



STATE OF OHIO

ATTORNEY GENERAL'S OFFICE

FOR IMMEDIATE RELEASE:
May 2, 2008

CONTACT: Ted Hart
Deputy Director of Communications
614-466-3840
thart@ag.state.oh.us

SUMMARY OF INITIAL INTERNAL INVESTIGATION AND DISCIPLINARY ACTIONS

The Office of the Attorney General (the Office) is providing this summary of its investigation of harassment complaints made by Vanessa Stout and Cindy Stankoski against Anthony L. Gutierrez. The Office conducted the investigation within the full scope of its authority and is taking the following disciplinary and administrative actions effective immediately unless otherwise indicated.

EMPLOYEE DISCIPLINARY ACTIONS

- Anthony L. Gutierrez, Section Chief of the General Services Section, harassed employees, improperly fraternized, threatened subordinates, recklessly and improperly used state property, conducted personal business while on state time and with state resources, fostered a hostile work environment and conducted himself in an unprofessional manner. Mr. Gutierrez's employment with the Office has been terminated.
- Leo Jennings, Director of Communications, improperly interfered with the investigation in violation of office policy. Mr. Jennings' employment with the Office has been terminated.
- Ed Simpson, Chief of Policy and Administration, failed to properly supervise and manage Mr. Gutierrez and Mr. Jennings. Mr. Simpson neglected his duty by failing to address suggestions of inappropriate conduct within the General Services Section, failed to address inappropriate behavior, failed to immediately and properly investigate allegations of harassment, permitted conditions that contributed to a hostile work environment, and failed to provide the oversight necessary and expected of his position. Last evening I accepted Mr. Simpson's resignation effective immediately.

DISPOSITION OF THE EEO COMPLAINT

- Complainant Vanessa Stout has been offered the choice of returning to her former position or continuing in her current position with no change in benefits.
- Complainant Cindy Stankoski will continue in her position with no change in benefits.
- Both complainants will be offered professional counseling and support services to assist in the resumption of a normal work environment.

OPERATIONAL CHANGES

- Paula Luna Paoletti will assume the position of Interim Chief of Policy and Administration.

To address findings of inadequate supervision and unprofessional conduct within the Administrative Divisions and particularly within the General Services Section, the following actions will be taken within 90 days:

The Chief shall conduct a complete and thorough review of the management structure, controls, and capabilities of the current managers subject to supervision by the Chief.

The Chief shall consider use of outside experts to review the Administrative Divisions management structure and office policies related to the use of state owned office equipment and supplies.

A newly created position to be filled by an attorney with expertise in ethics, employment and public contract law will be appointed and report to the Chief of Policy and Administration to provide support on legal matters related to the operations of the sections within the reporting structure.

- The Chief Operating Officer, performed unsatisfactorily with regard to managing and reporting complaints within the General Services Section. She is required to receive additional management training in this area.
- The Equal Employment Opportunity (EEO) Officer will be reassigned to another position within the Office commensurate with her skills. An immediate search will begin for a replacement. In the interim, Assistant Attorney General Julie Pfeiffer will serve as EEO Officer.

The EEO Officer will ensure compliance with a zero tolerance policy of harassment or hostile work environment. The EEO Officer will also establish a mandatory training program for every manager and supervisor related to issues of workplace harassment. In addition, all employees will receive basic training on recognizing and preventing a hostile work environment including newly hired employees as a regular part of employee orientation. Training in ethics, professional conduct, and proper communication, both written and verbal, will be offered to all employees who are not already receiving training in connection with their position or through continuing professional education.

- New Employee Call Center

An outside service (i.e. hotline) available to every employee of the Office will be established within 90 days. The service will receive anonymous and identified calls regarding any ethics or employee issue and present them to the EEO Officer on a regular basis. The Director of Human Resources will establish the policy regarding the implementation of this service and make it available to employees via the Policy and Procedures Manual and the AGO Intranet.

