

Via email

Melinda Caraballo
District Director
Phoenix District Office
3300 N. Central Avenue, Suite 690
Phoenix, AZ 85012
Email: phoenixfoia@eeoc.gov

April 15, 2025

Re: Freedom of Information Act Request

Dear Melinda Caraballo:

This letter constitutes a request pursuant to the Freedom of Information Act (“FOIA”), 5 U.S.C. § 552 et seq., submitted by the National Women’s Law Center (“NWLC”).

NWLC seeks documents related to several U.S. Equal Employment Opportunity Commission (“EEOC”) field offices whose leases are reportedly being terminated. The Department of Government Efficiency (“DOGE”) lists eight EEOC offices, including the Phoenix District Office, whose leases are being terminated.¹ It is not clear when each of the lease terminations will take effect or what will happen to these field offices.

As the first point of contact for many workers seeking to report discrimination, field offices are critical to EEOC’s mission. Field offices investigate charges, conduct outreach and education, and resolve complaints. In fiscal year 2024, the EEOC received 248,255 total inquiries in field offices, a 6.2% increase from the previous fiscal year.² The EEOC also conducts outreach events through these offices to educate people about their rights in the workplace: in FY 2023, EEOC offices conducted 3,318 outreach events reaching over 314,199 individuals, and they conducted 684 events for vulnerable and underserved workers, reaching 74,769 individuals.³ Closing these offices would therefore have a significant impact on the EEOC’s ability to serve workers across the country.

NWLC is filing this FOIA request to collect information about the staffing and case processing of the Phoenix District Office that will demonstrate how a decision to close or relocate this office would impact the ability of workers to seek redress for discrimination.

¹ *Savings*, DEPARTMENT OF GOVERNMENT EFFICIENCY, <https://doge.gov/savings> (last visited Apr. 14, 2025).

² U.S. EQUAL EMP. OPPORTUNITY COMM’N, ANNUAL PERFORMANCE REPORT FISCAL YEAR 2024 at 37 (Jan. 17, 2025), https://www.eeoc.gov/sites/default/files/2025-01/24-126_EEOC_2024_APR_508_1.16.25_508.pdf. While the EEOC Annual Performance Report provides the total number of inquiries across all field offices, statistical data on the case processing of individual field offices is not included in the report.

³ U.S. EQUAL EMP. OPPORTUNITY COMM’N, FISCAL YEAR 2025 CONGRESSIONAL BUDGET JUSTIFICATION (Mar. 11, 2024), <https://www.eeoc.gov/fiscal-year-2025-congressional-budget-justification>.

Requested Records

NWLC requests that the District Office produce the following within twenty business days, no later than May 13, 2025:

1. Any statistical data related to the case processing of the Phoenix District Office from January 1, 2023, through the date this request is processed, including:
 - a. The number of inquiries made by the public at this office;
 - b. The number of intakes conducted by this office in-person and by phone;
 - c. The number of inquiries that resulted in the filing of charges;
 - d. The number of charges broken down by statute, basis, and issue;
 - e. The number of investigations opened;
 - f. The number of investigations closed;
 - g. The number of charges mediated;
 - h. The number of charges conciliated;
 - i. The number of charges that resulted in negotiated settlement;
 - j. The number of charges that resulted in litigation; and
 - k. The number of open investigations at the time this request is processed.
2. The number of current and former employees of the Phoenix District Office since January 1, 2023, including title/position, dates of employment, and salary for each employee.
3. The number of employees—including title/position, dates of employment, and salary for each employee—that have been terminated or relocated since January 20, 2025.

NWLC seeks all responsive records regardless of format, medium, or physical characteristics. In conducting your search, please understand the terms “record,” “document,” and “information” in their broadest sense, to include any written, typed, recorded, graphic, printed, or audio material of any kind. We seek records of any kind, including electronic records, audiotapes, videotapes, and photographs, as well as letters, emails, facsimiles, telephone messages, voicemail messages and transcripts, notes or minutes of any meetings, telephone conversations, or discussions. Our request includes any attachments to these records. No category of material should be omitted from search, collection, and production.

In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonable segregable non-exempt portions of the requested records. If it is your position that a document contains non-exempt segments, but that those non-exempt segments are so dispersed throughout the document as to make segregation impossible, please state what portion of the document is non-exempt, and how the material is dispersed throughout the document.

If a request is denied in whole or in part, please provide a detailed justification for withholding the records, including citing each specific exemption that justifies the withholding of information.

You should institute a preservation hold on information responsive to this request. NWLC intends to pursue all legal avenues to enforce its right of access under FOIA, including litigation if necessary.

Where possible, please provide responsive material in electronic format by email to ksandson@nwlc.org or in PDF format on a USB drive. Please send any responsive material being

sent by mail to Katie Sandson, National Women's Law Center, 1350 I Street NW, Suite 700, Washington, DC 20005. If it will accelerate release of responsive records, please also provide responsive material on a rolling basis.

Fee Waiver Request

NWLC requests that all fees in connection with this FOIA request be waived in accordance with 5 U.S.C. § 552(a)(4)(A)(iii) and 29 CFR § 1610.15(k) because NWLC does not seek the records for a commercial purpose and disclosure is in the public interest because it is likely to contribute significantly to public understanding of the operations and activities of the government.

Workplace discrimination remains widespread and is a matter of public concern. The EEOC is the primary federal agency charged with ensuring compliance with federal workplace antidiscrimination law, and workers who experience discrimination must file charges with the EEOC in order to pursue redress under federal law. The public therefore has an important interest in understanding EEOC's operations, including the activities of its field offices and the impact of closing any field offices.

NWLC is a 501(c)(3) nonprofit organization and does not have a commercial purpose, and the release of the information requested is not in NWLC's financial interest. NWLC has worked for over fifty years to advance and protect women's equality and opportunity—with a focus on women's employment, education, income security, health, and reproductive rights—and has long sought to remove barriers to equal treatment of women and LGBTQI+ individuals in the workplace.

