



**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
INTAKE QUESTIONNAIRE**

Please immediately complete the entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). **REMEMBER**, a charge of employment discrimination must be filed within the time limits imposed by law, generally within 180 days or in some places 300 days of the alleged discrimination. Upon receipt, this form will be reviewed to determine EEOC coverage. **Answer all questions as completely as possible, and attach additional pages if needed to complete your response(s). If you do not know the answer to a question, answer by stating "not known."** If a question is not applicable, write "n/a." Please Print.

1. Personal Information

Last Name: Banks First Name: Thomas MI: _____
 Street or Mailing Address: _____ Apt Or Unit #: _____
 City: _____ County: _____ State: MI ZIP: _____
 Phone Numbers: Home: _____ Work: (____) _____
 Cell: (____) _____ Email Address: _____
 Date of Birth: _____ Sex: Male Female Do You Have a Disability? Yes No
 Please answer each of the next three questions. i. Are you Hispanic or Latino? Yes No
 ii. What is your Race? Please choose all that apply. American Indian or Alaska Native Asian White
 Black or African American Native Hawaiian or Other Pacific Islander
 iii. What is your National Origin (country of origin or ancestry)? United States

Please Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: Attorney Timothy W. Denney Relationship: Attorney
 Address: 110 N. Saginaw St., Ste. 1 City: Lapeer State: MI Zip Code: 48446
 Home Phone: (____) _____ Other Phone: _____

2. I believe that I was discriminated against by the following organization(s): (Check those that apply)

Employer Union Employment Agency Other (Please Specify) _____

Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here and provide the address of the office to which you reported.) **If more than one employer is involved, attach additional sheets.**

See info:

Organization Name: Ford Motor Company (Also Rapid Global Business Solutions, Inc. RGBSI) on Exhibit A

Address: 20000 Rotunda Drive County: Wayne

City: Dearborn State: MI Zip: 48124 Phone: (____) _____

Type of Business: automotive manufacturer Job Location if different from Org. Address: 20000 Rotunda Drive Bldg. 2 Dearborn, MI 48124

Human Resources Director or Owner Name: Rona Smart Phone: _____

Number of Employees in the Organization at All Locations: Please Check (✓) One

Fewer Than 15 15 - 100 101 - 200 201 - 500 More than 500

3. Your Employment Data (Complete as many items as you can) Are you a Federal Employee? Yes No

Date Hired: 3-4-2011 Job Title At Hire: Product Engineer

Pay Rate When Hired: _____ Last or Current Pay Rate: _____

Job Title at Time of Alleged Discrimination: Product Engineer Date Quit/Discharged: 8-4-2014

If Job Applicant, Date You Applied for Job 3-4-2011 Job Title Applied For Product Engineer

4. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, you should check all that apply. If you complained about discrimination, participated in someone else's complaint, or filed a charge of discrimination, and a negative action was threatened or taken, you should check the box next to Retaliation.

- Race Sex Age Disability National Origin Religion Retaliation Pregnancy Color (typically a difference in skin shade within the same race) Genetic Information; choose which type(s) of genetic information is involved:
 - i. genetic testing ii. family medical history iii. genetic services (genetic services means counseling, education or testing)

If you checked color, religion or national origin, please specify: See Attached Explanation (Exhibit B)

If you checked genetic information, how did the employer obtain the genetic information? _____

Other reason (basis) for discrimination (Explain). See attached explanation (Exhibit B)

5. What happened to you that you believe was discriminatory? Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. Please attach additional pages if needed.

