



Department of Public Protection

Report of Incident

TO: Terry Sanders, Director
Department of Public Protection

FROM: David Vanis, Captain
Public Protection Administration
Internal Affairs

DATE: July 26, 2016

SUBJECT: IA2016-04, Nina Hunter, Captain, Division of Corrections

Complainant:

Elizabeth Minocchi(Wyatt), Retired Corrections Officer

Witnesses:

Heather Azzarello, Paramedic, Armor Medical
Christine Aponte, Office Assistant, Corrections
Tara Thomas, Lieutenant, Corrections
Glenn Lee, Senior Officer, Corrections
Jeremy Faircloth, Sergeant, Corrections
Andrew Peterkin, Sergeant, Corrections
Christopher Squires, Sergeant, Corrections
Shannon McBride, Lieutenant, Corrections
Anthony Whited, Senior Officer, Corrections
Rebecca Blair, Senior Officer, Corrections
Christopher Harvey, Senior Officer, Corrections

References:

1. DPP16-054. Memo from Director Sanders to Captain Vanis directing an investigation (Dated June 15, 2016).
2. Documentation from Elizabeth Minocchi exit interview (Dated June 1, 2016).
3. Memo from Assistant Director Flowers titled "Personal issues between SCO Minocchi and CPT Hunter (Dated June 1, 2016).
4. Initial fact-finding memo from Captain Vanis to Director Sanders (Dated June 14, 2016).
5. Notice of Internal Investigation addresses to Captain Hunter (Dated June 29, 2016 signed June 30, 2016).
6. Miscellaneous correspondence from Captain Hunter.
7. Advisement of rights forms
8. CD with interviews
9. Elizabeth Minocchi complainant interview transcript (Dated June 27, 2016).

10. Heather Azzarello witness interview transcript (Dated June 22, 2016).
11. Christine Aponte witness interview transcript (Dated June 16, 2016).
12. Tara Thomas witness interview transcript (Dated June 22, 2016).
13. Glenn Lee witness interview transcript (Dated June 22, 2016).
14. Jeremy Faircloth witness interview transcript (Dated June 22, 2016).
15. Andrew Peterkin witness interview transcript (Dated June 22, 2016).
16. Christopher Squires witness interview transcript (Dated June 22, 2016).
17. Shannon McBride witness interview transcript (Dated June 16, 2016).
18. Anthony Whited witness interview transcript (Dated June 22, 2016).
19. Rebecca Blair witness interview transcript (Dated June 22, 2016).
20. Christopher Harvey witness interview transcript (Dated June 22, 2016).
21. Nina Hunter subject interview transcript (Dated July 8, 2016).

Background:

On June 3, 2016 SCO. Elizabeth Minocchi participated in an exit interview with Human Resources Manager Tammy King. Mrs. Minocchi's retirement was effective on this same date. During the interview, Mrs. Minocchi told Ms. King that she had been subjected to a hostile work environment during the last several months of her employment with the Division of Corrections. Mrs. Minocchi explained that Captain Nina Hunter was dating her (Minocchi's) ex-boyfriend, TJ Michael, a booking technician at VCDC. Mrs. Minocchi told Ms. King that Capt. Hunter had tried to get her to quit or be fired, discussed her sex life with subordinate personnel, and shared elicited pictures of herself and Mr. Michael engaged in sex acts with subordinate personnel. Following a vacation in March, Mrs. Minocchi was moved from her long standing post as the ID/Rec Officer at VCBJ to VCCF. Mrs. Minocchi felt that Captain Hunter used her position as the shift commander to make this change. Mrs. Minocchi listed several personnel that could verify her complaint.

Ms. King requested that Mrs. Minocchi document her concerns in writing. Mrs. Minocchi complied and this was added to the case file as item 2. In the written complaint, Mrs. Minocchi stated that she has heard that Capt. Hunter was going to get her fired or make her retire and would make sure that she didn't get the post she requested. The complaint alleges that this was announced in the ID/Rec area of VCBJ for "all to hear." Mrs. Minocchi further states that Lt. Thomas had told her that Capt. Hunter had brought in her phone and showed images of her and Mr. Michael in various sexual positions. Mrs. Minocchi also stated that Capt. Hunter "...goes around telling people about her and Thomas' sex the night before."

On June 6, 2016, I attended a meeting with Ms. King, Director Sanders, Human Resources Director Motes, and VCDC Interim Director Flowers to discuss Ms. King's exit interview with Mrs. Minocchi. Mr. Flowers advised that when Mrs. Minocchi submitted her resignation that he asked her why she was resigning. Mrs. Minocchi responded that she was being harassed by Capt. Hunter. She told him that Capt. Hunter was responsible for moving her from the ID section for personal reasons, Capt. Hunter had shown nude photos of herself to Sgt. Faircloth, and retaliated against her for not giving a score of 90 on her evaluation. She also told him that she received a harassing text message from Capt. Hunter on her wedding day telling her to stay the "f" away from TJ. AD Flowers told Mrs. Minocchi he would hold her resignation until he had an opportunity to review her issues.

Mr. Flowers' inquiry revealed that Sgt. Faircloth had not seen nude photos of Capt. Hunter, Capt. Hunter had not participated in Mrs. Minocchi's most recent evaluation, and the text message provided by Capt. Hunter did not contain the vulgarities described by Mrs. Minocchi. He was told that the reason that Mrs. Minocchi was moved was not disciplinary and the decision was made by Lt. McBride due to her inability to work in the high stress environment of the ID section.

Due to the seriousness of the allegations and Capt. Hunter's history of similar behavior, Ms. King and I were directed to conduct an informal inquiry into the allegations.

Ms. King and I conducted informal interviews with Lt. Tara Thomas, Paramedic Heather Azzarello, and Office Assistant (formerly AFIS tech) Christine Aponte. The information gathered in these interviews supported Mrs. Minocchi's complaint. This inquiry was forwarded to Director Sanders who directed me to conduct a formal investigation into Mrs. Minocchi's complaint. See item 4 for a summary of the original inquiry.

