

To whom it may concern:

Things I have seen and heard that have caused a great amount of stress in the work place at Reliable Heating and Air.

On any given day that Dan was in the office, you could expect divisive comments that would cause arguments in front of the office staff.

On any given day that Dan was in the office, you would often hear remarks of a sexual nature direct at the women in the office. "Your boobs are small", "You sleep with dogs instead of men". I believe there are more that I have not heard.

On any given day that Dan was in the office, you would occasionally see acts of violence and revenge. Destruction of personal property on Barbara's desk, I have seen physical abuse in the parking lot. You never ever hit a woman. Along with the physical there was verbal as well directed toward Barbara. I have heard Barbara referred to "whore", "bitch". These same terms I have heard directed toward Linda as well.

On any given day that Dan was in the office, you could expected to pick a side to be on.

Anything you said to him would be turned into a divisive remark. He would ask about business ideas. Any response that you gave was usually turned around to mean the opposite when repeated back to Barbara. I have witnessed this on many occasions.

On any given day that Dan was not in the office, you might receive a verbal assault at home via the telephone. I have been called late at night to be cussed for splitting up a marriage. For not supporting him.

On any given day that Dan was not in the office, just the sound of loud motorcycle going by the office caused great stress. The glimpse of a black sedan pulling in the parking lot, caused folks take pause. "Is that Dan?". We would ask ourselves. When it wasn't, we were relieved. On any given day that is was, you could expect the above.

These comments are all that I have personally witnessed. I am sure there are other comments and acts witnessed by others.

Sincerely,

Tim Wray

33

I do not recall much of the following incident and feel that it needs to be included. Barbara was out of town and Dan was in the office one afternoon. Sometime the conversation in the office turned into a mild argument between Dan and an office worker named Margie. At one point Dan told Margie to sit down and shut the fuck up. Margie was hysterically crying and he continued to yell at her and berate her swearing the whole time.

Outside of major incidents, there have been times when Dan has made inappropriate comments. Once he said to Margie and myself that he would like to see her lower her tits down. He was referring to the hours on Huntington Lakes. When I was pregnant Dan would comment on how my breasts were getting larger. Since I have known him, he has always referred to the women in the office as his bitches.