

September 25, 2020

Dear Alicia,

This has been torturing me for several days and I have been driven to write and relate to you what follows in the event it may provide a bit of additional light and information for you.

I delivered the complaint letter on the incident with Sullins on Monday morning the 24th around 9 AM. It was my goal to deliver the three-page letter directly to Melanie. I walked straight back to the main aisle that bifurcates the store front to back. I turned right on that aisle and then left on the aisle that connects directly to the glass doors that open to the two offices behind. The front one on the right is a cubbyhole and is the office of Melanie. As I reached the doors I noticed Christy walking toward me down the aisle that runs in front of the glass doors from the direction of the warehouse. She saw me and the document I had in my hand. I also had a manilla folder that contained a couple of copies for future use if needed.

She rushed up to me as I opened the glass doors and was worried, I was resigning, She followed me through the glass doors.

The cubbyhole has a door that opens into the cubbyhole. Melanie's desk is to the left of the door as it opens inward. The door has a plastic mail pouch that serves to as a receptacle for mail when Melanie is not there and the office is locked. Being Monday morning, this receptacle was jammed full. The door was open and the office light was on but Melanie was not present. As I struggled to fit this into the crowded receptacle, I discovered I could not do so and my efforts pushed the door open further.

Christy was standing between me and the desk. I placed the document on Melanie's desk and Christy picked it up and started reading it. I then said to Christy I had not intended for her to see this document but since she had done so she could have her own copy. I also noticed Christy appeared to be reading and shuffling through documents on Melanie's desk. I then turned and left having delivered the letter to Melanie. I did not pause for any further conversation.

I am relating this to you because I have been convicted to do so. What triggered this is something I noticed in the meeting you asked Josh to have with me. He had his copy of my Concern letter but I did not see a copy of my complaint letter. He also conducted the concern letter review from that perspective. He and Chris did not act like they had seen the complaint letter. I thought it strange Josh did not have the Complaint letter and work off it like he did the concern letter.

If by chance Melanie indicates she did not ever see the incident letter dated August 24 then what I have written here may be of some value. If she does not then none of this is applicable but I wanted to give you full disclosure of what I can say I observed and experienced. Hope this is of value. Let me know if you have any questions or I can be of any help in this in any way. Thanks.

Charles