(Example: 10/02/06 - Discharged by Mr. John Soto, Production Supervisor)

A) Date: _____ Action: Discharged by Ford and RGBSI

Name and Title of Person(s) Responsible: _____

B) Date: _____ Action: Ford (Rona Smart and possibly others)
RGBSI (Kelsey Rossi and possibly others)

Name and Title of Person(s) Responsible: _____

6. Why do you believe these actions were discriminatory? Please attach additional pages if needed.

See attached explanation (Exhibit B)

7. What reason(s) were given to you for the acts you consider discriminatory? By whom? His or Her Job Title?

See attached explanation (Exhibit B)

8. Describe who was in the same or similar situation as you and how they were treated. For example, who else applied for the same job you did, who else had the same attendance record, or who else had the same performance? Provide the race, sex, age, national origin, religion, or disability of these individuals, if known, and if it relates to your claim of discrimination. For example, if your complaint alleges race discrimination, provide the race of each person; if it alleges sex discrimination, provide the sex of each person; and so on. Use additional sheets if needed.

Of the persons in the same or similar situation as you, who was treated better than you?

A. Full Name	Race, sex, age, national origin, religion or disability	Job Title

Description of Treatment

B. Full Name	Race, sex, age, national origin, religion or disability	Job Title

Description of Treatment

Of the persons in the same or similar situation as you, who was treated *worse* than you?

A. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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Description of Treatment

B. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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Description of Treatment

Of the persons in the same or similar situation as you, who was treated the *same* as you?

A. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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Description of Treatment

B. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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Description of Treatment

Answer questions 9-12 **only** if you are claiming discrimination based on disability. If not, skip to question 13. Please tell us if you have more than one disability. Please add additional pages if needed.

9. Please check all that apply:

- Yes, I have a disability
- I do not have a disability now but I did have one
- No disability but the organization treats me as if I am disabled

10. What is the disability that you believe is the reason for the adverse action taken against you? Does this disability prevent or limit you from doing anything? (e.g., lifting, sleeping, breathing, walking, caring for yourself, working, etc.).

11. Do you use medications, medical equipment or anything else to lessen or eliminate the symptoms of your disability?

Yes No

If "Yes," what medication, medical equipment or other assistance do you use?

12. Did you ask your employer for any changes or assistance to do your job because of your disability?

Yes No

If "YES", when did you ask? _____ How did you ask (verbally or in writing)? _____

Who did you ask? (Provide full name and job title of person)

Describe the changes or assistance that you asked for:

How did your employer respond to your request?

13. Are there any witnesses to the alleged discriminatory incidents? If yes, please identify them below and tell us what they will say. (Please attach additional pages if needed to complete your response)

A. Full Name	Job Title	Address & Phone Number
Rona Smart	Human Resources Representative	

What do you believe this person will tell us?

B. Full Name	Job Title	Address & Phone Number
Kelsey Rossi		

What do you believe this person will tell us?

14. Have you filed a charge previously in this matter with EEOC or another agency? Yes No

15. If you have filed a complaint with another agency, provide name of agency and date of filing:

16. Have you sought help about this situation from a union, an attorney, or any other source? Yes No

Provide name of organization, name of person you spoke with and date of contact. Results, if any?
Attorneys Jeffrey Mateer, Hiram Sasser, Cleve Doty, Liberty Institute, 2001 W. Plano Parkway, Ste. 1600, Plano, TX 75075
Attorney Timothy W. Denney, 110 N. Saginaw Street, Ste. 1, Lapeer, MI 48446

Please check one of the boxes below to tell us what you would like us to do with the information you are providing on this questionnaire. If you would like to file a charge of job discrimination, you must do so either within 180 days from the day you knew about the discrimination, or within 300 days from the day you knew about the discrimination if the employer is located in a place where a state or local government agency enforces laws similar to the EEOC's laws. If you do not file a charge of discrimination within the time limits, you will lose your rights. If you would like more information before filing a charge or you have concerns about EEOC's notifying the employer, union, or employment agency about your charge, you may wish to check Box 1. If you want to file a charge, you should check Box 2.

Box 1 I want to talk to an EEOC employee before deciding whether to file a charge. I understand that by checking this box, I have not filed a charge with the EEOC. I also understand that I could lose my rights if I do not file a charge in time.

