Message	
From:	RANDS, TODD [AG/1000] [/O=MONSANTO/OU=NA-1000-01/CN=RECIPIENTS/CN=645915]
Sent:	1/13/2017 6:54:57 PM
Το:	PARTRIDGE, SCOTT S [AG/1000] [/O=MONSANTO/OU=NA-1000-01/cn=Recipients/cn=811024]; SNIVELY, DAVID F
	[AG/1000] [/O=MONSANTO/OU=NA-1000-01/cn=Recipients/cn=186887]; FRALEY, ROBERT T [AG/1000]
	[/O=MONSANTO/OU=NA-1000-01/cn=Recipients/cn=112405]; MILLER, PHILIP W [AG/1000]
	[/O=MONSANTO/OU=NA-1000-01/cn=Recipients/cn=212392]; MARIANI, RANDY R [AG/1000]
	[/O=MONSANTO/OU=NA-1000-01/cn=Recipients/cn=109971]
CC:	HEERING, DAVID C [AG/1000] [/O=MONSANTO/OU=NA-1000-01/cn=RECIPIENTS/cn=68681]; MURPHEY, SAMUEL
	[AG/1000] [/O=MONSANTO/OU=EXCHANGE ADMINISTRATIVE GROUP
	(FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=SMURP]; REBMAN, JOHN [AG/1000] [/O=MONSANTO/OU=EXCHANGE
	ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=JREBMc1a]; REEVES, WILLIAM R [AG/1000]
	[/O=MONSANTO/OU=NA-1000-01/cn=Recipients/cn=813001]; STUMP, JEREMY [AG/1920] [/O=MONSANTO/OU=NA-
	1000-01/cn=Recipients/cn=JJSTUM]; DUNCAN, MELISSA S [AG/1000] [/O=MONSANTO/OU=AP-5340-
	01/cn=RECIPIENTS/cn=590663]; MILLER, SARA E [AG/1000] [/O=MONSANTO/OU=NA-1000-
	01/cn=Recipients/cn=SSMILL2]
Subject:	IARC updates / House investigation etc
Attachments:	2017-01-12 JEC to Ferriero-NARA - IARC due 1-26.pdf; 2017-01-12 JEC to Collins-NIH - IARC due 1-26.pdf

All:

Questions about IARC funding and connections to US officials are continuing to be investigated by the House Oversight and Government Reform (OGR) Committee. Yesterday, Chairman Chaffetz sent additional letters requesting IARCrelated documents, which the NIH had been refusing to disclose (showing the deep connection between government scientists and the IARC glyphosate monograph). *Reuters' and Politico's stories covering the committee's latest action are copied below, and the letters from the House OGR committee are attached to this email.* 

On other fronts...

We expect the House OGR investigation about IARC to expand as they move into the new administration. Separately, the ongoing investigation from the House Science committee into EPA's handling of the glyphosate review is shifting to scientific/legislative reforms required to ensure sound regulatory processes.

Also, questions are expected to arise in the confirmation hearings for the Sec of Ag, EPA administrator, and the Sec of HHS (as well as the confirmation hearings for the next level of leadership in each agency). And Chaffetz may propose budget language consistent with his concerns underlying his investigation into IARC funding.

# Redacted

Give me a call with any questions.

--Todd

January 13, 2016

Exclusive: U.S. congressional committee demands answers on WHO cancer agency Reuters By Kate Kelland January 13, 2016

Glyphosate's safety questioned as Team Trump threaten to shake up IARC and WHO FG Insight By Abi Kay

US congressman wants documents from international cancer agency <u>Politico</u> By Carmen Paun January 13, 2016

#### **ENGLISH LANGUAGE MEDIA – Full Text**

#### Exclusive: U.S. congressional committee demands answers on WHO cancer agency

Reuters By Kate Kelland January 13, 2016

The chairman of a U.S. congressional committee investigating taxpayer funding of a World Health Organization cancer agency has asked U.S. health officials to release crucial documents.

In a letter seen by Reuters and sent on Thursday to the head of the National Institutes of Health (NIH), U.S. Representative Jason Chaffetz questioned whether the WHO's International Agency for Research on Cancer (IARC) was trying to "avoid public scrutiny" by asking its experts not to disclose requested information.