ACTION PLAN

- Internal Auditor

Within 90 days, the Internal Auditor and Chief Information Officer will provide a report to the Chief of Policy and Administration on any necessary additional controls, policies, and procedures related to appropriate use of the Office's email system, text messaging, internet access, cell phones and PDAs. The report will include a process for auditing compliance with the use of Office technology.

- Appeal Process and Outside Independent Investigator

The initial investigation has been concluded. According to the established Discrimination and Harassment Complaint Procedure, complainants have 10 calendar days from receipt of the notice of disposition of the matter in which to notify the EEO Officer of their desire to engage in the Internal Appeal Process.

Should the complainants decide to proceed with an appeal, the Office will immediately appoint an independent outside special investigator to conduct the Internal Appeal Process as provided by the Complaint Procedure. The Procedure requires the investigator be one who was not involved in the initial investigation or the incident giving rise to the complaint and who does not have supervisory responsibility with respect to the complainant or the person who allegedly committed the discriminatory act.

- Federal EEOC Investigation

The Office has contacted the federal Equal Employment Opportunity Commission Office in Cleveland to provide full cooperation in the investigation resulting from the filed complaint. The federal EEOC investigation is ongoing.

- Ohio State Highway Patrol & Ohio Department of Administrative Services Investigation

The Office has requested assistance from the Ohio State Highway Patrol and the Ohio Department of Administrative Services to investigate and review Mr. Gutierrez's use of state vehicles including the failure to report accidents involving automobiles assigned to him or under his control. The Office also requested a review of employees' use of vehicles in the fleet, recommendations for improved controls, and appropriate action.

- Referral to the Ohio Ethics Commission

The investigators will meet with staff of the Ohio Ethics Commission to discuss findings with respect to Mr. Gutierrez's misuse of state property and allegations that he conducted work for a private business while on state time and with the use of state resources.

PUBLIC RECORDS REQUEST

The final report, prepared by Mr. Espy and Ms. Pfeifer, and this summary statement will be made available to the public. In addition, all testimony, exhibits, and written evidence received by the investigators will be available through public records request and according to public records procedures.

Chapter 5 – EEO/Professional Conduct

➤ POLICY PROHIBITING DISCRIMINATION AND HARASSMENT

The Attorney General's level of expectation for every employee is co-workers shall be treated in a professional and courteous manner. It is the intent to have an enjoyable work environment free from harassment and discrimination. Anyone who feels they have been harassed or discriminated against should consult the EEO Officer.

The Attorney General's Office will strive to protect the privacy of those bringing forth a complaint; however, with the need to investigate, information may be shared with others such as, supervisors, other employees, the Director of Human Resources, the alleged offender, etc. Also, because of the public nature of the Office, the Office is subject to public records laws and any investigation may be treated as such.

It is the policy of the Attorney General's Office to maintain a working environment free from any discrimination and to strictly prohibit discrimination and harassment against employees and applicants on the basis of race, color, religion, sex, including sexual harassment, sexual orientation, gender identity, national origin, age (40 years or more), ancestry, disability, or veteran status, including discriminatory harassment which adversely affects, directly or indirectly, an employees' terms or conditions of employment. Please note the following definitions:

- a) **Disparate Treatment:** Treating employees differently regarding the terms and conditions of employment, including hiring, firing, transfer, and/or receipt of benefits based upon membership in a protected class.
- b) **Hostile Environment:** Any unwelcome verbal or non-verbal conduct relating to an individual's or a group's race, color, religion, sex, sexual orientation, gender identity, national origin, age, or disability which creates an intimidating, hostile, or offensive working environment; including but not limited to: racial or ethnic slurs, demeaning pictures, offensive cartoons, etc.

This policy applies to all persons employed by or under contract employment with the Office of the Attorney General, as well as applicants for employment. Conduct found to violate this policy does not necessarily establish a violation of state or federal anti-discrimination laws.

COMPLAINT PROCEDURE

Any employee who feels that he or she has been subjected to discrimination or harassment should report the matter immediately to any one of these individuals:

1. The Equal Employment Opportunity Officer (EEO);
2. The Director of Human Resources;
3. Immediate Supervisor; or
4. The next level of management above the immediate supervisor.

