

FEC Complaint

MUR 7864

Complainant: Nevada Jack

Address: Casa Grande, AZ 85122

Phone:

Email:

Details of Complaint:

I, Nevada Jack, am filing a complaint against Salt River Project (SRP). SRP's address is P.O. Box 52025, Phoenix, Arizona 85072-2025. I have been employed at SRP since October 2002, and I applied for a lateral position at Salt River Project on February 1, 2019. I believed this position, Manager of Transmission System Planning, as a positive career move and expected to gain valuable experience in a strategic and technical department that I hoped would further advance my career at SRP. With a solid record of work history and degrees in engineering and business administration, I interviewed for the position. I perceived the interview as positive. I was not hired for the position.

On the afternoon of February 20, 2019, I met with the hiring director, Mike Jones, at SRP's Power Operations Building located at 6504 E. Thomas Road, Scottsdale, Arizona, to discuss feedback after being notified that I did not receive the position. One of the few suggestions that Mr. Jones mentioned for my career was involvement in the Political Involvement Committee. He stated that becoming involved in the Political Involvement Committee (PIC) events is a way to show that I am approachable and can talk with one of SRP's Associate General Managers, Kelly Barr, about her kids. He stated that "young people are joining PIC, and they're getting a leg up over me". Involvement in PIC includes donating time, and financial contribution amounts are suggested for employees. My understanding is that this statement is a violation of Arizona and federal law as it can be used to coerce someone into political involvement. I believe that the following laws were violated:

Arizona - ARS 41-752. Protections of civil or political liberties; prohibitions; civil penalty; violation; classification

Federal - 11 CFR 114.2

In addition to being passed over for the position, the company reorganized in February 2020, and I am now a direct report working under Mike Jones. My goal in filing this action to ensure that I am judged fairly based on my efforts, experience and education and that my near 20 year career at SRP is not stunted because I refuse to give time or money to what I understand to be a purely volunteer endeavor. I also do not want the stigma within SRP that joining PIC can lead to advancement in the company.

I have attached information on PIC, which is stated to foster employee engagement in public policy issues and give SRP employees a voice in electing federal, state, and local officials. I have also included two links below with FEC reports showing those employees who pay into PIC.

June FEC report:

<https://docquery.fec.gov/pdf/993/202006099239656993/202006099239656993.pdf#navpanes=0>

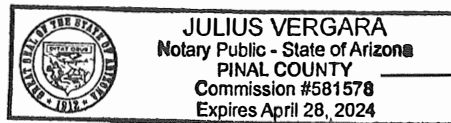
Link to all monthly FEC reports: <https://docquery.fec.gov/cgi-bin/fecimg/?C00048579>


If you have any questions or need additional information, please contact me.



Signature

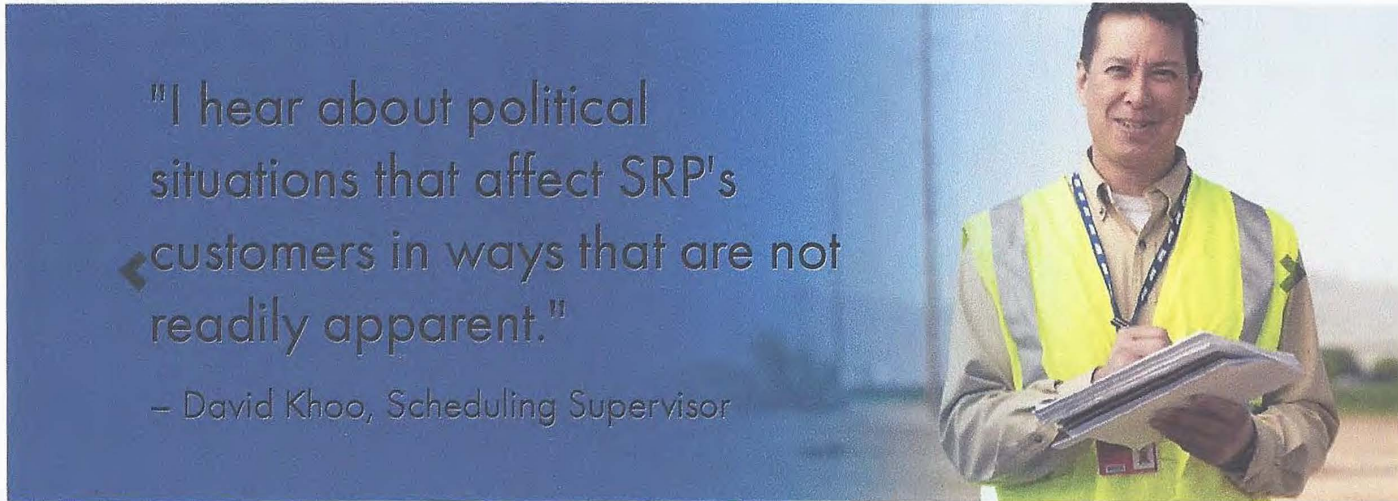
Complainant affirmed the complaint under penalty of perjury before me on this 14th day of DEC, 2020.