IARC staff were not immediately available for comment. An NIH spokeswoman could not confirm the receiving the letter, but said the agency would respond if and when it arrived.

The House Committee on Oversight and Government Reform, which Chaffetz chairs, began looking into the NIH's links with IARC last year after several lawmakers raised questions about why U.S. taxpayers are funding an agency that often faces criticism for its work.

The letter marks the latest salvo in a battle between Congress, NIH and IARC that was fueled by IARC's review of the weedkiller glyphosate.

IARC classifies glyphosate, a key ingredient of Monsanto Co's herbicide Roundup, as "probably carcinogenic." That assessment puts IARC at odds with many government regulators, including those in the United States, Europe, Canada, Japan and New Zealand, who say it is unlikely to pose a cancer risk to humans.

Last year, IARC advised academic experts on its glyphosate review panel not to disclose documents they were asked to release under United States freedom of information laws.

Chaffetz also sent a separate letter on Thursday to the National Archives and Records Administration office, asking for clarification of federal records law, specifically relating to information sent between a foreign body and a U.S. government email account.

IARC is semi-autonomous part of the WHO based in Lyon, France. Its assessments of whether such things as coffee, mobile phones, processed meat and glyphosate cause cancer have caused particular controversy in recent years.

IARC's critics say the agency is sometimes too quick to conclude that substances might cause cancer, prompting unnecessary health scares.

IARC, however, defends its methods as scientifically sound and says its monographs - the name it gives its classifications of carcinogens - are "widely respected for their scientific rigor, standardized and transparent process and ... freedom from conflicts of interest."

Chaffetz originally wrote to NIH director Francis Collins in September last year describing IARC as having "a record of controversy, retractions, and inconsistencies" and asking why the NIH, which has an annual budget of \$33 billion, continues to fund it.

In Thursday's follow-up letter, Chaffetz noted that IARC had since then told some of its working group members to not release documents to the Congressional committee. Now, Chaffetz said, the committee wanted access to all IARC employee communications related to public records requests, and other documents.

In both letters, Chaffetz asks for a response by Jan. 24.

#### Glyphosate's safety questioned as Team Trump threaten to shake up IARC and WHO

<u>FG Insight</u> By Abi Kay January 13, 2016

Scientists from the UK, Italy and France fed female rats tiny amounts of Roundup, glyphosate's commercial name, in water over a two-year period.

They concluded consumption of small quantities of the chemical, well below the permissible concentration levels of regulators across the world, were associated with non-alcoholic fatty liver disease (NAFLD) in rats, which could suggest a human health risk.

Dr Antoniou from King's College London, who led the research, said: "The findings of our study are very worrying as they demonstrate for the first time a causative link between an environmentally relevant level of Roundup consumption over the long-term and a serious disease.

"Our results also suggest that regulators should reconsider the safety evaluation of glyphosate-based herbicides."

#### Bad science

In a statement, Monsanto - the manufacturer of Roundup - strongly rejected the findings and said the researchers had a 'history of using bad science' to link its products to health issues.

"Similar past studies from these researchers were classified as 'pseudoscience' and lacking ethical conduct by the international science community", the company added.

Scientists on Twitter have already suggested the research could be compromised because it relies on samples from another study which was widely criticised for its methods. This criticism led to the withdrawal of the study, but further controversy followed when it was republished in another journal without review.

#### Licence

The European Agency for Chemical Products (EACP) is currently assessing the safety of glyphosate and a decision on whether to extend its licence in the EU is due at the end of 2017.

In October, Farmers Guardian revealed Merja Kyllonen, one of the MEPs responsible for steering the reauthorisation through the European Parliament, said she 'expected' a ban would be complete at the end of 2017.

The pressure has been ramped up by the creation of a European Citizens Initiative (ECI) which is calling on the Commission to outlaw the chemical.

#### Carefully examine

ECI's are similar to petitions, but they have legal weight. If one million citizens from at least seven member states sign an ECI, the Commission must 'carefully examine' the proposal being put forward.

Commissioners are not obliged to act on the request, but they must meet the creators of the ECI to discuss the issue and provide a formal response, explaining the reasons why they have chosen to act or not.

#### **United States**

In the US, evidence points to a shift in the opposite direction.

An article tweeted by Trump's official team said the International Agency for Research on Cancer (IARC) – whose declaration glyphosate was 'probably carcinogenic' sparked the controversy surrounding the chemical – should not be funded by American taxpayers.