Box 2 I want to file a charge of discrimination, and I authorize the EEOC to look into the discrimination I described above. I understand that the EEOC must give the employer, union, or employment agency that I accuse of discrimination information about the charge, including my name. I also understand that the EEOC can only accept charges of job discrimination based on race, color, religion, sex, national origin, disability, age, genetic information, or retaliation for opposing discrimination.

Thomas Bank
Signature

Jan 20, 2015
Today's Date

PRIVACY ACT STATEMENT: This form is covered by the Privacy Act of 1974: Public Law 93-579. Authority for requesting personal data and the uses thereof are:
1. FORM NUMBER/TITLE/DATE. EEOC Intake Questionnaire (9/20/08).
2. AUTHORITY. 42 U.S.C. § 2000e-5(b), 29 U.S.C. § 211, 29 U.S.C. § 626, 42 U.S.C. 12117(a), 42 USC §2000ff-6.
3. PRINCIPAL PURPOSE. The purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the EEOC has jurisdiction over those claims, and provide charge filing counseling, as appropriate. Consistent with 29 CFR 1601.12(b) and 29 CFR 1626.8(c), this questionnaire may serve as a charge if it meets the elements of a charge.
4. ROUTINE USES. EEOC may disclose information from this form to other state, local and federal agencies as appropriate or necessary to carry out the Commission's functions, or if EEOC becomes aware of a civil or criminal law violation. EEOC may also disclose information to respondents in litigation, to congressional offices in response to inquiries from parties to the charge, to disciplinary committees investigating complaints against attorneys representing the parties to the charge, or to federal agencies inquiring about hiring or security clearance matters
5. WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION. Providing of this information is voluntary but the failure to do so may hamper the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information.

EXHIBIT A

Organization Name: Rapid Global Business Solutions, Inc.

Address: 31791 Sherman Avenue County: Oakland County

City: Madison Heights State: MI Zip: 48071 Telephone: [REDACTED]

Type of Business: Workforce Management

Human Resources Director's Name: Kelsey Rossi, Telephone: [REDACTED]

Number of Employees: Over 100 employees (exact number unknown)

EXHIBIT B

FACTUAL BACKGROUND

Despite a pristine personnel record, Ford Motor Company ("Ford") and Rapid Global Business Solutions, Inc. ("RGBSI") terminated me based solely upon my expression of my sincerely held religious beliefs when Ford invited me to make a comment and respond to Ford's statement of its company policy that conflicted with my sincerely held religious beliefs.

I, Thomas Banks, was fired by RGBSI and Ford Motor Company from my position as a Design and Release Product Engineer on Monday August 4, 2014. Around July 23, 2014, I reviewed an article published by Ford pertaining to certain policies. Upon review of the article, it became apparent that some of Ford's policies conflicted with my sincerely held religious beliefs. Ford has an online comment box for employees to submit comments in response to the article. After reading the article, I submitted a comment explaining my objection to Ford's policies based on my sincerely held religious beliefs. Specifically, I have a sincerely held religious belief that homosexuality is immoral and also offensive to Christians. Ford's policy of promoting homosexuality, conflicts with my sincerely held religious belief. At Ford's invitation, I submitted a comment outlining the conflict with my sincerely held religious beliefs. See Exhibit 1—Comment Submitted by Tom Banks. I expressly noted the detrimental effect that Ford's policy would have on Christians, which included other Christian employees in the company's workplace.

On August 4, 2014, I met with Ford HR representative Rona Smart at her request. During the meeting, Ms. Smart sought only to verify that I was the author of a comment submitted to a Ford on-line comment box. (The comment box requested comments pertaining to an article delivered to my Ford e-mail inbox in an email entitled "News to Know".)