Elizabeth Minocchi:

I conducted a sworn and recorded interview with Mrs. Minocchi's on June 27, 2016. During this sworn interview, Mrs. Minocchi advised that she had retired on June 3, 2016, the same date as her exit interview. She advised that the reason for her retirement was that she felt like Capt. Hunter was retaliating against her

due to her previous relationship with TJ Michael. Mrs. Minocchi explained that she had ended a thirteen year relationship with Mr. Michael early in 2015. Capt. Hunter began dating Mr. Michael later in 2015. Mrs. Minocchi told me that she worked in the ID/Rec area of the branch jail and that Capt. Hunter would frequently approach her to discuss her relationship with Mr. Michael. Mrs. Minocchi felt that she needed to tell Capt. Hunter about the past behavior of her ex-boyfriend. Later in the interview, Mrs. Minocchi admitted that she had approached Capt. Hunter about Mr. Michael as well out of concern for Capt. Hunter's well being. She explained that these conversations were friendly and were mostly about issues that Mrs. Minocchi had with Mr. Michael while they were together.

When asked if the harassing statements were made directly to Mrs. Minocchi, she responded "Oh no, not to me...around me to other persons to make sure that it would come back to me." The only comment that Capt. Hunter said that Mrs. Minocchi specifically remembered hearing was "That she was going to get me fired or make me retire." This statement was overheard by Mrs. Minocchi while Capt. Hunter was talking to an unknown Officer (Possibly Sgt Squires or SCO. Blair). To the best of her recollection, she heard this sometime prior to March 18, 2016. Mrs. Minocchi explained that Heather Azzarello, the intake paramedic employed by Armor Medical, would tell her what was said by Capt. Hunter to the other officers in ID. Mrs. Azzarello told Mrs. Minocchi that Capt. Hunter would talk about specific details of her and Mr. Michael's sexual activities the night before. Mrs. Minocchi felt that this was purposely done so that this information would "come back to me."

Mrs. Minocchi explained that she felt like Capt. Hunter retaliated against her when she (Minocchi) was moved from ID/Rec at VCBJ to the dorms at VCCF when she returned from her vacation on March 28, 2016. She told me she had not received any disciplinary action or counseling regarding her performance in ID/Rec prior to this move and that her performance evaluations exceeded standards. The ultimate decision regarding this move lied with the Shift Commander, Capt. Hunter.

Mrs. Minocchi advised that during this vacation she had gotten married on March 28, 2016. It should be noted that due to other statements I contacted Mrs. Minocchi and verified that she had gotten married on March 18, 2016, not March 28, 2016 as stated in her interview. Mrs. Minocchi advised that on her wedding day, she received a text message from Capt. Hunter. The following is her description of the text message, which she said was lost when she switched cell phones:

Myself and my husband went back to our hotel room and I received a text from Captain Hunter. And in the text was her telling me how I was harassing him and that she was changing his fucking phone number, that she brought up stuff that we were supposed to separate, materialistic stuff. She told me that he didn't fucking care about me. He didn't fucking care about my children. And to leave him the fuck alone.

When asked if she still had this text message on her phone, Mrs. Minocchi replied that she had deleted the text message the same day she received it and had recently switched to a new phone.

Mrs. Minocchi further explained that Lt. Thomas had told her "...that she saw a picture of Captain Hunter...excuse my language...giving Mr. Michael a blow job looking up at him. And then the next picture that she showed was his penis between her breasts." Mrs. Minocchi was told by Lt. Thomas that Sgt. Faircloth, Sgt. Peterkin, SCO. Lee, and an unknown new officer were also in the shift commander's office when the pictures were shown. Mrs. Minocchi did not see the pictures.

This interview was downloaded to CD and transcribed. It was added to the case file as item 9.

Heather Azzarello:

I conducted a sworn and recorded interview with Paramedic Heather Azzarello on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Mrs. Azzarello is an intake paramedic in the ID/Rec area of VCBJ. She is employed by Armor Medical and is not a Volusia County employee. Mrs. Azzarello was asked questions regarding Mrs. Minocchi's treatment in the ID/Rec area during the time period from November 2015 through May 2016.

Mrs. Azzarello advised that she felt Mrs. Minocchi was bullied during this shift by several other officers on the shift. She advised that SCO. Whited from the booking office had started a petition to have Mrs. Minocchi removed from ID and "making jokes about everybody sign it to keep her out." Mrs. Azzarello advised that she overheard conversations between Capt. Hunter and several officers about "what they could do to make Liz either go crazy or quit or get her fired because they didn't want her in ID anymore because Hunter was mad and stated that she was a problem between her and TJ."

Mrs. Azzarello recalled a conversation Capt. Hunter had with some of the officers in ID when Mrs. Minocchi was on vacation in March regarding Mrs. Minocchi's move to VCCF. She told me that Captain Hunter said "Maybe she'll just go crazy or quit or go kill herself or something then. And everybody laughed about it." Mrs. Azzarello described Capt. Hunter as "ring leading" the other officers in ID to upset Mrs. Minocchi.

Mrs. Azzarello described a conversation she overheard between Capt. Hunter and Lt. McBride. Capt. Hunter stated:

Wyatt (Mrs. Minocchi's maiden name) wasn't up there and Hunter came up and was talking to McBride and she said, "Oh yeah, I'll make sure she's not there." And she said, "I tried to do it last time to make sure she couldn't be in ID this time, but I didn't have a way through it. But, this time I'm going to put somebody else up to it and then when she says well Hunter did it, I can say, "Nope, I didn't have anything to do with it." And she was talking to McBride and they were laughing about it. Laughing how Wyatt was going to get stuck over in the facility.

Mrs. Azzarello told me that Capt. Hunter would frequently come to Mrs. Minocchi to discuss her relationship with TJ. Mrs. Azzarello felt that this was not appropriate. She recalled Capt. Hunter telling Mrs. Minocchi on one occasion "...Man, my ass hurts because TJ won't leave it alone all night." When asked if Capt. Hunter discussed sexual topics with Mrs. Minocchi, Mrs. Azzarello responded "...Hunter liked to talk to everybody about her sexual life and preferences." When asked for specific quotes, Mrs. Azzarello responded "She said his dick in my mouth and his dick in my ass and how he likes to have orgasms and cum all over her face." She recalled a situation where she and SCO. Harvey was talking and Capt Hunter walks up to them and says:

"Oh, my ass hurts." And Harvey stopped talking. He goes, "Oh...TMI" And she goes, "Yeah, it hurts because TJ wouldn't stop fucking it all night long. And I said, "I really don't care to hear about your business so please don't continue." And she goes, "Well, I just wanted to let everybody know because you know he does it all the time. He can't ever seem to get enough. I guess he likes...I don't know what he likes better my boobs or my ass." And I said, "Listen, I don't want to hear it." And then she kind of walked off because Harvey and I kept talking. She does that stuff all the time.

