

Mr. Abel Salinas, Ethics Officer  
Metropolitan Water District of Southern Ca  
700 Alameda Street  
Los Angeles, Ca 90012

January 9, 2020

Dear Mr. Salinas,

I am an employee of Metropolitan Water District of Southern California and I'm writing to file a formal complaint against Metropolitan Water District Director Robert Apodaca. I am requesting an investigation into his constant and extensive history of sexual harassment. On various occasions, Mr. Apodaca has made sexually inappropriate advances toward me which have included verbal forms of sexual harassment which over time escalated to unwanted and unwelcomed forms of touching. These advances have created a hostile work environment.

For example, Mr. Apodaca told me that I should "cover" my "sexy legs" because they "drive an old man crazy". He indicated that when he worked for Mayor Sam Yorty, women were not allowed to "show skin" in the work place because it caused distraction. He told me he thought we should go back to those days because my legs were causing a distraction. Mr. Apodaca then placed his hand on my upper leg as I sat next to him. He offered to take me shopping and "shower" me with beautiful, expensive clothes if I modeled it for him first.

Mr. Apodaca informed me that he worked for Coors Company for many years and that he was given a multi-million-dollar budget to "wine and dine politicians with women and booze". He told me he loved his job and that he wished he could go back to those days when he could have any woman he wants.

On another occasion while at Metropolitan Water District committee meetings, Mr. Apodaca insisted that I sit with him again and have lunch. Because he is my superior, I felt an obligation to do what he asked. During lunch, Director Apodaca asked about my marital status. He asked me if I would agree to be his "special friend" with "paid privileges". I informed Mr. Apodaca that I am married. He told me it was ok and that he lived with a woman whom he has no relationship with which he identified as Caroline. He stated that she has lived with him for many years. He said I didn't have anything to worry about because she only serves as his "maid". He continued to emphasize and that I should never be concerned about Caroline because he "kept her in her place".

LISTEN TO YOUR COMMUNITY

After sitting with him for approx. 20 minutes and feeling very uncomfortable Director Apodaca insisted that I get him a beverage. As I went to get his beverage, I noticed he was peering at my rear end and legs as he usually does. This made me feel very uncomfortable because I could see him staring and glaring at specific areas of my body. When I returned with his beverage, Mr. Apodaca pulled out of his pocket a blue capsule which he offered to consume. Mr. Apodaca stated that he "takes the blue pill often" to help "get me going" he told me that he could not resist but tell me that I am a "turn on" and made him feel "young again".

Director Apodaca proceeded to offer to take me on a "shopping spree" after the committee meetings if I promised to "model" any clothing I wanted him to purchase for me. He offered to take me specifically to Victoria's Secret stores. He informed me that he spends hours in front of the TV watching and often "playing" with himself as he watched the Victoria Secret fashion shows. I was shocked and terrified at his comments. I told him that his comments were inappropriate and that I would report it. Mr. Apodaca threatened to get me "fired" and that nobody would believe me because of his over 20 years of experience in water. He said he has many friends that would protect him.

As you know Mr. Apodaca has a history of sexual harassment complaints which have resulted in hundreds of thousands of dollars in settlement payments including the attached investigation which payed his victim \$670,000.

I am requesting an investigation. I am fully aware that I am not Mr. Apodaca's first victim and that he has an established pattern and practice of this type of behavior his entire career.

Sincerely,



Metropolitan Water District Employee

Cc: Metropolitan Water District Board of Directors

Mr. Jeffrey Kightlinger, General Manager

Mrs. Marsha Scully, General Counsel