On Thursday, July 31, 2014, I received a short e-mail from Rona Smart, which read "I would like to meet with you to discuss something that was brought to my attention. We will discuss in more detail on Friday. Thank you." I was on vacation Friday, so we met on Monday, August 4, 2014 at 8:30 a.m. I was told at the 8:30 meeting that I allegedly violated Ford Anti-harassment Directive B110, which Rona Smart gave me a copy of. See Exhibit 2. Ms. Smart said she would be in touch after "Personnel Relations" reviewed this further. I returned to work. Upon arriving home that evening, I received a voice-mail from RGBSI representative Kelsey Rossi (who also attended the 8:30 a.m. meeting) telling me I was fired and not to return to work. The companies gave me no warnings, no opportunity for discussion, and no specifics about what part of the "Directive" I allegedly violated.

After that, RGBSI confirmed that it and Ford were terminating my employment. See Exhibit 3—Emails from RGBSI Representative Kelsey Rossi. RGBSI terminated me for allegedly violating a harassment policy that does not even exist.

RGBSI relies on the following language from RGBSI's policy handbook as the purported basis for firing me:

"Similarly, harassment on account of any other protected status, such as sex, age, race, color, creed, religion, marital status, national origin, ancestry, citizenship, military status, veteran status, disability, genetic information (height and weight

in Michigan), and (partnership status, sexual orientation, and alien status in New York City, New York) (for example, conduct or comments which reflect negatively upon or disparage any protected group, even if the conduct or comments are made “in jest” and/or are not directed to any particular individual) is also prohibited. If for any reason an employee is not comfortable reporting any incident involving actual or potential harassment or discrimination to Management, he/she may report the incident to James M. Reid IV, Esq., RGBSI’s outside counsel, at [REDACTED] or [REDACTED]” (underlining added).

However, a careful reading of RGBSI’s own policy confirms that its own policies do not even prohibit what it claims is the policy basis for its decision. RGBSI only has a “sexual orientation” policy that applies in New York City, New York. No such policy exists in Michigan, or for Michigan employees. (Similarly, RGBSI has a policy about height and weight harassment in Michigan, that is inapplicable elsewhere.) As seen above, the policy – see the underlined portion – only applies in New York City, New York.

It is undisputed that I performed my work, live in, and sent my e-mail while in Michigan. Thus, RGBSI terminated me for stated reasons that have no basis in RGBSI policy.

MY FIRING CONSTITUTED RELIGIOUS DISCRIMINATION UNDER TITLE VII

The termination of my employment constituted unlawful religious discrimination in violation of Title VII of the federal Civil Rights Act 42 USC, Section, 20003 et seq. and the Civil Rights Act of 1991, 42 USC, Section 1981a.

Based on my sincerely-held religious beliefs, and in a response solicited by Ford Motor Company and open to employees, I expressed an objection to company policy based upon those beliefs. I was fired by RGBSI and Ford Motor Company for my expression of these religious beliefs and my declaration to Ford Motor Company and RGBSI that in essence this promotional program would trample upon and offend the religious beliefs of Christians, which include myself and other Christian employees. This firing violates Title VII of the federal Civil Rights Act of 1964, 42 USC Section 2000e, et seq. (including but not limited to 42 USC Section 2000e-2) and the Civil Rights Act of 1991, 42 USC, Section 1981a, which expressly prohibits discrimination against employees on the basis of their religion.

MY FIRING ALSO VIOLATED THE ANTI-RETALIATION PROVISIONS OF TITLE VII

This firing also violates the anti-retaliation provisions of the federal Civil Rights Act, 42 USC Section 2000e-5. Employers are not permitted to retaliate against employees simply because they notify the employer that the employer’s actions are discriminating against employees on the basis of their religion. My objection placed Ford Motor Company and RGBSI on notice that its program constituted a policy assault on the religious convictions of Christians, including myself and other employees of Ford Motor Company.

