

## **Appendix F**

E-mail from  
MMS Director Randall Luthi  
to MMS staff  
September 2008

[REDACTED]

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**From:** [REDACTED]

**Sent:** [REDACTED]

**To:** [REDACTED]

**Subject:** FW: OIG RIK Reports

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Dear MRM employees:

As you've all read or seen, the Department's Office of the Inspector General recently completed an investigation into our RIK team in Denver, which includes allegations of wrong-doing among some of our team members.

I recognize the amount of press these reports have generated, but it is important to remember that the investigation uncovered a very small number of employees whose behavior has been unacceptable. I know this is a tough time for us, and I know many of you are frustrated, even angry, that our organization has been portrayed in a poor light. I am also.

I am prone to say, "It is what it is." However part of "what it is" was not covered by the media reports. For example, one part of the IG's report, states "As you know, I have gone on record to say that I believe that 99.9 percent of DOI employees are hard-working, ethical and well-intentioned. Unfortunately, from the cases highlighted here, the conduct of a few has cast a shadow on an entire bureau."

Another quote from the report. "...the reporting hierarchy of RIK bypassed the one supervisor whose integrity remained intact throughout, Debra Gibbs-Tschudy, the Deputy Associate Director in Denver, where RIK is located."

I couldn't have said it better myself. You are valued and valuable members of my team and I'm proud to be associated with you. Your families should also know that we're going to get through this and come out better on the other side. The transition will be rough at times, but we'll be better for it.

I and the entire MMS management team recognize your work, your dedication, and your professionalism. You have every reason to hold your heads high; high above this storm.

Randall