Mrs. Azzarello described a conversation she had with Sgt. Peterkin before his promotion:

Well, Sergeant Peterkin came up to me and was talking to me about how he was uncomfortable because around here that's the way you get to be a Sergeant...this was before he was a

Sergeant...the way you get to be a Sergeant is you have to sleep with Captain Hunter and he didn't want to do that. And I said, "Well, I don't think that's for real. You think that's just like some guys slept with her who are Sergeants." And he said, "No, the other day we were with inmates and she, you know how she is, she says stuff and she does stuff and it's not appropriate and we were in front of an inmate and she told me, she said, 'Peterkin, you know what you are?'...because Peterkin is a light skinned dark man...she said, "You know Peterkin what you are? You're like an all day snicker licker to me." And I said, "She said that in front of an inmate?" And he said, "Yeah. She said it and I told her don't say that in front of the inmates again." And he said she looked at the inmate and goes, "Oh, that's okay. He knows how I am." And he's like, "I was really uncomfortable." And I said, "You need to tell somebody because that's not right. If it was a girl receiving that from a guy, it wouldn't be alright and it's not right no matter who you are. You can't be pressured like that."

Mrs. Azzarello told me that she had initially learned of Capt. Hunter showing pictures of her and her boyfriend in sexual positions from Lt. Thomas. She had also heard of these pictures through Sgt. Squires and Sgt. Peterkin. Mrs. Azzarello told me that Capt. Hunter has offered to show her pictures of her with a penis in her mouth when Capt. Hunter was talking with her and other ID staff. Mrs. Azzarello told me that she responded "I don't want to see or hear anything about your sexual life. I don't...it's not appropriate." Mrs. Azzarello confirmed that she had never seen any of these pictures.

This interview was downloaded to CD and transcribed. It was added to the case file as item 10.

Christine Aponte:

I conducted a sworn and recorded interview with Christine Aponte on June 16, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Ms. Aponte is currently an Office Assistant for VCDC. During the November 2015 through May 2016 time period, Ms. Aponte was an AFIS Technician assigned to the ID/Rec area at VCBJ.

Ms. Aponte told us that she had worked with Mrs. Minocchi in ID prior to and after her break up with Mr. Michael. She told us that after Capt. Hunter started dating Mr. Michael, the entire attitude in the ID/Rec area changed toward Mrs. Minocchi. She told us that officers would egg her on to yell at inmates for minor offenses. The other officers would talk about Mrs. Minocchi when she wasn't around by saying things like "she was hostile and that she was overworked and stressed and that she was taking it out and they would just paint a completely different picture. And I was also witness to a lot of conjugating and whispering." Ms. Aponte told us that Capt. Hunter was present for several of these exchanges as were Sgt. Squires, Lt. McBride, Ofc. Rivers, Ofc. Blair, and Ofc. Colon. The same group of people also discussed a petition to have Mrs. Minocchi removed from ID. Ms. Aponte advised that she never saw this petition but did hear the discussion. Ms. Aponte added that she had heard Mrs. Minocchi referred to as "Phone Nazi." This was due to her frequent enforcement of the rules with inmates relating to phone use in their area.

When asked if she had ever heard Capt. Hunter discuss her sex life, Ms. Aponte told us that she had heard of Capt. Hunter showing pictures of her and her boyfriend in sexual positions from Mrs. Azzarello but had heard nothing else directly from Capt. Hunter.

This interview was downloaded to CD and transcribed. It was added to the case file as item 11.

Tara Thomas:

I conducted a sworn and recorded interview with Lt. Tara Thomas on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Lt. Thomas was assigned as the relief Lieutenant at VCBJ for the months of May 2015-November 2015. During this time period she worked with both Mrs. Minocchi and Capt. Hunter.

Lt. Thomas told us that Mrs. Minocchi told her she felt like Capt. Hunter was “out to get her.” Other officers had told Mrs. Minocchi that Capt. Hunter was going to have her fired. Lt. Thomas did not hear any of this from Capt. Hunter.

When asked about Capt. Hunter showing pictures of herself and her boyfriend in sexual positions, Lt. Thomas told us “She had her personal phone in the office and she would be going through pictures and she would show them to other officers. I did not want to see them, nor did I ask to see them.”

She explained that the pictures frequently involved Sgt Faircloth who told Capt. Hunter to refer to a sign he placed on his office door that stated “No, no, no” anytime she wanted to tell him about what happened with TJ the previous night. Lt. Thomas recalled Capt. Hunter telling Sgt. Faircloth “Here, TJ wanted you to see this picture. He took it for you...Look how cute I look looking up at him.” Lt. Thomas advised that several different officers were present during these exchanges including a newly hired trainee at one point. She could not recall the trainee’s name.

When asked if Capt. Hunter frequently talked or joked about sexual topics, Lt. Thomas responded “that’s the way she talks every day, so some days it’s specific, some days anything you say turns into a sexual innuendo, laughing and joking around.” Lt. Thomas specifically remembered Capt. Hunter referring to her boyfriend that “she wasn’t going to be able to walk straight today after he was pounding her in the ass all night.” I asked Lt. Thomas if this type joking or conduct is common in Corrections and she replied “That’s definitely her thing. I mean we’re all adults. Yes, people make stupid jokes. I’m no saint myself.” She explained that she doesn’t know of any other staff members that go into the detail that Capt. Hunter does. Lt. Thomas did not advise that she had ever reported any of Capt. Hunter’s comments or conduct to her superiors.

This interview was downloaded to CD and transcribed. It was added to the case file as item 12.

Glenn Lee:

I conducted a sworn and recorded interview with SCO. Glenn Lee on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

SCO. Lee was assigned as the court officer for the shift between November 2015 and May 2016. He advised that he has never been assigned to the ID/Rec area.

SCO. Lee told us that he had heard rumors that Mrs. Minocchi was acting different, “moody,” and not helping out like she should in ID. He was not sure who he had heard that from. He denied knowledge of a petition, or any other plan, to have Mrs. Minocchi removed from ID.

