

The Honorable Nikki R. Haley
Office of the Governor
State of South Carolina
1205 Pendleton Street
Columbia, S.C. 29201

Governor Haley,

March 22, 2015

I hope my letter finds you, your family and our great state, doing well. First of all, I as many of my friends and neighbors am very proud to have you serve as our Governor. Your election to office by the citizens of our state, further shows that so many around our nation are incorrect when we are judged as a state populated by racist and discriminatory citizens. Governor Haley, I would like to take this opportunity to introduce myself, as well as bring forward several concerns I have for my family, my state, my nation and myself. I am a native of Charleston, Catholic, educated in our local parochial schools and a graduate of the College of Charleston. I worked in the Hospitality industry during my post high school years and upon graduation from college, secured solid employment in the International shipping industry, with Taipei based Evergreen Marine / International / America, from 1985 until March 2009, 24 years. During my career, I rose in the company's ranks in position and salary. When I started in 1985, my salary was \$14,000, upon my departure, it was \$83,000. My wife is also employed in the International shipping industry, working for Odyssey International / International Forwarders Customs Brokers. She has been in the International shipping industry for over 30 years. We have been blessed with a daughter, Michelle, now 19 and a sophomore at the College of Charleston, studying International Business with a focus on Logistics. We were also given by our Savior, twin boys who will turn 18 on April 1st. Our son Gabriel, will be graduating from the Charleston Charter School for Math and Science here in Charleston and will attend Trident Tech with plans to seek employment with Boeing. Our thanks go to you and our state's leaders for securing this major company. Our other twin Christian, suffers from Autism and is a sophomore at our local, West Ashley High school. There, he is in a vocational career path and is a vital part of their award winning high school band, where he excels in percussion in the marching band and drumline. The students and the teachers there should be commended for their acceptance and opening their arms to help him. We were living the American dream until 2009.

In November of 2008, Evergreen Taipei, sent a message to all of its employees not to worry about the declining economy and that none of us would have to worry about our jobs in 2009, (message attached). We had weathered recessions before and this recession we would survive as well. This was the message our New York and Charleston managers verbally relayed to all employees and Taipei put in print to us. This was just after Barack Obama was elected. A little over a month later, the day after Christmas, a Friday, the company's president, who had been our office manager before being promoted to company president, made a visit to our Daniel Island office. He came to announce that we would be expanding the Charleston office, in part because our N.Y. and LAX offices, being organized by local unions, were going to be a drain on the Taipei based company. At the same time, there were efforts to organize offices in other locations around the country. Needless to say, we were elated, as more work was coming our way, to our Right to Work state and we were finally gaining the respect and rewards for our hard, non-union, efforts. The following Tuesday, we received an email, (see attached) from the same president, that most remaining offices, including Charleston, would close with the exception of 4 major and a few small sales staffed offices. Two of the offices that survived, were N.Y. and LAX. We were not only devastated, but very confused about this turn of events. We did find later that the Taipei and N.Y. headquarters had decided to dump everything, as the new Washington administration would be pro union and the company feared complications. March 13, 2009 was my last day. We were offered a transfer to Dallas with reduced salary and position, or a severance agreement. Having only 10 days after the email to decide which road to take, I decided to stay in Charleston. We based our decision not only where we wanted to raise our young family, but how could I trust the company and our country anymore? I also weighed the fact that I possessed 24 years of experience and that Charleston is a port city and my hometown. Little did I know what road was in front of me.

I started in January 2009 looking for my next career path. I applied, sent resumes, inquired, with a little fewer than 400 companies from that time until June, without one interview. Was I too limited in my previous career, overqualified, underqualified, why was I not getting any employment opportunities? As we all have seen, jobs, especially for many men as myself, white, 54 years when laid off, would no longer be available, or at best become extremely difficult to find. This has become the new norm, even until today. In April 2009, I started volunteering for our local police department and began removing graffiti for the City of Charleston from structures, with another volunteer. He also had been laid off, he from a major national company as an accountant. I hit my low point when I started receiving unemployment benefits, the first time in my life I had to do so. I continued to apply for jobs, any jobs and found myself training to be a guard at the local detention center for criminals in the Charleston area. In the meantime, a friend saw my picture on the front page cover story of the Post and Courier, removing graffiti and called to offer a few job links. Thanks to her help, I was able to secure a position with the City of Charleston working in the Business License department. I am very proud to say that I

work for our great city and am very grateful for my employment. My salary now is 50k less per year and it is very, very, difficult to make the bills, but I have to support my family. The job opportunities became more difficult after I was awarded the City of Charleston's Harold Koon award for the city's community volunteer of the year. I became even more boxed out of employment opportunities. During this same time, my family had to seek alternative school options, since the parochial school tuition was now out of reach. We did manage to enroll two of our children in the Math and Science charter school and I served on the Board of Directors for three years. I have been trying all the time to better myself, but it looks like the writing is on the wall, as it is for most white males over 50.

