

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF KANSAS**

SHIRLEY WILLIAMS, et al.,

Plaintiffs,

v.

Case No. 03-2200-JWL-DJW

SPRINT/UNITED MANAGEMENT CO.,

Defendant.

MEMORANDUM AND ORDER

Pending before the Court is Plaintiffs' Second Motion to Declare Invalid Defendant Sprint's Assertions of Privilege where Legal Counsel Was Not Involved (doc. 3595). For the reasons stated below, Plaintiffs' Motion will be granted in part and denied in part.

I. Relevant Procedural Background

On or about August 25, 2005, Defendant provided to Plaintiffs an updated privilege log. At the September 1, 2005 status conference, Plaintiffs submitted to the Court a document entitled "List of Documents Withheld by Defendant Despite No Involvement of Legal Department or Counsel" (the "List"). The List identifies 426 documents in Defendant's August 25, 2005 privilege log that were withheld from production "despite the fact that the log itself shows there to have been no involvement of Sprint legal department or counsel." For these reasons, Plaintiffs requested that Defendant's assertion of any privilege be overruled with regard to these documents.

The Court ultimately construed Plaintiffs' "List" as a Motion to Compel (doc. 3203) and ordered Defendant to submit a pleading explaining "the basis upon which it is claiming attorney-client privilege for those documents identified in any privilege log where no attorney is listed." Defendant submitted the pleading as directed and, in conjunction with this pleading,

submitted a paper copy of the August 25, 2005 privilege log to the Court.

After the Motion to Compel was fully briefed, the Court requested Defendant submit a copy of Defendant's August 25, 2005 privilege log in electronic format.¹ On January 25, 2006, a legal assistant for the law firm representing Defendant sent two privilege logs to the Court's law clerk as attachments to an e-mail.² The first attachment was designated by Defendant as the "8/12/05 Privilege Log" and consisted of a 133-page privilege log entitled "Williams vs. Sprint Privilege Log for 8/12/2005 Production." The second attachment was designated by Defendant as the "KC Privilege log" and consisted of a 288-page privilege log entitled "Sprint/Williams Collective Action Amended and Supplemental Privilege Log." Notably, the electronic privilege logs included many entries not included in the August 25, 2005 paper privilege log previously submitted.

On February 1, 2006, the Court issued a Memorandum and Order (doc. 3549) finding that

- Defendant successfully met its burden to establish attorney-client privilege protection for a portion of the 426 entries in the August 25, 2005 privilege log and included on the List; but
- Defendant failed to establish the elements required to invoke the attorney-client privilege for the balance of the 426 entries in the August 25, 2005 privilege log and included on the List.

On February 16, 2006, approximately two weeks after the Court issued its Memorandum and Order, Plaintiffs filed a "Second Motion to Declare Invalid Defendant Sprint's Assertions of Privilege where Legal Counsel Was Not Involved." This second motion is purportedly based on new entries included within the "8/12/2005 Privilege Log" and "KC Privilege Log" that were not included in the privilege log dated August 25, 2005. Specifically, Plaintiffs seek the following relief in

¹Transcript of January 19, 2006 Status conference (doc. 3546-2 at p. 86).

²See Appendix 1 for a copy of this e-mail.

conjunction with this Motion³:

- Declare no privilege exists and compel Defendant to produce the 661 documents listed by bates number in Exhibits 1 and 2 to Plaintiffs' Motion; and
- Compel Defendant to produce 165 documents that Defendant acknowledges are not privileged but instead claims are not responsive to any request.

Defendant opposes this motion on substantive grounds as well as for Plaintiffs' alleged failure to confer before filing the Motion. The Court will address the duty to confer before addressing the parties' substantive arguments.

II. Duty to Confer

As a preliminary matter, Defendant asks the Court to deny Plaintiffs' Motion to Compel based on Plaintiffs' alleged noncompliance with their duty to confer. Defendant claims that Plaintiffs' efforts to resolve this dispute fail to meet the requirements of federal and local rule, as well as specific directives from the Court.

Federal Rule of Civil Procedure 37 requires the movant to make a good faith attempt to resolve the discovery dispute before filing a motion to compel discovery responses. The motion to compel must include a certification of the effort to resolve the dispute.⁴ In conjunction with Fed. R. Civ. P. 37, District of Kansas Rule 37.2 provides:

The court will not entertain any motion to resolve a discovery dispute pursuant to Fed.R.Civ.P. 26 through 37 . . . unless counsel for the moving party has conferred or made reasonable efforts to confer with opposing counsel concerning the matter in

³Plaintiffs also sought to compel Defendant to provide privilege log entries showing the bases for withholding 113 documents previously withheld and then produced on January 24, 2006 and nine (9) documents previously withheld and now produced with redactions, Plaintiffs, however, recently advised the Court that they are withdrawing those two requests. *See* Plaintiffs' Supplemental Reply (doc. 4582).

⁴Fed. R. Civ. P. 37.

dispute prior to the filing of the motion. A “reasonable effort to confer” . . . requires that the parties in good faith converse, confer, compare views, consult and deliberate, or in good faith attempt to do so.⁵

The purpose of the local rule is to encourage the parties to satisfactorily resolve their discovery disputes prior to resorting to judicial intervention.⁶ Meet and confer requirements are not satisfied “by requesting or demanding compliance with the requests for discovery.”⁷ The parties must determine precisely what the requesting party is actually seeking; what responsive documents or information the discovering party is reasonably capable of producing; and what specific, genuine objections or other issues, if any, cannot be resolved without judicial intervention.⁸

The Court has reviewed the parties arguments regarding Defendant’s allegation that Plaintiffs have failed to meet their duty to confer. For the reasons stated in Plaintiffs’ Reply Brief,⁹ the Court finds that Plaintiffs have satisfied their meet and confer obligations required by D. Kan. Rule 37.2 and Federal Rule of Civil Procedure 37.

III. Discussion

A. Plaintiffs’ Request for the Court to Declare No Privilege Exists and Compel Defendant to Produce the 661 Documents Listed by Bates Number in Exhibits 1 and 2 to Plaintiffs’ Motion

Plaintiffs request the Court compel Defendant to produce 511 documents identified in Defendant’s “8/12/2005 Privilege Log” and 150 documents identified in Defendant’s “KC Privilege

⁵D. Kan. Rule 37.2 (2006).

⁶*Cotracom Commodity Trading Co. v. Seaboard Corp.*, 189 F.R.D. 456, 459 (D. Kan.1999).

⁷*Id.*

⁸*Id.*

⁹Plaintiffs’ Reply Memorandum (doc. 3743) at pp. 1-5.

Log.” In support of this request, Plaintiffs assert Defendant fails to provide sufficient information in the privilege log to establish the elements required to invoke the attorney-client privilege or the work product doctrine for the referenced documents.

Given the sheer quantity of the privilege log entries at issue here, the Court finds it necessary for purposes of this discussion to group the privilege log documents at issue into the following eight (8) discrete categories:

1. Documents listed by bates number in Plaintiffs’ Exhibits 1 and 2 but not included within the “8/12/2005 Privilege Log” or the “KC Privilege Log”;
2. Documents listed in Exhibit 2 by page number and date only;
3. Documents described as consisting of, or transmitting, adverse impact analyses;
4. Documents described as “legal” in nature;
5. Documents described as pertaining to WARN;
6. Documents designated as “from” or “to” a Sprint attorney or Legal Assistant;
7. Documents described as related to “litigation”; and
8. Remaining Documents.

1. Documents listed by bates number in Plaintiffs’ Exhibits 1 and 2 but not included within the “8/12/2005 Privilege Log” or the “KC Privilege Log”

Plaintiffs’ Motion states that privilege log entries for the 661 documents they seek are listed by bates number in Exhibits 1 and 2 and can be found in either the “8/12/2005 Privilege Log” or the “KC Privilege Log.” Plaintiffs state in their Motion that “[b]ecause Judge Waxse already has these two lengthy privilege logs in electronic format as e-mailed to him by Defendant, Plaintiffs are not attaching the logs to this Motion.”¹⁰ Plaintiffs specifically note that the logs were e-mailed to the

¹⁰Plaintiffs’ Motion to Compel (doc. 3595) at p.5, fn 2.

Court on January 25, 2006.¹¹

Plaintiffs are correct. A legal assistant for the law firm representing Defendant sent two privilege logs to the Court's law clerk as attachments to an e-mail dated January 25, 2006.¹² The first attachment was designated by Defendant as the "8/12/05 Privilege Log" and consisted of a 133-page privilege log entitled "Williams vs. Sprint Privilege Log for 8/12/2005 Production." The second attachment was designated by Defendant as the "KC Privilege log" and consisted of a 288-page privilege log entitled "Sprint/Williams Collective Action Amended and Supplemental Privilege Log."

To that end, there are literally thousands of documents listed in the two electronic privilege logs sent to the Court by e-mail on January 25, 2006. Due to the overwhelming number of disputed privilege log entries in Plaintiffs' Motion, this Court extracted the 661 privilege log entries listed by bates number in Exhibits 1 and 2 to create a Privilege Log consisting of only those bates numbers at issue in Plaintiffs' Motion ("Extracted Privilege Log").¹³

In compiling the Extracted Privilege Log, it came to the Court's attention that there are 176 documents listed by bates numbers in Exhibits 1 and 2 that are not included in either the "8/12/2005 Privilege Log" or the "KC Privilege log" electronically sent to the Court on January 25, 2006. The Court identifies these 176 documents by bates number in Appendix 3 to this Memorandum and Order. Because these documents cannot be found within the privilege log provided to the Court in conjunction with this Motion, the Court is not in a position to determine whether Defendant has

¹¹*Id.* at p.4.

¹²A copy of this e-mail is attached to this Memorandum and Order as Appendix 1.

¹³The Extracted Privilege Logs are attached to this Memorandum and Order as Appendix 2.

provided sufficient information to establish the elements required to invoke the attorney-client privilege or the work product doctrine for the referenced documents. Accordingly, Plaintiffs' Motion will be denied with respect to these 176 documents.

2. Documents Listed in Exhibit 2 by Page Number and Date Only

Fifty-one (51) of the 150 documents listed by Plaintiffs in Exhibit 2 to their Motion are not identified by bates number, but instead are identified by the page number of the privilege log and the date of the document. In attempting to extract these fifty-one (51) privilege log entries from the 288-page "KC Privilege Log," the Court discovered that many of the page numbers designated by Plaintiffs include multiple entries for documents bearing the specific date identified by Plaintiffs. Given these circumstances, it is impossible for the Court to determine which of the entries Plaintiffs intended to be at issue in their Motion. Because the Court is unable to determine which privilege log entries are at issue, the Court is not in a position to determine whether Defendant has provided sufficient information to establish the elements required to invoke the attorney-client privilege or the work product doctrine for the referenced documents. Accordingly, Plaintiffs' Motion will be denied with respect to these fifty-one (51) documents referenced only by privilege log page numbers and document date.

3. Adverse Impact Analyses Documents

Many of the documents Plaintiffs seek to have produced are described in Defendant's privilege logs as consisting of, or transmitting, adverse impact analyses documents. The Court has identified these adverse impact analyses documents in Appendix 4. Defendant designates all of these

adverse impact documents as protected from disclosure by the attorney-client privilege¹⁴ and some as protected from disclosure by both the attorney-client privilege and the work product doctrine. Because the Court finds all of the adverse impact documents are protected from disclosure by the attorney-client privilege, the Court will not address whether these documents are protected from disclosure by the work product doctrine.

The arguments presented by the parties in support of their positions with regard to the adverse impact analyses documents are essentially identical to the arguments presented in prior briefing. Plaintiffs argue that without a showing of involvement by legal counsel, the adverse impact documents at issue here cannot be protected by the attorney-client privilege. In response, Defendant maintains it adequately has shown the adverse impact documents to be communications made in confidence for the primary purpose of obtaining legal advice, regardless of whether or not an attorney was listed as part of the communication on the privilege log.

Notably, the Court already has resolved this issue. In its February 1, 2006 Memorandum and Order, this Court held that “although written communication between corporate management employees is not necessarily protected by the attorney-client privilege, a party may be able to successfully demonstrate applicability of privilege by establishing that the communication was made in confidence for the primary purpose of obtaining legal advice.”¹⁵ Relying on Judge Lungstrum’s previous rulings with regard to adverse impact and related analyses, the Court further found

¹⁴Defendant describes some of the documents in the “Reason for Privilege” column as “Adverse Impact Analysis” instead of “Attorney-Client Privilege.” Given the Court’s previous ruling that adverse impact analyses are protected from disclosure by the attorney-client privilege in this case, the Court understands Defendant to be claiming that the attorney-client privilege is the reason Defendant will not produce the adverse impact analysis documents.

¹⁵February 1, 2006 Memorandum and Order (doc. 3549) at p. 16.

Defendant had met its burden with regard to a claim of protection based on the attorney-client privilege for those documents in the privileged log containing one of several specified descriptive “adverse impact analyses” phrases.¹⁶

Upon review of the February 1, 2006 ruling, as later clarified,¹⁷ and in the context of the privilege log at issue here, the Court finds no reason to depart from its earlier holding with regard to the adverse impact analyses documents. Thus, the Court finds Defendant has met its burden of proof with regard to a claim of protection based on the attorney-client privilege for adverse impact analyses documents listed in the “8/12/2005 Privilege Log” and the “KC Privilege Log.” Accordingly, Plaintiffs’ Motion with respect to the adverse impact analyses documents identified by bates number in Appendix 4 to this Memorandum and Order will be denied.

4. Documents Described in the Log as Legal in Nature

Many of the documents Plaintiffs seek to have produced are described in Defendant’s privilege log as documents related to “legal advice,” “instructions from legal,” “legal review,” “notes from legal,” “action required from legal,” “decision from legal,” “explanation from legal,” “notes from legal,” and “legal review changes.” A listing of these documents is attached to this Memorandum and Order at Appendix 5. Defendant designates some of these “legal” documents as protected from disclosure by the attorney-client privilege, some as protected from disclosure by the work product doctrine and some as protected from disclosure by both the attorney-client privilege and the work product doctrine. The Court will discuss applicability of the attorney-client privilege

¹⁶*Id.*

¹⁷*See* December 13, 2006 Memorandum and Order clarifying February 1, 2006 Memorandum and Order (doc. 4467).

and then the work product doctrine to these “legal” documents.

a. Attorney-Client Privilege - Documents Described as Legal

The purpose of the attorney-client privilege “is to encourage full and frank communication between attorneys and their clients and thereby promote broader public interests in the observance of law and administration of justice.”¹⁸ The privilege serves the client’s need for legal advice, but it also serves the attorney’s need to receive complete information in order to give the proper advice. “Not every communication between an attorney and client is privileged, only confidential communications which involve the requesting or giving of legal advice.”¹⁹ “The focal point of the protection afforded by the attorney-client privilege lies with ‘communications’ between attorneys and their clients” related to legal advice.²⁰ Legal advice must predominate for the communication to be protected.²¹

The party asserting the privilege bears the burden of establishing its existence.²² The asserting party must make a “clear showing” that the asserted objection applies.²³ To carry that burden, the asserting party must “describe in detail” the documents or information sought to be

¹⁸*Upjohn Co. v. United States*, 449 U.S. 383, 389 (1981).

¹⁹*Burton v. R.J. Reynolds Tobacco Co.*, 175 F.R.D. 321, 327 (D. Kan. 1997) (citing *Fisher v. United States*, 425 U.S. 391, 403 (1976); *United States v. Olano*, 62 F.3d 1180 (9th Cir. 1995)).

²⁰*IMC Chemicals, Inc. v. Niro, Inc.*, No. 98-2348, 2000 WL 1466495, at *8-9 (D. Kan. July 19, 2000) (quoting *Upjohn Co.*, 449 U.S. at 395-96).

²¹*Burton v. R.J. Reynolds Tobacco Co., Inc.*, 170 F.R.D. 481, 484 (D. Kan. 1997)(citation omitted).

²²*Id.*

²³*Ali v. Douglas Cable Comm., Ltd. Partnership*, 890 F. Supp. 993, 994 (D. Kan. 1995).

protected and provide “precise reasons” for the objection to discovery.²⁴ In addition, the asserting party must provide sufficient information to enable the court to determine whether each element of the asserted objection is satisfied; a “blanket claim” as to the applicability of the privilege does not satisfy the burden of proof.²⁵ Defendant’s failure to meet this burden when the trial court is asked to rule upon the existence of the privilege is not excused because the document is later shown to be one that would have been privileged if a timely showing had been made.²⁶

Upon review of entries in the Extracted Privilege Log for documents described as legal in nature, the Court finds that Defendant has met the burden of proof with regard to a claim of protection based on the attorney-client privilege with respect to documents bearing the following bates numbers:

1050810-1050877	1353281-1353281	184886-184887
1062353-1062353	1428015-1428015	191591-191593
1070298-1070299	184644-184645	192608-192611
1070514-1070514	184646-184647	192613-192615
1140360-1140364	184648-184649	192664-192669
1352537-1352537	184650-184651	184652-184653
1352538-1352538	184655-184657	184908

The Court makes this finding on grounds that these documents are all adequately described in Defendant’s privilege log as documents consisting of or transmitting communications made in confidence for the primary purpose of obtaining legal advice or services. Thus, Plaintiffs’ Motion will be denied with respect to these twenty-one (21) documents.

²⁴*McCoo v. Denny’s, Inc.*, 192 F.R.D. 675, 680 (D. Kan. 2000) (citing *Nat’l Union Fire Ins. Co. v. Midland Bancor, Inc.*, 159 F.R.D. 562, 567 (D. Kan. 1994)).

²⁵*Id.* (citing *Jones v. Boeing Co.*, 163 F.R.D. 15, 17 (D. Kan. 1995) and *Kelling v. Bridgestone/Firestone, Inc.*, 157 F.R.D. 496, 497 (D. Kan. 1994)).

²⁶*Peat, Marwick, Mitchell & Co. v. West*, 748 F.2d 540, 542 (10th Cir. 1984).

Conversely, the Court finds Defendant has failed to meet its burden of proof with regard to a claim of protection based on the attorney-client privilege for “legal” documents bearing the following bates numbers:

191263	191313-318	191696
191264	191319-340	192621
191265	191435-442	192710

Although these particular documents are also described as including legal advice of some sort, Defendant fails to identify either an author or a recipient for these communications. Because both the author and recipient of these documents are designated as “unknown,” the Court finds Defendant has failed to meet its burden of demonstrating that the information transmitted involved the requesting or giving of legal advice.

Notably, eight (8) out of nine (9) of these documents are designated in the privilege log as being protected by both the attorney-client privilege and the work product doctrine. Accordingly, and because the Court has found that Defendant has failed to establish that these documents are protected from disclosure by the attorney-client privilege, the Court will discuss in the next subsection whether the work product doctrine protects documents bearing bates numbers 191263, 191264, 191265, 191313-318, 191319-340, 191435-442, 191696, and 192621. With regard to the documents bearing bates stamp 192710, however, Plaintiffs’ Motion will be granted. This is because Defendant only claimed protection for this document based on the attorney-client privilege.

b. Work Product - Documents Described as Legal

With regard to the “legal” documents identified in the privilege log as attorney work product, Plaintiffs argue again that, without a showing of involvement by legal counsel, the documents at issue cannot be protected by the work product doctrine.

To establish work product protection, a party must show that “(1) the materials sought to be protected are documents or tangible things; (2) they were prepared in anticipation of litigation or for trial; and (3) they were prepared by or for a party or a representative of that party.”²⁷ Because there does not appear to be a dispute that the materials sought are documents or that they were prepared by or for Defendant or a representative of Defendant, the Court will address only whether the privilege log adequately describes the documents as being prepared in anticipation of litigation.

The work product doctrine, which is embodied in Rule 26(b)(3) of the Federal Rules of Civil Procedure, protects from discovery documents, things and mental impressions of a party or his representative, particularly his attorney, developed for or in anticipation of litigation or trial.²⁸ The purpose of the doctrine is to permit attorneys to prepare for litigation with a “certain degree of privacy,” and without undue interference or fear of intrusion or exploitation of one’s work by an adversary.²⁹ In other words, the doctrine is not intended to protect investigative work unless done so under the supervision of an attorney in preparation for the real and imminent threat of litigation or trial. Work prepared in the ordinary course of business and inserted into a protected document may still be subject to disclosure after redaction of any privileged material.

Thus, the work product doctrine only applies to those documents and tangible things prepared in anticipation of litigation, and in order for the discovery limitation to apply, there must be a

²⁷*Johnson v. Gmeinder*, 191 F.R.D. 638, 643 (D. Kan. 2000) (citations omitted).

²⁸Fed. R. Civ. P. 26(b)(3).

²⁹*Hickman v. Taylor*, 329 U.S. 495, 510-11 (1947).

substantial probability that litigation will ensue at the time the documents were drafted.³⁰ “Certainly by implication the . . . rule precludes any idea of extending the work product doctrine to reports or statements, even if written, obtained by the client or his investigators which are not prepared under the supervision of an attorney in preparation for trial.”³¹

The issue of whether documents were prepared in anticipation was extensively analyzed by Judge Rushfelt in *Marten v. Yellow Freight System, Inc.*³² The court stated:

The work product standard has two components. The first is what may be called the “causation” requirement. This is the basic requirement of the Rule that the document in question be produced because of the anticipation of litigation, i.e., to prepare for litigation or for trial. The second component is what may be termed a “reasonableness” limit on a party’s anticipation of litigation. Because litigation can, in a sense, be foreseen from the time of occurrence of almost any incident, courts have interpreted the Rule to require a higher level of anticipation in order to give a reasonable scope to the immunity.