SCO. Lee confirmed that he has worked on Capt. Hunter’s shift several times in the past but told us that he has never heard her discuss, or joke about, her sex life. He told us that he has never seen, nor heard, about Capt. Hunter showing pictures of her and her boyfriend in any type of sexual activity.

This interview was downloaded to CD and transcribed. It was added to the case file as item 13.

Jeremy Faircloth:

I conducted a sworn and recorded interview with Sgt. Jeremy Faircloth on June 16, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Sgt. Faircloth was the Housing Unit Supervisor for Units 1,2,3, and 11 for the date of November 2015 through May 2016. His office was located in the Shift Commander's Office.

When asked if Capt. Hunter ever talked about her sex life, Sgt. Faircloth responded "very generally, not specific." When asked to explain his response, he told us "That she wants it all the time," and could not be any more descriptive.

Sgt. Faircloth advised that Capt. Hunter's boyfriend, TJ Michael, has been a friend of his for approximately twenty years. Capt. Hunter would joke with Sgt. Faircloth about showing him pictures of her and TJ "engaged in sex." When asked for specific comments, Sgt. Faircloth responded:

Uhm...the specific comments if I recall...I mean this was months ago...were something like hey, want to see your buddies cock? You know. It was very off color, but again she's been that way all the time so it really didn't mean anything to me. I've known her since I've been here and she's always been that way.

Uhm...last night we did it doggie style. Do you want to see that?

This was an ongoing joke and eventually, Sgt. Faircloth put a sign on his door that stated "No, no, no" in response to this joke. He said that Capt. Hunter never showed him any pictures. When asked if anyone else was around the shift commander's office when these jokes were occurring, Sgt. Faircloth responded that he didn't know who may have been coming in and out of the main part of the office.

This interview was downloaded to CD and transcribed. It was added to the case file as item 14.

Andrew Peterkin:

I conducted a sworn and recorded interview with Sgt. Andrew Peterkin on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Sgt. Peterkin was initially asked if he knew what Mrs. Minocchi would complain about in an exit interview. The following was his response:

I know she was moved from ID and Receiving next door due to her direct supervisor not...Wyatt was kind of off the handle sometimes and staff didn't like working with her sometimes, so she was moved next door. And when she was moved next door, she was assuming that it had something to do with our Captain and her not seeing eye to eye because of who the Captain was dating.

Sgt. Peterkin explained that the decision to move Mrs. Minocchi was ultimately made by Capt. Hunter but was his, Sgt. Squires, and Lt. McBride's recommendation. He told us that the recommendation was made based upon Mrs. Minocchi's demeanor and attitude. Sgt. Peterkin had never heard of a petition to remove Mrs. Minocchi from ID and specified that no officers were involved in the decision to move Mrs. Minocchi.

When asked if he's ever heard Capt. Hunter talk about her sex life, Sgt. Peterkin initially responded that he hadn't but eventually told us that he has heard her say "That she's having it regularly. Never got detailed with me." He went on to explain that he has heard her discuss her sex life with other employees but could not provide details. He also told us that he's heard Capt. Hunter say "She's getting it and she's happy (referring

to sex).” When asked if Capt. Hunter ever made a comment about an “all day snicker licker” as reported by Mrs. Azzarello, Sgt. Peterkin responded that while he has heard the phrase, he has never heard it from Capt. Hunter.

Sgt. Peterkin told us that he has never seen pictures of Capt. Hunter and her boyfriend in any sexual positions but has overheard her and Sgt. Faircloth talking about the subject. He heard Capt. Hunter say something like “Do you want to see this picture” or “Can I show you a picture of your friend” to Sgt. Faircloth in the Shift Commander’s Office. Sgt. Peterkin explained that he tried not to listen to other people’s conversations unless it involved him.

This interview was downloaded to CD and transcribed. It was added to the case file as item 15.

Christopher Squires:

I conducted a sworn and recorded interview with Sgt. Christopher Squires on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Sgt. Squires was assigned to ID/Rec for the time period from November 2015 through May 2016. He added that he had worked with Mrs. Minocchi for several years in ID.

Sgt. Squires told us that the decision to move Mrs. Minocchi to VCCF was made by him and Lt. McBride the ID/Rec Lieutenant. Capt. Hunter was involved, due to her position as the shift commander, but she authorized the move based upon their recommendation. They reached this decision due to Mrs. Minocchi yelling at people, uses of force, and her demeanor. He told us that while Mrs. Minocchi was on vacation, another officer filled in for her in ID and the intake process went much smoother. Sgt. Squires did tell us that he and Lt. McBride had sat down with Mrs. Minocchi and told her “...calm down, chill out.” He told us that he had, jokingly, called her a “phone Nazi,” trying to get Mrs. Minocchi to stop focusing on inmates’ phone usage and focus on the task at hand. Sgt. Squires told us that he had not heard of a petition to have Mrs. Minocchi removed from ID and that decision was his and Lt. McBride’s. The move was not meant to be permanent, but a break from one of the more stressful posts in Corrections. Sgt. Squires does not remember any of the other officers talking negatively about Mrs. Minocchi.

Sgt. Squires told us that he believed there was a lot of tension between Capt. Hunter and Mrs. Minocchi due to Capt. Hunter’s relationship with her ex-boyfriend. He told us that Capt. Hunter was intentionally trying to stay out of the decision to move Mrs. Minocchi to VCCF. He told us that he wished he had explained the move to Mrs. Minocchi but never had the opportunity.

Sgt. Squires described Capt. Hunter as a laid back supervisor and would frequently joke with him and the other officers. He had overheard jokes that may be construed as sexual but could not provide specifics. He could not remember her joking or talking about sexual matters and had never heard of any pictures of Capt. Hunter and her boyfriend.

This interview was downloaded to CD and transcribed. It was added to the case file as item 16.

Shannon McBride:

I conducted a sworn and recorded interview with Lt. Shannon McBride on June 16, 2016. Also present for this interview was Human Resources Manager, Tammy King.

Lt. McBride was the ID/Rec Lieutenant for the time period from November 2015 through May 2016. She supervised Mrs. Minocchi during this time period.

