

EOPA INVESTIGATION REPORT

Submitted To:

Economic Opportunity Planning Association of Greater Toledo, Inc.

Board of Trustees

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INTRODUCTION

This internal review was initiated as a result of a Board member receiving information about potential improprieties with respect to work allegedly not performed that was to be paid for with ARRA monies.

The primary allegations made by Ms. Popoff in her affidavit attached are as follows:

- Contractors were being paid for mowing lots that they did not mow.
- Contractors were being paid mowing lots that were not mowable.
- She was asked to back date her contract and her rate of pay was increased as a potential “quid pro quo” for backdating the document.
- Cash was given to her due to failure of EOPA not timely processing her payments.

See Affidavit attached as Attachment A.¹

In addition to the above allegations, I have conducted a preliminary review of the circumstances surrounding the potential violation of the agency’s contract with the Area Office on Aging, due to having a person employed as a senior broker who had a prohibited criminal history. Finally, I address some other issues associated with the overall grass cutting and community gardens’ programs.

Grass Cutting Allegations

This reviewer could not determine whether Ms. Popoff’s allegations regarding grassy lots not being mowed were accurate or inaccurate. Too much time has passed to review the lots and make such a determination. However, her comments in many areas have proven to be credible, and she did spend a significant amount of time personally reviewing whether grass cutting work was performed, according to her time sheets. She was asked by Mr. Slack to check on given lots to see if work was in fact performed.

¹ Much has been queried about Ms. Popoff’s motivations for making these allegations and suspicion about her knowing a Board member. Ms. Popoff, in her affidavit, states that she told the CEO “I know somebody I think you might now: ... and then said “it was Dr. Murry.” The CEO reports that Ms. Popoff stated that Dr. Murry was a “good friend” of hers. For purposes of this review, her motivations are irrelevant except the extent that her credibility would be called into question. The Board’s due diligence simply requires the allegations to be investigated. Nonetheless, Board member Murry stands by his statement that he does not particularly “know” Ms. Popoff, but that his wife does know her which is how she came to speak with him about the allegations.

Mr. Slack stated that he gave her that assignment to "give her something to do," although Mr. Douthitt had signed off on all records of mowed lots as personally verified. There are those, including the CEO, who assert that "checking lots" were not part of her job duties. However, Mr. Slack himself acknowledges that this was part of her assigned duties. No determination can be made at this time that lots that were mowable were in fact not mowed.

It is credible, however, that some lots alleged mowed were not mowed, at least at the time they were reviewed. Grass was reported to be chest high on some lots allegedly mowed. Emails from Ms. Popoff to Mr. Slack indicated that she reviewed lots and sent contemporaneous emails noting that grass had in fact not been cut and that some addresses did not exist. For example, a July 7, 2010 email from Ms. Popoff to Mr. Slack notes numbers and addresses that need to be cut, but are identified as verified by Mr. Douthitt. It also includes "1461 Oakwood - looks like it has never been cut...Neighbors said last time they cut was the end of May...Jackson Industries responsible", "2811 & 2815 Ontario - Don't see exist I spent most 30 min. trying to figure this out they say it was cut and I can't find it anywhere...Jackson Industries responsible". An August 2, 2010 email includes "725 Johnson his (sic) pass (sic) my knees, it still hasn't been touched" and "1019 Avondale is a home, it is not a lot, this address is on the house, so I don't know again, what Big Ray contractor is billing you for". There are more examples. (See Attachment B.)

These emails should have generated at least a responsive email. More importantly, it should have generated documented communications to Mr. Douthitt and the CEO. I have not been provided any such communications and do not believe them to exist. Although Ms. Popoff says Mr. Slack told her he would communicate the concerns to Mr. Douthitt, Mr. Douthitt denies ever being given such information by Mr. Slack. Since Mr. Slack says he was just giving Ms. Popoff "something to do", that is possible. These contemporaneous emails, however, are credible and damaging.

Others interviewed acknowledged that some lots had high grass, but do not agree that they were necessarily not mowed at some time prior to Ms. Popoff viewing them.

A more reviewable allegation is the assertion that certain lots *could not be mowed* because the addresses do not exist or constitute a portion of land that was not mowable. Specifically, Ms. Popoff made the following allegation in her affidavit:

The following is a list of properties I was to verify as "cut", but from my opinion and personal review, do not exist:

- 2811 & 2815 Ontario
(Spent 30 min. looking for these addresses
Jackson Industries - Contractor)
- 127 Tecumseh
(This was marked on invoice as irregular
Jackson Industries - Contractor)
- 152,153,155,159 Hillside

(There was only one house on this street. I was not able to locate these.)

- 803,807,811,815,821 Cleveland St.
(Cleveland St. ends in the 500 block
All Aspects - Contractor.)
- 2479 & 2482 Fulton
(There is no empty lot with the
size they are claiming.)
- 2673 2677 Pratt St.
(This stops at 2660 then it goes
right into 2700 Block.
T.E.E.N.S. - Contractor.)
- 2358 Genesse
(T.E.E.N.S. - Contractor)

Given this finding, financial documents were analyzed to review whether these lots are reported as cut and paid for by EOPA from ARRA funds.

The data analysis included a review and comparison of 141 invoices unevenly spread between seven contractors. The data indicates there were 46 notations where addresses listed in statement number 24 of the Affidavit of Michelle Popoff, were noted as cut and paid. (28) of the (46) instances are attributed to contractor All Aspects.

Contractors Big Ray and New Covenant did not have any notations. They also had the fewest invoices. The range of notations among the other five contractors vary from one to eight, then the big jump up to the 28 notations with All Aspects. Contractor Lands By Michael had the majority (40) of all invoices with just one notation.

Address	Jackson - (13)	Ila Barringer - (7)	Big Ray - (3)	World's Best - (17)	LEINS - (24)	All Aspects - (28)	Michael - (40)	New Covenant - (6)	Total Invoices All Contractors = (141)
(17) Total Addresses									
2811 Ontario	1			1					

2815 Ontario	1		1							
127 Tecumseh	1									
152 Hillside		1				2				
153 Hillside		1				2				
155 Hillside		1				2				
159 Hillside		1				2				
803 Cleveland						4				
807 Cleveland						4				
811 Cleveland						4				
815 Cleveland						4				
821 Cleveland						4				
2479 Fulton						2				
2482 Fulton						2				
2673 Pratt St.						1				
2677 Pratt St.						1				
2358 Genesse						2		1		
			0					0		
	3	4	0	2	8	28	1	0		46

Summary Table Below

Summary Table

Total # of Contractors	=	7
Total # of Invoices Reviewed	=	141
Total # of Addresses Considered	=	17

Total # of Instances	=	46
Contractor with most instances	=	All Aspects – 28 Instances; 31 Invoices
Contractors with 0 Instances	=	Big Ray – 3 Invoices and New Covenant – 6 Invoices

Given the allegations and payment records, I requested that Lewandowski Engineers have an employee personally visit the alleged non-existing sites. I also asked them to provide photos to determine whether the addresses constituted "mowable" lots, and whether it appeared that the lots could have been misaddressed with mowable location immediately adjacent.

A member of Lewandowski Engineers physically visited the following sites:

- 803, 804, 811 & 821 Cleveland
- 2479 & 2482 Fulton
- 2673 & 2677 Pratt
- 152, 153, 155 & 159 Hillside
- 2811 & 2815 Ontario
- 127 Tecumseh

Lewandowski Engineers found the following site to not exist as mowable lots (see Attachment C):

- 127 Tecumseh
- 2811 & 2815 Ontario
- 803, 804, 811 & 821 Cleveland

The above addresses could not have been mowed, but were billed and paid for. There is at least some reason to believe that certain contractors may have billed for services they did not perform. Further inquiry with the contractor is necessary to make a final determination in this area. What is clear, is that these "not mowable" addresses were not personally verified by Mr. Douthitt as is indicated on all "record of mowed lots" forms. It is reported that Mr. Douthitt stated at the June 21, 2010 Board meeting, that he personally verified "all" of the lots. I have not yet reviewed that tape of that meeting, but its contents will speak for itself. If that comment was made at the meeting, it was a knowingly false report to the Board.

During his interview, Mr. Douthitt acknowledged that he did not personally review all of the work and that he personally reviewed between 25% to 30% of the lots cut. He states that he knew the contractors well and trusted them to complete their tasks as assigned. The lots were not

all personally verified as indicated on the forms. Mr. Douthitt understands how others viewing the forms could believe they were misleading.