The court looks to the primary motivating purpose behind the creation of the document to determine whether it constitutes work product. Materials assembled in the ordinary course of business or for other non-litigation purposes are not protected by the work product doctrine. The inchoate possibility, or even the likely chance of litigation, does not give rise to work product. To justify work product protection, the threat of litigation must be “real and imminent.” To determine the applicability of the work product doctrine, the court generally needs more than mere assertions by the party resisting discovery that documents or other tangible items were created in anticipation of litigation.³³

Upon review of entries in the Extracted Privilege Log for documents described as legal in nature, the Court finds that Defendant has failed to meet its burden of proof with regard to a claim

³⁰*Cypress Media, Inc. v. City of Overland Park*, 268 Kan. 407, 427, 997 P.2d 681 (2000); *Alseike v. Miller*, 196 Kan. 547, 558, 412 P.2d 1007 (1966).

³¹*Alseike*, 196 Kan. at 558.

³²No. 96-2013-GTV, 1998 WL 13244, at *10 (D. Kan. Jan. 6, 1998).

³³*Id.* (citations and quotations omitted).

of protection based on the work product doctrine for the seventy-one (71) documents bearing the following bates numbers:

1020580-1020581	1239589-1239589	1352209-1352209
1021371-1021371	1245979-1245981	1352572-1352573
1064240-1064240	1248189-1248190	1352576-1352576
1130395-1130397	1262713-1262713	1352594-1352595
1156910-1156911	1263210-1263210	1352597-1352598
1157358-1157359	1263511-1263511	1352761-1352765
1158389-1158389	1263524-1263531	1353434-1353435
1188926-1188927	1263883-1263885	1353747-1353749
1205502-1205503	1263990-1263995	1353750-1353752
1205511-1205512	1264033-1264037	1356298-1356300
1211720-1211722	1264038-1264042	1356847-1356847
1211900-1211900	1264082-1264082	1356858-1356861
1211901-1211902	1264121-1264121	1365825-1365825
1211905-1211906	1264122-1264124	1365891-1365891
1211907-1211908	1265326-1265328	1426858-1426858
1232869-1232870	1295946-1295948	191263
1232929-1232930	1296358-1296358	191264
1233017-1233018	1296532-1296532	191265
1233134-1233134	1315187-1315188	191313-191318
1233135-1233135	1330048-1330049	191435-191442
1233205-1233205	1340119-1340119	191696
1236839-1236839	1351972-1351974	192621
1237576-1237580	1352048-1352048	191319-191340
1238065-1238066	1352049-1352050	

Although the referenced documents are described as including “legal advice” of some sort or another, there is no assertion by Defendant in either the privilege logs or in the briefs that the primary motivating purpose behind the creation of the referenced documents was in anticipation of litigation, i.e., to prepare for litigation or for trial. As noted above, the Court needs more than mere assertions by the party resisting discovery that the documents were created in anticipation of litigation.³⁴ For these reasons, Plaintiffs’ Motion with respect to the documents identified by bates

³⁴*Id.*

number immediately above will be granted.

5. Documents Described as Pertaining to WARN

Thirteen (13) of the 661 documents Plaintiffs seek to have produced are described in Defendant's privilege log as documents related to WARN compliance or WARN notification. Defendant claims four (4) of these thirteen (13) documents are protected from disclosure by the attorney-client privilege and nine (9) are protected from disclosure by the work product doctrine.

a. Attorney-Client Privilege - WARN Documents

Defendant claims it satisfactorily has met the burden of proof with regard to a claim of protection based on the attorney-client privilege for the following "WARN" documents:

Bates	To	From	Description	Date	Reason
1263918-1263918	Ron Focht; Jill Ferrell	Diane Shoemaker	Memo regarding WARN	1/8/2002	A/C
1157292-1157292	Ron Focht; Jill Ferrell	Diane Shoemaker	Memorandum regarding WARN compliance issues	1/8/2002	A/C
1353419-1353419	Michael Brill; Donna Crosswhite	Vickie Smith	E-mail regarding WARN notification	10/10/2001	A/C
1366240-1366240	Ron Focht; Jill Ferrel	Diane Shoemaker	Memo regarding WARN compliance	1/8/2002	A/C

The Court agrees. As a preliminary matter, there is no dispute between the parties that Jill Ferrel and Donna Crosswhite are both Sprint attorneys. Moreover, "WARN" is an acronym that refers to the the *Worker Adjustment and Retraining Notification Act*, a federal statute that obligates certain employers to give workers or their union 60 days' notice before a plant closing or mass layoff.³⁵ Based on these three entries as written, the Court finds Defendant adequately has shown these three WARN documents to be communications made in confidence for the primary purpose of obtaining

³⁵29 U.S.C. § 2101 *et seq.*

legal advice. Thus, the Court deems them protected from disclosure by the attorney-client privilege.

b. Work Product - WARN Documents

As opposed to attorney-client privilege, Defendant claims it satisfactorily has met the burden of proof with regard to a claim of protection based on the work product doctrine for the following “WARN” documents:

Bates	To	From	Description	Date	Reason
1365434-1365435	Jon Binder; Sonja Ambur	Suzanne Driscoll	E-mail regarding WARN compliance	1/15/2002	WP
1365440-1365440	Jon Binder; Suzanne Driscoll	Patrick Hulla	E-mail regarding WARN	2/15/2002	WP
1366215-1366216	Marvin Motley	Michael Brill	E-mail regarding requirements of WARN	12/18/2002	WP
1366217-1366218	Sonja Ambur; Janet Larson	Michael Brill	E-mail regarding requirements of WARN	4/14/2002	WP
1366219-1366220	Sonja Ambur; Kenn Blurton	Michael Brill	E-mail regarding requirements of WARN	4/13/2002	WP
1366233-1366234	Sonja Ambur	Suzanne Driscoll	E-mail regarding requirements of WARN	4/15/2002	WP
1366235-1366236	Sonja Ambur	John St. Angelo	E-mail regarding requirements of WARN	4/14/2002	WP
1366238-1366239	Suzanne Driscoll; Jon Binder	Suzanne Driscoll	E-mail regarding WARN compliance	1/18/2002	WP
1406965-1406965	Jon Binder; Sonja Ambur	Catherine Johnson	E-mail regarding WARN compliance	1/15/2002	WP

Although the referenced documents are described as relating to the requirements of, and compliance with, a federal statute, there is no assertion by Defendant in either the privilege logs or in the briefs that the primary motivating purpose behind the creation of these WARN documents was in anticipation of litigation, i.e., to prepare for litigation or for trial. As noted above, the Court needs more than mere assertions by the party resisting discovery that the documents were created in anticipation of litigation. For these reasons, Plaintiffs’ Motion with respect to the nine (9)

documents identified by bates number immediately above will be granted.

6. Documents Designated as “From” or “To” a Sprint Attorney

Fifty-seven (57) of the 661 documents Plaintiffs seek to have produced are described in Defendant’s privilege log as being sent “from” or “to” a Sprint attorney. A listing of these documents is attached to this Memorandum and Order at Appendix 6. Of the fifty-seven (57) entries, Defendant claims protection from disclosure by the attorney-client privilege for forty-three (43) of these documents, protection from disclosure by the work product doctrine for six (6) of these documents, and protection from disclosure by both the attorney-client privilege and the work product doctrine for eight (8) of these documents.

a. Attorney-Client Privilege - “From” or “To” a Sprint Attorney

The issue presented here is whether a document that was “sent from” or “sent to” a Sprint lawyer automatically protects that document from disclosure by the attorney-client privilege. The Court, as it has done in the past, rejects this position. “Not every communication between an attorney and client is privileged, only the requesting or giving of legal advice.”³⁶ Minutes of meetings attended by attorneys are not automatically privileged, and business documents sent to attorneys are not automatically privileged.³⁷ Likewise, the privilege does not apply where legal advice does not predominate the communication or where legal advice is merely incidental to business advice.³⁸

Here, the Court finds that, as described, the documents at issue fail to establish any

³⁶*In re Universal Serv. Fund Tel. Billing Practices*, 232 F.R.D. 669, 674 (D. Kan. 2005). (quoting *Burton v. R.J. Reynolds Tobacco Co.*, 175 F.R.D. 321, 327 (D. Kan.1997)).

³⁷*Id.*

³⁸*Id.*

connection between the subject of the communication and the rendering of legal – as opposed to, for example, business-related – advice.³⁹ Because the documents in this category are not described in the privilege log as related in any way to legal advice, the Court finds the Defendant has failed to establish the elements required to invoke the attorney-client privilege for such documents.

b. Work Product - “From” or “To” a Sprint Attorney

Although the referenced documents are described as having been “sent from” or “sent to” a Sprint attorney, there is no assertion by Defendant in either the privilege logs or in the briefs that the primary motivating purpose behind the creation or transmission of these documents was in anticipation of litigation, i.e., to prepare for litigation or for trial. As noted above, the Court needs more than mere assertions by the party resisting discovery that the documents were created in anticipation of litigation. For these reasons, the Court finds Defendant has failed to establish the elements required to invoke work product protection.

7. Documents Described as Related to “Litigation”

The following six (6) privilege log entries are at issue in this category:

191081-191083	unknown	unknown	handwritten notes Litigation file	unknown	A/C; WP
191186	unknown	unknown	table with handwritten notes related to notice of litigation	unknown	A/C; WP
191218-191220	unknown	unknown	handwritten notes employee comparisons, related to notice of litigation	7/18/2002	A/C; WP

³⁹*Burton v. R.J. Reynolds Tobacco Co.*, 200 F.R.D. 661, 669 (D. Kan.2001) (court found documents written or prepared by attorneys for client were not protected by attorney-client privilege because they did not relate to seeking or giving legal advice but to public relations and public image issues); *see, also, Linde Thomson Langworthy Kohn & Van Dyke, P.C. v. Resolution Trust Corp.*, 5 F.3d 1508 (D.C. Cir.1993) (no privilege if what is sought is not legal advice but insurance advice).

191221	unknown	unknown	typed document employee comparisons, related to notice of litigation	unknown	A/C; WP
191223-191227	Kim Mattingly John Carter	Chip Woods	fax handwritten notes from meeting with employee, related to notice of litigation	7/19/2002	A/C; WP
191229	unknown	unknown	table with handwritten notes re employee comparison, related to notice of litigation	unknown	A/C; WP

a. Attorney-Client Privilege - “Litigation” Documents

The Court finds that the descriptions for the documents in this category fail to establish any connection between the subject of the communication and the rendering of legal advice. That the documents are described as relating to litigation, or the notice of litigation, does not mean that the communications are related to legal advice. Thus, the Court finds the Defendant has failed to establish the elements required to invoke the attorney-client privilege for such documents.

b. Work Product - “Litigation” Documents

As noted above, to establish work product protection, a party must show that “(1) the materials sought to be protected are documents or tangible things; (2) they were prepared in anticipation of litigation or for trial; and (3) they were prepared by or for a party or a representative of that party.”⁴⁰ To that end, the Court finds that the privilege log describes the materials sought to be protected as documents that were prepared in anticipation of litigation. Thus, the only issue is whether the documents were prepared by or for a party or a representative of that party. Given the “sent from” and “sent to” columns fail to identify any person for five (5) of the six (6) documents, the Court cannot find that those five (5) documents were prepared by or for a party or a

⁴⁰*Johnson v. Gmeinder*, 191 F.R.D. 638, 643 (D. Kan. 2000) (citations omitted).

representative of that party. Conversely, the document bearing bates stamps 191223-191227 designates a Sprint employee in both the “sent from” and “sent to” columns. The Court finds this description adequately indicates that the documents were prepared by or for Defendant or a representative of Defendant. Accordingly, the Court holds that in this category, the document bearing bates stamp 191223-191227 is the only document adequately described as being protected from disclosure by the work product doctrine.

8. Remaining Documents

Eighty-one (81) of the 661 documents do not fit into any of the categories described above. These documents are listed in Appendix 7 to this Memorandum and Order. Upon individual review of each of these eighty-one (81) entries, the Court finds Defendant has failed to establish the elements required to invoke the attorney-client privilege or the work product doctrine. This is because

- none of the entries indicate that the documents are related in any way to obtaining legal advice; and
- none of the entries indicate the documents were prepared in anticipation of litigation.

Thus, Plaintiffs’ Motion will be granted with respect to these eighty-one (81) documents.

B. Plaintiffs' Request for the Court to Compel Defendant to produce 165 Documents for which Defendant Allegedly Withdrew a Privilege Objection

Plaintiffs ask the Court to compel Defendant to produce 165 documents that Defendant claims are not responsive to any discovery request. The parties agree that these 165 documents were never listed in any privilege log provided to Plaintiffs.

By way of background, Defendant asserts it mistakenly placed these 165 documents on the privilege log as it was being assembled. Defendant states that upon later review, Defendant determined the documents were not actually privileged and were not actually responsive to any request. Thus, Defendant removed the 165 documents from the privilege log before the log was sent to Plaintiffs. Defendant states it did not subsequently produce the documents to Plaintiffs on grounds that the documents were not actually responsive to any request.

The removal of the documents from the log left gaps in the bates numbering. In order to explain the gaps in bates numbering, Defendant states it sent a cover letter to Plaintiffs attaching a list of the missing bates numbers and noting that documents had been included in the original log by mistake. Defendant also noted in this cover letter that it would not be producing these 165 documents because the documents were not actually responsive to any request.

Notably, many of the 165 documents are so-called "demographic documents." Defendant states it did not produce these demographic documents because at the time Plaintiffs' Motion was filed, Plaintiffs had not requested the "demographic documents." Notwithstanding this fact, Defendant voluntarily allowed Plaintiffs to view a sample of the 165 documents at issue as part of a meet and confer process regarding whether the documents were responsive to any of Plaintiffs' document requests. After this viewing, Plaintiffs propounded to Defendant their 13th Request for

Production of Documents, which included a formal request for the demographic documents.⁴¹

On December 22, 2006, Plaintiffs filed a Motion to Compel, which included a request to compel the demographic documents.⁴² That Motion was referred to the Special Master. In response to Plaintiffs' Motion, Defendant agreed to produce all of the demographic documents, subject to its objection, in a nonnative format redacting all information other than age, which is all Plaintiffs allegedly requested. Taking into account this agreement, the Special Master then resolved all other issues relating to the 13th Request for Production of Documents on January 18, 2007.⁴³ The demographic documents were subsequently produced to Plaintiffs and, on March 6, 2007, Defendant filed a second supplemental brief informing the Court that the demographic documents had been produced.⁴⁴

In light of the fact that the demographic documents have now been produced, it appears the remaining issue for resolution by the Court is whether Defendant should be compelled to produce non-demographic documents that were part of the 165 documents removed from the privilege log by Defendant before the privilege log was transmitted to Plaintiffs. Defendant maintains it should not have to produce the documents because they are not responsive to any document request. Plaintiffs maintain that it does not matter whether a document request was submitted because the documents are relevant on grounds that Defendant has failed to explain how it is that each one of these documents was considered responsive at the time it was designated as privileged, but

⁴¹See Doc. 4369.

⁴²Docs. 4488-89.

⁴³Doc. 4534.

⁴⁴Doc. 4580.

subsequently considered non-responsive when the privilege is withdrawn.

Federal Rule of Civil Procedure 26(b)(1) governs the scope of discovery. It provides that

[p]arties may obtain discovery regarding any matter, not privileged, that is relevant to the claim or defense of any party, including the existence, description, nature, custody, condition, and location of any books, documents, or other tangible things and the identity and location of persons having knowledge of any discoverable matter. . . . Relevant information need not be admissible at the trial if the discovery appears reasonably calculated to lead to the discovery of admissible evidence.⁴⁵

Relevancy is broadly construed, and a request for discovery should be considered relevant if there is “any possibility” that the information sought may be relevant to the claim or defense of any party.⁴⁶ When the discovery sought appears relevant on its face, the party resisting the discovery has the burden to establish the lack of relevance by demonstrating that the requested discovery does not come within the broad scope of relevance as defined under Rule 26(b)(1), or is of such marginal relevance that the potential harm the discovery may cause would outweigh the presumption in favor of broad disclosure.⁴⁷ Conversely, when relevancy is not apparent on the face of the interrogatory or request, the party seeking the discovery has the burden to show the relevancy of the information or documents sought.⁴⁸

Here, the Court is unable to engage in a relevancy analysis because (1) there is no pending request upon which to assess such relevancy; and (2) the parties have failed to submit to the Court any description of the non-demographic documents at issue. That the referenced documents were

⁴⁵Fed. R. Civ. P. 26(b)(1).

⁴⁶*McCoy v. Whirlpool Corp.*, 214 F.R.D. 642, 643 (D. Kan. 2003) (citation omitted).

⁴⁷*Id.* (citation omitted).

⁴⁸*Id.* (citation omitted).

initially placed on a privilege log and then subsequently removed from a privilege log before the privilege log was produced to the opposing party is – in and of itself – insufficient to establish relevancy. There must be some indicia that the documents sought are relevant to the claim or defense of any party or some indicia that the documents are reasonably calculated to lead to the discovery of admissible evidence. Because there is no pending request and because the parties have failed to submit to the Court any description of the non-demographic documents, the Court finds the parties have failed to present any legal or factual issue for determination. Thus, Plaintiffs’ Motion will be denied with respect to these 165 documents.

IV. Sanctions

The Court will now consider the issues of sanctions. Federal Rule of Civil Procedure 37(a)(4) governs the imposition of sanctions in connection with motions to compel. Subsection (a)(4)(A) provides that when a motion to compel is granted, “the court *shall*, after affording an opportunity to be heard, require the party . . . whose conduct necessitated the motion or the party or attorney advising such conduct or both of them to pay to the moving party the reasonable expenses incurred in making the motion including attorney’s fees, unless the court finds that . . . the opposing party’s . . . response or objection was substantially justified, or that other circumstances make an award of expenses unjust.”⁴⁹ Moreover, Federal Rule of Civil Procedure 37(a)(4)(C) allows a court to impose sanctions where, as here, a motion to compel is granted in part and denied in part. Under that rule, the court may “apportion the reasonable expenses incurred in relation to the motion among the parties and persons in a just manner.”⁵⁰

⁴⁹Fed. R. Civ. P. 37(a)(4)(A) (emphasis added).

⁵⁰Fed. R. Civ. P. 37(a)(4)(C).

Upon consideration of the circumstances presented here, the Court finds that an award of expenses to either party in conjunction with this Motion would be unjust. Although many portions of Plaintiffs' Motion were granted, many portions of Plaintiffs' Motion were denied. Simply put, the Court finds that each of the parties here contributed to the need for Court intervention: Plaintiffs by failing to submit a request for designated categories of documents after the meet and confer and Defendant by failing to properly justify its assertion of privilege for various documents. For these reasons, the Court declines to impose sanctions.

V. Summary of Ruling

Based on the discussion above, it is hereby ordered that Plaintiffs' Motion to Compel is granted in part and denied in part. More specifically, Plaintiffs' Motion is

- granted with respect to the one (1) document described as “legal” in nature and bearing bates number:

192710

- granted with respect to the following seventy-one (71) documents described as “legal” in nature and bearing bates numbers:

1020580-1020581	1232869-1232870	1263524-1263531
1021371-1021371	1232929-1232930	1263883-1263885
1064240-1064240	1233017-1233018	1263990-1263995
1130395-1130397	1233134-1233134	1264033-1264037
1156910-1156911	1233135-1233135	1264038-1264042
1157358-1157359	1233205-1233205	1264082-1264082
1158389-1158389	1236839-1236839	1264121-1264121
1188926-1188927	1237576-1237580	1264122-1264124
1205502-1205503	1238065-1238066	1265326-1265328
1205511-1205512	1239589-1239589	1295946-1295948
1211720-1211722	1245979-1245981	1296358-1296358
1211900-1211900	1248189-1248190	1296532-1296532
1211901-1211902	1262713-1262713	1315187-1315188
1211905-1211906	1263210-1263210	1330048-1330049
1211907-1211908	1263511-1263511	1340119-1340119

1351972-1351974	1353434-1353435	191263
1352048-1352048	1353747-1353749	191264
1352049-1352050	1353750-1353752	191265
1352209-1352209	1356298-1356300	191313-191318
1352572-1352573	1356847-1356847	191435-191442
1352576-1352576	1356858-1356861	191696
1352594-1352595	1365825-1365825	192621
1352597-1352598	1365891-1365891	191319-191340
1352761-1352765	1426858-1426858	

- granted with respect to the following nine (9) WARN documents bearing bates numbers

1365434-1365435
 1365440-1365440
 1366215-1366216
 1366217-1366218
 1366219-1366220
 1366233-1366234
 1366235-1366236
 1366238-1366239
 1406965-1406965

- granted with respect to the fifty-seven (57) documents “sent to” or “received from” a Sprint attorney as identified in Appendix 6;
- granted with respect to the following five (5) documents described as related to “litigation” bearing bates numbers

191081-191083
 191186
 191218-191220
 191221
 191229

- granted with respect to the eighty-one (81) “remaining” documents as identified in Appendix 7;
- denied with respect to the 176 documents listed by bates numbers in Exhibits 1 and 2 that are not included in the privilege logs sent to the Court on January 25, 2006, as identified by bates number in Appendix 3;
- denied with respect to the fifty-one (51) documents identified by page number of privilege log and date of the document only, as set forth in Exhibit 2 to Plaintiffs’ Motion;

- denied with respect to the 184 adverse impact analyses documents identified by bates number in Appendix 4;
- denied with respect to the following twenty-one (21) documents described as “legal” in nature and bearing bates numbers

1050810-1050877
 1062353-1062353
 1070298-1070299
 1070514-1070514
 1140360-1140364
 1352537-1352537
 1352538-1352538
 1353281-1353281
 1428015-1428015
 184644-184645
 184646-184647
 184648-184649
 184650-184651
 184655-184657
 184886-184887
 191591-191593
 192608-192611
 192613-192615
 192664-192669
 184652-184653
 184908

- denied with respect to the following one (1) document described as related to “litigation” and bearing bates number

191223-191227

- denied with respect to the following four (4) WARN documents bearing bates numbers

1263918-1263918
 1157292-1157292
 1353419-1353419
 1366240-1366240

- denied with respect to those non-demographic documents within the pool of 165 documents initially placed on a privilege log and then subsequently removed from a privilege log before the privilege log was produced

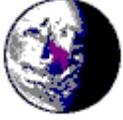
IT IS SO ORDERED.