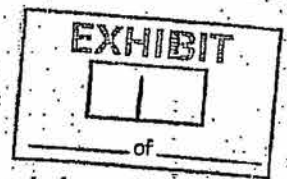
FILING OF EEOC CHARGE

It is my intent by filing my claim of discrimination, my explanation of the details thereof and my intake questionnaire to hereby file an EEOC charge against Ford Motor Company and Rapid Global Business Solutions, Inc. for religious discrimination and retaliation.

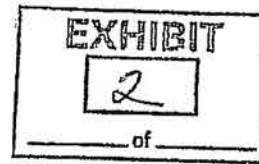
Date: Jan 28, 2015

By: Thomas Banks
Thomas Banks

7/24/14 @ 11:59 am



For this Ford Motor should be thoroughly ashamed. Endorsing and promoting sodomy is of benefit to no one. This topic is disruptive to the workplace and is an assault on Christians and morality, as well as antithetical to our design and our survival. Immoral sexual conduct should not be a topic for an automotive manufacturer to endorse or promote. And yes-this is historic-but not in a good way. Never in the history of mankind has a culture survived that promotes sodomy. Heterosexual behavior creates life- homosexual behavior leads to death.



Welcome Smart, Rona Close Tab



Anti-Harassment

Directive B-110 at a Glance

Corporate Directive

Ford Motor Company has a directive of zero tolerance for:

- Sexual harassment
- Racial or national origin harassment
- Harassment based on race, religion, color, age, sex, national origin, disability, sexual orientation, gender identity or veteran status and protected groups
- Retaliation against anyone for making a good-faith complaint of such harassment or for cooperating in Company investigations of such complaints

This Directive protects:

- All Ford employees
- All Independent contractors, temporary employees and agency employees
- All visitors to the Ford workplace, such as vendors and customers

Such harassment or retaliation violates Ford Motor Company's Directive B-110:

- Regardless of whether it is committed by an employee, customer, vendor, agent, or other third party
 - Regardless of the sex, race, or other characteristics of the person responsible
 - Regardless of whether the harassment or retaliation violates or does not violate federal, state or local law
- Violation of Directive B-110 will result in discipline, up to and including discharge.

Definition of Harassment

"Harassment" in this Directive means conduct of a harassing nature, whether in the workplace or off-site, which has the effect of interfering with someone's work performance, or which creates an intimidating, hostile, or offensive working environment. What is acceptable, amusing, or inoffensive to some may be unwelcome, abusive, or offensive to others.

The following is a list of examples of conduct that Ford considers to be harassment. The list is not intended to be all-inclusive.

Sexual Harassment

- Abusive, offensive, or unwelcome sexual conversation, innuendo, jokes, or teasing
- Unwelcome sexual flirtation, advances, or propositions
- Explicit demands for sexual favors
- Subtle pressure for sexual activity
- Offensive, insulting, or suggestive gestures, leering, sounds or comments
- Unwanted physical contact, including touching, petting, kissing, hugging, pinching, or brushing against another person
- Displaying sexually explicit or suggestive messages through graffiti, clothing, cartoons, photographs, or other items

- Using your position to coerce sexual favors through threats or rewards
- Granting promotions or other job favors because of participation in sexual activity
- Continuing to ask someone for dates or to meet after work after the person has made it clear that she or he does not want to go
- Graphic sexual comments about a person, whether or not said in that person's presence
- Comments on a person's appearance that make the person feel uncomfortable because of her or his sex
- Sexually oriented entertainment in the workplace, at Company functions, or at social gatherings organized by Ford employees where attendance consists predominantly of Ford employees and/or others associated with Ford
- Sending sexually graphic material through the Company e-mail system or other electronic devices (e.g., voice mail, text pagers, radios, etc.), or using the Company internet, Company mail, or Company computers for viewing such material

Racial or National Origin Harassment

- Using slurs or derogatory terms based on race, color, national origin, or ethnicity
- Telling jokes or stories that are derogatory toward members of a particular racial or ethnic group, whether or not members of that group are present
- Displaying graffiti or other derogatory or insulting writings based on race, color, national origin, or ethnicity
- Making degrading comments about a person of a different racial or ethnic group, or about that person's appearance