To his defense, Mr. Douthitt and others note that all addresses were provided by the city of Toledo and there were numerous instances of bad addresses and lot sizes that were not verifiable and were not paid. There was a meeting with city of Toledo officials early on where bad address concerns were raised. It does appear that significant scrutiny went into pre-assignment lot verification. Many addresses were marked "no" indicating they should not be cut or paid for, and they were not put on the records of lots mowed. Further, given the number of lots and number of cuts on various lots, it may not have been practical or reasonably possible to verify all of the cuts. Given that, the forms should not have been signed by Mr. Douthitt as personally verified. Only those personally verified should have that indication.

Public Reporting

There are discrepancies/omissions with regard to a number of documents generated by both the grass cutting and community garden programs. Different concerns arise with respect to internal documents vs. documents that are ultimately part of reporting of requests for payments to governmental entities. A person or entity could be held liable for knowingly or wrecklessly allowing fraudulent government payments to occur. The person purporting to reveal governmental fraud may bring what is called a "qui tam" action under the federal False Claims Act if there is false reporting that leads to a payment from the government.

The False Claims Act ("FCA") provides, in pertinent part, that:

(a) Any person who (1) knowingly presents, or causes to be presented, to an officer or employee of the United States Government or a member of the Armed Forces of the United States a false or fraudulent claim for payment or approval; (2) knowingly makes, uses, or causes to be made or used, a false record or statement to get a false or fraudulent claim paid or approved by the Government; (3) conspires to defraud the Government by getting a false or fraudulent claim paid or approved by the Government; . . . or (7) knowingly makes, uses, or causes to be made or used, a false record or statement to conceal, avoid, or decrease an obligation to pay or transmit money or property to the Government,

is liable to the United States Government for a civil penalty of not less than \$5,000 and not more than \$10,000, plus 3 times the amount of damages which the Government sustains because of the act of that person . . .

(b) For purposes of this section, the terms "knowing" and "knowingly" mean that a person, with respect to information (1) has actual knowledge of the information; (2) acts in deliberate ignorance of the truth or falsity of the information; or (3) acts in reckless disregard of the truth or falsity of the information, and no proof of specific intent to defraud is required.

31 U.S.C. § 3729.

In sum, the False Claims Act imposes liability on any person who submits a claim to the federal government that he or she knows (or should know) is false.

For purposes of this investigation, potential false information includes the following:

- The assertion of the existence of 12 community gardens as of June 30, 2010.
- The assertion of the existence of 22 community gardens as of September 30, 2010.
- The request that a "contractor" backdate the signing of her contract to June 1, 2010.
- Record of lots mowed noting sites indicated as verified, allowing payment to be made to contractors from ARRA funds.

The following documents directly or indirectly constitute a report or request for payment/drawdown of public funds to a public entity:

- Program Year 2009-2010 American Recovery & Reinvestment Act Workplan ("Workplan"). (See Attachment D.)
- Contractor billing sheets. (See Attachment E.)
- Payments to contractors from ARRA Funds (Drawdowns). (See Attachment F.)

I have requested, and on December 14, 2010 received the following information regarding the number of community gardens reported to the government.

1. Belmont Garden – The main EOPA garden.
2. City of Zion Garden – Located on Elizabeth and Vance.
3. Indiana Avenue Baptist Garden – Located on Indiana across from Indiana Avenue Baptist Church.
4. Sofia Quintero Center – Two gardens located on Linden and Western and Broadway.
5. Padua Center Garden – Two gardens located on Nebraska and Junction.
6. Hicks Garden – Franklin and Page.
7. Mercy St. Vincent/Chance for Change – Vermont and Page.
8. Pilgrim Church – 1375 W. Sylvania.
9. Seagate Food Bank of Northwest Ohio – 526 High Street.
10. North Toledo Garden – St. John and "D" Street.

The above information was provided after a follow up email that requested verification of the 12 community gardens that existed as of June 30, 2010 as reported on the work plan submitted to the state as well as the 22 that allegedly existed as of September 30, 2010 in the same plan. The information provided above gives no indication that the "12" or "22" gardens noted in the reports existed as of the dates provided in the reports. In fact, given that it seems none of the community garden workers had been hired before June 30, 2010, it is not possible for 12 to have been completed by June 30, as witness Rodriguez states the forms indicate. As to the 22 gardens reported as of September 30, 2010 Mr. Slack states "...with respect to the garden

information that I dropped off, the figure of 22 gardens was from a Work Plan that we did not implement. ... It was actually 12 gardens". See Attachment G. It does appear that false information as to the status of the community gardens program was reported in the work plans.

Contract "Backdating"

Ms. Popoff credibly reports that she was not hired until after July 1, 2010. Her first paycheck was in August of 2010. She states that she signed a contract in Human Resources on the date she was hired. She further states that Mr. Slack asked her and other workers to re-sign their contracts with a June 1, 2010 date. This new contract gave her a raise from \$10.00 to \$12.00 per hour. She postulates that she was asked to do this because EOPA probably needed to show that it had people on board as of that date for reporting purposes. This motive may not be true, but certain documents discussed above lend credence to part of her back-dating theory.

Mr. Slack said Mr. Popoff did re-sign a contract, but just for purposes of increasing her pay since they needed to pay more to spend all of the ARRA money. No one can find the initial contract. Although Mr. Slack asserts that contracts would have been signed early to mid-June, this is not credible. The attached email from Mr. Slack to Mr. Hackett dated June 28, 2010 provides a template for a contract to be later signed by the community gardens contractors. (See Attachment H.) Ms. Popoff credibly states that she was concerned about backdating the contract and asked would she get into any trouble. Mr. Slack allegedly said "no". Mr. Slack denies this communication, but this reviewer finds her statement credible. Interestingly, there is no real reason to back date any document since no ARRA monies were paid as of June 1 to Ms. Popoff. This does, however, lend credence to the theory that progress with the community gardens needed to be reported.

Also lending credence to that theory are the "work plan" reports to the State of Ohio. One of the reports states that as of June 30, 2010, there were twelve community gardens. Another report states that as of September 30, 2010, there were 22. These numbers have not been corroborated when the question about numbers of community gardens is asked of others. The count of community gardens also differs if one counts gardens by the number of lots that garden sits on. However, one program representative interviewed Ms. Rodriguez, was certain that the number reported to the state represents the number of actual community gardens in place, not just locations identified as potential garden sites.

Cash Payment

Mr. Slack acknowledges giving Ms. Popoff a cash payment. He states that it was only around \$200.00. Ms. Popoff says the amounts totaled between \$600.00 and \$700.00. Mr. Slack says he gave her money because she "whined" incessantly about needing to be paid. She asserts Mr. Slack said finance was delayed in getting the payments out after he promised she would be paid on a particular day. The cash was to cover "bounced checks" she wrote allegedly relying on the promised, but missed, pay day. Mr. Slack says this was a loan. Ms. Popoff states that she asked him whether she had to pay him back, and he said he took full responsibility for her not getting paid and did not require her to pay it back.

Mr. Slack had no writing or emails or anything to document this "loan". Despite the request, he has not provided any evidence identifying the source of the funds. He could have requested an advance from the agency instead of paying a contractor any kind of cash which raises red flags when government money is involved. Ms. Popoff says Mr. Slack told her he had to go to his bank and get the money. I have reviewed all requests for reimbursement to Mr. Slack, and it does not appear that any agency funds were attempted to be recouped to obtain any money. I have not, however, verified mileage on mileage reimbursement requests.

Ancillary Determination

In a related matter, it is not unlikely that the "contractors" associated with the community garden's work would be deemed "employees" as opposed to "independent contractors" under the Federal Wage and Hour laws.

The Ohio Supreme Court established the principal test for determining whether an injured worker is an employee or an independent contractor, over six decades ago, in the case of Gillum v. Industrial Commission (1943), 141 Ohio St. 373. At paragraph two of the syllabus of that case, the Ohio Supreme Court stated that, "Whether one is an independent contractor or in service, depends upon the facts of each case. The principal test applied to determine the character of the arrangement is that if the employer reserves the right to control the manner or means of doing the work, the relation created is that of master and servant, while if the manner or means of doing the work or job is left to one who is responsible to the employer only for the result, an independent contractor relationship is thereby created."

The Ohio Supreme Court subsequently discussed factors to be considered when applying the principal test quoted above. In the case of Bostic v. Connor (1988), 37 Ohio St. 3d 144, at page 146, the Supreme Court stated, "The determination of who has the right to control must be made by examining the individual facts of each case. The factors to be considered include, but are certainly not limited to, such indicia as who controls the details and quality of the work, who controls the hours worked, who selects the materials, tools and personnel used, who selects the routes traveled, the length of employment, the type of business, the method of payment, and any pertinent agreements or contracts."