Dated in Kansas City, Kansas on this 19th day of March, 2007.

s/ David J. Waxse
David J. Waxse
United States Magistrate Judge

cc: All counsel and *pro se* parties

APPENDIX 1



<Krista.Embree@Husch">
<Melissa_Taylor_Standridge@ksd.uscourts.uscourts.gov>
01/25/2006 04:23 PM
Subject 8-12-05 and KC Privilege Logs

If these don't come thru, please let me know and I will e-mail them separately.

Thanks,
Krista Embree

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

From: Melissa_Taylor_Standridge@ksd.uscourts.gov
[mailto:Melissa_Taylor_Standridge@ksd.uscourts.gov] **Sent:**
Wednesday, January 25, 2006 4:22 PM **To:**
krista.embree@husch.com **Subject:** test

Melissa Taylor Standridge Law Clerk to
Judge Waxse 219 United States
Courthouse 500 State Avenue Kansas
City, Kansas 66101 (913)551-5435

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Message from "Embree, Krista" <Krista.Embree@Husch.com> on Wed, 25 Jan 2006 16:12:24 -0600

To: "Melissa_Standridge@ksd.uscourts.gov" <Melissa_Standridge@ksd.uscourts.gov>

cc: <sdennis@pophamlaw.com>," (dhubbard@kh-law.com)" <dhubbard@kh-law.com>, Steve Dennis "mmyers@myerslaw.com" <mmyers@myerslaw.com>

Subject: Williams v. Sprint, 03-2200, Privilege Logs attached

Melissa:

Pursuant to Judge Waxse's request, I am attaching the two privilege logs discussed at the status conference last Thursday, January 19, 2006. If you have any questions or problems with the attachments, please do not hesitate to let me know and other arrangements will be made to get the documents to the Court.

<<KC Privilege Log.pdf>> <<8-12-05 privilege log.pdf>>

Very Truly Yours,

Krista Embree Legal Assistant
Husch & Eppenberger, LLC 1200
Main Street, Suite 2300 Kansas
City, Missouri 64105-2122 Direct
Dial: 816-329-4724 Toll Free:
1-877-539-3450
Fax: 816-421-0596

Krista.Embree@Husch.com

APPENDIX 2: EXTRACTED PRIVILEGE LOG

Extractions from 8/12/2005 Log					
Bates	To	From	Description	Date	Privilege
1000013-1000013	None	Unknown	Template reflecting AI analysis	00-00-00	AI Full Privilege
1000026-1000039	None	Unknown	Spreadsheet reflecting AI Analysis	00-00-00	AI Full Privilege
1000040-1000074	Greg Cooper	Peter Dillon	AI analysis spreadsheet	2/19/03	AI Part Privileged
1000075-1000121	Kenna Osburn	Peter Dillon	E-mail & spreadsheets re: network director	12/27/02	AI Part Privileged
1000122-1000123	Terry York	Peter Dillon	E-mail transmitting spreadsheets re AI	12/4/02	AI Full Privilege
1000133-1000191	None	Unknown	AI Analysis Spreadsheet	00-00-00	AI Part Privileged
1000194-1000203	None	Unknown	Spreadsheet: Network Dept demographics	00-00-00	AI Full Privilege
1000204-1000219	None	Unknown	AI analysis for network director selection	00-00-00	AI Part Privileged
1000220-1000278	None	Unknown	AI analysis for network director selection	2/3/03	AI Part Privileged
1000316-1000963	Peter Dillon	Eric Rice	E-mail spreadsheet re: finance selection pool	11/14/03	AI Part Privileged
1001121-1001125	Dave Iery	Janet Cashwell	E-mail with attached separation information	1/30/03	AI Part Privileged
1009908-1009908	Melannie Schultz	Chris Hubert	E-mail transmitting AI Analysis Spreadsheet	5/24/02	AI Full Privilege
1009912-1009912	Ric Walter	Greg Cooper Kim Mattingly	E-mail re: total # employee separations in Oct.	10/31/02	A/C Part Privileged
1009914-1009915	Jerry Usry	Gregory Plante	E-mail re: downsizing of employees in region	6/14/02	A/C Part Privileged
1009916-1009916	Jerry Usrey	Kevin Wilson	E-mail transmitting word document from mgr staffing meeting for the engineering dept.	9/24/02	A/C Part Privileged
1009920-1009920	Michael Bril	Greg Cooper Kate Fisher	E-mail re: timeline for restructuring of CPE Field Operations	9/26/02	A/C Part Privileged
1009921-1009921	Jerry Usrey	Ric Walter	E-mail regarding CPE reductions	7/3/02	A/C Part Privileged
1009922	Jerry Usrey	Bill Benner	E-mail re: downsizing in Pacific region	6/14/02	A/C Part Privileged
1009924-1009924	Jerry Usrey	Gregory Plante	E-mail re: employee reductions in each market	6/10/02	A/C Part Privileged
1009961-1009963	Jerry Usrey	Gregory Plante	E-mail re: recommendations for Atlantic reorg	5/14/02	A/C Part Privileged
1009976-1009978	Kathleen McBee	Lynn Simpson	E-mail containing info related to the RIF	1/5/02	WP Part Privileged
1009995-1010019	None	Unknown	Spreadsheet: Headcount Reduction	00-00-00	AI Full Privilege
1010020-1010030	None	Unknown	Spreadsheet: Voluntary Headcount Reduction	00-00-00	AI Full Privilege
1010103-1010103	Jerry Usrey	Frank Hickey	E-mail re: workforce reduction	6/10/02	A/C Part Privileged
1010104-1010105	Jerry Usrey	Frank Hickey	E-mail re: workforce reduction	6/11/02	A/C Part Privileged
1010250-1010254	Melannie Schultz	Kip Downey Faith Palmer	E-mail with updates on how the RIF is being conducted	6/4/2002	A/C Part Privileged
1010533-1010536	Kate Fisher	Janet Larson Patrick Hulla	Handwritten Note and E-mail containing RIF information	7/23/2002	A/C Full Privilege
1013035-1013306	John Shannon	Allison Reed	E-mail transmitting a list of employees for redeployment	4/2/2002	A/C Full Privilege
1013524-1013525	Lynn Simpson	Janet Gonzales	E-mail regarding Adverse Impact analysis	11/22/2002	AI Full Privilege

1020380-1020423	Chris Thompson	Ron Gier	E-mail transmitting transition team materials	12/23/2002	WP Full Privilege
1020504-1020504	Debra Aubuchon	John Shannon Ron Gier	E-mail re revised timeline for November action	10/26/2002	WP Full Privilege
1020580-1020581	Kate Fisher	Michael Machell	E-mail giving legal advice to HR regarding how to treat employees on LOA	11/7/2001	WP Full Privilege
1020998-1020998	Sheryl Bowlin	Jan Price	E-mail transmitting AI Analysis spreadsheet	10/30/2001	AI/ WP Full Privilege
1020999-1020999	Tami Keasling	Jan Price Ellen Martin	E-mail containing updated instructions for the RIF	10/24/2001	A/C Full Privilege
1021109-1021109	Deonna Sharp	Vicki Kolb	E-mail regarding release agreements	1/23/2001	WP Full Privilege
1021168-1021170	Denice Aissa	Corporate ER	E-mail explaining the separation plan	11/20/2001	WP Full Privilege
1021233-1021233	Michael Brill	Ken Blurton	E-mail containing follow up information on RIFs	5/24/2002	WP Full Privilege
1021371-1021371	Kate Fisher	Greg Cooper Michael Brill	E-mail re: advice from legal on separation of employee	4/11/2002	WP Full Privilege
1034229-1034229	Kate Fisher	Michael Machell	E-mail transmitting Adverse Impact Matrix	4/8/2002	AI Full Privilege
1050810-1050877	Angie Foltz	Lisa Lieb Twillia Skelton	E-mail containing legal advice on severance information	5/1/2002	A/C Full Privilege
1052794-1052796	Greg Cooper	Frederick Harris Paula Zuzich	E-mail with attached RIF list	7/19/2002	AI Part Privileged
1062245-1062245	Michael Machell	Jeffry Chavez	E-mail reflecting Adverse Impact Analysis	3/9/2002	AI Full Privilege
1062247-1062247	Michael Machell	Louise Elrod	E-mail reflecting Adverse Impact Analysis	3/8/2002	AI Full Privilege
1062318-1062318	Melannie Schultz	Chris Hulbert	E-mail reflecting Adverse Impact Analysis	5/30/2002	AI Full Privilege
1062319-1062320	Melannie Schultz	Chris Hulbert	E-mail reflecting Adverse Impact	5/30/2002	AI Full Privilege
1062321-1062322	Melannie Schultz	Chris Hubert	E-mail reflecting Adverse Impact	5/30/2002	AI Full Privilege
1062323-1062324	Melannie Schultz	Chris Hubert	E-mail reflecting Adverse Impact	5/30/2002	AI Full Privilege
1062341-1062343	Melannie Schultz	Hubert Chris	E-mail reflecting Adverse Impact Analysis	6/7/2002	AI Full Privilege
1062353-1062353	Shelley Porter	Deb Goddard	E-mail re: RIF instructions from legal dept	5/22/2002	A/C Part Privileged
1062525-1062527	Deb Sprayberry	Suzan Sinclair	E-mail transmitting adverse impact spreadsheet	0000-00-00	AI Full Privilege
1062528-1062531	Deb Sprayberry	Suzan Sinclair	E-mail transmitting adverse impact analysis	11/7/2002	AI Full Privilege
1062632-1062641	Unknown	Unknown	spreadsheet showing adverse impact analysis	0000-00-00	AI Full Privilege
1064240-1064240	Nancy Fox	Unknown	E-mail regarding legal review update	0000-00-00	WP Full Privilege
1064252-1064253	Deirdre Moore	Ann Rhoads	E-mail regarding marketing organization	11/5/2002	WP Full Privilege
1064256-1064256	Ann Rhoads	Jim Kissinger Ron Gier	E-mail regarding selection decisions	11/1/2002	WP A/C Full Privilege
1065218-1065218	Sarah Urich	Jim McNaughton	E-mail regarding Adverse Impact	2/5/2002	AI Full Privilege
1070099-1070101	Eric Rice	Steve Furgason Patrick Hulla	E-mail regarding Dallas impacts	12/10/2002	A/C Full Privilege
1070140-1070140	Karin Miller	Susan Waldron	E-mail reflecting adverse impact analysis	1/29/2003	AI Full Privilege
1070143-1070143	Karin Miller	Kelly Mortensen	E-mail regarding instructions on RIF lists	1/30/2003	WP A/C Full Privilege
1070298-1070299	Sonja Ambur	Michael Brill Kenn Blurton	E-mail regarding instructions from legal on WARN requirements	4/13/2002	WP A/C Full Privilege

1070454-1070454	Chris Thompson	Julie Moylan Ron Gier	E-mail regarding RIF process documentation	1/29/2003	A/C Full Privilege
1070514-1070514	Maynard Danny	Colby Gilson Trinder Betsy	E-mail regarding instructions from legal on policy waiver request	12/10/2002	A/C; WP Full Privilege
1083963-1083963	Sheryl Bowlin	Linda Pickett	E-mail reflecting adverse impact analysis	10/15/2001	AI Full Privilege
1083964-1083964	Sheryl Bowlin	Linda Pickett	E-mail identifying list for adverse impact analysis	10/15/2001	AI Full Privilege
1109253-1109253	Sheryl Bowlin	Jan Price	E-mail with instructions on visa and patent reports	11/7/2001	WP Full Privilege
1130395-1130397	Faith Palmer	Kip Downey	E-mail regarding savings worksheet for finance and instructions from legal	7/10/2002	WP Part Privileged
1140360-1140364	Renee Finks	Carrie Rothye	spreadsheet prepared for legal review and e-mail	3/28/2002	A/C WP Full Privilege
1140365-1140373	John Shannon; Renee Finks	Carrie Rothove	E-mail regarding list of legal pools and reasons for adverse impact analysis	4/1/2002	AI Full Privilege
1140382-1140386	Renee Finks	John Shannon	E-mail regarding legal lists with pools and reasons for adverse impact analysis	4/3/2002	AI Full Privilege
1140629-1140629	Lynn Simpson Donna Crosswhite	Diane Shoemaker	E-mail regarding revised template	1/4/2002	A/C Full Privilege
1141321-1141322	Gene Lampe	Scott Winkler	E-mail regarding draft release language	10/31/2001	A/C Full Privilege
1156910-1156911	Joan Vanderhelde; Susan Cheney	Rick Mears	E-mail regarding instructions from legal on records collection	12/26/2002	WP Full Privilege
1157292-1157292	Ron Focht; Jill Ferrell	Diane Shoemaker	Memorandum regarding WARN compliance issues	1/8/2002	A/C Full Privilege
1157358-1157359	Michael Brill	Michael Machell	E-mail regarding legal review changes	4/10/2002	WP Full Privilege
1158112-1158113	Sherrie Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding update on corporate handouts	10/26/2001	A/C Full Privilege
1158115-1158116	Denice Aissa; Jill Ferrell	Corporate ER	E-mail regarding current workforce reduction guidelines	9/19/2001	A/C Full Privilege
1158131-1158132	Denice Aissa; Donna Crosswhite	Corporate ER	E-mail regarding separation guidelines	11/20/2001	A/C Full Privilege
1158133-1158134	Sherly Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding updated letter template	10/24/2001	A/C Full Privilege
1158156-1158157	Sheryl Bowlin; Patrick Hulla	Suzanne Driscoll	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1158232-1158233	Michael Brill; Donna Crosswhite	Vickie Smith	E-mail regarding template letter overview	10/17/2001	A/C Full Privilege
1158386-1158387	Kimberly Klosak	Dan Chojnacki	E-mail regarding adverse impact analysis	6/24/2002	AI Full Privilege
1158389-1158389	Shirley Fox; Suzy Keolling	Janet Larson	E-mail regarding response from legal on WARN	9/6/2002	WP Full Privilege
1188926-1188927	Linda Pickett	Sonja Ambur- Hartley	E-mail regarding legal review on RIFs	2/9/2003	WP Full Privilege
1191390-1191390	Shirley Fox; Linda Abbet	Jerry Harris	E-mail regarding revised adverse impact analysis report	11/12/2001	AI Full Privilege
1193717-1193717	Ron Focht	Danette Norris	E-mail regarding Adverse Impact on distribution center associates	4/24/2002	AI Full Privilege

1193718-1193718	Dick Summers	Danette Norris	E-mail regarding Adverse Impact on distribution center reduction	4/24/2002	AI Full Privilege
1199479-1199479	John St. Angelo; Kate Fisher	Ric Walter	E-mail regarding adverse impact	11/11/2001	AI Full Privilege
1205502-1205503	Faith Palmer	Kip Downey	E-mail regarding budget challenge and notes from legal	7/10/2002	WP Full Privilege
1205507-1205510	Faith Palmer; Kip Downey	Chris Hubert	E-mail regarding adverse impact	7/10/2002	AI Full Privilege
1205511-1205512	Faith Palmer	Kip Downey	E-mail regarding budget and notes from legal	7/10/2002	WP Full Privilege
1205520-1205523	Faith Palmer; Kip Downey	Chris Hubert	E-mail regarding adverse impact	7/10/2002	AI Full Privilege
1205543-1205543	Faith Palmer	Chris Hubert	E-mail regarding adverse impact	5/10/2002	AI Full Privilege
1205602-1205602	Deb Sprayberry	Joan Vonderheide	E-mail regarding adverse impact review	11/7/2002	AI Full Privilege
1205604-1205604	Deb Sprayberry	Joan Vonderheide	E-mail regarding adverse impact analysis	11/7/2002	AI Full Privilege
1209788-1209788	Cody Krause; Corey Kephart	Eric Rice	E-mail regarding Adverse Impact	10/12/2001	AI Full Privilege
1210177-1210178	Debra Simpson	Eric Rice	E-mail regarding Adverse Impact matrix	11/1/2001	AI Full Privilege
1210227-1210228	Eric Rice	Gene Lampe	E-mail regarding Adverse Impact matrix	11/2/2001	AI Full Privilege
1210253-1210253	Gene Lampe David McElligott	Eric Rice	E-mail regarding Adverse Impact matrix	11/2/2001	AI Full Privilege
1210296-1210296	Cody Krause	Eric Rice	E-mail regarding Adverse Impact	11/2/2001	AI Full Privilege
1210427-1210427	Gene Lampe	Eric Rice	E-mail regarding Adverse Impact	11/6/2001	AI Full Privilege
1211497-1211499	Kenn Blurton	Ric Walter	E-mail regarding adverse impact	11/12/2001	AI Full Privilege
1211718-1211719	Justin Crosswhite	Julie Moylan	E-mail with attached adverse impact template	11/11/2002	AI Full Privilege
1211720-1211722	Justin Crosswhite	Julie Moylan	E-mail regarding instructions from legal on WARN	11/11/2002	WP Full Privilege
1211900-1211900	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding instructions from legal	10/7/2002	WP Full Privilege
1211901-1211902	Eric Rice; Mari Byrne	Sonja Colbert	E-mail regarding instructions from legal	10/8/2002	WP Full Privilege
1211905-1211906	Sonja Colbert	Eric Rice	E-mail regarding instructions from legal	10/9/2002	WP Full Privilege
1211907-1211908	Eric Rice; Mari Byrne	Sonja Colbert	E-mail regarding instructions from legal	10/9/2002	WP Full Privilege
1214295-1214295	Lynn Stange	Adriane Hackett	E-mail transmitting Adverse Impact spreadsheet	12/18/2002	AI Full Privilege
1232864-1232864	Sharri Evenson; Tonya Johnston	Mel Moyer	E-mail regarding revised templates	12/18/2002	WP Full Privilege
1232869-1232870	Mari Byrne	Eric Rice	E-mail regarding advice from legal on RIF action	10/7/2002	WP Full Privilege

1232929-1232930	Sheryl Bowlin; Elaine Bishop	Vickie Smith	E-mail regarding instructions from legal on process checks	10/30/2001	WP Full Privilege
1232957-1232958	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1233017-1233018	Mari Byrne	Janet Larson	E-mail regarding notes from legal on process checks	7/30/2002	WP Full Privilege
1233019-1233019	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding adverse impact analysis	10/7/2002	AI Full Privilege
1233020-1233021	Eric Rice; Mari Byrne	Sonja Colbert	E-mail regarding adverse impact analysis	10/8/2002	AI Full Privilege
1233134-1233134	Renee Finks	John Shannon	E-mail regarding advice from legal on PCS displacements	1/9/2003	WP Full Privilege
1233135-1233135	John Shannon	Stacey Laboueff	E-mail regarding advice from legal on PCS displacements	1/9/2003	WP Full Privilege
1233205-1233205	June Hastert	Laurie Reed	E-mail regarding legal restructure reserve	1/11/2002	WP Full Privilege
1233255-1233255	Janet Larson; Donna Crosswhite	Vickie Smith	E-mail regarding revised RIF letter	10/3/2001	A/C Full Privilege
1235213-1235214	Shirley Fox	Mari Burger	E-mail with attached spreadsheet for adverse impact analysis	4/23/2002	AI Full Privilege
1235242-1235243	Shirley Fox	Mari Burger	E-mail transmitting spreadsheet for adverse impact analysis	4/23/2002	AI Full Privilege
1236511-1236512	Mari Byrne	Eric Rice	E-mail regarding Adverse Impact lists	1/5/2003	AI Full Privilege
1236562-1236562	Eric Rice	Mari Byrne	E-mail regarding Adverse Impact lists	1/3/2003	AI Full Privilege
1236839-1236839	Vicki Hatfield	Gene Lampe	E-mail regarding legal analysis of ADEA requirements	10/4/2001	WP Full Privilege
1237493-1237537	Jerry Usry; Michael Brill	Greg Cooper	E-mail transmitting list for adverse impact analysis	9/25/2002	AI Full Privilege
1237556-1237558	Mari Burger	Shirley Fox	E-mail transmitting spreadsheet reflecting adverse impact analysis	2/14/2002	AI Full Privilege
1237576-1237580	Kimberly Klosak; Janet Larson	Zaidi Lorenzi-Mattei	E-mail regarding instructions from legal on RIF in Puerto Rico	2/10/2003	WP Full Privilege
1237725-1237725	Ron Focht; Jill Ferrel	Susan Ott	E-mail regarding severance plan changes	11/9/2001	A/C Full Privilege
1237917-1237918	Steven Ferguson; Patrick Hulla	Eric Rice	E-mail regarding Dallas impacts	12/10/2002	A/C Full Privilege
1238065-1238066	Gene Lampe; John St. Angelo	Michael Motley	E-mail regarding legal advice on 60-day notice	12/6/2002	WP Full Privilege
1238077-1238077	Eric Rice; Scott Winkler	Gene Lampe	E-mail regarding Adverse Impact	10/7/2001	AI Full Privilege
1238083-1238083	Gene Lampe; Scott Winkler	Eric Rice	E-mail regarding Adverse Impact	10/8/2001	AI Full Privilege
1239452-1239452	Michael Brill; Ron Focht	Ron Focht	E-mail regarding adverse impact analysis	10/5/2001	AI Full Privilege
1239589-1239589	Lynn Simpson	Christy Milroy	E-mail regarding legal review of ECO change	6/6/2002	WP Full Privilege