All complaints are encouraged to be submitted in writing to one of the above individuals within thirty (30) days after the offending conduct occurs. Any supervisor who receives a complaint should contact the EEO Officer. Any complaint the Officer receives will be thoroughly investigated.

DISCIPLINE

The Attorney General's Office finds harassment, workplace harassment, discrimination, sexual harassment, and related behavior in the workplace to be inexcusable and will not tolerate such behavior. Any employee who violates this policy will be subject to discipline, up to and including termination. Any supervisor or

Chapter 5 – EEO/Professional Conduct

manager failing to take appropriate action upon becoming aware of such harassment is also in violation of this policy. Such employees will be subject to disciplinary action up to and including termination. Any employee found to have made false allegations of discrimination or harassment is also subject to disciplinary action. Likewise, any employee(s) providing false information under this policy, interfering with, or failing to cooperate with any investigation is also subject to discipline.

PROHIBITION AGAINST RETALIATION

It is a violation of this policy to intimidate, coerce, threaten, or otherwise retaliate against any employee for complaining about discrimination or harassment, or participating in the investigation of a complaint described in this policy.

Any employee who feels they have been discriminated against is encouraged to contact the EEO Officer, Angela C. Smedlund; Office of the Attorney General; State Office Tower, Administrative Operations; 30 East Broad Street, 17th Floor; Columbus, OH 43215; (614) 644-8549.

An Equal Opportunity Employer

➤ **EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

It is the goal of the Attorney General to provide equal employment opportunities and treatment regardless of race, color, religion, sex, gender identity, age, national origin, ancestry, disability, or veteran status. Employees and/or persons applying for a position with the Attorney General's Office, who believe they have been discriminated against with regard to employment based upon the mentioned classes, may contact the Equal Employment Opportunity Officer to discuss the matter.

Employees are expected to adhere to all policies and procedures pertaining to equal employment opportunity. Any willful or deliberate violation of this policy by an employee of this agency will be cause for disciplinary action, up to and including termination.

POLICY

In accordance with all applicable federal and state laws, rules, regulations, and guidelines, it is the policy of the Attorney General's Office to maintain a working environment free from any discrimination and to strictly prohibit discrimination and harassment against employees and applicants on the basis of race, color, religion, sex (including sexual harassment), sexual orientation, gender identity, national origin, age (40 years or more), ancestry, disability, or veteran status. This includes discriminatory harassment which adversely affects an employees' terms or conditions of employment, either directly or indirectly.

DISSEMINATION OF EEO MATERIAL

Dissemination of the EEO materials will occur via orientation, the policy and procedures manual, the AGO Intranet, and/or posting of posters from the Ohio Civil Rights Commission and the Equal Employment Opportunity Commission. Updates and revisions of this policy will be circulated via inter-office memoranda or through the AG Intranet.

EQUAL EMPLOYMENT OPPORTUNITY STRATEGIC PLAN (EEO SP)

Every two years, the EEO Officer or a designee shall develop and publish an Equal Employment Opportunity Strategic Plan which is intended to address and correct any problem areas and to improve the Office's Equal Employment Opportunity Program.

PROHIBITION AGAINST RETALIATION

It is a violation of this policy to intimidate, coerce, threaten, or otherwise retaliate against any employee for complaining about discrimination or harassment, or participating in the investigation of a complaint described in this policy.

The Equal Employment Opportunity Officer has full authority for the administration of this program. For more information, please contact: **Angela C. Smedlund, Equal Employment Opportunity Officer, Office of the Attorney General, Administration, 30 East Broad, 17th Floor, Columbus, Ohio 43215, (614) 644-8549.**

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➤ **WORKPLACE HARASSMENT**

The Attorney General maintains a policy against any form of workplace harassment. All forms of harassment are strictly prohibited. This policy applies to all persons employed by or under contract employment with the Office of the Attorney General.

Profanity, practical and off color jokes will not be tolerated. If an employee believes that a remark or certain words are offensive, please refrain from using them. Any employee who finds themselves a victim of profanity, practical or off color jokes should contact their immediate supervisor or a member of the Human Resources management staff.

