

Class Act Security And Protection

Employee Investigation & Evidence Review Report

Prepared For: Job J. Milfort, Esq.

Prepared By: Consultants for Class Act Security And Protection, Paul Lipscomb, Philip Gebauer

Date: April 21st, 2025

Employee Name: Stacie Powers

Employee Position: Director

Department: Human Resources

Confidentiality Notice

This document contains sensitive information and is intended for authorized personnel only.

Investigation Summary

An internal investigation into Stacie Powers commenced following a routine incident report wherein she reported a panic attack in the workplace. Subsequent findings revealed evidence of potential fraud, attempted business misappropriation, and sabotage against the employer, necessitating an expanded investigation.

Multiple witness statements were collected, supported by video and audio recordings where available. Transcripts of recorded conversations have been prepared, and in instances where no recordings exist, memoranda summarizing the key points of the discussions have been provided.

The investigation determined that Ms. Powers submitted a falsified social security card, failed to disclose a criminal history involving multiple arrests for fraud-related offenses, breached confidentiality protocols by disseminating sensitive pricing information, and misappropriated proprietary contractual documents to solicit business for a competing entity, Point Blank Protection Services LLC.

The investigation further established that Point Blank Protection Services LLC was founded by Eddie Cousins, with whom Ms. Powers was engaged in an undisclosed romantic affair while jointly coordinating efforts to divert company clients; supporting statements from multiple employees confirm awareness of their personal and professional misconduct. Additionally, it was determined that the reported panic attack incident was fabricated for the purpose of pursuing a financial settlement, with corroborating testimony indicating coercion of a subordinate employee to participate in the false claim. Based on these findings, Ms. Powers' employment was terminated. A police escort was arranged to facilitate her departure; however, her subsequent hostile behavior toward law enforcement resulted in her arrest for trespass. During processing, an outstanding warrant for prior unanswered fraud and identity theft charges was discovered.

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Exhibit A: Fraud and Identity Theft

Description:

During the onboarding process, Stacie Powers provided a social security card that, upon examination, displayed signs of alteration. Specifically, modifications were noted in the middle two digits and the last four digits of the SSN. A criminal record report generated using the submitted SSN returned a match for an individual named Brittany Williams. However, further investigation through a TLO report identified the legitimate SSN associated with Stacie Powers, revealing that the correct digits are "33" rather than the "83" presented on the submitted document. This discrepancy raises concerns regarding the authenticity of the social security card provided by Ms. Powers. Exhibit F also includes Stacie Powers' arrest record and criminal history, which reflects prior incidents of identity theft and fraud.

SC USA
South Carolina IDENTIFICATION CARD

NOT FOR FEDERAL IDENTIFICATION

4d DL #: 004416311

1 POWERS
2 STACIE L
3 1917 E SEVEN PINES ST
DARLINGTON SC 295326435
3 DOB: 09/08/1976
4a Issued: 01/13/2022
4b Expires: 01/13/2030
15 Sex: F 16 Hgt: 5'-10"
17 Wgt: 233 lb 18 Eyes: HAZ

09/08/1976

Stacie Powers



SOCIAL SECURITY

249-83-8943

THIS NUMBER HAS BEEN ESTABLISHED FOR

STACIE LYNETTE
POWERS

Stacie L. Powers

SIGNATURE 01/22/2013

USA



**Request for Taxpayer
Identification Number and Certification**

Give Form to the
requester. Do not
send to the IRS.

Go to www.irs.gov/FormW9 for instructions and the latest information.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

Stacie Powers

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only one of the following seven boxes.

☒ Individual/sole proprietor or single-member LLC ☐ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ☐ _____
Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ☐ _____

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) _____

Exemption from FATCA reporting code (if any) _____

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt or suite no.) See instructions.

137 Greenvale Rd. NW

6 City, state, and ZIP code

Lawrenceville, GA 30043

Requester's name and address (optional)

7 List account number(s) here (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Note: If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

249 - 33 - 8943

or

Employer identification number

____ - ____ - ____ - ____ - ____ - ____

Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign
Here

Signature of
U.S. person

Stacie Powers

Date

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
 - Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
 - Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
 - Form 1099-S (proceeds from real estate transactions)
 - Form 1099-K (merchant card and third party network transactions)
 - Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
 - Form 1099-C (canceled debt)
 - Form 1099-A (acquisition or abandonment of secured property)
- Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See *What is backup withholding*, later.

☐ VOID ☐ CORRECTED

PAYER'S name, street address, city or town, state or province, country, ZIP or foreign postal code, and telephone no. CLASS-ACT SECURITY 26925113 PROTECTION & TRA (678) 508-9029 3370 SUGARLOAF PKWY STE D4 LAWRENCEVILLE GA 30044- 548		OMB No. 1545-0116 Form 1099-NEC (Rev. January 2022) For calendar year 20 <u>23</u>		Nonemployee Compensation
PAYER'S TIN 26-2416797		RECIPIENT'S TIN XXX-XX-8943		
RECIPIENT'S name STACIE POWERS Street address (including apt. no.) 980 WALTHER BLVD NW 0833 City or town, state or province, country, and ZIP or foreign postal code LAWRENCEVILLE GA 30043		1 Nonemployee compensation \$ 9882.00		Copy 2 To be filed with recipient's state income tax return, when required.
		2 Payer made direct sales totaling \$5,000 or more of consumer products to recipient for resale ☐		
		3		
		4 Federal income tax withheld \$		
Account number (see instructions) 000139 KG/U8P A		5 State tax withheld \$	6 State/Payer's state no. GA3428344-VQ	7 State income \$ 9882.00

Form 1099-NEC (Rev. 1-2022) www.irs.gov/Form1099NEC Department of the Treasury - Internal Revenue Service



Detach Here



☐ CORRECTED (if checked)

PAYER'S name, street address, city or town, state or province, country, ZIP or foreign postal code, and telephone no. CLASS-ACT SECURITY 26925113 PROTECTION & TRA (678) 508-9029 3370 SUGARLOAF PKWY STE D4 LAWRENCEVILLE GA 30044- 548		OMB No. 1545-0116 Form 1099-NEC (Rev. January 2022) For calendar year 20 <u>23</u>		Nonemployee Compensation
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RECIPIENT'S name STACIE POWERS Street address (including apt. no.) 980 WALTHER BLVD NW 0833 City or town, state or province, country, and ZIP or foreign postal code LAWRENCEVILLE GA 30043		1 Nonemployee compensation \$ 9882.00		Copy B For Recipient This is important tax information and is being furnished to the IRS. If you are required to file a return, a negligence penalty or other sanction may be imposed on you if this income is taxable and the IRS determines that it has not been reported.
		2 Payer made direct sales totaling \$5,000 or more of consumer products to recipient for resale ☐		
		3		
		4 Federal income tax withheld \$		
Account number (see instructions) 000139 KG/U8P A		5 State tax withheld \$	6 State/Payer's state no. GA3428344-VQ	7 State income \$ 9882.00

Form 1099-NEC (Rev. 1-2022) (keep for your records) www.irs.gov/Form1099NEC Department of the Treasury - Internal Revenue Service

KG/U8P/2023/4/91361 / /000139

2 Results Found for people who have used SSN: **XXX-XX-8943** in the United States.

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
BRITTANY ALEXIS WILLIAMS	1990	08/21/2016	08/21/2016	Exact Moderate
<u>Arrest & Booking Details</u> Inmate Number: 30572 Holding Facility: Greenwood County Sheriff's Office <u>Charges:</u> 90D DRIVING UNDER THE INFLUENCE 90D Booking Date: 08/21/2016 Released: Yes Release Date: 08/21/2016 Release Reason: Release by court order Offender ID: 30572 Booking Number: 16-2707 Booking SID: 134268455 Booking Agency: Greenwood County Sheriff's Office Booking Agency ID: 31 Booking Agency Site ID: 41000 Booking Agency Address: 528 Edgefield St, Greenwood, SC 29646 Booking Agency County: Greenwood Transferred: No <u>Subject Details</u> Name: BRITTANY ALEXIS WILLIAMS YOB: 1990 <u>Match Indicators</u> Zip Code: X Not Provided Date Of Birth: X Not Provided SSN: O Exact Match DL & State: X Not Provided				

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
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BRITTANY ALEXIS WILLIAMS	1990	08/20/2009	08/20/2009	Exact Moderate
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Arrest & Booking DetailsInmate Number: **56606**Holding Facility: **Greenwood County****Sheriff's Office****Charges:****56-05-6450(A), 6510-6530: TRAFFIC / SEAT BELT ARTICLE VIOLATION (N****56-01-0460: DUS / DRIVING UNDER SUSPENSION, LICENSE****56-05-6450(A), 6510-6530: TRAFFIC / SEAT BELT ARTICLE VIOLATION (N****56-09-0340: TRAFFIC / FAILURE TO SURRENDER DRIVER'S**Booking Date: **08/20/2009**Released: **Yes**Release Date: **08/20/2009**Release Reason: **General release**Offender ID: **56606**Booking Number: **56606001**Booking SID: **52951280**Booking Agency: **Greenwood County****Sheriff's Office**Booking Agency ID: **31**Booking Agency Site ID: **41000**Booking Agency Address: **528 Edgefield****St, Greenwood, SC 29646**Booking Agency County: **Greenwood**Transferred: **No****Subject Details**Name: **BRITTANY ALEXIS WILLIAMS**YOB: **1990****Match Indicators**Zip Code: **Not Provided**Date Of Birth: **Not Provided**SSN: **Exact Match**DL & State: **Not Provided**

1 Result Found for people named **STACIE POWERS** who have used SSN: **XXX-XX-8943** in the United States.

STACIE LYNETTE POWERS , 48 Years Old (Georgia, South Carolina)

STACIE LYNETTE POWERS (09/02/1995 to 01/02/2025)
STACIE L WRIGHT-POWERS (03/18/2019 to 01/06/2025)
STACIE HELLEN (07/27/2018 to 01/06/2025)
STACIE L POWERS (01/12/2011 to 01/06/2025)
STACIE M WRIGHT (01/12/2011 to 01/06/2025)
STACIE LYNETTE WRIGHT-POWERS (01/20/2011 to 01/02/2025)
STACIE D DIALS (09/02/2003 to 01/02/2025)
STACIE P MCFADDEN (01/12/2011 to 12/22/2024)
LYINETTE POWERS (09/02/2006 to 06/04/2024)
STACIE POWERS HELLEN (04/06/2024)
STACIE LYNETTE POWERS-HELLEN (09/01/2015 to 04/06/2024)
STACIE LYNETTE WRIGHT (09/02/1996 to 04/06/2024)
STACIE POWERS KELLY (09/02/2007 to 05/04/2019)

Other Observed Names
STACIE WRIGHTPOWERS (01/20/2011 to 01/06/2025)
STACEY POWERS (09/02/2007 to 01/02/2025)
STACI LYNETTE POWERS-HELLEN (04/06/2024)
STACI POWERS (11/01/2016 to 04/06/2024)
STACEY WRIGHT (02/14/2013 to 09/05/2023)
STACIE L DIALS (09/02/2005)

Possible Relatives
[Kim S Burgess](#) 1976 Age: 48
[Darren Dials](#) 1999 Age: 25
[Darren D Dials](#) 1974 Age: 50
[Dashia Marie Dials](#) 1999 Age: 26
[Kelly C Edwards](#) 1979 Age: 45
[Ashley N Hellen](#) 1990 Age: 34
[Brianna E Hellen](#) 1990 Age: 34
[Brice Alexander Hellen](#) 1985 Age: 40
[Jacquelyn A Hellen](#) 1957 Age: 67
[Larry A Hellen](#) 1956 Age: 68 Died at 56
[Larry D Hellen](#) 1956 Age: 68 Died at 56
[Natasha Patrice Hellen](#) 1975 Age: 49
[Rhondell Cecil Kelly](#) 1979 Age: 45
[Curtis Lee Mcfadden](#) 1980 Age: 44
[Della Mesa Mcfadden](#) 1977 Age: 47
[Ella B Mcfadden](#) 1958 Age: 66
[Eulae Mcfadden](#) 1958 Age: 66
[Janeisha K Mcfadden](#) 1994 Age: 31
[Mable P Mcfadden](#) 1959 Age: 66
[Wesley Carnell Mcfadden](#) 1977 Age: 47
[Jaushua M Powers](#) 1973 Age: 52
[Kenneth G Powers](#) 1971 Age: 53
[Maurice L Powers](#) 1994 Age: 30
[Michelle L Powers](#) 1977 Age: 47
[Juanita M Thomas](#) 1957 Age: 68
[Jacques Wright](#) 1992 Age: 33
[Jamaral Wright](#) 1993 Age: 31
[Natika C Wright](#) 1981 Age: 43

Indicators
Bankruptcies: **None Found**
Liens: **None Found**
Judgments: **4 Found** , Latest in 2010

SSN: **249-33-8943**
Issued: **SOUTH CAROLINA 1976-1977**

Other SSNs this person has used. This does not usually indicate fraud.

249-33-8933

Cities

Atlanta, GA (11/30/2009 to 01/02/2025)
Decatur, GA (01/23/2011)
Fairburn, GA (01/01/2013 to 12/01/2017)
Hampton, GA (11/24/2022)
Lawrenceville, GA (10/30/2023 to 08/23/2024)
Lithia Springs, GA (09/20/2018 to 04/05/2019)
Norcross, GA (04/12/2022 to 03/24/2025)
Smyrna, GA (10/2004 to 04/03/2010)
Union City, GA (03/07/2019 to 11/18/2019)
Darlington, SC (10/1994 to 12/10/2018)
Florence, SC (01/01/1900 to 03/16/2020)
Lamar, SC (03/05/2007)
Pamplico, SC (06/2008 to 07/2016)

Possible Phones

(470) 886-2115 (ET) (Mobile) (86%)
(404) 528-4790 (ET) (Mobile) (66%)
(404) 537-5981 (ET) (VoIP) (66%)
(404) 824-4765 (ET) (Mobile) (66%)
(404) 824-4795 (ET) (Mobile) (66%)
(678) 217-4693 (ET) (VoIP) (66%)
(678) 907-6228 (ET) (Mobile) (66%)
(843) 206-4965 (ET) (Mobile) (66%)
(843) 260-3385 (ET) (Mobile) (66%)
(843) 669-3065 (ET) (LandLine) (66%)
(843) 393-5571 (ET) (LandLine) (66%)
(843) 407-4065 (ET) (VoIP) (66%)
(404) 537-5198 (ET) (LandLine) (66%)
(678) 791-2625 (ET) (Mobile) (66%)
(843) 665-7337 (ET) (LandLine) (66%)
(843) 413-7510 (ET) (LandLine) (66%)
(843) 413-5011 (ET) (LandLine) (66%)
(843) 629-0836 (ET) (LandLine) (66%)
(843) 413-5464 (ET) (LandLine) (66%)
(843) 332-2761 (ET) (LandLine) (66%)
(843) 383-6668 (ET) (LandLine) (66%)
(843) 667-6655 (ET) (LandLine) (66%)
(803) 393-5025 (ET) (LandLine) (66%)

Counties

Clayton County, GA (11/30/2009 to 01/02/2025)
Cobb County, GA (10/2004 to 04/03/2010)
DeKalb County, GA (11/30/2009 to 01/02/2025)
Douglas County, GA (09/20/2018 to 04/05/2019)
Fulton County, GA (11/30/2009 to 01/02/2025)
Gwinnett County, GA (11/30/2009 to 03/24/2025)
Darlington County, SC (10/1994 to 12/10/2018)
Florence County, SC (01/01/1900 to 03/16/2020)

248-33-8943
249-33-8944
249-38-8943

Dates of BirthDOB: **09/08/1976** (65%)Age: **48**Other DOB: **11/17/1979** (15%)Age: **45**Other DOB: **01/23/1973** (5%)Age: **52**Other DOB: **09/21**Other DOB: **01/04**Gender: **Female**

Driver's License Detail:

DL#: **001416311**DL State: **SC**Reported Date: **06/17/2008**ID Type: **DL****STACIE WRIGHT****307 ROYAL ST APT B, FLORENCE, SC****29506-6644 (FLORENCE COUNTY)**DOB: **09/08/1976****Possible Email Addresses**

stacie.powers36@gmail.com (100%)

spowers@classactsecurityprotection.com (79%)

spowers@dovemailing.com (70%)

stacie.powers@assurant.com (45%)

bigmoedawg@aol.com (41%)

powerstacie@yahoo.com (41%)

powersstacie@yahoo.com (0%)

(803) 665-8416 (ET) (Mobile) (66%)
(843) 664-0040 (ET) (LandLine) (66%)
(843) 678-9629 (ET) (LandLine) (66%)
(678) 869-5465 (ET) (VoIP) (40%)
(843) 393-2686 (ET) (LandLine) (40%)
(843) 493-5676 (ET) (LandLine) (40%)
(843) 616-6468 (ET) (Mobile) (40%)
(864) 515-0299 (ET) (LandLine) (40%)
(404) 279-2415 (ET) (Mobile) (39%)
(678) 826-0214 (ET) (LandLine) (39%)
(770) 577-0534 (ET) (LandLine) (39%)
(770) 629-4914 (ET) (VoIP) (39%)
(770) 837-9142 (ET) (VoIP) (39%)
(770) 885-0295 (ET) (Mobile) (39%)
(843) 229-7859 (ET) (Mobile) (39%)
(843) 395-6648 (ET) (LandLine) (39%)
(843) 773-3173 (ET) (LandLine) (39%)
(843) 944-3449 (ET) (LandLine) (39%)
(770) 909-2600 (ET) (VoIP) (3%)
(843) 673-3700 (ET) (LandLine) (3%)
(843) 673-4120 (ET) (LandLine) (3%)
(843) 393-7767 (ET) (VoIP) (3%)
(843) 395-6240 (ET) (VoIP) (3%)

Address History (42)**5896 HAMMOND DR, NORCROSS, GA 30071-3409 (GWINNETT COUNTY) (04/12/2022 to 03/24/2025)**

Current Other Phones at address

(404) 587-3496(ET) - HECTOR ARRIAGA**(407) 520-4726(ET) - WILMITH AUGUSTIN****(678) 522-7999(ET) - YURAIMA CASTELANOS****(313) 504-2327(ET) - KEVON SWANIGAN**

Possible Subject's Phone

(470) 886-2115(ET) - STACIE POWERS**5601 FULTON INDUSTRIAL BLVD SW, ATLANTA, GA 30336-2632 (FULTON COUNTY) (08/03/2020 to 01/02/2025)****737 GREENVALE RD, LAWRENCEVILLE, GA 30043-5348 (GWINNETT COUNTY) (03/01/2024 to 08/23/2024)**Subdivision Name: **LAWRENCE FOREST**

Current Other Phone at address

(470) 886-2117(ET) - MURJANI LEE**3370 SUGARLOAF PKWY STE D4, LAWRENCEVILLE, GA 30044-5487 (GWINNETT COUNTY) (11/03/2023 to 11/03/2023)****980 WALTHER BLVD, LAWRENCEVILLE, GA 30043-5485 (GWINNETT COUNTY) (10/30/2023 to 10/30/2023)****5395 VALLEY LAKE RD, ATLANTA, GA 30349-2404 (FULTON COUNTY) (11/09/2021 to 08/01/2023)**

Current Other Phones at address

(404) 276-8931(ET) - KEIRA SMITH**(470) 630-4956(ET) - JACQUES WRIGHT****11630 NEW HOPE RD, HAMPTON, GA 30228-1554 (CLAYTON COUNTY) (11/24/2022 to 11/24/2022)**

Current Other Phones at address

(678) 586-3701(ET) - LINDA SWANN**(678) 769-0628(ET) - HORACE SWANN****355 BIG SKY PASS SW, ATLANTA, GA 30349-8795 (FULTON COUNTY) (12/03/2019 to 06/2022)**Subdivision Name: **COLDWATER CRK**

Current Other Phones at address

(314) 585-8170(CT) - JOE ALEXANDER**(404) 346-0213(ET) - LEKESHIA MOORE****(618) 600-4017(CT) - LEATIA STEVENSON****(618) 789-4816(CT) - KIMIKA STEVENSON****(973) 862-2272(ET) - IBN STEWART****335 BIG SKY PASS SW, ATLANTA, GA 30349-8795 (FULTON COUNTY) (02/25/2021 to 04/02/2021)****425 ASHINGTON CT, ATLANTA, GA 30349-4992 (FULTON COUNTY) (07/12/2013 to 09/10/2020)**

Subdivision Name: **ASHLEY DOWNS**

3929 FOX HUNT LN, ATLANTA, GA 30344-6366 (FULTON COUNTY) (08/28/2019 to 08/28/2020)

307 ROYAL ST APT B, FLORENCE, SC 29506-6644 (FLORENCE COUNTY) (09/03/2004 to 03/16/2020)

4050 MORGAN RD APT 69, UNION CITY, GA 30291-2210 (FULTON COUNTY) (03/07/2019 to 10/15/2019)

4050 POWERS RD, UNION CITY, GA 30291 (FULTON COUNTY) (08/06/2019 to 08/06/2019)

2740 ARLINGTON CT, LITHIA SPRINGS, GA 30122-3785 (DOUGLAS COUNTY) (01/05/2019 to 04/05/2019)

Subdivision Name: **MT VERNON ESTATES**

1422 SUNBURST DR, DARLINGTON, SC 29532-7337 (DARLINGTON COUNTY) (08/01/2005 to 12/10/2018)

2715 ARLINGTON CT, LITHIA SPRINGS, GA 30122-3790 (DOUGLAS COUNTY) (09/20/2018 to 09/20/2018)

Subdivision Name: **MT VERNON ESTATES**

1265 TIMMONSVILLE HWY, DARLINGTON, SC 29532-5078 (DARLINGTON COUNTY) (10/24/2008 to 07/13/2018)

239 OLD FIG LN, FAIRBURN, GA 30213-4827 (FULTON COUNTY) (01/01/2013 to 12/01/2017)

Subdivision Name: **LEXINGTON PARK**

508 JESSAMINE ST, DARLINGTON, SC 29532-5110 (DARLINGTON COUNTY) (11/1998 to 11/06/2017)

301 ROYAL ST APT B, FLORENCE, SC 29506-6646 (FLORENCE COUNTY) (07/11/2008 to 07/2016)

937 GRAY BIRD LN, PAMPLICO, SC 29583-6166 (FLORENCE COUNTY) (06/2008 to 07/2016)

3136 DEVON RD, FLORENCE, SC 29505-7304 (FLORENCE COUNTY) (06/03/2008 to 01/11/2014)

Subdivision Name: **BANNOCKBURN ESTATE**

8202 NORTHLAKE CIR NE, ATLANTA, GA 30345-2859 (DEKALB COUNTY) (11/30/2009 to 07/22/2013)

510 MEADOW GLEN PKWY, FAIRBURN, GA 30213-4241 (FULTON COUNTY) (02/15/2013 to 02/15/2013)

604 MOROCCO ST, DARLINGTON, SC 29532-3504 (DARLINGTON COUNTY) (08/15/2012 to 08/15/2012)

1736 TIMMONSVILLE HWY, DARLINGTON, SC 29532-7501 (DARLINGTON COUNTY) (02/1996 to 08/03/2012)

1507 PINE DR APT B20, ATLANTA, GA 30349-6163 (CLAYTON COUNTY) (01/25/2012 to 01/25/2012)

4801 CREEKSIDE PL, DECATUR, GA 30035-3659 (DEKALB COUNTY) (01/23/2011 to 01/23/2011)

7406 NORTHLAKE HEIGHTS CIR NE, ATLANTA, GA 30345-2264 (DEKALB COUNTY) (07/31/2010 to 07/31/2010)

490 WINDY HILL RD SE APT 2118, SMYRNA, GA 30082-1683 (COBB COUNTY) (04/03/2010 to 04/03/2010)

490 WINDY HILL RD SE, SMYRNA, GA 30082-1610 (COBB COUNTY) (10/2004 to 11/05/2009)

490 WINDY HILL RD SE APT 2513, SMYRNA, GA 30082-1636 (COBB COUNTY) (10/2004 to 10/2007)

8202 NORTHLAKE HEIGHTS CIR NE, ATLANTA, GA 30345-2267 (DEKALB COUNTY) (12/15/2009 to 12/15/2009)

909 WOODSTONE DR APT B, FLORENCE, SC 29501-5570 (FLORENCE COUNTY) (10/18/2002 to 01/29/2009)

1404 TAMPA CT, FLORENCE, SC 29505-7342 (FLORENCE COUNTY) (11/2000 to 06/23/2007)

1404 TAMPA CT # 185, FLORENCE, SC 29505-7342 (FLORENCE COUNTY) (11/2000 to 06/23/2007)

1537 SANDBOX RD, LAMAR, SC 29069-9001 (DARLINGTON COUNTY) (03/05/2007 to 03/05/2007)

3322 S OLIVER DR, FLORENCE, SC 29505-7315 (FLORENCE COUNTY) (01/01/1900 to 07/14/2006)

1837 AMORETTA DR, DARLINGTON, SC 29532-6896 (DARLINGTON COUNTY) (12/31/2004 to 09/08/2005)

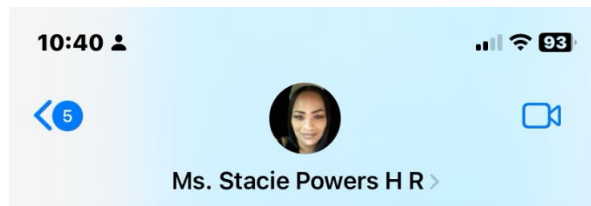
217 LITTLE BRANCH DR, DARLINGTON, SC 29532-8789 (DARLINGTON COUNTY) (10/1994 to 02/01/2003)

1917 E SEVEN PINES ST, DARLINGTON, SC 29532-6435 (DARLINGTON COUNTY) (03/17/1999 to 04/26/2000)

Exhibit B: Violation of Workplace Ethics and Policies, Conflict of Interest, and Abuse of Authority in the Context of a Romantic Relationship Between Employees in Positions of Power

Description:

The evidence includes screenshots of a conversation between Stacie Powers and company owner Wanda Turner. In these messages, Stacie Powers openly admits to, and taunts Wanda regarding, a sexual and romantic relationship with Wanda's boyfriend, who was the head of security at the time. The conversation demonstrates Stacie's unequivocal admission and provocative demeanor toward Wanda in response to the revelation.



