

Good morning!

I have gone into detail below, and I'm unsure if everything will apply to what you need. If you have any questions or would rather hear these in person, please let me know. Thanks!

- Suspicious Behavior from Coworkers
- Specific Allegations about lying/worktime – and who I reported to.
- Who and/or what am I specifically referencing (“enemies” outside of work)?
- What staff specifically do I believe are spreading falsehoods, and what do I believe they are telling people that is false?

Suspicious Behavior from Coworkers –

- 1) **Jeff Scott stole my computer charger**, and switched it with a “special” charger without my knowledge. I have not plugged it into my computer yet for fear of it being harmful.

Tues Sept 17th – Jeff Scott, in his last week with our department, leaves early at 1:30pm.

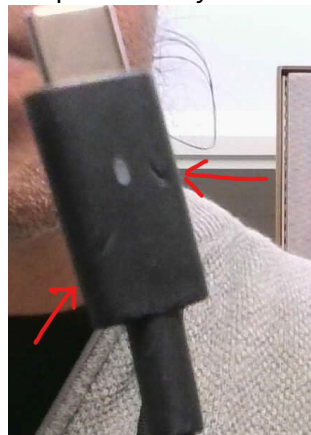
Maybe a minute passes after Jeff leaves, a man with a cart arrives at Jeff's cubicle to tear down his technology (2nd monitor, docking station, etc). I thought this was odd since Jeff also had to work in the office on Wednesday Sep 18th. It would make more sense for Jeff to schedule this on Wednesday afternoon (the next day), but I assumed he'd just work on his laptop instead.

Wed Sept 18th – Jeff Scott has his last day in the office with us & later secretly steals my charger.

In the morning sometime between 7:00am-7:30am, Jeff asks to borrow my laptop charger since he forgot his. I give him the Extra charger I keep in my bag, and Jeff immediately walks off somewhere for some time (He didn't go to the drinking fountain & immediately come back or anything). I thought it was odd he didn't immediately plug it into his laptop, but instead walked away somewhere.

After returning, he plugged in his laptop & worked the rest of the day. At the end of the day he gave me the charger back & I put it back in my bag. --- I barely use this extra charger since I keep one at home.

Days/Weeks after this happened I looked over the charger Jeff gave me. On the charging end, there are 2 little marks that look like a knife was used to cut into the plastic. They make the charger very easy to identify apart from other chargers. A picture is below:



I suspected Jeff switched my charger out with another one. I believe the reason Jeff gave me the charger with knife marks is because I was targeted & meant to plug that into my device.

For proof I used the serial numbers on the devices & packaging. The numbers on the device Jeff gave me does not match the packaging from my original Extra 2nd charger. (I have physical evidence)

- The charger Jeff returned to me: CN-022TH3-DES00
- The packaging from my original 2nd charger: CN-0K260C-HOW00-24B-1I9I-A01
- The 1st charger I keep at home: CN-0R2M8K-LOC00

I would like an investigation into the charger Jeff gave me. I do not plan on plugging it into my laptop.

2) **Jeff Scott** saying mildly misogynist things & possibly being manipulative every so often.

Jeff once remarked at lunch in the break room that as a former police officer he would get frustrated during domestic violence calls. Jeff said that he would arrest **both parties** (victim & suspect) in those situations and that would help stop the frequency of calls. During this same break room meeting, Jeff said that if he were a substitute teacher he would assault any child who showed disrespect. --- I think this was in July so it may be outside of your scope. El Bowles & Kelly Traversa witnessed this as well.

Jeff once told Aubree that sometimes he just “doesn’t hear” certain women’s voices, as if that’s a normal thing? – This occurred in mid September.

Jeff often tells a story (I assume fictional) during Orientation to help staff be careful about their mics/cameras. He basically explains quickly (10-20 seconds) & without much detail that in a recent online training, a man took his device into the restroom & wasn’t aware his mic/camera were still on. I don’t have an issue with this as it’s quick & serves a purpose.