NWLC will use the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. NWLC will also make materials it gathers, or summaries or analyses thereof, available on its public website and promote their availability on social media platforms such as Facebook, Instagram, and Bluesky, on which it has several thousand followers. Accordingly, NWLC qualifies for a fee waiver. If a waiver is not granted, then please advise us of the amount of any proposed search and reproduction charges before those activities are carried out.

We reserve the right to appeal a decision to withhold any information or to deny a waiver of fees.

Application for Expedited Records

We request expedited processing pursuant to 5 U.S.C. § 552(a)(6)(E) and 29 CFR § 1610.9(f)(1)(ii).

We certify to be true and correct to the best of our knowledge and belief that expedited processing is warranted because there is an urgency to inform the public about decisions being made that may impact the EEOC's handling of discrimination charges, and because NWLC is primarily engaged in disseminating information.

NWLC has a supporter base of over 650,000 followers across our social media channels, including Instagram (over 65,000 followers) and Bluesky (over 27,000 followers), as well as over 770,000 subscribers to our email list. In February 2025, the NWLC website, www.nwlc.org, had over 275,000 page views, of which over 160,000 were unique visitors. Accordingly, NWLC is primarily engaged in disseminating information.

There is a particular urgency to inform the public about the impact of closing EEOC field offices because workers' ability to file charges in a timely manner may be affected by the closure of these offices. Numerous recently published articles have also raised questions about the termination of leases for EEOC field offices,⁴ reflecting the urgency of informing the public about these actions and the work of these offices.⁵ Therefore, we request expedited processing of this request.

Conclusion

Thank you for your consideration of this request. If you do not understand any part of this request or have any questions, please contact Gaylynn Burroughs, Vice President for Education and Workplace Justice, at gburroughs@nwlc.org, and Katie Sandson, Senior Counsel for Education and Workplace Justice, at ksandson@nwlc.org.

Sincerely,

Gaylynn Burroughs
Vice President for Education and Workplace Justice
National Women's Law Center

Katie Sandson
Senior Counsel for Education and Workplace Justice
National Women's Law Center

⁴ See, e.g., Madelyn Ricket et al., *DOGE cancels leases for four Greensboro federal offices*, WFMY NEWS 2 (last updated Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Brendan Kirby, *DOGE takes aim at more federal leases in Mobile area*, FOX 10 (Mar. 4, 2025), <https://www.fox10tv.com/2025/03/05/doge-takes-aim-more-federal-leases-mobile-area/>; Amy Larson, *DOGE says it terminated leases of 3 Bay Area-based federal agencies*, KRON 4 (Mar. 4, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; Lauren Gersony, *Trump administration cancels leases for 24 federal offices in Arizona: Here's which ones*, AZ CENTRAL (Mar. 6, 2025), <https://www.azcentral.com/story/news/politics/arizona/2025/03/06/trump-administration-cancels-24-office-leases-in-arizona/81657574007/>; Heidi Schmidt, *Leases at 10 Kansas City locations to be terminated, DOGE says*, KCTV 5 (Mar. 6, 2025), <https://www.kctv5.com/2025/03/06/leases-10-kansas-city-metro-locations-be-terminated-doge-says/>; Emily Mikkelsen, *Which North Carolina federal facilities have been impacted by DOGE lease terminations?*, CBS 17 NEWS (Mar. 4, 2025), <https://www.cbs17.com/news/north-carolina-news/which-north-carolina-federal-facilities-have-been-impacted-by-doge-lease-terminations/>; *DOGE terminates leases for federal offices in Carolinas, Georgia*, FOX CAROLINA NEWS (Mar. 6, 2025), <https://www.foxcarolina.com/2025/03/07/doge-terminates-leases-federal-offices-carolinas-georgia/>.

⁵ 29 CFR § 1610.9(f)(3) ("the existence of numerous recently published articles on a given subject may be helpful in establishing the requirement that there be an "urgency to inform" the public on the topic").

Via email

David Davis
District Director
St. Louis District Office
Robert A. Young Building
1222 Spruce Street, Rm. 8100
St. Louis, MO 63103
Email: stlofoia@eEOC.gov

April 15, 2025

Re: Freedom of Information Act Request

Dear David Davis:

This letter constitutes a request pursuant to the Freedom of Information Act (“FOIA”), 5 U.S.C. § 552 et seq., submitted by the National Women’s Law Center (“NWLC”).

NWLC seeks documents related to several U.S. Equal Employment Opportunity Commission (“EEOC”) field offices whose leases are reportedly being terminated. The Department of Government Efficiency (“DOGE”) lists eight EEOC offices, including the Kansas City Area Office, whose leases are being terminated.¹ It is not clear when each of the lease terminations will take effect or what will happen to these field offices.

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NWLC is filing this FOIA request to collect information about the staffing and case processing of the Kansas City Area Office that will demonstrate how a decision to close or relocate this office would impact the ability of workers to seek redress for discrimination.

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Requested Records

NWLC requests that the District Office produce the following within twenty business days, no later than May 13, 2025:

1. Any statistical data related to the case processing of the Kansas City Area Office from January 1, 2023, through the date this request is processed, including:
 - a. The number of inquiries made by the public at this office;
 - b. The number of intakes conducted by this office in-person and by phone;
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 - d. The number of charges broken down by statute, basis, and issue;
 - e. The number of investigations opened;
 - f. The number of investigations closed;
 - g. The number of charges mediated;
 - h. The number of charges conciliated;
 - i. The number of charges that resulted in negotiated settlement;
 - j. The number of charges that resulted in litigation; and
 - k. The number of open investigations at the time this request is processed.
2. The number of current and former employees of the Kansas City Area Office since January 1, 2023, including title/position, dates of employment, and salary for each employee.
3. The number of employees—including title/position, dates of employment, and salary for each employee—that have been terminated or relocated since January 20, 2025.

