the respondent, should one be available to respond to my questions. I'll send the photo specs and the questions as soon as I know that EPA will be included in my article.

Best,

Sandra

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

**From:** Jones, Enesta <Jones.Enesta@epa.gov>  
**To:** sandraspen [redacted] Ex. 6  
**Sent:** Tue, Mar 13, 2018 1:19 pm  
**Subject:** Re: Interview request

Hi Sandra, thanks for reaching out with this opportunity. What's the firm deadline to hear back from us re participation and re the interview?

On Mar 13, 2018, at 1:17 PM [redacted] Ex. 6 wrote:

Good afternoon, Enesta--

I am writing an article for Careers & the DisABLED magazine's veterans' edition profiling wounded veterans who work as civilians for the Federal government. I would like to profile a wounded veteran who works for the Environmental Protection Agency (EPA) by having him or her provide written responses to a list of questions that I would send once an appropriate respondent has been identified.

The questions are pretty objective, focusing mainly on his or her educational and military backgrounds, how he or she came to the EPA, career at the EPA, and career advice for other veterans and transitioning veterans. If at all possible, it would be nice if the veteran who writes the responses could be a member of an ethnic minority group, since the initial readers of the magazine are members of ethnic minority groups.

I am writing now to see whether or not a wounded veteran working at the EPA in a civilian capacity will be profiled in my article and, if yes, that an appropriate veteran has been identified.

If you are not familiar with Careers & the Disabled magazine, its veterans' edition, or any of the other magazines published by Equal Opportunity Publications, you might want to log onto [www.eop.com](http://www.eop.com) and check out the digital version of an earlier issue. The article I'm writing now will be similar in form and style to the ones in the digital issues.

I look forward to your response.

Thank you.

Sandra H. Shichtman

**Ex. 6**