Harassment Based on Sex, Race, or National Origin

This category covers harassment motivated by an individual's sex, race, or national origin, even if the words or conduct do not explicitly refer to the subject of sex, race, or national origin:

- Demeaning or criticizing an individual because of her/his sex, race, or national origin. Example: "You're just a woman (or man), what do you know."
- Repeated comments that demean or criticize members of that sex, race, or national origin, even when made outside the hearing of such persons. Example: "Women (or men) are so stupid they can't get anything right."
- Sabotaging, damaging, or interfering with the work of anyone because of her or his sex, race, or national origin
- Threatening or intimidating anyone because of her or his sex, race, or national origin through the use of hostile or threatening words or behavior

Harassment Based on Religion, Age, Disability, Sexual Orientation, or Veteran Status

- Using slurs or derogatory terms about someone's religion, age, disability, sexual orientation, or veteran status
- Telling jokes or stories that are derogatory toward someone's membership in one of these groups
- Graffiti referring to such groups or a person in one of these groups
- Degrading comments about an individual in one of these groups, or about his or her appearance
- Demeaning or criticizing an individual because of her/his membership in one of these groups
- Comments that demean or criticize members of one of these groups, even when made outside the hearing of persons of that group
- Sabotaging, damaging, or interfering with the work of anyone because of her or his membership in one of these groups
- Threatening or intimidating anyone because of her or his membership in those groups

Prohibition Against Retaliation

Ford Motor Company prohibits retaliatory actions against an employee that are motivated by the fact that the employee has made a good-faith complaint of harassment or by the fact that the employee has assisted or cooperated in an investigation of a complaint by someone else.

Directive B-110 protects any employee who makes a complaint of harassment honestly believing that her or his complaint is justified, even if the Company should ultimately find that complaint unfounded.

The following are examples of actions that constitute forbidden retaliation if motivated by the employee having made a good-faith complaint of harassment or having cooperated in an investigation of such a complaint:

- Discharge, demotion, or other discipline of the employee
- Unfavorable changes in the employee's work assignment, workload, or other terms of employment
- Talking negatively about that employee to others
- Sabotaging, damaging, or interfering with the employee's work
- Ostracizing or excluding the employee or subjecting him or her to hostile treatment within the work group
- Holding the employee to different standards on the part of supervisors or coworkers
- Other inappropriate conduct or treatment that is hostile or affects the employee's workplace, equipment, tools, or personal effects

Retaliation in violation of Directive B-110 is treated equally seriously as harassment, and will result in discipline up to and including discharge.

Responsibility of Employees

Responsibilities of All Employees

Whether you are a manager, a supervisor, or a non-supervisory employee, you have the responsibility to make this Directive work by taking all of the following actions:

- If you believe you are the target of harassment or retaliation, to the extent you feel comfortable doing so, tell the person to stop
- Immediately report any violation to the Directive using the Complaint Procedure (see below)
- Cooperate with any investigation of a harassment complaint, whether brought by yourself or by someone else, by providing factual information to the Company's investigating personnel
- If other employees tell you they find your behavior or conversation unwelcome and ask you to stop, honor their request, even if you feel they are being oversensitive

Special Responsibilities of Managers and Supervisors

If you are a manager or supervisor, Ford expects you to:

- Set an example by refraining from any activity of harassment or retaliation
- Discuss Directive B-110 with all employees under your supervision
- Monitor your work area for indications of any type of harassment or retaliation
- Report any incident of harassment or retaliation that you witness or become aware of to the appropriate Human Resources personnel
- Immediately intervene to stop harassment, retaliation, or conduct that could be interpreted as such
- Caution employees who appear to be engaging in such behavior
- Report all complaints of harassment or retaliation to the appropriate Human Resources personnel, regardless of your opinion of whether the complaint is well-founded. Human Resources will ensure that the complaint is documented in writing.
- After reporting the incident or complaint to Human Resources, cooperate with Human Resources to assure that the problem does not recur or that retaliation does not ensue

For additional information, please refer to Anti-Harassment/Discrimination - Guide for Managers and Supervisors.