Lt. McBride told us that Mrs. Minocchi was difficult to supervise. She was very particular about where she worked and that was always a point of contention with all of her supervisors. She described Mrs. Minocchi as a very knowledgeable, but temperamental, officer. If she didn't like a supervisor's decision, she would get angry. This usually involved scheduling and mandating overtime. Lt. McBride specified that she had counseled Mrs. Minocchi on this matter during her last shift. This was the result of the way that she treated Sgt. Peterkin and Sgt. Miller after they had to mandate her for an overtime shift. She added that she had talked to Mrs. Minocchi about not getting upset and being confrontational with inmates over trivial matters. Sgt. Squires approached her about some of these ongoing issues while Mrs. Minocchi was on vacation in March and requested that Ofc. Colon replace Mrs. Minocchi for the remainder of the shift. Lt. McBride discussed the proposed change with Capt. Hunter who advised that the decision was ultimately Lt. McBride's because it was her area of supervision. Lt. McBride advised that she recommended moving Mrs. Minocchi.

Lt. McBride told us that she was aware of Capt. Hunter's relationship with Mrs. Minocchi's ex-boyfriend and thought that it wasn't wrong for her to supervise Mrs. Minocchi. She explained that Capt. Hunter managed one side of the building and she (McBride) took care of the ID/Rec area. She added that "Hunter made a point to...even the decision to move Wyatt (Minocchi's maiden name), she said that's your decision. She said I'm not making that one."

Lt. McBride told us that while individual officers and Sgt. Squires would approach her about Mrs. Minocchi's attitude or behavior, there was never a group discussion about removing her from ID. Sgt. Squires suggested it several times before Lt. McBride was convinced to take action due to Mrs. Minocchi's seniority. Lt. McBride explained that Capt. Hunter frequently visited the ID area because she's required to as the shift commander. She would occasionally talk with Mrs. Minocchi one on one, but never saw Mrs. Minocchi upset or crying after talking with the Captain.

Lt. McBride told us that she did not talk to Mrs. Minocchi about the move to VCCF. She advised that Mrs. Minocchi had complained to Warden Reinhart about the move and she was prepared to explain the reasoning behind the move but was later told by the Warden that he had fixed it.

Lt. McBride has never heard Capt. Hunter discuss or joke about her sex life. None of her subordinates have ever reported to her that Capt. Hunter had offended them. She also denied ever seeing or hearing about pictures of Capt. Hunter and her boyfriend in any type of sexual positions.

This interview was downloaded to CD and transcribed. It was added to the case file as item 17.

Anthony Whited:

I conducted a sworn and recorded interview with SCO. Anthony Whited on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

SCO. Whited is currently assigned to the booking office and has been for several years. SCO. Whited told us that he has had no involvement in the ID area. He advised that he knows Mrs. Minocchi but has only worked with her on one occasion. The only issue he has ever had with her occurred several years ago when he was scheduling for the division and had to mandate her for an overtime shift.

SCO. Whited told us that he has minimal involvement with the ID staff and has not heard any of them, nor Capt. Hunter, talk negatively about Mrs. Minocchi. He also told us that he has worked with Capt. Hunter several times and has never heard her talk, or joke, about sexual matters.

This interview was downloaded to CD and transcribed. It was added to the case file as item 18.

Rebecca Blair:

I conducted a sworn and recorded interview with SCO. Rebecca Blair on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

SCO. Blair has been assigned as the transport officer for the last three shifts including the time period from November 2015 through May 2016. Due to her assignment, she was frequently in the ID/Rec area at VCBJ. SCO. Blair told us that Mrs. Minocchi was “moody” and “all over the map.” She told us that one day she was friendly and the next, she wouldn’t even speak to her. She told us that she had never heard of anyone trying to get Mrs. Minocchi removed from ID but that she had a “they’re out to get me personality.” Additionally, she had never heard of any type of petition for her removal.

SCO. Blair described Capt. Hunter as a good supervisor. She told us that she had never heard Capt. Hunter talk, or joke, about her sex life. She also told us that Capt. Hunter has never shown her sexual pictures.

This interview was downloaded to CD and transcribed. It was added to the case file as item 19.

Christopher Harvey:

I conducted a sworn and recorded interview with SCO. Christopher Harvey on June 22, 2016. Also present for this interview was Human Resources Manager, Tammy King.

SCO. Harvey was asked specifically about the alleged “My ass hurts...” comment made by Capt. Hunter to him and Mrs. Azzarello. Mrs. Azzarello identified him as present for this comment. SCO. Harvey didn’t remember that specific comment but told us “I can’t say that it happened. I can’t say that it didn’t happen,” and “I could see her saying that, yes.”

SCO. Harvey told us that it wasn’t uncommon for Capt. Hunter to talk about her sex life while “...joking around with other people.” When asked specifically what she discussed, he told us “I’ve heard her talk about how she prefers guys that don’t shave downstairs.” He could not provide any other specific comments.

This interview was downloaded to CD and transcribed. It was added to the case file as item 19.

Nina Hunter:

I conducted a sworn and recorded interview with Captain Nina Hunter on July 8, 2016. Also present for this interview was Human Resources Manager Tammy King. Capt. Hunter did not have a representative with her and she advised this was her choice. Prior to the interview, Capt. Hunter was provided copies of all interviews and documentation pertaining to this investigation. She advised that she had reviewed the documents and was ready to proceed with the interview.

Capt. Hunter denied that she has ever shown anyone intimate pictures of her and her boyfriend while on duty. She told us that on September 22, 2015 she had sent several pictures to her mother and accidentally included the above referenced pictures. She explained this situation to Sgt. Faircloth, who is a close friend of her boyfriend’s, and it became an ongoing joke between the two of them. She would ask “...You want to know what your BFF did last night,” and Sgt Faircloth would respond “No, no, no, no, no.” This exchange went on for several weeks and normally took place in the shift commander’s office. She explained that Lt. Thomas was aware of the joke and even participated at one point. Capt. Hunter told us that this was meant to be a private conversation between her and Sgt. Faircloth but conceded that it may have been overheard by other employees as they came in and out of the Shift Commander’s office. She acknowledged that this type of conversation could be taken out of context if overheard by another employee. She acknowledged the sign

stating “No, no, no” and provided a picture of the sign. The sign’s purpose was the same as described by Sgt. Faircloth.

When asked if she had ever discussed with staff that “she prefers guys who don’t shave downstairs,” as reported by SCO. Harvey, Capt. Hunter responded:

There was a conversation...the only one I can ever remember when somebody was talking about they needed to shave and I said that’s disgusting. Why would a man shave? You look like a ten year old boy. So, that to him I guess says I don’t like somebody who shaves down there. I never told that to him specifically.

