

In reference to the supplemental report of investigation received from the Department of the Navy, the comments below are my final response.

Comments to "Questions & Responses":

#2. The management inquiry into allegations that four people had falsified resumes may have been a coincidence that they were related to the Concert Program. The individuals actually selected as Artisan Inspectors (AI) may have embellished their resumes which would have been very hard for HRO personnel to identify since they have little shop knowledge and not know what and how tasks are performed. By working alongside an artisan, and having a shop knowledge/experience background, it is easy to detect what a person is qualified on by their performance.

1. (1) Mr. Daniel Hernandez was being investigated for a resume he submitted for a Production Control position.
2. (2) Mr. Phong V. Lam was investigated for resume he submitted for a journeyman level position.
3. (4) Mr. Randolph Robledo could not have applied for an Artisan Inspector position, since it was opened to FRCSW employees only.

#3. QAS were down size to (As an AMMT Auditor put it) "QA personnel is less than a skeleton crew". I believe this was intentionally done to implement Concert Program. It has been determined that the Quality Department could not properly function and hiring has now brought up the numbers of Quality Assurance Personnel from about 35 to about 60.

#4. Instructions and recommendations are continuously changing. Concert Program currently in a state of flux.

- (1). The criteria continuously changes when number of personnel are not met.
- (b) IQR review is every four years per NAMF requirements
- (1) MIC Program: No Risk Control Assessments, only internal test is at beginning of hiring of AI, and no survey of MIC self-assessment available.
- (c) (1) IQR's are not reviewed until after an AI is hired. Numerous defects identified by and corrected to meet qualification requirements.
- (d)(1) Selected QA's participate in this process.
- (e)(1) QA has no active role in hiring of AI's. Competency hires based on billets needed to be filled, not experience. Hiring of an AI from one program and placed in a different program that AI has no experience in is very dangerous.
- (h) AI's work for production. AI's take direction from production supervisors. AI program is a Conflict of Interest. Production determines where and when they will work.
- (j)(2)(b) Numerous AIs hired have never taken "Conflict Resolution Training" and have received certification stamps.
- (f) Numerous ERAR/Defects reported. No action taken.
- (h) (3) Artisan Inspector in violation of work performed was promoted to supervisor. No longer an issue...
- (f) No baseline for metrics available at this time.

These are comments base on knowledge and facts working around AI's. I no longer work around Artisan Inspectors, but my outlook is still the same about this program. Concert Program "Artisan Inspectors" creates circumstances that create a risk and action that primary interest will unduly be influence by a secondary interest. The Concert Program is a conflict of interest Compromises the Quality of Aircraft/Component rework at FRCSW.

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