- However, sometime in August (12th?) Jeff told the same story in a virtual meeting with just me, Aubree Herrin, and him in it. Except Jeff went into more graphic detail & the story went on for over a minute. He also seemed to expect both of us to take this story seriously (even though I’ve heard it before?). Jeff described the man taking off his clothes, using the restroom (I think he mentioned taking a shower), and not hearing people in the virtual meeting yelling at him.
- When Jeff was done with his story I basically called him out & asked if the man in the story was kicked out of the class. Jeff said no, & I said that was ridiculous. Aubree also chimed in calling out holes in his story, and he dropped the subject afterward. I believe the story was fictional and intended to make both Aubree and I uncomfortable. (And possibly because Jeff maybe enjoys lying & being manipulative)

3) **Jeff Scott** behavior changes (DISC Assessment)

I was told that Jeff Scott's DISC style changed recently to be more aligned with Dominance. (DISC is a personality test). Without going into too much detail, people in high-Dominance can step over boundaries/rules, love control, & aren't concerned about others' feelings.

4) **Ciera Fluker & Jeff Scott** suspicious behavior

I go more into detail about this in a later section ---

I suspect both Ciera and Jeff were meeting each other between 2pm-3pm during days when Jeff facilitated the New Employee Orientation training. I assume both were doing inappropriate things in a secluded room on the 3rd floor. Both gave excuses for being unsupervised and in an unknown area during this time.

I also believe Ciera created an "Intro to Excel" Training that was not supposed to exist. Essentially it was an excuse for her to have a calendar conflict so she could meet up with Jeff during work hours. Again – I go to more detail in later sections.

5) **Brandon Jarrell** red flags

Before Brandon was hired I noticed that he spear-headed a class action lawsuit against his former employer Vino Volo in 2023. The lawsuit was filed in Feb 2023 but was paused/stopped in April 2023. It seemed like he utilized the legal system for his own personal gain and possibly got a payout to drop the lawsuit. Due to this, I didn't trust Brandon much during his employment. I just don't usually trust anyone with ties to the legal system. (Especially someone who seems to be using it for their own personal gain)

I would not be surprised if Brandon Jarrell was connected with a person I previously reported to police. Brandon sometimes talked about scams in coached ways & seemed to try to normalize them.

Aubree Herrin once remarked about Brandon's odd behavior related to work that didn't make much sense, but I'm not sure about the details of this.

At this time I am assuming Brandon was meant to distract my attention away from Jeff & Ciera's inappropriate behavior, and likely social manipulation.

6) **Jen Vogel** suspicious behavior.

I filed a Public Records Request into Jeff Scott & Ciera Fluker on Sept 20th. I then reported suspicions about them to my Supervisor(s) El Bowles and Gidget Jennings about a week later (Sep 27th, Oct 1st)

After reporting my suspicions, Jen scheduled & held a meeting about AI. During the meeting, Jen felt like a snake-oil salesman while Ciera Fluker was like a plant. Ciera often interrupted, redirected, and always tried to present a positive aspect of AI to the entire group. She also praised Jen at the end of the training to an overdone degree, and in response Jen remarked that Ciera was a future supervisor.

Because this presentation was directly after I reported suspicions, this felt like Jen basically saying my reporting meant nothing. As if she said: "I'm not taking your suspicions seriously, and as you can see Ciera & I are acting in tandem. Ciera will be rewarded with a supervisory position in the future."

7) **Jen Vogel** possibly intentionally causing stress by making no rooms available for training

I hosted a DEI training on Sept 17th. About an hour before the training, I was told by Kelly Traversa the room I reserved (Level 3 Room G) was unfortunately given to someone else without my permission. I ended up scrambling to find another room. Unfortunately, they were all full.

I believe Jen Vogel reserved the conference rooms on the 28th floor during this time in order to cause me more stress. On outlook it does say that Jen reserved at least one, possibly several rooms during the exact times that I needed an empty room to teach my class.