Yay 😄
I want to Fuck you too!!!
Oh you said Duck you
Oops!!! My bad



Are you ok

Tue, Mar 11 at 1:42 PM

Call when you're on lunch .

Ok

She's going to call you and
try to talk to you my whole
lunch

+

Subject

iMessage

4:24



Stacie Po...



Okay maybe if I
put it simple
you'll
understand what
I've been trying
to say to you.
If you have sex
with him right
now and I mean
sex. You won't be
me I'm the one



RCS m...



4:25



Stacie Po...



me I'm the one
who's he
thinking about.
This man literally
told me he was
thinking of not
having me again
and he broke
down in the
store. He can't
do this with you



RCS m...



4:25



Stacie Po...



**do this with you
without having
me**

**So what have
you got ???**

**What do you
have??? Truly**

**A man that
wants me no
matter the cost.**

You try t



down



RCS m...



4:25



Stacie Po...



you got ???

**What do you
have??? Truly
A man that
wants me no
matter the cost.
You try to down
me like I ain't
nothing but to
him I'm
everything!**



RCS m...



4:18



Stacie Po...



I'm sorry that's
all I can say. But I
will respect
whatever you
decide to do and
I will move
accordingly with
your decision.
You're right I
messed up I
allowed myself



RCS m...



4:19



× 1



allowed myself
to get involved
when I shouldn't
have. And you're
right I can
separate
business from
personal not
everyone can I
understand that
I'm built



RCS m...



I'm not doing

4:19



Stacie Po...



I'm not doing
anything with
him if I have to
call it's work
related and
that's it!!!

I just want to get
my thoughts
together and I've
prayed all last
night I even told



RCS m...



4:20



Stacie Po...



prayed all last
night I even told
LA about
everything and
told him to call
you. Because I
have nothing left
I have nothing to
hide anymore
I'm ashamed and
tired of cutting



RCS m...



4:20



Stacie Po...



**I'm ashamed and
tired of getting
random phone
calls calling me a
home wrecker
and I accept it
all !!!!**

**I will continue to
give you and this
company 110%
until you** ↓ **ake**



RCS m...



4:20



Stacie Po...



**I will continue to
give you and this
company 110%
until you make
your decision.**

9:33 AM

**Thank you for
taken
responsibility of
what you did to
me.**



RCS m...



Exhibit C: Breach of Confidentiality and Violation of Company Directives

Description:

A series of emails in which company owner Wanda Turner expressly instructs Stacie Powers to refrain from disclosing sensitive administrative and pricing information to individuals outside of the administrative staff. Despite this clear directive, approximately two hours later, Stacie Powers violated this instruction by disseminating an invoice containing confidential pricing details to internal staff, thereby exposing sensitive information in contravention of the explicit request for confidentiality.

Fw: Security Proposal with 3 different invoices (4 officers, 6 officers, & 8 officers)

From Cynthia Black-Wyatt <cbwyatt@classactsecurityprotection.com>

Date Tue 3/25/2025 1:03 PM

To Wanda Turner <turnerw@classactsecurityprotection.com>

From: Wanda Turner <turnerw@classactsecurityprotection.com>

Sent: Monday, March 10, 2025 12:20 PM

To: Staci Powers <spowers@classactsecurityprotection.com>; Wanda Turner

<turnerw@classactsecurityprotection.com>; Cynthia Black-Wyatt <cbwyatt@classactsecurityprotection.com>

Subject: Re: Security Proposal with 3 different invoices (4 officers, 6 officers, & 8 officers)

REMEMBER IN SENDING INVOICES THEY ARE NOT TO BE SHARE WITH CHIEF COUSIN OR DIRECTOR OWENS. BE ADVISE THAT THIS INFORMATION IS SENSITIVE AND SHOULD ONLY BE SHARE WITH THE ADMIN STAFF ONLY.

Chief W. Turner

Class-Act Security Protection & Training Academy

3370 Sugarloaf Parkway Suite D-4

Lawrenceville Georgia 30044

770 797 5321 off

678 508 9029 cell



From: Staci Powers <spowers@classactsecurityprotection.com>

Sent: Monday, March 10, 2025 2:27 PM

To: Wanda Turner <turnerw@classactsecurityprotection.com>

Cc: ecousin2 <ecousin2@me.com>; Shawn Owens <shawn.owens6941@gmail.com>; Cynthia Black-Wyatt <cbwyatt@classactsecurityprotection.com>

Subject: Security Proposal with 3 different invoices (4 officers, 6 officers, & 8 officers)

Good Afternoon,

Please see the information requested attached. If any changes need to be made please let me know via email.

Thanks,
Stacie Powers

HR Director

Class - Act Security Protection & Training Academy

3370 Sugarloaf Parkway, Suite D-4

Lawrenceville, GA 30044

770-797-5321 off

470-886-2115 cell





Invoice

Invoice No.: 09232024

Customer ID: 1003653647

Bill To:

RAY'S On the River Restaurant
2100 Power Ferry Road STE 120
Atlanta, GA. 30339
(770) 984 -6350

Ship To:

RAY'S On the River Restaurant
6700 Power Ferry Road
Sandy Springs, GA. 30339
(770) 955 -1187

September	PM	Faith Vaughan	Restaurant	Security	Yes	N / A
-----------	----	---------------	------------	----------	-----	-------

Dates	No. Days	Description	Items	Quantity	Unit Price	Total
Sept. 06 / 07	2	Parking Lot Surveillance	1 X Officer	10 Hours	\$35.00 / Hour	\$350.00
Sept. 13 / 14	2	Parking Lot Surveillance	1 X Officer	10 Hours	\$35.00 / Hour	\$350.00
Sept. 20 / 21	2	Parking Lot Surveillance	1 X Officer	10 Hours	\$35.00 / Hour	\$350.00
Sept. 27 & 28	2	Parking Lot Surveillance	1 X Officer	10 Hours	\$35.00 / Hour	\$350.00

Subtotal:	\$1,400.00
Tax:	N/A
Shipping:	N/A
Miscellaneous:	N/A
Balance Due:	\$1,400.00

PHONE

FAX

WEB

[Street Address], [City], [State] [Postal Code]

[Your Phone]

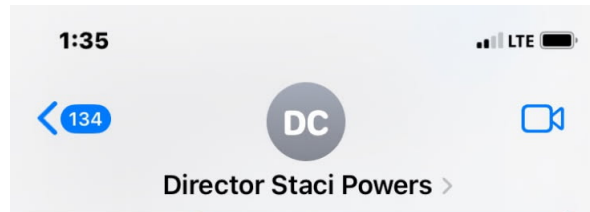
[Your Fax]

[Web Address]

Exhibit D: Breach of Contract, Misappropriation of Trade Secrets, Fraudulent Misrepresentation, and Unfair Business Practices

Description:

A forensic review of Stacie Powers' company-issued computer revealed a document containing a quote that improperly utilized Class Act Security and Protection's proprietary Security Services Agreement. The document pertained to an existing client, Life Church Atlanta, and had been deliberately altered to facilitate the unauthorized solicitation and diversion of business to Point Blank Protection Services LLC. The modifications included revisions to contractual details, with provisions indicating that agreements would be accepted, initialed, and executed under the authority of Eddie Cousins. A corporate records search with the Georgia Secretary of State confirms that Point Blank Protection Services LLC was formally registered in March 2025, further evidencing the intent to misappropriate business relationships and contractual opportunities from Class Act Security and Protection.



What's y'all **Security** company going to be named

Point Blank

He already got the patches from when he had it before

The best relationships happen when you're making money together

lkr
I appreciate you for not judging me
I can't help how I feel about him it just happen

U my sis and I



iMessage



BUSINESS SEARCH RESULTS

Business Name	Control Number	Business Type	Principal Office Address	Registered / Designated Agent Name	Status
POINT BLANK PROTECTIVE SERVICES LLC	15029832	Domestic Limited Liability Company	4212 Midview Drive, Douglasville, GA, 30134	Eddie James Cousin	Admin. Dissolved
Point Blank Protective Services LLC	25046520	Domestic Limited Liability Company	1635 Briarbend Ct, Stone Mountain, GA, 30088, USA	Eddie Cousin	Active/Compliance

Page 1 of 1, records 1 to 2 of 2

Back

STATE OF GEORGIA

Secretary of State

Corporations Division

313 West Tower

2 Martin Luther King, Jr. Dr.

Atlanta, Georgia 30334-1530

CERTIFICATE OF ORGANIZATION

I, **Brad Raffensperger**, the Secretary of State and the Corporation Commissioner of the State of Georgia, hereby certify under the seal of my office that

Point Blank Protective Services LLC

a Domestic Limited Liability Company

has been duly organized under the laws of the State of Georgia on **03/06/2025** by the filing of articles of organization in the Office of the Secretary of State and by the paying of fees as provided by Title 14 of the Official Code of Georgia Annotated.

WITNESS my hand and official seal in the City of Atlanta
and the State of Georgia on **03/10/2025**.



Brad Raffensperger

Brad Raffensperger
Secretary of State

ARTICLES OF ORGANIZATION

Electronically Filed
Secretary of State
Filing Date: 3/6/2025 3:30:15 PM

BUSINESS INFORMATION

CONTROL NUMBER 25046520
BUSINESS NAME Point Blank Protective Services LLC
BUSINESS TYPE Domestic Limited Liability Company
EFFECTIVE DATE 03/06/2025

PRINCIPAL OFFICE ADDRESS

ADDRESS 1635 Briarbend Ct, Stone Mountain, GA, 30088, USA

REGISTERED AGENT

NAME	ADDRESS	COUNTY
Eddie Cousin	1635 Briarbend Ct, Stone Mountain, GA, 30088, USA	Dekalb

ORGANIZER(S)

NAME	TITLE	ADDRESS
Eddie Cousin	ORGANIZER	1635 Briarbend Ct, Stone Mountain, GA, 30088, USA

OPTIONAL PROVISIONS

N/A

AUTHORIZER INFORMATION

AUTHORIZER SIGNATURE Eddie Cousin
AUTHORIZER TITLE Organizer



Point Blank Protection Services LLC.

Georgia License #25046520

Office: 770-845-4242

SECURITY SERVICES AGREEMENT

Point Blank Protective Services, LLC.
1635 Briarland Ct.
Stone Mountain GA 30088

Client's Service Address: _____

Telephone Number: _____

Commencement of Services: _____

Agreement dated as of _____ between _____ (hereinafter called Client), having an office at _____ and Point-Blank Protection Services, LLC., (hereinafter called Point Blank.)

Client desires to have Point Blank furnish Client with a uniformed officer with such equipment as shall be mutually agreed upon by Client and Point Blank on the terms and conditions in this Agreement. Accordingly, Client and Point Blank agree as follows:

SECURITY PERSONNEL

Point Blank shall furnish Client with such Security Personnel at said location from through a Date: _____ to be specified and agreed upon later. This security / protection service shall be for _____ days per week, for 24 hours per day from date _____ through _____. Any changes to frequency of escorts, dates or hours will be updated and mutually agreed on in advance in writing. Uniformed security personnel shall be equipped with Point Blank uniforms.

RATES

Client agrees to pay Point Blank the following rates plus all applicable sales, use and/or similar taxes.

<u>Personnel or Equipment</u>	<u>Standard Rate</u>	<u>Holiday / Overtime Rate</u>
Armed Officer	<u>\$40.00</u> Per hour	See below
Unarmed Officer	<u>\$ 32.00</u> Per hour	
Armed Officer w/Vehicle	<u>\$50.00</u>	

Holiday rates of 1.5 times the standard rate shall apply on seven (7) legally declared national, state or local holidays. In addition, Client will pay Point Blank overtime rates at 1.5 times the standard rate for work more than N/A hours per day, or N/A hours per week upon Client request. Any hours of service requested above the contracted amount with less than 72 hours prior notice shall be billed at the overtime rate.

RATE CHANGE

The rates quoted above will remain in effect until _____. In the event of any change in any federal, state or municipal legislation including a change in the minimum wage, regulation, administrative ruling or collective bargaining agreement effecting any change in work hours, pay rates, working conditions or the cost of performing this Agreement, Point Blank shall notify Client in writing of the change in the rates to be charged Client and the effective date of the change. In the event that this contract extends beyond twelve months, the contract becomes a month to month until a new contract is drawn up and signed by both parties.

INVOICES

Point Blank will invoice Client monthly. Invoices will be mailed or delivered to such office as Client may direct and are payable upon receipt without offset or abatement at the address specified on the invoice. Any dispute or claim regarding the amount of an invoice or the underlying services rendered must be sent in writing by the Client to Point Blank within (15) days from the invoice date, setting forth the specific items in dispute; otherwise, all disputes will be deemed waived.

EMPLOYEES

Initial EC
Initial EC

Security personnel provided by Point Blank are employees of Point Blank, an independent contractor and Point Blank will be responsible to pay all wages and all applicable social security taxes, unemployment taxes and any similar taxes, or, in the event said employee is retained as an independent contractor through Point Blank (1099,) all appropriate tax advisements shall be made.

HIRING RESTRICTIONS

Client acknowledges that in preparing to perform under this Agreement, Point Blank will incur substantial start-up costs and expenses including, but not limited to, management time, general and administrative costs, and the costs and expenses of recruiting, testing, hiring, training and supervising Point-Blank personnel assigned to Client's location(s) under this Agreement. Client therefore agrees that while this Agreement is in effect, and for 6 months to 1 year thereafter, Client will not hire for their own employment any person employed by Point Blank in the performance of this agreement. Recognizing the costs incurred and expertise dedicated by Point Blank in selecting recruiting and training its personnel, Client agrees to a payment of twenty-five hundred dollars as liquidated damages for each security officer employed directly or indirectly by Client within one year after termination of this agreement.

INSURANCE

Point Blank and its sub-consultants shall maintain, at their sole expense, insurance coverage from insurance companies in the following types and amounts:

Commercial General Liability Insurance – \$1,000,000 combined single limit
Workers Compensation—Statutory Requirements
Employers' Liability Insurance, \$1,000,000 accident/disease
Employee Fidelity Bond - \$25,000 per employee

LIMITS OF LIABILITY

The client acknowledges that Point Blank is not an insurer. Point Blank makes no warranty, express or otherwise, that the services furnished shall avert or prevent occurrences or consequences therefrom. The amounts payable to Point Blank under this Agreement are based upon the value of the services rendered and are unrelated to the value of Client's property or the property of others located in or about Client premises. The services provided under this Agreement are solely for the benefit of the Client and neither this Agreement nor any services rendered hereunder shall give rise to or shall be deemed to or construed so as to confer any rights on any other party as a third-party beneficiary or otherwise and Client agrees to indemnify Point Blank against any claims by such third parties.

Point Blank shall not be liable for failure to perform this Agreement due to an "Act of God" or cause beyond Point Blank's control.

In the event Client requests Security Personnel to operate any vehicle other than one supplied by Point Blank, Client agrees to defend, indemnify and hold Point Blank harmless from any losses, suits, claims, damages and expenses which may arise from the use of said vehicle, including claims of passengers. Client hereby waives all rights of subrogation that any insurer of Client may have against Point Blank. The parties agree that there are no third-party beneficiaries to this agreement.

SERVICES

The services to be rendered under this Agreement shall be in conformity with operating procedures mutually agreed upon by Client and Point Blank in writing. If, at the request of the Client, Security Personnel are assigned duties other than those agreed to by Point Blank, the Client shall assume complete responsibility for any and all liability arising therefrom. The Point Blank will remove from service, as soon as a qualified replacement is available, any Security Personnel who, in Client's opinion, are not qualified to perform the work assigned.

TERM

This Agreement shall commence on the date specified above and shall continue in effect:

_____ until _____, 2025 or
_____ until either party gives the other party written notice not less than
30 days in advance specifying the date of termination.

Notwithstanding anything to the contrary herein, in the event Client desires to cancel this Agreement due to Point Blank poor performance, failure to perform or other breach ("Default") of this Agreement, Client shall give written notice to Point Blank setting forth the nature of the default and Point Blank shall have fifteen (15) days thereafter to cure. Upon completion of the fifteen (15) day period, in the event Point Blank has failed to cure the Default and Client desires to terminate service, the Client shall provide a fifteen (15) day written notice of cancellation to Point Blank..

EQUAL OPPORTUNITY

Point Blank is an equal opportunity employer and does not discriminate on the basis of race, creed, color, sex or national origin.

RIGHT TO KNOW

Initial EC
Initial EC

The client shall provide all information and include Point Blank personnel in any training necessary for full compliance with all applicable Federal and State "Right to Know" laws and regulations.

DEFAULT

Upon ten (10) days prior written notice, Point Blank reserves the right to terminate this Agreement immediately upon default by Client in the payment of any monies due hereunder, if the Client breaches any of the terms or obligations contained in this Agreement.

AUTHORITY

This Agreement shall not become binding upon Point Blank until executed by an authorized manager or officer of Point Blank.

Point Blank and Client hereby consent to the exclusive jurisdiction of any state or federal court located within the County of Dekalb, State of Georgia and irrevocably agree that all actions or proceedings arising out of or relating to this Agreement shall be litigated in such courts. The parties hereto each accepts for and itself generally and unconditionally, the jurisdiction of the aforesaid courts and waives any defense of forum non convenience and irrevocably agrees to be bound by any judgment rendered thereby in connection with this Agreement. Client agrees to accept service served by certified mail, return receipt requested, mailed to the address indicated above or the Client's last known address, if different, such service being hereby acknowledged by Client to be effective and binding service in every respect. Nothing herein shall affect the right to serve process in any other manner permitted by law.

NON-WAIVER

Failure of Point Blank or Client to enforce any of the provisions of this Agreement, or any of its respective rights with respect thereto, or to exercise any election herein provided, shall in no way be considered a waiver of such provisions, rights or elections or in any way affect the validity of this Agreement. The exercise by Point Blank of any of its rights herein or any of its elections under the terms or conditions herein shall not preclude or prejudice Point Blank from exercising the same of any other right it may have under this Agreement.

ENTIRE AGREEMENT

This Agreement supersedes all previous agreements, oral or written, between Point Blank and Client, and represents the entire Agreement between the parties. No other agreements or representations, oral or written, have been made by Point Blank. This Agreement may not be altered, modified or amended, except in a writing properly executed by an authorized representative of the party to be charged. In the event Client issues any work authorization, work order or purchase order to Point Blank, Client agrees that only the terms and conditions of this Agreement shall be binding unless said written modification change or amendment is specifically agreed upon by Point Blank in writing and signed by Point Blank's authorized representative.

The provisions of this Agreement are severable, and the invalidity or ineffectiveness of any part thereof shall not affect or impair the validity and effectiveness of remaining parts or provisions of this Agreement.

ASSIGNMENT

This Agreement is not assignable by Point Blank and shall not be assignable by Client without the prior written consent of the other party.

NOTICE OF CLAIMS

The client shall give written notice to Point Blank by certified mail, of any claim or potential claim arising out of or relating to this Agreement within thirty (30) days following the date of the occurrence giving rise to such claim. Such a notice contains sufficient information as to the time, place, nature and extent of such claim or potential claim as will enable Point Blank to be properly advised and make a reasonable assessment thereof.

No action, suit or proceeding to recover any claim arising out of or relating to this Agreement shall be instituted or maintained against Point Blank by Client or by anyone deriving it's or their rights through Client unless written notice of such claim shall have been given by Client to Point Blank in the manner and form set forth herein.

Client: _____

Point Blank Protective Services, LLC.

By: _____

By: _____
Eddie Cousin: Chief of Operations/Owner

Initial EC
Initial FC

Exhibit E: Fabrication of Medical Incident, Coercion, Extortion, Abuse of Authority and Attempted Fraud in the Workplace

Description:

On March 21, 2025, Stacie Powers reported experiencing a panic attack or anxiety episode allegedly triggered by the arrival of Wanda Turner's son at the office. Following an investigation into the matter, which is supported by three transcriptions and corresponding audio recordings available upon request, Bryant Hendrix provided a statement and text message evidence indicating that he was coerced into participating in the fabrication of the panic attack incident. Hendrix further produced text messages from Stacie Powers wherein she acknowledged that the incident was intended to result in a financial payout and discussed the potential of engaging in further deceptive actions to bolster the credibility of the fabricated event. As a consequence of the incident, Wanda Turner's son was instructed to leave the office premises, and the workday was subsequently terminated early pending the initiation of an internal investigation.

10:48

91



Ms. Stacie Powers H R

I said I would go
But she better not fire you
Or I will destroy everything

That's what I said

Call me and ask me

Tell her to be a fly

Tell her upper going to call
me

Tell her upper going to call
me she can be a fly

So I can tell you the truth

In front of her

Subject



iMessage



**Screenshots of Text Messages between Staci Powers and Mr. Hendrix
on 03/20/2025**
(provided by Mr. Hendrix)



7:23



< 124



Director Staci Powers >

We both going to get paid

Yes 🙏 God

Respond to my email
And say you looked
frighten when he
walked in

My friend told me to
pee on myself and say I
didn't even want to talk
to the bathroom
because he was in the
building
I told her bitch this
Ashley Stewart I don't
think so

Lmaooooo

I'm not going to be



iMessage



Fw: Praying All is well

From Staci Powers <spowers@classactsecurityprotection.com>

Date Thu 3/20/2025 11:13 AM

To Stacie Powers <powersstacie@yahoo.com>

From: Staci Powers <spowers@classactsecurityprotection.com>

Sent: Thursday, March 20, 2025 11:03 AM

To: Office Assistant <officeassistant@classactsecurityprotection.com>

Subject: Re: Praying All is well

Thank you, sir. I appreciate it very much.

From: Office Assistant <officeassistant@classactsecurityprotection.com>

Sent: Thursday, March 20, 2025 11:01 AM

To: Staci Powers <spowers@classactsecurityprotection.com>

Subject: Re: Praying All is well

I seen that you looked frightened when he walked in... DONT LET THIS STRESS YOU OUT...

Administrative Assistant

Class - Act Security Protection & Training Academy

3370 Sugarloaf Parkway, Suite D-4

Lawrenceville, GA 30044

770-797-5321 office



From: Staci Powers <spowers@classactsecurityprotection.com>

Sent: Thursday, March 20, 2025 10:46 AM

To: Office Assistant <officeassistant@classactsecurityprotection.com>

Subject: Re: Praying All is well

Thank you so much for checking on me. But no, this guy (Brandon Turner) used to work here, and he has a known drug problem. And he approached me before in an hostile manner. So, I don't feel comfortable

with him being here . I don't know if he is high now or not.

This is very much becoming a hostile environment here at work.

Thanks,
Staci

From: Office Assistant <officeassistant@classactsecurityprotection.com>

Sent: Thursday, March 20, 2025 10:34 AM

To: Staci Powers <spowers@classactsecurityprotection.com>

Subject: Praying All is well

Morning, I see your disturbed and stressed about the Guy that is in the office. I know you said you have not been sleeping do you think its stress caused by the office? let men know if I can do anything.

