

U.S. Department of Justice

**United States Attorney's Office
Eastern District of California**



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<http://www.usdoj.gov/usao/cae>

2010

**Benjamin B. Wagner
United States Attorney
Eastern District of California**

INTRODUCTION

The attorneys and staff of the United States Attorney's Office for the Eastern District of California are proud to represent the over six million residents of this large and culturally diverse district. It is the mission and the pledge of this office to represent the United States with determination, professionalism, and integrity.

The United States Attorney's Office is responsible for representing the federal government in virtually all litigation involving the United States in the Eastern District of California. This includes all criminal prosecutions for violations of federal law, civil lawsuits by and against the government, and actions to collect judgments and restitution on behalf of victims and taxpayers. The Eastern District of California is now the eighth most populous of the nation's 94 judicial districts (and the third largest in California), encompassing six large urban areas: Sacramento, Fresno, Bakersfield, Stockton, Vallejo, and Fairfield. The district extends over 87,000 square miles and includes 34 counties reaching from the Oregon border in the north, to Bakersfield in the south, from the coastal mountains in the west, to the Nevada border in the east. With this vast area, the Eastern District of California is the tenth largest district in the country in land size, with 45 percent of the land in the district designated as federal land.



SACRAMENTO HEADQUARTERS OFFICE

The United States Attorney's Office for the Eastern District of California is based in Sacramento. The Sacramento office serves the counties of Alpine, Amador, Butte, Colusa, El Dorado, Glenn, Lassen, Modoc, Mono, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Solano, Sutter, Tehama, Trinity, Yolo, and Yuba. In all, there

are 49 civil and criminal Assistant United States Attorneys ("AUSAs") who work in Sacramento along with an administrative and support staff of 61. The AUSAs represent the United States before seven United States District Judges and four United States Magistrate Judges who sit in the Federal Courthouse in Sacramento.



FRESNO BRANCH OFFICE

The Fresno Branch Office of the United States Attorney's Office for the Eastern District of California serves the counties of Calaveras, Tuolumne, Stanislaus, Mariposa, Merced, Madera, Fresno, Kings, Tulare, Inyo and Kern. In all, there are 22 civil and criminal AUSAs who work in Fresno along with an administrative support staff of 19.

The AUSAs represent the United States before 3 United States District Judges and 3 United States Magistrate Judges who sit in the Federal Courthouse in Fresno.

DIVISIONS

The Sacramento Office is divided into the Civil, Criminal, and Administrative Divisions.

The Fresno Office is divided into the Civil and Criminal Divisions.

CRIMINAL DIVISION

There are four units in the Criminal Division in the Sacramento office: the Appellate Unit; the White Collar Crime Unit; the Special Prosecutions Unit; and the Narcotics and Violent Crime Unit. The criminal Assistant U.S. Attorneys assigned to the Fresno branch office prosecute a wide variety of criminal cases, but are not divided into units.

● **APPELLATE UNIT**

The Appellate Unit reviews all criminal appellate filings, supervises moot courts before oral arguments in appellate cases, provides legal advice to other Assistant U.S. Attorneys, acts as liaison on appellate matters with the Appellate Section of the Criminal Division and the Solicitor General in Washington, D.C., writes briefs and argues cases in the Ninth Circuit Court of Appeals, and provides training and supervision for newly hired attorneys.

● **WHITE COLLAR CRIME UNIT**

The White Collar Crime Unit is responsible for prosecuting a wide range of crimes including: health care fraud, financial institution fraud, bankruptcy fraud, securities fraud, tax fraud, money laundering and wire fraud. Environmental cases prosecuted under the Clean Water Act and other Federal environmental statutes are also handled by this unit. Prosecutors assigned to the White Collar Crime Unit also handle child exploitation cases, most of which involve defendants who have met children on the internet and then traveled, or caused the children to travel, for the purpose of having sex.

The Unit also has two attorney positions dedicated to prosecuting computer hacking and intellectual property cases.

● **SPECIAL PROSECUTIONS UNIT**

The Special Prosecutions Unit handles a diverse array of criminal matters, including public corruption, the production and distribution of child pornography, civil rights violations, hate crimes, and immigration law offenses. Prosecutors in this unit also focus on the investigation and prosecution of sophisticated economic crime cases in the areas of fraud in government contracts, tax fraud, bankruptcy fraud, and investment fraud including securities offenses and various telemarketing and internet schemes. The unit also includes prosecutors who work primarily on gang related cases involving narcotics and firearms, and on marijuana cultivation cases.