1245979-1245981	Mari Byrne	Lynn Simpson	E-mail regarding legal instructions on WARN	10/18/2001	WP Full Privilege
1246006-1246007	LaQuita Collier	Kathleen McBee	E-mail regarding adverse impact analysis	2/4/2002	AI Full Privilege
1248189-1248190	Jan Price	Linda Pickett	E-mail regarding legal review of reduction in force	10/31/2001	WP Full Privilege
1260878-1260878	Janet Larson	Vickie Smith	E-mail regarding adverse impact analysis	10/6/2001	AI Full Privilege
1262706-1262707	David McElligott; Marvin Motley	Vonya McCann	E-mail regarding summary numbers requested	12/11/2002	A/C Full Privilege
1262708-1262709	Vonya McCann; Marvin Motley	David McElligott	E-mail regarding summary numbers requested	12/11/2002	A/C Full Privilege
1262710-1262711	Vonya McCann; Marvin Motley	David McElligott	E-mail regarding summary numbers requested	12/11/2002	A/C Full Privilege
1262713-1262713	David McElligott; Marvin Motley	Janet Larson	E-mail with instructions from legal on summary numbers requested	12/11/2002	WP Full Privilege
1263210-1263210	Janet Larson	Scott Jensen	E-mail with advice from legal on int Broadband Video Retention	11/19/2002	WP Full Privilege
1263511-1263511	Janet Larson	Diane Shoemaker	E-mail regarding involving legal on WARN act payments	2/12/2002	WP Full Privilege
1263524-1263531	Deb Sprayberry	Janet Larson	E-mail with advice from legal on new separation code	2/26/2002	WP Full Privilege
1263798-1263798	Janet Larson; Donna Crosswhite	Vickie Smith	E-mail regarding revised RIF letter	10/3/2001	A/C Full Privilege
1263821-1263821	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template update	10/24/2001	A/C Full Privilege
1263823-1263824	Sheryl Bowlin; Patrick Hulla	Vickie Smith	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1263870-1263871	Sheryl Bowlin; Patrick Hulla	Suzanne Driscoll	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1263883-1263885	Janet Larson	Vickie Smith	E-mail regarding instructions from legal on separation plan	12/3/2001	WP Full Privilege
1263904-1263905	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1263918-1263918	Ron Focht; Jill Ferrell	Diane Shoemaker	Memo regarding WARN	1/8/2002	A/C Full Privilege
1263990-1263995	Janet Larson	Kathryn Larison	E-mail regarding explanation from legal on termination in California	12/5/2002	WP Full Privilege
1263996-1264002	Kathryn Larison; Patrick Hulla	Janet Larson	E-mail regarding terminations in California	12/9/2002	A/C; WP Full Privilege
1264033-1264037	Janet Larson	Elaine Bishop	E-mail regarding instructions from legal on reduction in force	12/18/2002	WP Full Privilege
1264038-1264042	Elaine Bishop	Janet Larson	E-mail regarding instructions from legal on reduction in force	12/18/2002	WP Full Privilege
1264075-1264078	Anthony Byergo; Diane Shoemaker- Katz	Anita Edwards	E-mail regarding separation issue	2/7/2003	A/C Full Privilege
1264082-1264082	Teresa Toal	Amy Oberkrom	E-mail regarding conference call and decision from legal	2/3/2003	WP Full Privilege

1264121-1264121	Sharon Hardy	Marissa Thie	E-mail regarding action required from legal dept	2/5/2003	WP Full Privilege
1264122-1264124	Sharon Hardy	Marissa Thie	E-mail regarding action required per legal dept	2/11/2003	WP Full Privilege
1264241-1264241	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding RIF impact on immigration issues	10/24/2001	A/C Full Privilege
1264398-1264399	Vonya McCann; Marvin Motley	Bill White	E-mail regarding separation summary by state	12/12/2002	A/C Full Privilege
1264949-1264950	Suzanne McVey	Dennis Armstrong	E-mail regarding adverse impact	2/20/2002	AI Full Privilege
1264951-1264952	Suzanne McVey; Charles Moore	Dawn Mitchell	E-mail regarding adverse impact	2/20/2002	AI Full Privilege
1265118-1265118	Tami Keasling; Ellen Martin	Sheryl Bowlin	E-mail regarding employees identified at selection meeting	10/28/2001	A/C Full Privilege
1265326-1265328	Suzanne Driscoll; Jan Price	Mary Hull	E-mail regarding instructions from legal on records collection	12/19/2002	WP Full Privilege
1265685-1265690	Linda Pickett; Curtis Thornton	Jim Hannan	E-mail regarding manpower information with handwritten notes regarding adverse impact	10/5/2001	AI Full Privilege
1272164-1272168	Mari Burger	Shirley Fox	E-mail regarding adverse impact analysis	12/18/2002	AI Full Privilege
1281532-1281533	Jed Dodd	Randy Bryson	E-mail regarding business stack ranking	8/16/2002	A/C Part privileged.
1281543-1281543	Jerry Usry	Gregory Plante	E-mail regarding downsizing information	10/14/2002	A/C Part privileged.
1281546-1281550	Jerry Usry	Frank Hickey	E-mail transmitting adverse impact analysis	10/14/2002	AI Part privileged.
1281551-1281551	Jerry Usry	Gary Garcia	CPE Managers E-mail regarding RIF list	10/11/2002	A/C Part privileged.
1281558-1281559	Jerry Usry	Gary Garcia	E-mail regarding staffing worksheet	10/2/2002	A/C Part privileged.
1281564-1281564	Jerry Usry	Gary Garcia	CPE Managers E-mail regarding Central Region RIF documentation	9/27/2002	A/C Part privileged.
1295648-1295648	Greg Cooper; Kimberly Mattingly	Frank Hickey	E-mail regarding downgrades	10/10/2002	A/C Part privileged.
1295649-1295649	Jerry Usry	Ric Walter	E-mail regarding field operations down-sizing	6/11/2002	A/C Part privileged.
1295650-1295650	Jerry Usry	Gregory Plante	E-mail regarding headcount	7/3/2002	A/C Part privileged.
1295651-1295651	Frank Hickey; Jerry Usry	Greg Cooper	E-mail regarding RIF timing issues	10/9/2002	A/C Part privileged.
1295652-1295652	CPE Managers; Jerry Usry	Frank Hickey	E-mail regarding Adverse Impact matrix	9/23/2002	AI Part privileged.
1295653-1295653	Ric Walter; Kimberly Mattingly	Greg Cooper	E-mail regarding CPE reductions	10/31/2002	A/C Part privileged.
1295654-1295655	Jerry Usry	Gregory Plante	E-mail regarding downsizing	6/14/2002	A/C Part privileged.
1295656-1295656	Jerry Usry	James Bergner	E-mail regarding downsizing	6/13/2002	A/C Part privileged.
1295657-1295657	Kimberly Mattingly	Frank Hickey	E-mail regarding RIF packages	10/24/2002	A/C Part privileged.
1295658-1295659	Jerry Usry	Gary Garcia	E-mail regarding additional RIF list	6/14/2002	A/C Part privileged.

1295729-1295730	Chris Thompson	John Shannon	E-mail regarding pool reductions	11/4/2002	A/C Full Privilege
1295767-1295767	Chris Thompson	Ron Gier	E-mail regarding activity status sheet	12/11/2002	A/C Full Privilege
1295883-1295883	Chris Sharp; Deonna Sharp	Cindy Dove	E-mail regarding process outlines	1/28/2003	A/C Part privileged.
1295921-1295923	Chris Thompson	Peter Dillon	E-mail regarding realignment worksheets	11/8/2002	A/C Part privileged.
1295940-1295940	Randy Bryson; Margie Paxson	Steve Mueller	E-mail regarding Stack Ranking	8/14/2002	A/C Part privileged.
1295941-1295942	Margie Paxson	Randy Bryson	E-mail regarding HQ Business Sales & Support	11/1/2002	A/C Part privileged.
1295946-1295948	Russ Highflower	Gina Eisler	E-mail regarding realignment with notes from legal	3/28/2002	WP Full Privilege
1295972-1295974	Jackie Ashworth; Jerry Usry	Frank Hickey	E-mail regarding HR contacts for separation meetings	10/24/2002	A/C Part privileged.
1296358-1296358	Gheryl Glidewell; Jerry Batt	John Shannon	E-mail regarding legal review of pools	3/29/2002	WP Full Privilege
1296366-1296367	David Hanks; Ted Stock	Lisa Livingston	E-mail regarding adverse impact analysis	4/25/2002	AI Full Privilege
1296525-1296526	Kimberly Klosak	Kathryn Hanson	E-mail regarding adverse impact	11/26/2002	AI Full Privilege
1296532-1296532	Kimberly Klosak; Carin McFadden	Julie Moylan	E-mail regarding instructions from legal on CA requirement	12/5/2002	WP Full Privilege
1297076-1297076	Ric Walter; Tim Dinsiage	Linda Mccoy	E-mail regarding 2003 budget	9/19/2002	A/C Part privileged.
1315174-1315175	Sarah Ulrich	Vicki Kolb	E-mail regarding adverse impact analysis	10/18/2001	AI Full Privilege
1315187-1315188	Renee Finks	Pinchback Gavin	E-mail regarding legal review	11/7/2002	WP Full Privilege
1315192-1315193	Jerry Batt; Ron Gier	John Shannon	E-mail regarding adverse impact	11/18/2002	AI Full Privilege
1315206-1315207	Cloene Davis; Cheryl Glidewell	John Shannon	E-mail re timing and legal review update with adverse impact analysis	9/20/2002	AI Part privileged.
1315328-1315328	Vicki Kolb	Michael Brill	E-mail regarding adverse impact analysis	10/9/2001	AI Full Privilege
1315355-1315355	Faith Palmer	Kip Downey	E-mail regarding adverse impact analysis	5/6/2002	AI Full Privilege
1315643	Renee Finks	Lisa Livingston	E-mail regarding adverse impact analysis	10/15/2002	AI Full Privilege
1321776	Kenna Osburn	Nesa Helm	E-mail regarding adverse impact list	11/19/2002	AI Full Privilege
1329516-1329536	Peter Dillon; Chris Thompson	Lavonda Anderson	E-mail regarding access management organizational charts	3/10/2003	A/C Full Privilege
1329595-1329596	Sara Ulrich; Jim Hansen	John Lauster	E-mail regarding adverse impact	12/5/2001	AI Full Privilege
1330021-1330025	Anne Kinney; Patrick Hulla	Diane Shoemaker-Katz	E-mail regarding separation plan	7/19/2002	A/C Full Privilege
1330048-1330049	Janie Simon	Janet Larson	E-mail regarding list of competito1330230rs from legal	8/2/2002	WP Full Privilege
1330225-1330229	Chris Thompson	Peter Dillon	E-mail regarding RIF list	2/19/2003	A/C Full Privilege
1333869-1333869	Shelly Johnson	Marion Williams	E-mail regarding adverse impact analysis	3/5/2002	AI Full Privilege
1335400-1335413	Julie Nurski	Peter Dillon	E-mail reflecting adverse impact analysis	1/24/2003	AI Full Privilege

1335706-1335706	Vickie Smith	Jan Price	E-mail regarding adverse impact	10/4/2001	AI Full Privilege
1335714-1335714	Jan Price	Vickie Smith	E-mail regarding adverse impact	10/4/2001	AI Full Privilege
1340119-1340119	Julie Moylan	Janet Larson	E-mail regarding legal instructions on immigration	11/8/2002	WP Full Privilege
1340552-1340552	Kimberly Klosak	Deb Sprayberry	E-mail regarding adverse impact	11/4/2002	AI Full Privilege
1344414-1344415	Sarah Ulrich	Vicki Kolb	E-mail regarding adverse impact analysis	10/18/2001	AI Full Privilege
1346032-1346033	John Gray	Eric Rice	E-mail regarding adverse impact analysis	10/19/2001	AI Full Privilege
1346158-1346158	Gene Lampe	Eric Rice	E-mail regarding adverse impact analysis	10/8/2001	AI Full Privilege
1346160-1346160	Eric Rice	Corey Kephart	E-mail regarding Adverse Impact	10/12/2001	AI Full Privilege
1346162-1346162	Eric Rice	Unknown	E-mail regarding Adverse Impact matrix	10/14/2001	AI Full Privilege
1346503-1346503	Gene Lampe; David McElligott	Eric Rice	E-mail regarding Adverse Impact	11/2/2001	AI Full Privilege
1347557-1347558	Unknown	Scott Jensen	E-mail regarding adverse impact	10/25/2002	AI Full Privilege
1347699-1347699	Melanie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1347819-1347821	Shirley Fox; Tonya Johnston	Scott Jensen	E-mail regarding adverse impact analysis	7/22/2002	AI Full Privilege
1347955-1347955	Keith Woods; Tonya Johnston	Scott Jensen	E-mail regarding impact analysis	3/12/2002	A/C Full Privilege
1351242-1351242	Eric Rice	Gene Lampe	E-mail regarding adverse impact analysis	10/5/2001	AI Full Privilege
1351246-1351246	Eric Rice	Gene Lampe	E-mail regarding Adverse Impact	10/5/2001	AI Full Privilege
1351289-1351291	Michael Machell	Unknown	E-mail regarding Adverse Impact	4/14/2003	AI Partially privileged.
1351645-1351645	Vicki Kolb	Michael Brill	E-mail regarding adverse impact analysis	10/9/2001	AI Full Privilege
1351716-1351717	Gene Lampe	Cody Krause	E-mail regarding adverse impact analysis	10/15/2001	AI Full Privilege.
1351957-1351957	Eric Rice; David McElligott	Gene Lampe	E-mail regarding adverse impact	11/1/2001	AI Full Privilege
1351972-1351974	Cody Krause	Gene Lampe	E-mail with instructions from legal on template letter	10/18/2001	WP Full Privilege
1351993-1351994	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding RIF	10/26/2001	A/C Full Privilege
1352006-1352007	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding RIF	10/26/2001	A/C Full Privilege
1352028-1352029	Sheryl Bowlin; Patrick Hulla	Vickie Smith	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1352048-1352048	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding instructions from legal on impacts	10/7/2002	WP Full Privilege
1352049-1352050	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding instructions from legal on impacts	10/7/2002	WP Full Privilege
1352103-1352104	Steven Furgason; Patrick Hulla	Eric Rice	E-mail regarding RIF clarification	12/10/2002	A/C Full Privilege
1352107-1352107	Steven Furgason; Patrick Hulla	Eric Rice	E-mail regarding down grade justification	12/10/2002	A/C Full Privilege
1352113-1352115	Eric Rice; Patrick Hulla	Steven Furgason	E-mail regarding Dallas impacts	12/10/2002	A/C Full Privilege
1352125-1352129	Jon Binder; Tonya Johnston	Kip Downey	E-mail regarding RIF process	6/26/2002	A/C Full Privilege
1352133-1352135	Shirley Fox; Tonya Johnston	Shirley Fox	E-mail regarding center closing	12/19/2002	A/C Full Privilege
1352168-1352168	Sharri Evenson; Tonya Johnston	Mel Moyer	E-mail regarding revised templates	12/18/2002	A/C Full Privilege
1352209-1352209	Janet Larson; Marvin Motley	David McElligott	E-mail regarding summary numbers request from legal dept	11/12/2002	WP Full Privilege
1352537-1352537	Jen Baughman; Dannette Norris	Barbre Clark	E-mail regarding advice from legal on military leave	5/2/2002	A/C Full Privilege

1352538-1352538	Jen Baughman; Dannette Norris	Barbre Clark	E-mail regarding advice from legal on military leave	5/2/2002	A/C Full Privilege
1352572-1352573	Suzanne Driscoll	Deborah Goddard	E-mail regarding legal advice on separation letters	11/14/2001	WP Full Privilege
1352576-1352576	Todd Young	Deborah Goddard	E-mail regarding legal advice on RIF	11/8/2001	WP Full Privilege
1352590-1352591	Debra Aubuchon; John Shannon	Beth Forwalder	E-mail regarding revised timeline for November action	10/26/2002	A/C Full Privilege
1352594-1352595	Deb Aubuchon; Beth Forwalder	John Shannon	E-mail regarding revised timeline for November action	10/31/2002	WP Full Privilege
1352596-1352596	Renee Finks; Beth Forwalder	Janet Larson	E-mail regarding RIF	11/5/2002	A/C Full Privilege
1352597-1352598	Tom O'Dea; Jerry Batt	John Shannon	E-mail regarding results of legal review	11/5/2002	WP Full Privilege
1352691-1352691	John Campanelli; Ellen Martin	Cynthia Taylor- Wright	E-mail regarding Adverse Impact	11/29/2001	A/C Full Privilege
1352692-1352692	John Campanelli; Ellen Martin	Cynthia Taylor- Wright	E-mail regarding Adverse Impact	11/29/2001	A/C; AI Full Privilege
1352693-1352694	John Campanelli; Cindy Blim	Cynthia Taylor- Wright	E-mail regarding Adverse Impact	11/29/2001	A/C; AI Full Privilege
1352761-1352765	John Garcia; Jim Kissinger	Ann Rhoads	E-mail regarding advice from legal on PCS Plans	10/22/2001	WP Full Privilege
1353281-1353281	Julie Moylan	Janet Larson	E-mail regarding advice from legal on immigration issues	11/7/2002	Full Privilege
1353419-1353419	Michael Brill; Donna Crosswhite	Vickie Smith	E-mail regarding WARN notification	10/10/2001	A/C Full Privilege
1353434-1353435	Sonja Ambur; Janet Larson	Michael Brill	E-mail regarding legal advice on WARN act	4/14/2002	WP Full Privilege
1353747-1353749	Janet Larson	Michael Brill	E-mail regarding legal advice on WARN act	4/15/2002	WP Full Privilege
1353750-1353752	Michael Brill	Janie Simon	E-mail regarding legal advice on WARN act	4/15/2002	WP Full Privilege
1356298-1356300	Cheryl Glidewell	John Shannon	E-mail regarding advice from legal on pool reductions	4/18/2002	WP Full Privilege
1356847-1356847	Suzanne Driscoll	Deborah Goddard	E-mail regarding legal advice on separation letters	11/14/2001	WP Full Privilege
1356858-1356861	Dick Green; Gene Lampe	Suzanne Williams	E-mail regarding advice from legal on RIF list	10/26/2001	WP Full Privilege
1363577-1363577	Renee Finks	Lisa Livingston	E-mail with adverse impact list	11/18/2002	AI Full Privilege
1363673-1363673	Twilla Skelton	Michael Machell	E-mail regarding adverse impact report	10/29/2001	AI Full Privilege
1363676-1363678	Christy Milroy	Kim Mattingly	E-mail regarding adverse impact on retirement policy	2/25/2002	AI Full Privilege
1365434-1365435	Jon Binder; Sonja Ambur	Suzanne Driscoll	E-mail regarding WARN compliance	1/15/2002	WP Full Privilege
1365436-1365437	Lynn Berding; Tim Hearshman	Susan Schenewerk	E-mail regarding RIF in network engineering	5/20/2002	WP Full Privilege
1365438-1365438	John St. Angelo; Tim Hearshman	Greg Cooper	E-mail regarding RIF in Network Engineering	5/17/2002	WP Full Privilege
1365440-1365440	Jon Binder; Suzanne Driscoll	Patrick Hulla	E-mail regarding WARN	2/15/2002	WP Full Privilege
1365447-1365447	Sonja Ambur; Tim Hearshman	John St. Angelo	E-mail regarding RIF in network engineering	5/20/2002	WP Full Privilege
1365749-1365749	Lavonda Anderson; Beth Forwalder	Peter Dillon	E-mail regarding instructions from human resources on selection process	1/16/2003	A/C Full Privilege
1365825-1365825	Vicki Hatfield	Gene Lampe	E-mail regarding legal analysis of ADEA requirements	10/4/2001	WP Full Privilege
1365836-1365836	David McElligott; Donna Crosswhite	Vickie Smith	E-mail regarding letter templates	10/11/2001	WP Full Privilege
1365840-1365840	Cody Krause; Donna Crosswhite	Gene Lampe	E-mail regarding letter templates	10/11/2001	WP Full Privilege
1365843-1365843	Cody Krause	Gene Lampe	E-mail regarding adverse impact analysis	10/9/2001	AI Full Privilege