8) **El Bowles** behavior.

El gave out my phone number to both Jeff & Aubree at the start of my employment without permission. We just use it for work group chats, but I was a bit upset I wasn't asked about this.

My grandpa died this summer & I informed El privately. He did not keep the information private and instead let my coworkers know. (I understand he probably meant well, but because of the above situations I don't always feel comfortable talking to El privately about anything).

9) **El Bowles** avoiding seeking proof of inappropriate behavior.

Starting in August, I suspected my coworkers Jeffrey Scott & Ciera Fluker were doing something inappropriate at work. I reported these suspicions to El Bowles on Sep 27th. & both him and Gidget Jennings on Oct 1st. El gently deflected my suspicions in a friendly way. Essentially "maybe it's not as bad as you think?". He was friendly but was clearly deflecting everything calmly.

However, El's demeanor noticeably changed each time I mentioned where to find proof. His face became less friendly & more frowning/worried/cold as if he knew proof existed but didn't want to see.

The proof that seemed to worry El was me requesting the enrollment for Ciera Fluker's Intro to Excel class on Oct 21st. (See the section on "Co-Workers possibly lying..." for more detail). Both El & Ciera said the class was full on Sep 18th, the day an article was posted on the Hub. I remarked that if we

looked at the roster for Ciera's class and nobody was signed up on the 18th, then Ciera was lying about the training's legitimacy. El deflected and didn't seem interested in seeking out the info.

Co-Workers possibly lying about their work/time-

- 1) **Jeff Scott** consistently being in an unknown place, unsupervised, between 2pm-3pm during New Employee Orientation – using excuses that don't seem to make sense:

Specific Theory 1: I suspect **Jeff Scott & Ciera Fluker** were secretly meeting each other in a secluded space doing personal things starting ~2:00pm every New Employee Orientation that Jeff led. These dates include July 30, Aug 13, and Sep 10. They (and possibly others) created the excuse that "Trainers can't be in the same room during the Union Presentation". At this point I also suspect that **Jen Vogel, El Bowles**, (and possibly others) were informed and supported this behavior.

Details:

My first week (June 4th, 2024) Jeff Scott led the New Employee Orientation. During the Union presentation at 2:00pm (which I attended as an observer without issue) he was gone for a long period of time (~15-20 min). However, Jeff did come back before the Union presentation was over.

Days after that, Jeff told me that us Trainers were no longer allowed to attend the Union presentation at 2pm. He told me it had something to do with the Union contract negotiations happening at the time, and something to do with us being Exempt staff & them being Union.

Two weeks later (June 18th) at 2:00pm we both left Orientation & let the Union presenters take over – again Jeff said we weren't allowed in the room during the Union presentation at 2:00pm. We walked to the elevator & he remarked that he would stay downstairs and debrief the new staff when the Union presentation finished. I left him alone & went upstairs. On July 2nd I led NEO while Jeff observed. At 2:00pm we both left the room & again Jeff said he would stay downstairs alone and debrief the new staff when the Union presentation finished. I left him alone & went upstairs.

In the weeks that followed, some Union staff doing the 2pm presentation seemed to roll their eyes about the “Trainers not being allowed in the room while they presented at 2pm” thing. It seemed like they were incredulous about this being something that needed to happen.

- o I later (Oct 8th) asked one of the Union staff about who told them about this requirement, & **they said that Jeff Scott let them know trainers weren’t allowed in the room. He apparently did not give a reason to them.** They also seemed confused since it was not an issue for a long time.
- 2) **Ciera Fluker** also consistently being in an unknown place, unsupervised, between 2pm-3pm during New Employee Orientation.

