

To: Robert Jones

1389 US Highway 90 West

Lake City, FL 32055

March 16, 2023

In my response to this report and reprimand, I would like to first apologize for any disruption of business continuity and unrest the investigation caused our Agency. I strongly agree on this fact- there was a lot of collaboration with information reported. This collaboration was headed by [REDACTED] and Linda Fu- [REDACTED] relative and [REDACTED] mother's roommate).

Before this personnel attack on my character occurred, I was warned by Anna Mendoza that Linda was conspiring against me and that I needed to watch my back because she solicited help from Anna. Her intentions to defame and attack my character were further substantiated when Linda and Elizabeth Wetherington contacted a board member (Eugene Dukes) the morning of February 20, 2023 further collaborating her attack on my character clearly points to her intent to manipulate. In addition, Linda met with interviewees while the investigation was active and discussed openly this investigation among her subordinates and other staff members.

Investigation Concerns

The following are concerns I would like to bring up about this investigation:

- Anna was never contacted during this investigation.
- After reviewing the list of interviewees, no African American women were questioned or interviewed.
- None of chaperones or my peers from other regions were on the list to collaborate this character attack.
- No student ever reported me making offensive comments. Robert you were at most of all my conferences and even Jeff- how odd these allegations systematically come out with multiple incidents after such a long period of time? This clearly point to the malicious intent, collaboration and orchestrated attack on my character from Linda and her family member, Julia Smith.
- The witnesses on the investigation list created by [REDACTED] and Linda excluded all African American women.

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While most of this reprimand lacks a lot of details and makes assumptions based upon the collaborate group that excluded African American women in our office, I am glad to response to what specifics I do know.

On the trip in South Carolina in the hotel lobby, I engaged in a social drink with a group of the WIOA team and two other chaperones. I drank the same amount as this group, so I am the only person being singled out for intoxication. Who was the expert to determine intoxication, I did not take a breathalyzer test. How in the world can it be proven that I was intoxicated or everyone that drank the same amount would be considered intoxicated. Furthermore, the students were in their rooms. This makes no sense to me. This trip happened over eight months ago and there has not been a complaint or negative comments by a student or chaperone that were present on this trip. Again, a story conspired by a selected group and not collaborated with any unbiased witnesses.

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Robert, I consistently kept you aware of any performance or personnel issue. I have also told you when I'm having problems with staff doing their job. Linda Fu has been a consistent topic I brought to your attention because of her unacceptable performance and her poor performance proves Linda refuses to do any work. In addition, I provided emails where counseling was involved.

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Again, I don't have a lot of specifics in this report/reprimand, but I would like to point out one example of manipulation. I was accused of blocking [REDACTED] from her exit interview- a complaint with no merit. The truth is I was following up on an e-mail I sent to you, Keaven, [REDACTED] Jeff and Elizabeth on January 23, 2023. [REDACTED] was refusing to pass on her information to Elissa Howard who was taken over her case load. [REDACTED] spitefully erased the white board with all student names in the High School High Tech program. So I called a meeting with the entire WIOA staff. [REDACTED] had avoided passing on any information and she only had two days left with the Agency. I told [REDACTED] and the entire group I wanted the pass on completed by the close of business. [REDACTED] told me she had other things to do, such as going to a farewell party at Trinity and an exit interview with Jeff. I told her and the team, they had ample enough time to finish this pass-on and I wanted it to be completed and make this the highest priority. I did not think a party or exit interview gave [REDACTED] the permission to refuse to do her job. I told the team the students deserved it and I did not want to repeat our mistakes in the past with Dixie and Gilchrist Counties where the students were not receiving their incentives. I even asked the team if I was reasonable with my request giving there was almost two weeks that passed without a pass on. I relayed this information to Jeff.

If [REDACTED] had completed the reasonable tasks requested and outlined on January 23, 2023, e-mail, I would have never met with the entire WIOA team to discuss the importance of a passing on information about customers and prioritization of getting it complete with a short timeframe. [REDACTED] felt she did not have to adhere to a reasonable request. However, this reasonable request was misrepresented in your report.

Linda Fu Performance

Linda feels a certain privileges that she is not required to work or earn a honest day's pay.

Both the Employer Service and JVSG performance metrics are down under Linda Fu's leadership. Our letter grade decline from A- to a B during PY 2022-2023, Quarter 1 Performance update because our business penetration on was 60 percent out of 100. Under the leadership of Linda Fu we had six finding in our JVSG monitoring section. When I asked her if all six finding were valid, she told me yes. I reviewed the findings and only found four were valid. This is the most JVSG findings our Agency has received, and Linda could not competently give good direction to her team or the JVSG State monitoring team.

On 1/19/2023- I sent an e-mail to you, Linda Fu and Jeff addressing how a disabled veteran "seeking housing" did not receive services when he came in the office. We had a similar write in the JVSG Programmatic Monitoring. I had a conversation with you in your office about the corrective action we should take and we both agreed that Linda should be terminated. And that her poor performance was negatively impacting our Agency.

On 10/19/2022- Christina Williams informed me she was experiencing financial hardship because Linda Fu was not signing or sending Christina's timesheet to the Veteran Administration. Our Agency intervene by agreeing to pay Christina in order to reduce the hardship created by Linda Fu. Christina later reimbursed our agency.

After repeated request to service more veterans, the State Coordinator "Exit Smith" took our DVOP position because our performance was too low. To-date, Linda has not corrected this issue after working with her on a consistent basis.

Sometime in the fall of 2021, I told both you and Jeff that Linda was watching movies on her phone during work hours. I asked her not to watch movies in her offices.

Irony of Character

And now lets discuss Linda Fu's character and lifestyle:

During my first tenure with the agency, Linda Fu promoted adultery by dating a married guy and openly discussed their relationship with all staff.

Her mother comes to the office and uses the word nigger. Linda blames her mother actions on dementia but it's clear this is the environment Linda Fu was raised in.

He son is a convicted felon. He's constantly in and out of jail due his drug addiction. He comes to our office "high" to get money from Linda.

Conclusion

Giving the sum of information with collaboration of primarily Caucasian women and the exclusion of African American women, student, chaperones- I reject the accuracy of this report. I find it to be targeted, insulting and offensive with the intent to cause division and discord at the workplace. In addition, the fact that I was forewarned about Linda's conspiracy leads me to believe this report would be accurate if the interviewees were under oath. And then asked if Linda Fu conspired against me for the sole intent to get me fired.