-Bryant

*Administrative Assistant
Class - Act Security Protection & Training Academy
3370 Sugarloaf Parkway, Suite D-4
Lawrenceville, GA 30044
770-797-5321 office*



INCIDENT REPORT

Health-Related Incident

Report: Panic Symptoms Reported

Employee Name: Stacie Powers

Date: March 20th, 2025

Employee Position: Director

Department: Human Resources

Description:

It was reported that employee Stacie Powers experienced a panic attack on-site due to the presence of Brandon Turner, a former employee and son of the company owner, who entered the office that day. Ms. Powers stated that Mr. Turner's presence was emotionally triggering, prompting her to cease work activities and close the office for the remainder of the day.

To document the incident, interviews were conducted with all individuals present at the time, including Bryant Hendrix(subordinate office administrator), Brandon Turner, and Stacie Powers. Full transcriptions of these interviews are included in the report. Audio recordings are available upon request.

CALL TRANSCRIPTION

Participants: Stacie Powers, Philip Gebauer (using Otter.ai)

Date: March 21, 2025 10:17AM

**The recording for this transcript was activated about 20 seconds into the call, following introductions and an initial exchange about why the call was taking place.*

Philip Gebauer 00:01

So you were told that this incident would never happen again. How long ago was that?

Stacie Powers 00:09

It happened last year in November. Excuse me, last part of October/ 1 of November. This was her son, and he was apparently couldn't be in the field anymore in operation, so he was moved into the office as my admin. He got upset at me telling him what he needed to do, what functions he needed to do, that he did not record the dispatching of the radio, and he became very aggressive. He hit the desk, which is right across from me, because this is a small office, so it's literally like right across from me. He hit the desk, stood up very aggressively, started walking towards me, and I immediately got on the phone, called her, told her to review the cameras. Conveniently, [chuckling] the cameras were down at the moment. She told me he was not able to review the cameras, and she called him, told him, you know, that he needed to take off the rest of the day, or whatever the case may be. Me and her talked, patched it out. She said that, you know, she would not put him back in the office because I told, I had done explained to her that I've been a victim of domestic violence of my ex husband –

Philip Gebauer 01:24

I'm sorry to hear that.

Stacie Powers 01:24

-- over 10 years, and, you know, I survived it. And she was like, I definitely understand. I said, look, that's just a trigger for me. She told me, No problem. I will not put him back in the office with you. You don't have to worry about it. Blah, blah, blah. And then yesterday, conveniently, after some other stuff took place that's personal, that has nothing to do with work, he shows back up in the office again, which my assistant that's here now, um, he visually looked at my face, and he was like, you look like you like you're afraid. And I said, I am. I was literally shaking. I immediately walked outside the door, called her on her phone. She did not answer the phone. I called Chief Cousin, which is her boyfriend, called him at 10:02 he called me back at 10:32 telling me that he did not know that he did not know that he was going to be here. He don't know why he's in the office. She's doing this to get me out of the company. She wants me to quit. I said, Okay, this is, but this is making me feel unsafe at this time. And I don't know if you can hear it in my voice now, but I'm still not all the way right, like I literally had an anxiety attack, after I left here yesterday. And, well, I work for her, I work for her --

Philip Gebauer 02:44

I'm sorry to hear that. I, I had a few of those my, myself, it's very, it's very, um, it's very scary, right? You It feels almost like a heart attack and, and you don't know what you're going to do, uh--

Stacie Powers 02:57

It felt like my heart, It felt like my heart was beating out my chest, I was shaking. I started crying for no reason. I'm not a crier, if you know me. And I literally was shaking. And even in my car, after I got outside and was in my physical vehicle, I still was shaking. My assistant came over and was like, are you okay?

Philip Gebauer 03:21

Okay. And you're still a little shaken up, you said? Is that right?

Stacie Powers 03:30

Yes, I mean, you can hear it in my voice. I mean, I'm still not all the way back to normal. If you know me, I'm a bubbly person. I'm always, you know, ready to do whatever is needed, and I'm still not completely over it, because I honestly don't know if she's gonna do it again, because according to the text or what she said to my assistant, she sent him up here to do something she needed him to do. Why would you do that? If you know he's a trigger for me. He has a key to the office. So why you couldn't come after I'm gone at six o'clock? But like I said, I know you work for her, so I know you not really caring about my story, but it's it's okay.

Philip Gebauer 04:16

Well, the the situation, you know, of of my involvement is, is for the company. And if there is a problem between employees at the company, you know it has to be resolved.

Stacie Powers 04:30

Well, this is the thing, it's not a problem. But that's the thing. It's not a problem with any employees at the company. The problem is with me and her and personal reasons that she can't get over. And I've also got that in text messages, where she has told me in text, it has nothing to do with your work performance. You are outstanding worker, but I can't get over personal reasons, and that is my problem, why I want you gone. So we can do whatever you want to do. I mean, this is just too much.

Philip Gebauer 05:15

Um, just taking notes on this one, she sent you this text message?

Stacie Powers 05:17

Oh sure, absolutely, yes, and I have the text message,

Philip Gebauer 05:24

Okay, um if I understand correctly, then Brandon is no longer working with the company.

Stacie Powers 05:37

Brandon was terminated from the company in October of last year. So I'm confused, for drugs in his vehicle. [Laugh] So I'm confused as to why he would be back up at the company yesterday.

Philip Gebauer 05:54

And he was he was in Wanda's office, or was he just walking around the office?

Stacie Powers 06:01

He was walking around the office in the back, sitting at her desk. You know would walk back out the door or whatever it was.

Philip Gebauer 06:10

And has he been in the office since he was terminated?

Stacie Powers 06:13

No, no.

Philip Gebauer 06:14

First time back?

Stacie Powers 06:16

His brother has been in the office. But I don't have a problem with his brother. His brother's, his brother's never been aggressive with me, never done anything like that. You know what I'm saying, like he the brother is not the problem. And he's been here four times since the personal stuff happened with me and Wanda, but he's never been here, the one that got aggressive with me.

Philip Gebauer 06:43

Right. Okay, obviously it, it's, it's a, it's a situation when any employee feels unsafe, and we don't want that to continue. We don't want you or anyone to feel threatened. That would be a terrible, terrible situation as an employee to have to deal with, and I think, an ineffective way to run a company so

Stacie Powers 07:20

Well, that's the thing, sir. I don't know how much of the story you know. I just got promoted on 3/2 for outstanding work performance, outstanding dedication and loyalty to the company. And again, because of personal reasons, now I'm being harassed every day. In some form or manner, I'm being harassed every day. I also have it recorded that her best friend that works in California, her name is Cynthia Wyatt, literally said to me on the phone, well, you know, she's scrutinizing everything that you're doing to get you out the company, she wants you gone. So again, it has nothing to do with work, it's all based on personal feelings about a situation that's personal, that she can't deal with. Coming in the office, destroying the office, breaking glass all over the floor, breaking my stuff on my desk, throwing my stuff in a box. Okay.

Philip Gebauer 08:37

Has it, has that, has that improved. I mean, short of Brandon's arrival yesterday?

Stacie Powers 08:45

I thought it did honestly, sir, I, when we talked not even a couple of days ago, and again, I have that in text messages as well, It was supposedly, we're not going to do personal anymore. We're not going to bring personal into business. You know, a truce is being called again. Like I said, I got all this in text messages because I've taken it to my people as well. And now then all of a sudden, because you get upset again, Brandon shows up at the office yesterday.

Philip Gebauer 09:22

So okay, in, in your opinion, you know what, what do you think would be a an effective remedy, you know, at least in the short term, that we can employ to keep you feeling safe and unthreatened and absolutely prevent, you know, panic attacks? You know, we wouldn't want anyone to be triggered. Would working from home for a week help out that way you don't have to, you know, be there. In case, in case he comes back, or in case there's anything else, are you able to work from home?

Stacie Powers 10:05

I don't have a VPN to work from home and do my job function from home. And that's what I'm saying. Like, if it was a possible solution to that, I would definitely be up for that. But my thing is, he's not been here since October.

Philip Gebauer 10:20

For sure, this is a new--

Stacie Powers 10:23

Right, so I'm trying to understand, since October, November, December, January, February, March, five months, this man nowhere to be found, and all of a sudden he pops up yesterday, after you get into your feelings the day before. No, you don't see that as coincidental? You don't see that as you knew that was gonna trigger me. There's no reason for unemployed person to be in this office that does not work for this company.

Philip Gebauer 10:57

You mentioned that Wanda's other son has been there? Does he work for the company?

Stacie Powers 11:03

He was terminated as well, but he comes back in the office and paints or do whatever she wants him to do, back there in the back of her desk. Again, this is her company. She can do what she wants to do. That person has never been aggressive with me. That person, that person, has never hit a desk and walked towards me like you want to do something to a female.

Philip Gebauer 11:29

Right. Right I understand. Well, if, if I understand correctly as to, as to work from home. Currently, you're not able to because you haven't been provided with a VPN to work from home

Stacie Powers 11:47

That is correct, and I would have to use my personal laptop. And she has not there. I don't have this, like the drive and everything on my personal laptop.

Philip Gebauer 11:59

Okay. But ostensibly, it could be put on, put on that laptop, and you could be provided with VPN access?

Stacie Powers 12:07

That's correct, if she's willing to pay the IT department, the money they were that they required to put do that, yeah. but I want to be paid. I don't want to be paid. No, I'm gonna pay you, because I know how she is paid. No--

Philip Gebauer 12:23

Oh, yeah, of course we would put no, no.

Stacie Powers 12:26

I want to be paid my full term, for working at home.

Philip Gebauer 12:33

Absolutely, absolutely. Okay. I'm just making a note here that we would need to put a, put the VPN driver on your phone, on your computer, rather. Alright, the, the plan for, for right now, I will, I will relay, firstly, just as a process matter, that, that we should get you VPN access, I think, if nothing else, it's, it's important that you have flexibility. You know, if you have to work from home, or if you happen to be, you know, out sick, or there is some kind of emergency, you know, and you can't be reached if you don't have a VPN. You can't, you know, you can't help out in a pinch, or anything like that. And that's, that's counter-productive. So if nothing else that needs to be on your on your machine to begin with. My--

Stacie Powers 14:01

Okay. Well, I don't have a problem doing whatever you guys think is deemed necessary to make whatever it is go away and just, because all I want to do is just do my job like I just want to be left alone and do my job. I've been doing the same job for two years and never had a write up, been promoted four times, gotten five raises. So all of a sudden, since March the sixth, it's been nitpick, nitpick, nitpick, nitpick, and I have documentation of every single thing I'm saying, up until Yes, up until, actually, yeah, today.

Philip Gebauer 14:51

[Aside, to self] Tomorrow, six. [To Stacie Powers] So I want to make sure that, sorry, I'm originally from Florida. This cold weather is uh [laughing] is an adjustment. Getting a little bit of a cough. I want to make sure that you have, you know, you have the opportunity to communicate explicitly to me

Stacie Powers 15:23

Absolutely.

Philip Gebauer 15:24

What redress that you would like, and if things come up or, or other ideas come up for you, please, you know, shoot me a text or a phone call.

Stacie Powers 15:36

Absolutely, I have no problem with doing whatever you need me to do, to effectively do my job. That's it.

Philip Gebauer 15:42

And do you have any recommendations for me, here, that that you think would help you do your job better and or, you know, make sure that, that yesterday doesn't repeat itself in some fashion, other than presumably, Brandon not being in the office?

Stacie Powers 16:02

Yeah, that's That's it, sir. Like I said, he hasn't been here in five months. So what was the point of him popping up yesterday? So if we can just, I just want to do my job from from ten to six when I'm in this office and I'm doing my job, just let me do my job. I don't understand what's so hard about that. Yeah, but apparently, and like I said, I do have this in text, it's hard for her to separate personal from business. That's a personal problem. That's not my problem.

Philip Gebauer 16:35

Right, right. Okay, then, then Stacie, the last thing I will do is, I'll just catch you up on the other what's next, and that is, I'm going to make a sort of bullet point summary later today of this conversation, and I'll send you a copy, and please take a look at it, make sure that that it is, you know what we talked about. If there's something in there that we didn't talk about, please make sure that you flag that and I get rid of it if I, if I wrote that down wrong or misunderstood it. And if there's something that I'm missing, please also flag that so that we can, you know, we can have a record so that if something else happens again, going forward with Brandon, you know, there's, there's something here that says, hey, you know, talked about this, said, said this was my concern, you know, and, and it's all, it's all in place. Okay?

Stacie Powers 17:38

I got you. Thank you so much.

Philip Gebauer 17:39

All right, thank you. I appreciate it and stay well, please.

Stacie Powers 17:43

Alright, thank you so much. Bye.

Philip Gebauer 17:44

Bye bye.

CALL TRANSCRIPTION

Participants: Bryant Hendrix, Wanda Turner, Philip Gebauer & Paul Lipscomb (using Otter.ai)

Date: March 20, 2025 4:02PM

Paul Lipscomb 00:01

Alright, we should have everybody here.

Wanda Turner 00:04

Okay, so I have Phil on the line and I have Paul on the line. Paul, Phil, this is Mister Hendrix. He is my assistant, assistant over at Class Act Security, and he'll be letting you know what he told me his version of what he saw today and what she told him to do. Go ahead, Mr. Hendrix, explain to them what you observed, what she texted you, what you have in your texts and what you were told to do by your supervisor.

Bryant Hendrix 00:38

Oh, wow.

Wanda Turner 00:41

You remember I talked to you and told you that I had to put some stuff in place so that she doesn't destroy the company. And when she told you to do what she told you to do today, what she did was she opened you up to an investigation. Remember?

Bryant Hendrix 00:57

Yes, ma'am, I didn't know.

Wanda Turner 01:01

So just go ahead and tell we have to put something in place, because we can't allow her to tear the business down. Now remember, she is not the owner. She does not pay you, so she has no control over you. But we have to put some things in place, and you have to remember that. Now our conversation between you and I, it's between you and I, and I told you that I would not throw you under the bus, but we have to get some type of proof and evidence of what she's doing so we can stop it.

Bryant Hendrix 01:38

Okay.

Wanda Turner 01:40

Please speak.

Bryant Hendrix 01:41

Well today, as we entered the office, we were met with Brandon, Chief's son. He went straight to the back, and I received some text messages about him approaching her in a harsh manner, and so she felt some type of way. She felt like if that was a threat. So she said that she was going to write an EEOC letter saying that she was uncomfortable in the setting, in the work setting. Brendan didn't do anything to her as he entered the office or as he maintained his presence in the office, but she stated that she was having an anxiety attack based on him being there. She asked me to write a couple emails pertaining to me, asking her if she was all right, and that I think that she was frightened. She told me to write an email to her, stating that, are you okay? And I see that you are frightened. And so that's what I did. She had a couple instances where she went outside to speak to, I guess, the EEOC, the person that she knows, and they were telling her what to do and what to say. So she came back in and she wrote up an incident report, and as she wrote up the incident report, she also took some pictures, and she also made me take pictures of Brandon as he was sitting in the back. Upon leaving, she had told me that the person told her that I had to leave with her cause she was closing the office. When she decided to close the office, she asked me to speak to Brandon and ask him if he had a key to lock up. I believe he said he did, but he said that he was on his way out, so I locked up. Um, that's, that's, that's really --

Wanda Turner 04:29

And then I asked, and I asked you, in your dealings with her, in your personal profession, I asked you this question: in your personal profession, do you believe she was actually frightened and feared for her, her safety? Oh, or did you feel like she was acting?

Bryant Hendrix 04:47

Right? And I said I felt like she was acting but she she has stated that, that she was feeling some type of way about him being there because he approached her in the past, aggressive.

Wanda Turner 05:09

Yeah, well, that that is not true. So I know exactly what incident that he's referring to, and that was dealing with Brandon was working in the office, and she never liked him, so they didn't really have good words, and she snapped at Brandon, Brandon snapped at her and got up and walked out. Brandon never approached her, because I had the conversation with her that particular day, and she told me that she just converted back to when she used to get beat by her boyfriend. And whenever there's any type of verbal communication with a man that is not something that they prefer, he prefers, she has flashbacks on when she had those domestic issues in her past relationships. She admitted to me that Brandon you never approached her. He just got up and walked out the door. So this is fabrication to try to support her claim, because I communicated with him on that very day.

Bryant Hendrix 06:15

Yes, ma'am. My thing is this, I am going to tell the truth regardless, but I don't like being in the middle, and it just seems like, I'm not saying that I was forced to make the affidavit set that was requested. But that's what it seemed like. Like, like, that's my boss, and so I know you're my boss as well, and like you said, she doesn't pay me, but in the office, she is the only person that is above me. Not saying that you guys aren't in the office, but on a daily basis, she's the only person that is above me. So when she makes me make a statement, it is not so much a choice, you know? [Unintelligible] It's just like, I just don't take care of myself. I do a lot for my family, and when things come about, that kind of questions, if I'm going to have a job or not, I have to protect my job. And in the inference that she asked me those questions, I was honest with you because that pertains to my job. I'm not trying to take sides, because I'm not in it, but in retrospect, it's more so like I can't be two faced either. You know what I mean?

Wanda Turner 07:51

Absolutely, and you're not being two faced. You're trying to secure your job. And I get that. But I also have another question for you. So prior to this incident that happened between her and my boyfriend, Deputy Chief, now Chief, was there any animosity between her or any of my sons during that time before this happened?

Bryant Hendrix 08:20

Um she did, [unintelligible] um didn't speak to me about them. If you look on the, if you look, we rarely have major conversations. Most of it is comments or statements or Instagram memes. We don't really communicate outside of work unless it is her telling me I didn't send in a time stamp or, or be late.

Wanda Turner 08:58

Well, what about when she made this comment, very low, I'm I'm scared or I fear for my safety.

Bryant Hendrix 09:10

Yes, ma'am,

Wanda Turner 09:12

When she made that go ahead.

Bryant Hendrix 09:15

Well, what are you going to say.

Wanda Turner 09:17

When she made her statement? What did you think? Was there any threat?

Bryant Hendrix 09:26

Well, this is my thing. I studied social work. I studied human behavior, and so her body language didn't match her speech. That's my premise, and that's the reason why I stated that I thought it was just an act. I think this is like a game of chess.

Wanda Turner 09:51

That's exactly what it is

Bryant Hendrix 09:53

And, and the pieces are being moved. But it's, it's almost like captured the queen, you feel me? Like, how are you going to, who's the Queen and who's going to be captured? And, oh, I think this is the move that that she's making, because she got her son in to intimidate me. Okay, well, let me intimidate her by trying to regurgitate some things that I guess happened, and so I knew, and I'm not aware of the things that happened in the past, and they are being told to me, but I can't make a judgment or something that I didn't encounter like your sons have been very, very mal mannered and kosher. They have a big thing to discourage the office space. What she was saying is the office space is supposed to be utilized for officers and people in command and office staff, and they weren't a part of office staff, and so the things that she would have to do, as far as HR, were being breached because she couldn't speak openly, or she couldn't do certain things. And then she also said that she felt unsafe in her, at her desk because he was by the printer.

Wanda Turner 11:36

Which is across from her desk. Where is the printer located?

Bryant Hendrix 11:41

It is further down by the restroom, but it is, is in the office. You know, it's, its --

Wanda Turner 11:47

Right. Well, I am sorry that you got caught up in the middle of all of this, but you know, we have to do what we have to do to cover ourselves. You know, there has been a breach by her insisting that you write something, that she told you to write for her all benefit as an HR director, that is something that she should never have done. And so Paul and, and Philip is on the line. Now they might have a few questions for you. It's definitely unfortunate that you are in the middle. But all of this occurred after they after she was caught doing what you did. Well, both of them, and that's when this, all of this came out. So this is a result of this situation, and you are aware of that situation that did occur, what you were brought into, not that you wanted to, but being in the office you were brought into it, so you do know exactly what happened. And so definitely, thank you, Paul, did you have any questions for him?

Paul Lipscomb 13:02

No. Not at the Moment, uh Phil? Mr. Hendrix, the only thing I wanted to say is that, you know, our goal here is, is to create an environment that everyone loves to be in and be enthusiastic about doing their best in. We're we're looking into things, and we're going to help everyone out. So if you ever, if you have any more things that you need to that you need to talk about or speak about, you know, with this, let us know, right, we've an open door for you. However, we can help.

Wanda Turner 13:29

Well, what, do you need the, those texts and, you know, information that has, and emails that he would force to send to her, because he felt like that was his boss at the time, and he felt compelled to do it because, you know, she told him to do it, and he didn't know not to do it, so he did it anyway. This is pretty much doing it against his will, because it didn't come from what he believed to be true. It came from a directive.

Paul Lipscomb 13:58

Yeah, absolutely. I mean, we can, we're understanding from him that he felt that there was a mechanism of coercion, you know, involved here, and so, you know, just kind of the action plan that we have and what we're doing here, we're going to loop back around and reach out to Mr. Hendrix here and grab those things, you know, we'll, we'll reach back out to him and, you know, and help him, you know, get us what we need, things like that.

Philip Gebauer 14:21

I just had a few questions before we hang up, if that's okay. This is, this is Philip, hi, Mr. Hendrix, how are you?

Bryant Hendrix 14:28

I'm well.

Philip Gebauer 14:30

I'm so sorry you're caught up in all of this, but thank you for jumping on the line last minute and chatting with us. Is this the first time that you have been asked to write something that you didn't think was, was right?

Bryant Hendrix 14:50

Yes.

Philip Gebauer 14:52

This is the first time?

Bryant Hendrix 14:54

Yes, sir.

Philip Gebauer 14:55

And, and today that included, first an email to her, asking her if she was feeling okay? She asked you to write that?

Bryant Hendrix 15:10

Yes.

Philip Gebauer 15:11

Okay. And then she asked you to write an affidavit based on what you believe were instructions she was receiving from a contact at EEOC?

Bryant Hendrix 15:24

Yes, it was a continuation of the email that was sent to ask her if she was okay.

Philip Gebauer 15:33

Okay. And who else was in the office at the time?

Bryant Hendrix 15:41

Brandon.

Philip Gebauer 15:42

Just Brandon?

Bryant Hendrix 15:43

But these weren't verbal remarks. These were text messages.

Philip Gebauer 15:48

Right, right. I'm just trying to get a sense of the situation in the office. Was it, was it empty? Was it just the three of you? You know, were other people sort of seeing this? Just three of you. Okay. Perfect, thank you. Is there anything else that you have experienced in the course of your employment so far that you think is relevant to, to know regarding the behavior that happened today?

Mr. Hendrix 16:28

Um yes and no, um to be honest, it all just started, you know, once the infidelity became a subject matter. I enjoy going to work and fulfilling my duties that I was hired to do, and now is -- I still enjoy going to work, but there has been some times where I just felt pushed or, or disrespected in a way, based on me having to do things that is unjust. I am not trying to bring my Christianity into this, but I am a Christian, and I don't really like doing things that is harmful to others, some, someone trying to steal or diminish someone's business or, I don't know what the malice is behind her actions, and so, it's just, it's just been a turn in people's personalities when it comes to me knowing them for who they are, I don't really trust too much of what is going on in the job, because it's more so like, why are you here if you don't want to be here? And I'm her assistant, and so I have to do what I'm told to do, because that's what I was hired to do, and the premises behind my job description has stretched so it's just like, I'm just there doing what I'm asked to do, and because she's an HR rep, is just like certain things, is like, I understand, because I have an HR background as well. So when someone asks me to write an affidavit about certain things, I can, but in reality, it's more so like, what is the reason behind the messages? And I don't really like being in the middle of it, so it's just like, Okay, do I write the letter, or don't I write the letter? Or how do I get out of writing the letter? And so, in reality, I first thought that it wasn't going to be taken too far, and then when it start going to the next level, the next level and next level, I'm like, that's, that, that's not cool.

Wanda Turner 19:46

Mr. Hendrix

Bryant Hendrix 19:48

Yes, ma'am.

Wanda Turner 19:49

I had a question. Did you actually hear her say that she would bring this company to its knees?

Bryant Hendrix 19:55

Yes.

Wanda Turner 20:00

And do you have text messages in your phone about different negative things that she has said to you about me?

Bryant Hendrix 20:11

Yes. I don't have a lot of text messages, I don't have a lot of text messages, I just have a few. The time that she was sending them, this, I don't believe this was going on, but I'm not for sure how long was going on. But when I first started working for you guys, she said that you was the devil and that you have her do things to people that you don't want to do.

Wanda Turner 20:47

Wow.

Bryant Hendrix 20:48

At the end of the day I, I was always told if you do good, then the good will come to you. So not trying to sound like I'm Mr. Goody two shoes, but I, I come to work to do my job, and that's it.