This brings me to the reason for my letter today. Recently I applied again, for yet another position with the South Carolina State Ports Authority here in Charleston. All of my previous applications, including personal hand delivered resumes to Port Director Jim Newsome, have never resulted in one response from anyone at the SCSPA until recently. My latest application was for an Inside Sales position. (Please see the attached resume regarding my experience). I provided my previous manager at Evergreen, Mr. Art Pruett, as a reference on my application. He was my direct supervisor at Evergreen, helped train me to work in a variety of disciplines in the containership industry and he knows my history. He was our South Atlantic Region Vice President, and I worked directly under him. He has been the SCSPA Charleston Vice President of Cargo Sales since 2009. I have attached, for your reference, the recent responses from the SCSPA Human Resource staff, Raven S. Pinckney, regarding my application. I was rejected, the reason being two fold, "After carefully reviewing the qualifications and the background of the candidate pool, we find we are unable to offer you a position at this time", then "the hiring manager considered the candidate he selected a better fit for the position". Look carefully at their responses. The rejection notice was simply sent generically to my email at 3 a.m. on Feb. 19th. It was sent 10 days after my application was received at the Port Authority. There was never any contact or offer to arrange an interview. Please see the attached letters of recommendation from Mr. Pruett and the then President of Evergreen Shipping agency Wesley J. Brunson. It's very obvious what is occurring, especially at the State supported Ports Authority; race, age and gender discrimination. I experience this at every turn these days and there is very little or no, opportunity for my future, regarding employment in either of these two agencies. If I cannot even get an interview in a field in which I am qualified, what other reason is there for this discrimination?

The Washington administration is successfully dismantling our country and the attack on the white male in this country is raging. Wealth has not been redistributed; it has been taken away from men who did as we were taught regarding honor, dedication, education, family and our wealth taken for biased reasons. If the government of our state can support the discriminatory practices, which is how the SCSPA HR is perceived to be by many, then the future of our state is in peril. We, the white male, are being purposely targeted for decline. Without solid employment opportunities for those as me, free of prejudice and discrimination, we are in trouble in this state. I heard a statement recently that the Republicans, my party for many years and the Democrats in this country are basically the same. They want the same things; they just don't want the other party to get it. I believe that every day. We rose and supported the Republican Party in November 2014 and yet they continue to agree with Washington, even with the power of the purse to stop and address problems regarding the future of the citizens, especially baby boomer white males. Without being able to secure employment with a good wage, the country will suffer financially without the white male majority in the economic puzzle. Replacing us with the surge of illegals here and coming, will further cost us jobs and in turn more turmoil for America.

I would like to request that my recent application / applications that were sent / hand delivered, to the SCSPA, especially this last Inside Sales position, (see attached), be investigated. The SCSPA HR department should answer why my applications do not ever manage a response, except for rejection or, no response. Was Mr. Pruett ever contacted by the hiring agent and if so, why the job rejection only after 10 days without, once again, an interview opportunity? We all know employment processing takes more than 10 days, unless a prejudiced decision has already been made. If he was not contacted, why not? What explanation can the SCSPA provide? I thank you for your time and service and will await a reply.

Sincerely,



Michael W. Allen
1546 Downing St.
Charleston, S.C. 29407
843-475-9538
llpea@att.net



EVERGREEN SHIPPING AGENCY (AMERICA) CORPORATION

210 Seven Farms Drive, Suite 201 • Charleston, SC 29492
(843) 856-7600 www.evergreen-shipping.us

February, 26, 2009

Letter of Recommendation for Mr. Michael W. Allen

To whom it may concern:

This letter advises that I give my highest personal and professional recommendation for hiring Mr. Michael W. Allen. A full time employee of Evergreen Shipping Agency from April 1985 through March 2009, I have always found him to be hard working, dedicated and one of the most competent employees for Evergreen, during our professional relationship.

While employed over the many years, he held staff as well as managerial positions in the Evergreen Charleston office. He was promoted to Assistant Manager in September 1988, due to a very high performance evaluation and outstanding service to the company. Michael was promoted to Deputy Manager in 2003 after serving as our company terminal manager for three years. His experiences in Logistics, Customer Service, Labor and government relations were well recognized within the Evergreen organization. He has served as our single point of contact for our top VIP export customers in the South - Atlantic region.