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We certify to be true and correct to the best of our knowledge and belief that expedited processing is warranted because there is an urgency to inform the public about decisions being made that may impact the EEOC's handling of discrimination charges, and because NWLC is primarily engaged in disseminating information.

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Sincerely,

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Vice President for Education and Workplace Justice
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Katie Sandson
Senior Counsel for Education and Workplace Justice
National Women's Law Center

⁴ See, e.g., Madelyn Ricket et al., *DOGE cancels leases for four Greensboro federal offices*, WFMY NEWS 2 (last updated Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Brendan Kirby, *DOGE takes aim at more federal leases in Mobile area*, FOX 10 (Mar. 4, 2025), <https://www.fox10tv.com/2025/03/05/doge-takes-aim-more-federal-leases-mobile-area/>; Amy Larson, *DOGE says it terminated leases of 3 Bay Area-based federal agencies*, KRON 4 (Mar. 4, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; Lauren Gersony, *Trump administration cancels leases for 24 federal offices in Arizona: Here's which ones*, AZ CENTRAL (Mar. 6, 2025), <https://www.azcentral.com/story/news/politics/arizona/2025/03/06/trump-administration-cancels-24-office-leases-in-arizona/81657574007/>; Heidi Schmidt, *Leases at 10 Kansas City locations to be terminated, DOGE says*, KCTV 5 (Mar. 6, 2025), <https://www.kctv5.com/2025/03/06/leases-10-kansas-city-metro-locations-be-terminated-doge-says/>; Emily Mikkelsen, *Which North Carolina federal facilities have been impacted by DOGE lease terminations?*, CBS 17 NEWS (Mar. 4, 2025), <https://www.cbs17.com/news/north-carolina-news/which-north-carolina-federal-facilities-have-been-impacted-by-doge-lease-terminations/>; *DOGE terminates leases for federal offices in Carolinas, Georgia*, FOX CAROLINA NEWS (Mar. 6, 2025), <https://www.foxcarolina.com/2025/03/07/doge-terminates-leases-federal-offices-carolinas-georgia/>.

⁵ 29 CFR § 1610.9(f)(3) (“the existence of numerous recently published articles on a given subject may be helpful in establishing the requirement that there be an “urgency to inform” the public on the topic”).

Via email

Travis Nicholson
District Director
Dallas District Office
207 S. Houston Street 3rd Floor
Dallas, TX 75202
Email: dallasfoia@eoc.gov

April 15, 2025

Re: Freedom of Information Act Request

Dear Travis Nicholson:

This letter constitutes a request pursuant to the Freedom of Information Act (“FOIA”), 5 U.S.C. § 552 et seq., submitted by the National Women’s Law Center (“NWLC”).

NWLC seeks documents related to several U.S. Equal Employment Opportunity Commission (“EEOC”) field offices whose leases are reportedly being terminated. The Department of Government Efficiency (“DOGE”) lists eight EEOC offices, including the El Paso Area Office, whose leases are being terminated.¹ It is not clear when each of the lease terminations will take effect or what will happen to these field offices.

As the first point of contact for many workers seeking to report discrimination, field offices are critical to EEOC’s mission. Field offices investigate charges, conduct outreach and education, and resolve complaints. In fiscal year 2024, the EEOC received 248,255 total inquiries in field offices, a 6.2% increase from the previous fiscal year.² The EEOC also conducts outreach events through these offices to educate people about their rights in the workplace: in FY 2023, EEOC offices conducted 3,318 outreach events reaching over 314,199 individuals, and they conducted 684 events for vulnerable and underserved workers, reaching 74,769 individuals.³ Closing these offices would therefore have a significant impact on the EEOC’s ability to serve workers across the country.

NWLC is filing this FOIA request to collect information about the staffing and case processing of the El Paso Area Office that will demonstrate how a decision to close or relocate this office would impact the ability of workers to seek redress for discrimination.

¹ *Savings*, DEPARTMENT OF GOVERNMENT EFFICIENCY, <https://doge.gov/savings> (last visited Apr. 14, 2025).

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Requested Records

NWLC requests that the District Office produce the following within twenty business days, no later than May 13, 2025:

1. Any statistical data related to the case processing of the El Paso Area Office from January 1, 2023, through the date this request is processed, including:
 - a. The number of inquiries made by the public at this office;
 - b. The number of intakes conducted by this office in-person and by phone;
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Vice President for Education and Workplace Justice
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Senior Counsel for Education and Workplace Justice
National Women's Law Center

⁴ See, e.g., Madelyn Ricket et al., *DOGE cancels leases for four Greensboro federal offices*, WFMY NEWS 2 (last updated Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Brendan Kirby, *DOGE takes aim at more federal leases in Mobile area*, FOX 10 (Mar. 4, 2025), <https://www.fox10tv.com/2025/03/05/doge-takes-aim-more-federal-leases-mobile-area/>; Amy Larson, *DOGE says it terminated leases of 3 Bay Area-based federal agencies*, KRON 4 (Mar. 4, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; Lauren Gersony, *Trump administration cancels leases for 24 federal offices in Arizona: Here's which ones*, AZ CENTRAL (Mar. 6, 2025), <https://www.azcentral.com/story/news/politics/arizona/2025/03/06/trump-administration-cancels-24-office-leases-in-arizona/81657574007/>; Heidi Schmidt, *Leases at 10 Kansas City locations to be terminated, DOGE says*, KCTV 5 (Mar. 6, 2025), <https://www.kctv5.com/2025/03/06/leases-10-kansas-city-metro-locations-be-terminated-doge-says/>; Emily Mikkelsen, *Which North Carolina federal facilities have been impacted by DOGE lease terminations?*, CBS 17 NEWS (Mar. 4, 2025), <https://www.cbs17.com/news/north-carolina-news/which-north-carolina-federal-facilities-have-been-impacted-by-doge-lease-terminations/>; *DOGE terminates leases for federal offices in Carolinas, Georgia*, FOX CAROLINA NEWS (Mar. 6, 2025), <https://www.foxcarolina.com/2025/03/07/doge-terminates-leases-federal-offices-carolinas-georgia/>.