Wanda Turner 21:09

So in your personal opinion of me, of how much you know, you haven't had much dealings with me, but you've had some. Did I or do I appear to be anything of what she said I was?

Bryant Hendrix 21:24

No, ma'am, no, ma'am, not at all. And your sons actually speak for you by how they carry themselves. So I have a good judgment of character when it comes to determining people. I'm just leery of who and what some people can do. So that's my other falter. I don't know what she's capable of doing, based upon this information getting out. I don't know how much other information is going to get out, but I don't want her to be able to retaliate against me because she knows I'm the medium [unintelligible].

Wanda Turner 22:18

No, she can't retaliate against you because I hired you. The problem is, is I didn't even know my son was coming up here today, so her thinking that I sent him up there without the communication is the issue. Now, I did have a missed call from her, and when I finally saw the missed call to return that call, she wouldn't answer. I called her twice. She wouldn't answer. So I didn't have any idea he was coming up there. But even if he was coming up there, there was no threat there at all. So this, her behavior, like you said, and I'll repeat it, it, it does not support, you know, her allegations. So I know that she had a vendetta against him, and it started, it was way back when, and I knew that, but now I asked her personally, why won't she leave? Why won't you resign? Because, remember, I packed all her stuff up. You remember that day? Yeah, and she threatened to tear the business down. So we allow her to stay, but she still won't leave without, you know, doing all the stuff that she's doing that's, that's not necessary. So she has threatened me four times. And so what we're doing is, as a company, putting things in place so that we can protect our assets. And it is unfortunate that you were put in the middle, but she put you in the middle you [unintelligible] right between you and I, but the moment she had you send that letter and they pop the investigation, she opened that window and put you inside this whole investigation. So as a company owner, we have to make sure that we put things in place so that we can protect ourselves and our employees, because this is, this is her vendetta against me, which is going to affect everybody that works here. So we have to do whatever we can to protect that and unfortunately, you were placed in that arena now and, you know, we need your assistance to help us was whatever we need to ensure that we protect this company.

Bryant Hendrix 24:46

Yes, ma'am.

Wanda Turner 24:48

And that's and that's why I had to put you on, and I had to have you talk to Paul and Phil, because they're trying to help us. And so you saw, and this is probably not gonna be the last time you have a conversation with them, and if she does follow through with EEOC, they're gonna come and talk to you. So um --

Philip Gebauer 25:18

Hi. Sorry if I could just jump in really quickly, Wanda, this is Philip again. Mr. Hendrix, I, I want to say, you know, if it will assuage your concerns in any way, part of the benefit of having these conversations and getting things a bit on the record is, is going to protect you from retaliation, you know, so I don't want you to feel worried. You know, we are, we are trying to rebuild the trust that that this office had then, the congeniality that this office had when you first joined. You know, we're we're working with Wanda to make sure that the things go back to how they were working originally, and, and make it a great place to to to thrive. I have, I have no new questions at the moment, but I'm sure some things will come up. So is it all right if we if we contact you in the next few days, if we have new questions?

Bryant Hendrix 26:30

Yes.

Philip Gebauer 26:31

And can you provide me the best number to reach you at, please?

Bryant Hendrix 26:38

470-661-2807. I would like if you guys did have some questions, if you guys could reach me when I'm out of the office. I know that the schedule permits us, or permits me to be at work from nine to six minutes prior to inconvenience, but I would rather it be no conflict in me getting up from out of my seat to have a disclosed conversation, to make things aware of what's going on. Or make her aware.

Philip Gebauer 27:25

That makes sense. So you would prefer after 6pm?

Bryant Hendrix 27:29

Yes.

Philip Gebauer 27:25

Okay, and we will also be in touch about collecting the different text messages and emails that you may have. So if you, if you can tonight to start putting them all together, and then we'll send you a, an email address to which, to which you can, you can mail all those, okay. And before, before we hang up, and I have to say again, thank you. I do also want to ask, is there anything that you need right now? You doing okay? I know it's a very stressful situation to be put on the spot like this.

Bryant Hendrix 28:16

I'm okay.

Philip Gebauer 28:18

Okay, well please --

Wanda Turner 28:19

Well, what I told him is, I'm going to pay him for today, because she shut the office down. She was not authorized to do that, and she shut my office down, so I'm going to still pay him for a full day. So he'll be okay.

Philip Gebauer 28:42

Okay. Well, that's all I had in terms of questions. Mr. Hendrix, thank you so much.

Wanda Turner 28:48

Thank you. Mr. Hendrix,

Bryant Hendrix 28:51

Anytime.

Wanda Turner 28:53

Alright, we'll be in touch, bye bye.

Bryant Hendrix 28:55

Alright, bye bye.

Paul Lipscomb 28:56

Thank you.

CALL TRANSCRIPTION

Participants: Brandon Turner, Philip Gebauer (using Otter.ai)

Date: March 24, 2025 10:32AM

Philip Gebauer 00:01

Hey, Brandon, how are you? Thanks for calling me.

Brandon Turner 00:04

Yeah, yeah. Just wanted to touch bases with you. I actually, I gave you a call back outside of the time that I told you before, which I wasn't surprised you not to be available because I drive for work, so things kind of get unpredictable sometimes when it comes to being able to talk on the phone, that's what I was told to try to give you a call today. I'm sorry. Go ahead.

Philip Gebauer 00:28

No, I was just saying, I get it. I couldn't pick up when you called on Saturday morning because I was just I was barely awake, and I wanted to make sure that if I was going to have a have this conversation with you, then I was alert and able to ask the right questions so that we can get everything we need to on the record. How are you doing?

Brandon Turner 00:52

Understood, ok. I'm doing good, man. I'm starting off my week pretty decent.

Philip Gebauer 00:59

Oh good. Yeah. Monday's, Monday's is always a tough one. So casually, I want to, I want to have you talk me through two different things. One is to just walk me through what happened the day you were in the office. And then after that, I want to ask you a few questions about, I think it was November of of last year, just so that we have your version of events, um, compared to what Stacie said happened back then. Okay? So first talk me through what happened last week. You were in the office. You went in, there you were, you were working at your mom's desk, or something like that. Is that right? So how did, how did that all transpire? Just tell me from when you walked in, and then anything you noticed and any confrontation that you saw and any behavior that you saw.

Brandon Turner 02:07

Ah well, I didn't notice any confrontation. I'll just start from the beginning. I pulled in about 10:45, 9:45, I believe 9:45 and never met the office assistant. So as soon as I opened the door I noticed Ms. Powers, I noticed she was on the phone. I didn't look in her direction intentionally. I looked directly at the office assistant. I said, Hey, how you doing? I didn't I didn't even introduce myself yet I wanted to wait. I just said, Hey, nice to you know, or how you doing? Whatever I said. I greeted the assistant, and then I walked straight to the back to use the restroom. Soon as I left the restroom, I went to sit at the desk. 15 minutes later, less than 15 minutes later, Ms. Powers, gets up and gets on the phone outside. Few minutes after that, she calls the assistant to meet her outside. They're outside talking, maybe 20 minutes later, the assistant comes back inside and sits down while she remains on the phone outside. Maybe about 20 minutes after that, 15-20 minutes after that, she comes back inside. Then I'm at the, I'm at my mom's desk the whole time. My mom calls me at this point, and I go to the back. And then she asked me if I said anything to Ms Powers. I said no, I didn't say anything to her, I didn't even really look in the direction. So when I came back from speaking on the phone from the back door, back into the into the office building, I hear Ms. Powers say something under her breath. I'm so scared I'm shaky. Pause. So before my first conversation with Chief, or with my mom, when I walked in, there was one thing that I noticed that she said to the assistant once she noticed I was in the building, she asked the assistant, do you want to leave? Well, first off, she was on the phone. She just kept saying, Wow, when I walked in, wow, wow. But anyways, she asked the assistant, do you want to leave? And I'm like, in my mind, I'm thinking, she can't just send people away. What is she doing? So I'm just listening. And then she ends up saying, well, because I'm about to go. And then that's when she decided to get up, get on the phone, and then pull him outside. Fast forward back to where I paused at, so I come back in the room, or I come back in the office building. She says that, and that just that just has me wondering, like, what is what's going on? Mind you, I didn't share a word with her this whole time, not even eye contact I'm across the room, and I'm just listening. And actually, I had that recorded, because I started to record, you know, My mom was telling me just to record. So I actually got her saying that, but that, I think has to be the only thing that she even said

about me that I heard at that point. She just said, I'm scared [unintelligible] and then that was it. There was no other communication even about, about me as when I was in the room, at least. So no, I didn't talk to her. I didn't when she walked out, there was a second time she took a phone call. I walked, she walked out the front door, and I, I asked the assistant. I asked him what his name was. I said, nice to meet you. I thank them for working with us. And I said, I just gave him some word of advice. I said, always be professional, and don't believe everything you hear. And that was it. Those were that was the only thing that was communicated to both of them. Now, when I heard, when I talked to Chief for the second time, because she called me back, she let me know everything that Ms. Powers said happened, but no, I let her know that just confirmed with the office assistant that there were no words that were that happened in between me and Ms. Powers that day. So I guess that was little out of order, but that's kind of what happened, or that is what happened. So when I, after I spoke to Chief the second time – Okay, so back to when she came, she got off the phones, she came back in the building. So we were all three of us back in the office, right? So that was the moment I recorded her saying something on her breath. And so we were just all in the office. They were working. I was working. I think she was trying to communicate with Deputy Chief about how she was going to leave. Shortly after that, just a few more minutes after we was all in there, maybe 30 minutes Chief calls, my mom calls me back again, saying, just, just talking about it more, suggesting that I should just leave, because she might be trying to set me up. Because I told I sent her the recording, me recording her saying that she was scared and, and all of that. But, and this was from across the room. I didn't even have to pass her desk, I only passed her desk when I walked in the building, and that was it.

Philip Gebauer 07:03

You could still hear?

Brandon Turner 07:05

Yeah. And when I was leaving, I would leave out the back door, so I didn't have to go across her desk again when I would use the phone. But um, so I got off the phone the second time with my mom, suggesting that I just leave. And so I got my things together. I was actually going to leave my iPad there recording. And I started, once I, once I was getting ready to leave, I realized that, or the assistant said, we're all going to leave. He tells me that everybody's going to leave. So she must have worked out being able to leave. Okay, so then that's when I got my iPad off of record, got all my things, and we all left at the same time

Philip Gebauer 07:51

Together, like out the same door?

Brandon Turner 07:53

Out the same door. Ms. Powers opened the door, opened the door, along with the assistant. The assistant held the door open. Ms. Powers stood on the other side of the assistant on the while he held the door open. I just walked and left out the out the front door. Yes.

Philip Gebauer 08:10

Okay. About how close to you was she when, when you walked out?

Brandon Turner 08:16

How close to me? Well, he was at the door. She was behind him, maybe five, six feet.

Philip Gebauer 08:22

Okay. Did she expressed anything while you were passing her at that moment?

Brandon Turner 08:30

She didn't say a word to me. She actually asked the assistant to ask me if I had a key while we was all in the office when they were getting ready to leave. So she didn't share any words with me, and then I responded to the assistant, yes, I have a key.

Philip Gebauer 08:51

Okay, at about what time was that?

Brandon Turner 09:03

Well, I left, we, I left about an hour later, 10:45, 11? I think we, I think we left at 11.

Philip Gebauer 09:12

Okay, at about 11, okay. Prior to that day, when was the last time you were in the office? Do you remember?

Brandon Turner 09:25

No, it had to have been -- let me think about it. It was when I was working with when, I mean, I couldn't tell you, I couldn't tell you, it was last year sometime. Uh, actually, I guess there is a way of me finding out. It'll just take a moment. It'll take a few minutes.

Philip Gebauer 09:50

It doesn't need to be it doesn't need to be precise. I would just want to, want to see if you you know, if you felt like there was, if you knew there was a time that you'd been in, you know, since November, say, but it was about then you're saying, when you were still working for the company.

Brandon Turner 10:08

Yeah.

Philip Gebauer 10:16

Yeah, okay. Okay, now, you said a second ago, I guess it was a little out of order. What do you mean by that?

Brandon Turner 10:42

Feels a little loud, but what was I referring to?

Philip Gebauer 10:45

It was, it was while you were still in the office and you were at your mom's desk. I think it was between the calls, the that you had with your mom.

Brandon Turner 11:02

I'm sorry. I'm not sure what I was referring to about being out of order.

Philip Gebauer 11:06

Okay, but you were, you were basically at your desk, at her desk, the whole time, just working. You weren't talking to too much Powers at all.

Brandon Turner 11:17

Not one word to her or the assistant outside of, you know, when she left and I told you, yeah, I talked to the assistant.

Philip Gebauer 11:27

Okay, so back in 2024, was there, was there a period where you were working in the office after, after being switched off of field duty.

Brandon Turner 11:44

Yeah, there was, yeah, yeah. I worked in the office. I attempted to work in the office to help Ms Powers because we needed an office assistant.

Philip Gebauer 11:58

Can you tell me a little bit about what that job entailed at that time.

Brandon Turner 12:04

Radio duties, updating the hours in our Excel sheets, the hours worked, the shifts the officer, the time they arrived, the actual time they arrived, keeping up with all of the time stamps, just regular administrative duties, keeping the office clean, okay, just just light stuff, paperwork, organizing. I had to file everything, stuff like that.

Philip Gebauer 12:38

Okay, and more or less, when was that? You don't have to be too accurate, but was that like winter of last year? Fall of last year?

Brandon Turner 12:54

No it wasn't the winter. It had to have been late Spring, Fall, I mean, late Summer into the Fall.

Philip Gebauer 13:06

Okay, it's Summer slash Fall. According to miss powers, there was a moment in the office. There was a particular day in the office that she says, you know, triggered her because, um, because your behavior became angry. Do you know what she was referring to?

Brandon Turner 13:32

I absolutely do.

Philip Gebauer 13:34

Okay. Can you tell me?

Brandon Turner 13:35

Yeah. Ms Powers said a lot of things. So, so, um, there was absolutely no reason, no conflict between us. There was no, I had no issues working with Ms. Powers. So the day was was smooth, meaning we didn't okay. So I don't have a problem with working with people, even if there is a personal whatever, whatever that is, that might be their pink elephant, I'd rather just stick to be professional. And honestly, there wasn't really anything that I could put my finger on. You know, that I that I had an issue with her. I didn't really, I don't really have an issue, but I did know that there was something there. But, like I said, it never stopped me from doing the work, or, you know, or took me out of character? I'll say this. What happened that day, we were working. She wasn't, she was, she had all of my tasks, she wrote them down. She wasn't, like, going over anything with me. And I was on the phone with Chief, and I was like, you know, because I've been around, I understand what I need to do, but she's not really, like if I was a new person, I would be lost. You know, she was really going, just letting me know she had an issue with me being in there, in other words. So there was a there was another moment where she walked up to the desk and I'm entering ah, info-- numbers in the computer, and she's just, she just started to stand over the desk, handing with a piece of paper in her hand, like it like she was handing it to me, but it wasn't that clear the way she was handing it, and I wasn't even looking so maybe, literally, like, 30 seconds to a minute goes by, she's just sitting there. I'm like, did you need something, right? And then she says, Yeah, I'm trying to give you this. I'm like, okay, I would have took it if I would have known, you know. So anyway, that was nothing. I took the paper. But that let me know, you know, she obviously doesn't want me here. Mind you, there is no anger. There's none of that coming out. Um, so then there was another, the time where she feels like, or the time where she flipped and called chief and and started saying that I was doing all this stuff. Is this, this is what happened she came up to or she was going over something with me. No, she she wanted to correct me over something, something that was going on, and she explained it to me. I said, okay, and she wanted to let me know her, but remind me of her position, her position again, in in in making sure that I did it the right way. And I said, just as simple as we're having this conversation, because it wasn't no animosity, it wasn't no anger, at this point, she literally was training me or going over something with me, and when she started to tell me or remind me that she's my, you know that she's, she's in charge, so to

speaking, I'm trying to remember her words, but it was like, I gotta do this because blah-blah, anyways, what I said to her was, I don't need a, I don't need a lecture, Ms. Powers. That wasn't yelling, it wasn't angry, it didn't, it wasn't attitudinal. I just needed her to stick to either the lesson, the task that we was doing, or, you know, and to stray away from her kind of flexing like: I'm, you know, I gotta show you like I don't, I don't want to try to remember what she was saying. But it was outside of the task. And like I said, it was no anger. I said, Ms. Powers, I don't need to lecture Ms. Powers. And then she she, she looked at me, and she walked back to her desk, and she was, like, she just started talking to herself, saying, like, I don't need this, you know, I'm calling Chief. You being nasty. Or she didn't say that. She she was just referring whatever she was saying. She was referring to, to to what I said. And there was a back and forth there, like, like, I forget what she was saying, but the only thing that I was saying in response was reiterating, because I noticed that it ticked her off for her to kind of react, overreact, in a way, in my mind, and want to make a phone call to Chief. And all I said was, I don't need a lecture, Ms. Powers. Literally just like that. So I was reiterating that back to her, like, Ms. Powers, all I said was, I don't need you to continue. I kept trying to explain, like, what I was meaning and all of that, right? Once I realized this was only, like, maybe it's 5-10, minute incident, but once I realized, like, what, where, what level she was taking this to, of course, I was like, yeah, please call Chief, you know, whatnot, right? Once she got on the phone with Chief, she started, she started saying that I was doing all this stuff that never happened. She said I was saying, I can't remember what she said I was saying, but all of a sudden she said I was saying: I was saying this, I was doing this. She even told Chief that I got up and I was coming at her, coming to her desk, like I was going, like I was gonna do something to her. And then she was in that she got scared, you know. And what I did was I got up out the desk and walked out the front door, but the minute I stood up out my desk, she said she was on the phone with she was like, Oh my God, He's coming. He's coming over here at me, or something like that. He's coming at me. And only thing I did was stood up. I didn't even start walking yet. Then when I went to the door, I heard her say, I heard her say something else. And then before I walked completely out, she's like, Oh, he's leaving or never mind, he walked out the door. But she she literally told my mom that I was coming at her, where I know, so in my mind, what I what I observed, was she didn't like me saying she didn't want me to be in there, really, for her own reasons, but so I made her uncomfortable being in there some, somehow, and she took me saying I don't need a lecture, Ms. Powers as her way to to make it sound like I'm not, or I'm being hard to work with, or attitudinal, because that's not even an anger thing. That's not even for me. It's not, I wouldn't think somebody's being angry by saying I don't need a lecture. And it wasn't even an angry, attitudinal voice to where somebody could get the wrong idea. So I'm like, okay, she's, she's doing something here, you know, and that's why I decided to get up and leave when I did listening to her, you know, manipulate the story. Um, but since then, we determined, we decided that I wouldn't work in the office as the office assistant. Now, another reason why I was even in there in the first place was to keep an eye on her, that was directly came from Chief, and not to, like, keep an eye on her like, you know, like I have the power to to fire her, or anything like that. But just in case, you know, I might notice something like her being out on the on the phone for over an hour plus outside of the office, little things like that. But so I that's when I started not sitting at the assistant's desk, but at Chief's desk, across across the office. And then we stopped sharing words. There was nothing said. But she would always let she would all, I'm not petty, you know, I'm not like the kind of person that, even though all of this is going on, if I'm before opening an office, and I'm we're going in the office together, I'm still going to say good morning. Good morning Ms. Powers. You know, it's just respecting, you know, whatever we're dealing with is outside of like, you're still a man, you're still a woman. You know you still deserve, but she would let me know that that's obviously not the page she was on. So there was plenty of times after that incident where I would come in the office to work at mom, at Chief's desk, and she, I'd say, good morning, Ms. Powers. And she would look for she would turn the other way. You know, it just was that bad as far as how she wanted to show me she felt about me without her coming out and saying anything, right? So I will work in the office shortly after, and then it got to the point where I needed to work in the back room. Now, mind you, I don't go to Ms. Powers to say anything. I've never argued with Ms. Powers. I never showed her like just got up and got angry, you know. I mean, I'm a, my mom is old school. She's a black woman, you know. I don't want to be disrespectful to know black women, but anybody that's an elder, you know, I know better than that. Ms. Powers, you know, I'm not going to just, and besides, this is a family company. If I do anything out of line, she's going to tell Ms. Powers, or Ms. Powers is going to tell guess who? Not just my boss, but my mom. So I'm not being reckless here, you know, because I understand the ramifications. So I

hadn't said anything to her for the most part, outside of, like, do you know where this? Or here's some papers to file, Ms. Powers, or whatnot, when I was giving her papers to file. And then I think, what did it? I think that was it. I don't, I can't really remember if there was another incident that that happened shortly after. I just completely stopped working in the office, but I do remember the biggest thing, which was me saying, I don't need a lecture Ms. Powers.

Philip Gebauer 23:09

And that that day you then you said, you then have sort of shifted to working from your mom's desk for a while, and then after that you were working from from a back office?

Brandon Turner 23:25

Yes.

Philip Gebauer 23:26

So for, for how many more days were you still working in the office, altogether from that day that you said, I don't need a lecture, Ms. Powers.

Brandon Turner 23:38

It was on and off, because I was the investigator, so I was spending time in the office in the back, so my paperwork wouldn't be out there in the open. It was on and off, if I didn't say that already. So it had to have been a few over a span of a few months, yeah, over span of a few months.

Philip Gebauer 24:03

Okay. So that, that day that you said I don't need a lecture was definitely not your last day in the office. No, okay, okay. Is there anything else that you ever observed about about Ms. Powers, or heard other people in the office say you know that that sort of made your ears prick up, about about her behavior, about her opinion of you, about why she had such an issue with you?

Brandon Turner 24:47

About why she had such an issue with me? That's, you know, and that's always been a question of mine. I've been looking for that for a long time. Anybody else's opinion? No, I haven't heard anybody else's opinion as to why she might have a problem with me outside of, it, you know the obvious, like you know me being a part of the family. Um, that's a tough one, because I've put a lot of thought into it. I really don't know why. I think at the at the beginning, our personalities, um, it may have clashed a little. She came in the door and this, this didn't move me at all and how I felt about her, but when she was hired, she kept reiterating that she had to fire her son in her, in her company, and like I said, this didn't move me at all, but it was something that I noticed, that she kept reiterating, and I noticed that she was a little harder on me than the other command staff, and like the, you know, the new hire at the time, what was his name, the director, director at the time. And you know, there was little things that would happen that just weren't even and, you know, if we're all a part of the command staff, your captain shouldn't be being left out of meetings and then being told that he was reached out to but he wasn't, and then never. You know, so when I was pointing around, hey, Ms. Powers, uh, what you tried to call me. Can you, can you provide me with a screenshot of proof that you tried to reach out to me, um, on that day, because, you know, because, anyways, I made it a big deal that I wasn't being, that nobody reached out to me because it was a thing. It was unequal treatment. You know, we all, I think that you understand what I'm saying. But it was a lot of those little instances going on that was early on that let me know right away that she wasn't, she didn't really like me. My own opinion, like I said, is it has to be, you know, the family. I think she had an angle. I think that she knew that I was, I was working in the company more as a family member than any other, other ones. And and then she knew that I would report back to Chief with exactly what's going on, you know, and that she, there couldn't be nothing that was put under the rug as long as I was involved. And and there was information between the director, between the deputy chief and her at the time, because they got all really close, that wasn't that wasn't being disseminated. It was information that wasn't being disseminated. There were decisions being made just among those three without involving the other. So this became somewhat of a problem that we that Chief at the top, my mom, had to, had to speak on and

try to work out. But during that click up time is when I noticed the most, a push, or a lot of the things that wasn't, let me say is when I noticed her in her behavior, like she would embellish stuff, you know, she'd call me one minute after I'm supposed to check in, and then, and then give me a lecture, because she loves giving these long lectures, telling us how she's in charge. And you know that back then I would take it, I couldn't do nothing about it. But I think, I think for the most part, like I said, that was around the time I started to discover she wasn't, you know, she ain't really, I wasn't one of her favorites. But I don't, I don't recall ever being nasty, ever being rude to her. So I think she just had an angle. I think she had intentions, and whatever she wanted to do really, couldn't really work the way she'd wanted to if I was around. And I think she knew that. So I'm thinking that was the reason for her behavior towards me.

Philip Gebauer 29:07

Okay, just scribbling some notes here.