DEFINITIONS OF WORKPLACE HARASSMENT

- a) Any verbal, nonverbal, or physical conduct designed to annoy, intimidate, threaten, or unlawfully coerce another; and/or
- b) Any conduct, which creates an intimidating, hostile or offensive working environment.

➤ **SEXUAL HARASSMENT**

The Attorney General's Office will not tolerate sexual harassment or related behavior of any kind. It is the policy of the Attorney General's Office to maintain a working environment free from any discrimination and to prohibit sexual harassment against employees and applicants due to sex, including sexual harassment, which is prohibited by federal (42 U.S.C. 2000e-2a) and state (O.R.C. 4112) law. This includes discriminatory sexual advances or harassment which adversely affects an employees' terms or conditions of employment, either directly or indirectly.

Any employee or applicant who believes that he or she is a victim of gender discrimination, or sexual harassment through unwelcome sexual advances, requests for sexual favors, or any other verbal or physical conduct of a sexual nature by a supervisor, subordinate, peer, client, or vendor should **immediately report such an incident to the Equal Employment Opportunity Officer (EEO) or the Director of Human Resources** to receive counseling and to discuss methods of resolution.

DEFINITIONS

Sexual harassment is a form of sex discrimination and is defined as any unwelcome or unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. There are two types of sexual harassment: Quid Pro Quo and Hostile Work Environment.

- **Quid Pro Quo** is a "something for something" type of harassment. This can occur either explicitly or implicitly when submission to the conduct is made as a term or condition of employment or submission or rejection of the conduct is the basis of employment decisions and/or retaliation.
- **Hostile Work Environment** is any conduct which has the purpose or effect of unreasonably interfering with one's work performance or creating an intimidating, hostile, or offensive working environment and the harassment is directed against one's sex.

SEXUAL HARASSMENT DEPENDS ON HOW THE PERSON BEING HARASSED IS AFFECTED, NOT THE HARASSER'S INTENT

Sexual harassment can come from any individual in the workplace, including a supervisor, co-workers, a client, customer, or a supplier. Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is unwelcome, that is personally offensive, which lowers morale and therefore interferes with work effectiveness.

Sexual harassment may take different forms including but not limited to *verbal conduct* (sexual innuendoes, sexually vulgar or explicit language, sexually explicit jokes, suggestive comments, gestures, or

Chapter 5 – EEO/Professional Conduct

sounds, sexually vulgar or explicit emails, magazines, photographs, cartoons, etc.), *physical conduct* (unwanted physical contact, coerced sexual intercourse, rape, attempted rape, assault, etc.).

This policy applies to all persons employed by or under contract employment with the Office of the Attorney General as well as applicants for employment with this office. Conduct found to violate this policy does not necessarily establish a violation of state or federal anti-discrimination laws.

Any complaint received by a supervisor must be transmitted to the EEO Officer. All formal complaints are encouraged to be in writing and submitted, to either the EEO Officer or the Director of Human Resources no later than 30 days after the offending conduct occurs. Every complaint received will be thoroughly investigated. Every effort will be made to protect the privacy of employees during any investigation.

Any employee who feels they have been a victim of workplace or sexual harassment is encouraged to contact the EEO Officer, Angela C. Smedlund; Office of the Attorney General; State Office Tower, Administrative Operations; 30 East Broad Street, 17th Floor; Columbus, OH 43215; (614) 644-8549.

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➤ AMERICANS WITH DISABILITY ACT (ADA)

The purpose of this section is to set forth a policy and procedure in accordance with the Americans with Disabilities Act (ADA) and related federal and state laws which prohibit discrimination of individuals due to disabilities. This policy applies to all persons employed by or under contract employment, as well as applicants for employment with the Attorney General's Office.

DEFINITIONS

- **Disability:**
 - a) A person who has a physical or mental impairment that substantially limits one or more major life activity, such as caring for oneself, walking, seeing, hearing, or speaking;
 - b) A person who has a record of such an impairment; and/or
 - c) A person who is regarded as having such an impairment.
- **Qualified individual:** An applicant or employee who, with or without a reasonable accommodation, can perform the essential job functions of the employment position that such individual desires or holds is qualified. An individual who poses a threat to the health and safety of others is not qualified.
- **Essential job functions:** Those job functions which are fundamental to the performance of a job.