⁵ 29 CFR § 1610.9(f)(3) ("the existence of numerous recently published articles on a given subject may be helpful in establishing the requirement that there be an "urgency to inform" the public on the topic").

Via email

Christopher Green
District Director
San Francisco District Office
450 Golden Gate Avenue
5 West, P.O Box 36025
San Francisco, CA 94102-3661
Email: sanffoia@eeoc.gov

April 15, 2025

Re: Freedom of Information Act Request

Dear Christopher Green:

This letter constitutes a request pursuant to the Freedom of Information Act (“FOIA”), 5 U.S.C. § 552 et seq., submitted by the National Women’s Law Center (“NWLC”).

NWLC seeks documents related to several U.S. Equal Employment Opportunity Commission (“EEOC”) field offices whose leases are reportedly being terminated. The Department of Government Efficiency (“DOGE”) lists eight EEOC offices, including the San Jose Local Office, whose leases are being terminated.¹ It is not clear when each of the lease terminations will take effect or what will happen to these field offices.

As the first point of contact for many workers seeking to report discrimination, field offices are critical to EEOC’s mission. Field offices investigate charges, conduct outreach and education, and resolve complaints. In fiscal year 2024, the EEOC received 248,255 total inquiries in field offices, a 6.2% increase from the previous fiscal year.² The EEOC also conducts outreach events through these offices to educate people about their rights in the workplace: in FY 2023, EEOC offices conducted 3,318 outreach events reaching over 314,199 individuals, and they conducted 684 events for vulnerable and underserved workers, reaching 74, 769 individuals.³ Closing these offices would therefore have a significant impact on the EEOC’s ability to serve workers across the country.

NWLC is filing this FOIA request to collect information about the staffing and case processing of the San Jose Local Office that will demonstrate how a decision to close or relocate this office would impact the ability of workers to seek redress for discrimination.

¹ *Savings*, DEPARTMENT OF GOVERNMENT EFFICIENCY, <https://doge.gov/savings> (last visited Apr. 14, 2025).

² U.S. EQUAL EMP. OPPORTUNITY COMM’N, ANNUAL PERFORMANCE REPORT FISCAL YEAR 2024 at 37 (Jan. 17, 2025), https://www.eeoc.gov/sites/default/files/2025-01/24-126_EEOC_2024_APR_508_1.16.25_508.pdf. While the EEOC Annual Performance Report provides the total number of inquiries across all field offices, statistical data on the case processing of individual field offices is not included in the report.

³ U.S. EQUAL EMP. OPPORTUNITY COMM’N, FISCAL YEAR 2025 CONGRESSIONAL BUDGET JUSTIFICATION (Mar. 11, 2024), <https://www.eeoc.gov/fiscal-year-2025-congressional-budget-justification>.

Requested Records

NWLC requests that the District Office produce the following within twenty business days, no later than May 13, 2025:

1. Any statistical data related to the case processing of the San Jose Local Office from January 1, 2023, through the date this request is processed, including:
 - a. The number of inquiries made by the public at this office;
 - b. The number of intakes conducted by this office in-person and by phone;
 - c. The number of inquiries that resulted in the filing of charges;
 - d. The number of charges broken down by statute, basis, and issue;
 - e. The number of investigations opened;
 - f. The number of investigations closed;
 - g. The number of charges mediated;
 - h. The number of charges conciliated;
 - i. The number of charges that resulted in negotiated settlement;
 - j. The number of charges that resulted in litigation; and
 - k. The number of open investigations at the time this request is processed.
2. The number of current and former employees of the San Jose Local Office since January 1, 2023, including title/position, dates of employment, and salary for each employee.
3. The number of employees—including title/position, dates of employment, and salary for each employee—that have been terminated or relocated since January 20, 2025.

NWLC seeks all responsive records regardless of format, medium, or physical characteristics. In conducting your search, please understand the terms “record,” “document,” and “information” in their broadest sense, to include any written, typed, recorded, graphic, printed, or audio material of any kind. We seek records of any kind, including electronic records, audiotapes, videotapes, and photographs, as well as letters, emails, facsimiles, telephone messages, voicemail messages and transcripts, notes or minutes of any meetings, telephone conversations, or discussions. Our request includes any attachments to these records. No category of material should be omitted from search, collection, and production.

In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonable segregable non-exempt portions of the requested records. If it is your position that a document contains non-exempt segments, but that those non-exempt segments are so dispersed throughout the document as to make segregation impossible, please state what portion of the document is non-exempt, and how the material is dispersed throughout the document.

If a request is denied in whole or in part, please provide a detailed justification for withholding the records, including citing each specific exemption that justifies the withholding of information.

You should institute a preservation hold on information responsive to this request. NWLC intends to pursue all legal avenues to enforce its right of access under FOIA, including litigation if necessary.

Where possible, please provide responsive material in electronic format by email to ksandson@nwlc.org or in PDF format on a USB drive. Please send any responsive material being

sent by mail to Katie Sandson, National Women's Law Center, 1350 I Street NW, Suite 700, Washington, DC 20005. If it will accelerate release of responsive records, please also provide responsive material on a rolling basis.

Fee Waiver Request

NWLC requests that all fees in connection with this FOIA request be waived in accordance with 5 U.S.C. § 552(a)(4)(A)(iii) and 29 CFR § 1610.15(k) because NWLC does not seek the records for a commercial purpose and disclosure is in the public interest because it is likely to contribute significantly to public understanding of the operations and activities of the government.

Workplace discrimination remains widespread and is a matter of public concern. The EEOC is the primary federal agency charged with ensuring compliance with federal workplace antidiscrimination law, and workers who experience discrimination must file charges with the EEOC in order to pursue redress under federal law. The public therefore has an important interest in understanding EEOC's operations, including the activities of its field offices and the impact of closing any field offices.