1365891-1365891	Rachel Griebling; Janet Larson	Vickie Smith	E-mail regarding E-grade package information from legal	10/15/2001	WP Full Privilege
1365892-1365892	Rachel Griebling; Janet Larson	Vickie Smith	E-mail regarding E-grade packages	10/15/2001	WP Full Privilege
1365961-1365962	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1365982-1365982	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1366215-1366216	Marvin Motley	Michael Brill	E-mail regarding requirements of WARN	12/18/2002	WP Full Privilege
1366217-1366218	Sonja Ambur; Janet Larson	Michael Brill	E-mail regarding requirements of WARN	4/14/2002	WP Full Privilege
1366219-1366220	Sonja Ambur; Kenn Blurton	Michael Brill	E-mail regarding requirements of WARN	4/13/2002	WP Full Privilege
1366233-1366234	Sonja Ambur	Suzanne Driscoll	E-mail regarding requirements of WARN	4/15/2002	WP Full Privilege
1366235-1366236	Sonja Ambur	John St. Angelo	E-mail regarding requirements of WARN	4/14/2002	WP Full Privilege
1366238-1366239	Suzanne Driscoll; Jon Binder	Suzanne Driscoll	E-mail regarding WARN compliance	1/18/2002	WP Full Privilege
1366240-1366240	Ron Focht; Jill Ferrel	Diane Shoemaker	Memo regarding WARN compliance	1/8/2002	A/C Full Privilege
1406060-1406061	Eric Rice	Heather Thorndike	E-mail regarding Adverse Impact	11/1/2001	AI Full Privilege
1406518-1406518	Suzanne Mcvey	Unknown	E-mail regarding adverse impact	3/21/2002	AI Full Privilege
1406965-1406965	Jon Binder; Sonja Ambur	Catherine Johnson	E-mail regarding WARN compliance	1/15/2002	WP Full Privilege
1412648-1412653	Deb Sprayberry; Patrick King	David Coombs	E-mail transmitting list for adverse impact	11/5/2002	AI Full Privilege
1412658-1412661	Dan Oimetti	Michael Wodzisz	E-mail transmitting list for adverse impact analysis	11/3/2002	AI Full Privilege
1412662-1412666	Dan Oimetti	Michael Wodzisz	E-mail attaching list for adverse impact analysis	11/3/2002	Full Privilege
1412667-1412668	Lisa Watson; Dan Oimetti	Craig Carroll	E-mail transmitting adverse impact list	11/4/2002	AI Full Privilege
1412715-1412720	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412721-1412722	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412776-1412777	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412778-1412779	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412780-1412781	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412782-1412784	Kevin Heater	Steve Gerevas	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412788-1412794	Pat D'Agostino	Deb Sprayberry	E-mail transmitting adverse impact list	10/18/2002	AI Full Privilege
1412795-1412796	Pat D'Agostino	Deb Sprayberry	E-mail transmitting adverse impact analysis	11/8/2002	AI Full Privilege
1412800-1412803	Kevin Heater; Bill Esrey	Eric Klein	E-mail transmitting adverse impact list	11/5/2002	AI Full Privilege
1412804-1412805	Deb Sprayberry; Bill Esrey	Dewey Garner	E-mail transmitting list for adverse impact analysis	11/1/2002	AI Full Privilege
1412820-1412832	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact	10/18/2002	AI Full Privilege
1412939-1412942	Elaine Bishop	Deb Sprayberry	E-mail transmitting adverse impact list	1/28/2002	AI Full Privilege
1412945-1412948	Joe Vidal; Joan VonderHeide	Deb Sprayberry	E-mail regarding director separations	2/4/2002	AI Full Privilege
1422626-1422626	Julie Moylan; Deb Sprayberry	Pat D'Agostino	E-mail regarding adverse impact	11/8/2002	AI Full Privilege
1423202-1423203	Pat D'Agostino; Deb Sprayberry	Joan Vonderheide	E-mail regarding adverse impact analysis	11/8/2002	AI Full Privilege
1423690-1423690	Gene Lampe; David McElligott	Eric Rice	E-mail regarding Adverse Impact	11/7/2001	AI Full Privilege

1424014-1424014	Melannie Schultz	Chris Hubert	Spreadsheet reflecting adverse impact analysis	5/30/2002	AI Full Privilege
1424018-1424019	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424023-1424024	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424028-1424029	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424035-1424035	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/11/2002	AI Full Privilege
1424039-1424040	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/11/2002	AI Full Privilege
1424048-1424048	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/6/2002	AI Full Privilege
1424052-1424052	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/6/2002	AI Full Privilege
1424059-1424059	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	A/C; AI Full Privilege
1424066-1424066	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact analysis	5/30/2002	AI Full Privilege
1424080-1424080	Howard Bingham; Jen Baughman	Danette Norris	E-mail regarding adverse impact	7/31/2002	AI Full Privilege
1424118-1424119	Keith Woods; Suzanne Driscoll	Scott Jensen	E-mail regarding adverse impact analysis	4/19/2002	A/C; AI Full Privilege
1424140-1424140	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact analysis	5/30/2002	AI Full Privilege
1424144-1424145	Howard Bingham	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424149-1424150	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424154-1424155	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424163-1424163	Melannie Schultz	Chris Hubert	Spreadsheet reflecting adverse impact analysis	6/12/2002	AI Full Privilege
1424170-1424171	Jen Baughman; Tonya Johnston	Danette Norris	E-mail regarding selection process	8/1/2002	A/C Full Privilege
1426784-1426785	Steve Debusk; Beth Forwalder	Ann Rhoads	E-mail regarding position elimination	4/17/2002	A/C Full Privilege
1426858-1426858	Deb Sprayberry	Anita Otto	E-mail regarding advice from legal on realignment	9/19/2002	WP Full Privilege
1427734-1427737	Kevin Heater; Bill Esrey	Dewey Garner	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1427757-1427758	Corey Kephart	Gene Lampe	E-mail regarding adverse impact analysis	11/12/2001	AI Full Privilege
1428015-1428015	Deb Sprayberry	Janet Larson	E-mail regarding notice period for RIF instructed by legal	1/21/2002	Full Privilege
1428221-1428221	Jen Baughman; Tonya Johnston	Danette Norris	E-mail regarding RIF guidelines	8/1/2002	A/C Full Privilege

Extractions from KC Log					
Bates	From	To	Description	Date	Privilege
184552	Tina Peek	Tasha Reed	e-mail ISSC RIF Preparation-East	1/6/2003	WP transmits legal advice from legal dept to those responsible for implementing it
184555-184556	Tina Peek	Tasha Reed	e-mail ISSC RIF Preparation-East	1/6/2003	WP transmits legal advice from legal dept to those responsible for implementing it
184557-184559	Tasha Reed	Mari Burger	e-mail ISSC RIF Preparation-East	37628 [sic]	WP transmits legal advice from legal dept to those responsible for implementing it
184567	Scott Jensen	Keith Woods	e-mail Analysis Summary	1/28/2002	A/C; WP AI analysis

184591	Scott Jensen	Kip Downey	e-mail Analysis Per Our Discussion	4/5/2002	A/C; WP AI analysis
184592-184593	Erica Oliver Barb Chapman Lisa Watson	Kent Petit Lisa Watson Lisa Reid Tabitha Britt	e-mail Central-July 2002 & November 2002 BSSR	1/31/2003	A/C; WP
184594-184595	Chris Hubert	Faith Palmer Kip Downey	e-mail Adverse Impact % - D3G 7-15	7/10/2002	A/C; WP AI analysis
184598-184599	Chris Hubert	Faith Palmer	e-mail Adverse Impact - D3CD	5/10/2002	A/C; WP AI analysis .
184600-184601	Chris Hubert	Faith Palmer	e-mail Adverse Impact - MacDowell - D3CD	5/24/2002	A/C; WP AI analysis .
184605-184606	Chris Hubert	Faith Palmer Kip Downey	e-mail Adverse Impact % - D3G 7-15	7/10/2002	A/C; WP AI analysis .
184607-184608	Chris Hubert .	Faith Palmer Kip Downey	e-mail Adverse Impact % - D3TJ 7-15	7/10/2002	A/C; WP AI analysis
184609-184610	Chris Hubert	Faith Palmer Kip Downey	e-mail Adverse Impact % - D3TJ + D3G 7-15	7/10/2002	A/C; WP AI analysis
184619-184620	Rebecca Holiday Barb Chapman Lisa Watson	Kevin Kappler Denise Barrett Tim Dusek Kent Petit Lisa Watson Lisa Reid Tabitha Britt	e-mail Documents related to RIF decisions	1/24/2003 1/27/2003	A/C; WP
184642-184643	Lisa Watson Barb Chapman Erica Oliver	Kent Petit Lisa Watson Lisa Reid Tabitha Britt	e-mail July and November 2002 Realignment worksheets	1/31/20031/27/20031/24/2003	A/C; WP
184644-184645	Barb Chapman	HR personnel	e-mail partial redaction legal dept communication	2/5/2003	A/C; WP
184646-184647	Barb Chapman Lisa Watson	Lisa Watson Lisa Reid Kent Petit Tabitha Britt	e-mail partial redaction legal dept communication	1/24/2003 1/27/2003	A/C; WP
184648-184649	Jeanne Boughton Barb Chapman	Lisa Reid Gary Rurup	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (New Orleans Nov. 2002 RIF)	1/27/2003 1/24/2003	A/C; WP
184650-184651	Amy Perri Barb Chapman	Lisa Reid	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (Southwest Nov. 2002 RIF)	1/27/20031/24/2003	A/C; WP
184652-184653	Lisa Reid Brian Burlinghette Barb Chapman	Lisa Reid	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (California Account Executives RIF)	1/24/2003 2/5/20032/6/2003	Work Communication Privilege WP: communication from legal dept and documents
184655-184657	Lisa Reid Chelli Wolford - Goldwater	Lisa Reid	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (Las Vegas)	2/11/20032/13/2003	A/C; WP
184658	Davette Bates	Belinda Barlow Mel Moyer Catherine Davis Tina Peek	e-mail Adverse Impact Updates	6/28/2002	A/C; WP AI analysis

184659	Davette Bates	Belinda Barlow Mel Moyer Catherine Davis Tina Peek	e-mail Adverse Impact Updates	7/2/2002	A/C; WP AI analysis
184881	Lisa Watson Ann Rhoads Deb Sprayberry	Barbara Chapman Lisa Watson Deb Sprayberry	e-mail Adverse Impact Analysis	6/14/2002	A/C; WP AI analysis
184886-184887	Lisa Watson Barb Chapman	Kent Petit Lisa Watson Lisa Reid Tabitha Britt	e-mail July and November 2002 Realignment Worksheets; partial redaction legal communication	1/24/2003 1/27/2003	A/C; WP documents ;
184908	Lisa Watson	Craig Carroll Elisa Pipher Kathy Gaylord Kevin Heater Steve Smetana Richard Cremona Daniel Olmetti Edward Aaronson Jayna Anderson Phillip Bowman Bill Esrey	e-mail Feb. 2002 RIF; partial redaction legal communication	2/21/2002	WP: communication from legal dept
184962-184963	Chris Hubert	Faith Palmer Kip Downey	e-mail Adverse Impact Analysis - D3G 7-15	7/10/2002	A/C; WP AI analysis
184973	Chris Hubert	Faith Palmer	e-mail Adverse Impact Analysis DECD	5/10/2002	A/C; WP AI analysis
184974	Chris Hubert	Faith Palmer	e-mail Revised Adverse Impact Analysis DECD	5/24/2002	A/C; WP AI analysis
184986-184987	Chris Hubert	Faith Palmer	e-mail Adverse Impact Analysis D3G 7-15	7/10/2002	A/C; WP AI analysis
184988-184989	Chris Hubert	Faith Palmer Kip Downey	e-mail Adverse Impact Analysis D3TJ	7/10/2002	A/C; WP AI analysis
184990-184991	Chris Hubert	Faith Palmer Kip Downey	e-mail Adverse Impact Analysis D3TJ + D3G	7/10/2002	A/C; WP AI analysis
185002-185003	Roger Parkinson	Kip Downey Tonya Johnston Maggie Beaton Bill Brougham Denise Fleming Deborah Keating Roger Parkinson Nancy Shaeffer	e-mail Budget Challenge - HR Calculation	7/10/2002	A/C: partial redaction
185194	John St. Angelo	Don Hallacy Len Lauer Marvin Motley Ric Walter Megan Yearout	e-mail Summary List	10/12/2001	A/C :partial redaction
185210	Tina Peek	Tasha Reed	e-mail ISSC RIF Preparation-East	1/6/2003	A/C:

185246-185247	Jan Price	Elaine Bishop Tammie Calys Sharon Hardy Karen Kackley Margie Linck Kelly Mortenson Alan Nelis Elaine Tang Sheryl Bowlin Kate Fisher Mary Hull Kathi Kerste Janet Larson Karen Windes	e-mail RIF Term Data Process	7/19/2002	A/C; WP
185459	Lynn Simpson Vicki Smith	Marni Byrne LaQuita Collier Kelly Carlisle Suzanne Driscoll Kate Fisher Nancy Fox Kim Ganote Scott Jensen Tammi Keasling Vicki Kolb Cody Krause Gene Lampe Michael Machell Michael Marino David McElligott Jan Price Elaine Bishop James Hayes Patrick Hulla Jo Renda Debra Simpson Sarah Urich Lisa Jameson Janet Larson Margie Linck Mitzi Miller Jan Schonwetter Teresa Swarts Karen Windes	e-mail Additional Process Checks	10/30/2001 0/31/2001	A/C;
185521	Karin Miller	Elaine Tang Karen Kackley	e-mail PCS RIF List	1/6/2003	A/C:
185522	Karin Miller	Elaine Tang Karen Kackley	e-mail PCS RIF List	1/6/2003	A/C:
185523	Karin Miller	Elaine Tang Karen Kackley	e-mail PCS RIF List	1/6/2003	A/C
185547	Scott Winkler	Gene Lampe	Denton Roberts List	10/1/2001	A/C; WP AI
185548	Gene Lampe Scott Winkler	Gene Lampe Scott Winkler Eric Rice)Denton Roberts List Revisions	10/8/2001	A/C; WP
185716-185718	Scott Jensen	Jon Binder Sharri Evenson Suzanne Driscoll	Sprint E-Solutions Impacted List for ER Review and Comments; partial redaction	7/20/2002	A/C; WP

186472-186473	Gene Lampe Vicki Smith	Cody Krause Leon Lang David McElligott Suzanne McVey Debra Simpson H. Thordike Marcia Valenzano Burke Walker Scott Winkler Sheryl Bowlin Kelly Carlisle Suzanne Driscoll Kate Fisher Nancy Fox Kim Ganote Scott Jensen Tami Keasling Vicki Kolb Gene Lampe Michael Machell Michael Marino Jan Price Jo Renda Debra Simpson Lynn Simpson Sarah Ulrich Elaine Bishop James Hayes Patrick Hulla Lisa Jameson Janet Larson Mitzi Miller Margie Linck Jan Schonwetter Teresa Swarts Karen Windes	Additional Process Checks	10/30/2001	A/C:
187246	Anita Edwards	Justin Crosswhite Denna Bowles	Morris STD	12/17/2002	A/C; WP
188306	Gene Lampe Scott Winkler	Eric Rice Scott Winkler Gene Lampe	Denton Roberts Lists	10/1/200110/ 7/2001	A/C; WP partial redaction
188307	Gene Lampe Scott Winkler	Eric Rice Scott Winkler Gene Lampe	Denton Roberts Lists	10/1/200110/ 7/2001	A/C; WP partial redaction
188309	Gene Lampe Scott Winkler	Eric Rice Scott Winkler Gene Lampe	Denton Roberts Lists	10/1/200110/ 7/2001	A/C; WP partial redaction
188324	Gene Lampe Scott Winkler	Eric Rice Scott Winkler Gene Lampe	Denton Roberts Lists	10/1/200110/ 7/2001	A/C; WP partial redaction
188326	Gene Lampe Scott Winkler	Eric Rice Scott Winkler Gene Lampe	Denton Roberts Lists	10/1/200110/ 7/2001	A/C; WP partial redaction
188446	Eric Rice	Gene Lampe	Alan Sykes RIF revision after 10/5/01 meeting with Richard Devlin	10/8/2001	A/C; WP AI analysis
188454	Davette Bates	Mel Moyer Belinda Barlow Catherine Davis TinaPeek	Adverse Impact	6/26/2002	Work Communication Privilege WP: AI analysis
188458-188459	Chris Hubert	Faith Palmer Kip Downey	Adverse Impact % - D3G 7-15	7/10/2002	A/C; WP AI analysis

188460-188461	Chris Hubert	Faith Palmer Kip Downey	Adverse Impact % - D3TJ 7-15	7/10/2002	A/C; WP AI analysis
188462-188463	Chris Hubert	Faith Palmer Kip Downey	Adverse Impact % - D3TJ + D3G 7-15	7/10/2002	A/C; WP AI analysis
188467	Chris Hubert	Faith Palmer	Adverse Impact - MacDowell - D3CD	5/24/2002	A/C; WP AI analysis
188468	Chris Hubert	Faith Palmer	Adverse Impact - D3CD	5/10/2002	A/C; WP AI analysis
188471-188472	Chris Hubert	Faith Palmer Kip Downey	Adverse Impact % - D3G 7-15	7/10/2002	A/C; WP AI analysis
191081-191083	unknown	unknown	handwritten notes Litigation file	unknown	A/C; WP
191186	unknown	unknown	table with handwritten notes related to notice of litigation	unknown	A/C; WP
191206	unknown	unknown	handwritten notes re 7/22/2002 meeting with Tim Hearshman (SL)	unknown	A/C; WP
191218-191220	unknown	unknown	handwritten notes employee comparisons related to notice of litigation	7/18/2002	A/C; WP
191221	unknown	unknown	typed document employee comparisons related to notice of litigation	unknown	A/C; WP
191222	unknown	unknown	handwritten notes either written by Tim Hearshman (SL) or taken from meeting with Tim Hearshman(SL)	7/22/2001	A/C; WP
191223-191227	Kim Mattingly John Carter	Chip Woods	fax handwritten notes from meeting with employee related to notice of litigation	7/19/2002	A/C; WP
191228	unknown	unknown	table information to conduct AI analysis; related to notice of litigation	unknown	A/C; WP ;
191229	unknown	unknown	table with handwritten notes handwritten notes re employee comparison related to notice of litigation	unknown	A/C; WP ;
191257-191260	unknown	unknown	handwritten notes handwritten notes prepared for meeting with Tim Hearshman (SL)	10/17/2002	A/C; WP
191262	unknown	unknown	handwritten notes handwritten notes prepared for meeting with Tim Hearshman (SL)	unknown	A/C; WP
191263	unknown	unknown	table with handwritten notes from meeting with legal dept	unknown	A/C; WP
191264	unknown	unknown	table with handwritten notes from meeting with legal dept	unknown	A/C; WP
191265	unknown	unknown	table for meeting with legal dept	unknown	A/C; WP
191313-191318	unknown	unknown	notes from meeting with legal dept	unknown	A/C; WP
191319-191340	unknown	unknown	handwritten notes re employee comparison and ratings from meeting with legal dept	10/17/2002	A/C; WP
191385	unknown	unknown	handwritten notes handwritten notes re Osama Ata	6/6/2002	A/C; WP
191414-191416	unknown	unknown	employee job data printout and handwritten notes handwritten notes from conversation with Elaine Tang (SL)	4/16/2002	A/C; WP
191435-191442	unknown	unknown	typed Summary typed Summary of Unity II AAR Survey: partial redaction legal review	5/8/2002	A/C; WP

191591-191593	Greg Cooper Charles Warren Michael Machell	Kim Mattingly Jody Brann Michael Machell Greg Cooper Terry Allan Frank DeNap Renee Keffer Charles Warren Gayle Bayes John Montross David Flessas Sandy Skeels Terry Madden James Jennings James Charlton Richard Berger Kevin Gardiner Gary Fowler Mike Hendricks Jody Luce Gary Davis Ed Walke Joseph Roach William Bridges Janie Simon Louise Elrod Ann Poehler Michael Brill	e-mails and survey Unity II After Action Review and Survey: Only legal review of survey redacted	4/25/2002 4/29/2002	A/C; WP
191696	unknown	unknown	handwritten notes re legal review	5/9/2002	A/C; WP
191722	unknown	unknown	handwritten notes from conversation with Tim Hearshman (SL)	unknown	A/C; WP
192608-192611	Jan Price	Sonja Ambur Jon Binder Michael Brill Greg Cooper Suzanne Driscoll Cathy Johnson Gene Lampe Shoemaker-Katz Megan Yearout Marvin Motley Pam Johnson	Meeting Notes: legal strategy redacted	7/9/2002	A/C; WP
192613-192615	Jan Price	Sonja Ambur Jon Binder Michael Brill Greg Cooper Suzanne Driscoll Cathy Johnson Gene Lampe Shoemaker-Katz Megan Yearout Marvin Motley Pam Johnson	Meeting Notes: legal strategy redacted	7/9/2002	A/C; WP
192621	unknown	unknown	handwritten notes containing legal advice	7/8/2002	A/C; WP
192664-192669	Greg Cooper	Paula Zuzich	fax Immigration documents from legal dept with handwritten notes	7/18/2002	A/C; WP
192710	unknown	unknown	handwritten notes with question for legal dept redacted	unknown	A/C
192736	unknown	unknown	handwritten notes adverse impact analysis with handwritten notes	unknown	A/C; WP AI analysis
192737	unknown	unknown	handwritten notes adverse impact analysis with handwritten notes	unknown	A/C; WP AI analysis

192890-192912	Kathy Losbaugh	Anthony Krueck Kimberly Klosak Carin McFadden	e-mail adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	3/13/2002	A/C; WP AI analysis
192913-192919	unknown	unknown	adverse impact analysis handwritten notes notes on table listing employees; partial redaction social security numbers	unknown	A/C; WP AI analysis
192920-192934	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
192935-192941	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes	unknown	A/C; WP AI analysis
192970-192796	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
192977-192988	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
193168-193171	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
193172-193181	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
193182-193184	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
193185-193188	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
193189-193193	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis
193194-193198	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction social security numbers	unknown	A/C; WP AI analysis

APPENDIX 3 - DOCUMENTS LISTED BUT NOT IN PRIVILEGE LOGS

1063544-1063546
1064612-1064615
1065219
1069223
1070737
1070738-1070768
1113498-1113500
1139825-1139825
1139918-1139919
1140239-1140241
1140279-1140279
1140280-1140282
1140349-1140351
1140356-1140358
1140406-1140410
1140633-1140635
1140636-1140637
1140863-1140864
1141501-1141501
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1269330-1269330
1281614
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1281666-1281669
1281670-1281673
1281674
1281675-1281679
1291540-1291541
1292137
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1292142-1292146

