

**Kathleen A. (Kate McGregor)**

**"FCM Group" Resumé**

**DoE Personnel Files**

<p>Experience: Voting System Analyst with the Florida Department of State, Division Elections from December 2001 to Present</p>	<p><b>Dec. 12, 2001:</b> McGregor was hired as a temporary "OPS" (Other People Services) worker at the DoE through a temp agency – she "prepared correspondence, drafted revisions of the Florida Voting System Standards; proofread documents."  <b>Sept. 30, 2002:</b> Left the temp agency to "move to Australia."  <b>April 1, 2003 – April 19, 2003:</b> Two forms show that McGregor worked for the DoE for approximately 3 weeks. Nothing further in the file. Apparently she was not in Australia.  <b>November 24, 2003:</b> Re-hired as a temporary worker at the DoE, through a temporary agency, with the title "OPS Writer" (OPS = Other People Services).  <b>January 5, 2004:</b> Hired as a temporary full-time employee at the DoE as a "Government Analyst" on probationary status, reporting to Paul Craft.  <b>July 1, 2005:</b> Hired as a full-time permanent employee with the job title "Government Analyst I," reporting to David Drury and Paul Craft. This remained her title until her resignation.  <b>January 6, 2006:</b> McGregor submitted her notice of resignation.  <b>January 20, 2006:</b> Effective date of McGregor's resignation from the DoE.</p>
<p>Duties at Division of Elections:</p> <ul style="list-style-type: none"> <li>• Conducting voting system certification testing</li> <li>• Conducting system validation examinations of voting systems</li> </ul>	<p>McGregor's Job Performance Evaluation, dated July 29, 2005, pg. 8, states: <b>"Ms. McGregor has not had an opportunity to perform an actual system</b></p>

	<p><b>validation examination.”</b> Another comment on the same Performance Evaluation states, <b>“A key element of her present assignment is utilization of an MS Access database. This at times has been a source of frustration that Ms. McGregor is seeking to mitigate by investing time in her database skills through formal training.”</b></p> <hr/>	
<p>Duties at Division of Elections: Reviewing and approving county security procedures for compliance with the requirements of the Florida Election Code</p> <hr/>	<p>On Page 3 of McGregor’s Performance Evaluation, it states that she <i>maintained</i> the county security procedures. There is no indication that she had anything to do with approving them, nor does it seem likely she would she have had the authority to do so.</p> <hr/>	
<p>Recent Projects, Division of Elections:</p> <p>Technical assistance, on the ground, assisting Charlotte, Desoto, and Hardee Counties conduct the September Primary Election in the wake of Hurricane Charley – August 2004</p> <p>Project Manager, on the ground, assisting Miami-Dade County with the conduct of their municipal elections in the wake of Hurricane Wilma – Nov. 2005</p>	<p>There is no mention in McGregor’s Performance Evaluation signed by Craft on July 28, 2005 that McGregor was involved in providing any technical assistance to counties affected by hurricanes. That Performance Evaluation does state that she was assigned to the following special project: “A museum exhibit on voting systems.” There is no way to confirm or deny the second project listed on her resumé since she did not have a follow-up performance evaluation before she resigned.</p>	

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Recent Project, Division of Elections:

- Analysis and report to the Florida Legislature on Overvotes and Undervotes during the 2004 election cycle – January 2005

This report appears to involve the compiling of information submitted by the individual Supervisors of Elections in each county into one comprehensive report.

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Recent Projects, Division of Elections:

- Panelist in the U.S. Election Assistance Commission workshop on Best Practices in Voting System Administration, Security and Provisional Voting – June 2004. The link is given as: [www.eac.gov/bp/acknowledgments.asp](http://www.eac.gov/bp/acknowledgments.asp)

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Workshop Participant: If you follow the link on McGregor's resumé, you see that she was one of 17 participants in what is described as a "working session." It does not list her as a panelist and it is highly unlikely that was, since at that time she was a 6-month employee of the Division of Elections, with little experience regarding voting systems.

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Recent Projects, Division of Elections:

- Revision of Florida Voting System Standards – 2002 and 2005 editions.

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On Page 3 of McGregor's Performance Evaluation dated July 29, 2005, it states that she *maintained* the voting system standards. Maintaining voting system standards is far different from having responsibility for revising them. Since McGregor was a temporary employee from Dec. 2001 until she left for Australia in Sept. 2002, she may have helped proofread, edit or update the standards, but it would be most unlikely that she would have had the authority to make substantive revisions.

Partner with Creative Computer Consultants in Tallahassee, Florida from March 1994 to December 2001.

**Pub Manager:** McGregor's application to the Division of Elections lists two concurrent jobs during this period of time. She was Manager of the Leon Pub from December 21, 1992 until December 6, 2001. On her employment application to the DoE she states that she was working at the Leon Pub **65 hours per week**. She listed her duties and responsibilities as follow:  
"Prepared corporate and personal income taxes, maintained inventories, trained new employees, maintained accounts payable records, served customers." She gave her reason for leaving the pub as "Began working for Division of Elections."

From March 1994 to August 30, 2002, while working 65 hours per week at the Leon Pub, McGregor states on her application that she was self-employed as a "consultant." She listed her duties and responsibilities as follow:  
"Prepared corporate and personal income taxes, managed personnel files, prepared payrolls, filed sales and employment taxes, assisted in employee training, maintained inventories and *redesigned interior spaces for local bars and restaurants.*" There is no mention of "Creative Computer Consultants" on her employment application to the DoE. There appears to be no record of a company called Creative Computer Consultants having ever existed in Tallahassee.