NWLC is a 501(c)(3) nonprofit organization and does not have a commercial purpose, and the release of the information requested is not in NWLC's financial interest. NWLC has worked for over fifty years to advance and protect women's equality and opportunity—with a focus on women's employment, education, income security, health, and reproductive rights—and has long sought to remove barriers to equal treatment of women and LGBTQI+ individuals in the workplace.

NWLC will use the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. NWLC will also make materials it gathers, or summaries or analyses thereof, available on its public website and promote their availability on social media platforms such as Facebook, Instagram, and Bluesky, on which it has several thousand followers. Accordingly, NWLC qualifies for a fee waiver. If a waiver is not granted, then please advise us of the amount of any proposed search and reproduction charges before those activities are carried out.

We reserve the right to appeal a decision to withhold any information or to deny a waiver of fees.

Application for Expedited Records

We request expedited processing pursuant to 5 U.S.C. § 552(a)(6)(E) and 29 CFR § 1610.9(f)(1)(ii).

We certify to be true and correct to the best of our knowledge and belief that expedited processing is warranted because there is an urgency to inform the public about decisions being made that may impact the EEOC's handling of discrimination charges, and because NWLC is primarily engaged in disseminating information.

NWLC has a supporter base of over 650,000 followers across our social media channels, including Instagram (over 65,000 followers) and Bluesky (over 27,000 followers), as well as over 770,000 subscribers to our email list. In February 2025, the NWLC website, www.nwlc.org, had over 275,000 page views, of which over 160,000 were unique visitors. Accordingly, NWLC is primarily engaged in disseminating information.

There is a particular urgency to inform the public about the impact of closing EEOC field offices because workers' ability to file charges in a timely manner may be affected by the closure of these offices. Numerous recently published articles have also raised questions about the termination of leases for EEOC field offices,⁴ reflecting the urgency of informing the public about these actions and the work of these offices.⁵ Therefore, we request expedited processing of this request.

Conclusion

Thank you for your consideration of this request. If you do not understand any part of this request or have any questions, please contact Gaylynn Burroughs, Vice President for Education and Workplace Justice, at gburroughs@nwlc.org, and Katie Sandson, Senior Counsel for Education and Workplace Justice, at ksandson@nwlc.org.

Sincerely,

Gaylynn Burroughs
Vice President for Education and Workplace Justice
National Women's Law Center

Katie Sandson
Senior Counsel for Education and Workplace Justice
National Women's Law Center

⁴ See, e.g., Madelyn Ricket et al., *DOGE cancels leases for four Greensboro federal offices*, WFMY NEWS 2 (last updated Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Brendan Kirby, *DOGE takes aim at more federal leases in Mobile area*, FOX 10 (Mar. 4, 2025), <https://www.fox10tv.com/2025/03/05/doge-takes-aim-more-federal-leases-mobile-area/>; Amy Larson, *DOGE says it terminated leases of 3 Bay Area-based federal agencies*, KRON 4 (Mar. 4, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; Lauren Gersony, *Trump administration cancels leases for 24 federal offices in Arizona: Here's which ones*, AZ CENTRAL (Mar. 6, 2025), <https://www.azcentral.com/story/news/politics/arizona/2025/03/06/trump-administration-cancels-24-office-leases-in-arizona/81657574007/>; Heidi Schmidt, *Leases at 10 Kansas City locations to be terminated, DOGE says*, KCTV 5 (Mar. 6, 2025), <https://www.kctv5.com/2025/03/06/leases-10-kansas-city-metro-locations-be-terminated-doge-says/>; Emily Mikkelsen, *Which North Carolina federal facilities have been impacted by DOGE lease terminations?*, CBS 17 NEWS (Mar. 4, 2025), <https://www.cbs17.com/news/north-carolina-news/which-north-carolina-federal-facilities-have-been-impacted-by-doge-lease-terminations/>; *DOGE terminates leases for federal offices in Carolinas, Georgia*, FOX CAROLINA NEWS (Mar. 6, 2025), <https://www.foxcarolina.com/2025/03/07/doge-terminates-leases-federal-offices-carolinas-georgia/>.

⁵ 29 CFR § 1610.9(f)(3) ("the existence of numerous recently published articles on a given subject may be helpful in establishing the requirement that there be an "urgency to inform" the public on the topic").

Via email

Betsy Rader, District Director
Charlotte District Office
129 West Trade Street
Suite 400
Charlotte, NC 28202
Email: charfoia@eoc.gov

April 15, 2025

Re: Freedom of Information Act Request

Dear Betsy Rader:

This letter constitutes a request pursuant to the Freedom of Information Act (“FOIA”), 5 U.S.C. § 552 et seq., submitted by the National Women’s Law Center (“NWLC”).

NWLC seeks documents related to several U.S. Equal Employment Opportunity Commission (“EEOC”) field offices whose leases are reportedly being terminated. The Department of Government Efficiency (“DOGE”) lists eight EEOC offices, including the Greensboro Local Office, the Greenville Local Office, and the Raleigh Area Office, whose leases are being terminated.¹ It is not clear when each of the lease terminations will take effect or what will happen to these field offices.

As the first point of contact for many workers seeking to report discrimination, field offices are critical to EEOC’s mission. Field offices investigate charges, conduct outreach and education, and resolve complaints. In fiscal year 2024, the EEOC received 248,255 total inquiries in field offices, a 6.2% increase from the previous fiscal year.² The EEOC also conducts outreach events through these offices to educate people about their rights in the workplace: in FY 2023, EEOC offices conducted 3,318 outreach events reaching over 314,199 individuals, and they conducted 684 events for vulnerable and underserved workers, reaching 74,769 individuals.³ Closing these offices would therefore have a significant impact on the EEOC’s ability to serve workers across the country.