Furthermore, in the usual "independent contractor" arrangement, a general contractor solicits bids from various subcontractors and then accepts one of those bids for performance of the services for one individual job. If another job is to be performed, the general contractor then solicits and obtains another bid for any future or subsequent job. Those were not the facts in the instant case. Ms. Popoff did not submit a bid for any of the jobs, as would be the usual circumstance for an independent contractor. Quite the contrary, she was paid hourly and on a bi-monthly basis, for the work that she had performed. Her tools were provided and all other workers were paid directly by the agencies based upon time sheets. All applicants were even interviewed by the Human Resources Department.

If this situation was reviewed by Wage and Hour, I believe there would be an adverse determination leaving us responsible for paying benefits, according to ARRA guidelines. Since there are also some factors indicative of an independent contractor relationship, retroactive

measures need not be taken at this time. In the future, it would be best to have both the contracts and underlying circumstances created/reviewed by legal counsel.

Area Office on Aging

This unfortunate situation raises concerns about individual improprieties and systemic failures and must be addressed in some fashion by the Board. Based upon my review, I am confident that purposeful impropriety occurred with regard to the handling of an employee criminal background check that led her to remain employed when she should not have worked for EOPA. Further, due to concerns about potential retaliation, the Human Resources Department's function of protecting the agency was compromised.

What led to this area of investigation was the revelation that an employee in the Family Service Programs Department was found to have a criminal background that prohibited her from working as a senior broker under EOPA's contract with the Area Office on Aging ("AOA"). At some point shortly after the employee was hired, AOA communicated that everyone working at EOPA under their contract had to have a criminal background check performed. There does not appear to be a policy on criminal background checks generally for EOPA like there is for the Head Start program. This is critical because a senior broker is required to perform home visits for seniors, among other things. If something were to happen at the hands of one of our employees and we did not have a background check performed, substantial liability could be imposed on both EOPA and AOA.

From the outset, there were a number of peculiar occurrences associated with this hire. A review of the job announcement shows that position applications would be taken between January 12, 2009 and January 21, 2009. (See Attachment I.) However, this particular applicant's application is dated and signed as of January 7, 2009. (See Attachment J.) This led one human resource representative to believe that this applicant had the application prior to it being available to other potential applicants. Further, the then human resource director acknowledges that his handwriting is on her application. This was first noticed as another peculiarity associated with this application by the same human resource representative.

Further review of the application reveals that the applicant did not meet minimum job qualifications, but was still awarded the position. She did not fill in application information about whether she had been convicted of a crime and about whether she had a valid driver's license. Failure to fill in this information would normally disqualify a person's application from being further considered. In fact, her application was placed in a "no interview" category. However, the entire set of applications was requested by the then human resource director and was later returned to Human Resources with this applicant's application moved into the "interview" category.

The above points to improper favoritism being injected into the hiring process. The Program Director, the CEO, and the COO acknowledged that favoritism impacted this hire. The program director acknowledges requesting Mr. Hopkins and at least one human resource representative to ensure she got an interview despite not meeting initial qualifications.

There is reason to believe that special attention was given to this applicant due to a perceived or actual paramour relationship between the Family Services Program director and the applicant. It is fairly common knowledge that shortly prior to being hired, the applicant was present with the program director at an OACCA conference in Columbus attended by other EOPA personnel, including upper management. The applicant is commonly believed to have stayed in the same room with the program director. The director vehemently denies that any form of paramour relationship existed with the applicant.

He states that the applicant was already in Columbus visiting her sister, and that the applicant and her sister were present at the hotel location of the OACCA conference, and both went to the same dinner location as did other EOPA participants. The applicant, according to the director, was taken home by her sister and did not stay at the hotel, but was present at the hotel at certain times with her sister. The only reason any of this is relevant is due to the perceived paramour relationship that could be viewed as impacting an improper hiring decision.

The director also acknowledges that when working, the applicant made false or misleading statements about their relationship. The director understands how the falsities could impact the perceptions of coworkers and outsiders. He readily and credibly acknowledges hiring this applicant was a mistake. He notes, however, that his area of work involves trying to help those in difficult circumstances to better their lives. It is accurate that an applicant with a vehicular homicide might have great difficulty obtaining other employment.

It is not clear at this point whether agency funds paid for any of her meals or room incidentals, but this too should be reviewed. It is of no concern to this reviewer that a paramour relationship may have existed. It is of great concern, however, if the relationship led to the perception or reality of improper influence in the hiring process. Available documents reviewed to date do not reveal such a concern.

Despite not being originally slated for an interview, she was nonetheless interviewed by three individuals: Robert Kaminski,² then facilities director, Keisha Taylor, Human Resources,

² In his interview, Mr. Kaminski notes another troubling incident. He states that he interviewed Mr. Mosely's grandson for a job. Reportedly, Mr. Mosely asked him about the interview at Raceway Park. After commenting on the interview, Mr. Mosely allegedly threatened Mr. Kaminski and to "knock his f*cking head off." Mr. Mosely asserts that it was Mr. Kaminski who initially approached him about his grandson. Mr. Mosely further asserts that upon expressing disdain for Mr. Kaminski speaking to him, since he does not like Kaminski, Kaminski allegedly

and William Mosely. It is reported that the interview was also peculiar given that Mr. Mosely allegedly stated during the interview that the applicant's not having a driver's license would not be a problem. Having a driver's license was an announced job prerequisite. Additionally, Mr. Mosely allegedly questioned the propriety of certain company interview questions in front of the applicant at the interview. If this occurred, it would be viewed as highly irregular.

Both Ms. Taylor and Mr. Kaminski commented on the lack of a driver's license as a concern. Mr. Mosely did not mention this in his evaluation, which recommended hiring the applicant. Ms. Taylor recommended to not hire the applicant, and Mr. Kaminski did not put a recommendation on any of the evaluations.

The driver's license issue is troubling. Despite it being a job requirement on the job announcement, it was not treated as such by many at EOPA, apparently. According to some witnesses, there are many announcements that have driving as a requirement, yet current workers do not have driver's licenses. This requires review. In this situation, however, there is more. This worker did not have a driver's license, did not fill in her criminal background information, and was purposely moved from a "no interview" pile to an "interview" pile despite that information.

At this point, the only thing that remained was to make the hiring decision. This is where this situation becomes even more problematic. When Ms. Taylor heard the questionable employee was hired, she emailed the human resource director as follows:

"...I noticed that you went ahead and hired (name deleted) for the B. Mosely component. Just fyi, we had a stronger candidate that met ALL of the minimum qualifications. Is that really ok: How will JR justify her being hired when driving is a requirement (no D.L. on file, for mileage purposes) and does she have a H.S. Diploma? Just curious."

The response to this email was:

"I don't know how she will get back and forth to different sites. Maybe they will put her at one site and leave her. The decision to hire was made by the Executive Director, who has final decision on ALL new hires as well as terminations."

(See Attachment K.)

pointed in his face and said "you will not speak to me like that." Mr. Mosely, only after that occurred, admits to saying "I will tear your head off." The CEO was informed of this situation by Mr. Kaminski and spoke with Mr. Mosely about it. Accordingly to Mosely, once the CEO learned that the discussion took place off EOPA premises, he felt it was not of the agency's concern.

Mr. Hopkins states that he did not intend that responsive email to mean that the executive director *told* him to hire her. He stated now that it was a general comment about all ultimate hiring decisions at the agency. This is not how it was taken by Ms. Taylor, and is not a particularly reasonable interpretation of the email given the set of circumstances surrounding her hire. Mr. Hopkins acknowledges that there was favoritism in this hiring process mostly due to Mr. Mosely's instance. He also states that Mr. Powell struggled with whether or not to hire her since she did not have the required driver's license. Mr. Hopkins acknowledges knowing about the vehicular homicide but did not think that prohibited her from being hired at EOPA. Mr. Powell denied knowing about the application discrepancies or the vehicular homicide before she was hired. The program director states he did advise Mr. Powell about the "accident" and lack of a driver's license.

Mr. Hopkins also said the applicant's not filling in the criminal background information on the application was not a big deal. This is a particularly strange comment coming from a former Director of Human Resources. Mr. Hopkins asked Mr. Mosely whether he could supervise the applicant if she was hired, given that she was in Columbus with him. Mr. Mosely denied any relationship other than friendship and said it would not be a problem.

Aside from the above, the most troubling in all of this is the curious circumstances surrounding the "disappearance" of this employee's criminal background check. It was printed on May 11, 2009 and mailed to EOPA. A finance department representative specifically remembers receiving it because it was longer than the ones she is used to receiving. She also specifically remembers putting it in an interoffice envelope addressed to "Greg Hopkins, Department of Human Resources." Mr. Hopkins does not specifically remember receiving it, but he does not deny it could have been sent to him. He states that he normally would just forward it to Ms. Taylor but does not remember specifically doing that and notes that he often does not read them himself when he gets them. Assuming this is true, it is problematic given the favoritism associated with this hire.