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1461164-1461165
1461253-1461303

APPENDIX 4 - ADVERSE IMPACT ANALYSIS DOCUMENTS

8/12/2005 Log					
Bates	To	From	Description	Date	Reason
1000013-1000013	None	Unknown	Template reflecting AI analysis	00-00-00	AI Full Privilege
1000026-1000039	None	Unknown	Spreadsheet reflecting AI Analysis	00-00-00	AI Full Privilege
1000040-1000074	Greg Cooper	Peter Dillon	AI analysis spreadsheet	2/19/03	AI Part Privileged
1000122-1000123	Terry York	Peter Dillon	E-mail transmitting spreadsheets re AI	12/4/02	AI Full Privilege
1000133-1000191	None	Unknown	AI Analysis Spreadsheet	00-00-00	AI Part Privileged
1000204-1000219	None	Unknown	AI analysis for network director selection	00-00-00	AI Part Privileged
1000220-1000278	None	Unknown	AI analysis for network director selection	2/3/03	AI Part Privileged
1009908-1009908	Melannie Schultz	Chris Hubert	E-mail transmitting AI Analysis Spreadsheet	5/24/02	AI Full Privilege
1013524-1013525	Lynn Simpson	Janet Gonzales	E-mail regarding Adverse Impact analysis	11/22/2002	AI Full Privilege
1020998-1020998	Sheryl Bowlin	Jan Price	E-mail transmitting AI Analysis spreadsheet	10/30/2001	AI/ WP Full Privilege
1034229-1034229	Kate Fisher	Michael Machell	E-mail transmitting Adverse Impact Matrix	4/8/2002	AI Full Privilege
1062245-1062245	Michael Machell	Jeffry Chavez	E-mail reflecting Adverse Impact Analysis	3/9/2002	AI Full Privilege
1062247-1062247	Michael Machell	Louise Elrod	E-mail reflecting Adverse Impact Analysis	3/8/2002	AI Full Privilege
1062318-1062318	Melannie Schultz	Chris Hulbert	E-mail reflecting Adverse Impact Analysis	5/30/2002	AI Full Privilege
1062319-1062320	Melannie Schultz	Chris Hulbert	E-mail reflecting Adverse Impact	5/30/2002	AI Full Privilege
1062321-1062322	Melannie Schultz	Chris Hubert	E-mail reflecting Adverse Impact	5/30/2002	AI Full Privilege
1062323-1062324	Melannie Schultz	Chris Hubert	E-mail reflecting Adverse Impact	5/30/2002	AI Full Privilege
1062341-1062343	Melannie Schultz	Hubert, Chris	E-mail reflecting Adverse Impact Analysis	6/7/2002	AI Full Privilege
1062525-1062527	Deb Sprayberry	Suzan Sinclair	E-mail transmitting adverse impact spreadsheet	0000-00-00	AI Full Privilege
1062528-1062531	Deb Sprayberry	Suzan Sinclair	E-mail transmitting adverse impact analysis	11/7/2002	AI Full Privilege
1062632-1062641	Unknown	Unknown	spreadsheet showing adverse impact analysis	0000-00-00	AI Full Privilege
1065218-1065218	Sarah Ulrich	Jim McNaughton	E-mail regarding Adverse Impact	2/5/2002	AI Full Privilege
1070099-1070101	Eric Rice	Steve Furgason Patrick Hulla	E-mail regarding Dallas impacts	12/10/2002	A/C Full Privilege
1070140-1070140	Karin Miller	Susan Waldron	E-mail reflecting adverse impact analysis	1/29/2003	AI Full Privilege
1083963-1083963	Sheryl Bowlin	Linda Pickett	E-mail reflecting adverse impact analysis	10/15/2001	AI Full Privilege
1083964-1083964	Sheryl Bowlin	Linda Pickett	E-mail identifying list for adverse impact analysis	10/15/2001	AI Full Privilege
1140365-1140373	John Shannon; Renee Finks	Carrie Rothove	E-mail regarding list of legal pools and reasons for adverse impact analysis	4/1/2002	AI Full Privilege
1140382-1140386	Renee Finks	John Shannon	E-mail regarding legal lists with pools and reasons for adverse impact analysis	4/3/2002	AI Full Privilege
1158386-1158387	Kimberly Klosak	Dan Chojnacki	E-mail regarding adverse impact analysis	6/24/2002	AI Full Privilege

1191390-1191390	Shirley Fox; Linda Abbet	Jerry Harris	E-mail regarding revised adverse impact analysis report	11/12/2001	AI Full Privilege
1193717-1193717	Ron Focht	Danette Norris	E-mail regarding Adverse Impact on distribution center associates	4/24/2002	AI Full Privilege
1193718-1193718	Dick Summers	Danette Norris	E-mail regarding Adverse Impact on distribution center reduction	4/24/2002	AI Full Privilege
1199479-1199479	John St. Angelo; Kate Fisher	Ric Walter	E-mail regarding adverse impact	11/11/2001	AI Full Privilege
1205507-1205510	Faith Palmer; Kip Downey	Chris Hubert	E-mail regarding adverse impact	7/10/2002	AI Full Privilege
1205520-1205523	Faith Palmer; Kip Downey	Chris Hubert	E-mail regarding adverse impact	7/10/2002	AI Full Privilege
1205543-1205543	Faith Palmer	Chris Hubert	E-mail regarding adverse impact	5/10/2002	AI Full Privilege
1205602-1205602	Deb Sprayberry	Joan Vonderheide	E-mail regarding adverse impact review	11/7/2002	AI Full Privilege
1205604-1205604	Deb Sprayberry	Joan Vonderheide	E-mail regarding adverse impact analysis	11/7/2002	AI Full Privilege
1209788-1209788	Cody Krause; Corey Kephart	Eric Rice	E-mail regarding Adverse Impact	10/12/2001	AI Full Privilege
1210177-1210178	Debra Simpson	Eric Rice	E-mail regarding Adverse Impact matrix	11/1/2001	AI Full Privilege
1210227-1210228	Eric Rice	Gene Lampe	E-mail regarding Adverse Impact matrix	11/2/2001	AI Full Privilege
1210253-1210253	Gene Lampe David McElligott	Eric Rice	E-mail regarding Adverse Impact matrix	11/2/2001	AI Full Privilege
1210296-1210296	Cody Krause	Eric Rice	E-mail regarding Adverse Impact	11/2/2001	AI Full Privilege
1210427-1210427	Gene Lampe	Eric Rice	E-mail regarding Adverse Impact	11/6/2001	AI Full Privilege
1211497-1211499	Kenn Blurton	Ric Walter	E-mail regarding adverse impact	11/12/2001	AI Full Privilege
1211718-1211719	Justin Crosswhite	Julie Moylan	E-mail with attached adverse impact template	11/11/2002	AI Full Privilege
1214295-1214295	Lynn Stange	Adriane Hackett	E-mail transmitting Adverse Impact spreadsheet	12/18/2002	AI Full Privilege
1233019-1233019	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding adverse impact analysis	10/7/2002	AI Full Privilege
1233020-1233021	Eric Rice; Mari Byrne	Sonja Colbert	E-mail regarding adverse impact analysis	10/8/2002	AI Full Privilege
1235213-1235214	Shirley Fox	Mari Burger	E-mail with attached spreadsheet for adverse impact analysis	4/23/2002	AI Full Privilege
1235242-1235243	Shirley Fox	Mari Burger	E-mail transmitting spreadsheet for adverse impact analysis	4/23/2002	AI Full Privilege
1236511-1236512	Mari Byrne	Eric Rice	E-mail regarding Adverse Impact lists	1/5/2003	AI Full Privilege
1236562-1236562	Eric Rice	Mari Byrne	E-mail regarding Adverse Impact lists	1/3/2003	AI Full Privilege
1237493-1237537	Jerry Usry; Michael Brill	Greg Cooper	E-mail transmitting list for adverse impact analysis	9/25/2002	AI Full Privilege

1237556-1237558	Mari Burger	Shirley Fox	E-mail transmitting spreadsheet reflecting adverse impact analysis	2/14/2002	AI Full Privilege
1237917-1237918	Steven Ferguson; Patrick Hulla	Eric Rice	E-mail regarding Dallas impacts	12/10/2002	A/C Full Privilege
1238077-1238077	Eric Rice; Scott Winkler	Gene Lampe	E-mail regarding Adverse Impact	10/7/2001	AI Full Privilege
1238083-1238083	Gene Lampe; Scott Winkler	Eric Rice	E-mail regarding Adverse Impact	10/8/2001	AI Full Privilege
1239452-1239452	Michael Brill; Ron Focht	Ron Focht	E-mail regarding adverse impact analysis	10/5/2001	AI Full Privilege
1246006-1246007	LaQuita Collier	Kathleen McBee	E-mail regarding adverse impact analysis	2/4/2002	AI Full Privilege
1260878-1260878	Janet Larson	Vickie Smith	E-mail regarding adverse impact analysis	10/6/2001	AI Full Privilege
1264949-1264950	Suzanne McVey	Dennis Armstrong	E-mail regarding adverse impact	2/20/2002	AI Full Privilege
1264951-1264952	Suzanne McVey; Charles Moore	Dawn Mitchell	E-mail regarding adverse impact	2/20/2002	AI Full Privilege
1265685-1265690	Linda Pickett; Curtis Thornton	Jim Hannan	E-mail regarding manpower information with handwritten notes regarding adverse impact	10/5/2001	AI Full Privilege
1272164-1272168	Mari Burger	Shirley Fox	E-mail regarding adverse impact analysis	12/18/2002	AI Full Privilege
1281546-1281550	Jerry Usry	Frank Hickey	E-mail transmitting adverse impact analysis	10/14/2002	AI Part privileged.
1295652-1295652	CPE Managers; Jerry Usry	Frank Hickey	E-mail regarding Adverse Impact matrix	9/23/2002	AI Part privileged.
1296366-1296367	David Hanks; Ted Stock	Lisa Livingston	E-mail regarding adverse impact analysis	4/25/2002	AI Full Privilege
1296525-1296526	Kimberly Klosak	Kathryn Hanson	E-mail regarding adverse impact	11/26/2002	AI Full Privilege
1315174-1315175	Sarah Urich	Vicki Kolb	E-mail regarding adverse impact analysis	10/18/2001	AI Full Privilege
1315192-1315193	Jerry Batt; Ron Gier	John Shannon	E-mail regarding adverse impact	11/18/2002	AI Full Privilege
1315206-1315207	Cloene Davis; Cheryl Glidewell	John Shannon	E-mail re timing and legal review update with adverse impact analysis	9/20/2002	AI Part privileged.
1315328-1315328	Vicki Kolb	Michael Brill	E-mail regarding adverse impact analysis	10/9/2001	AI Full Privilege
1315355-1315355	Faith Palmer	Kip Downey	E-mail regarding adverse impact analysis	5/6/2002	AI Full Privilege
1315643	Renee Finks	Lisa Livingston	E-mail regarding adverse impact analysis	10/15/2002	AI Full Privilege
1321776	Kenna Osburn	Nesa Helm	E-mail regarding adverse impact list	11/19/2002	AI Full Privilege
1329595-1329596	Sara Urich; Jim Hansen	John Lauster	E-mail regarding adverse impact	12/5/2001	AI Full Privilege
1333869-1333869	Shelly Johnson	Marion Williams	E-mail regarding adverse impact analysis	3/5/2002	AI Full Privilege
1335400-1335413	Julie Nurski	Peter Dillon	E-mail reflecting adverse impact analysis	1/24/2003	AI Full Privilege
1335706-1335706	Vickie Smith	Jan Price	E-mail regarding adverse impact	10/4/2001	AI Full Privilege
1335714-1335714	Jan Price	Vickie Smith	E-mail regarding adverse impact	10/4/2001	AI Full Privilege
1340552-1340552	Kimberly Klosak	Deb Sprayberry	E-mail regarding adverse impact	11/4/2002	AI Full Privilege
1344414-1344415	Sarah Urich	Vicki Kolb	E-mail regarding adverse impact analysis	10/18/2001	AI Full Privilege

1346032-1346033	John Gray	Eric Rice	E-mail regarding adverse impact analysis	10/19/2001	AI Full Privilege
1346158-1346158	Gene Lampe	Eric Rice	E-mail regarding adverse impact analysis	10/8/2001	AI Full Privilege
1346160-1346160	Eric Rice	Corey Kephart	E-mail regarding Adverse Impact	10/12/2001	AI Full Privilege
1346162-1346162	Eric Rice	Unknown	E-mail regarding Adverse Impact matrix	10/14/2001	AI Full Privilege
1346503-1346503	Gene Lampe; David McElligott	Eric Rice	E-mail regarding Adverse Impact	11/2/2001	AI Full Privilege
1347557-1347558	Unknown	Scott Jensen	E-mail regarding adverse impact	10/25/2002	AI Full Privilege
1347699-1347699	Melanie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1347819-1347821	Shirley Fox; Tonya Johnston	Scott Jensen	E-mail regarding adverse impact analysis	7/22/2002	AI Full Privilege
1347955-1347955	Keith Woods; Tonya Johnston	Scott Jensen	E-mail regarding impact analysis	3/12/2002	A/C Full Privilege
1351242-1351242	Eric Rice	Gene Lampe	E-mail regarding adverse impact analysis	10/5/2001	AI Full Privilege
1351246-1351246	Eric Rice	Gene Lampe	E-mail regarding Adverse Impact	10/5/2001	AI Full Privilege
1351289-1351291	Michael Machell	Unknown	E-mail regarding Adverse Impact	4/14/2003	AI Part Privileged.
1351645-1351645	Vicki Kolb	Michael Brill	E-mail regarding adverse impact analysis	10/9/2001	AI Full Privilege
1351716-1351717	Gene Lampe	Cody Krause	E-mail regarding adverse impact analysis	10/15/2001	AI Full Privilege.
1351957-1351957	Eric Rice; David McElligott	Gene Lampe	E-mail regarding adverse impact	11/1/2001	AI Full Privilege
1352113-1352115	Eric Rice; Patrick Hulla	Steven Furgason	E-mail regarding Dallas impacts	12/10/2002	A/C Full Privilege
1352691-1352691	John Campanelli; Ellen Martin	Cynthia Taylor- Wright	E-mail regarding Adverse Impact	11/29/2001	A/C Full Privilege
1352692-1352692	John Campanelli; Ellen Martin	Cynthia Taylor- Wright	E-mail regarding Adverse Impact	11/29/2001	A/C; AI Full Privilege
1352693-1352694	John Campanelli; Cindy Blim	Cynthia Taylor- Wright	E-mail regarding Adverse Impact	11/29/2001	A/C; AI Full Privilege
1363577-1363577	Renee Finks	Lisa Livingston	E-mail with adverse impact list	11/18/2002	AI Full Privilege
1363673-1363673	Twilla Skelton	Michael Machell	E-mail regarding adverse impact report	10/29/2001	AI Full Privilege
1363676-1363678	Christy Milroy	Kim Mattingly	E-mail regarding adverse impact on retirement policy	2/25/2002	AI Full Privilege
1365843-1365843	Cody Krause	Gene Lampe	E-mail regarding adverse impact analysis	10/9/2001	AI Full Privilege
1406060-1406061	Eric Rice	Heather Thorndike	E-mail regarding Adverse Impact	11/1/2001	AI Full Privilege
1406518-1406518	Suzanne Mcvey	Unknown	E-mail regarding adverse impact	3/21/2002	AI Full Privilege
1412648-1412653	Deb Sprayberry; Patrick King	David Coombs	E-mail transmitting list for adverse impact	11/5/2002	AI Full Privilege
1412658-1412661	Dan Oimetti	Michael Wodzisz	E-mail transmitting list for adverse impact analysis	11/3/2002	AI Full Privilege
1412662-1412666	Dan Oimetti	Michael Wodzisz	E-mail attaching list for adverse impact analysis	11/3/2002	Full Privilege
1412667-1412668	Lisa Watson; Dan Oimetti	Craig Carroll	E-mail transmitting adverse impact list	11/4/2002	AI Full Privilege
1412715-1412720	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412721-1412722	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412776-1412777	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412778-1412779	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412780-1412781	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412782-1412784	Kevin Heater	Steve Gerevas	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1412788-1412794	Pat D'Agostino	Deb Sprayberry	E-mail transmitting adverse impact list	10/18/2002	AI Full Privilege
1412795-1412796	Pat D'Agostino	Deb Sprayberry	E-mail transmitting adverse impact analysis	11/8/2002	AI Full Privilege
1412800-1412803	Kevin Heater; Bill Esrey	Eric Klein	E-mail transmitting adverse impact list	11/5/2002	AI Full Privilege

1412804-1412805	Deb Sprayberry; Bill Esrey	Dewey Garner	E-mail transmitting list for adverse impact analysis	11/1/2002	AI Full Privilege
1412820-1412832	Pat D'Agostino	Deb Sprayberry	E-mail transmitting list for adverse impact	10/18/2002	AI Full Privilege
1412939-1412942	Elaine Bishop	Deb Sprayberry	E-mail transmitting adverse impact list	1/28/2002	AI Full Privilege
1422626-1422626	Julie Moylan; Deb Sprayberry	Pat D'Agostino	E-mail regarding adverse impact	11/8/2002	AI Full Privilege
1423202-1423203	Pat D'Agostino; Deb Sprayberry	Joan Vonderheide	E-mail regarding adverse impact analysis	11/8/2002	AI Full Privilege
1423690-1423690	Gene Lampe; David McElligott	Eric Rice	E-mail regarding Adverse Impact	11/7/2001	AI Full Privilege
1424014-1424014	Melannie Schultz	Chris Hubert	Spreadsheet reflecting adverse impact analysis	5/30/2002	AI Full Privilege
1424018-1424019	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424023-1424024	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424028-1424029	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424035-1424035	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/11/2002	AI Full Privilege
1424039-1424040	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/11/2002	AI Full Privilege
1424048-1424048	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/6/2002	AI Full Privilege
1424052-1424052	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	6/6/2002	AI Full Privilege
1424059-1424059	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	A/C; AI Full Privilege
1424066-1424066	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact analysis	5/30/2002	AI Full Privilege
1424080-1424080	Howard Bingham; Jen Baughman	Danette Norris	E-mail regarding adverse impact	7/31/2002	AI Full Privilege
1424118-1424119	Keith Woods; Suzanne Driscoll	Scott Jensen	E-mail regarding adverse impact analysis	4/19/2002	A/C; AI Full Privilege
1424140-1424140	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact analysis	5/30/2002	AI Full Privilege
1424144-1424145	Howard Bingham	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424149-1424150	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424154-1424155	Melannie Schultz	Chris Hubert	E-mail regarding adverse impact	5/30/2002	AI Full Privilege
1424163-1424163	Melannie Schultz	Chris Hubert	Spreadsheet reflecting adverse impact analysis	6/12/2002	AI Full Privilege
1427734-1427737	Kevin Heater; Bill Esrey	Dewey Garner	E-mail transmitting list for adverse impact analysis	11/5/2002	AI Full Privilege
1427757-1427758	Corey Kephart	Gene Lampe	E-mail regarding adverse impact analysis	11/12/2001	AI Full Privilege

KC Privilege Log					
Bates	From	To	Description	Date	Reason
184594-184595	Chris Hubert	Faith Palmer , Kip Downey	e-mail Adverse Impact % - D3G, 7-15	7/10/2002	A/C; WP; AI analysis gathered at request of legal dept
184598-184599	Chris Hubert	Faith Palmer	e-mail Adverse Impact - D3CD	5/10/2002	A/C; WP; AI analysis prepared at request of legal dept.
184600-184601	Chris Hubert	Faith Palmer	e-mail Adverse Impact - MacDowell - D3CD,	5/24/2002	A/C; WP; AI analysis gathered at request of legal dept.
184605-184606	Chris Hubert	Faith Palmer , Kip Downey	e-mail Adverse Impact % - D3G, 7-15	7/10/2002	A/C; WP; AI analysis prepared at request of legal dept.
184607-184608	Chris Hubert .	Faith Palmer , Kip Downey	e-mail Adverse Impact % - D3TJ, 7-15	7/10/2002	A/C; WP; AI analysis gathered at request of legal dept

