

October 20, 2020

**J'Accuse!!!**

Re: Anti Semitism at Home Depot Complaint

Attached is a copy of a brief letter I provided HR person Melanie at Store 0884 in Decatur, Alabama. As part of cashier appreciation month she and Christy, the front End Supervisor, had partnered to arrange certain activities. The first paragraph is a thank you from me for the lunch sandwich that had been provided. The next paragraph points out a concern I had over the possibility of some employees not being included in the photoshoot. I was never included and was concerned others had been passed over. Interestingly, the Front-End Supervisor appeared in three or more of the photos but had not apparently did not act to insure everyone was included.

We were to be all given black shirts as a uniform to wear last Friday. I declined to accept the offer. Three or more times I had to explain why I would not wear a black shirt as a part of a "uniform" to the Head cashiers including the Front-End Supervisor. They were insistent I do so. One young Head cashier named Isaac on two separate occasions brought me a black shirt and attempted to coerce me. He is six feet seven and weighs north of 300 pounds so the implied intimidation was apparent and real. I said no and repeated my reasons why.

Last Friday I was scheduled to work and in silent protest I wore a white shirt. I was placed in Garden the entire shift. I do not believe in coincidences and connected the dot appropriately. This caused me to write the attached to Melanie and I provided a courtesy copy to the head cashiers and Front-End Supervisor.

When I reported to work on Monday Melanie and Donna an Assistant Store Manager, met me in the conference room with a surprise meeting that turned into an interrogation. They asked me if I had written this letter. Since I had signed it that seemed a bit ridiculous to ask. They then wanted to know and demanded I tell them who else received a copy. I refused to tell them and now angry at the nature of the proceedings and star chamber mentality, I told them I was angry and I was angry. They then tried to twist the letter by arguing with me this was insensitive and intolerant and had bothered one or more employees allegedly.

I responded that the letter was objective, factual and truth. It is an objective fact I thanked Melanie for the objective fact that I had been given a lunch sandwich. It is an objective fact that the Front-End Supervisor was in three of more photos but I

and possibly other employees had not been included. It is an objective fact Depot buys shirts from Red China or third world nations made in sweat shops. It is an objective fact that the SS wore black uniforms. It is an objective fact that after they murdered American Prisoners of War in the Battle of the Bulge that orders were issued in the Third Army to take none such uniformed Germans alive ever. It is an objective fact the color black not orange or white was specifically chosen. It is an objective fact that Melanie posted a notice for all of us to wear this black uniform Last Friday.

If recounting these facts that hurt someone's feelings, then that was simply unimportant. I then suggested they send any such strawman to me and I would be happy to discuss. They seemed to assume that my First Amendment rights were subordinate to Corporate policy. I reminded them and you this is not the case.

Donna then said I did not know her or her background. So what? Who cares? What matters is that Home Depot wanted employees in one department to wear black uniforms. Not orange or white the company colors but black just like the SS did in Nazi Germany. What is next goose step training? Blackjack boots made in Red China provided or required at a discount? Free Star of David badges for anyone of Jewish faith to be worn on Saturday? You tell me.

When I showed the letter to one Jewish employee he read it and thanked me profusely for having the courage to write it. Share it with other Jewish employees if you dare and if they are not afraid of repercussions you will see the impact. At the time I thought this was simply insensitive. Now I am convinced it is far worst... a cultural **TOLERANCE AND INCLUSIVITY** at Home Depot of the poison of anti-Semitism. In response I have tendered my resignation effective 01 01 2021. I will not have my good name attached to such an organization. Meanwhile I demand a personal apology over this event and the treatment received personally and a guarantee that it will not be repeated ever. Thank you.

Charles Ford