

National
Women's
POLITICAL
CAUCUS
Recruit Train Elect
Orange County



2852 West Bridgeport Avenue, Anaheim, CA 92804

FPPC #: 921469 | Tax ID #: 84-3789878 | Email: info@nwpcoc.org | Office: (714) 676-8066

NWPC OC
Board of Directors

President: Marlena Truong
Secretary: Branda Lin
Treasurer: Sherri Loveland
Political Action: Faye Hezar
Public Policy: Ana Gonzalez
Communications: Jason Khoo
Membership: Janet Pao
Events: Samantha Eden

December 9, 2021

VIA E-MAIL

Orange County Power Authority Board
Chair Mike Carroll - mikecarroll@cityofirvine.org
Board member Fred Jung - fred.jung@cityoffullerton.com
Board member Farrah Khan - fkhan@cityofirvine.org
Board member Mike Posey - mike.posey@surfcity-hb.org
Board member Susan Sonne - ssonne@buenapark.com

Dear Orange County Power Authority Board,

The National Women's Political Caucus (NWPC) supports equitable treatment for all people and non-discrimination is one of our "bottom line issues." Active or passive discrimination based on gender or any other factor, is detrimental to the good of a free society. As NWPC's Orange County chapter we call upon the Orange County Power Authority (OCPA) Board to initiate an independent investigation of CEO Brian Probolsky's treatment of employees and possible workplace harassment resulting in a hostile work environment involving OCPA's Chief Operating Officer Antonia Castro-Graham.

The Voice of OC and OC Register both published articles on December 6th reporting on Ms. Castro-Graham's "abrupt" resignation from the OCPA. "When I was offered this position, I was overjoyed as it was my dream job. Sadly, I can no longer work at a place where I am not respected, thus I have chosen to seek employment elsewhere," Ms. Castro-Graham stated.

At the November 9th OCPA board meeting, multiple people witnessed Mr. Probolsky yelling at Ms. Castro-Graham on camera. Conversation between Ms. Castro-Graham and OCPA's clerk Shauna Clark indicated that she felt threatened by Mr. Probolsky and supports the accounts of those who witnessed the incident. Ms. Castro-Graham is heard saying, "Brian is totally flipping out." Clark then replies, "You're not going to get fired, he needs to talk to me."

We also call on the OCPA to initiate an independent investigation into the hiring of Brian Probolsky.

Ms. Castro-Graham holds a Masters in Public Administration, with a concentration in Public Finance, and a Master's Degree in Sustainability. She also teaches courses on sustainability at the university level and was named Alumna of the Year for the School of Sustainability at Arizona State University in 2018. Her qualifications to serve as Chief Operating Officer are clear and well established.

Page 2

In stark contrast, Mr. Probolsky's closed door appointment as the OCPA's Chief Executive Officer is highly suspect, as he has no college degree and no experience in the energy industry. Yet, Mr. Probolsky wielded power over Ms. Castro-Graham as OCPA's CEO. This glaring example of workplace inequality should have been rectified long before the incident on November 9th.

We implore the OCPA to approve an anti-harassment/non-discrimination policy to protect its employees and ensure all are treated with dignity, decency, and respect. The work environment should be absent of intimidation and harassment and provide a means for employees to file a complaint regarding potential workplace harassment without fear of retribution. It is our hope that Ms. Castro-Graham's resignation will serve as a wake-up call to the OCPA Board to take all necessary investigative and corrective measures so that this type of situation does not occur again.

Regards,
NWPC OC Board Members:
Marlena Truong, President
Sherri Loveland, Treasurer
Branda Lin, Secretary
Faye Hezar, VP Political Action
Ana Gonzalez, Public Policy Chair
Jason Khoo, Communications Chair
Janet Pao, Membership Chair
Samantha Eden, Events Chair