Complaint Procedure

Ford Motor Company has implemented a Complaint Procedure designed to encourage any employee (whether regular, part-time, or supplemental), any independent contractor or temporary or agency employee, and any visitor to our workplace to report any instance of harassment or retaliation that violates Directive B-110.

If you believe you are being harassed or retaliated against in violation of Directive B-110, or if you observe someone else being subjected to such conduct, report this conduct immediately to management.

Who to Complain to

You may report such a violation to any of the following:

- To your supervisor or manager
- To your local Human Resources representative

In the U.S.:

- To the Company harassment hotline, whose number is (888) 735-6650
- To the Corporate Personnel Relations and Employee Policies Office at Ford World Headquarters, whose number is (313) 322-3751

If you are a member of a collective bargaining unit, you may also file a grievance through the collective bargaining grievance procedure.

How Complaints Are Investigated

Once an alleged violation of Directive B-110 is reported to management, Human Resources will begin an investigation, usually within 24 hours. That investigation will be timely and thorough. When it is concluded, the Company will take such action as it deems justified by the facts. See below under "Penalties for Harassment or Retaliation."

Confidentiality

All complaints of harassment or retaliation filed through the Company's Complaint Procedure will be handled as confidentially as possible. The fact that a complaint has been filed will be made known only to those persons who need to be made aware of the complaint, such as the employee's supervisor, the alleged wrongdoer, and witnesses who must be interviewed in connection with the investigation. All persons thus contacted by Human Resources will be told not to discuss the complaint or the facts of the case with anyone else, and will be warned that retaliation against the person making the complaint is strictly forbidden.

Penalties for Harassment or Retaliation

If the investigation finds that an employee has engaged in conduct that violates Directive B-110, penalties will depend on the nature of the offense. Any and all breaches of this Directive are considered serious. Appropriate discipline will be imposed, even for a first offense, ranging from a verbal warning, up to and including discharge.

Supervisors and managers who bear responsibility for allowing violations of Directive B-110 to occur may also face discipline where:

- Their action or inaction contributed to the development of the environment that led to the offending conduct
- They failed to take appropriate action in response to receiving a complaint or witnessing an episode of harassment or retaliation

In such cases, the manager or supervisor may be subject to disciplinary action, up to and including discharge. Such a finding may also affect the manager/supervisor's present or future assignment, promotability, or compensation.

Your Right to Complain to Government Agencies

Employees are encouraged to use the above Complaint Procedure to report and resolve their complaints of harassment or retaliation. However, employees may also file a complaint with the appropriate local, state, or federal enforcement agency.

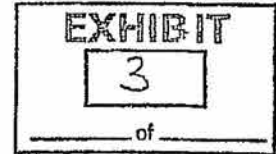
Contacts for Additional Help

For further information contact the Personnel Relations representative designated for your location/organization. To identify your representative, contact the Corporate Personnel Relations and Employee Policies Office at (313) 322-3751.

Ford Motor Company and its affiliates are committed to protecting personal data. Through HR ONLINE, you may be provided access to the personal data of other employees to perform your employment duties. As a condition of such access, you acknowledge and agree that you will access and use such data only for legitimate business purposes, and that you will comply with all applicable policies and requirements. Failure to comply may result in disciplinary action up to and including termination.

The policies, plans and programs described in HR ONLINE are not contracts and do not alter any at will relationship the Company has with its employees. The Company may amend, suspend or terminate these policies, plans or programs at any time without prior notice, subject to any applicable collective bargaining agreement. If there is any difference between the information on this Website and the actual policy, plan or program, the official documents will prevail. You may request a printed copy of any benefits Summary Plan Description or Summary of Material Modification no charge, by contacting the NESC at 1-800-248-4444.