She added that this comment was made several years ago. Capt. Hunter told us that she had made several sexual comments to Sgt. Faircloth, but these were not made in the workplace. The comments were made off-duty. Capt. Hunter denied that she had ever said anything similar to any of the other quotes provided by the complainant, Mrs. Azzarello, and Lt. Thomas. When asked if she ever discussed her personal sex life or any sexual matters, at work, as reported by several witnesses, Capt. Hunter responded that, other than the previously described situation with Sgt. Faircloth in the shift commander’s office, she had not.

Capt. Hunter told us that sexual conversations are frequent occurrences and that she has heard employees at all ranks talk like this through her career. She told us that nothing would happen if she had attempted to correct this type of behavior. When asked if she understood Dir. Recktenwald’s instructions in the memo dated May 8 2013, “Notice of Suspension,” Capt. Hunter confirmed that she didn’t comply with his orders.

Capt. Hunter maintained that she was able to keep her personal life separate from her professional life regarding Mrs. Minocchi. Capt. Hunter told us that she had worked with Mrs. Minocchi on this shift for several years without any major disciplinary issues. She was notified by Lt. McBride in approximately March about her treatment of inmates. She was told that Mrs. Minocchi wasn’t communicating well with the inmates and escalated situations that didn’t need to be escalated. Capt. Hunter also described Mrs. Minocchi as “stressed out.” Prior to moving Mrs. Minocchi from her ID post, Capt. Hunter discussed Lt. McBride’s concerns with Warden Reinhart, who agreed with the move. Capt. Hunter advised Mrs. Minocchi of the move on a phone call but did not discuss the reasons for the move. This was done the day of the reassignment without prior notice. Capt. Hunter told us that it’s not unusual for officers to be moved without notice.

When asked if she thought it was appropriate for her to supervise her boyfriend’s ex-girlfriend, she replied that her superiors were aware of the relationship and “...we had no problems.” She added that it had not been a problem until she moved Mrs. Minocchi. Capt. Hunter told us that Mrs. Minocchi would approach her to talk about her failed relationship with Mr. Michael. Capt. Hunter told us that she told Mrs. Minocchi that this type of conversation was not proper at work but continued the conversations because Mrs. Minocchi was crying.

Capt. Hunter told us that she sent a text message to Mrs. Minocchi on March 18, 2016. This was the text message she had provided to Mr. Flowers during his inquiry. It reads:

OK it appears that you obviously don’t understand it when TJ tells you he doesn’t want you to contact him anymore and you have obviously heard the words come out of his mouth because you reiterated it at least three times in your text messages to him saying that you know he doesn’t want to talk to you yet you still send another and say this will be your last time well enough is enough he’s blocked you and will be changing his numbers there is only so many times a person can say do not contact me before it’ is harassment he doesn’t care to hear what happens to you or your children because you left him hanging in the end with nothing nice to say about him other than he was

creepy or an asshole etc. and you're nasty enough to not let him get his stuff back by allegedly donating them so please leave him alone and remember all the I anxiety he caused you

Capt. Hunter sent this text message in reply to a text message that Mrs. Minocchi had sent Mr. Michael. She told us that this was a personal text and had nothing to do with work. When asked how Mrs. Minocchi would perceive a text message coming from her Captain as being personal, Capt. Hunter explained that she and Mrs. Minocchi had exchanged many text messages and this was no different. She told us that she had acted as the "middle man" between Mrs. Minocchi and Mr. Michael prior to this text. Ms. King asked "Why did you feel you had to respond on his behalf if she sent the text message to him?" Capt. Hunter replied:

Because I was responding as Nina at the time. He was upset and I...he's already told her numerous times don't talk to me. She was supposed to bring me property for him. She came to me and said hey, can I bring you a couple things after she asked for photos of hers and I said sure. But, instead of bringing it to me, she waits until I leave and puts it in his office. She knows how to upset him.

Even though Capt. Hunter maintained that the decision to move Mrs. Minocchi to VCCF was Lt. McBride's choice, she told us that she could understand how Mrs. Minocchi would feel that the move was a personal decision rather than a work issue.

I asked Capt. Hunter why she described Mrs. Minocchi as an "unstable, looney individual" in her correspondence with Mr. Flowers wouldn't be considered mixing her personal and work life. Capt. Hunter responded:

She is unstable. Everybody's told you that. If you pull 10 more people in, they're going to tell you that. So, you're trying to tell me all the other people, the other Lieutenants that worked with her, the other Sergeants that worked with her...if nobody's reporting anything because nobody was doing their job up until Flowers came along.

When asked why she didn't refer Mrs. Minocchi for a fit for duty evaluation or notify her superiors of the strange behavior. Capt. Hunter responded that she has been referred in the past, by other supervisors, and nothing was done.

Capt. Hunter denied that she ever discussed trying to get Mrs. Minocchi to retire or be fired. Capt. Hunter believed that Mrs. Minocchi was planning to retire in June 2016 prior to her moving her in March 2016. She told us that Lt. McBride and Sgt. Squires had brought up the suggestion to move Mrs. Minocchi to another post due to her needing a break from ID. Capt. Hunter told us that she had to make the change due to her position but verified with Lt. McBride that the decision to move Mrs. Minocchi was her's to make. Capt. Hunter told us that she knew this move would be viewed as retaliation by Mrs. Minocchi for dating her ex-boyfriend.

Capt. Hunter brought up several past issues that other supervisors had with Mrs. Minocchi. She told us that Mrs. Minocchi would act out or make a hostile work environment complaint if she didn't get her way regarding scheduling. She advised that this has gone on for several years. Capt. Hunter provided documentation relating to these issues. The documentation was added to the case file as item 22.

This interview was downloaded to CD and transcribed. It was added to the case file as item 21.

Conclusion:

The original complaint alleged that Capt. Hunter had shown pictures of herself and her boyfriend in sexual positions to subordinate personnel. None of the witnesses interviewed in this investigation testified that they

had ever viewed any such pictures. However, Capt. Hunter, Lt. Thomas, and Sgt. Faircloth all confirm that pictures of Capt. Hunter and her boyfriend in sexual positions was a frequent topic of discussion in the shift commander's office. Although Capt. Hunter intended these to be private jokes between her and Sgt. Faircloth (longtime friend of her boyfriend's), the jokes were clearly overheard by other personnel including Lt. Thomas and Sgt. Peterkin. Capt. Hunter, Sgt. Faircloth, and Lt. Thomas testified that this behavior went on for an unspecified period of time because it resulted in Sgt. Faircloth putting up a sign that read "No, no, no" indicating that he had no desire to see pictures of the Captain and her boyfriend.