Sometime in Late August, Early September I started to notice Ciera Fluker being gone from her desk for long periods of time (about an hour). I thought it was odd since she basically has a desk job & rarely does trainings. (& when she does they’re very long sessions)

I began to notice that Ciera consistently left her desk for about an hour between 2pm and 3pm. **I also eventually noticed that this only seemed to happen every other Tuesday 2pm-3pm whenever Jeff Scott was leading New Employee Orientation. (July 30, Aug 13, Sept 10)**

- Ciera Fluker’s & Jeff Scott’s outlook calendars often match to be “busy” at 2pm-3pm on specific dates when Jeff leads Orientation (July 30, Aug 13, Sep 10). Ciera’s schedule was also “busy” on August 27th, when Jeff took a full day off.
- However, when I have recently been leading Orientation, Ciera’s schedule is coincidentally not busy at 2pm-3pm. (Sep 24th, Oct 8th)

My theory is that the things on their calendars that keep them “busy” at 2pm-3pm during these dates are just placeholders so nobody bothers them while they are downstairs doing personal things in a secluded space.

- 3) **Jeff Scott & Ciera Fluker** possibly creating a “fake” training specifically so they can continue meeting with each other during those work hours in secret.

Specific Theory 2: I suspect Ciera Fluker created an Intro to Excel training but did not actually intend on hosting attendees for it. Instead, I suspect that the training was just supposed to take up space on her schedule so she could meet up with Jeff (or others?) without any suspicion. --- However, since I reported this, it seems like they got tipped off & fully opened enrollment for the training.

Details:

On Wed Sept 18th an article was posted on the Hub advertising Ciera Fluker's new Intro to Excel training. I almost immediately heard from my supervisor El Bowles and Ciera herself that the training was already full. This seemed odd to me, so I checked the article and there were barely any views on it. (I think around 10-20 views at the time of me viewing it). It seemed odd the class became full with almost no views on the article.

There also was at least one staff comment directly after the posting saying the class was full & they couldn't enroll. I don't know what the max attendees for the class was, or who was enrolled, but I imagine IT could find out if they wanted to.

In terms of proof --- If the current attendance for the Intro to Excel training on Oct 21st doesn't have a full set of staff who signed up on Sept 18th then I believe that proves that nobody was actually attending the training. (Or maybe only select people like Jeff Scott were to attend).

Partly related to this -Ciera hosted a "Dry Run" practice training of Intro to Excel on Aug 26th from 8:30am-3:30pm. I remember both Jeff & Ciera attending this together in person on the 3rd floor. I suspect Jeff & Ciera may have stayed by themselves on the 3rd floor to have personal time to themselves doing inappropriate things during work hours.

Who did you report these concerns to?

- I filed a public records request to find information regarding Jeff Scott & Ciera Fluker on Friday September 20th. In the following week it felt like they both got tipped off somehow.
- I reported my concerns about Jeff & Ciera to El Bowles in a Teams meeting on Friday September 27th.
- I reported my concerns about Jeff & Ciera to El Bowles & Gidget Jennings in an in-person meeting on October 1st.
- I may be reporting to Labor & other sources in the near future since they might be better suited to handle this.

(go to next page)

“Enemies” From Outside of Work:

Between 2020 & present I reported a specific person to the police and child services for reasons related to fraud, being in suspicious contact with children, & other activity. This person, Jonathan Lischak, is an attorney with a lot of money. He was also described to me as someone with a “strong personality”.

The police contacted me in late 2019 regarding him, and I later reported some suspicions to them. A police detective said that Jonathan does have a “large file”, but that nothing can be done at this time. To my knowledge he has not had anything charged against him at this time.

Since reporting him, I now believe that he likely has friends who operate in similar circles as him. Essentially, I think he’s part of a group of people, and not necessarily always acting alone.

Though I feel I have had intimidation tactics used against me, I can’t prove the possible intimidation was coming from him (or people he knows). These tactics include but are not limited to:

- 1) Having my drink spiked at a coffee shop (Kafe Kerouac)
- 2) Someone killing a cat via impaling through the mouth & leaving it outside under my bedroom window.