NWLC is filing this FOIA request to collect information about the staffing and case processing of the Greensboro Local Office, the Greenville Local Office, and the Raleigh Area Office, that will demonstrate how a decision to close or relocate these offices would impact the ability of workers to seek redress for discrimination.

¹ *Savings*, DEPARTMENT OF GOVERNMENT EFFICIENCY, <https://doge.gov/savings> (last visited Apr. 14, 2025).

² U.S. EQUAL EMP. OPPORTUNITY COMM’N, ANNUAL PERFORMANCE REPORT FISCAL YEAR 2024 at 37 (Jan. 17, 2025), https://www.eeoc.gov/sites/default/files/2025-01/24-126_EEOC_2024_APR_508_1.16.25_508.pdf. While the EEOC Annual Performance Report provides the total number of inquiries across all field offices, statistical data on the case processing of individual field offices is not included in the report.

³ U.S. EQUAL EMP. OPPORTUNITY COMM’N, FISCAL YEAR 2025 CONGRESSIONAL BUDGET JUSTIFICATION (Mar. 11, 2024), <https://www.eeoc.gov/fiscal-year-2025-congressional-budget-justification>.

Requested Records

NWLC requests that the District Office produce the following within twenty business days, no later than May 13, 2025:

1. Any statistical data related to the case processing of the Greensboro Local Office, the Greenville Local Office, and the Raleigh Area Office from January 1, 2023, through the date this request is processed, including, for each office:
 - a. The number of inquiries made by the public;
 - b. The number of intakes conducted in-person and by phone;
 - c. The number of inquiries that resulted in the filing of charges;
 - d. The number of charges broken down by statute, basis, and issue;
 - e. The number of investigations opened;
 - f. The number of investigations closed;
 - g. The number of charges mediated;
 - h. The number of charges conciliated;
 - i. The number of charges that resulted in negotiated settlement;
 - j. The number of charges that resulted in litigation; and
 - k. The number of open investigations at the time this request is processed.
2. The number of current and former employees of each office since January 1, 2023, including title/position, dates of employment, and salary for each employee.
3. The number of employees—including title/position, dates of employment, and salary for each employee—that have been terminated or relocated from each office since January 20, 2025.

NWLC seeks all responsive records regardless of format, medium, or physical characteristics. In conducting your search, please understand the terms “record,” “document,” and “information” in their broadest sense, to include any written, typed, recorded, graphic, printed, or audio material of any kind. We seek records of any kind, including electronic records, audiotapes, videotapes, and photographs, as well as letters, emails, facsimiles, telephone messages, voicemail messages and transcripts, notes or minutes of any meetings, telephone conversations, or discussions. Our request includes any attachments to these records. No category of material should be omitted from search, collection, and production.

In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonable segregable non-exempt portions of the requested records. If it is your position that a document contains non-exempt segments, but that those non-exempt segments are so dispersed throughout the document as to make segregation impossible, please state what portion of the document is non-exempt, and how the material is dispersed throughout the document.

If a request is denied in whole or in part, please provide a detailed justification for withholding the records, including citing each specific exemption that justifies the withholding of information.

You should institute a preservation hold on information responsive to this request. NWLC intends to pursue all legal avenues to enforce its right of access under FOIA, including litigation if necessary.

Where possible, please provide responsive material in electronic format by email to ksandson@nwlc.org or in PDF format on a USB drive. Please send any responsive material being sent by mail to Katie Sandson, National Women's Law Center, 1350 I Street NW, Suite 700, Washington, DC 20005. If it will accelerate release of responsive records, please also provide responsive material on a rolling basis.

Fee Waiver Request

NWLC requests that all fees in connection with this FOIA request be waived in accordance with 5 U.S.C. § 552(a)(4)(A)(iii) and 29 CFR § 1610.15(k) because NWLC does not seek the records for a commercial purpose and disclosure is in the public interest because it is likely to contribute significantly to public understanding of the operations and activities of the government.

Workplace discrimination remains widespread and is a matter of public concern. The EEOC is the primary federal agency charged with ensuring compliance with federal workplace antidiscrimination law, and workers who experience discrimination must file charges with the EEOC in order to pursue redress under federal law. The public therefore has an important interest in understanding EEOC's operations, including the activities of its field offices and the impact of closing any field offices.

NWLC is a 501(c)(3) nonprofit organization and does not have a commercial purpose, and the release of the information requested is not in NWLC's financial interest. NWLC has worked for over fifty years to advance and protect women's equality and opportunity—with a focus on women's employment, education, income security, health, and reproductive rights—and has long sought to remove barriers to equal treatment of women and LGBTQI+ individuals in the workplace.

NWLC will use the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. NWLC will also make materials it gathers, or summaries or analyses thereof, available on its public website and promote their availability on social media platforms such as Facebook, Instagram, and Bluesky, on which it has several thousand followers. Accordingly, NWLC qualifies for a fee waiver. If a waiver is not granted, then please advise us of the amount of any proposed search and reproduction charges before those activities are carried out.

We reserve the right to appeal a decision to withhold any information or to deny a waiver of fees.

Application for Expedited Records

We request expedited processing pursuant to 5 U.S.C. § 552(a)(6)(E) and 29 CFR § 1610.9(f)(1)(ii).

We certify to be true and correct to the best of our knowledge and belief that expedited processing is warranted because there is an urgency to inform the public about decisions being made that may impact the EEOC's handling of discrimination charges, and because NWLC is primarily engaged in disseminating information.

NWLC has a supporter base of over 650,000 followers across our social media channels, including Instagram (over 65,000 followers) and Bluesky (over 27,000 followers), as well as over 770,000 subscribers to our email list. In February 2025, the NWLC website, www.nwlc.org, had over 275,000 page views, of which over 160,000 were unique visitors. Accordingly, NWLC is primarily engaged in disseminating information.