PROCEDURE

- A. The EEO Officer or a designee will monitor and coordinate compliance with ADA Title I as it relates to the job application process, hiring, training, advancement, compensation, termination, access to workplace facilities and any other terms, conditions, or privileges of employment.
- B. The EEO Officer or a designee will:
 - 1) Be responsible for reviewing and monitoring the accessibility and accommodations for all offices and facilities of the Attorney General's Office; and
 - 2) Coordinate the development of plans to obtain compliance with ADA Title II for all offices and facilities of the Attorney General's Office.
- C. Request for Accommodations
 - 1) Employees who wish to request an accommodation should contact the Human Resources Section.
 - 2) Reasonable accommodation decisions will be based on being medically necessary to perform the daily functions of the job, the issue of undue hardship on the Attorney General's Office and the health and safety of others.

Any employee who feels they have been discriminated against based on disability is encouraged to contact the EEO Officer, Angela C. Smedlund; Office of the Attorney General; State Office Tower, Administrative Operations; 30 East Broad Street, 17th Floor; Columbus, OH 43215; (614) 644-8549.

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➤ **DISCRIMINATION AND HARASSMENT COMPLAINT PROCEDURES**

Employees and/or applicants who believe they have been harassed/discriminated against because of race, color, religion, sex (including sexual harassment), sexual orientation, gender identity, national origin, age, ancestry, disability, or veteran status may contact the Equal Employment Opportunity Officer (EEO Officer) to discuss the matter or file a complaint.

It is encouraged that the discrimination/harassment be reported immediately to any of the following:

1. The Equal Employment Opportunity Officer (EEO Officer);
2. The Director of Human Resources;
3. Immediate Supervisor; or
4. The next level of management above the immediate supervisor.

FILING AND PRESENTATION OF COMPLAINTS

Any complaint of harassment or discrimination that is received by a supervisor or a manager should be submitted to the EEO Officer. All complaints are encouraged to be in writing and submitted to one of the above individuals no later than 30 days after the offending conduct occurs. All complaints will be thoroughly investigated.

- A. The EEO Complaint Form may be obtained from the Equal Employment Opportunity Officer, Human Resources, or from the AG Intranet. It is encouraged that a complainant completes the Complaint Form and returns it to the EEO Officer within 30 days of the alleged discriminatory act.
- B. The Equal Employment Opportunity Officer will acknowledge the receipt of the complaint to the complainant (or his/her representative) and advise the complainant, respondent and/or witness of the procedures set forth herein.

FREEDOM FROM REPRISAL OR INTERFERENCE

Complainants/respondents, their representatives, and witnesses will not be subject to restraint, interference, coercion, discrimination, or reprisal as a result of the presentation and processing of complaints. Any person who believes that they have experienced a reprisal may file a complaint pursuant to this procedure.

REJECTION OR CANCELLATION OF COMPLAINT

The Equal Employment Opportunity Officer may reject a complaint:

- A. Which was not filed in a timely manner,
- B. Where sufficient information is not supplied,
- C. Which sets forth identical matters filed by the same complainant which is pending before or has been decided by the Office or which is pending in or decided by another forum,
- D. Because of failure of the complainant to prosecute the complaint.

The Officer shall reject those allegations in a complaint which are not within the scope of this procedure. A decision of the Equal Employment Opportunity Officer to dismiss a complaint at any point in the complaint process may be made with or without an investigation. Failure of a complainant to cooperate fully in the complaint process may result in the dismissal of the complaint. The complainant may withdraw the complaint at any point in the process. The Officer will inform the complainant of any decision to reject or dismiss a complaint.

