

I have had to secure two doors at Reliable because Dan broke the locks, trying to gain access first to the building and then to the computer server. These doors had to be re-secured because everyone feared that Dan would try to sabotage the company in some way, most likely by tampering with the servers or the phone system.

This, the 3rd day of March, 2006.


DAVID KEENER

The following morning, I was informed that Dan had verbally abused Barbara Jape, the unit leader of our company and that I should be prepared to resign. He manipulated my conversation with Dan into a story about Barbara Jape. Dan said to me that I was a bit upset so much so that I would have rendered my resignation if not for a conversation that evening with Barbara.

The pattern persisted, to the point that my conversation I had with Dan Jape, I knew there would be repercussions. He, on numerous occasions, told everyone in the office that he merely wanted to help, only to turn around and use any details given about company operations to humiliate Barbara and her management decisions.

I have witnessed first hand Dan Jape's penchant for violence if his will is thwarted. I remember one afternoon when, for no reason other than malice, he picked up a length of copper tubing and smashed the ends on Barbara's desk. He threatened her physically, and called her several vile names in front of all office staff. When the confrontation was interceded, he immediately changed his attitude.

On two occasions, I have been required to secure doors at Reliable Heating & Air due to Dan breaking in during the night.

I arrived one evening late to Reliable Heating & Air to obtain a part for a customer. When I walked into the back warehouse I scolded in a dark corner and saw Dan in the company of a woman inside the supply closet. Both were sitting on the floor and were very nervous at my arrival. It was after hours and I left without further incident.

There is a general pall of fear and anxiety whenever Dan is in the office. I hear him on several occasions make off color comments to employees. His presence within Reliable Heating & Air is poor for morale due to his behavior and his manipulation of anything anyone says to him. There is fear of violence, which he has exhibited several times. Several employees have left the company citing him as the reason for leaving.


David Keener