- **Computer Crimes Section**

The Computer Crimes Section, a part of the Special Prosecutions Unit, investigates and prosecutes all federal computer crimes committed within the Eastern District of California, including computer intrusions, denial of service attacks, virus and worm proliferation, internet fraud, and telecommunications fraud. Prosecutors in this section are also responsible for prosecuting intellectual property offenses, including copyright and trademark infringement, software piracy, theft of trade secrets and economic espionage.

- **NARCOTICS and VIOLENT CRIME UNIT**

The Narcotics and Violent Crime Unit is primarily responsible for investigating and prosecuting drug and firearm cases. Attorneys specialize in prosecuting large scale sophisticated drug trafficking organizations. The unit also handles many of the most significant violent crime cases involving terrorism, murder, kidnapping, car-jacking, assault, and bank robbery.

CIVIL DIVISION

The Civil Division consists of the Defensive Civil Litigation and Affirmative Civil Litigation.

- **DEFENSIVE CIVIL LITIGATION**

The majority of the Civil Division's AUSAs are assigned to the defensive litigation team. This team principally defends the United States in employment discrimination and harassment actions, environmental cases, medical malpractice, vehicular, and other personal injury matters brought under the Federal Tort Claims Act. General defensive litigation attorneys are also responsible for cases in a wide array of other disciplines, including the Freedom of Information Act and Privacy Act, Administrative Procedures Act, constitutional torts, Social Security, subpoenas, constitutional law, prisoners' rights, civil rights and government contracts.

- **AFFIRMATIVE CIVIL LITIGATION**

Affirmative Civil Litigation includes the Affirmative Civil Enforcement (ACE) Unit, the Asset Forfeiture Unit and the Bankruptcy/Financial Litigation Unit. Attorneys in Affirmative Civil Litigation represent the United States in a variety of cases in which the government typically is the plaintiff.

- **ACE Unit**

In ACE cases, the United States generally seeks to recover damages and penalties, or to obtain injunctive relief, against defendants who commit civil wrongs against the United States. The kinds of cases include: fraud perpetrated against the government, including health care fraud, defense procurement fraud and grant fraud; kickbacks; whistle-blower cases; actions to recover for fires wrongfully ignited on federal land; consumer product safety cases; civil rights cases, including enforcement of the Americans with Disabilities Act and Fair Housing Act; drug cases involving civil violations of the Controlled Substances Act; and actions involving misuse of Housing and Urban Development project funds.

- **Asset Forfeiture Unit**

In asset forfeiture cases, the United States typically seeks to forfeit the proceeds of criminal activity and property that facilitates the commission of crimes. Forfeited assets are used to fund federal, state and local law enforcement activities and to provide restitution to victims of crime.

- **Bankruptcy**

In bankruptcy cases, the office represents the interests of federal agencies with claims against entities and individuals who have filed for bankruptcy protection.

- **Financial Litigation Unit**

In financial litigation cases, the government seeks to enforce the collection of debts owed to the United States through civil and criminal judgments, including restitution, fines and penalties.

ADMINISTRATIVE DIVISION

The Administrative Division provides a wide variety of support services to all of the United States Attorney's Office employees within the district. The scope of responsibility includes human resources management, budget administration, space management, procurement of supplies and services, information technology and facilities management.

COMMUNITY PROGRAMS

The United States Attorney's Office for the Eastern District of California is

committed to serving its community. This service is comprised of both official activities/collateral duty assignments and volunteer activities performed by members of the office during working and non-working hours.

For example, through the Victim Witness Program the United States Attorney's Office sponsors and administers the Greater Sacramento Area Task Force on Hate Crime (formerly Sacramento Coalition on Hate Crime), a coalition dedicated to improving services to victims of hate and bias crimes and incidents. Membership is open to the public. The Law Enforcement and Community Subcommittee meets four times a year and co-sponsors a major conference on hate crimes once a year. Other committees include the Outreach Committee, Schools Committee, Victims Services Committee, Violence Prevention Committee, Newsletter Committee, and Policies and Procedures Committee. Contact Helene Tenette, Victim Witness Program Manager, at 916-554-2776 or Helene.Tenette@usdoj.gov.