INFORMAL RESOLUTION OF COMPLAINTS

The EEO Officer will discuss the matters relating to the complaint with the aggrieved person and other necessary parties, and will attempt to resolve the complaint informally by reaching a mutual resolution between the Office and the complainant. The goal of a mutual agreement is for both parties to consider the

Chapter 5 – EEO/Professional Conduct

matter(s) within the complaint to be sufficiently addressed. Any findings shall be discussed with legal counsel and/or the Director of Human Resources.

INTERNAL INVESTIGATION

- A. If the complaint cannot be resolved informally, the Officer will further investigate the matter in a prompt manner. The internal investigation will include a review of the circumstances and facts under which the alleged discrimination occurred.
- B. The Officer will complete an investigative file which may include affidavits of the complainant, person(s) committing the alleged discrimination, and witnesses as well as any other related documentation. This file is a public record under Ohio Revised Code Section 149.43, except to the extent it contains records which are specifically exempt from disclosure.
- C. At the conclusion of the investigation, the Officer or a designee will meet with the complainant to discuss the results of the investigation and methods of resolution.
- D. The Officer will notify the complainant and the respondent(s) of the disposition of the complaint, including dismissal, based on findings. The complainant has 10 calendar days from receipt of the notice of the disposition in which to notify the EEO Officer of his/her desire to engage in an internal appeal process.
- E. If the complainant fails to notify the Officer within 10 days of his/her desire to engage in the internal appeal process, the matter will be considered closed.

INTERNAL APPEAL PROCESS

- A. An Independent Investigator will be named by the Director of Human Resources to conduct the Internal Appeal Process. The Investigator would be one who was not involved in the initial investigation or the incident giving rise to the complaint, and who does not have supervisory responsibility with respect to the complainant or the person who allegedly committed the discriminatory act.
- B. The EEO Officer will transmit the investigation file to the Independent Investigator for review. The Investigator may determine that further investigation is appropriate and proceed accordingly. This process will be conducted so as the complaint will be resolved in a timely manner.
- C. The Investigator will conduct an investigation so as to bring out pertinent facts, including the production of pertinent documents. All evidence submitted to and accepted by the Independent Investigator will be made part of the investigation report. The investigation report will include a summary of all actions taken in the review and investigation. Upon completion, the complaint file and final report will be transmitted to the Director of Human Resources.
- D. The Director of Human Resources will make a decision based on the information in the complaint file and the investigation report. The Director will inform the complainant, his/her representative, and respondent(s) of the decision.

FILING FORMAL CHARGES

If the complainant is dissatisfied with the results of the initial investigation and/or the internal appeals process, he or she can file formal charges with either of the following entities:

1. The Ohio Civil Rights Commission (within 180 days of the act).
2. The Federal Equal Employment Opportunity Commission (EEOC) within 300 days of the discriminatory act, or 30 days after receiving notice that the Ohio Civil Rights Commission has terminated its processing of your charge, whichever is earlier.

INTERPRETATION OF PROCEDURES

- A. The aforementioned procedures shall not be construed and are not intended to limit or interfere with any rights which the complainant/respondent and/or witness is otherwise entitled, nor is it intended to create any legal contractual rights.
- B. The manner, method and scope of the aforementioned procedures, unless otherwise stated, shall be

Chapter 5 – EEO/Professional Conduct

within the discretion of the Attorney General.

DISCIPLINE

Violations of Discrimination/Harassment policies will not be permitted. Any employee who violates these policies will be subject to discipline, up to and including termination. Any employee, pursuant to these policies, found to have made false allegations, provides false information, interferes with, or fails to cooperate with any investigation is subject to discipline. Any supervisor who fails to report an allegation pursuant to these policies may be subject to disciplinary action.

Any employee who feels they have been discriminated against or harassed is encouraged to contact the EEO Officer, Angela C. Smedlund; Office of the Attorney General; State Office Tower, Administrative Operations; 30 East Broad Street, 17th Floor; Columbus, OH 43215; (614) 644-8549.