From: "Kelsey Rossi" [REDACTED]
To: [REDACTED]
Sent: Wednesday, September 3, 2014 12:24:56 PM
Subject: Re: RGBSI: Exit Interview

Correct.

Sent from my iPhone

On Sep 3, 2014, at 12:24 PM, [REDACTED] wrote:

Kelsey-
Am I terminated from RGBSI as well?

Tom Banks

From: "Kelsey Rossi" [REDACTED]
To: "Banks, Tom" [REDACTED]
Sent: Monday, August 11, 2014 10:47:24 AM
Subject: RE: RGBSI: Exit Interview

Tom,

When we were meeting with Rona, she referred to the paragraph titled "Harassment Based on Religion, Age, Disability, Sexual Orientation, or Veteran Status" on page two of the attached policy.

You were also in violation of the RGBSI harassment policy titled "EQUAL EMPLOYMENT OPPORTUNITY AND POLICY AGAINST HARASSMENT", section 2.1 and pages 6-8 of the attached RGBSI handbook. Specifically the following paragraph on page 7.

Similarly, harassment on account of any other protected status, such as sex, age, race, color, creed, religion, marital status, national origin, ancestry, citizenship, military status, veteran status, disability, genetic information (height and weight in Michigan), and (partnership status, sexual orientation, and alien status in

New York City, New York) (for example, conduct or comments which reflect negatively upon or disparage any protected group, even if the conduct or comments are made "in jest" and/or are not directed at any particular individual) is also prohibited. If for any reason an employee is not comfortable reporting any incident involving actual or potential harassment or discrimination to Management, he/she may report the incident to James M. Reid IV, Esq., RGBSI's outside counsel, at [REDACTED] or [REDACTED]

Regards,

Kelsey Rossi, SPHR
Assistant HR Manager
31791 Sherman Ave.
Madison Heights, MI 48071

T: [REDACTED]

F: [REDACTED]

Email: [REDACTED]

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From: [REDACTED]
Sent: Sunday, August 10, 2014 9:02 AM
To: Kelsey Rossi
Subject: Re: RGBSI: Exit Interview

Kelsey-

I was given a copy of "Anti-Harassment Directive B-110 at a Glance" last Monday in our meeting with Ford HR. Later that same day you told me I was terminated since the Personnel Committee determined I had violated the directive. Did Ford HR tell you specifically, or can you ask, what item in the Directive I violated?

Thanks so much-
Tom Banks

From: "Kelsey Rossi" [REDACTED]
To: "Banks, Tom" [REDACTED]
Sent: Tuesday, August 5, 2014 10:47:39 AM
Subject: RE: RGBSI: Exit Interview

Thank you.

Regards,

Kelsey Rossi, SPHR
Assistant HR Manager
31791 Sherman Ave.
Madison Heights, MI 48071

T: [REDACTED]

F: [REDACTED]

Email: [REDACTED]

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From: [REDACTED]
Sent: Tuesday, August 05, 2014 10:14 AM
To: Kelsey Rossi
Subject: Re: RGBSI: Exit Interview

From: "Kelsey Rossi" [REDACTED]
To: "Banks, Tom" [REDACTED]
Sent: Tuesday, August 5, 2014 9:25:48 AM
Subject: RGBSI: Exit Interview

Hello Thomas,

Please see the Exit Interview attached. Please send us the Exit Interview as soon as possible for us to hear your feedback.

In the future, keep RGBSI informed of any changes in your address or contact information for W2 and payroll purposes.

Please call me at your earliest convenience to review separation items via phone.

Regards,

Kelsey Rossi, SPHR
Assistant HR Manager
31791 Sherman Ave.
Madison Heights, MI 48071
T: [REDACTED]
F: [REDACTED]
Email: [REDACTED]

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