Despite the background check arriving at the agency in March of 2009, Mr. Hopkins states that first time he knew about its results were around October of 2010 when the AOA was about to do an audit. It was then noticed by Mr. Slack that her background check was not in the file. This was more than a year and a half later. This is also around the time that Mr. Powell states he first became aware of the document. (See Attachment L.) There is no explanation as to why no one purports to have seen or been aware of the results of this background check. At the very least, this constitutes negligence in the extreme on a number of levels. More than likely, the facts and circumstances point to purposeful concealment on the part of someone.

This conclusion is also buttressed by the fact that the applicant's New Hire 229 form is not in her personnel file as it should be. A copy had to be obtained from finance that also gets a

copy of the document. (See Attachment M.) There are far too many strange occurrences and conduct outside of the norm for this hire to conclude that only negligence is involved. Mr. Hopkins does note that during 2009 the personnel records were kept in a cabinet in the open Human Resources area. Any director could have come in the area and have access to the file cabinets without anyone seeing them since there was no receptionist in the area for quite some time.

Unfortunately, there is more. I have learned that there was another background check brought to the attention of EOPA management personnel in February of 2010. See Attachment N is another background check from Ohio and Pennsylvania that program director Mosely requested in February of 2010. He was approached by the applicant's family member who told him that the applicant had an extensive criminal record and lied about having a GED. It appears that this document was created on or about February 1, 2010. It appears to suggest that the applicant has used alias names and has a criminal background that would prohibit her from employment under the AOA contract.

Director Mosely states that upon receiving this information he first learned of her criminal background and knew her to be a "pathological liar". He also states that he informed Mr. Hopkins, Ms. Reeves in Human Resources and Mr. Powell about this development. This statement is credible given the longstanding relationship Mr. Mosely has with these individuals and the fact that the applicant was terminated for "falsification of her application" shortly thereafter. (See Attachment O.) This reviewer believes that the application's falsification was used as the termination mechanism to avoid the complexities and problems associated with the background check.

Mr. Powell states that he remembers Mr. Mosely saying a family member provided some information, but does not remember seeing any background check information in February of 2010.

Recommendations

There can be a number of results from an investigation. There is also the inclination to do "something" whenever a great deal of time, effort and expense is put into an internal review. One must also be careful to distinguish not only between fact and fiction, but also between actual impropriety and the perception of impropriety. While it is important to distinguish between the two, one must always be cognizant of the political impact of certain occurrences especially when dealing in a highly changed political environment where there includes the utilization of public funds.

When public funds are involved, even seemingly minor matters to those closely involved, can appear to be extraordinarily troubling matters to the general public or funding sources. One or two findings of impropriety can be and made to look like widespread fraud depending on a reporter's spin or personnel bent. Therefore, the findings and actions cannot just be measured by internal prejudices, but geared toward creating systemic changes that limit the likelihood of

actual or perceived impropriety in the future. The following recommendations are respectfully submitted to address both.³

1. Entry level job requirements should not be waived absent extraordinary circumstances, if ever. If entry level requirements are not valid, those requirements should be removed from job announcements.
2. There should be additional management training in ethics.
3. Contractors indicated as paid on seemingly non-existing lots should be contacted by certified mail to justify the payments received.
4. Mr. Slack should be directed by Management to provide banking information or other information identifying the source of whatever amount of funds he admits to giving Ms. Popoff.
5. Management must improve the practice of documenting unusual occurrences and responding to emails regarding unusual practices. Failure to provide or possess such documentation should be a standard evaluative criteria and a basis for discipline.
6. A background check policy should be created for EOPA personnel.
7. Consideration should be given to creating additional protections for Human Resources personnel to insulate them from the influence of difficult political environments and requests for personal favors. Systemic failures occurred that allowed favoritism to trump sound Human Resource practices. It does appear that favoritism and potentially intimidation led to a tainted organizational environment where Human Resources representatives failed to prohibit bad practices or feared retaliation for documenting improper occurrences.
8. Legal counsel should create or at least review all final proposed contracts. This is a short term expense, but could have added additional protections in items associated with this review and other matters previously addressed by the Board.
9. Managers and employees must ensure that anything they sign and verified by them has been in fact personally verified. In this instance, documents indicating personal verification could be viewed as providing a basis for organizational liability.
10. "Puffing" of information should not occur and could be viewed as providing a basis for organizational liability.

³ This review does not address what, if any, discipline should ensue from any of the findings contained in this report. Those decisions are within the province of the Board and/or CEO.

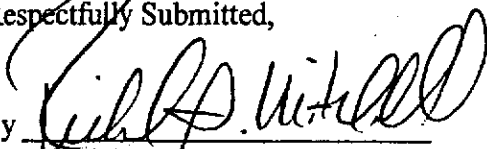
11. No contractor associated with EOPA should be given personal funds at any time. If a contractor happens to be a personal friend, any exchange of anything of value must be documented and shared with a superior.

12. Further review must occur relative to alleged threats made by or between a current and former manager a program director to a former manager.

13. The Board should deliberate on further step to be taken to remedy false information that may have led to any drawdown of ARRA funds.

Respectfully Submitted,

By



Richard A. Mitchell, Esq.
Mitchell Law, LLC

ATTACHMENT A

AFFIDAVIT OF MICHELLE POPOFF

STATE OF OHIO)
) SS:
COUNTY OF LUCAS)

1. The statements contained herein are based upon my personal knowledge and belief.

2. My name is Michelle Popoff and I reside at 5845 Cook Drive, Toledo, Ohio 43615.

3. I am currently employed as a bus driver for Toledo Public Schools and am also an assistant trainer. My former employment includes being the executive secretary for the President of Rax Restaurants, and a secretary in the marketing department for Gladieux Enterprises.

4. I became involved with EOPA as a project coordinator for their city mowed lots. It is my understanding that EOPA had a contract to conduct mowing for lots of property owned by the city of Toledo, and I was hired as a coordinator.

5. My duties primarily were to drive around to lots to make sure they had been cut. The lots I was to review came from EOPA and primarily from Eric Slack who is the person I reported to. I started work with EOPA on July 1, 2010. I also personally performed landscaping and gardening with a crew of workers.

6. I initially signed a contract for the position and gave it to Jack Hackett. I asked for a copy of it, but did not receive it and did not follow up on that request. I signed it on the day I got hired, July 1, 2010. That is also the same day I went in for my interview.

7. Towards the end of July, Mr. Slack called me and wanted me to come in to sign another contract that was back dated to June 1, 2010. That contract gave me a raise from \$10.00 per hour to \$12.00 per hour. All of the crew I hired were also told they had to come in and re-sign their contracts. I actually signed the second contract August 2, 2010. On that day, Mr. Slack gave me \$420.00 cash to cover some of my overdrafts that were caused by me not getting my check from EOPA when I was supposed to.

8. I was kind of uncomfortable about re-signing the contract and Eric said it would be okay. I said I didn't want to get into any trouble or lie to anybody. He said it was okay. I said, "Why are you signing this back to June". He stumbled in his conversation. I said "I saw the advertisement for the job back in June and I didn't get

hired until July and you guys had the stimulus money in June and you should have started your work in June so you had to show some people hired in June, right?"... "And you only have so long to use up this money right?" He said "Yes". I said, "I'm not going to get into any trouble right?" Mr. Slack said "No."

9. I asked about my initial contract and I said what about that? He said "don't worry about that." From that date, June 1, 2010, my paycheck was to be given for the month at \$12.00 per hour. Mr. Slack was going to make sure all of my pay was at \$12.00 per hour instead of \$10.00 per hour. "I want to keep you happy", he said. I was getting my mileage check every week also.

10. My first paycheck was actually August 6, 2010 for the month of July and it was for \$1,356.00. The check was short for my July payment. I multiplied my hours by \$12.00 per hour and it came up to more than the payment I was given. Mr. Slack acknowledged that the payment was short.

11. Since the first payment was short, my second payment included my actual time plus the additional time I should have had on my first paycheck.

12. Since I complained about not getting paid more than once a month, Mr. Slack said, "He'd see what he could do". Before either of the above paychecks were given, I was given cash payments totaling between \$600.00 and \$700.00. This amount includes the \$420.00 mentioned in paragraph 7 above.

13. I asked how I was going to pay him back since he had mostly covered NSF fees on checks that I had written because I was told I would get a check in July and did not. Mr. Slack said he took responsibility for the checks not being given.

14. I didn't have to sign for the money and Mr. Slack never told me where it came from. At one point, he said he had to go to "his" bank, and get cash for me. I was given cash twice.