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OFFICE OF THE ATTORNEY GENERAL
MARC DANN, ATTORNEY GENERAL

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Facsimile: (614) 466-5087
www.ag.state.oh.us

May 1, 2008

VIA OVERNIGHT MAIL

Anthony Gutierrez
[REDACTED]
[REDACTED]

COPY

Dear Mr. Gutierrez:

Please be advised that effective Friday, May 2, 2008 you are terminated from your employment with the Ohio Attorney General's Office. This termination is as a direct result of matters uncovered during a recently concluded internal investigation.

Sincerely,

A handwritten signature in cursive script that reads "Thomas R. Winters".

THOMAS R. WINTERS
First Assistant Attorney General

TRW:jk

cc: Marc Dann, Attorney General
Joyce Chapple, Chief Operating Officer
Stephanie Bostos-Demers, Director of Human Resources
Personnel File



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www.ag.state.oh.us

May 1, 2008

VIA OVERNIGHT MAIL

Leo Jennings
[REDACTED]
[REDACTED]

COPY

Dear Mr. Jennings:

Please be advised that effective Friday, May 2, 2008 you are terminated from your employment with the Ohio Attorney General's Office. This termination is related to your actions during an internal investigation of sexual harassment charges.

Sincerely,

A handwritten signature in black ink that reads "Thomas R. Winters".

THOMAS R. WINTERS
First Assistant Attorney General

TRW:jk

cc: Marc Dann, Attorney General
Joyce Chapple, Chief Operating Officer
Stephanie Bostos-Demers, Director of Human Resources
Personnel File



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May 1, 2008

To: Attorney General Marc Dann
First Assistant Attorney General Thomas Winters

COPY

From: Ed Simpson

It is with regret I request that you accept my resignation as chief of policy and administration. I have done my best to achieve General Dann's vision and any failings in that are mine.

It has been a joy to work with the many intelligent, passionate people I have come to know in the office. General Dann, I am confident your administration will move forward with vigor to continue to protect those who need it most, our people who live in the shadows and without the means to acquire their own champions.

A handwritten signature in cursive script, appearing to read "Ed Simpson".



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May 1, 2008

COPY

VIA HAND DELIVERY

Mr. Edgar Simpson
[REDACTED]
[REDACTED]

Dear Mr. Simpson:

Please be advised that I have accepted your tendered resignation from the Ohio Attorney General's Office effective immediately. Please return all office equipment, badges and other office related identification by May 2, 2008.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas R. Winters".

THOMAS R. WINTERS
First Assistant Attorney General

TRW:jk

cc: Marc Dann, Attorney General
Joyce Chapple, Chief Operating Officer
Stephanie Bostos-Demers, Director of Human Resources
Personnel File

COPY

Memo

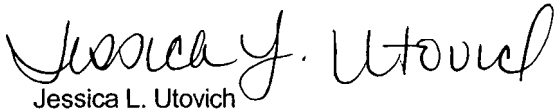
To: Patrick McLean, CFO
From: Jessica Utovich, Director of Travel Services
CC: Marc Dann, Attorney General
Edgar Simpson, Chief of Staff
Tom Winters, First Assistant Attorney General

Date: May 1, 2008
Re: Resignation

First, thank you for the opportunities that each of you have afforded me in the Office of the Ohio Attorney General. I appreciate the trust and belief each of you have showed me in the past year, as well as the encouragement you have given in my professional development.

It is with sadness that I resign as the Director of Travel Services, effective May 8, 2008. I am happy to have served the office to the best of my abilities.

Again, thank you and good luck in future endeavors.


Jessica L. Utovich



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May 1, 2008

VIA HAND DELIVERY

COPY

Jessica Utovich
[REDACTED]
[REDACTED]

Dear Ms. Utovich:

I am in receipt of and have accepted your resignation from the Ohio Attorney General's Office dated today. Your resignation will be effective Thursday, May 8, 2008. Please return all office equipment, badges and other office related identification by May 8, 2008.

Sincerely,

A handwritten signature in cursive script, appearing to read "Thomas R. Winters".

THOMAS R. WINTERS
First Assistant Attorney General

TRW:jk

cc: Marc Dann, Attorney General
Joyce Chapple, Chief Operating Officer
Stephanie Bostos-Demers, Director of Human Resources
Personnel File