



State of West Virginia
Office of the Attorney General

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Attorney General

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**WRITTEN DETERMINATION REGARDING THE
APPOINTMENT OF OUTSIDE COUNSEL ON BEHALF OF
THE WEST VIRGINIA DIVISION OF PERSONNEL**

The West Virginia Division of Personnel (hereinafter "WVDOP") is seeking the assistance of outside counsel to provide legal assistance with active litigation. More specifically, the WVDOP seeks counsel to assist staff with ongoing litigation styled *Rebecca Charles, et al. v. State of West Virginia Offices of the Insurance Commissioner, State of West Virginia Division of Personnel*, Civil Action No. 2:16-cv-10334, in the United States District Court for the Southern District of West Virginia.

In accordance with the Attorney General's Policy on Outside Counsel (Policy #WVAGO-004), the Office of the Attorney General has determined that it is both cost-effective and in the interest of the public to appoint outside counsel to assist with the legal matters in question, based on the following factors:

- The matter at issue requires particular and specialized expertise in employment law, specifically the Equal Pay Act.
- The scope of work includes Kanawha County, West Virginia.
- It is not feasible or cost-effective for the Office of the Attorney General to provide the requested legal services without the assistance of outside counsel at this time.

Accordingly, the Attorney General authorizes the appointment of outside counsel in the current legal matter pursuant to commencement of the request for proposal process laid out in subsection (D) of Policy #WVAGO-004.

A handwritten signature in black ink, appearing to read "Steven A. Travis".

Steven A. Travis
Deputy General Counsel

Date Signed: January 31, 2018