- **Victim Witness Program**

The Victim Witness Program is responsible for providing statutory services to victims and witnesses involved, usually through no fault of their own, in the federal criminal justice system. Headed by a program manager in the Sacramento office with the assistance of a specialist in the Fresno branch office, the victim witness staff notifies victims of court events and provides a variety of court related services, including referral to victim based social services and counseling. Helene J. Tenette is the Victim Witness Coordinator and Program Manager and she may be contacted toll free at 1-888-873-3480 or at Helene.Tenette@usdoj.gov.

- **Law Enforcement**

To facilitate the formation of programs within all districts of United States Attorneys' Offices, Congress created the Law Enforcement Coordinator (LEC) position in 1986. The LEC represents the United States Attorney and the office by participating on law enforcement panels, local and statewide committees, and law enforcement task forces. The LEC maintains direct contact with the United States Attorney in the setting of priorities and the identifying of needs, activities, committees and task forces for the district's law enforcement program based on the LEC's close contact, involvement and participation with the law enforcement community.

The United States Attorney's law enforcement program includes training, program development and facilitation, project assistance, funding for law enforcement related activities and programs, assistance with writing and acquiring federal grants, and when requested, serves as an ombudsman to local

law enforcement agencies.

For further information please contact Jim Day, Law Enforcement Coordinator, at 916-554-2712 or James.Day@usdoj.gov.

- **Special Emphasis Programs Committee**

The United States Attorney's Office has a very active Special Emphasis Programs Committee, the mission of which is to identify problems, define issues, and recommend policies and solutions to management; to raise the status and fully integrate members within congressionally-designated special emphasis groups into career advancement positions throughout the United States Attorney's Office, as well as to assure the effective application of the United States Attorney's Office's non-discrimination and equal employment opportunity policy to all employees and applicants for employment who are within the special emphasis designated groups. Congressionally designated special emphasis groups include:

- African American/Black Affairs Program
- Federal Women's Program
- Asian/Pacific American Program
- Hispanic Employment Program
- Selective Placement for Veterans and Persons with Disabilities Program
- Native American Program

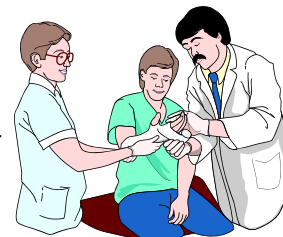
For further information please contact Yoshinori H.T. Himel, Assistant United States Attorney at 916-554-2700 or Yoshinori.Himel@usdoj.gov.

- **Weed and Seed**

Weed and Seed is a Department of Justice community-based program. Its goal is to prevent, control and reduce violent crime, drug abuse, and gang activity in targeted high-crime neighborhoods throughout the country. The Weed and Seed strategy follows a two-pronged approach: local law enforcement agencies and prosecutors cooperate in "weeding" out criminals who engage in violent crimes and drug abuse, and "seeding" brings to the area human services encompassing prevention, intervention, treatment, and neighborhood revitalization. A community-oriented policing component bridges weeding and seeding strategies: officers obtain cooperation and information from area residents while they assist residents in obtaining information about community

revitalization and resources. There are currently four Weed and Seed sites in the Eastern District of California: two in Fresno, one in Selma, and one in Sacramento.

For further information please contact Kim David Stafford, Litigation Support Specialist, at 916-554-2777 or Kim.Stafford@usdoj.gov.



- **Outside Volunteer Activities**

In addition to these formal programs, members of the United States Attorney's Office staff participate in a wide variety of outside volunteer activities, including:

- Speaking to schools and community service groups
- Participating in Mock Trial programs, such as the California High School Mock Trial competition
- Participating in Drug Awareness events


EMPLOYEE BENEFITS

Permanent status employees of the U.S. Attorney's Office are eligible to receive a comprehensive Federal government benefit package which includes the following:

- **Retirement** - The Federal Employees Retirement System (FERS) is a 3-tiered plan to provide secure retirement, disability, and survivor benefits for employees and their dependents. In addition to Social Security benefits as a base, FERS offers both an annuity that grows with length of service and a tax deferred savings plan. Employees pay eight-tenths of 1 percent of salary to qualify for the annuity and are fully vested after five years of service and, for disability benefits, after just 18 months. The savings plan allows employees to save up to a certain percentage of their bi-weekly salary (taking into consideration the IRS annual limits imposed for the given year) for retirement. The government contributes 1 percent of the bi-weekly salary to employees who do not contribute and will match up to another 4 percent of savings (which together can equal as much as 5 percent of the employee's bi-weekly salary) for employees who do contribute.
- **Health Insurance** - Employees can enroll in health insurance coverage for themselves and their families at reasonable rates. Employees can choose between several managed fee-for-service

plans and health maintenance organization plans. There is an annual open season during which employees can change their enrollment. Unlike a growing number of private sector health benefits programs, federal employees can continue their health insurance coverage into retirement with a full government contribution. Most enrollees pay only one-fourth of the health benefit premium. The employee's share of the health insurance premium is made on a pretax basis.

- **Life Insurance** - Most full-time and part-time employees are automatically enrolled in basic life insurance equal to their salary, rounded to the next \$1,000, plus \$2,000. The government pays one-third of the cost of this group term insurance. Employees do not have to prove insurability; no physical is required. Basic coverage includes double benefits for accidental death and benefits for loss of limb(s) or eyesight. Employees can also purchase optional insurance at their own expense. Optional coverage includes additional insurance on the employee's life as well as coverage for the employee's spouse and eligible children, if any. Those younger than 45 receive an additional amount of coverage at no greater cost.
- **Leave** - Employees earn 13 days of sick leave each year. In addition to using sick leave for the employee's own illness or medical appointments, sick leave can be used to care for family members, to arrange for or attend funeral services of family members, and for absences relating to adopting a child. Federal employees also earn 13 days of annual leave during each of their first three years of federal employment. Employees earn additional annual leave as their tenure with the federal government increases, up to a maximum of 26 days per year after 15 years of service.
- **Holidays** - Employees are entitled to 10 paid holidays each year.
- **Quality Worklife Programs** - Employees of the U.S. Attorney's Office are eligible to receive certain no-cost medical and counseling services through the U.S. Occupational Health Service and the Employee Assistance Program. Innovative leave sharing programs allow employees to voluntarily transfer some of their annual leave to specific coworkers or to a leave bank to assist coworkers in dealing with a personal or family medical emergency. Subject to supervisory approval, the office offers compressed work schedules for support staff employees. Compressed work schedules are fixed work schedules that enable full-time employees to complete the basic 80-hour biweekly work requirement in less than 10 workdays.

- **Liability Insurance** - Attorneys and supervisors are eligible to receive reimbursement for up to one-half the cost of professional liability insurance.
- **Training and Tuition Assistance** - Through the resources of the Department of Justice, Office of Legal Education, our agency is able to offer a comprehensive range of courses to assist attorneys, paralegals, legal assistants and other support personnel in improving their skills. Courses are generally conducted at the National Advocacy Center, a state-of-the-art training facility located in Columbia, South Carolina. Subject to budget constraints, permanent employees are also eligible to receive tuition reimbursement for continuing education seminars and/or college course work which relates to their assigned duties.
- **Transit Subsidy** - The office offers a transit subsidy program which allows most employees to be fully reimbursed for expenses incurred in utilizing public transportation for their daily commute to and from the office. 
- **Long Term Care Insurance** - The government has developed a long term care insurance program which includes benefits for all levels of care, custodial to skilled, including home care, assisted living facilities, and nursing home care. Although employees electing this benefit pay all costs, the premiums are very competitive and the coverage among the most comprehensive and flexible available at any price.

Please note that although individuals serving on temporary appointments are generally not eligible for retirement, life insurance, health insurance and tuition assistance, they can receive annual and sick leave, holiday pay and transit subsidy benefits.

Additional information on federal benefits is available at the U.S. Office of Personnel Management's website located at www.opm.gov. Questions may also be directed to the U.S. Attorney's Office human resources staff at (916) 554-2700.

EMPLOYMENT OPPORTUNITIES FOR LAWYERS

The United States Attorney's Office recruits Assistant United States Attorneys (AUSAs) in the Sacramento and Fresno offices as vacancies occur.

Candidates interested in applying for attorney vacancies must have a J.D. degree from an accredited law school; be duly licensed and authorized to practice as an attorney under the laws of a state, territory, or the District of Columbia; must have a minimum of one year of post J.D. experience; and possess excellent academic credentials. Trial experience is a plus. Salary is commensurate with experience. Resumes should be sent to: The Executive Assistant U.S. Attorney, United States Attorney's Office, 501 I Street, Suite 10-100, Sacramento, CA 95814. No telephone inquiries please. If no vacancies are currently available, applicant files are maintained for approximately six months.