Capt. Hunter denies talking about her sex life except for the jokes with Sgt. Faircloth. However, testimony provided by the complainant, Mrs. Azzarello, Lt. Thomas, Sgt. Faircloth, Sgt. Peterkin, and SCO. Harvey indicated that Capt. Hunter frequently discussed sex with her staff, often times going into intimate detail. These comments and jokes are contrary to the directions given by Director Recktenwald in his memo dated May 8, 2013, to Capt. Hunter.

Mrs. Minocchi alleged that Capt. Hunter created a hostile working environment when she was transferred to VCCF for no apparent reason after she returned from a vacation in March 2016. The statements from those that worked closely with Mrs. Minocchi in ID indicate that there was good cause for her transfer and that she needed a break from the ID post. Sgt. Squires, Lt. McBride, and Capt. Hunter testified that Mrs. Minocchi had been previously counseled regarding her treatment of inmates. The text message sent to Mrs. Minocchi from Capt. Hunter on March 18, 2016 indicated that Capt. Hunter was unhappy with Mrs. Minocchi relating to a personal matter. Although Mrs. Minocchi perceived that the transfer was made in retaliation for the personal matter, testimony showed that the transfer was due to Mrs. Minocchi's performance in the ID section.

The complainant alleged that Capt. Hunter was telling subordinate personnel to encourage actions that would result in Mrs. Minocchi's termination or retirement. The complaint also alleges that Capt. Hunter made statements about getting Mrs. Minocchi fired or forcing her to retire. Mrs. Azzarello is the only witness that supports this claim but her testimony is not supported by the witnesses who were alleged to hear the same comments. Due to the conflicting statements, I'm unable to verify this part of the complaint.

Findings:

Based upon testimony provided by Captain Hunter and the witnesses interviewed regarding this complaint, I recommend that the following allegations are **sustained:**

***VCDC Policies and procedures 102.09 Policy** Correctional officers shall conduct themselves in a professional manner at all times and remain cognizant of his/her responsibilities the Division and the inmates in his/her charge*

***VCDC Policies and procedures 102.09 (F)** the use of violent, profane, provocative, or offensive language is prohibited.*

***VCDC Policies and procedures 102.09(RR)** Division of Corrections personnel are employed to provide service to the citizenry of the county and the public in general, and are expected to conduct themselves in a manner that will reflect credit on county government, public officials, fellow employees and themselves.*

Volusia County Merit Rules and Regulations Sec. 86-453. Reasons for disciplinary action.

(5) Violation of any reasonable or official order, refusal to carry out lawful and reasonable directions given by a proper supervisor, or other acts of insubordination.

(8) Criminal, dishonest or other conduct which interferes with effective job performance or has an adverse effect on the efficiency of county service.

(13) Any conduct, on or off duty, that reflects unfavorably on the county as an employer.

Based upon testimony provided by Captain Hunter and the witnesses interviewed regarding this complaint, I recommend that the following allegations are **not sustained**:

VCDC Policies and procedures 102.09(PP) Each employee shall refrain from improper conduct, including:

3. Gossip: Employees shall not engage in or convey gossip detrimental to other members or the division

Concluding Statement:

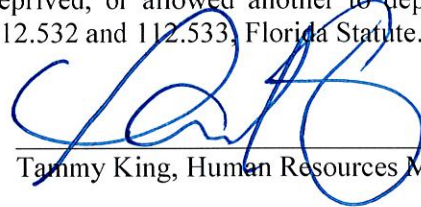
Unless otherwise directed, this investigation is considered closed, and is submitted for review and action as deemed appropriate. The original attachments of interviews and other documents pertaining to this investigation remain on file with the Internal Affairs Unit.

“I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject of the investigation of any of the rights contained in ss.112.532 and 112.533, Florida Statute.”



Captain David Vanis

7/26/16
Date



Tammy King, Human Resources Manager

7/26/16
Date



INTER-OFFICE MEMORANDUM
Department of Public Protection
Administration
125 West New York Ave., Suite 183
DeLand, FL 32720
386-740-5120 – FAX 386-740-5283

TO: Captain Nina Hunter
Division of Corrections - Branch Jail

DATE: August 18, 2016

FROM: Terry Sanders, Director
Department of Public Protection

FILE NO: DPP16-090

SUBJECT: Notice of Dismissal

REFERENCE: DPP16-083 NOID

Purpose: The purpose of this memorandum is to provide you with notice of your dismissal. This action is effective the date of this memorandum, August 18, 2016.

You received my notice of intent to dismiss you on Monday, August 2, 2016. On Friday, August 5, 2016, 8:51 a.m., you contacted me via email requesting to meet in regards to receipt of the notice of intent to dismiss. On Monday, August 8, 2016, you and I met in the Public Protection Administration conference room in DeLand. Also in this meeting were Deputy Director Mark Swanson, Acting Division Director Mark Flowers and Internal Affairs Investigator David Vanis. You elected not to bring legal representation.

In our meeting you stated you were tired of dealing with this and believed this type of behavior was the norm by many other employees at corrections. You did not provide any further substantive information during the discussion that would alter my decision, or otherwise change the facts. Therefore, I am proceeding with the intended action of your dismissal.

Information: On June 3, 2016, SCO Elizabeth Minocchi participated in an exit interview with Human Recourses Manager Tammy King. Due to the statements made and placed in writing by SCO Minocchi, a meeting was held on June 6, 2016, with Tammy King, Human Recourses Director Tom Motes, Deputy Director Patricia Bythwood, Acting Director (AD) Mark Flowers, Internal Affairs Investigator Dave Vanis and I to discuss the exit interview.

SCO Minocchi alleged that she had been subject to a hostile work environment under your supervision, that you had discussed your personal, intimate sexual activity with subordinate personnel, shared elicited pictures of yourself and your boyfriend engaging in personal, intimate sexual activity, and that you had tried to get her to quit or be fired.

