

The following interviews were conducted on Thursday, February 9<sup>th</sup>, and Friday, February 10<sup>th</sup>, 2023, at Mr. Guy Norris' Office.

1p.m. Elizabeth Wetherington—Career Source, Florida Crown. Has worked there for 20+ years. Currently Program Manager. She supervises 6 employees.

██████████ she has supervise her for approximately 2 years Describes her as a great employee, honest, fair, and hated to lose her as an employee. Very smf and always prompt. She left last week for a better paying job.

Ron Jones, is Ms. Wetherington's supervisor and has worked for the agency for about 5 years. Mr. Jones is very condescending to many of the employees and has gotten that way terribly so during the last couple years.

On Thursday ██████████ and told her that she just couldn't hold back and could no longer handle it.

She was present at a conference in Clearwater about 4 year ago and several employees went on a dinner cruise. ██████████ told her that while in the back seat of the van that Ron Jones kept placing his hand on ██████████ leg and she kept removing his hand.

██████████ also told her about the trip in Orlando, 2022, where Ron Jones text ██████████ about coming to his room. Each time there was an episode that occurred at a Conference ██████████ would tell Ms. Wetherington but, ██████████ insisted that nothing be said about it

She knew that ██████████ could handle Ron Jones "out of the Way" comments or advancements and that's not why she left. More money. She knew that ██████████ worked two other jobs as a ██████████. Again ██████████ should never had been subjected to this type of behavior

She describes Mr. Ron Jones' supervisory skills as horrible. It is very toxic around the office. The last few days without him present has been very relaxing and enjoyable.

She has attended conferences and very much aware that Ron Jones consumes alcohol and will be very flirtatious around the woman. Likewise, at the office he acts different to the single/divorced female employees.

An ██████████ gets preferential treatment around the office and "could be sleeping" with Ron Jones.

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2 P.M ██████████—3 year employee, ██████████

Immediate supervisor is Linda Fu and answers to Ron Jones, 3-4 times a week.

Ron Jones would make comments about her dress, heels, and it felt like he was undressing her when he looked at her. There was an occasion in her office where she had just put lotion on her arms and Ron came in. He inquired about the smell and she showed him to lotion tube and he took her arm and started smelling her arm, which she thought was very strange. Another time he smelled her hair.

██████████ was up for an award in Orlando at a Conference. She drove down and back the same day. Before leaving Orlando she needed to use the restroom and Ron took her to his room and she felt very uncomfortable and invited her to have a drink which she refused due to driving.

██████████ told her about the text message she received from Ron at the Conference in Orlando. She was also aware about ██████████ experience in the back of the van with the hand on leg incident.

██████████ was also aware that Ron Jones was telling people that ██████████ was not having her exit interview the day she left, Thursday, Feb, 2.

I will also attach a complaint letter ██████████ provided me a copy which she has addressed to Mr. Robert Jones, regarding an incident that occurred on January 11, 2023.

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George Green Jr.---b/m-employed since Sept 2021-married 3 children—47yoa

Rapid Response Coord.—Ron Jones is his immediate supervisor.

His main knowledge would be that he actually saw the text message sent from Ron Jones to ██████████ at the Orlando Conference while at the pool. ██████████ indicated how uncomfortable she was about the invite to Ron's room. Green told her then she should respond and tell him no, she didn't want to come to his room which she did

Again, I have copies of those text messages sent to my phone.

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Keaven Jones b/m 39yoa—been employed since 2016-currently Career Service Representative

Elizabeth Wetherington is his supervisor.

Describes ██████████ as an Outstanding Individual. Was aware ██████████ and she worked out a lot.

██████████ told him about all the inappropriate gestures toward her by Ron Jones. He promised not to tell because ██████████ did not want him to say anything. He was aware of the comment that Ron made at the pool when ██████████ male students were in the pool. Ron, said those boys would probably go back to their room and “jack-off” thinking about the hot teacher, referring to ██████████. Also aware of the hand on the breast. Again, he kept his word that he would not say anything but now it's out. Also, aware of the comment Ron made to ██████████ about her anxiety. That when he (Ron Jones) had anxiety he would take Zoloft but it affected his ejaculation.

Stress level at the office is very high due to Ron Jones.

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Linda Fu- 30+ year employee-Career Service 25 years. She is the Supervisor of Veterans and Business

Ron Jones is her immediate supervisor for last 4-5 years.

Ron would belittle many employees. He is a Jekyll & Hyde personality. Make changes drastically and not gradually. Always changing policies regarding leave. Policies would be changed from day to day.