15. My job was to verify that lots were cut. The first time I realized that something was strange was that some of the lots seemed to have the same address but they were big lots and I sent an email to Eric saying check out these lot addresses. I let him know who the landscapers were in the event he needed to talk with them.

16. I asked Mr. Slack if I needed to contact the contractors who were supposed to have done the lots and he said he would just speak with "Weldon" about it.

17. The first time I knew there was a real problem was when I was on Cleveland Street. I couldn't find the 800 block of Cleveland and searched for half an hour for the addresses. It actually starts at the 400 block at Summit and Cleveland is a really

short street. It stops at Ontario which is the 500 block. The addresses I was given to verify were in the 800 block.

18. Attached to the "EOPA record of mowed private lots" was an invoice form "All Aspects" showing that they charged for lots in the 800 block of Cleveland and noted they mowed these lots, but I could not find the lots to verify that they had been cut.

19. It was my understanding that the lots to be mowed were supposed to be vacant lots. I had two lots on my list to verify that were residential locations: one near Fulton School and another off Detroit Avenue near the Indiana Avenue vicinity. I asked the residents at both of those locations who cut the lots and the residents said they cut their own lots. After I asked had the "city" cut the lots, they said, "No." One of these two properties had an adjacent lot (the one near the Indiana Avenue area). The resident said the adjacent vacant lot had been cut once about two months ago. Most lots I was given to verify indicate that they were cut more often.

20. I was initially given 5 (five) two page sheets of lots with invoices to verify by Mr. Slack. I asked for a more updated list of cuts for verification. The problem I had with first lists was that, in my opinion, the lists were old. The list started June 14, 2010 and ending June 28, 2010. I didn't think I could verify these cuts since I started in July.

21. I still tried to verify these original lists and there were some lots that did not exist and some lots that were not cut. I knew some were not cut because the properties were knee high or chest high with grass and some lots just were not there. I noted my concerns to Mr. Slack.

22. After asking for the updated list, Eric took me to his assistant, Claudia. She printed an updated list of mowed lots that were more current in terms of time frame for cutting. I wanted to verify cuts that were more recent.

23. On that updated list, I noticed that there were new contractors and that there were a lot more lots to verify. There were many lots in the new and old sheets that just did not exist.

24. The following is a list of properties I was to verify as "cut", but from my opinion and personal review, do not exist:

- 2811 & 2815 Ontario
(Spent 30 min. looking for these addresses
Jackson Industries - Contractor)
- 127 Tecumseh
(This was marked on invoice as irregular
Jackson Industries - Contractor)

- 152,153,155,159 Hillside
(There was only one house on this street. I
I was not able to locate these.)
- 803,807,811,815,821 Cleveland St.
(Cleveland St. ends in the 500 block
All Aspects - contractor.)
- 2479 & 2482 Fulton
(There is no empty lot with the
size they are claiming.)
- 2673 2677 Pratt St.
(This stops at 2660 then it goes
right into 2700 Block.
T.E.E.N.S. - contractor.)
- 2358 Genesse
(T.E.E.N.S. - Contractor)

13

25. Below is a list of properties I was to verify as "cut", but from my opinion
and personal review were not cut despite being billed for:

- 1461 Oakwood:
(Neighbor said last time it was cut was in May of 2010
this was checked by me.
July 7,2010. Jackson Industries - contractor)
- 718 Mulberry:
(Was at least 5' high , Lands by Michael - contractor)
- 1039 Page :
(Was another at least 4-5 ' high , All Aspects - contractor)
- 1037 Indiana, 801,720,754,714
(These addresses had to be cut by the city,
but Lands By Michael were listed as the contractors.)
- 659 Indiana
(Not a lot it is a garden landscaped by the city,
Lands by Michael were the contractors.)
- 825 Junction
(Not a lot, it is a parking lot. Cannot figure
out what they were suppose to be cutting.)

- 643 Tecumseh
(Never looked cut - Jackson contractor.)
- 619 Sterling
(Never looked cut - Jackson contractor.)
- 725 Johnson
(Never looked cut - Lands By Michael, contractor.)
- 1512 Chester
(Never looked cut.)
- 17 Norwood
(Never looked cut - Jackson Ind. - contractor.)
- 2356 Lawrence
(Occupied by residents they
cut their own - Land By Michael - contractor.)
- 1039 Page
(Never looked cut - All Aspects - contractor.)
- 1019 Avondale
(Never looked cut - Big Ray contractor.)
- 1046 Avondale
(Is not a lot - it is a home this address
is on the house - Big Ray contractor.)
- 2467 Fulton
(Is a home - people said they
cut their own lot - T.E.E.N.S - contractor.)

26. Mr. Slack, Mr. Powell and another gentleman were just interested in the Belmont and Obrien lots getting developed (meaning getting things planted). Mr. Powell would drive by and check on us. Mr. Slack said they were in a hurry with that location because there was going to be a tour where they thought Congresswoman Kaptur and the press might come by and they needed to get that lot developed. They kept waiting for dirt to be leveled and when it finally was leveled we got things planted.

27. There was a comment made about me after I was asked to pick greens. There was a guy that lived next door to the garden located at Belmont and Obrien that worked for EOPA. Mr. Powell, Mr. Slack, the gentleman that lived next door, myself and Lonnie (my worker) were all at that location. They sort of separated me out and they all

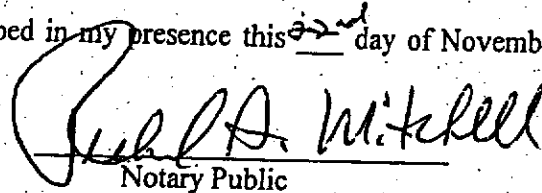
spoke with Lonnie and I heard one of the EOPA representatives say "I don't think I want her back next year". Right before that was said, I said to Mr. Powell that, "I know somebody I think you might know". I told him that was Dr. Murry. He said, "Oh, you do huh?" They all seemed to get quiet when I said that and I said "did I say something wrong". They all said "No." Right after that, I believe it was Jim Powell that said "I don't think I want her back here next year." Everyone in the neighborhood said they want me back. One particular person named "Terri" who did advertising said she wanted me to be in charge of lots for St. Vincent's because of the good work she saw me do.

28. All of the lots I was given to review were documented as "verified" by Weldon Douthitt.

Further the affiant sayeth naught.


Michelle Popoff

Sworn to before me and subscribed in my presence this 22nd day of November, 2010.


Notary Public



RICHARD A. MITCHELL
Notary Public, State of Ohio
My Commission Has No Expiration
Section 147.03 O.R.C.

ATTACHMENT B

From: Eric Slack
To: meprp.1x1@netzero.net
Date: 8/2/2010 11:05 PM
Subject: Re: GENERAL UPDATES

Hey Michelle, sorry I missed you, I will call you tomorrow. I used your name in the article as the Crew Leader. I will check on Dennis' check as well; it should be at the office. I will go to Home Depot and we can discuss the cookout idea.

>>> "meprp.1x1@netzero.net" <meprp.1x1@netzero.net> 08/02/10 10:35 PM >>>

Dear Mr. Slack:

Thank you so much for today, greatly appreciated, I know you probably got busy, I called you @ 2:30, and left a message, but never heard back from you. I just missed you guys at the garden, heard they interviewed Lonnie...wish I was there I'm usually always around, Dennis and Issac told me they didn't want to talk to them, just Lonnie...I know you know everyone really did their best, Lonnie, ran the tilling, the rest of us dug, seeded, basically renovated the lot, and I designed it, and they did everything I told them, I told the other guys you were aware of all the good that we all did. Basically, our team was really Me, Lonnie, and Dennis in the beginning, the young kids were in and out...Issac has been a godsend as well...I just want the garden to be perfect!! lol..

Okay...talked with Dennis, and he said he hasn't received the check for the invoice of \$100, and he still is missing a weeks pay, if you could find out the status of that I will let him know, thank you.

Home Depot...We will need Mulch, lots of it, some compost to put under the trees, then I will plant some Hostas around the trees, and seed grass around it, and maybe put tables, or benches in between the trees, tomato stakes.

What do you think of serving hot dogs or selling hot dogs?...or after the ceremony is over we were just going to have a cook out with me and the workers, I told them not to let anyone come and pick anything until it's harvest time..lol

Lonnies, chain on his saw a brand new saw, has stretched out beyond fixing a new chain would cost around \$22, he was wondering when we go to Home Depot if we could add that on with the other items we need to get, also he used his lawnmower for me, and he is the one who I had cut the city property, all around the perimeter, to polish the garden up.