Notary Public

My commission expires 4/28/2024.



Upcoming
Events

(/SitePages/Upcoming_Events.aspx)

Register
to Vote

(https://servicearizona.com/voter
Registration?popularclick)

Join
Now

(/SitePages/Join.aspx)

(/SitePages/PhotoGallery.aspx)

(/SitePages/Upcoming_Events.as



Pictures from
the PIC Picnic
at the Sloan
Park



Dec. 5:
President's Club
Holiday
Reception

px)



PIC Annual
Appreciation
Dinner with
U.S. Senator
Sinema

(/SitePages/2019AppreciationDinner.aspx)

The PIC Philosophy

SRP PIC gives employees a voice in electing federal, state and local officials. And we're dedicated to keeping its contributors – members of the SRP Governing Boards and SRP employees at-large – involved in our

nation's political process by providing neutral, objective information about candidates, elections, ballot measures and public policy developments affecting the water and power industry.

[LEARN MORE \(/SitePages/What_We_Do.aspx\)](/SitePages/What_We_Do.aspx)

PIC contributions will be used solely to support the election campaigns of candidates running for federal, state, county and local offices and NOT used for administrative purposes. Requested contributions are merely a suggestion, and those contributing are free to contribute more or less than the requested amount. SRP will not favor or disadvantage anyone by reason of his/her contribution amount or decision not to contribute. You have the right to refuse to contribute without fear of any reprisal. Federal law also requires PIC to use best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year. Contributions are not tax deductible.

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(/sitepages/homepage.aspx)

Our mission statement

The SRP Political Involvement Committee fosters employee engagement in public policy issues and gives SRP employees a voice in electing federal, state and local officials.

SRP's Registered Political Action Committee

Organized in 1976 as the Salt River Valley Water Users' Association Political Involvement Committee, the SRP PIC, or "PIC" as it is known, is a political action committee registered with the Federal Election Commission and Arizona Secretary of State's Office.

Because federal and Arizona laws prohibit businesses from giving money to candidates for elected office, PIC is able to do what SRP cannot by pooling financial contributions of its members in support of candidates who have shown a positive interest in water and power issues. As a PAC or "separate segregated fund," PIC solicits and accepts contributions solely from SRP executives, administrative personnel, shareholders and voting-aged members of their immediate families who are eligible to join. Contributions from persons outside this category cannot be accepted and will be returned.

Keeping SRP informed and involved

As its name implies, PIC is dedicated to keeping its contributors, members of the SRP Governing Boards and SRP employees at large involved in our nation's political process by providing neutral, objective information about candidates, elections, ballot measures and public policy developments affecting the water and power industry.

PIC does this by distributing neutral non-partisan voter guides with color-coded election maps and contact information for Arizona's elected officials. In addition to inviting elected officials and political commentators to its events, PIC also produces an election-year picnic that has become renowned as one of the largest non-partisan political rallies in the state.

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(/sitepages/homepage.aspx)

Campaign law and you

Laws restrict campaigning in the workplace.

While SRP encourages and supports employee participation in the political process, employees should be aware that SRP is subject to state and federal laws limiting and restricting campaign activities in the workplace and use of corporate assets for campaign purposes.

Specifically, federal and state election laws preclude businesses from making monetary or other direct contributions to candidates for federal, state and local offices. Businesses also are barred from using resources to support or oppose candidates to such offices except through political action committees like the SRP Political Involvement Committee (PIC).

PIC, in turn, must adhere to strict guidelines regarding the solicitation of contributions, making contributions to candidates and conducting informational campaigns for employees.