There is a particular urgency to inform the public about the impact of closing EEOC field offices because workers' ability to file charges in a timely manner may be affected by the closure of these offices. Numerous recently published articles have also raised questions about the termination of leases for EEOC field offices,⁴ reflecting the urgency of informing the public about these actions and the work of these offices.⁵ Therefore, we request expedited processing of this request.

Conclusion

Thank you for your consideration of this request. If you do not understand any part of this request or have any questions, please contact Gaylynn Burroughs, Vice President for Education and Workplace Justice, at gburroughs@nwlc.org, and Katie Sandson, Senior Counsel for Education and Workplace Justice, at ksandson@nwlc.org.

Sincerely,

Gaylynn Burroughs
Vice President for Education and Workplace Justice
National Women's Law Center

Katie Sandson
Senior Counsel for Education and Workplace Justice
National Women's Law Center

⁴ See, e.g., Madelyn Ricket et al., *DOGE cancels leases for four Greensboro federal offices*, WFMY NEWS 2 (last updated Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Brendan Kirby, *DOGE takes aim at more federal leases in Mobile area*, FOX 10 (Mar. 4, 2025), <https://www.fox10tv.com/2025/03/05/doge-takes-aim-more-federal-leases-mobile-area/>; Amy Larson, *DOGE says it terminated leases of 3 Bay Area-based federal agencies*, KRON 4 (Mar. 4, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; Lauren Gersony, *Trump administration cancels leases for 24 federal offices in Arizona: Here's which ones*, AZ CENTRAL (Mar. 6, 2025), <https://www.azcentral.com/story/news/politics/arizona/2025/03/06/trump-administration-cancels-24-office-leases-in-arizona/81657574007/>; Heidi Schmidt, *Leases at 10 Kansas City locations to be terminated, DOGE says*, KCTV 5 (Mar. 6, 2025), <https://www.kctv5.com/2025/03/06/leases-10-kansas-city-metro-locations-be-terminated-doge-says/>; Emily Mikkelsen, *Which North Carolina federal facilities have been impacted by DOGE lease terminations?*, CBS 17 NEWS (Mar. 4, 2025), <https://www.cbs17.com/news/north-carolina-news/which-north-carolina-federal-facilities-have-been-impacted-by-doge-lease-terminations/>; *DOGE terminates leases for federal offices in Carolinas, Georgia*, FOX CAROLINA NEWS (Mar. 6, 2025), <https://www.foxcarolina.com/2025/03/07/doge-terminates-leases-federal-offices-carolinas-georgia/>.

⁵ 29 CFR § 1610.9(f)(3) ("the existence of numerous recently published articles on a given subject may be helpful in establishing the requirement that there be an "urgency to inform" the public on the topic").

Via email

Bradley Anderson
District Director
Birmingham District Office
Ridge Park Place 1130
22nd Street South
Suite 2000
Birmingham, AL 35205
Email: birmfoia@eoc.gov

April 15, 2025

Re: Freedom of Information Act Request

Dear Bradley Anderson:

This letter constitutes a request pursuant to the Freedom of Information Act (“FOIA”), 5 U.S.C. § 552 et seq., submitted by the National Women’s Law Center (“NWLC”).

NWLC seeks documents related to several U.S. Equal Employment Opportunity Commission (“EEOC”) field offices whose leases are reportedly being terminated. The Department of Government Efficiency (“DOGE”) lists eight EEOC offices, including the Mobile Local Office, whose leases are being terminated.¹ It is not clear when each of the lease terminations will take effect or what will happen to these field offices.

As the first point of contact for many workers seeking to report discrimination, field offices are critical to EEOC’s mission. Field offices investigate charges, conduct outreach and education, and resolve complaints. In fiscal year 2024, the EEOC received 248,255 total inquiries in field offices, a 6.2% increase from the previous fiscal year.² The EEOC also conducts outreach events through these offices to educate people about their rights in the workplace: in FY 2023, EEOC offices conducted 3,318 outreach events reaching over 314,199 individuals, and they conducted 684 events for vulnerable and underserved workers, reaching 74,769 individuals.³ Closing these offices would therefore have a significant impact on the EEOC’s ability to serve workers across the country.

NWLC is filing this FOIA request to collect information about the staffing and case processing of the Mobile Local Office that will demonstrate how a decision to close or relocate this office would impact the ability of workers to seek redress for discrimination.

¹ *Savings*, DEPARTMENT OF GOVERNMENT EFFICIENCY, <https://doge.gov/savings> (last visited Apr. 14, 2025).

² U.S. EQUAL EMP. OPPORTUNITY COMM’N, ANNUAL PERFORMANCE REPORT FISCAL YEAR 2024 at 37 (Jan. 17, 2025), https://www.eeoc.gov/sites/default/files/2025-01/24-126_EEOC_2024_APR_508_1.16.25_508.pdf. While the EEOC Annual Performance Report provides the total number of inquiries across all field offices, statistical data on the case processing of individual field offices is not included in the report.

³ U.S. EQUAL EMP. OPPORTUNITY COMM’N, FISCAL YEAR 2025 CONGRESSIONAL BUDGET JUSTIFICATION (Mar. 11, 2024), <https://www.eeoc.gov/fiscal-year-2025-congressional-budget-justification>.

Requested Records

NWLC requests that the District Office produce the following within twenty business days, no later than May 13, 2025:

1. Any statistical data related to the case processing of the Mobile Local Office from January 1, 2023, through the date this request is processed, including:
 - a. The number of inquiries made by the public at this office;
 - b. The number of intakes conducted by this office in-person and by phone;
 - c. The number of inquiries that resulted in the filing of charges;
 - d. The number of charges broken down by statute, basis, and issue;
 - e. The number of investigations opened;
 - f. The number of investigations closed;
 - g. The number of charges mediated;
 - h. The number of charges conciliated;
 - i. The number of charges that resulted in negotiated settlement;
 - j. The number of charges that resulted in litigation; and
 - k. The number of open investigations at the time this request is processed.
2. The number of current and former employees of the Mobile Local Office since January 1, 2023, including title/position, dates of employment, and salary for each employee.
3. The number of employees—including title/position, dates of employment, and salary for each employee—that have been terminated or relocated since January 20, 2025.

