

NATIONAL RAILROAD PASSENGER CORPORATION
OFFICE OF THE INSPECTOR GENERAL
OFFICE OF INVESTIGATIONS

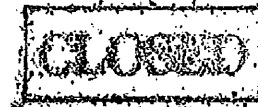
CLOSING REPORT

Case Title: Conflict of Interest [REDACTED]

Case Number: 09-019

Date of Report: April 24, 2009

Case Agents: RSA [REDACTED] and SSA [REDACTED]



Report prepared by: SSA [REDACTED]

ALLEGATION: Anonymous source alleges Human Resource Manager [REDACTED] was directly involved in the hiring of her cousin for a Senior Accountant position in Amtrak's Finance Department. Source also alleges employee was given three weeks vacation by [REDACTED]. Source did not provide the cousin's name. This is a violation of Amtrak's hiring policy.

FINDINGS OF FACT: On February 1, 2009, [REDACTED] was offered and accepted a position of Senior Accountant with Amtrak. [REDACTED] received three weeks vacation to start as a new employee. [REDACTED] is the cousin of [REDACTED], and [REDACTED] noted that fact on her application for employment.

OI spoke with [REDACTED] and she admitted to approaching [REDACTED] to ask if [REDACTED] could start employment with three weeks vacation. [REDACTED] is an [REDACTED], the department advertising for the accountant position. [REDACTED] told OI she was not involved in the hiring process, or decision to hire [REDACTED]. OI substantiated this information through other interviews and records. [REDACTED] told OI it is not unusual for someone with [REDACTED] experience to be offered extra vacation to start, and [REDACTED] would have received the third week of vacation if she asked.

On March 11, 2009, OI notified [REDACTED], Director of Human Resources, of the results of the investigation. OI recommended Management consider the following:

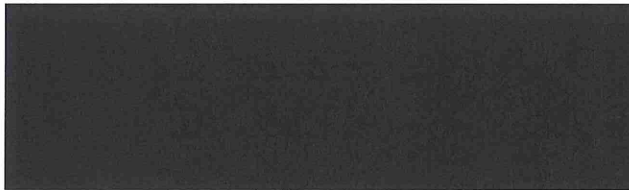
- 1) Take appropriate disciplinary action against [REDACTED] for her actions regarding [REDACTED] hiring process;
- 2) Insure that all Amtrak Human Resource employees know and understand the Conflict of Interest policy and the policy regarding the hiring of relatives; and,
- 3) Consider taking back the third week of vacation from [REDACTED] because of [REDACTED] involvement in securing the third week of vacation for her cousin.

On April 20, 2009, [REDACTED] advised OI that management had taken the following actions:

- 1) [REDACTED] was suspended for one day without pay for her involvement in the hiring of her cousin
- 2) Human Resource staff have received reviews of the policy and the ethical responsibilities that flow from the policy
- 3) The third week of vacation was not rescinded because it was included in the agreement offer of employment to [REDACTED], and the recession of the third week would cast doubt on the validity of Amtrak's offer, and negatively impact a new hire that was not responsible for the violation of policy. [REDACTED] also stated [REDACTED] would have been granted the third week because of her experience and qualifications.

RECOMMENDATIONS: Based on the response and actions of management, recommendation is to close this case.

Supervisor's Signature:



Regional Supervisor's Signature:

[Handwritten Signature]

Deputy Inspector General/Counsel's Signature:

[Handwritten Signature] 4/30/09