In working within the International Transportation Community, he has developed a unique set of skills in understanding the different cultures of such a diverse group. He also has strong interpersonal skills with customers, co-workers and associates. Michael has excellent written and verbal skills, is well organized and can work independently to complete assigned tasks.

I am available for further discussion and detail at your convenience.

Sincerely,

Arthur Pruett

Junior Vice President

Evergreen Shipping Agency (America) Corp.

As Agent For

EVERGREEN LINE
EVERGREEN MARINE CORP. (TAIWAN) LTD. ITALIA MARITTIMA S.p.A.
EVERGREEN MARINE (UK) LTD. EVERGREEN MARINE (HONG KONG) LTD.



February 18, 2009

Letter of Recommendation for Mr. Michael W. Allen

To Whom It May Concern:

This letter serves to advise that I would give my highest personal and professional recommendation for the hiring of Mr. Michael Allen. He was a full time employee of Evergreen Shipping Agency from April 1985 through March 2009.

In the many years of his employment, he held staff and managerial positions in the Evergreen Charleston office. He was promoted to Assistant Manager in September 1988, as a result of his outstanding performance. Michael was later promoted to Deputy Manager in January 2003. His experiences in Logistics and Customer Service were well recognized in the EGA organization. He was the single point of contact with many of our top export VIP customers in the South- Atlantic region.

In our professional relationship, I had always found him to be a hard working, dedicated and competent employee for Evergreen.

The skill set he offers when working with and understanding the various cultures within the international transportation community is exceptional. He has strong interpersonal skills with customers, co-workers and associates. Michael also has excellent written and verbal skills, is well organized and can work independently to complete assigned tasks.

I am available to discuss this recommendation in more detail at your convenience.

Sincerely,
Evergreen Shipping Agency (America) Corp.

Wesley J Brunson
President



Wesley
Brunson/MGT/NYC/EGA
12/30/2008 01:15 PM

To ALL NYC DIV/DEPT HEAD, ALLEGACA, ALLEGAUS
cc stevewang@evergreen-shipping.us, ALLNYCHRD
bcc
Subject EGA Restructuring Announcement

The worldwide economic turmoil has created a situation we have not seen in our lifetimes. Consumers have stopped buying on a global basis and this has resulted in a reduction of international shipping volumes. This economic downturn is expected to be prolonged with no immediate forecasted end to the financial crisis. A number of our competitors have announced personnel layoffs and capacity reductions in all trade lanes; EMC has also reduced trade lanes and suspended the AUX, NEC, SNT, and IMU services. These service terminations are unexpected but necessary to avoid catastrophic losses to EMC. EGA is an agent for EMC and the revenue stream is based upon a commission structure from the principal.

To deal with this financial crisis, the Board of Directors of EGA has regretfully directed management to pursue a number of measures to reduce costs and put us on a more sustainable structure moving forward.

The following steps will be implemented on or before March 15th, 2009:

- 1) The Baltimore, Charleston and Norfolk offices will transfer all Customer Service and most Logistics responsibilities to the Dallas office. BAL Sales and one MAR/LOG staff will remain in Baltimore. In Charleston two MAR/LOG will be remain and in Norfolk one MAR/LOG staff will remain.
- 2) The Salt Lake City office will be closed and the work shall be assigned to EGA Dallas.
- 3) The Toronto Customer Service and majority of the Logistics work will be assigned to Vancouver. Sales will remain in Toronto.
- 4) The EGA Chicago office will have a limited number of staff reductions in CSD and LOG.

A number of new positions will be created in Dallas as a result of the reorganization. Affected EGA employees may apply for these positions. Postings will be forthcoming through HRD. Employees accepted for transfer will be eligible for the EGA transfer policy.

The company will provide a severance package to impacted EGA employees. This will include three weeks pay per year of service and continuation of medical benefits for six months. COBRA will be available for an additional eighteen months.

It is very disappointing and disheartening that we are faced with this decision that touches so many of our valued employees. Our goal is simply to position the company to survive the catastrophic economic crisis and position the company for success when we recover from these difficult times.

Best regards,
Wesley Brunson
President

CLOSE

Evergreen Group head says no layoffs despite bleak economy

Central News Agency
2008-12-30 11:05 PM

Given Harboring Degree by our own U. South Carolina.

Taipei, Dec. 30 (CNA) Evergreen Group Chairman Chang Jung-fa said Tuesday that the group will not lay off workers or force them to take unpaid leave as they are "valuable assets" of the group's companies.