The article brands the IARC and the World Health Organisation (WHO) 'questionables' and says their research underpins 'regulatory fatwas' based on politics rather than science.

It went on: "The IARC asserts that the commonly used weed killer glyphosate – known commercially by the brand name Roundup – is 'probably carcinogenic'.

"And there 'may be' such a thing as the Easter bunny."

#### WHAT IS NAFLD?

Non-alcoholic fatty liver disease (NAFLD) is the term for a range of conditions caused by a build-up of fat in the liver. It's usually seen in people who are overweight or obese.

Early-stage NAFLD doesn't usually cause any harm, but it can lead to serious liver damage, including cirrhosis, if it gets worse.

Having high levels of fat in your liver is also associated with an increased risk of problems such as diabetes, heart attacks and strokes.

There aren't usually any symptoms of NAFLD in the early stages. Occasionally, people with more advanced stages of the disease may experience:

	a dull or aching pain in the top right of the tummy (over the lower right side of the ribs)	
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- &#61623 fatigue (extreme tiredness)
- &#61623 unexplained weight loss
- &#61623 weakness

#### US congressman wants documents from international cancer agency

Politico By Carmen Paun January 13, 2016

The chairman of a U.S. congressional committee investigating public funding of the International Agency for Research on Cancer has questioned U.S. health authorities about whether the international body is hiding something, according to a letter seen by Reuters.

The letter from Republican Rep. Jason Chaffetz is the latest episode in a battle between Congress, the U.S. National Institutes of Health and the IARC, fueled by the World Health Organization body's assessment that the weedkiller glyphosate could cause cancer, according to Reuters.

Chaffetz wrote that last year, IARC advised academic experts on its glyphosate review panel not to disclose documents they were asked to release under U.S. freedom of information laws. He asked for access to all IARC employee communications related to public records requests and other documents.

He wants a response by Jan. 24.

IARC's assessment that glyphosate could be carcinogenic sparked debate in the EU about the re-approval of the chemical as a pesticide ingredient, even though the EU's food safety authority said it did not find a link between the chemical and cancer.

The European Commission must decide on market approval for glyphosate by the end of the year.

In the U.S., Chaffetz has previously asked the National Institutes of Health why it continues to fund the IARC, a body that has "a record of controversy, retractions, and inconsistencies."

# Congress of the United States

### House of Representatives

#### COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

Малонтту (202) 225-5074 Миклиту (202) 225-5951 http://oversight.house.gov

January 12, 2017

The Honorable David S. Ferriero Archivist National Archives and Records Administration 700 Pennsylvania Avenue NW Washington, D.C. 20408

Dear Mr. Ferriero:

The Committee has been investigating the National Institute of Health's funding and support of the International Agency for Research on Cancer (IARC), a France-based organization that generated controversy for its carcinogenic classification measures.<sup>1</sup> Earlier this year, IARC advised members of its working groups not to release any documents relating to IARC in response to a request for such information.<sup>2</sup> IARC vaguely claimed that producing such records "would be contrary to its privileges and Immunities," and asserted that U.S. open records laws do not apply to IARC's work.<sup>3</sup>

IARC's non-disclosure directive, however, was sent to the official government email addresses of employees at the U.S. Environmental Protection Agency and the National Institute of Health.<sup>4</sup> The directive, and any other such documents and communications that were transmitted to U.S. government employees, would therefore appear to be subject to federal recordkeeping statutes.

To help the Committee better understand the scope of federal records law, especially relating to information transferred from an extra-national entity to a U.S. government email account, please provide Committee staff with a briefing as soon as possible, but by no later than January 26, 2016. Please contact Drew Feeley of the Committee staff at (202) 225-5074 with any questions about this request. Thank you for your attention to this important matter.

Sincerely

Jason Chaffetz Chairman

#### cc: The Honorable Elijah E. Cummings, Ranking Minority Member

<sup>&</sup>lt;sup>1</sup> Letter from Jason Chaffetz, Chairman, H. Comm. on Oversight & Gov't Reform, to Francis Collins, Dir., Nat'l Inst. of Health (Sept. 26, 2016).