Information: Due to the seriousness of the allegations made by SCO Minocchi in her exit interview with Ms. King, an informal inquiry was conducted. Informal interviews were completed by Captain Dave Vanis and Human Resource Manager Tammy King. As the information gathered in these interviews supported some of the allegations of Mrs. Minocchi's complaint relating to your discussion

(Continued)

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in the work place of your off-duty personal sexual activity, I directed Captain Vanis to conduct a formal investigation.

On Thursday, June 30, 2016, you were notified that you were the subject officer in an Internal Affairs investigation (IA-2016-04). On July 8, 2016, Captain David Vanis of the Department of Public Protection, Internal Affairs Unit, conducted a sworn interview of you in regards to the allegations made by former SCO Minocchi. In the interview, you denied showing intimate pictures of yourself and your boyfriend while on duty. You did confirm that pictures of you and your boyfriend in sexual positions were a frequent topic of discussion in the shift commander's office, and while you intended these to be private jokes between you and Sgt. Faircloth, the jokes were clearly heard by other personnel entering and leaving the shift commanders office.

You also denied talking about your personal, intimate life, except for jokes with Sgt Faircloth. Statements in testimony taken in this investigation indicate that you frequently discussed your personal sexual activity with your staff, often times into intimate detail.

You denied allegations that you told subordinate personnel to encourage actions that would result in SCO Minocchi's termination or retirement. Testimony regarding this matter was conflicting with your denial.

On May 8, 2013, you received and signed for a memo from the former Public Protection Department Director, suspending you for actions similar to those provided in this current memo. Specifically you were suspended for using foul language, to include language that was sexually charged. In that memo, you were also directed to attend the following training classes (Preventing Sexual Harassment and Other Terms of Discrimination, Ethics in the Workplace: Doing the Right Thing! and Workplace Diversity: Valuing & Respecting Differences) so that you would understand why this type of behavior is not condoned in the work place. You were directed to stop engaging in such behavior. You did complete the classes, but it appears you have continued with the same type of behavior in the work place. The May 8, 2013, memorandum, advised you that "any further violations of Division and/or County policy involving ethnic or racial slurs or any inappropriate language *will* result in dismissal, and other types of misconduct may result in more sever discipline up to, and including dismissal." You chose to ignore this and continued your inappropriate language and behavior that is offensive, inappropriate and negatively impacts the work environment in which you are a supervisor.

It has been determined that your actions, as outlined above, and by your own admission to making unprofessional and inappropriate comments in general, violates the May 8, 2013 memorandum and the following County and Division of Corrections rules, policies and procedures:

Your conduct violated both the Volusia County Merit Rules and the Volusia County Division of Corrections Policy and Procedure:

Volusia County Merit System, Section 86-453, Reasons for disciplinary action, (2), (5), (8), and (13):

(Continued)



Sec. 86-453

- (2) *Disregard for or frequent violations of county ordinances, departmental policies and regulations, including safety rules.*
- (5) *Violation of any reasonable or official order, refusal to carry out lawful and reasonable directions given by a proper supervisor, or other acts of insubordination.*
- (8) *... other conduct which interferes with effective job performance or has an adverse effect on the efficiency of county service.*
- (13) *Any conduct, on or off duty that reflects unfavorably on the County as an employer.*

Volusia County Division of Corrections Policy and Procedure 102.09, (F) and (RR):

Policy No. 102.09 Personnel - Corrections Officer Employee Conduct

Correctional Officers shall conduct themselves in a professional manner at all times and remain cognizant of his/her responsibilities to the Division and the inmates in his/her charge.

- (F) *The use of violent, profane, provocative, or offensive language is prohibited.*
- (RR) *Division of Corrections personnel are employed to provide service to the citizenry of the county and the public in general, and are expected to conduct themselves in a manner that will reflect credit on county government, public officials, fellow employees and themselves.*

A review of your personnel file documents the following past corrective and disciplinary history:

- 07/01/02 Record of Counseling – Absent from duty without sufficient leave to cover**
- 05/04/11 Negative EPN - Absenteeism**
- 05/16/11 Letter of Reprimand – Horseplay: Involved unauthorized item (boxing gloves) used by you, resulted in injury to subordinate**
- 05/08/13 Suspension W/O Pay, 5 days, Attend training classes – policy violation**

You have been employed with the Division of Corrections for more than 23 years. Your conduct is unbecoming of an officer of your status (captain), and you have been previously disciplined for your use of crude, profane and/or inappropriate language in the work place. Based on the statements provided by you and others in this investigation, you still fail to recognize that it is offensive and has a negative impact in the work environment for employees, and violates Division and County policies. You knowingly failed to follow Volusia County Merit System Rules and Regulations, and Volusia County Corrections Division Policies and Procedures regarding employee conduct. This behavior displays a lack of leadership, respect for employees and polices, and clearly violates this organization's standards for acceptable behavior and performance.

Conclusion: As a result of the seriousness of your misconduct, and consistent with the recommendations of the supervisors in your chain of command, I am issuing you this notice of dismissal effective the date of this memorandum, August 18, 2016 for your failure to follow Volusia County and Division policy.

(Continued)



Action: In accordance with section 86-485 of the Merit System Rules and Regulations you have ten (10) working days from receipt of this notification (or effective date of the dismissal) to appeal this action through the County Personnel Board. Should you decide to exercise your right to appeal, submit you written request to the Volusia County Human Resources Office, 230 N. Woodland Blvd., Suite 262, DeLand, FL 32720.

Dismissals that are appealed are considered non-final administrative action. If you file a notice of appeal, you will be placed in a leave of absence without pay, pending the final decision of the County Manager at the conclusion of the appeal process.

If you do not file your appeal by the time indicated, it will be assumed that you have waived this right.

Pursuant to Merit Rule 86-455, the Legal Department and the Human Resources Director have reviewed this notice and concur with the proposed action.

TS/tb

cc: ___ Patricia Bythwood, Deputy Director, Public Protection
___ Mark Swanson, Deputy Director, Public Protection
___ Mark Flowers, Acting Corrections Director
___ Tom Motes, Human Resources Director
___ Joe Pozzo, Assistant Human Resources Director
___ Tammy King, EEO Coordinator
___ Michael Moore, Assistant County Attorney

I certify that I have read this notification and acknowledge receipt of the original copy.



Employee Signature (Or Witness, if Employee Refuses to Sign)



(Date of Signature)