I thought the big stepping stones, or flat rock would be neat to put down, on the path that I kept open to walk on so that we don't have to step through the rows, you should only be able to walk around the garden not through the garden...also I will measure tomorrow you mentioned a split rail fence you would like to put up in the front on each corner just in the front, it can be done, and I also want to get a few plants that are in bloom to put down right before the ceremony..whewww...I still have lots I want to do...Now that I cleared out everything between the trees benches or picnic table with new grass or mulch underneath there will look great.

Ok enough about all that, if you think of anything let me know, I have them busy weeding between the rows, which is done with a garden hoe, but time consuming but you saw how great the rows do look. Thats what I wanted this to look like, they never tell me they can't do anything, they smile and say "ok Michelle", whatever you want, or it's because I'm a woman and they don't want me unhappy..lol they do what I ask.

Also, please let me know about the other of what you were going to give me but never caught up with me. Oh yeah, the 2 loads of compost for Lonnie he keeps asking me, told him we were working on it. ok an update on the lots for ya as well here it is as follows:

-
- 1323 Belmont, needs another cut really bad
 - 1525 Belmont, also needs to be cut
 - 725 Johnson his pass my knees, it still hasn't been touched
 - 1326 Avondale needs to be cut

From: Eric Slack
To: meprp.1x1@netzero.net
Date: 10/13/2010 9:34 PM
Subject: Re: The message you left me

Hey Michelle, sorry I missed your call. This is what I need for you to do in order to close out Dennis and Isaac. Can you do time sheets for both of them for Saturday, Sept. 25th (4 hours) and the 27th thru the 29th for 4 hours each day in the afternoon from 1:00 to 4:00. The last time sheets you turned in was for the morning, so this will give them the hours to pay them for their extra time and water. I need it by 12:00 noon on Thursday. Thanks.

Eric

>>> "meprp.1x1@netzero.net" <meprp.1x1@netzero.net> 10/08/10 9:22 PM >>>
Hello Mr. Eric,

Sorry I missed your call, I was in a training meeting.
By the time I was able to talk with you it was after five.

Anyways, I understand what you are saying about the contract. When Terry and I had talked and she asked about taking the bags and stuffing them and distributing them to the various missions, I told her that everyone would want to get paid, she asked me how much and I told her, she said how long and I said how about from 10 a.m. to 1:30, and I told her I had left you messages and I hadn't heard from you, she said she talk to you, then when I spoke with you in the a.m. of the missions I thought it was okay to work for those few hours, sorry, if it wasn't confirmed. Randy and Lonnie worked pass 1:30 but they only had me pay them to 1:30.

Tuesday I have to be at Rogers H.S. in the a.m. can you call me and let me know how you want to work this, I should hopefully have some time in the a.m. or so.

What's this about Issac?....Randy Jr. said he is still causing problems?...what the heck is going on? He has nothing else coming to him except what he was shorted and I'm sure that was taken care of, weeks ago, let me know what his problem is and I will help to resolve this problem I'm so sorry he turned out to be a....well I'd rather not waste my breath, like I said before I met him through Lonnie,never again.

Well get back to me and let me know what to do. Have you heard anything about the pumpkin patch?
Does Terry still want to do this? Just get ahold of me ok?

You and your family have a great weekend, talk to you soon..

Kindest Regards,

Michelle Popoff

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From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 7/7/2010 10:25 PM
Subject: just a small update on the grass cuttings and info for you or to share with Weldon

July 7, 2010

Eric here is some info for you if you are interested:

918 Heston - Needs to be cut really bad, : All Aspects Landscape responsible

1634 Indiana - Needs to be cut : All Aspects responsible

1502 Hoag - Needs to be cut: All Aspects responsible

300 Indiana - Right before the expressway needs cut unless that is not yours Aspects or Michales responsibility

1461 Oakwood - looks like never been cut neighbors said last time they cut was the end of May Jackson Industries responsible

2811 & 2815 Ontario - Don't seem to exist I spent almost 30 min. trying to figure this out they say it was cut and I can't find it anywhere. Jackson Industries responsible

718 Mulberry - The-worst - 5' high don't believe it's ever been cut. Lands. By Michael responsible

1039 Page - Very high grass - All Aspects responsible

231 Melrose - it was cut but there are a number of large branches stacked on the grass Lands by Michael responsible

All the above Eric were marked with a yes so I don't know what their routine follow-up is I am just reporting to you as I was told.

On July 6th.the city cut the following lots as we have these contracted already:

All of these lots are on Indiana:

1037,801, 720, 754, 714, cut by the city on July 6th.

659 Indiana, is a Garden but : Michaels shows it being cut?

of course, any questions, just please ask me, I hope this is what you wanted.

Thank you,

Michelle Popoff

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From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 7/9/2010 12:12 AM
Subject: New Worker & properties to be cut or or checked into maybe with Weldon

Good Evening Mr. Slack:

Here are a few of the properties you may be interested in: maybe I can get an up-to-date lists of the most recent cuts.

These properties need to be cut:

825 Junction (Lands Michael contr)
643 Tecumseh - Needs cut really Bad (Jackson Contr.)
619 Sterling - Needs cut (Jackson contr.)
721 & 724 Humboldt - needs cut (All Aspects contr.)

Addl information on the above lots:

825 Junction - is a parking lot...small strips of grass surround the lot, but it needs to be cut.

643 Tecumseh - Grass is very high..unless it's considered the lot next to it.

614 Tecumseh: A mowed lot next to a church...that has been cut...however...the lot next to that one is very high.

127 Tecumseh: Can't locate this address Tecumseh ends @ 510 Tecumseh this lot 127 is marked irregular according to the contractor..the contractor is (Jackson)

619 Sterling: Next to an alley this has to be the one, no other lot in the area a lot next to it states no trespassing, and that resides next to a home..(landscaper Jackson) grass is very high.

721 & 724 Humboldt: this property sits up on a hill side across from 719 Humboldt has not been cut for a long time, even the neighbor was talking about it...(All Aspects Contr.)

3,11,9,&19 Woodruff - lots are cut if these are the ones spent alot of time trying to figure this one out..whether you are going East or West the numbering goes up..the lowest number found was 104 Woodruff..however..all the lots through there have been cut...(Jackson contr.)

New Worker that may be replacing the one previous:

Khalid Denton
627 Carver
Toledo, OH 43607 D.O.B. 4/30/93 SS [REDACTED]
Age 17
ph# 419 277-3228 or mom cell 419 213-0868

Sorry this is so long, but in case anyone asks you for an update on me now you can tell them.. thanks for all you have done, you and your staff have been great!

Talk to you soon.

Michelle Popoff

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From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 7/14/2010 8:52 PM
Subject: General Info Re; Garden and lots July 14, 2010

Mr. Slack: An update on the lots and garden, usually I try to stop at a few before going to Garden, or I stop after I close up the Garden here is my info for you:
LOTS: 725 Johnson St. - Looks as if never cut
1512 Chester (Corner of Chester & Gibbons) Looks like never cut, also,
17 Norwood looks like it should be cut

The above lots are in need of a cut, 725 Johnson, and 1512 were the worse, others I checked are ok.

GARDEN: Purchased seeds today, and as I explained another flat of tomatoes donated,
Seeds that were purchased are the following:

Mustard Greens, Collard Greens, Purple Turnips, Radishes, also Sweet Basil,
Hungarian Peppers, Radishes, Sage, and Sweet Basil, and Donated Tomatoes

Total Cost: \$40.51 and I have your receipt.

Also, please remember Lonnie Hester you were going to give him \$9.00 an hour he is rotatilling,
and using his own gas.

Also, I need to know the amount you are willing to pay Dennis Wilson, for usage of his water,
water throughout the day usage, and also watering twice a day atleast till harvest time which should be
end of August on some things but closer to Sept. please just let me know.

Last but not least me...lol....: I need to get a reimbursement check for gas which I turned one in, and on
Friday I will turn in another one...Can I pick up a check on Friday, please let me know about that as well,
I really appreciate it, and Lord knows I can use it, right now this is the only income I have coming in, and
waiting a month for a check is tough, is there anyway maybe I could get paid weekly, or every two weeks,
because I really need cash to run on, especially gas for my car...think about it and let me know Friday
though I do need something...Thanks Eric for all that you do.

Kindest Regards,
Michelle Popoff

WEIRD! iPads for \$23.74?
Special Report: Apple iPads are being auctioned for an incredible 80% off!
<http://thirdpartyoffers.netzero.net/TGL3241/4c3e5b7f666cf270e2cst06vuc>

From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 7/15/2010 9:40 PM
Subject: General Information for July 15, 2010

Hello Mr. Slack:

There were only 3 of us @ the garden today very hot out there they started around 9:30 I had them quit @ 1:30, we ran out of string but if you went by the lot we seeded all the way to the end of the tree, and 2 extra rows on the O'Brien side. Tomorrow we will again seed the rest of the seeds, rotatile the ground and finish the weeds.