Brandon Turner 29:14

Yeah, there was, um, there was something. I'll give you a couple, couple things, just two things, real quick. So there was another office assistant who was a girl, and I was in the middle of shopping for a new car. Nobody knew this. I didn't share this with anybody besides my mom. So somehow Ms. Powers got word that I was shopping for a car, and even the exact amount of car, the amount of money the car was worth, the one that I was looking at, and Miss powers said that it was Ms. Wade, that office assistant who said it, who brought it up and told her, insinuating that I have some kind of relationship, with, with this office assistant who I've never, you know, spoken to outside of the office. And it really baffled me for a while, you know, and now that time has gone by, I can kind of imagine who told Ms. Powers this information. But it, it got, it stood out to me that she would say that it was an office like that, she would insinuate something rather large, some fraternizing. That was some fraternizing. You know, in the office, it stood out a lot to me. And then there was, like, there was a couple rumors that came out that I went and got my hair cut, even though I have dread, I have locks, but I went and got my hair cut while I was on the clock. We confronted, we confronted everybody about this. This, it turns out, it was just a big rumor, but it was something she passed along, along with one other rumor, you know, and, and this was all within the within a few months, um, after, after she was hired, maybe a few months down the line, all of this stuff, you know, started, uh, or the tension between her and I started to grow because of these things. These are the things that I started to notice. Now, mind you, I didn't retaliate. I don't, you know, I'm thinking about getting a butt whooping from my mom, so to speak. You know, I'm not thinking about going and getting on her HR, person that and my mom has her back, you know. So I'm not not being rude or disrespectful. I'm just not liking her, um, but as much as I could, uh, think, man, that's this is, that's pretty much it on my end. Unless you got some more questions for me.

Philip Gebauer 31:38

Um, just wanted to ask about when this episode was with the with the car rumor and the hair rumor.

Brandon Turner 31:48

Oh, I believe this was back in 2023. Yeah, yeah, and Deputy Chief, he held on to it, you know, and bringing this up every time we would, you know, or if, let me say this, he would always bring this up when to compare my wrong doings with another officer, unfortunately, like we was talking about the director, because it was some things he was doing, and he would bring up in responsible Captain Turner, he went and got his hair cut, but that happened for about a year, so maybe in 2024 we figured out it was all rumors. Now they didn't, it didn't get back to me until maybe 2024 which is why I had everybody called and figure this, figure it out and come find that wasn't true, but it started yes in 2023.

Philip Gebauer 32:52

Okay. Okay, thank you, Brandon. Is there anything else that you think I should know relevant to what happened last week?

Brandon Turner 33:07

Relevant to what happened last week? Let me think, to be sure. There are cameras in the office. They have audio. I don't know if chief still can provide that, or anything like that, but there are cameras so there's, you should be able to see that there was no words exchanged between me and her. Other than that, sorry, I'm just going through all the little details. She asked him to ask me if I had a key before we left, she went to the left of the door and stood behind the door and him while he opened the door for me. She locked the door as we all walked to the cars, I was pretty much to my car by the time she started walking to her car, yeah, they stopped and started talking in the parking lot. I got up. I mean, I got in my car. I pulled out, she pulled out – oh, um, I went around towards Publix, because I was gonna stop at Publix to change my mind. So I went out of one driveway. She went out the closest driveway to her. So when I swung around, I hit a light, and I turned right. She was coming out of the lot, so I ended up behind her for about a mile, two mile, maybe about a mile and a half, I don't know, right before the highway, I did notice that she was in front of me. But other than that, I can't say that I can think of anything else I, to tell you about that day.

Philip Gebauer 35:05

Did you notice anything in particular about her, her state at that time that you passed her to walk out the door, at the time that you saw her talking to the assistant in the garage?

Brandon Turner 35:21

No, she was regular. She was even when she said, I'm so afraid. Oh, you know that I that I recorded, she she said it very monotone, like just a regular, like the way I'm talking to you now. And that was the attitude she had all the way up until our last meeting. She wasn't out of the norm. She wasn't looking like she was afraid or frantic or nervous, even when I walked out the door, she didn't like dramatically, you know, duck behind the offices. No, it just was very normal looking. It was very normal looking.

Philip Gebauer 35:59

Okay. And have you provided anyone with that recording that you took in the office that day?

Brandon Turner 36:13

I sent it to my mom.

Philip Gebauer 36:15

Okay. she has it already.

Brandon Turner 36:17

Yes.

Philip Gebauer 36:18

Okay, great.

Brandon Turner 36:20

She has a snippet of her saying, I'm so afraid.

Philip Gebauer 36:29

Is there any other part of that recording that captures conversation by Ms. Powers?

Brandon Turner 36:37

No. It wasn't very many words or speaking at all during that day.

Philip Gebauer 36:49

Okay. If we needed the entire recording, you still have it, though, as well, right?

Brandon Turner 36:56

Correct, okay, I have it, but it wouldn't be any I don't think there's anything on it, but I do have it. I think it's just silence. This is moving in the background.

Philip Gebauer 37:07

Well, I mean, you know, sometimes the, the absence, sorry, the evidence of absence can be just as strong, right? I mean, if, if, if there are claims of things said, and you have a long recording that shows that nothing was said that can also be useful. So we may need it, but, but for now, for now, just please hang on to it and don't, don't delete it by accident. Okay, so I'll follow up with, with your mother. I think we do have that snippet, although there is a lot of if I if it's the one I'm thinking of, there is a lot of background noise.

Brandon Turner 37:44

Yes, I was whistling. Actually, I was kind of nervous, you know, but and trying to see normal so, so I was whistling. And as soon as I press record, well, she was already talking when I walked. That's soon as I got off the phone and I started walking back into the office for the second time. That's when I pressed record, and because she was talking and I wanted to get what she was saying, and that was one of the things that she said, okay, but yeah, I was whistling, so I do apologize about that. I was loud.

Philip Gebauer 38:21

Okay. Alright, Brandon, thanks so much for for walking through all this with me. I'm going to, I'm going to add this to our set of notes and, and you know, this will go, this will go in the file, just so that there is a there, there is documentation from all sides, so that we don't just have, you know, her claims about what happened, and that we can also, you know, I think, more accurately pinpoint what did happen. And if, if we need anything else, I hope we can reach out to you at this number.

Brandon Turner 39:05

Yes, sir.

Philip Gebauer 39:06

Okay, thank you so much.

Brandon Turner 39:07

All right, thank you.

Philip Gebauer 39:10

Have a great rest of your day.

Brandon Turner 39:12

You too, Philip.

Philip Gebauer 39:13

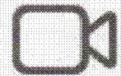
All right, bye, bye.

9:26



< 127

DC



Director Staci Powers >

Oh wow

I'm not playing with her
I'm going after the 15
million dollar policy

Still traumatized

I feel u

You heard what I told
her attorney today I'm
still shaken

15 million sounds nice

I listed you also

Class action law suit

**Gave them your phone
number**

...

...

+

iMessage



9:25

LTE

< 127

DC



Director Staci Powers >

Gave them your phone number

I told her you've been subject to being fearful of your job because you know what's right but your scared to speak the truth due to retaliation

Most definitely

I showed her the video of how she destroyed the office and you were forced to stay here and

endure that she said oh
yes he's entitled to
compensation



iMessage



9:29

LTE

< 131



Director Staci Powers >



Bryant Hendrix

Thu, Mar 6 at 8:43 PM

Bro
Be looking for
something else okay

I'm Out with Chief

Hi Otp with Other
Cousin and she said
she's going to let us
both go because she's
going to let the
business go
Just prepare yourself
okay



iMessage



Exhibit F: Failure to Disclose Prior Criminal History Involving Fraudulent Activities

Description:

A criminal background check conducted on the individual revealed a total of seven prior arrests, with multiple instances related to fraudulent activities. This information was not disclosed during the hiring process, constituting a failure to provide material information.

7 Results Found for people who have used SSN: XXX-XX-8943 in the United States.

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
STACIE POWERS HELEN	1976	01/04/2023	01/04/2023	Exact Moderate
<u>Arrest & Booking Details</u> Inmate Number: P01129048 Holding Facility: Fulton County Sheriff's Office <u>Charges:</u> 16-9-121(A)(1): IDENTITY THEFT FRAUD WHEN USING/POSSESSI Booking Date: 01/04/2023 Released: Yes Release Date: 01/04/2023 Release Reason: BONDED OUT Offender ID: 1129048 Booking Number: 2300141 Booking SID: 208901284 Booking Agency: Fulton County Sheriff's Office Booking Agency ID: 1 Booking Agency Site ID: 11059 Booking Agency Address: 901 Rice St NW, Atlanta, GA 30318 Booking Agency County: Fulton Transferred: No <u>Subject Details</u> Name: STACIE POWERS HELEN Alias: SHEKIARA HENRY Alias: STACIE LYNETTE POWERS Alias: STACIE POWERS YOB: 1976 <u>Match Indicators</u> Zip Code: X Not Provided Date Of Birth: X Not Provided SSN: Exact Match DL & State: X Not Provided				

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
------	-----	----------	----------	-------------

STACIE LYNETTE POWERS	1976	12/22/2013	01/10/2014	Exact Moderate
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Arrest & Booking Details

Inmate Number: **X0448272**
Holding Facility: **DeKalb Co Sheriff's Dept**
Booking Date: **12/22/2013**
Released: **Yes**
Release Date: **01/10/2014**
Release Reason: **General release**
Days Incarcerated: **19**
Offender ID: **X0448272**
Booking Number: **0627013**
Booking SID: **104258345**
Booking Agency: **DeKalb Co Sheriff's Dept**
Booking Agency ID: **1**
Booking Agency Site ID: **11043**
Booking Agency Address: **4415 Memorial Dr, Decatur, GA 30032**
Booking Agency County: **Dekalb**
Transferred: **No**

Subject Details

Name: **STACIE LYNETTE POWERS**
Alias: **STACIE L POWERS**
Alias: **STACIE LILLIAN POWERS**
Alias: **STACIE POWER**
Alias: **MICHELLE LILLYANN POWERS**
Alias: **STACIE LYNETTE POWERS**
Alias: **STACIE WRIGHT**
YOB: **1976**

Match Indicators

Zip Code: **Not Provided**
Date Of Birth: **Not Provided**
SSN: **Exact Match**
DL & State: **Not Provided**

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
STACIE L POWERS	1976	04/09/2012	04/12/2012	Exact Moderate
<u>Arrest & Booking Details</u> Inmate Number: X0448272 Holding Facility: DeKalb Co Sheriff's Dept <u>Charges:</u> S16-9-121: Booking Date: 04/09/2012 Released: Yes Release Date: 04/12/2012 Release Reason: Own Recognizance Days Incarcerated: 3 Offender ID: X0448272 Booking Number: 0564469 Booking SID: 83868579 Booking Agency: DeKalb Co Sheriff's Dept Booking Agency ID: 1 Booking Agency Site ID: 11043 Booking Agency Address: 4415 Memorial Dr, Decatur, GA 30032 Booking Agency County: Dekalb Transferred: No <u>Subject Details</u> Name: STACIE L POWERS YOB: 1976 <u>Match Indicators</u> Zip Code: X Not Provided Date Of Birth: X Not Provided SSN: 0 Exact Match DL & State: X Not Provided				

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
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STACIE LYNN POWERS	1976	04/08/2012	04/08/2012	Exact Moderate
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Arrest & Booking Details

Inmate Number: **21937**
Holding Facility: **Prentiss County**

Sheriff's Dept

Charges:

105: HOLD FOR OTHER

AGENCY/TRANSPOR

Booking Date: **04/08/2012**

Released: **Yes**

Release Date: **04/08/2012**

Release Reason: **Transferred**

Offense Date: **04/08/2012**

Offender ID: **21937**

Booking Number: **2012000552**

Booking SID: **83852305**

Booking Agency: **Prentiss County**

Sheriff's Dept

Booking Agency ID: **64**

Booking Agency Site ID: **25000**

Booking Agency Address: **1901B E**

Chambers Dr, Booneville, MS 38829

Booking Agency County: **Prentiss**

Transferred: **Yes**

Subject Details

Name: **STACIE LYNN POWERS**

YOB: **1976**

Match Indicators

Zip Code: **Not Provided**

Date Of Birth: **Not Provided**

SSN: **Exact Match**

DL & State: **Not Provided**

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
STACIE POWERS	1976	04/06/2012	04/07/2012	Exact Moderate
<u>Arrest & Booking Details</u> Inmate Number: 102206 Holding Facility: Granville County Sheriff's Office Booking Date: 04/06/2012 Released: Yes Release Date: 04/07/2012 Release Reason: Unknown Days Incarcerated: 1 Offender ID: 102206 Booking Number: 10068962 Booking SID: 83712501 Booking Agency: Granville County Sheriff's Office Booking Agency ID: 40 Booking Agency Site ID: 34003 Booking Agency Address: 143 Williamsboro St, Oxford, NC 27565 Booking Agency County: Granville Transferred: No	<u>Subject Details</u> Name: STACIE POWERS YOB: 1976	<u>Match Indicators</u> Zip Code: X Not Provided Date Of Birth: X Not Provided SSN: O Partial Match - First 5 DL & State: X Not Provided		

NAME	YOB	ARRESTED	RELEASED	MATCH LEVEL
------	-----	----------	----------	-------------

STACEY LYNETTE POWERS	1976	03/23/2012	04/06/2012	Exact Moderate
-----------------------	------	------------	------------	----------------

Arrest & Booking Details

Inmate Number: **774160**
Holding Facility: **Florence County Sheriff's Office**

Charges:

16-21-0080(2): VEHICLE / POSS., CONCEAL, SELL., OR DISP

Booking Date: **03/23/2012**

Released: **Yes**

Release Date: **04/06/2012**

Release Reason: **Unknown**

Days Incarcerated: **14**

Offender ID: **774160**

Booking Number: **201200002069**

Booking SID: **83215557**

Booking Agency: **Florence County Sheriff's Office**

Booking Agency ID: **27**

Booking Agency Site ID: **41000**

Booking Agency Address: **6719**

Friendfield Rd, Effingham, SC 29541

Booking Agency County: **Florence**

Transferred: **No**

Subject Details

Name: **STACEY LYNETTE POWERS**
YOB: **1976**

Match Indicators

Zip Code: **Not Provided**
Date Of Birth: **Not Provided**
SSN: **Exact Match**
DL & State: **Not Provided**

Page 7 of 8 03/25/2025

Sheriff's Office

Booking Agency ID: **20**

Booking Agency Site ID: **41000**

Booking Agency Address: **135 W Carolina**

Ave, Hartsville, SC 29550

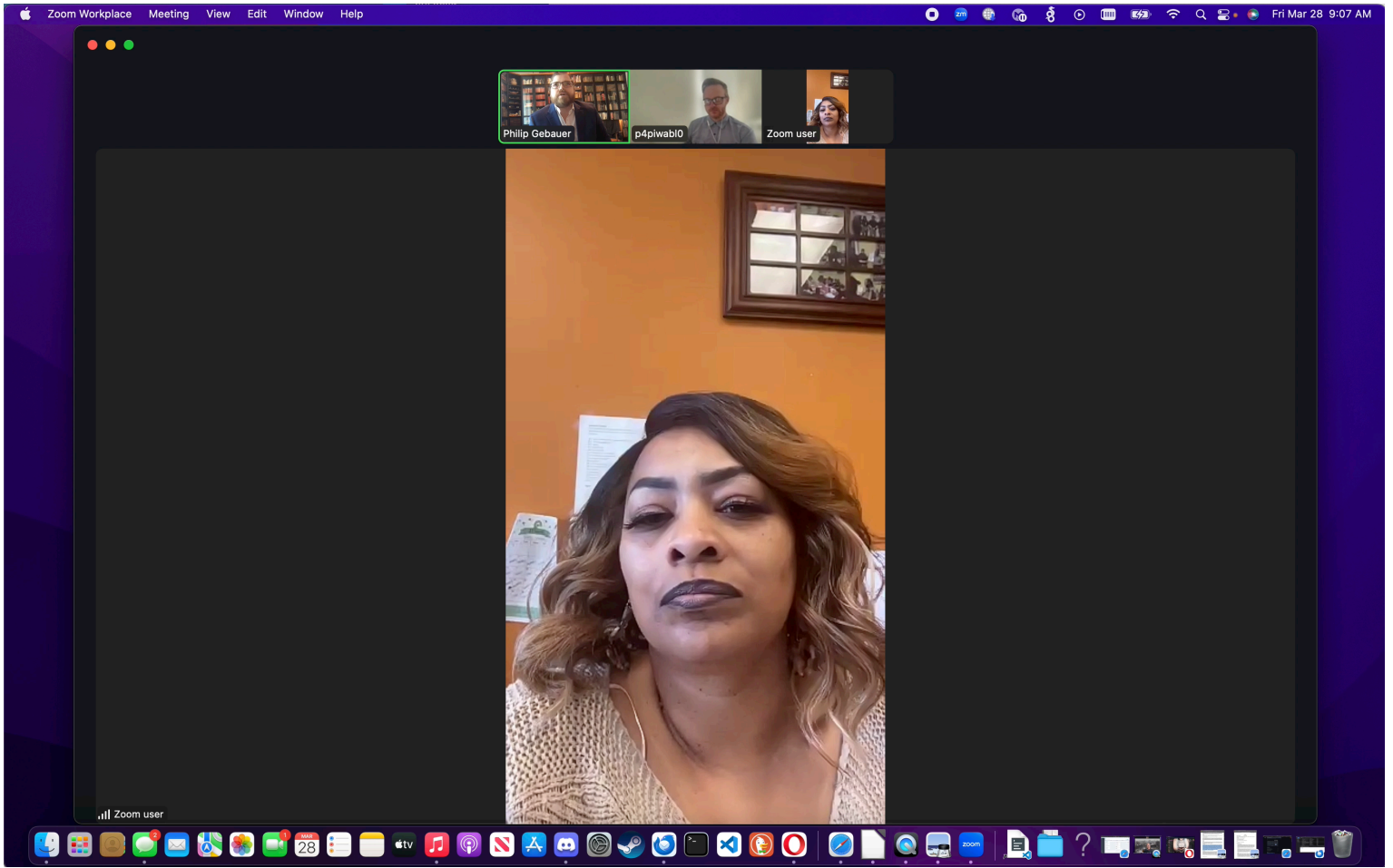
Booking Agency County: **Darlington**

Transferred: **No**

Exhibit G: Termination Meeting, Arrest, and Custodial Transfer Related to Prior Fraud Charges

Description:

This exhibit contains the transcript of the employee's termination meeting, conducted via Zoom. (Video available upon request.) Due to a documented history of disruptive behavior, a police escort was arranged to ensure a peaceful departure from the premises. However, upon engaging with the officers, the individual exhibited hostile and escalatory behavior, resulting in arrest on grounds of trespass. During processing, law enforcement discovered an outstanding failure-to-appear warrant tied to prior fraud and identity theft charges. The individual was initially detained at Gwinnett County Jail and subsequently transferred to Douglas County Jail. Bond was denied due to a prior bond violation.



CALL TRANSCRIPTION

Termination Zoom Call of Stacie Powers (using Otter.ai)

Participants: Stacie Powers, Philip Gebauer & Paul Lipscomb

Date: March 28, 2025 09:02 AM

Paul Lipscomb 00:51

Okay, All right, so Stacie has been notified?

Philip Gebauer 00:52

Yeah, she knows, I left a message.

Paul Lipscomb 00:52

Alright, Blue bubble/green bubble?

Philip Gebauer 00:52

Blue bubble. Ok, do you want to respond to Wanda?

Paul Lipscomb 00:53

Yeah, I'm gonna right now.

Philip Gebauer 00:53

[Unintelligible] ...wait 10 minutes or ask her how long she thinks [unintelligible] will take?

Paul Lipscomb 00:54

Mhm. [pause] Ah boy... this is gonna be a fuckin'...

Philip Gebauer 02:02

It is, but whatever.

Paul Lipscomb 02:02

I'm not worried about it. Yeah, this is probably going to happen out of order. No one is going to arrive perfectly [unintelligible].

Philip Gebauer 03:07

Yeah.

Paul Lipscomb 03:07

K. Stacie hasn't responded?

Philip Gebauer 03:08

No not yet. So that means, so just let Wanda know that we'll text her the time that she comes in. Wanda said that she's reached out now. hope she hasn't changed her mind yet so... Alright... here she comes.

Paul Lipscomb 04:01

I got ya.

Philip Gebauer 04:02

Hello? She dropped. [unintelligible]. Just dropped. Ok. Let's see. There we go. Hi, Stacie, how are you? Can you hear us, ok?

Stacie Powers 05:33

Okay, perfect. So, um, we spoke last Friday. I'm Philip Gebauer, and with me is my partner, Paul Lipscomb, who's um, who's also working with doing the consulting for Class Act. So it's just the two of us today. TGIF, right? It's been a long week over here, for sure. How are you doing? I hear you.

Philip Gebauer 05:39

Ok. Are you hearing us clearly?

Stacie Powers 05:39

Yes

Office Radio 06:14

[Indistinct chatter]

Philip Gebauer 06:22

Ms. Stacie are you hearing us ok? I can hear some ambient noise in the background. You can? Ok, perfect.

Stacie Powers 06:22

I have to record [unintelligible] if the radio goes off I have to record that's my job.

Philip Gebauer 06:22

Got it got it. So um, we're speaking with you today to let you know that we completed our initial investigation, and we've decided that it's not working out, and that Class Act will be parting ways with you today, effective as of this call. So, we'd like to walk you through the separation process.

Stacie Powers 07:00

Ok.

Philip Gebauer 07:00

All right,

Stacie Powers 07:00

Ok.

Philip Gebauer 07:00

So officially, your termination date will be today, Friday, March 28 [Unintelligible] um, you'll need to turn over any keys or office property that you may have other than other than that, your items will be carefully packed and shipped to your home, other than what you're able to carry. So I will ask momentarily for you to confirm your address, and we'll make sure that it gets sent to that preferred address. Ok? When you finish our call, an officer will arrive to safely escort you to your car --

Stacie Powers 07:15

Oh, you --

Philip Gebauer 07:15

And once you depart, you won't be allowed to return to the office, obviously.

Stacie Powers 07:15

Ok. [Unintelligible]

Philip Gebauer 07:17

I'm sorry?

Stacie Powers 07:56

Hold on just a minute. I need, I just need to um, ok. [Clears throat]. And what's the reason for termination please?

Philip Gebauer 08:12

Sure. So following the events of last Thursday, we began an investigation which uncovered an allegation that you coerced a fellow employee into helping you defraud the company of money. To look into that, some further we received some alleged text message, reporting to show that you were being coached on how to defraud the company of money, and that obviously concerned us, so we conducted some some further digging. We saw that you did an unauthorized visit to a client office, later that day, we saw that um that your personnel file had a fraudulent social security card, an altered social security card included in there. When we looked into that further, we identified that there were some alleged arrests associated with your name, date of birth and social security number, and that those arrests were pertaining to check fraud and identity theft.

Stacie Powers 08:12

Mhm.

Philip Gebauer 08:12

This is obviously, you know, a challenging find for any employee, but but especially for a contractor and for someone who handles PII and company checks and has access to client information, you know it's just, it's not a tenable --

Stacie Powers 08:42

Ok. [Unintelligible] A background check was ran when I first came official with the company. So--

Philip Gebauer 09:00

It may have been, and clearly it was not run well.

Stacie Powers 09:01

That information was already provided. [unintelligible]

Philip Gebauer 09:01

If that's so, then it was not run well. Um, we then saw that --

Stacie Powers 09:20

Oh it was ran, it was ran well. It was ran well, sir. It um, it was also discussed with me on the phone, and I have that in email writing so, absolutely, you don't need to keep on talking

Philip Gebauer 09:54

We discovered that you participated in helping Black Point Protection [Point Blank Protective Services, LLC] solicit clients from the company, which is a violation of the employee handbook [unintelligible] and found a proposal for Black Point on your on your email, and obviously that is a violation of the Employee Handbook policies on confidentiality. So --

Speaker 1 09:54

We then also discovered that you um

Stacie Powers 09:56

Yes sir, absolutely, and I [unintelligible] [Unintelligible] I thank you so much.

Philip Gebauer 09:56

I know it's been a bit of a rollercoaster

Stacie Powers 09:57

[Unintelligible] text message from the boyfriend, that is the boyfriend of the company? Where he wanted me to solicit people for the company.

Philip Gebauer 10:22

Mhm. Ok, good.

Stacie Powers 10:22

But don't you worry sir, I have it all in writing. Have a good day.

Philip Gebauer 10:22

Ok, thank you so much.

Stacie Powers 10:22

Bye-bye

Philip Gebauer 10:22

Oh, an address. Ah, well too late. Well she seems very confident.

Paul Lipscomb 11:24

That's exactly what we expected,

Philip Gebauer 11:24

Yeah, I just wish it would have gone for longer.