<sup>&</sup>lt;sup>2</sup> Kate Kelland, *Exclusive: WHO cancer agency asked experts to withhold weedkiller documents*, REUTERS, Oct. 25, 2016, http://www.reuters.com/article/us-health-cancer-iarc-exclusive-idUSKCN12P2FW.

<sup>&</sup>lt;sup>3</sup> Letter from Angkana Santhiprechachit, IARC, to IARC Vol. 12 Working Group Members (Apr. 7, 2016),

available at https://morningconsult.com/wp-content/uploads/2016/10/IARCletter.pdf. <sup>4</sup> Email from Kathryn Guyton, IARC, to Gloria Jahnke, NIH/NIEHS, et al. (Apr. 1, 2016, 7:02 a.m.), available at

<sup>&</sup>lt;sup>-</sup> Email from Kathryn Guyton, IARC, to Gloria Jahnke, NIH/NIEHS, et al. (Apr. 1, 2016, 7:02 a.m.), available at https://morningconsult.com/wp-content/uploads/2016/10/IARCemail.pdf.

# Congress of the United States

### House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

Мыскиту (202) 225-5074 Мискиту (202) 225-5051 http://oversight.house.gov

January 12, 2017

Dr. Francis S. Collins, M.D., Ph.D. Director National Institute of Health 9000 Rockville Pike Bethesda, Maryland 20892

Dear Director Collins:

The Committee wrote to you on September 26, 2016, regarding the National Institute of Health's funding and support for the International Agency for Research on Cancer (IARC), a France-based organization largely funded by U.S. taxpayers that releases carcinogenic classifications.<sup>1</sup> Earlier this year, IARC advised members of its "Vol. 112 Working Group," which evaluated glyphosate and other herbicides and insecticides, to not comply with open records laws in the United States.<sup>2</sup> Specifically, IARC directed its working group members "to not release any documents in your, or your institute's possession relating to your work in the capacity as a member of the Working Group."<sup>3</sup> IARC further advised members of the Vol. 112 Working Group to consult with IARC before responding to any request for information.<sup>4</sup> At least one NIH employee directly received this advice through her NIH email address.<sup>5</sup>

IARC's non-disclosure directive applied beyond the glyphosate evaluation. One U.S.based researcher participating in another IARC evaluation temporarily resigned from an IARC working group due to the clear conflict between complying with U.S. open records laws and following IARC's order to withhold information.<sup>6</sup> In fact, IARC admitted that it discussed withholding documents in previous cases, which creates the appearance that it is IARC's practice to avoid public scrutiny.<sup>7</sup>

<sup>5</sup> Supra, note 2.

2016, https://morningconsult.com/2016/10/31/exclusive-scientist-briefly-resigned-cancer-group-transparency/.

<sup>&</sup>lt;sup>1</sup> Letter from Hon. Jason Chaffetz, Chairman, H. Comm. on Oversight and Gov't Reform, to Hon. Francis Collins, Dir., Nat'l Inst. Of Health (Sept. 26, 2016).

<sup>&</sup>lt;sup>2</sup> Kate Kelland, *Exclusive: WHO cancer agency asked experts to withhold weedkiller documents*, REUTERS, Oct. 25, 2016, http://www.reuters.com/article/us-health-cancer-iarc-exclusive-idUSKCN12P2FW; see also, email from Kathryn Guyton, IARC, to Gloria Jahnke, NIH/NIEHS, et al. (Apr. 1, 2016, 7:02 a.m.), available at https://morningconsult.com/wp-content/uploads/2016/10/IARCemail.pdf.

<sup>&</sup>lt;sup>3</sup> Letter from Angkana Santhiprechachit, IARC, to IARC Vol. 12 Working Group Members (Apr. 7, 2016), available at https://morningconsult.com/wp-content/uploads/2016/10/IARCletter.pdf.
<sup>4</sup> Id.

<sup>&</sup>lt;sup>6</sup> Jack Fitzpatrick, Scientist Briefly Resigned From Cancer Group Over Transparency, MORNING CONSULT, Oct. 31,

<sup>&</sup>lt;sup>7</sup> International Agency for Research on Cancer, *IARC's response to questions from a Reuters journalist*, Oct. 25, 2016, available at https://www.iarc.fr/en/media-centre/iarcnews/pdf/Reuters guestions and answers Oct2016.pdf.