In an informal meeting with the media, Chang also described the economic downturn as similar to the Great Depression of the 1930s, saying that the days ahead will be "harsh." "The world economy will probably only improve in 2012," he predicted.

Chang said the most important thing for businesses at present is not how to make money but to think about riding out the difficulties, pointing out that businesses will succeed only if they can overcome their difficulties.

"The employees are valuable assets of a company, and the boss has to think about them so that they will be loyal," Chang said.

He assured the group's 27,000 workers that they can enjoy a happy new year as he will not lay them off or force them to take unpaid leave during the economic slump.

He also said the strategy of the group will be more conservative next year, noting that Evergreen Marine Corp. will not commission any new ships, while EVA Airways will not buy new aircraft, saying that saving on such outlays will be a "major consideration." Employees of Evergreen Marine Corp., which recorded a profit this year, will get a two-month year-end bonus, while employees of Eva Airways, which registered losses, received a year-end bonus of one month this week.

(By Lillian Wu)

CLOSE

Michael W. Allen

1546 Downing Street, Charleston, S.C. 29407
llpea@att.net • Cellular 843-475-9538

Experience Summary

Have developed and successfully demonstrated excellent communication skills and proven leadership accomplishments across a wide array of work experience. Proven cooperative relations with U.S. Federal Government agencies, local law enforcement, business and community leaders. Demonstrated highly effective customer service skills that included handling sensitive conflict resolution situations. Have actively engaged myself and my staff in strategic planning creating positive affects on the organization's bottom line. My objective is to always utilize my collective work experience in an ever expanding career where I provide positive impact to the organization's goals and culture.

Experience

City of Charleston, Charleston, S.C. *Contractor Compliance Inspector*

2009 to Present

- Manage all contractor compliance, Budget and Finance Revenue Collections, Business License, for the City of Charleston.
- Perform all liaison functions with all contractors working on projects within the City of Charleston jurisdiction.
- Work closely with many City Department Directors and staff. Verify, collect fees and compile records for all business license transactions in my territory including Daniel Island.
- Report my recommendations and findings to Department Director, on all legal issues and pending disputes for possible court appearance.

Evergreen Shipping Agency, Charleston, S.C.

1985 to 2009

Section Manager Export Traffic - Southeast Regional Call Center

- Identified, interviewed and hired qualified staff for new and open positions.
- Administered all bi-annual performance evaluations and salary management recommendations for staff and assistant managers.
- Oversight of company's Quality Management procedures.
- Led staff in conflict resolution process as needed, to handle all customer service issues.
- Trained staff on new and updated CPU programs as received.
- Realized \$155,000 cost savings by collection of unpaid invoices and \$42,000 overtime savings over two year period.
- Acquired Accounts Receivable, light accounting and bookkeeping experience with inside sales, rate and tariff quotes.
- Managed and served as point of contact for all corporate VIP accounts in Southeastern U.S, including Carnival Cruise Lines, Holland America and Royal Caribbean.

Terminal Manager-NCT

- Supervised 50 ILA mechanics, checkers, stevedore and company staff.
- Liaison with U.S.Customs, DHS, CBP, FDA, USDA ,EPA agencies and S.C. Ports Authority, Port Police and local law enforcement.
- Realized \$435,000 cost savings on two-year equipment manufacturing project.
- Realized \$343,000 cost savings by reducing labor and yard equipment required for daily terminal operations.
- Oversight of Marine operations maintaining contracts with S.C.S.P.A., M&R vendors, and Stevedore companies.
- Maintained all local company files, records, correspondence, and photographic documentation with manual filing of over 1,000 boxed files using Excel inventory program. This included Microfiche, scanning, coding of U.S.Customs documents, tariffs, contracts, along with sensitive classified documents.

Evergreen Shipping Agency, Charleston, S.C. (continued)

General Staff and Assistant Manager

- Import / Export traffic- International and domestic customer service.
- Assistant Manager - Terminal Operations 1989 - 1993.

Education

College of Charleston, Charleston, S.C. 1982

B.A. History / English

Trident Technical College, Charleston, S.C. 2011

Online Accounting Concepts

Online Grant Writing

Awards / Recognition

City of Charleston, Charleston, S.C. 2010.

2010 Harold Koon Award Recipient

City Community Volunteer of the Year.

City of Charleston Neighborhood Commission, Charleston, S.C. 2007 to Present.

Board member. Review Neighborhood Council membership requests.

Neighborhood Association, Ashley Hall Manor 2006 to Present.

