

July 22, 2010

Paul Bustamante, President and  
Members of The Board of Trustees  
The Socorro Electric Cooperative, Inc.  
PO Box H  
Socorro, NM 87801

RE: Kathy Torres' Charge of Discrimination Against The Socorro Electric  
Cooperative, Inc., Filed July 7, 2010 With the EEOC and NM Human Rights  
Bureau

Dear President Bustamante and Members of the Board of Trustees:

Enclosed to each of you is the Charge of Discrimination (COD) against the Socorro Electric Cooperative, Inc. (SEC) filed by the SEC Accountant Kathy Torres (an employee) with the New Mexico Workforce Solutions, Human Rights Bureau and the EEOC. The Complaint was filed July 7, 2010.

The gravamen of the complaint is that Kathy Torres brought her complaint before the Trustees some time ago and was ignored. Therefore, this filing must not be ignored, as the Cooperative must make a position of defense. The complaint centers on Trustee Charles Wagner whom Ms. Torres states has:

1. Subjected her to a hostile work environment
2. Sexually harassed her
3. Accused her of fraud
4. Mr. Wagner has commented that "they are hiding behind her skirt"
5. Ms. Torres filed a formal complaint with the Board and nothing was resolved
6. A lot of the harassment is retaliation for filing the complaint
7. She believes that when the Board is reduced to 5 from its current 10 members she will be fired
8. She believes Mr. Wagner's comments are racially motivated because Mr. Wagner is an Anglo while Ms. Torres is Hispanic
9. She states Mr. Wagner has made racial comments about Hispanics.

Ms. Torres concludes her complaint by stating she has been discriminated against (as an SEC employee) because of her sex, female, sexual harassment because of her national origin, *Hispanic and retaliated against.*