184609-184610	Chris Hubert	Faith Palmer , Kip Downey	e-mail Adverse Impact % - D3TJ + D3G, 7-15	7/10/2002	A/C; WP; AI analysis gathered at request of legal dept
184658	Davette Bates	Belinda Barlow , Mel Moyer, Catherine Davis , TinaPeek	e-mail Adverse Impact Updates	6/28/2002	A/C; WP; AI analysis gathered at request of legal dept
184659	Davette Bates	Belinda Barlow , Mel Moyer, Catherine Davis , Tina Peek	e-mail Adverse Impact Updates	7/2/2002	A/C; WP; AI analysis gathered at request of legal dept
184881	Lisa Watson , Ann Rhoads, Deb Sprayberry	Barbara Chapman , Lisa Watson , Deb Sprayberry	e-mail Adverse Impact Analysis	6/14/2002	A/C; WP; AI analysis prepared at request of legal dept
184962-184963	Chris Hubert	Faith Palmer , Kip Downey	e-mail Adverse Impact Analysis - D3G, 7-15	7/10/2002	A/C; WP; AI analysis gathered at request of legal dept
184973	Chris Hubert	Faith Palmer	e-mail Adverse Impact Analysis DECD	5/10/2002	A/C; WP; AI analysis prepared at request of legal dept
184974	Chris Hubert	Faith Palmer	e-mail Revised Adverse Impact Analysis DECD	5/24/2002	A/C; WP; AI analysis prepared at request of legal dept
184986-184987	Chris Hubert	Faith Palmer	e-mail Adverse Impact Analysis D3G, 7-15	7/10/2002	A/C; WP; AI analysis prepared at request of legal dept
184988-184989	Chris Hubert	Faith Palmer , Kip Downey	e-mail Adverse Impact Analysis D3TJ	7/10/2002	A/C; WP; AI analysis prepared at request of legal dept
184990-184991	Chris Hubert	Faith Palmer , Kip Downey	e-mail Adverse Impact Analysis D3TJ + D3G	7/10/2002	A/C; WP; AI analysis prepared at request of legal dept
188446	Eric Rice	Gene Lampe	e-mail re Alan Sykes RIF revision after 10/5/01 meeting with Richard Devlin	10/8/2001	A/C; WP; AI Analysis
188454	Davette Bates Attorney/Client	Mel Moyer , Belinda Barlow, Catherine Davis TinaPeek	Adverse Impact	6/26/2002	Work Communication Privilege WP: AI analysis prepared at request of legal counsel
188458-188459	Chris Hubert	Faith Palmer , Kip Downey	Adverse Impact % - D3G, 7-15	7/10/2002	A/C; WP; AI analysis prepared at request of legal counsel
188460-188461	Chris Hubert	Faith Palmer , Kip Downey	Adverse Impact % - D3TJ, 7-15	7/10/2002	A/C; WP; AI analysis prepared at request of legal counsel
188462-188463	Chris Hubert	Faith Palmer , Kip Downey	Adverse Impact % - D3TJ + D3G, 7-15	7/10/2002	A/C; WP; AI analysis prepared at request of legal counsel
188467	Chris Hubert Faith Palmer		Adverse Impact - MacDowell - D3CD	5/24/2002	A/C; WP; AI analysis prepared at request of legal counsel
188468	Chris Hubert	Faith Palmer	Adverse Impact - D3CD	5/10/2002	A/C; WP; AI analysis prepared at request of legal counsel
188471-188472	Chris Hubert	Faith Palmer , Kip Downey	Adverse Impact % - D3G, 7-15	7/10/2002	A/C; WP; AI analysis prepared at request of legal counsel
191228	unknown	unknown	table information gathered to conduct AI analysis; related to notice of litigation	unknown	A/C; WP; notes prepared in anticipation of litigation; prepared at request of legal dept
192736	unknown	unknown	handwritten notes adverse impact analysis with handwritten notes	unknown	A/C; WP; AI analysis prepared at request of legal counsel
192737	unknown	unknown	handwritten notes adverse impact analysis with handwritten notes	unknown	A/C; WP; AI analysis prepared at request of legal counsel
192890-192912	Kathy Losbaugh	Anthony Krueck , Kimberly Klosak , Carin McFadden	e-mail adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	3/13/2002	A/C; WP; AI analysis prepared at request of legal counsel

192913-192919	unknown	unknown	adverse impact analysis, handwritten notes, notes on table listing employees; partial redaction of social security numbers	unknown	A/C; WP; AI analysis
192920-192934	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel
192935-192941	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes	unknown	A/C; WP; AI analysis prepared at request of legal counsel
192970-192796	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel
192977-192988	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel
193168-193171	unknown	unknown	spreadsheet and handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel
193172-193181	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel
193182-193184	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel;
193185-193188	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel;
193189-193193	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel;
193194-193198	unknown	unknown	handwritten notes adverse impact analysis and table comparing employees with handwritten notes; partial redaction of social security numbers	unknown	A/C; WP; AI analysis prepared at request of legal counsel;

APPENDIX 5 - "LEGAL" DOCUMENTS

8/12/2005 Privilege Log					
Bates	To	From	Description	Date	Reason
1020580-1020581	Kate Fisher	Michael Machell	E-mail giving legal advice to HR regarding how to treat employees on LOA	11/7/2001	WP Full Privilege
1021371-1021371	Kate Fisher	Greg Cooper Michael Brill	E-mail re: advice from legal on separation of employee	4/11/2002	WP Full Privilege
1050810-1050877	Angie Foltz	Lisa Lieb Twilla Skelton	E-mail containing legal advice on severance information	5/1/2002	A/C Full Privilege
1062353-1062353	Shelley Porter	Deb Goddard	E-mail re: RIF instructions from legal dept	5/22/2002	A/C Part Privileged
1064240-1064240	Nancy Fox	Unknown	E-mail regarding legal review update	0000-00-00	WP Full Privilege
1070298-1070299	Sonja Ambur	Michael Brill Kenn Blurton	E-mail regarding instructions from legal on WARN requirements	4/13/2002	A/C; WP Full Privilege
1070514-1070514	Maynard Danny	Colby Gilson Trinder Betsy	E-mail re instructions from legal on policy waiver request	12/10/2002	A/C; WP Full Privilege
1130395-1130397	Faith Palmer	Kip Downey	E-mail regarding savings worksheet for finance and instructions from legal	7/10/2002	WP Part Privileged
1140360-1140364	Renee Finks	Carrie Rothye	spreadsheet prepared for legal review and e-mail	3/28/2002	A/C, WP Full Privilege
1156910-1156911	Joan Vanderhelde; Susan Cheney	Rick Mears	E-mail regarding instructions from legal on records collection	12/26/2002	WP Full Privilege
1157358-1157359	Michael Brill	Michael Machell	E-mail regarding legal review changes	4/10/2002	WP Full Privilege
1158389-1158389	Shirley Fox; Suzy Keolling	Janet Larson	E-mail regarding response from legal on WARN	9/6/2002	WP Full Privilege
1188926-1188927	Linda Pickett	Sonja Ambur- Hartley	E-mail regarding legal review on RIFs	2/9/2003	WP Full Privilege
1205502-1205503	Faith Palmer	Kip Downey	E-mail regarding budget challenge and notes from legal	7/10/2002	WP Full Privilege
1205511-1205512	Faith Palmer	Kip Downey	E-mail regarding budget and notes from legal	7/10/2002	WP Full Privilege
1211720-1211722	Justin Crosswhite	Julie Moylan	E-mail regarding instructions from legal on WARN	11/11/2002	WP Full Privilege
1211900-1211900	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding instructions from legal	10/7/2002	WP Full Privilege
1211901-1211902	Eric Rice; Mari Byrne	Sonja Colbert	E-mail regarding instructions from legal	10/8/2002	WP Full Privilege
1211905-1211906	Sonja Colbert	Eric Rice	E-mail regarding instructions from legal	10/9/2002	WP Full Privilege
1211907-1211908	Eric Rice; Mari Byrne	Sonja Colbert	E-mail regarding instructions from legal	10/9/2002	WP Full Privilege
1232869-1232870	Mari Byrne	Eric Rice	E-mail regarding advice from legal on RIF action	10/7/2002	WP Full Privilege
1232929-1232930	Sheryl Bowlin; Elaine Bishop	Vickie Smith	E-mail regarding instructions from legal on process checks	10/30/2001	WP Full Privilege

1233017-1233018	Mari Byrne	Janet Larson	E-mail regarding notes from legal on process checks	7/30/2002	WP Full Privilege
1233134-1233134	Renee Finks	John Shannon	E-mail regarding advice from legal on PCS displacements	1/9/2003	WP Full Privilege
1233135-1233135	John Shannon	Stacey Laboueff	E-mail regarding advice from legal on PCS displacements	1/9/2003	WP Full Privilege
1233205-1233205	June Hastert	Laurie Reed	E-mail regarding legal restructure reserve	1/11/2002	WP Full Privilege
1236839-1236839	Vicki Hatfield	Gene Lampe	E-mail regarding legal analysis of ADEA requirements	10/4/2001	WP Full Privilege
1237576-1237580	Kimberly Klosak; Janet Larson	Zaidi Lorenzi-Mattei	E-mail regarding instructions from legal on RIF in Puerto Rico	2/10/2003	WP Full Privilege
1238065-1238066	Gene Lampe; John St. Angelo	Michael Motley	E-mail regarding legal advice on 60-day notice	12/6/2002	WP Full Privilege
1239589-1239589	Lynn Simpson	Christy Milroy	E-mail regarding legal review of ECO change	6/6/2002	WP Full Privilege
1245979-1245981	Mari Byrne	Lynn Simpson	E-mail regarding legal instructions on WARN	10/18/2001	WP Full Privilege
1248189-1248190	Jan Price	Linda Pickett	E-mail regarding legal review of reduction in force	10/31/2001	WP Full Privilege
1262713-1262713	DavidMcElligott; Marvin Motley	Janet Larson	E-mail with instructions from legal on summary numbers requested	12/11/2002	WP Full Privilege
1263210-1263210	Janet Larson	Scott Jensen	E-mail with advice from legal on Broadband Video Retention	11/19/2002	WP Full Privilege
1263511-1263511	Janet Larson	Diane Shoemaker	E-mail regarding involving legal on WARN act payments	2/12/2002	WP Full Privilege
1263524-1263531	Deb Sprayberry	Janet Larson	E-mail with advice from legal on new separation code	2/26/2002	WP Full Privilege
1263883-1263885	Janet Larson	Vickie Smith	E-mail regarding instructions from legal on separation plan	12/3/2001	WP Full Privilege
1263990-1263995	Janet Larson	Kathryn Larison	E-mail regarding explanation from legal on termination in California	12/5/2002	WP Full Privilege
1264033-1264037	Janet Larson	Elaine Bishop	E-mail regarding instructions from legal on reduction in force	12/18/2002	WP Full Privilege
1264038-1264042	Elaine Bishop	Janet Larson	E-mail regarding instructions from legal on reduction in force	12/18/2002	WP Full Privilege
1264082-1264082	Teresa Toal	Amy Oberkrom	E-mail regarding conference call and decision from legal	2/3/2003	WP Full Privilege
1264121-1264121	Sharon Hardy	Marissa Thie	E-mail regarding action required from legal dept	2/5/2003	WP Full Privilege
1264122-1264124	Sharon Hardy	Marissa Thie	E-mail regarding action required per legal dept	2/11/2003	WP Full Privilege
1265326-1265328	Suzanne Driscoll; Jan Price	Mary Hull	E-mail regarding instructions from legal on records collection	12/19/2002	WP Full Privilege
1295946-1295948	Russ Highflower	Gina Eisler	E-mail regarding realignment with notes from legal	3/28/2002	WP Full Privilege
1296358-1296358	Gheryl Glidewell; Jerry Batt	John Shannon	E-mail regarding legal review of pools	3/29/2002	WP Full Privilege
1296532-1296532	Kimberly Klosak; Carin McFadden	Julie Moylan	E-mail regarding instructions from legal on CA requirement	12/5/2002	WP Full Privilege

1315187-1315188	Renee Finks	Pinchback, Gavin	E-mail regarding legal review	11/7/2002	WP Full Privilege
1330048-1330049	Janie Simon	Janet Larson	E-mail regarding list of competitors from legal	8/2/2002	WP Full Privilege
1340119-1340119	Julie Moylan	Janet Larson	E-mail regarding legal instructions on immigration	11/8/2002	WP Full Privilege
1351972-1351974	Cody Krause	Gene Lampe	E-mail with instructions from legal on template letter	10/18/2001	WP Full Privilege
1352048-1352048	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding instructions from legal on impacts	10/7/2002	WP Full Privilege
1352049-1352050	Sonja Colbert; Mari Byrne	Eric Rice	E-mail regarding instructions from legal on impacts	10/7/2002	WP Full Privilege
1352209-1352209	Janet Larson; Marvin Motley	David McElligott	E-mail regarding summary numbers request from legal dept	11/12/2002	WP Full Privilege
1352537-1352537	Jen Baughman; Dannette Norris	Barbre Clark	E-mail regarding advice from legal on military leave	5/2/2002	A/C Full Privilege
1352538-1352538	Jen Baughman; Dannette Norris	Barbre Clark	E-mail regarding advice from legal on military leave	5/2/2002	A/C Full Privilege
1352572-1352573	Suzanne Driscoll	Deborah Goddard	E-mail regarding legal advice on separation letters	11/14/2001	WP Full Privilege
1352576-1352576	Todd Young	Deborah Goddard	E-mail regarding legal advice on RIF	11/8/2001	WP Full Privilege
1352594-1352595	Deb Aubuchon; Beth Forwalder	John Shannon	E-mail regarding revised timeline for November action	10/31/2002	WP Full Privilege
1352597-1352598	Tom O'Dea; Jerry Batt	John Shannon	E-mail regarding results of legal review	11/5/2002	WP Full Privilege
1352761-1352765	John Garcia; Jim Kissinger	Ann Rhoads	E-mail regarding advice from legal on PCS Plans	10/22/2001	WP Full Privilege
1353281-1353281	Julie Moylan	Janet Larson	E-mail regarding advice from legal on immigration issues	11/7/2002	Full Privilege
1353434-1353435	Sonja Ambur; Janet Larson	Michael Brill	E-mail regarding legal advice on WARN act	4/14/2002	WP Full Privilege
1353747-1353749	Janet Larson	Michael Brill	E-mail regarding legal advice on WARN act	4/15/2002	WP Full Privilege
1353750-1353752	Michael Brill	Janie Simon	E-mail regarding legal advice on WARN act	4/15/2002	WP Full Privilege
1356298-1356300	Cheryl Glidewell	John Shannon	E-mail regarding advice from legal on pool reductions	4/18/2002	WP Full Privilege
1356847-1356847	Suzanne Driscoll	Deborah Goddard	E-mail regarding legal advice on separation letters	11/14/2001	WP Full Privilege
1356858-1356861	Dick Green; Gene Lampe	Suzanne Williams	E-mail regarding advice from legal on RIF list	10/26/2001	WP Full Privilege
1365825-1365825	Vicki Hatfield	Gene Lampe	E-mail regarding legal analysis of ADEA requirements	10/4/2001	WP Full Privilege
1365891-1365891	Rachel Griebling; Janet Larson	Vickie Smith	E-mail regarding E-grade package information from legal	10/15/2001	WP Full Privilege
1426858-1426858	Deb Sprayberry	Anita Otto	E-mail regarding advice from legal on realignment	9/19/2002	WP Full Privilege
1428015-1428015	Deb Sprayberry	Janet Larson	E-mail regarding notice period for RIF instructed by legal	1/21/2002	Full Privilege

KC Privilege Log					
Bates	From	To	Description	Date	Reason
184644-184645	Barbara Chapman	HR personnel	e-mail partial redaction of legal dept communication	2/5/2003	A/C; WP communication from legal dept
184646-184647	Barbara Chapman Lisa Watson	Lisa Watson , Lisa Reid Kent Pettit , Tabitha Britt	e-mail partial redaction of legal dept communication	1/24/2003, 1/27/2003	A/C; WP

184648-184649	Jeanne Boughton Barbara Chapman	Lisa Reid Gary Rurup	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (New Orleans Nov. 2002 RIF)	1/27/2003, 1/24/2003	A/C; WP
184650-184651	Amy Perri Barbara Chapman	Lisa Reid	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (Southwest Nov. 2002 RIF)	1/27/2003, 1/24/2003	A/C; WP
184652-184653	Lisa Reid , Brian Burlingette Barbara Chapman	Lisa Reid	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (California Account Executives RIF)	1/24/2003, 2/5/2003, 2/6/2003	AC; WP:
184655-184657	Lisa Reid , Chelli Wolford-Goldwater	Lisa Reid	e-mail Document forwarded pursuant to legal dept's request for documents related to reduction in force decisions (Las Vegas)	2/11/2003, 2/13/2003	A/C; WP
184886-184887	Lisa Watson , Barbara Chapman	Kent Petit , Lisa Watson , Lisa Reid , Tabitha Britt	e-mail July and November 2002 Realignment Worksheets; partial redaction of legal communication	1/24/2003, 1/27/2003	A/C; WP
184908	Lisa Watson	Craig Carroll Elisa Pipher , Kathy Gaylord , Kevin Heater Steve Smetana Richard Cremona Daniel Olm ett i Edward Aaronson Jayna Anderson Phillip Bowman Bill Esrey	e-mail Feb. 2002 RIF; partial redaction of legal communication	2/21/2002	WP: communication from legal dept and/or legal strategy, mental impressions or legal advice
191263	unknown	unknown	table with handwritten notes from meeting with legal	unknown	A/C; WP
191264	unknown	unknown	table with handwritten notes from meeting with legal	unknown	A/C; WP
191265	unknown	unknown	table for meeting with legal dept	unknown	A/C; WP
191313-191318	unknown	unknown	notes from meeting with legal dept	unknown	A/C; WP
191319-191340	unknown	unknown	handwritten notes re employee comparison and ratings, from meeting with legal dept	10/17/2002	A/C; WP
191435-191442	unknown	unknown	typed Summary typed Summary of Unity II AAR Survey: partial redaction of legal review	5/8/2002	A/C; WP

191591-191593	Greg Cooper , Charles Warren, Michael Machell	Kim Mattingly Jody Brann Michael Machell , Greg Cooper Terry Allan Frank DeNap, Renee Keffer , Charles Warren, Gayle Bayes , John Montross David Flessas Sandy Skeels , Terry Madden James Jennings, James Charlton Richard Berger Kevin Gardiner, Gary Fowler, Mike Hendricks, Jody Luce , Gary Davis, Ed Walke, Joseph Roach William Bridges Janie Simon , Louise Elrod , Ann Poehler, Michael Brill	e-mails and survey Unity II After Action Review and Survey: Only legal review of survey redacted	4/25/2002, 4/29/2002	A/C; WP
191696	unknown	unknown	handwritten notes re legal review	5/9/2002	A/C; WP
192608-192611	Jan Price	Sonja Ambur , Jon Binder, Michael Brill , Greg Cooper , Suzanne Driscoll, Cathy Johnson, Gene Lampe Shoemaker-Katz Megan Yearout Marvin Motley Pam Johnson	Meeting Notes: legal strategy redacted	7/9/2002	A/C; WP
192613-192615	Jan Price	Sonja Ambur , Jon Binder, Michael Brill , Greg Cooper , Suzanne Driscoll, Cathy Johnson Gene Lampe Shoemaker-Katz Megan Yearout Marvin Motley Pam Johnson	Meeting Notes: legal strategy redacted	7/9/2002	A/C; WP
192621	unknown	unknown	handwritten notes containing legal advice	7/8/2002	A/C; WP
192664-192669	Greg Cooper	Paula Zuzich	fax Immigration documents from legal dept, with handwritten notes	7/18/2002	A/C; WP
192710	unknown	unknown	handwritten notes, with question for legal dept redacted	unknown	A/C:

APPENDIX 6 - "TO" OR "FROM" SPRINT ATTORNEYS

8/12/2005 Privilege Log					
Bates	To	From	Description	Date	Reason
1010533-1010536	Kate Fisher	Janet Larson Patrick Hulla	Handwritten Note and E-mail containing RIF information	7/23/2002	A/C Full Privilege
1020999-1020999	Tami Keasling	Jan Price Ellen Martin	E-mail containing updated instructions for the RIF	10/24/2001	A/C Full Privilege
1140629-1140629	Lynn Simpson, Donna Crosswhite	Diane Shoemaker	E-mail regarding revised template	1/4/2002	A/C Full Privilege
1158112-1158113	Sherrie Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding update on corporate handouts	10/26/2001	A/C Full Privilege
1158115-1158116	Denice Aissa; Jill Ferrell	Corporate ER	E-mail regarding current workforce reduction guidelines	9/19/2001	A/C Full Privilege
1158131-1158132	Denice Aissa; Donna Crosswhite	Corporate ER	E-mail regarding separation guidelines	11/20/2001	A/C Full Privilege
1158133-1158134	Sherly Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding updated letter template	10/24/2001	A/C Full Privilege
1158156-1158157	Sheryl Bowlin; Patrick Hulla	Suzanne Driscoll	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1158232-1158233	Michael Brill; Donna Crosswhite	Vickie Smith	E-mail regarding template letter overview	10/17/2001	A/C Full Privilege
1232864-1232864	Sharri Evenson; Tonya Johnston	Mel Moyer	E-mail regarding revised templates	12/18/2002	WP Full Privilege
1232957-1232958	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1233255-1233255	Janet Larson; Donna Crosswhite	Vickie Smith	E-mail regarding revised RIF letter	10/3/2001	A/C Full Privilege
1237725-1237725	Ron Focht; Jill Ferrel	Susan Ott	E-mail regarding severance plan changes	11/9/2001	A/C Full Privilege
1263798-1263798	Janet Larson; Donna Crosswhite	Vickie Smith	E-mail regarding revised RIF letter	10/3/2001	A/C Full Privilege
1263821-1263821	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template update	10/24/2001	A/C Full Privilege
1263823-1263824	Sheryl Bowlin; Patrick Hulla	Vickie Smith	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1263870-1263871	Sheryl Bowlin; Patrick Hulla	Suzanne Driscoll	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1263904-1263905	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1263996-1264002	Kathryn Larison; Patrick Hulla	Janet Larson	E-mail regarding terminations in California	12/9/2002	A/C; WP
1264075-1264078	Anthony Byergo; Diane Shoemaker-Katz	Anita Edwards	E-mail regarding separation issue	2/7/2003	A/C Full Privilege

