

December 26, 2006

TO: James Halverson
FROM: Dennis Ihara
RE: Harassment Charge by Nicolene Gega-Chang

Allow me to review the chronological order of events:

On or about November 13, 2006, Ms. Gega-Chang was caught taking some Title company people to a confidential area of the Bureau and leaving them there unsupervised which is against agency policy. It was further found that she was contacted directly by the Title Guaranty to make the work a priority. This action slows down work flow and further contributes to our backlog. The Ethics Commission has said this kind of doing favors is unethical, but she has refused to attend the mandatory Ethics workshop claiming that she did not know it was mandatory. Ms. Gega-Chang was upset with the person who reported her and whereas e-mails were sent to me, this writer gave no reply except to look into the matter.

On or about November 18, 2006, this writer received via regular mail, a letter from Ms. Gega-Chang's attorney Anna Tsang, Esq., alleging that he harassed her. On November 21, 2006, said letter was presented to your Office via Lisa Ginoza.

On or about November 20, 2006, this writer met with Island Title Company Vice President, Bradford Ishida, who confirmed that through a former Bureau employee, Sandra Furukawa (presently working for Title Guaranty), Ms. Gega-Chang and Ms. Susan Cummings assisted in making corrections to Island Title's documents. Mr. Ishida agreed to gather other disgruntled Title Company executives about Bureau favoritism.

On or about November 29, 2006, this writer received a Prohibited Practices Complaint via DLNR Personnel, filed by Ms. Gega-Chang, naming Peter Young, Chair of DLNR in the Complaint, but claiming that this writer harassed her.

On or about December 19, 2006, this writer was notified via DLNR Personnel that Ms. Gega-Chang filed a formal Harassment complaint against him.

Last week, it was brought to this writer's attention that Ms. Gega-Chang filed an accident claim alleging that she was stressed because this writer harassed her. This writer has not yet signed said claim because the doctor's report that Ms. Gega-Chang filed was of a doctor of acupuncture and as this writer has heard, she has long been receiving massage on a regular weekly basis.

It is this writer's opinion that Ms. Gega-Chang will soon file a Workers Compensation claim based on stress, naming him as the cause.

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EXHIBIT 10

In e-mails dated 12/01/2006, from you, and blind e-mails sent to you on 12/06/2006, 12/08/2006 to keep you apprised of the situation, and further e-mails to Lisa Ginoza on 12/11/2006, this writer elaborated his concerns about Ms. Gega-Chang, who is targeting him by questioning his management decisions, but in actuality covering up her own incompetence of not doing her work or covering for doing things that she is not supposed to do. The present backlogs are all in her section and under her supervision. This writer has yet to hear from senior management and your Office except not to have conversations with her without a witness. For how long is this to go on?

Ms. Gega-Chang's strategy is obvious. Yet, this writer continues to be in a defensive mode. Since Ms. Gega-Chang's cubicle is next to his office and to avoid further unwarranted claims against him, he has suggested that she be sent to work at our second floor unit, but have received no response from the Chair. This writer thinks that this places him in a continuously defensive posture with no support. This writer has written to DLNR Chair Peter Young requesting support, but has heard nothing except to get everyone working as a team. DLNR First Deputy Robert Masuda knows of this matter, but his decisions are overridden by the Chair.

It seems that there is going to be a meeting with DLNR Personnel sometime in January to address the Harassment Complaint and I would like to request for representation and/or guidance on this matter. Your Office's advice and guidance will be greatly appreciated.

Thank you.

cc: Robert Masuda
David Fitzpatrick
Lisa Ginoza

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