Neighborhood President

Old Charles Town District Task Force, Charleston, S.C. 2006 to 2012.

President / Business Relations Chair Task Force Chair 2011. Community liaison with the City of Charleston.

Other Activities

Charleston Charter School for Math and Science, Charleston, S.C. 2010 to Present.

Board of Directors – Vice Chair, Secretary, Safety Chairman, Community Marketing Chairman, Finance Committee, Athletic Booster Club Secretary.

Charleston City Police, Charleston, S.C. 2009 to Present.

Volunteer Graffiti abatement team, help on any projects or requested duties.

Crisis Ministries, Charleston, S.C. 2009 to 2010.

Volunteer Provide assistance for the displaced and homeless. Help in food service or various community related duties.

Training, Conferences & Seminars

Hazardous Materials Instructor, National Cargo Bureau / Shipmate, Charleston, S.C., 1994 to 2009.

Evergreen's South Atlantic region.

Negotiator, International Longshoremen South Atlantic Mechanics union 1993.

Operation Seahawk, Charleston, S.C. Participated in development and study of 2003 – 2004.

Dale Carnegie, Skillpath, Telephone Doctor Seminars, CSI Certification City of Charleston.

Management and Customer Service based training over 6 year period 2000 to 2006.

Maritime Association Port of Charleston, MAPCHA, Charleston, S.C., 2001 to 2009.

Propeller Club, Charleston, S.C., 2001 to 2009.

Personal

Enjoy kayaking, surfing, drumming and always learning more about local historical facts and events.

Subject: SC Ports Authority Applicant

From: scspa.staffing@recruitingcenter.net (scspa.staffing@recruitingcenter.net)

To: llpea@att.net;

Date: Monday, February 9, 2015 8:31 PM

Dear Michael,

Thank you for applying for a position at the SC Ports Authority. Your application has been received and is being reviewed. We will contact you if your qualifications match the position for which you have applied. To edit or to check the status of your application, please log back into your account with your user name and password listed below. For current job openings, please visit our web site or call our job line at 843-577-8130. About the South Carolina Ports Authority

The South Carolina Ports Authority, established by the state's General Assembly in 1942, owns and operates public seaport facilities in Charleston and Georgetown, handling international commerce valued at more than \$63 billion annually while receiving no direct taxpayer subsidy. An economic development engine for the state, port operations facilitate 260,800 jobs across South Carolina and nearly \$45 billion in economic activity each year. For more information, visit www.scspace.com.

Sincerely,

SC Ports Authority
Charleston, SC

IMPORTANT INFO:

Visit us on the web at <http://www.scspace.com>.

Visit our employment site at <https://www.recruitingcenter.net/Clients/scspa/PublicJobs/>.

Your username: llpea@att.net

Your password: llbean12

JOB(S) APPLIED FOR:

Inside Sales Specialist

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On Thursday, February 19, 2015 3:22 AM, "scspa.staffing@recruitingcenter.net" <scspa.staffing@recruitingcenter.net> wrote:

Dear Michael,

After carefully reviewing the qualifications and background of the candidate pool, we find that we are unable to offer you a position at this time.

Thank you for giving us the opportunity to consider you for a position with SC Ports Authority. We wish you the best of luck in your pursuit of employment opportunities.

Regards,

SC Ports Authority

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Subject: RE: Update on your status for SC Ports Authority - Inside Sales Specialist BM10037

From: Pinckney, Raven (RPinckney@SCSPA.com)

To: llpea@att.net;

Date: Friday, February 20, 2015 12:53 PM

Hi Michael,

In regards to the Inside Sales Specialist position the hiring manager considered the candidate he selected a better fit for the position. We wish you every personal and professional success with your job search and in the future. Thank you, again, for your interest in our company.

Regards,

Raven

Raven S. Pinckney

HR representative
SOUTH CAROLINA PORTS AUTHORITY
OFFICE (843) 577-8674
scspa.com



From: Michael Allen [mailto:llpea@att.net]

Sent: Thursday, February 19, 2015 8:28 AM

To: Pinckney, Raven

Subject: Re: Update on your status for SC Ports Authority - Inside Sales Specialist BM10037

Good morning,

Considering my background and experience, can you advise what was determined for my disqualification? 24 plus years in International shipping with a top tier company, Evergreen, 5 plus years with the City of Charleston, my education, community service, availability, etc., what specifically disqualified me?

On Thursday, February 19, 2015 3:22 AM, "scspa.staffing@recruitingcenter.net" <scspa.staffing@recruitingcenter.net> wrote:

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Regards,

SC Ports Authority

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