

## **Summary and Conclusions Charles Ford 12 2020**

Alicia Amacker, HR Home Office and I had a phone conversation on Tuesday September 29<sup>th</sup>, 2020 about the information in this packet and the results of her investigation. This paper is a review of her findings and corrections for the backfilling, innuendo, and falsities the narrative constructed contains.

1. She indicated she had reviewed my concerns. My concerns were not concerns. They are indictments of repeated abuse and wrongdoing towards me and others in the building, a proverbial tip of an exceptionally large iceberg. I also provided positive suggestions and processes to help the company and these are incorporated in the packet.
2. She reviewed the failure to schedule and scheduling failure and advised me part of this was driven by call outs. She also indicated that she wanted part time employees to average around twenty-two to twenty-five hours a week and that this process had been fixed going forward. She reiterated that the schedule should be treated as sacrosanct not a draft. Only with call outs or other absences should changes be made.
3. One document in this packet is titled Workplace Incident Report. Alicia indicated Melanie had given Josh a copy and that he had it at the meeting held by Josh with me and Chris Sullins. Josh had his copy of the Concerns letter included in this packet and had highlighted many places in it. I was sitting at a 90-degree angle and could see this as he went down the items. He did not have a copy of the Incident report and failed to discuss the details of what is contained in it. Why?

I provided Melanie a copy of this letter on August 24 at 9 AM local time by physically placing it on her desk. She never saw it even though she returned to office shortly after. Had she seen it why did she not ever contact me about it or initiate protocol? For almost a month? Because the document had been removed from her desk and she remained ignorant of its existence. Read the document. It lists a pretty serious incident. And yet crickets followed until Josh received a phone call from this same Alicia telling him to answer the concerns letter and advised him of the incident report contents. The reason Josh did not have a copy is because Melanie never saw it. Christy, the FES removed it.

When I arrived that morning, Christy was walking toward the glass door when she saw me enter. She followed me into Melanie's office and proceeded to start reading the document when I put it on Melanie's desk. She then started rustling through Melanie's mail. I gave her a separate copy. I then left. Melanie never had a copy. It was put on her desk by me in the presence of Christy. Connect the dot. I have.

Home Office has reconstructed the narrative. It seems Melanie called Kevin a MF. This has been confirmed by him to me and by Dan as a witness. Home Office swept this under the rug to have Melanie agree and Josh to then say he had the letter for the meeting with me and protect Christy. Kevin, the affected employee and Dan the witness were never contacted. It served corporate purposes this way because the store is now number 6 in an 11-store region, and key Christmas season is upon us. To serve Mammon sweep it under the rug, rearrange the narrative, purge the evidence, and announce nothing to see here with this "concern". Depot takes care of Depot don't you know. I am muted, Christy keeps her job, the store manager is able to move forward, Sullins is protected and Melanie is restrained. Also, Christy's serious violation of group texting is again ignored. Everybody wins right? Business as usual and the store is climbing.

4. The original complaint appropriately filed in Home Office received a Close Ticket. Alicia explained they had hired new people and that this was a training moment. Are you serious? You cannot make this up.
5. Then came the polite and judicious attack on me. She credited me with excellence in filing but to be more circumspect in the future and to follow channels. That the channels led to a Closed Ticket and that the resulting whitewash written of here only happened because I chose to continue after receiving a Closed Ticket somehow was not considered in her comments.
6. She told me my proposed credit card program was rejected because it was not inclusive and that being inclusive meant we could not discern prospects based on their features. The Board of Directors would love being told that this program could and would generate 4 prospects and cards per store per week and over 52 weeks approach 500,000 new credit cards which would

then add an additional estimated \$4,000 or so in sales per card but was turned down because it was not inclusive. Yes, I am sure the shareholders would embrace losing \$2,000,000,000 in sales for this reason. Merry Christmas.

7. Then came the final point. I have a black mark in my file because I listed all bad bar codes under the heading Eat Me. That is unprofessional. That statement is subjective, not objective. Using this title focused attention on bad bar codes but I am deemed subjectively insensitive and that means I have a black mark. Never mind the info and the application it could have in making the business run better. Not inclusive and not sensitive right?
8. Alicia indicated Josh had the right to call me a thief by asking if I waited on friends and family. I have no friends and no family. I corrected her by responding he was accusing me of giving money out of the till to them. I remain angry and still demand an apology, but I am not holding my breath waiting on it.

To conclude, Home Depot has no moral compass. I do. The two conflict endlessly. I am very particular about what and who I attach my good name and visage. That is why I took down my picture as Cashier of the Month. I have no respect for the rabid dogs running this store or the pack of even more rabid dogs up and down the chain of command including the CEO. I have been there and seen for myself. I note some incredible changes the first week of October....

Christy is morally and ethically deficient as are Chris, Josh and Melanie. They do reflect the values of the corporation as like the corporation, they have few, except greed and avarice. The employer deserves these and they deserve this employer.

For these and a whole lot more reasons I am exiting. I will miss greatly most of you subjected to their abuses and the camaraderie we shared. That is priceless to me. You have brought endless joy to an old Dragon and quickened my heart. Thank You. As to the remainder you shall have your reward at the White Throne. Enjoy.

My advice to you that like me, have a moral compass is this. Home Depot is not good enough for you. Exit Sodom before the fire comes....and never buy their lies.

Charles Ford  
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