In addition, state law prohibits employees and other individuals from delivering or mailing any document to influence the outcome of an election that purports to be, or simulates, a mailing sent by a governmental entity like SRP. The penalty is twice the cost of the mailing, or \$500, whichever is greater.

To assure compliance with election laws, SRP does not allow its facilities, equipment or resources to be used by employees in connection with personal efforts to influence the outcome of an election.

Activities prohibited on SRP premises include: Using SRP's computers, e-mail system, supplies or other resources to solicit support for or contributions to a candidate; Originating or forwarding a flyer or an e-mail about a political candidate to influence the election of that candidate; Displaying or distributing on SRP property campaign materials for an upcoming federal, state, local or SRP election of a candidate. Employees with questions regarding these policies should contact their Employee and Labor Relations Representatives.

Advisory Committee Members

The PIC Advisory Committee, composed of 11 representatives from SRP's major operational and administrative divisions, decides which candidates to support based on recommendations of SRP Government Relations staff and careful assessments of candidate positions, background, voting records and concern for water and power issues.

The Advisory Committee retains say-so over all fund disbursements, which go only to support candidates for elected office. Committee members, in turn, serve three-year terms, are appointed to their positions with input from executive management, and are responsible for ensuring that PIC decisions reflect the best interests of SRP as a whole.

PIC is staffed by Christina Worden and Nicole Beale, who work with the Advisory Committee Members and Government Relations staff to assist with the administration of PIC contributions and the creation PIC educational events and communications.

Hover over a committee member's name for contact and location information.



{/sitepages/homepage.aspx}

Voter Information

Register to vote, find your representative and become informed by using the resources below:

- Maricopa County Elections Department (<http://recorder.maricopa.gov/web/elections.aspx>)
- Arizona Secretary of State's Elections (<https://azsos.gov/elections>)
- Citizens Clean Elections Commission (<http://azcleelections.gov/>)

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(/sitepages/homepage.aspx)

Join SRP's Political Involvement Committee

Employee contributions may be made through bi-monthly payroll deductions or by personal checks payable to SRP PIC.

Through forms available from the PIC Administrator, members may also assign or attribute \$10 of their annual contribution to their spouse's enrollment as a PIC Educational Member, eligible to receive PIC materials and attend PIC events.

[BECOME A MEMBER \(/SitePages/webform.aspx\)](/SitePages/webform.aspx)

In accordance with federal law, PIC solicits and accepts contributions from SRP shareholders, executive and administrative personnel, and voting-age members of their immediate families. However, per federal law, PIC is unable to accept contributions from SRP employees who primarily supervise hourly employees. Two contribution levels are available:

- **President's Club** – Sponsored by President David Rousseau, participants are invited to all regular PIC events as well as special President's Club receptions with political speakers, elected officials and candidates for office. The requested contribution is \$520 per year, or \$20 per pay period.
- **Sustaining Level** – Contributors at this level are invited to PIC luncheons, coffee talks and the PIC Annual Banquet. The requested contribution is \$234 per year, or \$9 per pay period.

Contributions to PIC are used solely to support the election campaigns of candidates running for federal, state, county and local offices. Requested contributions are merely a suggestion, and those contributing are free to contribute more or less than the requested amount.

SRP will not favor or disadvantage anyone by reason of his/her contribution amount or decision not to contribute. People have the right to refuse to contribute without fear of any reprisal.

Federal law also requires PIC to use best efforts to collect and report the name, mailing address, occupation and name of the employer of individuals whose contributions exceed \$200 in a calendar year. Contributions are not tax-deductible.