She verified and was aware of the incident involving [REDACTED] with the arm smelling and hair smelling. Also, verified all of the incidents with [REDACTED].

[REDACTED] she has known for over 30 years. [REDACTED] are very close. They are not related though.

Again, very much aware of all the times [REDACTED] had concerns about Ron, but again, [REDACTED] did not want to tell all.

On date [REDACTED] left, Ron Jones informed Linda Fu, that he was cancelling her "exit interview" and in fact [REDACTED] was told by Ron it would be cancelled.

She also talks about how Ron Jones made a big deal about Nunu's day off when he called in sick on a Friday, insisting Nunu get a Dr.'s excuse.

Linda Fu also present at Conferences when Ron Jones had been drinking.

ROBERT JONES AND JEFFGERRING OBSERVED RON JONES AT A CONFERENCE IN KENTUCKY WHEN RON JONES WAS INTOXICATED.

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Sifou Nunu-42 yoa-retired military after 22 years.—married with 2 grown children

Employed for 8 years as LVER-dealing with Veterans and IT department. Linda Fu and Ron Jones are his supervisors.

Denied any knowledge ( I got the impression he didn't want to discuss) any of the allegations made by [REDACTED] toward Ron Jones.

He did explain the issue regarding where he called in sick one Friday, recently, and how Ron Jones over-reacted to the issue.

Describes the environment as very toxic when Ron Jones is in the office and amazingly relaxed when he is not.

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[REDACTED]-Career Source-5 years as Account Assistant. Supervisor is Jeff Gerring.

Worked at Columbia Bank for 15 years prior to this employment. Three children 16,12, 6

Knew [REDACTED] when she worked at Agency and actually helped her get a job [REDACTED] for more money which is why [REDACTED] left.

[REDACTED] was present at the 2019 Conference where the episode with Ron's hand on [REDACTED] leg. Same night, in the van, Ron jones started smelling on her arm. Her response, "Dude, what are you doing smelling my fucking arm?" Yes, Ron Jones was intoxicated.

SINCE THIS INCIDENT HAS COME TO LIGHT WITH MS. SMITH, SHE [REDACTED] HAS INFORMED JEFF GERRING OF THE INCIDENT, TO WHICH HE ACTED SURPRISED.

She describes Ron Jones as a micro-manager and he always thinks he is right. Some good employees have left due to Ron Jones being over-bearing and the toxic environment .

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Friday, February 10, 2023 @ 9am

Erminia Bare—w/f married 2 grown children—employed since 2011-Trenton, Old Town, and Lake City.

WT SNAP SUPERVISOR—In Lake City since 2020—Elizabeth Worthington directly supervises her. Ms. Bare has 3 employees she supervises.

██████████ was thought of very highly in the office. Excellent employee.

Ron Jones' management style is by micro-managing, and he would change course in the middle of the stream. The job can already be very stressful, but Ron Jones adds to it.

On date of ██████████ last day, she informed Ms. Bare of all the inappropriate behavior by Ron Smith. Ms. Bare had also heard the Ron Jones was going to cancel ██████████ exit interview that day and ██████████ told her she wasn't going to hold back.

Office has been very relaxed this week without Mr. Ron Jones.

This employee is very much of an introvert and not social. She has been to Conferences but back to her room when not at training sessions.

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Telephonic interview. Friday, Feb. 10, 2023 at 9:50 am

WINTER TRAMEL- 2014 UNTIL January 10, 2023—worked in Old Town office—WIOA Employee MS. BARE WAS TERMINATED AND I DID NOT INQUIRE WHY!

Elizabeth Worthington was Supervisor. ██████████ did same job but in Lake City office. Would describe her as a very helpful, valued and trusted employee.

Ron Jones was very involved with her job and is a very poor communicator.

She describes an incident where she was invited to become a Board member of the Cross City Chamber by Carol West, a Dixie County resident. Mr. Robert Jones approved the request but due to the fact that she did not pass the request through Ron Jones he denied the request. Due to violation of chain-of-command. When she was in Lake City Ron Jones told her to “shut-up” when she was trying to explain her side of the story. She informed Ron Jones not to tell her to shut up.

Ms. Bare describes one Conference she attended in St. Petersburg, Fl. 2021. Several employees present including Ron Jones and ██████████. When they got into the van Ms. Bare and ██████████ were sitting with Ron Smith in the middle. ██████████ put his arms around both ladies and stated, “Oreo chocolate in the middle and vanilla on the outside!” He then removed his arms as she insisted.