- 3) Harassing & spoof electronic messages to me, my family, & friends
- 4) Feeling as though I'm being stalked/monitored.
- 5) People coming in/out of my life that act in "coached" ways or sometimes have odd behavior changes. Ex: Someone like Brandon Jarrell who has a checkered past that often talks about scams. I've also had people be very friendly with me at first and then become oddly fearful or negative towards me for reasons I don't know. --- In short, various forms of social manipulation.

I've gone to the police a few times regarding these incidents, but unfortunately nothing could be done.

What staff specifically do you believe are spreading falsehoods, and what do you believe they are telling people that is false?

At this time, I believe that the staff listed below may have been co-conspiring in tandem to say false things to people about me.

- 1) Jeff Scott**
- 2) Ciera Fluker**
- 3) Jen Vogel**
- 4) Brandon Jarrell**
- 5) El Bowles**
- 6)** (& possibly others I'm unaware of)

I do think that the "enemies" from outside work may have something to do with this, as I've seen these types of odd signs before. There may be more I'm not aware of.

I believe some of the above staff are telling false information to some people I encounter. My guess is that they are putting words in my mouth, basically saying "Hey Tom said ____ about you". The staff below then get a false idea of what I think about them despite me never saying anything.

Again, I've seen these social manipulation tactics before from the person I previously reported from outside work, so I'm more sensitive to it.

The staff below were likely contacted with false information:

- 1) Kristi Corson – First noticed odd behavior during Oct 9th Lead Ohio Training. ---

Kristi seemed friendly with me at first during the Oct 9th training. During a break in the morning, she mentioned that she really enjoyed a training she previously took with me. I told her I honestly couldn't remember which training, and she seemed surprised I didn't remember. Turns out she attended a small group DEI training on Sep 17th that was held in the DEI office. This day was chaotic because the room I reserved *magically* got filled up without my permission. Jen Vogel helped me set up the room that morning, so I suspect if anything happened, she might have something to do with it.

I quickly remembered & also recalled that Kristi was afraid of heights & I shut the blinds to try and help her feel more comfortable on the 28th floor. Kristi said she really enjoyed the training & said it was her favorite she ever attended. I thanked her for the kind words but didn't really talk much afterward.

At this point it seemed like Kristi kinda stormed off? I tried not to read too much into it at the time, but in retrospect it seemed like she was expecting more response from me. **Like someone told her I was much more familiar with her than I actually was. When I didn't remember, she became confused & that led to the behavior I witnessed.** Kristi was distant the rest of training & seemed agitated.

- 2) Sarah Branson – Last noticed on Oct 10th Teams Meeting. ---

Sarah was in the same hiring class as me. We haven't interacted much outside of attending the same Learning Center training over multiple days with me (June 24-27). The Learning Center training was hosted by Pam Burton and Ciera Fluker, so if anything happened, I suspect Ciera had something to do with it. El Bowles also made a point to have Sarah & I shake hands after a certificate ceremony one time, so he may have been a part of this as well.

Sarah visited New Employee Orientation with Jen Nichols one week (I can't remember the date). At this time, Sarah was noticeably avoiding even being in the same eyesight as me. Like she didn't want herself to be in my line of sight. I didn't push myself into her field of vision, but her behavior was noticeable. I've seen this happen before due to the social manipulation techniques I mentioned previously.

During the Oct 10th meeting with Sarah & Jen Nichols (IT Department) **Jen Vogel** was supposed to be in attendance, but suspiciously did not attend at all. Sarah Branson didn't seem too different during the entire meeting, but she did leave very quickly as the meeting ended which seemed to indicate some discomfort.

My guess is that **Ciera Fluker, El Bowles, Jen Vogel**, or others are falsely claiming I have any sort of thoughts or opinions regarding her. **I believe they are probably putting words in my mouth and telling Sarah I spoke about her in an uncomfortable way. Her behavior seems to indicate discomfort with me despite me barely really speaking about her to anyone.** I have barely interacted with her nor talked to anyone about her, so her behavior seems that much more noticeable and confusing to me.

If you have any questions or would like me to explain in person, please let me know. Thanks!