1264241-1264241	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding RIF impact on immigration issues	10/24/2001	A/C Full Privilege
1265118-1265118	Tami Keasling; Ellen Martin	Sheryl Bowlin	E-mail regarding employees identified at selection meeting	10/28/2001	A/C Full Privilege
1330021-1330025	Anne Kinney; Patrick Hulla	Diane Shoemaker-Katz	E-mail regarding separation plan	7/19/2002	A/C Full Privilege
1351993-1351994	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding RIF	10/26/2001	A/C Full Privilege
1352006-1352007	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding RIF	10/26/2001	A/C Full Privilege
1352028-1352029	Sheryl Bowlin; Patrick Hulla	Vickie Smith	E-mail regarding additional process checks	10/30/2001	A/C Full Privilege
1352103-1352104	Steven Furgason; Patrick Hulla	Eric Rice	E-mail regarding RIF clarification	12/10/2002	A/C Full Privilege
1352107-1352107	Steven Furgason; Patrick Hulla	Eric Rice	E-mail regarding down grade justification	12/10/2002	A/C Full Privilege
1352125-1352129	Jon Binder; Tonya Johnston	Kip Downey	E-mail regarding RIF process	6/26/2002	A/C Full Privilege
1352133-1352135	Shirley Fox; Tonya Johnston	Shirley Fox	E-mail regarding center closing	12/19/2002	A/C Full Privilege
1352168-1352168	Sharri Evenson; Tonya Johnston	Mel Moyer	E-mail regarding revised templates	12/18/2002	A/C Full Privilege
1352590-1352591	Debra Aubuchon; John Shannon	Beth Forwalder	E-mail regarding revised timeline for November action	10/26/2002	A/C Full Privilege
1352596-1352596	Renee Finks; Beth Forwalder	Janet Larson	E-mail regarding RIF	11/5/2002	A/C Full Privilege
1365436-1365437	Lynn Berding; Tim Hearshman	Susan Schenewerk	E-mail regarding RIF in network engineering	5/20/2002	WP Full Privilege
1365438-1365438	John St. Angelo; Tim Hearshman	Greg Cooper	E-mail regarding RIF in Network Engineering	5/17/2002	WP Full Privilege
1365447-1365447	Sonja Ambur; Tim Hearshman	John St. Angelo	E-mail regarding RIF in network engineering	5/20/2002	WP Full Privilege
1365749-1365749	Lavonda Anderson; Beth Forwalder	Peter Dillon	E-mail regarding instructions from human resources on selection process	1/16/2003	A/C Full Privilege
1365836-1365836	David McElligott; Donna Crosswhite	Vickie Smith	E-mail regarding letter templates	10/11/2001	WP Full Privilege
1365840-1365840	Cody Krause; Donna Crosswhite	Gene Lampe	E-mail regarding letter templates	10/11/2001	WP Full Privilege
1365961-1365962	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1365982-1365982	Sheryl Bowlin; Donna Crosswhite	Vickie Smith	E-mail regarding letter template	10/24/2001	A/C Full Privilege
1424170-1424171	Jennifer Baughman; Tonya Johnston	Danette Norris	E-mail regarding selection process	8/1/2002	A/C Full Privilege
1426784-1426785	Steve Debusk; Beth Forwalder	Ann Rhoads	E-mail regarding position elimination	4/17/2002	A/C Full Privilege
1428221-1428221	Jen Baughman; Tonya Johnston	Danette Norris	E-mail regarding RIF guidelines	8/1/2002	A/C Full Privilege

KC Privilege Log					
Bates	From	To	Description	Date	Reason
185002-185003	Roger Parkinson (AVP)	Kip Downey (HR), Tonya Johnston(SL), Maggie Beaton (Adm. Asst.), Bill Brougham (Mgr), Denise Fleming (Dir), Deborah Keating(Dir), Roger Parkinson (AVP), Nancy Shaeffer (Fin Anal)	e-mail Budget Challenge - HR Calculation	7/10/2002	A/C Part Privilege
185246-185247	Jan Price (HR)	Elaine Bishop (HR), Tammie Calys(HR), Sharon Hardy (HR), Karen Kackley (legal analyst), Margie Linck (Dir), Kelly Mortenson (Mgr), Alan Nelis (HR), Elaine Tang (legal analyst), Sheryl D. Bowlin (HR), Kate Fisher (HR), Mary Hull (HR), Kathi Kerste (HR), Janet Larson(HR), Karen Windes (HR)	e-mail RIF Term Data Process	7/19/2002	A/C; WP
185459	Lynn Simpson (HR), Vicki Smith	Marni Byrne, LaQuita Collier, Kelly Carlisle (HR), Suzanne Driscoll(HR), Kate Fisher (HR), Nancy Fox(HR), Kim Ganote (HR), Scott Jensen (HR), Tammi Keasling (HR), Vicki Kolb (HR), Cody Krause(HR), Gene Lampe (HR), Michael Machell (HR), Michael Marino (HR), David McElligott (HR), Jan Price(HR), Elaine Bishop (HR), James Hayes (HR), Patrick Hulla (SL), Jo Renda (HR), Debra Simpson (HR), Sarah Urich (HR), Lisa Jameson, Janet Larson (HR), Margie Linck(Dir), Mitzi Miller (HR), Janice Schonwetter (HR), Teresa Swarts(HR), Karen Windes (HR)	e-mail Additional Process Checks	10/30/2001 10/31/2001	A/C Full Privilege
185521	Karin Miller (PCS)	Elaine Tang (legal analyst), Karen Kackley (legal analyst)	e-mail PCS RIF List	1/6/2003	A/C Full Privilege
185522	Karin Miller (PCS)	Elaine Tang (legal analyst), Karen Kackley (legal analyst)	e-mail PCS RIF List	1/6/2003	A/C Full Privilege
185523	Karin Miller (PCS)	Elaine Tang (legal analyst), Karen Kackley (legal analyst)	e-mail PCS RIF List	1/6/2003	A/C Full Privilege
186472-186473	Gene Lampe (HR), Vicki Smith	Cody Krause (HR), Leon Lang(HR), David McElligott (HR), Suzanne McVey (HR), Debra Simpson (HR), Heather Thorndike(HR), Marcia Valenzano (HR), Burke Walker (HR), Scott Winkler(Employee Relations Specialist), Sheryl Bowlin (HR), Kelly Carlisle(HR), Suzanne Driscoll (HR), Kate Fisher (HR), Nancy Fox (HR), Kim Ganote (HR), Scott Jensen (HR), Tami Keasling (HR), Vicki Kolb(HR), Gene Lampe (HR), Michael Machell (HR), Michael Marino (HR), Jan Price (HR), Jo Renda (HR), Debra Simpson (HR), Lynn Simpson (HR), Sarah Urich (HR), Elaine Bishop (HR), James Hayes(HR), Patrick Hulla (SL), Lisa Jameson, Janet Larson (HR), Mitzi Miller (HR), Margie Linck (Dir), Janice Schonwetter (HR), Teresa Swarts (HR), Karen Windes	Additional Process Checks	10/30/2001	A/C Full Privilege
191206	unknown	unknown	handwritten notes re 7/22/2002 meeting with Tim Hearshman (SL)	unknown	A/C; WP
191222	unknown	unknown	handwritten notes either written by Tim Hearshman (SL), or taken from meeting with Tim Hearshman(SL)	7/22/2001	A/C; WP

191257-191260	unknown	unknown	handwritten notes handwritten notes prepared for meeting with Tim Hearshman (SL)	10/17/2002	A/C; WP
191262	unknown	unknown	handwritten notes handwritten notes prepared for meeting with Tim Hearshman (SL)	unknown	A/C; WP
191414-191416	unknown	unknown	employee job data printout and handwritten notes from conversation with Elaine Tang (SL)	4/16/2002	A/C; WP
191722	unknown	unknown	handwritten notes from conversation with Tim Hearshman (SL)	unknown	A/C; WP

APPENDIX 7 - REMAINING DOCUMENTS

8/12/2005 Privilege Log					
Bates	To	From	Description	Date	Reason
1000075-1000121	Kenna Osburn	Peter Dillon	E-mail & spreadsheets re: network director	12/27/02	AI Part Privileged
1000194-1000203	None	Unknown	Spreadsheet: Network Dept demographics	00-00-00	AI Full Privilege
1000316-1000963	Peter Dillon	Eric Rice	E-mail spreadsheet re: finance selection pool	11/14/03	AI Part Privileged
1001121-1001125	Dave lery	Janet Cashwell	E-mail with attached separation information	1/30/03	AI Part Privileged
1009912-1009912	Ric Walter	Greg Cooper, Kim Mattingly	E-mail re: total # employee separations in Oct.	10/31/02	A/C Part Privileged
1009914-1009915	Jerry Usry	Gregory Plante	E-mail re: downsizing of employees in region	6/14/02	A/C Part Privileged
1009916-1009916	Jerry Usrey	Kevin Wilson	E-mail transmitting word document from mgr staffing meeting for the engineering dept.	9/24/02	A/C Part Privileged
1009920-1009920	Michael Brill	Greg Cooper, Kate Fisher	E-mail re: timeline for restructuring of CPE Field Operations	9/26/02	A/C Part Privileged
1009921-1009921	Jerry Usrey	Ric Walter	E-mail regarding CPE reductions	7/3/02	A/C Part Privileged
1009922	Jerry Usrey	Bill Benner	E-mail re: downsizing in Pacific region	6/14/02	A/C Part Privileged
1009924-1009924	Jerry Usrey	Gregory Plante	E-mail re: employee reductions in each market	6/10/02	A/C Part Privileged
1009961-1009963	Jerry Usrey	Gregory Plante	E-mail re: recommendations for Atlantic reorg	5/14/02	A/C Part Privileged
1009976-1009978	Kathleen McBee	Lynn Simpson	E-mail containing info related to the RIF	1/5/02	WP Part Privileged
1009995-1010019	None	Unknown	Spreadsheet: Headcount Reduction	00-00-00	AI Full Privilege
1010020-1010030	None	Unknown	Spreadsheet: Voluntary Headcount Reduction	00-00-00	AI Full Privilege
1010103-1010103	Jerry Usrey	Frank Hickey	E-mail re: workforce reduction	6/10/02	A/C Part Privileged
1010104-1010105	Jerry Usrey	Frank Hickey	E-mail re: workforce reduction	6/11/02	A/C Part Privileged
1010250-1010254	Melannie Schultz	Kip Downey Faith Palmer	E-mail with updates on how the RIF is being conducted	6/4/2002	A/C Part Privileged
1013035-1013306	John Shannon	Allison Reed	E-mail transmitting a list of employees for redeployment	4/2/2002	A/C Full Privilege
1020380-1020423	Chris Thompson	Ron Gier	E-mail transmitting transition team materials	12/23/2002	WP Full Privilege
1020504-1020504	Debra Aubuchon	John Shannon Ron Gier	E-mail re revised timeline for November action	10/26/2002	WP Full Privilege
1021109-1021109	Deonna Sharp	Vicki Kolb	E-mail regarding release agreements	1/23/2001	WP Full Privilege
1021168-1021170	Denice Aissa	Corporate ER	E-mail explaining the separation plan	11/20/2001	WP Full Privilege
1021233-1021233	Michael Brill	Ken Blurton	E-mail containing follow up information on RIFs	5/24/2002	WP Full Privilege
1052794-1052796	Greg Cooper	Frederick Harris Paula Zuzich	E-mail with attached RIF list	7/19/2002	AI Part Privileged
1064252-1064253	Deirdre Moore	Ann Rhoads	E-mail regarding marketing organization	11/5/2002	WP Full Privilege
1064256-1064256	Ann Rhoads	Jim Kissinger Ron Gier	E-mail regarding selection decisions	11/1/2002	A/C; WP Full Privilege

1070143-1070143	Karin Miller	Kelly Mortensen	E-mail regarding instructions on RIF lists	1/30/2003	A/C; WP Full Privilege
1070454-1070454	Chris Thompson	Julie Moyla Ron Gier	E-mail regarding RIF process documentation	1/29/2003	A/C Full Privilege
1109253-1109253	Sheryl Bowlin	Jan Price	E-mail with instructions on visa and patent reports	11/7/2001	WP Full Privilege
1141321-1141322	Gene Lampe	Scott Winkler	E-mail regarding draft release language	10/31/2001	A/C Full Privilege
1262706-1262707	David McElligott; Marvin Motley	Vonya McCann	E-mail regarding summary numbers requested	12/11/2002	A/C Full Privilege
1262708-1262709	Vonya McCann; Marvin Motley	David McElligott	E-mail regarding summary numbers requested	12/11/2002	A/C Full Privilege
1262710-1262711	Vonya McCann; Marvin Motley	David McElligott	E-mail regarding summary numbers requested	12/11/2002	A/C Full Privilege
1264398-1264399	Vonya McCann; Marvin Motley	Bill White	E-mail regarding separation summary by state	12/12/2002	A/C Full Privilege
1281532-1281533	Jed Dodd	Randy Bryson	E-mail regarding business stack ranking	8/16/2002	A/C Part privileged.
1281543-1281543	Jerry Usry	Gregory Plante	E-mail regarding downsizing information	10/14/2002	A/C Part privileged.
1281551-1281551	Jerry Usry	Gary Garcia	CPE Managers E-mail regarding RIF list	10/11/2002	A/C Part privileged.
1281558-1281559	Jerry Usry	Gary Garcia	E-mail regarding staffing worksheet	10/2/2002	A/C Part privileged.
1281564-1281564	Jerry Usry	Gary Garcia	CPE Managers E-mail regarding Central Region RIF documentation	9/27/2002	A/C Part privileged.
1295648-1295648	Greg Cooper; Kimberly Mattingly	Frank Hickey	E-mail regarding downgrades	10/10/2002	A/C Part privileged.
1295649-1295649	Jerry Usry	Ric Walter	E-mail regarding field operations down-sizing	6/11/2002	A/C Part privileged.
1295650-1295650	Jerry Usry	Gregory Plante	E-mail regarding headcount	7/3/2002	A/C Part privileged.
1295651-1295651	Frank Hickey; Jerry Usry	Greg Cooper	E-mail regarding RIF timing issues	10/9/2002	A/C Part privileged.
1295653-1295653	Ric Walter; Kimberly Mattingly	Greg Cooper	E-mail regarding CPE reductions	10/31/2002	A/C Part privileged.
1295654-1295655	Jerry Usry	Gregory Plante	E-mail regarding downsizing	6/14/2002	A/C Part privileged.
1295656-1295656	Jerry Usry	James Bergner	E-mail regarding downsizing	6/13/2002	A/C Part privileged.
1295657-1295657	Kimberly Mattingly	Frank Hickey	E-mail regarding RIF packages	10/24/2002	A/C Part privileged.
1295658-1295659	Jerry Usry	Gary Garcia	E-mail regarding additional RIF list	6/14/2002	A/C Part privileged.
1295729-1295730	Chris Thompson	John Shannon	E-mail regarding pool reductions	11/4/2002	A/C Full Privilege
1295767-1295767	Chris Thompson	Ron Gier	E-mail regarding activity status sheet	12/11/2002	A/C Full Privilege
1295883-1295883	Chris Sharp; Deonna Sharp	Cindy Dove	E-mail regarding process outlines	1/28/2003	A/C Part privileged.
1295921-1295923	Chris Thompson	Peter Dillon	E-mail regarding realignment worksheets	11/8/2002	A/C Part privileged.

1295940-1295940	Randy Bryson; Margie Paxson	Steve Mueller	E-mail regarding Stack Ranking	8/14/2002	A/C Part privileged.
1295941-1295942	Margie Paxson	Randy Bryson	E-mail regarding HQ Business Sales & Support	11/1/2002	A/C Part privileged.
1295972-1295974	Jackie Ashworth; Jerry Usry	Frank Hickey	E-mail regarding HR contacts for separation meetings	10/24/2002	A/C Part privileged.
1297076-1297076	Ric Walter; Tim Dinsiage	Linda Mccoy	E-mail regarding 2003 budget	9/19/2002	A/C Part privileged.
1329516-1329536	Peter Dillon; Chris Thompson	Lavonda Anderson	E-mail regarding access management organizational charts	3/10/2003	A/C Full Privilege
1330225-1330229	Chris Thompson	Peter Dillon	E-mail regarding RIF list	2/19/2003	A/C Full Privilege
1365892-1365892	Rachel Griebling; Janet Larson	Vickie Smith	E-mail regarding E-grade packages	10/15/2001	WP Full Privilege
1412945-1412948	Joe Vidal; Joan VonderHeide	Deb Sprayberry	E-mail regarding director separations	2/4/2002	AI Full Privilege

KC Privilege Log					
Bates	From	To	Description	Date	Reason
184552	Tina Peek (HR)	Tasha Reed (HR)	e-mail ISSC RIF Preparation-East	1/6/2003	WP; transmits legal advice from legal dept to those responsible for implementing it
184555-184556	Tina Peek (HR)	Tasha Reed (HR)	e-mail ISSC RIF Preparation-East	1/6/2003	WP; transmits legal advice from legal dept to those responsible for implementing it
184557-184559	Tasha Reed (HR)	Mari Burger (HR)	e-mail ISSC RIF Preparation-East	37628 [sic]	WP; transmits legal advice from legal dept to those responsible for implementing it
184567	Scott Jensen (HR)	Keith Woods (Enterprise Sales)	e-mail Analysis Summary	1/28/2002	A/C; WP; AI analysis prepared at request of legal dept
184591	Scott Jensen (HR)	Kip Downey (HR)	e-mail Analysis Per Our Discussion	4/5/2002	A/C; WP; AI analysis prepared at request of legal dept
184592-184593	Erica Oliver (SMES), Barbara Chapman (HR), Lisa Watson (HR)	Kent Petit (HR), Lisa Watson (HR), Lisa Reid (HR), Tabitha Britt (HR)	e-mail Central-July 2002 & November 2002, BSSR	1/31/2003	A/C; WP; documents prepared at request of legal; communication from legal counsel
184619-184620	Rebecca Holiday (Bus. Sales -PCS), Barbara Chapman (HR), Lisa Watson (HR)	Kevin Kappler (Regional Dir Sales), Denise Barrett, Tim Dusek (Regional Dir Sales), Kent Petit(HR), Lisa Watson (HR), Lisa Reid(HR), Tabitha Britt (HR)	e-mail Documents related to RIF decisions	1/24/2003 1/27/2003	A/C; WP; documents collected at request of legal dept; communication from legal counsel
184642-184643	Lisa Watson (HR), BarbaraChapman (HR), Erica Oliver(SMES)	Kent Petit (HR), Lisa Watson (HR),Lisa Reid (HR), Tabitha Britt (HR)	e-mail July and November 2002 Realignment worksheets	1/31/2003, 1/27/2003, 1/24/2003	A/C; WP; documents prepared at request of legal dept, communication from legal dept
185194	John St. Angelo (HR)	Don Hallacy (Tech), Len Lauer (Exec), Marvin Motley (HR), Ric Walter (HR), Megan Yearout (HR)	e-mail Summary List	10/12/2001	A/C :partial redaction of communication to legal counsel
185210	Tina Peek (HR)	Tasha Reed (HR: employee relationship coordinator)	e-mail ISSC RIF Preparation-East	1/6/2003	A/C: legal advice from legal dept to those responsible for implementing it

185547	Scott Winkler	Gene Lampe (HR)	Denton Roberts List	10/1/2001	A/C; WP; AI analysis prepared at request of legal dept
185548	Gene Lampe (HR), Scott Winkler	Gene Lampe (HR), Scott Winkler(Employee Relations Specialist),Eric Rice (HR)	Denton Roberts List Revisions	10/8/2001	A/C; WP; communication to legal counsel; legal strategy and mental impressions
185716-185718	Scott Jensen (HR)	Jon Binder (HR), Sharri Evenson(HR), Suzanne Driscoll (HR)	Sprint E-Solutions Impacted List for ER Review and Comments; partial redaction	7/20/2002	A/C; WP; agenda for legal meeting and communication to be made to legal counsel
187246	Anita Edwards (HR)	Justin Crosswhite (HR), Denna Bowles (HR)	Morris STD	12/17/2002	A/C; WP; communication from legal counsel
188306	Gene Lampe (HR), Scott Winkler(Employee Relations Specialist)	Eric Rice (HR), Scott Winkler(Employee Relations Specialist),Gene Lampe (HR)	Denton Roberts Lists	10/1/2001, 10/7/2001	A/C; WP; partial redaction of legal advice from legal dept to those responsible for implementing it
188307	Gene Lampe (HR), Scott Winkler(Employee Relations Specialist)	Eric Rice (HR), Scott Winkler(Employee Relations Specialist),Gene Lampe (HR)	Denton Roberts Lists	10/1/2001, 10/7/2001	A/C; WP; partial redaction of legal advice from legal dept to those responsible for implementing it
188309	Gene Lampe (HR), Scott Winkler(Employee Relations Specialist)	Eric Rice (HR), Scott Winkler(Employee Relations Specialist),Gene Lampe (HR)	Denton Roberts Lists	10/1/2001, 10/7/2001	A/C; WP; partial redaction of legal advice from legal dept to those responsible for implementing it
188324	Gene Lampe (HR), Scott Winkler(Employee Relations Specialist)	Eric Rice (HR), Scott Winkler(Employee Relations Specialist),Gene Lampe (HR)	Denton Roberts Lists	10/1/2001, 10/7/2001	A/C; WP; partial redaction of legal advice from legal dept to those responsible for implementing it
188326	Gene Lampe (HR), Scott Winkler(Employee Relations Specialist)	Eric Rice (HR), Scott Winkler(Employee Relations Specialist),Gene Lampe (HR)	Denton Roberts Lists	10/1/2001, 10/7/2001	A/C; WP; partial redaction of legal advice from legal dept to those responsible for implementing it
191385	unknown	unknown	handwritten notes handwritten notes re Osama Ata	6/6/2002	A/C; WP; communication to or from legal counsel and/or notes prepared in anticipation of litigation