Paul Lipscomb 11:31

She's a pro, she knows how to get off the phone.

Philip Gebauer 11:36

Yeah, ugh.



CALL TRANSCRIPTION

**WhatsApp Call (Final Portion) – With Wanda Turner and Philip Gebauer
During Arrest of Stacie Powers (using Otter.ai)**

Participants: Female Officer, Wanda Turner, Philip Gebauer

Date: March 28, 2025 9:35AM

Philip Gebauer 00:00

Okay. Yeah, you're doing it right.

Wanda Turner 00:30

Ok, he's pointing at me. Can I call the police over here? Huh?

Philip Gebauer 00:38

I see no reason you can't. Yeah.

Wanda Turner 00:41

Sir, sir, can I speak to you for a second? Second, one minute. [Pause] Oh, she's, she's giving them her spiel.

Philip Gebauer 01:02

Yeah, she will.

Wanda Turner 01:04

Yeah.

Philip Gebauer 01:05

That's fine. Just let her talk. I'm not, I'm not concerned about what she's gonna say. I think more, we just want to make sure that that they drive off with her, and that LA doesn't stay behind.

Wanda Turner 01:27

Right, because he's threatening me. He's not saying, but he's pointing his finger at me, and he's gesturing he's being very aggressive,

Philip Gebauer 01:29

Yeah, Exactly

Wanda Turner 01:47

And she has my address, my home address.

Philip Gebauer 01:50

Mhm.

Wanda Turner 02:03

Yeah. She's coming up here for me now. [Speaking to officer] Okay, okay, so LA has been doing a lot of threatening gestures toward me, pointing at me and things of that nature. What do I need to do as it relates he just left. But while you guys were involved with her, listening to her fabrications, he's back and forth over here making threatening gestures,

Female Officer 02:50

What kind of threatening gestures?

Wanda Turner 02:50

Well, point his finger at me, like, he's shaking his head like, like he's gonna get me. These, these are gestures that you know we pay attention to.

Female Officer 02:51
[Unintelligible]

Wanda Turner 02:52

I understand that. That's not what I'm asking here. I'm asking you some suggestions on how I should handle the situation. Should he come back up here?

Female Officer 03:11

I would call immediately and we'll have him [unintelligible]

Wanda Turner 03:14

Okay, all right,

Female Officer 03:15

That would be your best bet. Um, your DOB is 3/2/59?

Wanda Turner 03:19

3/2/59? Mine?

Female Officer 03:20

No?

Wanda Turner 03:21

No

Female Officer 03:21

Okay, that was a Wanda Turner we had in there, so I just wanted to see if that was you or not.

Wanda Turner 03:25

Oh no.

Female Officer 03:26

Okay,

Wanda Turner 03:26

No, I've never been arrested.

Female Officer 03:27

Oh no. No, not arrested just as a complaint.

Wanda Turner 03:30

Oh no, no, no, no, that's not my birthday. It's in there.

Female Officer 03:34

What's your first name, Wanda Turner?

Wanda Turner 03:35

That's right.

Female Officer 03:36

Turner's common spelling,

Wanda Turner 03:37

That's right.

Female Officer 03:38

What is your DOB?

Wanda Turner 03:39

11/25/62,

Female Officer 03:43

And address is listed on your license correct? You may just use the phone number you gave [unintelligible].

Wanda Turner 03:45

That's correct. Absolutely.

Female Officer 03:48

Perfect. I'm probably gonna put this as your address for us.

Wanda Turner 03:52

That's fine. I appreciate that.

Female Officer 03:55

Absolutely. Anything else [unintelligible]?

Wanda Turner 03:57

What's getting ready to happen?

Female Officer 03:58

Well, she's got a warrant, so she's going for that, and then I'm criminally trespassing her, so she can't come back here.

Wanda Turner 04:03

Okay, all right,

Female Officer 04:06

See her now, obviously, like, proximity wise, we got to be a little careful, right? But if she's talked out here, things like that, I can use

Wanda Turner 04:15

Or him or him too --

Female Officer 04:16

Definitely him too, either way. Honestly, I'm considering thing suspicious.

Wanda Turner 04:22

I got you

Female Officer 04:22

So just call us if you get any kind of [unintelligible] done, right?

Wanda Turner 04:26

I got you.

Female Officer 04:26

Know, I mean?

Wanda Turner 04:27

I got you.

Female Officer 04:28

All right, sweetie.

Wanda Turner 04:28

Appreciate you. Thank you so much. [to Philip Gebauer] She's gone in on a warrant.

Philip Gebauer 04:32

Okay. Oh, man, See, I told you, Wanda, I told you you can sell the movie rights. This is just a story like any great Hollywood escapade, man. This is just -- Yes, yes.

Wanda Turner 04:49

I've never heard this before, but I've never experienced this either before. You know? I mean, she opened these can of worms, You know she did that. So, but now she gonna flip on him, though she really gonna flip.

Philip Gebauer 05:04

Oh for sure, no. I mean she, and she's gonna say a whole lot of things to the police about Eddie as well, you know,

Wanda Turner 05:10

Oh yeah, oh yeah.

Philip Gebauer 05:12

So,

Wanda Turner 05:13

There she goes.

Philip Gebauer 05:14

Okay, okay, I'm gonna breathe a little better when they turn off. There we go. Wow, wow, amazing. Okay, let's, let's go back inside. We'll hop off of WhatsApp, and I'll bring Paul back on the line.

Wanda Turner 05:40

Okay.

Philip Gebauer 05:41

Okay? all right, thanks. Wanda,

Wanda Turner 05:43

Okay, bye bye

Philip Gebauer 05:44
Bye.

POWERS, STACIE LYNETTE (B/ FEMALE)

Status:	In Jail		
Booking No:	GCSO25JBN006812	MniNo:	GCSO25MNI007514
Booking Date:	03/28/2025 10:14 AM		
Age On Booking Date:	48		
Bond Amount:	\$0.00	Cash Only:	\$0.00
CELL Assigned:	Facility: GCSO , Dorm: ADM , Pod: ADM , Cell No: 001 Visitation Schedule		

HOLDS
DOUGLAS CO SO



Inmates

Name

Powers

Race

All

Sex

Female

In Custody On

03/31/2025



Search

Reset

< Prev

Next >

Viewing 1-1 of 1 results

Name ^**Race****Sex****Age****Arrest Date**

POWERS, STACIE LYNETTE

Black or
African
American

Female

48

Warrant Charge: Failure to Appear warrant 21CR00561 (17-6-12 - Failure to Appear);

< Prev

Next >

Exhibit H: Employee Interviews Following Stacie Powers' Termination

Description:

This exhibit summarizes statements provided by Deputy Director Ralph Vaughn, Director Sean Owens, and Lieutenant Kamika Williams regarding matters surrounding the termination of Stacie Powers. The interviews and memoranda document evidence of internal misconduct, allegations of conspiracy to undermine Class Act Security, and observations regarding organizational morale, leadership failures, and the integrity challenges that resulted.

MEMORANDUM

Investigation following Stacie Powers' Termination

Employee Name: Kamika Williams

Date: April 18th 2025

Description:

This memo records notes taken from a conversation held on April 14, 2025, between Paul Lipscomb, Lieutenant Kamika Williams, and Philip Gebauer, and is not a verbatim transcription. Williams reported that on April 10, she was approached on duty by a woman who later claimed to be the sister of Stacie Powers, asking about Officer Robinson and making accusations regarding Powers' termination. Williams said the woman's behavior made her uncomfortable and appeared aimed at gathering information about internal matters at Class Act Security. Williams also shared that Officer Robinson had made several allegations about company leadership early in her employment. Williams characterized both the woman's comments and Officer Robinson's allegations as gossip and said she forms her own opinions independently. She further explained that while she tries to follow the chain of command, scheduling gaps sometimes require her to report issues directly to higher leadership.

Memorandum

For: Ongoing Stacie Powers investigation for Class Act Security

From: Philip Gebauer

Date: Friday April 18, 2025

Re: Conversation with Lieutenant Kamika Williams, on April 14, 2025.

According to my notes, the following are the salient points of a conversation that took place on Monday April 14, 2025 at 12:15PM, between Paul Lipscomb, Lieutenant Kamika Williams ("Williams"), and myself (Philip Gebauer).

According to Williams, an individual approached her on April 10 while she was on duty. This individual did not introduce herself but later stated that she was the sister of Stacie Powers. This woman reportedly first approached Williams enquiring after Officer Robinson, who normally worked this shift at this location. Williams reported that she did not know where Officer Robinson was. [As understood by Paul Lipscomb and Philip Gebauer, at the time, Chief Turner had already placed Officer Robinson on suspension pending an investigation into a customer claim that she was sleeping in her car while supposed to be on duty in a store].

Per Williams, the woman purporting to be Stacie Powers' sister asked Williams if she was "in kin to the Chief," as well as asking how long she had worked for Class Act Security, and whether she knew what had happened to Stacie Powers. This woman then alleged to Williams that Stacie Powers' termination was related to "sleeping with her boss."

Williams relayed that she had never seen this woman prior to this event on April 10, and had not yet heard of any other officers encountering her while on duty. Williams stated her belief that this woman had initially entered the store expecting to find and speak with Officer Robinson, but then remained to try and case whether Williams was approachable enough to ask some questions and gain some insight into events at Class Act Security. Williams speculated that this woman had an existing personal relationship with Officer Robinson and with Stacie Powers. Williams relayed that this woman made her feel uncomfortable.

Williams reported that Officer Robinson had made several allegations to Williams (on Williams' third day of employment), and that these allegations pertained to other senior officers of the company. According to Williams, Officer Robinson made these statements to her on the occasion of their first meeting. Per Williams, Officer Robinson's comments included:

- A warning: "Hey be careful, don't trust anybody."
- A warning to "Be careful" because senior leadership will readily "throw you under the bus."
- An allegation that senior leadership regularly violated the company's fraternizing policies.
- An allegation that Deputy Director Vaughn had reworked Officer Robinson's schedule, taking her off a post and placing her in another, so that he could "court her."
- An allegation that Deputy Director Vaughn had impregnated someone who worked at a client location ("at a store").
- An allegation that Deputy Chief Cousin had married Stacie Powers in secret.
- An allegation that Chief Turner's sons were "a liability."

As Stacie Powers was identified to have committed fraud and conspired to commit further fraud against the company, Williams was asked if she had heard anything else from Officer Robinson in the course of her employment, especially pertaining to any plotting between Officer Robinson and/or Stacie Powers against Class Act Security. Williams stated that she had "not heard about any plots per se" but noted that Officer Robinson had told her that "the company would not be around for much longer."

When asked how she felt about these allegations and warnings, or comments made later by the woman claiming to be Stacie Powers' sister, Williams stated that it's "all gossip to me." Adding, "I don't

let other people influence my opinions. I look at who is sharing and not what [they are sharing]." Williams further remarked that she did not originally mention her conversation with Officer Robinson to anyone as she did not want to be "associated" with those remarks, and "wanted to just put my head down and work."

Williams explained to Paul Lipscomb and myself that when she was approached by the woman claiming to be the sister of Stacie Powers, she felt the need to report it, and followed the procedures of the chain of command: informing her captain, who ran it up the chain. Williams was asked to lay out the chain of command and give her opinion on how it was functioning. She said that she follows the chain of command strictly only about half the time, as people's different shift schedules often mean that her captain is not on duty when she is, causing her to report directly to Deputy Director Vaughn or Director Owens (though she always tries her captain first). Williams stated that she felt like she could always call Chief Turner or Director Owens, directly if any serious issue came up.

CALL TRANSCRIPTION

Follow Up Call – Employee to give statement after Staci Powers’ Termination (using Otter.ai)

Participants: Sean Owens, Philip Gebauer & Paul Lipscomb

Date: April 16, 2025 12:02 PM

Philip Gebauer 00:12
Hello. Hi. Is this Director Owens?

Sean Owens 00:17
Yes it is how you doing?

Philip Gebauer 00:18
Good, thank you. How are you? This is Philip Gebauer, let me. Let me just merge in. My partner, Paul, here a second. All right. Okay. Is everyone there? Paul and director Owens, can you both hear me?

Paul Lipscomb 00:33
Yes sir.

Sean Owens 00:35
I'm here.

Philip Gebauer 00:35
Okay, great. Thank you for, for scheduling this um in your busy day, Director Owens, can you also give me your first and and last name? Ah, Chief Turner always so officials gives everything as as rank and last name. So I just want to make make sure I have the right stuff for the memo.

Sean Owens 00:56
Okay, I understand my name is Sean Owens.

Philip Gebauer 01:00
Sean, Okay, perfect.

Sean Owens 01:04
Yeah.

Philip Gebauer 01:05
All right, as I think, as I think, Chief Turner mentioned, we're conducting a series of interviews basically as a result of incidents with Stacie powers and things that we discovered about Stacie Powers. Mostly, we're talking to people who have already reached out to Chief Turner and said that they, you know, they wanted to share something. And so we're trying to collect all of that and put that on the record. I think there's, you know, there's a need to create some process changes, but there's also a need to, at this point, protect the company from from some potential future malicious behavior, which Ms. Powers probably isn't in a position to enact, but we've now seen evidence that, you know, she's got, she's got fingers in other family and things like that that are trying to to start things. So I appreciate you coming forward and, and being willing to chat, because I think this is going to be a great help to the company.

Sean Owens 02:13
Yes sir.

Philip Gebauer 02:14
We've already spoken to a few other officers and senior leadership about different interactions that they've had with Stacie, things that Stacie did in front of them or to them, or ask them to do that made them feel very suspicious. So if you want to start, you know, as far back in time as you feel is necessary to set the stage or --

Sean Owens 02:40
Okay.

Philip Gebauer 02:41
Or includes, you know, the the malfeasance, right away you go for it.

Sean Owens 02:45

Okay. Well, in addition to this conversation, also took the time to write out a long letter. I would say it's a ledger, and it pretty much goes from my experiences, you know, with the company, what I've seen with the company towards, I mean, Stacie Powers is one part of it, but I'll be, I'll be remiss not to include Chief Cousin as well, as to as also additional reasons to my suspicion and to my encounter. Just to be very clear,

Philip Gebauer 03:24

Sure.

Sean Owens 03:25

When it comes to Class Act Security Protection, I'm director security, so my job is obviously maintaining integrity company and maintaining leadership. I noticed that at the top of the head, which is ie. Powers, being a director and Chief Cousin being my supervisor, I've noticed that there was a lot of times they'd be working together side by side, you know, very close and Ms. Powers in her position was, I would say, a woman that didn't take answer no for an answer, you know? And of course, when you have somebody with great power, such as a deputy chief or a chief at this point in time, pretty much in their corner, it's kind of hard not to say no.

Philip Gebauer 04:19

Right.

Sean Owens 04:20

There's no choice but to say yes, so I'll start with, I don't, I guess the beginning is going to say, or midway through. Ms. Powers always wanted to be in some kind of power control. I would notice a lot of times I'd be on the phone with Powers, and it would be, you know, Chief Cousin in the background, or or him being a fly, or her being a fly on the phone, which is a course, without my knowledge or permission. I notice what happens. And so I would voice my opinion about it. You know, I don't like that, but still shouldn't happen. So Powers and Cousin apparently were having, I would say, a relationship inside the company. So I got started and it was open. So in my opinion, I guess Chief Turner and chief Cousin aren't together, because they're openly having dinners at restaurants openly having conversations in front of officers, they're out there in a public eye, you know, doing things that would make me assume that they're together. So I will kind of let that be what it was, you know, during my tenure here, because I noticed it. And of course, I have questioned, like, hey, you know, it's funny when I asked a certain question to either one of them, it's always attitude. It's always do as I say, not as I do. You know, I'm the Chief, I'm the Deputy Chief, I'm the Director. I own the company, pretty much. So I must say, so, you know, it's I was told that, you know, pick a side, and choose wisely, you know, you gotta play ball.

Philip Gebauer 06:08

Did, did she – I'm sorry to interrupt you. Did you? Did you sort of feel that the “pick a side?” Or did any of them I ever express that quite literally to you?

Sean Owens 06:20

I mean, I felt that way. And the first part, literally, me and chief Turner, our interactions, now that we, I've talked to her, are night and day.

Philip Gebauer 06:32

Really?

Sean Owens 06:32

I was there was a picture painted that Chief Turner was some kind of monster, so you know, I would say that not a literal monster, but that's what they would use: that she was this vindictive, vicious person, malicious, how she is. But the picture is painted that is us versus her, or, you know, what we're up against. And this is what's come out of Chief Cousin's mouth and Powers' mouth. They're saying this right here, you're up against this. Know what we're up against. You know Chief Turner's this, Chief Turner's that. Or, be advised, I always get a phone call saying Chief Turner said this from either Cousin or Powers, but I would never get a phone call from Chief Turner herself, saying what she felt, how she felt. And then I'll bring it up: let's give her a call. And it's always she's busy. Oh, I called it for you, sir, no answer, or I can't call her as I call Chief Cousin. You know, if I call him, then usually it has to be a conversation where we're all feeling on the line, and I feel uncomfortable if I have a complaint

about somebody and the person I'm complaining about is above me. Why must I have him on the line? You know? So a lot of times it was, it was out there. It was put out that Chief Turner was someone who she wasn't. She was slandered, to be honest. Her name was thrown out there, you know. And we were given a false image of everything, you know. We were given a false image of who she is, how the company's ran by, by Chief, by Chief Cousin and Ms. Powers. So we've always felt there's all this amount of pressure. And me, being a director, I've always been pulled in situations or conversations that I do not carry part of. I get a phone call from Powers saying, Hey, call Cousin. Or Cousin's Hey, call Powers. You know, and also know that I don't, I don't like that.

Philip Gebauer 08:44
Right.

Sean Owens 08:44
I don't, I don't want to be involved in anything going on, you know? And it kind of dawned on me that something's weird, why I do I have to call you and call him, you know, if everything is peaches and cream. So we fast forward to my letter, and my letter to be clear, child, my letter is very, very long and very detailed. Okay, so you'll get that for yourself, trust me, it's a good read.

Philip Gebauer 09:07
Okay [laughter]

Sean Owens 09:08
Very informative. So I write, for sure, for a living, you know, cause of my entire life. So you'll I go back from March last year.

Philip Gebauer 09:17
Yeah.

Sean Owens 09:18
Up until now.

Philip Gebauer 09:20
Okay.

Sean Owens 09:21
So you'll have plenty of time. It's four pages long and it's still going.

Philip Gebauer 09:24
Thank you. I appreciate, the detail.

Sean Owens 09:25
Because I know right now, I'm working right now trying to make sure I'm watching the client as well, as I talk with y'all. But I will say that, I would say that the things I would say to Okay a turn for the worse, um, whenever it was exposed that the behavior and the mannerisms and the relationship between Chief Cousin and Director Powers, it was exposed and he was actually caught by Chief Turner, that's when the things to Okay a turn for the worst. That is when it was full on. And I quote Chief Cousin, Chief, the Chief Cousin and Ms. Powers, were gonna start Point Blank, Point Blank Security. Their plan was to start the company up, revamp it. And I was asked would I work for him and work for her, and I advised -- it's in the text -- I advised them, H, E, L, when I was a, you know, I still, you know, I don't like to curse, but I said hell no. In other words, Okay, I said no, and I told him I wouldn't work with him when, one, I'm treated mis-fairly already as is. And two, he doesn't work at all and can't talk professionally. You talk at me, not to me. I don't have time for that. You talk to me very condescending in nature, and you question my intelligence all the time. So I don't, I refuse to that. I'm not, not a not very, I know for a fact how smart I am, so I don't have time for that.

Philip Gebauer 11:00
Yeah.

Sean Owens 11:00

So my thing is, though, and I know, for a fact why, why y'all trying to do this right here? I was advised that the company was disbanding. It was being disbanded, and that was per Powers, and that you need to pick a side.

Philip Gebauer 11:14

Okay.

Sean Owens 11:15

Because the company was going under. And she mentioned, like the license was bad, and all kind of license of bad with the company, and they're out of Secretary of State information, I and was like, what?

Philip Gebauer 11:24

Okay.

Sean Owens 11:25

And, of course, you know what I'm saying, you got a Chief that's not, he's not saying nothing, right? He's not, you know, you're not saying, hey, that's, that's not true. You're pretty much going along with it.

Philip Gebauer 11:39

Right.

Sean Owens 11:40

And you went to a client at the church, Live Church, and you try to get a contract from under her.

Philip Gebauer 11:47

May I ask you, in, in this was it, was it always Stacie, that was, that was talking, you know? Or did, or did, you get a sense, not just by Cousin's silence, but by anything he said that, that this was that this was the case?

Sean Owens 12:07

It was corroborated. They were in this together. It was a collaboration between Powers and Cousin.

Philip Gebauer 12:15

Okay.

Sean Owens 12:16

And of course, again, this is in my long ledger I wrote.

Philip Gebauer 12:19

Yeah.

Sean Owens 12:20

But there's been times when he went, he went to their the Life Church people, Life Church. He went to direct Deacon Holman, who's actually over at this area, and he actually spoke to him directly on the phone and implicated me, saying that, be advised company's splitting up, I'm going my way, she's going her way. And they put a bid in for the contract, for Life Church. Point Blank Security put a bid in.

Philip Gebauer 12:50

Yeah.

Sean Owens 12:51

And also Ms. Powers pushed the dead. See, Cousin was the one calling the shots on that end. But Powers being the girlfriend she was pushing, pushing the information, you know, because that's, I guess that's her job, you know, she felt she I did that for her, quote, unquote, man.

Philip Gebauer 13:08

Yeah, yeah.

Sean Owens 13:09

And so it became uncomfortable at work. It became a hostile work environment. It became frustrating.

Philip Gebauer 13:16

Right.

Sean Owens 13:17

Because you, you said that I'm a partner of yours, and me and him never talks at all about being partners at all. And I made it very clear that I would not work for him or under him, unless it's at Class Act Security. If I had a choice, trust me, I would not, I would not be working for, with him, under him at all.

Philip Gebauer 13:35

Right

Sean Owens 13:36

But guess what? That's not my choice, right now.

Philip Gebauer 13:39

Right.

Sean Owens 13:40

But I made it very clear that my goal is to not leave the company, but also made it very clear, because at the time you got Cousin and Powers saying the same thing. And of course, that's my chief, and that's the director of op-- of HR, so I'm expecting for them to act with integrity as a human being when you have HR, and most people think about this, in my opinion, we're wired to want to believe HR. Well, why are they think that because they're human resources, they're in our favor, they're in your corner. Why would they lie to me?

Philip Gebauer 14:14

Right.

Sean Owens 14:15

So I'm going under false pretenses, and I'm assuming that what they're telling me is the truth. So what do I do? I'm a father of five kids, a single father that I gotta do something.

Philip Gebauer 14:29

Absolutely.

Sean Owens 14:30

So I protect myself, you know. And I told Chief Turner, I told Chief Turner myself that, hey, when I heard information out, what I did was I started to find something else for myself as a job I had to. But come to find out it's all lies.

Philip Gebauer 14:42

Right.

Sean Owens 14:43

But also, I told her off the bat, yeah, my plan was to find, find something obviously different, because if the company's going to be disbanded out of a job.

Philip Gebauer 14:52

Yeah.

Sean Owens 14:53

But what they did is they failed to act with integrity.

Philip Gebauer 14:57

Can, I ask you a few follow up questions there? Um.

Sean Owens 15:00

Of course .

Philip Gebauer 15:01

The, the first one is: sort of, what was that, what was that point where you realized that they weren't acting with integrity?

Sean Owens 15:09

I want to say I started feeling a certain way, um, beginning of January, maybe close to the end of the last year, as something to feel right. And so I got with Vaughn, uh, Ralph Vaughn and I said, Hey, man, I don't know what's up these folks, man, let's just watch them. And something seems off, but I can't figure it out, but I just want to just be on the lookout. But what I don't want to do is assume something and start talking and making rumors and allegations, because then my job's in jeopardy. That's I didn't want to do. Because if I were to sit here and make the allegation and assume that someone isn't true, then I get in trouble too. And I know for a fact that Chief Cousin was very animate on I would say his secrecy, so to say.

Philip Gebauer 16:07

Okay, another, another question for, for Deacon Holman, is, do you know if his information, his contact information, is on file, or is this all sort of – as a client – is this all stuff that that the deputy chief has on his personal cell.

Sean Owens 16:31

It's all on file.

Philip Gebauer 16:32

Okay.

Sean Owens 16:33

Uh, I have, I have, me being direct security, I have every contact number that he has.

Philip Gebauer 16:41

Okay, that's great to know.