After we finished at the garden, I continued working and I checked quite a few lots which I will list below, and after I came home I worked on the payroll, I have a print out of everything which I will drop off to you tomorrow after they sign their sheets.

Also I need a check tomorrow for mileage I have to get gas to operate please total due to me is \$227.00. That is last week and this week, you told me I would get mileage weekly, it's going to be hard enough for being paid once a month, and try to operate like that, didn't hear from you today, hopefully you can call me regarding this, and the matter of the compensation for Dennis Wilson regarding the usage of his water. Whatever you can do Eric will be greatly appreciated, please call me in the morning...Thank you very much!

LOTS THAT NEED ATTENTION:

2330 Hollywood (comer lot) bad	2804 Lawrence
2328 Lawrence (real bad)	2839 Lawrence
2326 Lawrence (real bad)	2843 Lawrence
2322 Lawrence	2901 Lawrence
2336 " "	2854 Lawrence

All the Lawrence properties are contracted by : Landscape by Michaels
The Hollywood property contracted by: All Aspects

2356 Lawrence is occupied by residents, they personally use the lot: Landscape by Michaels, the other 8 I checked are ok.

Well that is it, could you call me in the a.m.and let me know if I can pick up a check please..
Thanks so much. Talk to you soon.

Kindest Regards,

Michelle Popoff

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From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 7/21/2010 8:33 AM
Subject: General Information On Lots and the Garden @ Belmont

Good Morning,

Yes I'm up and ready to get out of here, just wanted to update you on the garden and the lots, this is how I keep you up-to-date, on whats happening out here in the field.

I have Lonnie, and Dennis only working, last night Lonnie wants us to hire his nephew for \$8.00 an hour, I told him to get me all his info, we would try him, and if doing a good job maybe we can give him \$8.50 an hour, to keep him, these young kids don't want to work out in the heat for \$7.50, we need to pay them more, to keep them, this labor work is trying, lol.

I need to know, about the church on Sylvania: what they want to seed, who is purchasing the seed, that goes also for the other lot with the Church by Elizabeth, haven't heard from "Sonya"?

Dennis will give you a bill once a month for the irrigation work on Belmont and O'brien, he is trying very hard to keep it watered, but with this heat I'm afraid we may loose some of the flowers, but I hope not.

It would be nice if you went by the lot, and look around the perimeter of the lot where now to can actually see a sidewalk, they worked very hard on getting the ingrown grass off of there, but I knew there was a sidewalk underneath, and they found it..it makes the garden more attractive.

Also, I need to go to Home Depot and purchase atleast 12 bags of mulch this is going to help keep the moisture in around the plants on the comers, also need more string to line the garden if Sonya wants that.

This a.m. I will be @ Belmont, last night I did go and check a few lots, also here is a list of what is happening in the field.

1039 Page: Very High need cut - Contractr. "All Aspects"
1834 Clay : Needs to be cut badly - Contractor "All Aspects"
1578 Jermain: Could use another cut - Contractor "Lands By Michael"
1114 King : Needs to be cut badly - Contractor "Lands By Michael"
2002 Michigan: Terrible needs to be cut -Contractor "Lands By Michael"
2006 Michigan: Terrible needs to be cut - Contract. "Lands by Michael"

ALSO: The street "HILLSIDE", has only 1 house on the street, there is a corner lot but if you saw it, the street numbers wouldn't match up, the addresses that they say are cut on Hilside are the following: 152, 153,155, and lot 159.

ALSO: This is the shocker, the street "CLEVELAND", the street ends in the 500 block, after that is a RR, then an industrial gate that is locked, and looks privately owned. The addresses they claim that have been cut are as follows: 803,807,811,815,821...Even if they would try and claim doing this or if it was a strip of land, they show a 44' frontage, and there isn't even a 0 frontage, let alone they showing 6200 Sq.Ft., so I'm doing what is asked of me....now I inform you.

Well I'm off to Belmont please call us or I will try you in a little bit to see what is going on, we honestly need to buy seed or get it from someone so we can get going on this...I don't want to loose these workers, they are dependable and very good. Please call and let me know thanks Eric, will talk to you soon.

Kindest Regards,
Michelle Popoff

From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 8/2/2010 10:35 PM
Subject: GENERAL UPDATES

Dear Mr. Slack:

Thank you so much for today, greatly appreciated, I know you probably got busy, I called you @ 2:30, and left a message, but never heard back from you. I just missed you guys at the garden, heard they interviewed Lonnie...wish I was there I'm usually always around, Dennis and Issac told me they didn't want to talk to them, just Lonnie...I know you know everyone really did their best, Lonnie, ran the tilling, the rest of us dug, seeded, basically renovated the lot, and I designed it, and they did everything I told them, I told the other guys you were aware of all the good that we all did. Basically, our team was really Me, Lonnie, and Dennis in the beginning, the young kids were in and out..Issac has been a godsend as well...I just want the garden to be perfect!! lol..

Okay...talked with Dennis, and he said he hasn't received the check for the invoice of \$100, and he still is missing a weeks pay, if you could find out the status of that I will let him know, thank you.

Home Depot...We will need Mulch, lots of it, some compost to put under the trees, then I will plant some Hostas around the trees, and seed grass around it, and maybe put tables, or benches in between the trees, tomato stakes.

What do you think of serving hot dogs or selling hot dogs?...or after the ceremony is over we were just going to have a cook out with me and the workers, I told them not to let anyone come and pick anything until it's harvest time..lol

Lonnie, chain on his saw a brand new saw, has stretched out beyond fixing a new chain would cost around \$22, he was wondering when we go to Home Depot if we could add that on with the other items we need to get, also he used his lawnmower for me, and he is the one who I had cut the city property, all around the perimeter, to polish the garden up.

I thought the big stepping stones, or flat rock would be neat to put down, on the path that I kept open to walk on so that we don't have to step through the rows, you should only be able to walk around the garden not through the garden...also I will measure tomorrow you mentioned a split rail fence you would like to put up in the front on each corner just in the front, it can be done, and I also want to get a few plants that are in bloom to put down right before the ceremony..whewww...I still have lots I want to do...Now that I cleared out everything between the trees benches or picnic table with new grass or mulch underneath there will look great.

Ok enough about all that, if you think of anything let me know, I have them busy weeding between the rows, which is done with a garden hoe, but time consuming but you saw how great the rows do look. Thats what I wanted this to look like, they never tell me they can't do anything, they smile and say "ok Michelle", whatever you want, or it's because I'm a woman and they don't want me unhappy..lol they do what I ask.

Also, please let me know about the other of what you were going to give me but never caught up with me. Oh yeah, the 2 loads of compost for Lonnie he keeps asking me, told him we were working on it. ok an update on the lots for ya as well here it is as follows:

-
- 1323 Belmont, needs another cut really bad
 - 1525 Belmont, also needs to be cut
 - 725 Johnson his pass my knees, it still hasn't been touched
 - 1326 Avondale needs to be cut
 - 1713 Avondale needs cut, and multiple limbs are stacked on the property
 - 1019 Avondale is a lot that looks like it belongs to a resident @ 1017 Avondale (Big Ray couldnt be cutting this.
 - 1046 Avondale is a home, it is not a lot, this address is on the house, so I don't know again, what Big Ray contractor is billing you for.

1043 Avondale has only been cut a portion of the lot, it looks like they stopped and didn't finish the cut.

239 City Park...there are two lots at the corner of City Park and Humboldt both of those have been cut, however, the lot right before is extremely high don't know if they are considering that lot 239 City Park, there is only an address of 73, then it goes to 101, then nothing but this lot, then it jumps to the 400 block, very weird.

Okay this update has been long enough...lol....there are more and I will put them on the e-mail for tomorrow.

Please let me know if I can pick up what we talked about tomorrow that would be a help since Wed. is right around the corner, and I once again Thank you!

Talk to you soon, have a great night.

Kindest Regards,
Michelle Popoff

Penny Stock Jumping 2000%
Sign up to the #1 voted penny stock newsletter for free today!
<http://thirdpartyoffers.netzero.net/TGL3241/4c578051cec7c1c5b49st05vuc>

From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 8/5/2010 12:36 AM
Subject: General Update

Dear Mr. Slack:

Thank you for today, don't think I'm not grateful because I am. It's just unfortunate that everything hit at once, if I was paid last week I wouldn't have to go through all this, and being embarrassed at the same time, but thank you for all you do and your concern. Sorry I never heard back from you today, I'm sure you were busy as usual, and you already took time out of your day to help, greatly appreciated!, just pray they don't send back the car payment, and I don't get cancelled for the car insurance...

Okay, Issac signed his paper, but the pay was wrong, remember you were going to change it to \$9.00 an hr., so if you have to have him sign another paper he said he would.