Events 2019

Date	Event
DEC. 05	<p>President's Club Holiday Reception</p> <p>President's Club Members and their guests are invited to kick off the holiday season with PIC from 5:30 pm – 8 pm at The Clayton on the Park in Old Town Scottsdale.</p>
OCT. 15	<p>President's Club Reception Featuring Marco Lopez</p> <p>President and CEO of Intermestic Partners, Marco Lopez, will discuss his background working in national and international government affairs. Join us at The Yard, Showcase Room, 149 S. Farmer Avenue in Tempe beginning at 5:30 pm.</p>
AUG. 28	<p>Luncheon with Congresswoman Lesko</p> <p>Representing Arizona's 8th Congressional District, Congresswoman Debbie Lesko will give an update from Capitol Hill at the Arizona Country Club, 5668 E. Orange Blossom Lane, Phoenix. Networking and lunch at 11:30 am. Program begins at noon.</p>
JUN. 25	<p>PIC Coffee Talk: 2019 Legislative Session Summary</p> <p>Arizona Government Relations and Public Policy Team's report following the end of the 2019 legislative session. Program is from 8-9 am at PAB in the Heritage Center.</p>
APR. 25	<p>PIC Annual Appreciation Dinner with U.S. Senator Sinema</p> <p>Arizona Trailblazer and U.S. Senator Kyrsten Sinema will be our keynote speaker. Reception will begin at 5 pm followed by the program at 6:15 pm.</p>
MAR. 19	<p>President's Club Reception with Gila River Indian Community Governor Lewis</p> <p>Meet and hear from GRIC Governor Stephen Roe Lewis during a reception at the Wild Horse Pass Hotel & Casino beginning at 5:30 pm.</p>
FEB. 20	<p>Luncheon with Congressman Stanton</p> <p>From Mayor of Phoenix to Representative of Congressional District 9--hear from Congressman Greg Stanton at the Phoenix Zoo, Stone House Pavilion. Networking and lunch at 11:30 am. Program begins at noon.</p>

**JAN.
10****2019 Federal Outlook**

What is the impact of the 2018 Midterm Election and what does it mean for SRP? Our Federal Affairs Team will discuss the possibilities. Program is from 8-9 am at PAB in the Heritage Center.

Events 2018

Date	Event
DEC. 06	President's Club Holiday Reception View President George W. Bush's Portraits of Courage. Networking and holiday cheer begins at 5:30 pm at the Arizona Historical Society.
NOV. 13	PIC Reception Election Recap Our panel of political professionals from Sept. 20 returns to discuss election results with Molly Greene. Beginning at 5 pm in the SRP Heritage Center.
OCT. 20	SRP PICnic Grab the family and gather with SRP colleagues and political leaders from across the state.
SEPT. 20	General Election Ballot Initiatives Coffee Talk Molly Greene moderates a panel of political professionals including Marcus Dell'Artino, Lisa Fernandez and Chip Scutari.
AUG. 22	Luncheon with Phoenix Mayoral Candidates Councilwoman Kate Gallego and Councilman Daniel Valenzuela discuss their backgrounds, key issues and plans for the nation's fifth-largest city.
JUNE 26	President's Club Reception with Sheriff Paul Penzone Maricopa County Sheriff Paul Penzone discusses operation of one of the largest local law enforcement agencies in the U.S.
MAY 30	Luncheon with Congressman David Schweikert David Schweikert commented on recent legislative doings at the Desert Botanical Garden.

MAY
15

State Legislative Wrap-up Coffee Talk

Java and a concise wrap-up of issues of concern at 1700 W. Washington.

APR.
13

Annual Appreciation Dinner

Guest speaker U.S. Senator Jeff Flake at Rawhide Western Town.

FEB.
28

President's Club Reception with Mi-Ai Parrish

Mi-ai Parrish, acclaimed journalist and first female publisher of the *Arizona Republic* shared stories of overcoming adversity and becoming one of the most respected individuals in her industry.

JAN.
10

Luncheon with Legislative Leadership; Allen, Fernandez and Yee

Lunch, lively debate and insight into the works of the state House and Senate.

● 2018 SRP PIC

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Membership Levels

All PIC Member Contributions will be used solely to support the election campaigns of candidates running for federal, state, county and local offices and NOT used for administrative purposes.

PRESIDENT'S CLUB:

Minimum Contribution \$20 pay-period deduction (\$520 annual contribution)

Membership Includes:

- 3-4 Luncheons featuring key political figures
- 3-4 President's Club receptions featuring key political figures at unique locations
- Admittance to the Annual Banquet
- Access to the Political Pundit Coffee Talk Series with an additional Coffee Talk created solely for President's Club Members
- Opportunities to Attend Special Candidate Forums During Election Year
- Preferred Seating at Events
- Educational Material Including Voter's Guides as well as Political Newsletters
- Special Recognition from President Rousseau
- A President's Club Member Lapel Pin

SUSTAINING MEMBER:

Minimum Contribution, \$9 pay-period deduction (\$234 annual contribution)

Membership Includes:

- 3-4 Luncheons featuring key political figures
- Admittance to the Annual Banquet
- Access to the Political Pundit Coffee Talk Series
- Educational Material Including Voter's Guides as well as Political Newsletters

Your Information

* First Name

NEVIDA

* Last Name