Sean Owens 16:42

So, yeah, I have everyone's number. There's not one number he has, I'll have. And he told me, himself at his own mouth, what happened. Because he was very upset that day at the church, and he asked me, was I his partner. Because he was advised the company was being disbanded, and he wanted the contract, and I advised him, heck no, I'm not his partner.

Philip Gebauer 17:07

Right.

Sean Owens 17:08

That wasn't was discussed. And then he got approached again by Powers at the church.

Philip Gebauer 17:14

Oh jeez.

Sean Owens 17:15

Pushing the contract again.

Philip Gebauer 17:16

Yeah.

Sean Owens 17:19

So this right here, in my opinion, I won't solely blame Powers for everything, because she only did as much he was allowed to do.

Philip Gebauer 17:30

Right. That's a fair point.

Sean Owens 17:31

He gave her the power, he gave her essentially the floor, and she ran with it. And that's my issue, because not at one time did he want to stop it, until shit hit the fan. Essentially, excuse my French.

Philip Gebauer 17:47

Right.

Sean Owens 17:48

And I just don't. I'm not, I'm not, that right there bothered me to my core. Because you essentially, you, I would say in layman's, I would say slang terms: you played, you played me. You played to my face.

Philip Gebauer 18:02

Yeah.

Sean Owens 18:03

You took my, my, you took my trust in you, and both of them, you know, and you spat on me.

Philip Gebauer 18:11

Right, right. Let me, let me ask: you've been with the company for a little while. And obviously, you know this, the, the tensions that have been brewing, you know, you you have a record that goes back, to a ledger that goes back to March of last year, because that's when you really, I guess, feel that that it all started to change and get very weird. But what was Cousin like before Stacie? Was he very different?

Sean Owens 18:47

So yeah, before, I would say, before Stacie came around, Cousin was, he was actually all about, in my opinion, I will say, Class Act Security, about Class Act. He was all about Class Act. Now, at times, he would still say, be in my head, would say to Chief Turner, you know, he would still say that stuff you need, be advised -- say to her, you know, she's a detective, whatever, she has experience, that's the third. If she feels you're gonna lie to her, she'll -- you know there's nothing wrong with that. That's, you know, I respect that.

Philip Gebauer 19:22

Right.

Sean Owens 19:23

But when Powers came around, and I think they started getting involved, all of a sudden, you got her on the phone calls with us. You got her being placed above me as your director of operations and security. You got her doing, since you know, my job without me knowing it sometimes, or, more importantly, you would give her the praise. But I know the footwork. He stopped working as much. He stopped being more effort. There's no he would come down here for a period of time and quote-unquote, work you're not working. You're out having dinner with your girlfriend,

Philip Gebauer 20:04

Right.

Sean Owens 20:05

You're out. You're doing whatever. You're not working, you know? And of course, it affected my working relationship with him, because it became less about work and more about their relationship. And it caused a strain on the team, and it caused a strain on the company and also on integrity, because you're, you're, you're having dinner, you're going places with her, and you're with clients, well too. You're at a client establishment, which could affect the business. You're having dinner at a client's

location. You know, you're going to pick the car up at a client location. You're visiting sites together as just, I don't, you know, the lines got blurred.

Philip Gebauer 20:52

Right.

Sean Owens 20:53

And it became unprofessional. And a lot of officers wanted to quit, but I made sure, in my hands as director to keep pushing them.

Philip Gebauer 21:03

Right.

Sean Owens 21:04

To keep bringing positivity, because that's the main thing, sir. So he changed completely, for sure.

Philip Gebauer 21:12

Yeah, insane. Do you feel like Cousins job is is something that, at this point, with the experience you have, and that some of the other managers have, you know, can be done without him. Or do you find that he's, you know, he's an integral part of the team that without Stacie, you know, should be, should be roped back in and, and, and, you know, tried to work with because, because you need him, or do you not need him?

Sean Owens 21:47

With all due respect, I love the guy to death, like as a human being, great guy. But his job is, I don't, what does he do? Being honest, he's at home almost all the time in Bartow. He does not have boots on the ground. In my opinion, it's just a title, that he holds. Is he needed? No. I have been running the company by myself without him for well over a year. I'm running it, he takes a credit, gives the Chief and gives us uh, and says Powers did it or I did it myself. That's not true. I have receipts of my, my hard work, of my effort. But to be honest, if he were to leave the company today, it'd be just fine. It's gonna keep going no matter what, because at the end of the day, ask them for yourself. I run the company. I run the company. Every day the week I run the company. All I do for them is I pass information from myself to Chief Cousin. He tells Chief Turner. That's how it works. When their spots fill in, I fill the spots. The schedules? I do schedules. Time stamps? I do time stamps. Payroll? I've a payroll. There's nothing I don't do at the company already.

Philip Gebauer 23:05

Okay, so let me just let me catch up here, because I'm taking some notes, some notes by hand. So you do payroll and timekeeping, and you do the personnel management.

Sean Owens 23:25

Training, developing.

Philip Gebauer 23:26

Training.

Sean Owens 23:27

I'm rewriting their SOP for the officers, I do that myself. The training rubric? I wrote that myself.

Philip Gebauer 23:42

Okay. Let me, let me ask you, let me ask you a few questions specific to that, to the duties list, either you know what you're supposed to be doing or what you have had to do. Do you, do you have the authority to grant promotions already? Or has that sort of had to be a thing where you're giving recommendations to Cousins, he's approving them? Or do those all have to go to Chief Turner for her to approve? How does that work? Usually, at this stage.

Sean Owens 24:21

So usually it works at this stage as Director of Security, what I do is I get recommendations. Okay, usually the recommendation then filters up the chain of command to Chief Cousin and then Chief Turner. We will all then either vote on them, or sometimes you'll say, go ahead, go for it, 10-4. But

usually we vote on it as a team. We used to, I'll say that we used to. But ever since Powers situation came around, we haven't really been doing a whole lot of that here and there. It's hit and miss.

Philip Gebauer 24:51

Okay.

Sean Owens 24:52

You know, but that's up the ladder. I recommend them. And after that, we observe them for a period of time. We don't put them, we're gonna put them in a position of the power.

Philip Gebauer 25:00

Right.

Sean Owens 25:01

And we'll shadow them right after the traffic is done, yeah, we will then revisit that officer, and then she was to promote or stay where they're at.

Philip Gebauer 25:12

Okay and what about, what about Powers? Was it just, was it just the deputy chief who was overseeing her promotions and recommendations for promotion?

Sean Owens 25:26

Yes, I mean, not promotions. So, Okay, so she reported at him, And she reported she's Turner, yeah, never to me.

Philip Gebauer 25:32

Right.

Philip Gebauer 25:36

She told us, you know, that her record was so impeccable because of all the all the promotions she had gotten since she'd worked there. So was that, I guess that that would have been exclusively either granted by the chief or the deputy chief at recommendation from them.

Sean Owens 25:51

Okay, I have never once referred her for a promotion.

Philip Gebauer 25:59

Okay, Let me just write this down, and then I have another another one here, promotions referred by chief or deputy chief. So in in all the day to day operations work you had to do, obviously, if you have contact information for clients, it means you do have to do a certain amount of client contact and client follow up, who is responsible officially and who has been responsible unofficially for doing any new client, new client outreach or follow up with client leads, anything like that.

Sean Owens 26:45

Officially, it's supposed to be Chief Cousin

Philip Gebauer 26:52

Okay.

Sean Owens 26:53

Unofficially, has been myself

Philip Gebauer 26:54

Okay.

Sean Owens 26:57

And of course, he was assigned things Powers as well too. But anytime we have leads, myself or director vine, we know each other personally. So we I've known for years in the military, so we have a good connection. So I make sure, hey, be advised I got a lead on something. I reach out to him, and from there, I give it to Chief Cousin. How it should go is he himself is supposed to go to these clients,

reach out to them, make these phone calls. A lot of times, all that happens or not. I hear about it and it disappears.

Philip Gebauer 27:28

Okay. So if you get the lead, you'll pass it on, or you'll, you'll do an initial contact yourself, and then you'll kick it up the chain to sort of be, you know, solidified proposal, or something like that. Yeah,

Sean Owens 27:42

I do just contact myself, yeah

Philip Gebauer 27:43

Okay.

Sean Owens 27:51

Because honestly and truly, a lot of times we must have them stuff, it doesn't get done, or he'll forget about it. I don't know what's going on. We have leads for people get hired as a ladder to him. It never gets done. A lot of information we pass to Chief Cousin doesn't get passed to Chief Turner all the time. And he asked anybody, he passed permission to him and just stop sometimes you forgot about it, or I'll do tomorrow or the next day or the next day. When it comes to business, we can't put stuff on hold.

Philip Gebauer 28:29

Sure. Absolutely not. I wanted to ask you then a much more general question, you mentioned that you you served a while in the military, and Vaughn had had mentioned that too, that that you guys had had both served. And thank you for that. I appreciate your service greatly.

Paul Lipscomb 28:58

Good, thank you.

Sean Owens 28:59

Thank you, sir.

Philip Gebauer 29:01

One thing, obviously, that is sort of drummed into you, if you pardon the pun, is, is the importance of the chain of command. However, I think that in a, in a company such as this, there's there is a potential downside to having a very rigid chain of command, whereby, you know, as we saw with with Cousins and Ms. Powers, there is the ability to gate-keep information right from reaching the test you've mentioned in the course of this call that you've felt that's happened quite a lot. Do you have any feelings about how the chain of command could be restructured, or how any policies and processes could be put in place to make information flow more, not just efficient, but also reliable?

Sean Owens 29:56

Yes, when it comes to chain of command. And it comes to the form information, I do believe that instead of just telling each other this is going on, verbally, I prefer to do it through a text, okay that could work or email thread to where we actually can put something in an email thread, so where we can also attach the parties that need to know, in addition to the parties that are still part of command. That way, if something's forgotten, or they can say, a ball is dropped, I or someone else can pick it up just to do a follow up or a reminder, because there's always gate-kept information, and that's the hard part. Well, I say, Oh, I told him. Or her response is oh I didn't know about this, he didn't tell me. For me, as a director, that's frustrating, because I'm doing my job to the T and you're you're above me, not doing your job. So how can you sit here and recommend anybody when you yourself can't file positive teachers? So the I'm fine with chain of command. I respect it and I honor it, but the same time, the flow information needs to be smoother, needs a lot more smoother and less rigid. There's nothing wrong with the email, because it's a timestamp.

Philip Gebauer 31:20

Right.

Sean Owens 31:21

It's gonna and it's also accountability as well, too.

Philip Gebauer 31:22

Yes, it is

Sean Owens 31:22

A text, they can say, I didn't get the text, I didn't see it, I missed it. Okay. But the email that once you open it is the receipt, is read and accountability, and also paper trail it's gonna it's a footprint that's very casted. So now we have the information we need. It's out there. I did my part so there's no more: I didn't hear about it, or I don't remember. I don't recall. That's not how it works.

Philip Gebauer 31:55

Yeah, I don't recall is unfortunately, such a powerful weapon for dishonest actors.

Sean Owens 32:02

Yeah, I don't recall is, for me, is sheer deflection, and it , it tells me that there is a issue with integrity at this point in time. Especially we're all law enforcement. I was a cop. They were all cops, so we know how it works.

Philip Gebauer 32:24

Right. Integrity, obviously, is very important at any company. It's, I think, doubly important at a company that provides security, and therefore, not only do clients rely on on Class Act for safety, but the but officers of Class Act are also sort of, you know, put, put in harm's way, in theory, and therefore integrity, I think matters even more. Do you feel like that has been lost, and if so, how would you how would you recommend the company regain that?

Sean Owens 33:12

Yes, so that point, I'm glad you brought up my team. I'm sure you talked to some guys already. They're well aware that's going as well too. The integrity has been compromised at the highest level of command, and the integrity of the highest level command is in question. They've lost faith in that person. They've lost the trust. They feel used. And to be quite frank and right, honest, when that happens, there needs to be a change. There has to be a change in leadership. There's gotta be a change in it. To be honest, if I was, if I was him, I would have stepped down, got myself together, and then came back with a new face. Or just stepped down, and she has been at home, if that's what you wanted to do, but me personally, because the trust has been lost, not only from the officers point of view and command staff, but also the clients'. With that being stated, there should be a new change in the structure. You, in my personal opinion, Chief Cousins to step down or retire and change the face, because it's, it has been, it's been diminished. You know, the arm is the arm is shattered and were tamed right now, right now we're wounded, and when you still have the poison within the company, it's hard to heal from that. You know, you got somebody that says, Don't do this, don't do that, and now he's 10 times more hard on you over something small, that we already fixed it, but because he trying to make a point, he's going to sit here and go, he's going to be over zealous.

Philip Gebauer 35:08

Yeah, because he's compensating

Sean Owens 35:10

You know, yeah, and that's not how it works. That's not how you do it. You look in the mirror, you be a man. You own what you did, and you become better. You can't chastise officers for being honest, and that's not what I tolerate. Is being chastised for telling the truth, for being chastised for being who I am. You know, I didn't, I didn't do this. You know, those are my idea,

Philip Gebauer 35:46

Right.

Sean Owens 35:47

You can't chastise us because you made a mistake and you can't own up to it or be accountable or be honest yourself and others. You know what I mean, I gotta say he should probably step down, because it looks a certain way, you have your chief who has violated policy multiple times, stealing time. You're on company time and you're fraternizing with the associate with the HR director, then you implicate officers in your lies. You try to start a company under her nose, and then you're lying. What more do we need? And the intent was malicious, intentional and very direct. It's hard to trust

somebody when they've done that. You can't lead by example when you yourself are the prime example of what not to do.

Philip Gebauer 37:06

Right, absolutely.

Sean Owens 37:07

So I, I eventually told Chief Turner herself that there's needs to be a change, you know, in leadership. But of course, she, she has her own agenda, her own, and I respect it, and I'm not gonna rush her at all or say anything about it, but I know for a fact that things have to work themselves out. It's a process.

Philip Gebauer 37:32

Right. Okay. Thank you. I mean, I tend to agree with you on all that. Um do you have, does anything else come to mind that you think other than what's already in your in your report, anything that that we should we should know about before reading it. Anything that you haven't included in that that you think we should know about, so that I can can make a note of it before we end this call?

Sean Owens 38:13

Right, um. I would definitely say your best bet is going to be is to make sure you guys check that email thread for Powers, her thread or emails. I know for a fact that she's when she got caught, she said things like taking down the company, you know, not having a job, all kind of stuff. Steve mentioned to me that Steve was going to expose Chief Cousin for who he really is.

Philip Gebauer 38:48

Really?

Sean Owens 38:51

I don't know what that means exactly, but I'm almost certain that if she ever does get out that is going to be something big, but I do understand that it was just not Stacie Powers by herself that did this. You know, this was not just or shared it by one person, This is a team effort, a joint effort. It took two people to do this right here, not just one. And I'll say respectfully, not trying to throw those under the bus, but I know for a fact, with your jobs, what you got to do for a living, you're going to find out eventually, anyways, by now, right? So it's nothing your not going to find out.

Philip Gebauer 39:38

Okay, thank you. And you, you know your your information you've given us has been very insightful. I I especially appreciate all the things you, you said about integrity and what the company has to do. I agree with that very much. So we are looking into Stacie's emails, and we have heard from other people that she she used the words, you know, taking down the company quite regularly. I know there were some, one tactic at least, was to to file some complaints and then to coerce others to file additional complaints so that they wouldn't be implicated on the wrong side of things, you know, in a government investigation.

Sean Owens 40:32

Yes, that's in my ledger as well too. That's in there as well, too. She coerced me as well, too, yes, and Vaughn. See, actually, she put me in her complaint without my permission or knowledge. So I made, I did an inquiry so I can speak for myself, because I refuse let somebody speak for me. But of course, you know, I didn't go any further than that. Once I talked to Chief Turner, she advised me what was really going on. Of course, it's an inquiry, there's no actual lawsuit, none of that stuff. It's an inquiry because I was under the impression that she filed something and she put my name in it and Vaughn in it, and we agreed, we were like, you know what? Let's make sure we have our own voices. So I was under the impression that's what was going on. And because she said that the company was being disbanded, and Chief Cousins agreed with her, that we were being disbanded. I'm under impression that, you know, I need to make sure I protect myself.

Philip Gebauer 41:30

Yeah, no, understandable, I think. And the same thing happened to Vaughn, clearly. This was a very underhanded tactic that that she employed, you know, to to box people in a corner. The, the write up that you've put together, is it ready to send out? Are you going to send it out in a few days?

Sean Owens 41:53

Yeah, my, my EMR report?

Philip Gebauer 41:57

Yes.

Sean Owens 41:58

Yes, ready for you by the end of today. I was adding more stuff. I was going my phone and loOkay at a certain text message she sent me, and ones that she comes through, just trying to connect the dots.

Philip Gebauer 42:08

Okay, perfect. I'll send you by text my email so that when you when you send it to Chief Turner, you can also have me on on CC for that.

Sean Owens 42:20

Awesome. I will do that. And of course, you guys anything at all you can call my phone doesn't matter day, night doesn't matter what time it is, you guys give me a call. I am more than willing to help you out in any way, as much as I can.

Philip Gebauer 42:35

I greatly appreciate that.

Paul Lipscomb 42:39

Great.

Philip Gebauer 42:40

And that goes that goes both ways. If there's other things that you need to you feel you need to bring up, please, please reach out this way as well.

Sean Owens 42:49

I most certainly will. I thank you for your time as well as for bringing me on this call. Because right here, it's been a long time coming,

Philip Gebauer 42:56

It would seem so. I don't want to take you away from from anything else you have to do today, and if you need to grab some lunch, but thanks. Thank you so much for speaking with us. Director Owens. I really appreciate it.

Paul Lipscomb 42:57

Yeah, thank you.

Sean Owens 43:10

Thank you all very much. Like I say again, if you need me, give me a call, but again, enjoy your days and be blessed and drive safe. All right?

Philip Gebauer 43:20

Will do, thank you. Have a good day.

Sean Owens 43:22

Thank you. Bye-bye.

CALL TRANSCRIPTION

Follow Up Call – Employee to give statement after Staci Powers’ Termination (using Otter.ai)

Participants: Ralph Vaughn, Philip Gebauer & Paul Lipscomb

Date: April 14, 2025 1:00 PM

Ralph Vaughn 00:11

Hello?

Philip Gebauer 00:11

Hi, good afternoon. Is this Deputy Director Vaughn?

Ralph Vaughn 00:16

This is, good afternoon.

Philip Gebauer 00:17

Hi. This is Philip Gebauer. We spoke last week by text. Are you? Are you free to chat?

Ralph Vaughn 00:25

Yes, sir.

Philip Gebauer 00:26

Okay, perfect. Let me merge in my my partner, Paul, here one second. Okay. Do I have everyone there? Paul and Deputy Director Vaughn, can you hear me?

Paul Lipscomb 00:37

Yes, sir.

Ralph Vaughn 00:38

Yes, sir.

Philip Gebauer 00:39

Okay. Thank you. And Mr. Vaughn, just so that I have this written correctly on the memo. Can you, can you give me your full name, please?

Ralph Vaughn 00:48

I'm sorry can you say that again?

Philip Gebauer 00:50

Yes. Can you give me your full name, just so I can have this written correctly on the on the memo that I'm going to write?

Ralph Vaughn 00:58

Ralph Jerry Vaughn. And the third, I'm the third, too.

Philip Gebauer 01:07

May I ask just as a as a question of personal interest? No, nothing else. Do you spell Ralph with an F or a PH?

Ralph Vaughn 01:18

Oh, pH, ra, l, p, H

Philip Gebauer 01:22

I see very few people know spell it that way, which you know the, the proper way. But, uh --

Ralph Vaughn 01:28

But it's a, it's a generational family name. That's how I'm the third in line with it. But it all stops with me.

Philip Gebauer 01:39

[Laughing] No, no, no kids, or you just don't want to make them the fourth?

Ralph Vaughn 01:46

Well, I have a daughter, so I

Philip Gebauer 01:48

Oh, got it [laughing]. Yeah, can't name her, Ralph. Fair enough. Okay, well, I believe, I believe that Chief Turner may have given you a heads up. You know about Paul and myself and why we are having calls with with a bunch of people from the company. This is mostly, this is mostly, you know, a continuation of a project we started a few weeks ago, in particular, while trying to to to help create some new processes and reorganization for, for Class Act as the company wants to start growing in a bigger way. We were also introduced to a series of incidents regarding Stacie Powers and, and then unfortunately, Ms. Powers had to be terminated, which I know has caused, certainly a lot of stories, because it was quite a storied day. So anyway, in the in the wake of that, Chief Turner said, you know, there's some people I want you to speak to. Some have come to me, but some, I think, will have some good insight. So, you were one of them, and, and so, you know, this is, this is as as detailed as you, as you want to be. But, but maybe you can just help us shed some light on some things, and you can tell us some things that that you heard. And you know, to begin with, do you have any questions regarding Ms. Powers and her termination?

Ralph Vaughn 03:35

No, I was made clear. You know, she pretty much wasn't who she said she was in the beginning, and there was a lot of fraudulent things conducted on her end, to which I don't think she should have been in the position she was in, in the first place, to be honest. But you know, I'm just here to like you said, Chief wanted me to give my, [aside to his daughter] okay, hey, go in there and sit down. Okay, daddy's coming back. [speaking again to Philip Gebauer] Anyway. She wanted me to give my perspective on things and what you know, what I like you say, what I know. So if you're ready for that, I'll, I'll just, you know, begin there.

Philip Gebauer 04:20

Absolutely. Thank you. Go ahead.

Ralph Vaughn 04:24

Yes, sir, no problem. So for, for a reference point, timeline last year around this time, myself, Chief Cousin and Director Owens, our birthdays are around this time of year, my birthday is actually next week.

Philip Gebauer 04:44

Happy birthday.

Ralph Vaughn 04:45

Thank you, sir. So we, we all went to our client, STK, the restaurant that we do security at, and we had a birthday dinner to which, Chief Cousins, myself, our then Lieutenant Ford, Director Owens and Ms. Powers all attended. Now, being former military trained in the same unit with Director Owens, I noticed a lot, especially when it comes to the business. And shortly after, begin to notice a, just a decline in active management. I came to Director Owens, and I was like, hey, you know, for the past couple of months, we've lost X amount of people, and there seems to be no recruitment campaign. There seems to be no hiring being done or anything. So I began to see, like a lack of the upper, upper leadership, and what was going on. I began to, to you know, speak with Director Owens about it, which I ended up getting in touch with Ms. Powers, and she began to tell me about how there were certain things going on within the company. [Aside to his daughter] Please say, please let daddy talk, okay, go in there. [Speaking again to Philip Gebauer] She said there were certain things going on within the company. And pretty much as the HR Director, representative of the employees, she had planned to do some things about it, which I'm, you know, I'm not really versed in labor laws or how HR people do their thing, like I said. I came from military police directly into security. So that's pretty much my lane. So it wasn't until she informed me about the new company that Chief Cousins was putting together that I really started to pay attention. Because, of course, our family, I have a daughter take care of, and she's basically telling me that my job is in jeopardy. Things aren't going to be stable, solid. So you know, she's just telling me, Hey, you're basically a contractor, and under you know certain rules and regulations you shouldn't be doing this, or when you're on armed duty, you should be getting paid a differential when you're on overnight duty -- you know, a bunch of things that I'm thinking myself, okay, this is the HR Director, and all of these things are amiss within the company. Then, you know, maybe she has a point. And so that's where I was at with not knowing really what to do, just confused and not wanting to be put in a situation where I couldn't take care of my family, pay my bills, anything like that, which I told director Owens, you know, his Chief's Cousin is building his own company, or separating from the company and all this, I really want no parts of it, you know. And being that, we both came out

of the military police corps, and I've completed the two year requirement for the state of Georgia, I proposed that, you know, maybe we just branch off from here, if Class Act is going out of business, maybe we can start our own company. So Stacy Powers, she got wind of that. I guess Director Owens told her that we didn't want to do business with Chief Cousin outside of Class Act like this is it. So she let me know that if I was going to do, go forward with applying for my own company, that I didn't need to tell Chief Turner anything about it, because she had a power of attorney and was able to basically use chief Turner's signature. And that was a red flag for me, because, you know, that sounds like forgery to me,

Philip Gebauer 09:07
right?

Ralph Vaughn 09:07

So I just, I just like I told director Owens, I want to sit back and see what happens. You know, wait for the other shoe to drop. She did say that she wrote a complaint letter or something to the EEOC that implicated me as as a member of the management or, or, you know, in some kind of way, I was implicated in her statement, part of the company, and she said that they were telling her that in order for me to, I don't know, have my own voice where she wasn't the one saying, or being He Said, She Said, or third party

Philip Gebauer 09:57
A hearsay sort of thing?

