

EXHIBIT 16

From: [Justin Fox - A](#)
To: [McDonald, Michael](#); [Nate Cavanaugh - O2](#)
Subject: Re: TO REVIEW: Active Grants
Date: Monday, March 31, 2025 12:52:55 PM

Mike - Call me when you get the chance. We need a game plan for effectuating RIFS, final grant terminations and contract cancellations by tomorrow AM. We will carry these plans out before the end of the week.

We're getting pressure from the top on this and we'd prefer that you remain on our side but let us know if you're no longer interested.

Justin Fox
General Services Administration
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M: (771) 210-9025

On Mon, Mar 31, 2025 at 12:29 PM Justin Fox - A <justin.fox@gsa.gov> wrote:
Mike - Please call me as soon as you can.

Justin Fox
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On Mon, Mar 31, 2025 at 11:35 AM Justin Fox - A <justin.fox@gsa.gov> wrote:
Mike - Could you pass along your cell #? Sorry, don't have it saved and need to catch up with you on something time sensitive.

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On Sun, Mar 30, 2025 at 4:06 PM McDonald, Michael <mmcdonald@neh.gov> wrote:

Hi Justin,

When you write below that you're looking for someone to help you "gain admin access to

Microsoft," did you mean Outlook?

My understanding from our Friday meeting was that the idea was to check on whether employees were logging in to their email accounts on a regular basis.

But if I misunderstood what you needed, please let me know.

Thanks,

Mike

From: Justin Fox - A <justin.fox@gsa.gov>

Sent: Friday, March 28, 2025 11:57 AM

To: McDonald, Michael <mmcdonald@neh.gov>; Wolfson, Adam <awolfson@neh.gov>

Cc: Nate Cavanaugh - Q2 <nate.cavanaugh@gsa.gov>

Subject: TO REVIEW: Active Grants

Mike / Adam - Thanks for the productive time today. See attached active grants for your review for DEI or wasteful spend (~440 grants). Flagging these are the ones NEH staff marked as N/A for DEI. It may be easier to review these in the excel format so you can mark Yes or No in the active excel.

Let us know on these, I'll circle back on the total proposed cut based on the list Brett gave me. For your benefit, I've also attached the proposed RIF plan.

Separately, could you put us in touch with someone who could help us gain admin access to Microsoft? Appreciate your help.

Best,

Justin

Justin Fox

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