

This is a statement regarding my account of specific incidents and the general environment surrounding Dan Jape and his behavior at Reliable Heating & Air. I do not have dates for specific incidents, and give details only according to what I can recall. These events I describe do not occur chronologically.

Shortly after Dan Jape came back into the office in a sales capacity, he and I talked at length one evening about what steps should be taken to improve the business overall. We spoke in depth about certain processes and procedures that would help the company be more efficient and, ergo, more profitable. His attitude and demeanor was both assuring and confident that we could affect the changes necessary to make Reliable Heating & Air a better, stronger company.

The following morning, I was informed that Dan Jape had used my conversation with him to verbally abuse Barbara Jape. He let it be known that I thought Barbara Jape was an unfit leader of our company and that I thought she was running the business into the ground. He manipulated my conversation with him into a personal attack of Barbara Jape. Suffice it to say that I was a bit upset, so much so that I would have tendered my resignation if not for a conversation that evening with Barbara.


This pattern persisted, to the point that any 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 belittle 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 articles 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 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 smelled an acrid odor and saw Dan in the company of a woman inside the supply closet. Both were acting erratically 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 was in the office. I heard 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 sighting him as the reason for leaving.


David Keener