Ralph Vaughn 10:00

I'd be able to say my speak, my, own piece. Yes. Hold on. [Aside to his daughter] Hey, go in there with your pillow, Okay? Sit down. Go sit down. Okay, thank you. [Speaking to Philip Gebauer] She was basically telling me that I would need to send my own formal inquiry and explain, you know, why I wanted to inquire about certain things, which was the, you know, the pay thing, and what she was saying about being a contractor versus being an employee. She did send me some information from the Department of Labor. You know, she was, she was very, very convincing in what she was doing. And it wasn't until everything happened that I began to see, you know, this, you know, relationship she got going on with Chief Cousin, and how that planned for them to, you know, basically abscond with the company and the business, and you know all that it became evident, you know, why she was being so supportive of taking down the company and making it you know, no longer exist. But you know, that's that was where, you know, that was my feelings, or from my perspective, things would happen. [Aside to daughter] Okay? Go in there and sit down.

Philip Gebauer 11:29

Okay. So just a few follow up questions, if you don't mind. Generally speaking, you report to Director Owens and then and then Owens reports to to Chief Cousins, is that right?

Ralph Vaughn 11:52
Yes sir.

Philip Gebauer 11:53

Okay, and do you find that you are dealing with, with Director Owens the most? Or do you sort of 50-50 have to report to him and, and, or to, to Chief Cousins based on who's on duty and things like that?

Ralph Vaughn 12:14

Well, as part of the chain of command, I report directly to Director Owens, and he reports to Chief Cousin. If there were, there were like, maybe director Owens was off, then I would report that directly to Chief Cousin, myself. But you know, coming from a military background, we tend to follow the chain of command.

Philip Gebauer 12:41
Pretty strictly

Ralph Vaughn 12:42

You know, that's, that's just the way we were trained to, not to keep cutting anybody out of the loop or make sure that you know somebody's job was being done, not by them because they weren't aware of the information.

Philip Gebauer 12:58

Right. So how, how did you find out about the company that the Chief Cousins had founded? Did you find that out from him directly, or was it sort of word going around Class Act?

Ralph Vaughn 13:13

Well, I was, I was on duty in a store, and Stacie Powers had told me about the company which, you know, I knew Chief Cousin before, I knew that he had a company before, because he basically told me about it. You know, there was the strip clubs and the liquor stores and the gas station type of security. So it wasn't until she showed me the Secretary of State application for the license and everything that bore Chief Cousins signature that I saw that she's not playing about this. This is the real thing that's happening. So that's the paperwork, is what made me, you know, see that as a legitimate thing, that he had actually made rules and signed papers to Point Blank Security up again.

Philip Gebauer 14:14

So you saw not only, is it company filings or you saw license applications that he had filled out?

Ralph Vaughn 14:24

A this, a license application, that's what she showed me.

Philip Gebauer 14:34

Okay, and how long ago was this, would you say?

Ralph Vaughn 14:40

It was before the New Year. No, no, no, I take that back. It was, it was in the new year. So I would say mid-February. It wasn't that that long ago.

Philip Gebauer 14:55

Okay and, and when you saw that, your reaction was to, to do what, to speak with Director Owens?

Ralph Vaughn 15:04

Well I, pretty much needed to secure, I needed to, you know, secure my job, you know, you know, because, like, I have a family, I take care of everything. I'm thinking myself, Okay, well, I got to figure out what to do next. And that's my thing with, before I said to Director Owens, I don't want to work with Chief Cousin at Point Blank. You know, that was what they were. I guess he was using Stacie Powers to kind of recruit us. And he was saying that, oh, well, he'll have us run, run it, and then he'll just hold a license. And you know, he was already making plans, and I'm thinking myself, I don't want to work with you. You know, like I said, since last year at our birthday, I started seeing a significant decline in his management or supervision or leadership, or however you want to look at it. And I realized that, you know, he was distracted that entire time, because he wasn't, you know, pretty much focused on promoting and doing the business of Class Act, which we were, myself and Director Owens more specifically, and why we couldn't figure out why we just didn't have the support that we needed. And it was, it was burning people out. We lost like eight, nine people without anybody else coming in. And it just put a lot of stain on us, so. I really thought that, you know, he was checking out it was over.

Philip Gebauer 16:48

Do you do you feel like that he was coordinating this and and he had, he had Stacie sort of do work for him? Or do you feel like there was a different dynamic? How did it appear to you?

Ralph Vaughn 17:04

Well, at first, it didn't appear as anything except, you know, maybe he was distracted, or maybe he had something else going on. After the fact, learning the details, or some of the details, I'm not sure. I'm not aware of everything, but, you know, learning the details about who Stacie Powers actually was and her criminal past, I'm honest with you, it could go either: he was trying to use her as a way to separate, or she was trying to use him as a way to elevate her lifestyle situation, or maybe they were in cahoots together about the whole situation. It's really hard for me to speculate on that and you know, but I do

see how it just manifested into this, this, this monster that almost, I mean, I'm telling you, I literally had options on the table. I still do, just other options on the table, just in case this was no longer an option because of, I mean, she was, she was really working hard to take this company down. Her EEOC complaint to me was a, was a killer, like when she told me the type of information that she was, had put in there, and I was just like, well, you know, my first thing was, well, what about us with families? You're gonna, you're gonna put us in a situation if they decide, you know, this is egregious, or this is unlawful. Without any warning, this could be over with tomorrow, and then I need to pay my bills, I need to see my daughter. Like don't, don't do this to us without you know, like that says nothing, at least address it with the Chief Turner. First, bring up your complaints to her first, let's give her a chance to address them, and then, you know, maybe, if you know, but at least give us time to adjust. Like she was just like, No, this is over with, you know, some some issues she had with Brandon Turner, and she was just like, on a mission. You know, she was on a mission.

Philip Gebauer 19:21

Can you tell us some of the things that she had included in the in the complaint that she told you about?

Ralph Vaughn 19:28

Yeah, she, she was a she was saying that Brandon Turner came to the office to intimidate her. She said that you know, which I know now to not be true or anything like that, but she was accusing him of being a known drug user, which added to the intimidation factor, she was -- [aside to his daughter] Hey, please be quiet. [Speaking to Philip Gebauer] She was just saying that we were being cheated out of certain monies by, you know, not being paid correctly. Just, just a lot of different things about the contractor and having mandated schedules, mandated this, and contractors are supposed to agree to certain things, I mean. And then she, she backed that up with documentation she pulled from either Department of Labor website or, you know, EEOC websites, you know. So I'm just thinking myself, well, if this girl, this is, this lady is supposed to be the HR Director, which whose job it is to basically look out for the employees or the workers. And it looked, it appeared to me, that's what she was doing this it wasn't until after the fact, you realize that it was manipulation.

Philip Gebauer 21:06

Do you know whom else she was speaking to and and telling about her, her plan to to take the company down, as you say?

Ralph Vaughn 21:21

Um well, outside of myself and Director Owens, I'm not really 100% sure if she had, you know, direct dealings with other people. I do know that a couple of former employees, she reached out to former Lieutenant Ford and former Lieutenant Lester, but as far as active people, you know, it's, I'm assuming she would have, you know. A lot of the officers still ask me you know about her, Officer Pope, Officer Drake, they still ask me, like, hey, what's, you know? What's going on with Powers? And you know, I just don't, like, you know, as far as I know, she's separated, so it's no longer my concern. But you know, with with the way she was moving, and the, I don't know. I guess I would say the aggression which he was moving with. I would assume that she spoke with more than just me and Director Owens, the upper command staff. You know she was, she was trying to recruit a staff for Point Blank. So I would assume that she talked to most of the officers about transitioning over once, Class Act was no more, just, just based off of, you know, how, how I feel like she was coming into the company.

Philip Gebauer 22:54

Now, Stacy was there for for a little while. But when did you when did you start to feel like she was, she was working fast to to undermine the firm? I mean, you mentioned that, starting about a year ago, you felt that the Chief Cousins was no longer really focused on his job. But when did you start seeing things in Stacie that that made you concerned? Was it just that first time you saw the license, or was there a time before?

Ralph Vaughn 23:27

No, she she said something to me one day. She's like, I called her about an officer's time stamp or something, and she kind of like, well, she got some remote boss or something. She was upset that there was somebody who was being put above her. I'm not sure, because I never met the person or wasn't able to see the person. But she said that there was being somebody put above her who wasn't going to be in the office. I guess she felt a way about that. I mean, she vented, you know, you know,

co workers, they say, well, I'll just do something else. I didn't take it to mean anything. But, you know, I guess for me, if I look back, that would be the birth of her, you know [unintelligible].

Philip Gebauer 24:34

Her change? When? When do you go left? When do you think that that happened? If you remember that conversation more or less when that took place?

Ralph Vaughn 24:49

Eh. Yeah, I don't remember the exact time. I do remember more recently seeing a person added to our group chat that I didn't, I didn't remember meeting or I've never known before. So there, I think I can go back and look and see when that person was added, but it was, it was much before she told me that there was an individual, I think the name was Cynthia, or something -- Cindy or Cynthia -- that had been, that was supposed to be over her as the HR Director, but I think that was, to me, that would have been the first sign of, you know, her going left.

Philip Gebauer 25:39

Okay, yeah. Okay, you think that was Cynthia. I'm gonna follow up on that. Okay, and were you aware of, you know, any sort of personal friendships or relationships that that Stacie had with with other officers?

Ralph Vaughn 26:08

I wouldn't really say personal relationships, just, you know, before I was made aware of the relationships he had with Chief Cousin, there were a bunch of different things that, you know, I thought were questionable, but I didn't want to assume or be like the harbinger of gossip in the workplace. So, you know, I kind of just looked at it as a working relationship. HR Director, Chief of Operations, they got a lot of stuff they need to discuss amongst themselves. So seeing them out really isn't a thing they, you know, they're in business, you know. Unfortunately, it was what people were saying it was. You know. So, I just know that she's very supportive, of the officers, you know, sending officers money for lunch, money for rides to work or from work. You know, like I said, she was very convincing, you know, at whatever you know, what she was going.

Philip Gebauer 27:26

Okay. I'd like to follow up on that just a second, because it appears that Stacie removed all of the office's petty cash at some point in the last few months, and didn't log it such that it would be refilled or could be charged back to any particular business need. So when you say that, that she was, you know, generous to certain officers and helping them get, get lunch or rides, was she giving them cash for that, to your knowledge, or was she sending them money for that? Or was she booking the, the food delivery or the ride share? Do you know how that worked?

Ralph Vaughn 28:13

Um, to my knowledge, she would be at the office, maybe it was Uber or something like that. I'm not sure about cash, you know, she would always be at the office, whereas the officer may be at the store or maybe at home trying to get to the store. So I'm pretty sure it was either Uber or Lyft through the app or, you know, something like that.

Philip Gebauer 28:39

Okay, and do you know which officers she's, she's done that for, and how often?

Ralph Vaughn 28:50

Well, the two officers I know for a fact she did that for, have since quit. And they didn't really stay long enough. Yeah, they didn't really stay long past 30 days.

Philip Gebauer 29:10

Do you remember their names?

Ralph Vaughn 29:12

I don't, I don't do that.

Philip Gebauer 29:15

Okay. And do you know, do you know if they've if they've gone to someone else in the business, or where they moved on to after they left Class Act?

Ralph Vaughn 29:30

No, I don't. I did run into one of them the other day. Didn't seem like he had a job. And the other guy, I haven't seen her from him since he felt a certain kind of way about his pay and left disgruntled. So you know.

Philip Gebauer 29:54

Did you hear any details about about his pay questions at all?

Ralph Vaughn 30:02

I think he was upset at the fact that his uniform came out of his pay when his he would only he had only worked like the first, I mean, like, I think he'd only worked like three or four days in the pay period, and his uniform still came out like they told him it would, but he felt like, you know, maybe some grace or compassion should have been shown since it was a very little amount, and that's what he was saying that, you know, he shouldn't have been treated that way or something like that.

Philip Gebauer 30:46

Okay, I think that make sense. All right, um, sorry that's my that's my dog. If you hear a moan here in the background, she wants a treat. Have you, have you heard of any, any particular sort of, let's say, complaining or, not complaining, griping or concern from, from people at the, at the company since Stacie's firing and, and, and, if so, sort of, what, what that's like? You know, do we have to get a message out and get in front of some of this?

Ralph Vaughn 31:28

No, I really haven't heard any complaining. You know, people are curious about what, you know, what's going on. I mean, naturally they see the shifts in, you know, people coming and going. But, you know, I think Stacy powers made herself, or tried to make herself a staple with everybody, and so her being out of the office, it's just, you know, everybody notices. So whenever I roll around, they're asking, you know, hey, what's going on with Ms. Powers? So I don't want to, you know, go into too much. So I just don't know that. You know, she separated from the company, and, you know, can't say after that.

Philip Gebauer 32:16

Okay. And do you know if there were others who, whom she advised to write a complaint to the EEOC in the same way that she did to you.

Ralph Vaughn 32:27

Yeah, like I said, former Lieutenant Arthur Ford and former Lieutenant Lester. I don't know his first name,

Philip Gebauer 32:41

All right, so both of them as well.

Ralph Vaughn 32:44

Yes, I noticed he I noticed she brought that up when she was telling me about her complaint. She told me that she implicated Director Owens, myself, Lieutenant Ford, and Lieutenant Lester.

Philip Gebauer 33:01

Did she explain what she meant there when she said she implicated you guys?

Ralph Vaughn 33:07

Basically just saying, you know, who to me, basically saying that I was, you know, as the director or the deputy director, you know, I was in charge of, you know, XYZ, which, you know, part of the company policy. But, you know, to me, I took it as he was throwing me in there with, you know, throwing me under the bus to EEOC, you know, and I needed to explain myself. Or, you know, basically, I'm costing my jobs. Or I wasn't, [aside to his daughter] Hey, hey. [Speaking to Philip Gebauer] I wasn't, you know, I didn't, I didn't want to fall under any kind of, you know, um.

Philip Gebauer 33:50

Why should you fall on your sword? Okay, there's, you know, there's now this vacuum, as you said, with with Stacie gone, and that people, people notice because of how she made herself so necessary and and useful to a lot of people. But have you seen other changes in behavior since her departure? Do you feel like there's a different attitude that's beginning to, to trickle down, right? Do you see a difference, let's say in in Chief Cousins behavior and his attitude towards the business, or that of anyone else?

Ralph Vaughn 34:36

Well, not necessarily the employees. You know, I, you know, I've been seeing Chief Cousins, just like I said. I've been, I've been feeling like he checked out a year ago.

Philip Gebauer 35:05

Still the case, you think?

Ralph Vaughn 35:05

I understand his, you know position, you know, to me with with having both Director Owens as a director and myself as deputy director, you know, it should free him up to do the, the more important, higher level things that aren't done in the office, basically. And that, by that, I mean the constant recruiting and hiring of fresh bodies, because we have a high turnover rate, and this level of analysis and making sure the business has what it needs. You know, not many people really understand that, but what I I expect, and I've said these expectant expectations, to Chief Cousins, because of the experience level and the training level me, both me and Director Owens have like, I expect for you to be able to, you know, see what I see, at least – be able to think on the level of, you know, an actual -- and for a long time. I He did. I respected him for that. I even, I don't know if you're aware, but me, personally, I was director here before and my father suffered a stroke. I resigned my position, and once, once, I got my father back stable. And you know, his situation was, was stable. I came back, and I've been able to elevate most of 2024, every three month, I was being promoted again and again. Because, you know, you know, some people, they come here for a job, and nine to five other people see themselves doing security as a career. Well, this is my career. And I really, you know, I just don't see too much coming out of, out of Chief Cousin, the way, you know, I would think you know somebody who has experience, and you know veterans on staff to take care of all of the data that we do, all of the day to day things. So how are we still lacking in the areas where only you have the authority to hire someone, only you have the authority to set up interviews or log into the Indeed or the Zip Recruiter and figure out who's applying, or set up a recruitment campaign? I mean, there's 50 different things I can name off. He could have been doing since last year, and we're we're nowhere. We're still doing the exact same thing. So I would say, if anybody has fallen off during this whole thing about Stacie Powers, it's Chief Cousin.

Philip Gebauer 38:00

And you don't see any change for the better yet, if at all.

Ralph Vaughn 38:05

No, I, honestly, I don't he. We had a meeting the other day where, you know he, he, I guess, attempted to explain himself to us and take what he thought was accountability. I didn't hear anything but excuses. You don't to me. You don't take accountability about blaming somebody for what's good, you know. So I afterwards, he called me, asked me how I felt. I told him, like I feel like you abandoned us to do all the work here while you sit back and pretty much have a blast, you know, doing what you think you were doing with Stacie Powers. But now I realize you were distracted. You weren't just sitting back, not doing your job, doing distracted. You were having fun. We were out here working, and now you want us to what I don't know. I don't know what's going on here, but, you know, he really put a bad taste in my mouth with him [unintelligible].

Philip Gebauer 39:08

Surely. What did he say, that you remember? What did he sort of say? Were his his reasons? Those, those excuses that didn't really meet, meet the standard of an apology.

Ralph Vaughn 39:21

Oh, well, you know he's saying that, you know, personal things in his personal relationship with Chief Turner weren't the greatest, and that's why he went outside of his relationship with her. Okay, well, nobody's relationship is ever the greatest, but you have to put in where, I'm thinking myself like you just using it as an excuse for going outside of your relationship. That's not, you made a choice, right? We're -- come on now. You used your free will, voluntary choices, and chose to do that. That's not a forceful thing, because she might not be in the mood, sometimes. I mean, come on, you know, I'm a practical guy, so that didn't sit well with me, you know, I felt like he blamed her for his actions, which is crazy, and that's, that's pretty much what I said to him, like, you know, it's not gonna work, you know, I can follow, you know. I gotta, I gotta have respect for somebody I gotta follow. You know, I can't just follow you. You're leading me around in circles or leading me off a cliff somewhere, because you're on autopilot and I'm, I'm trying to do my job here. I'm trying to maintain this, this is what we have going on, so that it continues and grows into different areas. You know, a lot of things I, you know, talk to Chief about, you know, things I had going on even before I started working for Class Act, or, you know, I don't know if she told you that. I told her that Atlanta Housing Authority, they want me to, you know, do their training. But since I'm committed to being at Class Act, I just gave her the information I'm like, yeah, they already, you know, are open. You know, they already basically said they wanted me, but you know that's going to be at the behest of Chief Hunter if he allows me to go do the training for them. But you know that's that's just where I see things that could be being done to build this business to higher heights and bigger levels by Chief Cousins. It's not even done. And then when I tell him, or when I used to make suggestions and tell him, hey, you know, Chief, we could be doing this or this or this, you know he respond with, don't tell me how to run my business, Vaughn. Fine. Okay, I'll sit back and shut up, you know? So yeah, that's pretty much it, so.

Philip Gebauer 42:06

I mean if, if you were, if you were to see a few people shuffled around, and that might result in more responsibility for some of the management, and possibly including yourself, you know what, what would be, what would be useful for you to see delegated further down the chain, or what would be something that you, in particular, think that you could handle as an additional responsibility to help the company grow?

Ralph Vaughn 42:41

Additional responsibility I could handle with the training, like a formalized training, to have the officer better equipped to handle the different things that they come into contact with. I think that's a lot of the reason why we have such a high turnover rate, lot of the officers complain when they're quitting, of course, that they didn't have a training to deal with the mental ill patrons that come into Goodwill. I'm thinking to myself, well, think about Goodwill. It's a charity place. You're going to have these homeless, you're going to have the desperate and needs and a lot of problems. Unfortunately, it comes with a great amount of mental health disorder. But when the officers complain, this will de-escalate situation instead of escalating. But we didn't have any de-escalation training, I can't do anything, but really kick myself, you know, for, for having people out there that are ill-prepared to deal so I try to, you know, give them a lot of tips and training. [Aside to his daughter] Please sit down and be quiet. [Speaking to Philip Gebauer] when I'm there. So that one thing I'm more than prepared to take care of is care of the more of the training aspect. [Unintelligible].

Philip Gebauer 44:10

And you have some experience as a as a trainer, is that right?

Ralph Vaughn 44:13

Yes, sir. Like I said, I've been eight years military police, every aspect of security: I've spent a year as a private investigator, I was a bodyguard for celebrities and, you know, chefs in the scene. I've pretty much done just about all levels of security at one point or another.

Philip Gebauer 44:42

You mentioned that different opportunities sort of cross your desk pretty frequently, and I imagine it's because of your, your long, your long list of experience and skills. When you, when you share them with Class Act, if you share with Class Act, what does that procedure look like? Is there a policy in place that you're aware of about bringing in leads and, and, and what have you seen?

Ralph Vaughn 45:11

Well, this past, last weekend is when I told Chief Turner about the, how the Atlanta Housing Authority, one of the people who works there, I used to train when I had my own little thing going, when I had a anti kidnapping, anti rape, martial art self defense class for women, and I had an anti bullying class for elementary and middle school aged children. So she came into Goodwill when she saw me, and she explained that she was leaving the Atlanta Housing Authority. She was retiring, but she was still privy to information they had about hiring contractors, and specifically they were looking for security, defense contractors somebody who was experienced in active shooter drills, and had programs for women, children, and different things that they could utilize. See gave me their budget information and I passed it along to Chief Turner. Also one of the members at the Jubilee Church that I work in on Sunday, every Sunday, has an office building or office space that they're asking me if I could do security yet. And I gave them the office information. I let them know that I'm not the person you need to talk to about setting up security service. They do have to call the office. So when I saw him yesterday, I asked him if he called yet. And he, he said he was going to call today or sometime this week, because he missed uh – hold on a second. Alright, I'm sorry.

Philip Gebauer 47:17

That's alright. I know we've taken up a lot of your time. I just want to then just follow up on that really quickly. Is there, is there any sort of referral policy that you're aware of?

Ralph Vaughn 47:29

Well, that's what I'm saying. Chief Turner told me that there was a referral fee that once the contract is inked then I would get a referral fee pretty much,

Philip Gebauer 47:42

Did she tell you what that is?

Ralph Vaughn 47:45

No, she didn't say any number or anything, she just said it was a referral fee.

Philip Gebauer 47:50

Okay, but that feels, feels fair to you? I mean, because I love that you're getting so many opportunities and, and it would be, of course, very much in class acts interest to encourage you or anyone else who has them to to keep passing them along.

Ralph Vaughn 48:07

Well, to be honest, I think that a referral fee, one time payment or a continuous contract, isn't as fair as it might seem. But you know, otherwise, I feel like, you know, maybe I would, I would, I would get absolutely nothing if they decided to go elsewhere. It's a fair convenience at this point.

Philip Gebauer 48:37

Okay. And one last thing before I let you go again. I'm sorry that we've taken away so much time with your, with your daughter today, but you mentioned something very important a little while ago. You know you have a lot of experience with with leadership, with training, with, with working within a chain of command as a result of your military service and, and thank you for that, by the way.

Ralph Vaughn 49:07

You're welcome sir.

Paul Lipscomb 49:11

Yes, thank you.

Philip Gebauer 49:13

But respect is obviously such an important part of that. And you mentioned that you know you've lost some some respect for, for people because of how they've behaved and how they've, you know, perhaps not taken responsibility. In your mind -- and this doesn't have to be too specific here, you can tell me abstractly – in your mind, you know, what does it take to earn back the respect of, of someone like you?

Ralph Vaughn 49:41

Actions speak louder than words do. Just show up, you know. I don't want to hear your, your explanations, or your excuses, anything like that, to show up. Just do your job. That's, that it.

Philip Gebauer 50:00

I think that's very well said. Before we jump off. Is there anything else that you think we ought to know that we didn't ask you about yet?

Ralph Vaughn 50:18

I don't think so. Yeah, no, I think I try to be, like I said, like to Chief Turner, I'd be completely forthcoming with everything I know with y'all on the call so I don't think I held anything back. So that's, that's pretty much it. But you know, if I, if something comes up, I wouldn't hesitate to reach out.

Philip Gebauer 50:50

Okay. Yes, please do. And and thank you again for, for being so forthcoming today and and sharing with us like you did. And I hope we can, we can help turn, turn some things around.

Ralph Vaughn 51:06

All right. Well, you're welcome, and I hope so too.

Philip Gebauer 51:12

Okay. Have Have a great afternoon.

Paul Lipscomb 51:13

Thank you so much for your time.

Ralph Vaughn 51:06

[Unintelligible]

Philip Gebauer 51:15

Bye. Bye.