Attorneys who are interested in employment in any other district or at the Department of Justice in Washington, D.C., should directly contact the appropriate office. For further information, contact www.usdoj.gov/oarm/attvacancies.html, or:

Office of Attorney Recruitment and Management
U.S. Department of Justice
Room 7254, Main Building
950 Pennsylvania Ave., N.W.
Washington, D.C. 20530-0001
(202) 514-3396 (24-hour Recorded Information)

- **The Attorney General's Honors Program**

The Honors Program is the Department of Justice's entry-level recruitment program and is the only way the Department hires graduating law students. Students apply during their third year of law school for an entry-level position following graduation. Judicial law clerks and full-time LL.M. candidates are also eligible to apply to the Program. Several organizations within the Department of Justice formally participate in this program. There is a specific application for this Program and an absolute deadline date, usually falling in the last week of September. Application procedures and eligibility requirements can be found at www.usdoj.gov/oarm.

EMPLOYMENT OPPORTUNITIES FOR SUPPORT STAFF

The United States Attorney's Office accepts applications for employment in non-attorney positions as posted by specific job vacancy announcements or public notices. The most common non-attorney positions are Legal Assistants, Paralegal Specialists, and other support positions. Other administrative and technical positions such as Investigator, Auditor and Analyst occasionally

become available. For qualifying college students, there are regularly recurring part-time and full-time vacancies which are filled on a temporary basis with flexible schedules.

Continuing applicant files are not maintained for support positions. Applications will only be accepted during the period of time listed in the posted vacancy announcement and applications must be received or postmarked by the closing date. Support staff vacancy announcements will also be posted at the following website: www.usajobs.opm.gov.

Qualification requirements vary for support positions and will be specified in each vacancy announcement. If interested in applying for support positions, please mail a complete application package (as specified in the vacancy announcement) to:

Martha Bryant
Human Resources Officer
United States Attorney's Office
501 I Street Suite 10-100
Sacramento, CA 95814

OPPORTUNITIES FOR STUDENTS

The Eastern District of California offers several student employment opportunities, both paid and unpaid as follows:

- **Paid Positions:**
 - **Student Temporary Employment Program**

The United States Attorney's Office offers temporary clerical and administrative opportunities to students who are enrolled at least half-time in an accredited 2-year or 4-year college or university, graduate, professional, vocational, or technical school. The opportunities need not be related to the student's academic field of study. Students may be employed year round and work schedules are flexible to accommodate school schedules. During the school year, students must work between 16-20 hours per week; however, during school breaks, students may work up to 40 hours per week. Students in this program are placed in excepted appointments and are eligible to earn annual and sick leave. Vacancy announcements for the Student Temporary Employment Program will be posted on the Eastern District of California website and will also be posted at the following website: www.usajobs.opm.gov.

- **College Work Study Program**

Students interested in this program must contact their college and/or university to determine if they qualify for a college work study position.

Work study positions are available in the following areas:

- **Criminal Misdemeanor Unit**

These law clerk positions are available for third-year law students. Duties include prosecuting misdemeanor offenses for the federal government in the United States Magistrate Judges Court. The student is responsible for his or her own caseload from initial appearances through trial and probation violations. Law students will gain valuable experience appearing in court, making and responding to motions, preparing for trial, and acting as trial counsel for bench and jury trials. Students must commit to participate in this program for one year beginning in May of the year the student completes his or her second year (day) or third year (evening) of law school. Students work 20 hours per week during the school year and 40 hours per week during the summer months. The law student must be able to be certified as a student attorney and these positions require students to either be enrolled in or have completed the Evidence Course.

- **Victim/Witness Assistance Program**

This program allows students to assist people who are involved in the federal criminal justice system either as a victim or a witness. The program has two components and students may select which program they are interested in pursuing. The Victim Case Manager component allows students to assist the Victim Witness Program Coordinator in identifying victims in federal criminal cases and providing services to those victims. Students will learn about the jurisdiction, uniqueness, and complications of the federal criminal justice system. The Community Outreach component allows the student to assist with the development and administration of public meetings, forums, and conferences. Duties include agenda development, speaker selection, marketing, and document production. Outreach efforts focus on vulnerable victimized communities, including victims of hate crimes, child abuse, and government program fraud.