NWLC seeks all responsive records regardless of format, medium, or physical characteristics. In conducting your search, please understand the terms “record,” “document,” and “information” in their broadest sense, to include any written, typed, recorded, graphic, printed, or audio material of any kind. We seek records of any kind, including electronic records, audiotapes, videotapes, and photographs, as well as letters, emails, facsimiles, telephone messages, voicemail messages and transcripts, notes or minutes of any meetings, telephone conversations, or discussions. Our request includes any attachments to these records. No category of material should be omitted from search, collection, and production.

In the event some portions of the requested records are properly exempt from disclosure, please disclose any reasonable segregable non-exempt portions of the requested records. If it is your position that a document contains non-exempt segments, but that those non-exempt segments are so dispersed throughout the document as to make segregation impossible, please state what portion of the document is non-exempt, and how the material is dispersed throughout the document.

If a request is denied in whole or in part, please provide a detailed justification for withholding the records, including citing each specific exemption that justifies the withholding of information.

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Where possible, please provide responsive material in electronic format by email to ksandson@nwlc.org or in PDF format on a USB drive. Please send any responsive material being

sent by mail to Katie Sandson, National Women's Law Center, 1350 I Street NW, Suite 700, Washington, DC 20005. If it will accelerate release of responsive records, please also provide responsive material on a rolling basis.

Fee Waiver Request

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NWLC will use the information gathered, and its analysis of it, to educate the public through reports, press releases, or other media. NWLC will also make materials it gathers, or summaries or analyses thereof, available on its public website and promote their availability on social media platforms such as Facebook, Instagram, and Bluesky, on which it has several thousand followers. Accordingly, NWLC qualifies for a fee waiver. If a waiver is not granted, then please advise us of the amount of any proposed search and reproduction charges before those activities are carried out.

We reserve the right to appeal a decision to withhold any information or to deny a waiver of fees.

Application for Expedited Records

We request expedited processing pursuant to 5 U.S.C. § 552(a)(6)(E) and 29 CFR § 1610.9(f)(1)(ii).

We certify to be true and correct to the best of our knowledge and belief that expedited processing is warranted because there is an urgency to inform the public about decisions being made that may impact the EEOC's handling of discrimination charges, and because NWLC is primarily engaged in disseminating information.

NWLC has a supporter base of over 650,000 followers across our social media channels, including Instagram (over 65,000 followers) and Bluesky (over 27,000 followers), as well as over 770,000 subscribers to our email list. In February 2025, the NWLC website, www.nwlc.org, had over 275,000 page views, of which over 160,000 were unique visitors. Accordingly, NWLC is primarily engaged in disseminating information.

There is a particular urgency to inform the public about the impact of closing EEOC field offices because workers' ability to file charges in a timely manner may be affected by the closure of these offices. Numerous recently published articles have also raised questions about the termination of leases for EEOC field offices,⁴ reflecting the urgency of informing the public about these actions and the work of these offices.⁵ Therefore, we request expedited processing of this request.

Conclusion

Thank you for your consideration of this request. If you do not understand any part of this request or have any questions, please contact Gaylynn Burroughs, Vice President for Education and Workplace Justice, at gburroughs@nwlc.org, and Katie Sandson, Senior Counsel for Education and Workplace Justice, at ksandson@nwlc.org.

Sincerely,

Gaylynn Burroughs
Vice President for Education and Workplace Justice
National Women's Law Center

Katie Sandson
Senior Counsel for Education and Workplace Justice
National Women's Law Center

⁴ See, e.g., Madelyn Ricket et al., *DOGE cancels leases for four Greensboro federal offices*, WFMY NEWS 2 (last updated Mar. 5, 2025), <https://www.wfmynews2.com/article/news/local/doge-greensboro-federal-offices-canceled-leases/83-e47fa1d0-6106-4a16-89c8-c753d164ab9c>; Brendan Kirby, *DOGE takes aim at more federal leases in Mobile area*, FOX 10 (Mar. 4, 2025), <https://www.fox10tv.com/2025/03/05/doge-takes-aim-more-federal-leases-mobile-area/>; Amy Larson, *DOGE says it terminated leases of 3 Bay Area-based federal agencies*, KRON 4 (Mar. 4, 2025), <https://www.kron4.com/news/bay-area/doge-says-it-terminated-leases-of-3-bay-area-based-federal-agencies/>; Lauren Gersony, *Trump administration cancels leases for 24 federal offices in Arizona: Here's which ones*, AZ CENTRAL (Mar. 6, 2025), <https://www.azcentral.com/story/news/politics/arizona/2025/03/06/trump-administration-cancels-24-office-leases-in-arizona/81657574007/>; Heidi Schmidt, *Leases at 10 Kansas City locations to be terminated, DOGE says*, KCTV 5 (Mar. 6, 2025), <https://www.kctv5.com/2025/03/06/leases-10-kansas-city-metro-locations-be-terminated-doge-says/>; Emily Mikkelsen, *Which North Carolina federal facilities have been impacted by DOGE lease terminations?*, CBS 17 NEWS (Mar. 4, 2025), <https://www.cbs17.com/news/north-carolina-news/which-north-carolina-federal-facilities-have-been-impacted-by-doge-lease-terminations/>; *DOGE terminates leases for federal offices in Carolinas, Georgia*, FOX CAROLINA NEWS (Mar. 6, 2025), <https://www.foxcarolina.com/2025/03/07/doge-terminates-leases-federal-offices-carolinas-georgia/>.

⁵ 29 CFR § 1610.9(f)(3) ("the existence of numerous recently published articles on a given subject may be helpful in establishing the requirement that there be an "urgency to inform" the public on the topic").