Dr. Francis S. Collins, M.D., Ph.D. January 12, 2017 Page 2

In light of this new information, please provide the Committee with the following documents and information as soon as possible, but by no later than 5:00 p.m. on January 26, 2017:

- 1. All communications to or from any IARC employee referring or relating to responding to, or disclosing documents in response to, an open records request, Freedom of Information (FOIA) request, lawsuit, or congressional inquiry; and
- 2. All documents referring or relating to IARC's policies and practices for responding to, or disclosing documents in response to, an open records request, FOIA request, lawsuit, or congressional inquiry.

When producing documents to the Committee, please deliver production sets to the Majority staff in Room 2157 of the Rayburn House Office Building. The Committee prefers, if possible, to receive all documents in electronic format. An attachment to this letter provides additional information about responding to the Committee's request.

The Committee on Oversight and Government Reform is the principal oversight committee of the House of Representatives and has broad authority to investigate "any matter" at "any time" under House Rule X.

Please contact Drew Feeley of the Committee staff at (202) 225-5074 with any questions about this request. Thank you for your prompt attention to this matter.

Jason Chaffetz Chairman

Enclosure

cc: The Honorable Elijah E. Cummings, Ranking Minority Member

#### **Responding to Committee Document Requests**

- 1. In complying with this request, you are required to produce all responsive documents that are in your possession, custody, or control, whether held by you or your past or present agents, employees, and representatives acting on your behalf. You should also produce documents that you have a legal right to obtain, that you have a right to copy or to which you have access, as well as documents that you have placed in the temporary possession, custody, or control of any third party. Requested records, documents, data or information should not be destroyed, modified, removed, transferred or otherwise made inaccessible to the Committee.
- 2. In the event that any entity, organization or individual denoted in this request has been, or is also known by any other name than that herein denoted, the request shall be read also to include that alternative identification.
- 3. The Committee's preference is to receive documents in electronic form (i.e., CD, memory stick, or thumb drive) in lieu of paper productions.
- 4. Documents produced in electronic format should also be organized, identified, and indexed electronically.
- 5. Electronic document productions should be prepared according to the following standards:
  - (a) The production should consist of single page Tagged Image File ("TIF"), files accompanied by a Concordance-format load file, an Opticon reference file, and a file defining the fields and character lengths of the load file.
  - (b) Document numbers in the load file should match document Bates numbers and TIF file names.
  - (c) If the production is completed through a series of multiple partial productions, field names and file order in all load files should match.
  - (d) All electronic documents produced to the Committee should include the following fields of metadata specific to each document;

BEGDOC, ENDDOC, TEXT, BEGATTACH, ENDATTACH, PAGECOUNT,CUSTODIAN, RECORDTYPE, DATE, TIME, SENTDATE, SENTTIME, BEGINDATE, BEGINTIME, ENDDATE, ENDTIME, AUTHOR, FROM, CC, TO, BCC, SUBJECT, TITLE, FILENAME, FILEEXT, FILESIZE, DATECREATED, TIMECREATED, DATELASTMOD, TIMELASTMOD, INTMSGID, INTMSGHEADER, NATIVELINK, INTFILPATH, EXCEPTION, BEGATTACH.

6. Documents produced to the Committee should include an index describing the contents of the production. To the extent more than one CD, hard drive, memory stick, thumb drive, box or folder is produced, each CD, hard drive, memory stick, thumb drive, box or folder should contain an index describing its contents.

