

Message

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**From:** Robbins, Chris [Robbins.Chris@epa.gov]  
**Sent:** 7/19/2017 1:39:28 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** Fwd: Take 2.5

Hi,

Guessed the percent below - actual is 3/4 not 2/3 - adjusted below

Sent from my iPad

Begin forwarded message:

**From:** [Robbins.Chris@epa.gov](mailto:Robbins.Chris@epa.gov)  
**Date:** July 19, 2017 at 9:38:08 AM EDT  
**To:** [vizian.donna@epa.gov](mailto:vizian.donna@epa.gov)  
**Cc:** Maryellen Radzikowski <[Radzikowski.Maryellen@epa.gov](mailto:Radzikowski.Maryellen@epa.gov)>, [Kavlock.Robert@epa.gov](mailto:Kavlock.Robert@epa.gov)  
**Subject:** Take 2

Why Vera Vsip does not jeopardize ORD's ability to carry out its scientific mission.

ORD is EPA's largest and most geographically dispersed organization. Employees in a number of different ORD locations have been offered the VERA/VSIP. Roughly 3/4 of the individuals who received an offer are scientists. VERA/VSIP offers were made only to those individuals retirement eligible or early retirement eligible. In 2015 and 2016, ORD was able to bring on-board a number post-doctoral employees for 3-4 years that provide technical expertise in cutting-edge scientific areas. The post-doc program has historically been focused on hiring newly graduated Ph.Ds. with the science backgrounds needed to enhance ORD's science capabilities in the quickly changing world of science.

Mary Ellen Radzikowski  
Acting Associate Assistant Administrator  
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