- **Unpaid Positions:**

- **Student Volunteer Service**

Offers unpaid training opportunities to high school, college and law school students. These opportunities provide work experience related to the student's academic program. Students must be enrolled at least half-time in an accredited high school, technical or vocational school, a 2-year or 4-year college or university, or a graduate or professional school to participate in this program. Positions available include student law clerk, victim/witness assistance, and other administrative and support positions. The law clerk positions allow students to gain experience in researching issues; writing memoranda of findings, briefs, and motions; and observing federal court proceedings. Students may choose to be placed in either the Civil or Criminal Division. The student must have completed his or her first year of law school to be eligible. The students in the victim/witness assistance positions will perform the duties described in the paid positions section above. Students in the administrative and support area will provide various duties including assisting legal assistants, human resources, budget and other administrative and support staff. The volunteer positions usually last one semester but may be extended.

- **Intern Clinic Program**

This program offers school credits. Students must check with their school's clinical advisor regarding the number of units earned. During the school year, a minimum of 15 hours per week is required. Positions available include student law clerks, victim/witness assistance, and other administrative positions.

Duties and requirements for these positions are described in the Student Volunteer Service section above.

Resumes for law clerk positions should be submitted by the following deadlines: February 15th for summer positions, June 30th for fall semester positions, and October 30th for spring semester positions. Students interested in law clerk positions in the Sacramento office should submit resumes to the United States Attorney's Office, 501 I Street, Suite 10-100, Sacramento, CA 95814. Students interested in law clerk positions in the Fresno branch office should submit resumes to the United States Attorney's Office, 2500 Tulare Street, Suite 4401, Fresno, CA 93721. Resumes should be addressed to the attention of one of following individuals, depending on the location (Sacramento or Fresno) and Division (Criminal, Civil, or Misdemeanor) the student is

interested in:

Kim David Stafford - Civil Division (Sacramento)
(916) 554-2777
Rosemary Shaul - Criminal Division (Sacramento)
(916) 554-2802
Pat Mikel - Misdemeanor Unit (Sacramento)
(916) 554-2791
Helene Tenette – Victim Witness Program (Sacramento)
(916) 554-2776
Stan Boone - Misdemeanor Unit (Fresno)
(559) 498-7272
Kirk Sherriff - Civil Division (Fresno)
(559) 498-7272

Resumes for all other student positions should be submitted to the United States Attorney's Office, Attn: Human Resources Officer, 501 I Street, Suite 10-100, Sacramento, CA 95814. For additional information please contact Martha Bryant, Human Resources Officer, (916) 554-2749.

Students should include a cover letter indicating the program, position, and location he or she is interested in and include a recent transcript if available.

REASONABLE ACCOMMODATIONS POLICY FOR JOB APPLICANTS

The U.S. Department of Justice (DOJ) and the United States Attorney's Office, Eastern District of California, have an ongoing obligation to provide reasonable job accommodations for employees and job applicants with disabilities. In most circumstances, it is the obligation of the employee or applicant to request the reasonable accommodation. Job applicants may make requests for reasonable accommodation to the individual identified in the appropriate vacancy announcement as the point of contact for reasonable accommodations. The Eastern District of California has designated Martha Bryant, Human Resources Officer, (916) 554-2749, as the District Accommodation Coordinator and her name will be listed on all vacancy announcements for support staff positions. Attorneys seeking employment with the District may contact Ms. Bryant directly for information regarding a request for reasonable accommodation. Reasonable accommodations for job applicants may include providing an accessible location for job interviews; sign language interpreters; providing other assistive devices; and other accommodations that may be needed in the application process.

Employment for all positions (lawyers, support staff, and students) is contingent upon the satisfactory completion of a background investigation by the Department of Justice. This is a thorough investigation that includes checking with present and former employers, military records and credit bureaus. The investigation also includes verifications of tax filings and attendance at institutions of higher learning. Those who are selected are subject to drug testing by urinalysis. United States citizenship is required.

Except where otherwise provided by law, there is no discrimination based on color, race, religion, national origin, politics, marital status, disability, age, sex, sexual orientation, retaliation, parental status, genetic information, membership or nonmembership in an employee organization, or on the basis of personal favoritism.



United States Attorney's Offices Eastern District of California