- 7. Documents produced in response to this request shall be produced together with copies of file labels, dividers or identifying markers with which they were associated when the request was served.
- 8. When you produce documents, you should identify the paragraph in the Committee's schedule to which the documents respond.
- 9. It shall not be a basis for refusal to produce documents that any other person or entity also possesses non-identical or identical copies of the same documents.
- 10. If any of the requested information is only reasonably available in machine-readable form (such as on a computer server, hard drive, or computer backup tape), you should consult with the Committee staff to determine the appropriate format in which to produce the information.
- 11. If compliance with the request cannot be made in full by the specified return date, compliance shall be made to the extent possible by that date. An explanation of why full compliance is not possible shall be provided along with any partial production.
- 12. In the event that a document is withheld on the basis of privilege, provide a privilege log containing the following information concerning any such document: (a) the privilege asserted; (b) the type of document; (c) the general subject matter; (d) the date, author and addressee; and (e) the relationship of the author and addressee to each other.
- 13. If any document responsive to this request was, but no longer is, in your possession, custody, or control, identify the document (stating its date, author, subject and recipients) and explain the circumstances under which the document ceased to be in your possession, custody, or control.
- 14. If a date or other descriptive detail set forth in this request referring to a document is inaccurate, but the actual date or other descriptive detail is known to you or is otherwise apparent from the context of the request, you are required to produce all documents which would be responsive as if the date or other descriptive detail were correct.
- 15. Unless otherwise specified, the time period covered by this request is from January 1, 2009 to the present.
- 16. This request is continuing in nature and applies to any newly-discovered information. Any record, document, compilation of data or information, not produced because it has not been located or discovered by the return date, shall be produced immediately upon subsequent location or discovery.
- 17. All documents shall be Bates-stamped sequentially and produced sequentially.
- 18. Two sets of documents shall be delivered, one set to the Majority Staff and one set to the Minority Staff. When documents are produced to the Committee, production sets shall be delivered to the Majority Staff in Room 2157 of the Rayburn House Office Building and the Minority Staff in Room 2471 of the Rayburn House Office Building.

19. Upon completion of the document production, you should submit a written certification, signed by you or your counsel, stating that: (1) a diligent search has been completed of all documents in your possession, custody, or control which reasonably could contain responsive documents; and (2) all documents located during the search that are responsive have been produced to the Committee.

#### **Definitions**

- 1. The term "document" means any written, recorded, or graphic matter of any nature whatsoever, regardless of how recorded, and whether original or copy, including, but not limited to, the following: memoranda, reports, expense reports, books, manuals, instructions, financial reports, working papers, records, notes, letters, notices, confirmations, telegrams, receipts, appraisals, pamphlets, magazines, newspapers, prospectuses, inter-office and intraoffice communications, electronic mail (e-mail), contracts, cables, notations of any type of conversation, telephone call, meeting or other communication, bulletins, printed matter, computer printouts, teletypes, invoices, transcripts, diaries, analyses, returns, summaries, minutes, bills, accounts, estimates, projections, comparisons, messages, correspondence, press releases, circulars, financial statements, reviews, opinions, offers, studies and investigations, questionnaires and surveys, and work sheets (and all drafts, preliminary versions, alterations, modifications, revisions, changes, and amendments of any of the foregoing, as well as any attachments or appendices thereto), and graphic or oral records or representations of any kind (including without limitation, photographs, charts, graphs, microfiche, microfilm, videotape, recordings and motion pictures), and electronic, mechanical, and electric records or representations of any kind (including, without limitation, tapes, cassettes, disks, and recordings) and other written, printed, typed, or other graphic or recorded matter of any kind or nature, however produced or reproduced, and whether preserved in writing, film, tape, disk, videotape or otherwise. A document bearing any notation not a part of the original text is to be considered a separate document. A draft or non-identical copy is a separate document within the meaning of this term.
- 2. The term "communication" means each manner or means of disclosure or exchange of information, regardless of means utilized, whether oral, electronic, by document or otherwise, and whether in a meeting, by telephone, facsimile, email (desktop or mobile device), text message, instant message, MMS or SMS message, regular mail, telexes, releases, or otherwise.
- 3. The terms "and" and "or" shall be construed broadly and either conjunctively or disjunctively to bring within the scope of this request any information which might otherwise be construed to be outside its scope. The singular includes plural number, and vice versa. The masculine includes the feminine and neuter genders.
- 4. The terms "person" or "persons" mean natural persons, firms, partnerships, associations, corporations, subsidiaries, divisions, departments, joint ventures, proprietorships, syndicates, or other legal, business or government entities, and all subsidiaries, affiliates, divisions, departments, branches, or other units thereof.

- 5. The term "identify," when used in a question about individuals, means to provide the following information: (a) the individual's complete name and title; and (b) the individual's business address and phone number.
- 6. The term "referring or relating," with respect to any given subject, means anything that constitutes, contains, embodies, reflects, identifies, states, refers to, deals with or is pertinent to that subject in any manner whatsoever.
- 7. The term "employee" means agent, borrowed employee, casual employee, consultant, contractor, de facto employee, independent contractor, joint adventurer, loaned employee, part-time employee, permanent employee, provisional employee, subcontractor, or any other type of service provider.