Secondly, my son, could you write a letter saying that Randy Popoff has been hired, as a sub-contractor, to work in the Community Gardens...you can put under my supervision, his employment will commence on we'll say Friday, I thought his court was tommorrow, Thursday, the 5th., of Aug. but it's not until Monday, the 9th. I will have him give or show this to the judge, here in Toledo, and Sylvania Court, he said he broke probation, long story though, but employing him for the next few weeks should help him, and keep him off the street...this is really important and won't take long to write, if you could please.

Thank you also for the appointment for our electric, God Bless You!!!

I will be at the garden early then either we can meet you at Home Depot, or like you said meet at 11...if you want to go earlier we can, I don't have to drop my son at court, like I said it's on Monday a.m.

Spent a few hours after I left the garden checking lots here are the ones that need to be looked at.
The Following Are On Fulton St. - Contractor T.E.E.N.S.

FULTON: 2248 good

2259 good

*2267 - NEEDS ANOTHER CUT

*2454 NEEDS CUT

*2467 IS A HOME THAT IS OCCUPIED, THE PEOPLE SAID THEY CUT THEIR OWN

*2471 CORNERTHERE IS A HOUSE AND A LANDSCAPED LOT NEXT TO THE HOME
LOOKS LIKE THE RESIDENTS TAKE CARE OF THE PROPERTY.

*2479 & *2482 FULTON; END AT FULTON & DELAWARE THERE IS A PIECE OF CITY
PROPERTY THAT RUNS OFF THE SIDEWALK, THERE ARE NO EMPTY LOTS WITH THE SIZE
THEY ARE CLAIMING THAT EXIST, THEY ARE SMALL STRIPS

GLENWOOD: 2733 IS OCCUPIED BY CARS PARKED ON IT, BUT IT IS CUT
3131 Needs to be cut

HOME DEPOT: Tentative List: Lonnie Needs 6 sm. Blades for tiller cost is about \$5 ea.
1 chain for his saw, cost is about \$22

Strips of wood which we will cut for tomato stakes
Red Mulch for the Flower Garden, the paths to walk on and around the trees,
Bags of Top Soil or Bags of Compost to put around tree,
Some Hostas to go around tree
Fencing Optional, we could just line them with landscape rails

I don't think it would be a good idea at this time to seed for grass as everyone would walk on it, but early

From: "meprp.1x1@netzero.net" <meprp.1x1@netzero.net>
To: <ESlack@eopa.org>
Date: 8/19/2010 12:05 AM
Subject: Daily General

August 18, 2010

Dear Eric,

First of all thank you for taking your time to go over to Belmont, I know you probably didn't want to, I was headed over there as well.
Thank you also for including me and my crew on Saturday, we really enjoyed ourselves, it was a wonderful time, just wish it wasn't so hot out, but thank you for having us.

Okay the street that I spent so much time in trying to locate is:

Peiter Street, zip code 43605.....Contractor T.E.E.N.S.

814 826
818 830
821 834
822 838

Pratt St., zip code 43605.....Contractor T.E.E.N.S.

2673 & 2677 Do not exist...unless I'm missing something, Pratt St. stops @ 2660, then it goes right into the 2700 block

2717 exists, and has been cut

Bakewell St.....Contractor Big Boys

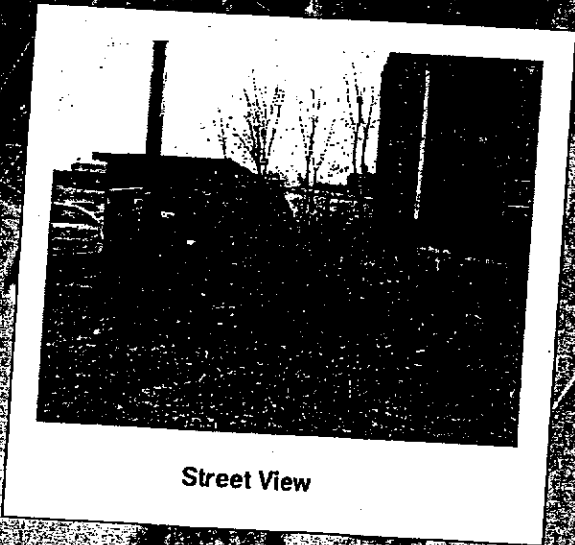
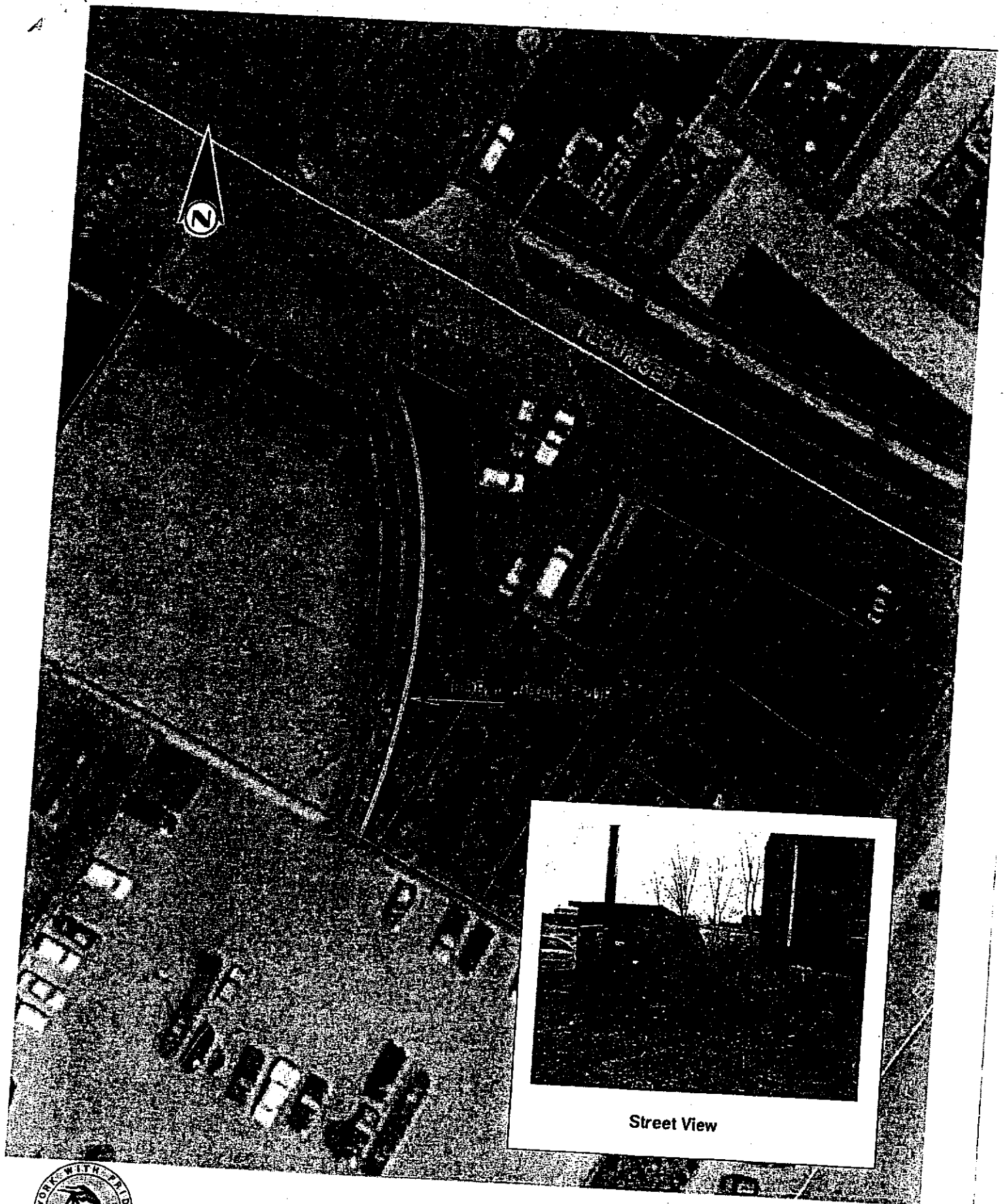
2231,35,37,41, and 2243 Are all cut

Genesse.....Contractor T.E.E.N.S.

2316 - Seems like it's just a small piece of property near sidewalk
2350, 2351, 2352, were all cut.....and 2358 does'nt seem to exist

Go Back to School
Grant Funding May Be Available to Those Who Qualify
<http://thirdpartyoffers.netzero.net/TGL3241/4c6cad2eb1f8460d9cst05vuc>

ATTACHMENT C



Street View

127 Tecumseh

DOES NOT EXIST AS A MOWABLE LOT



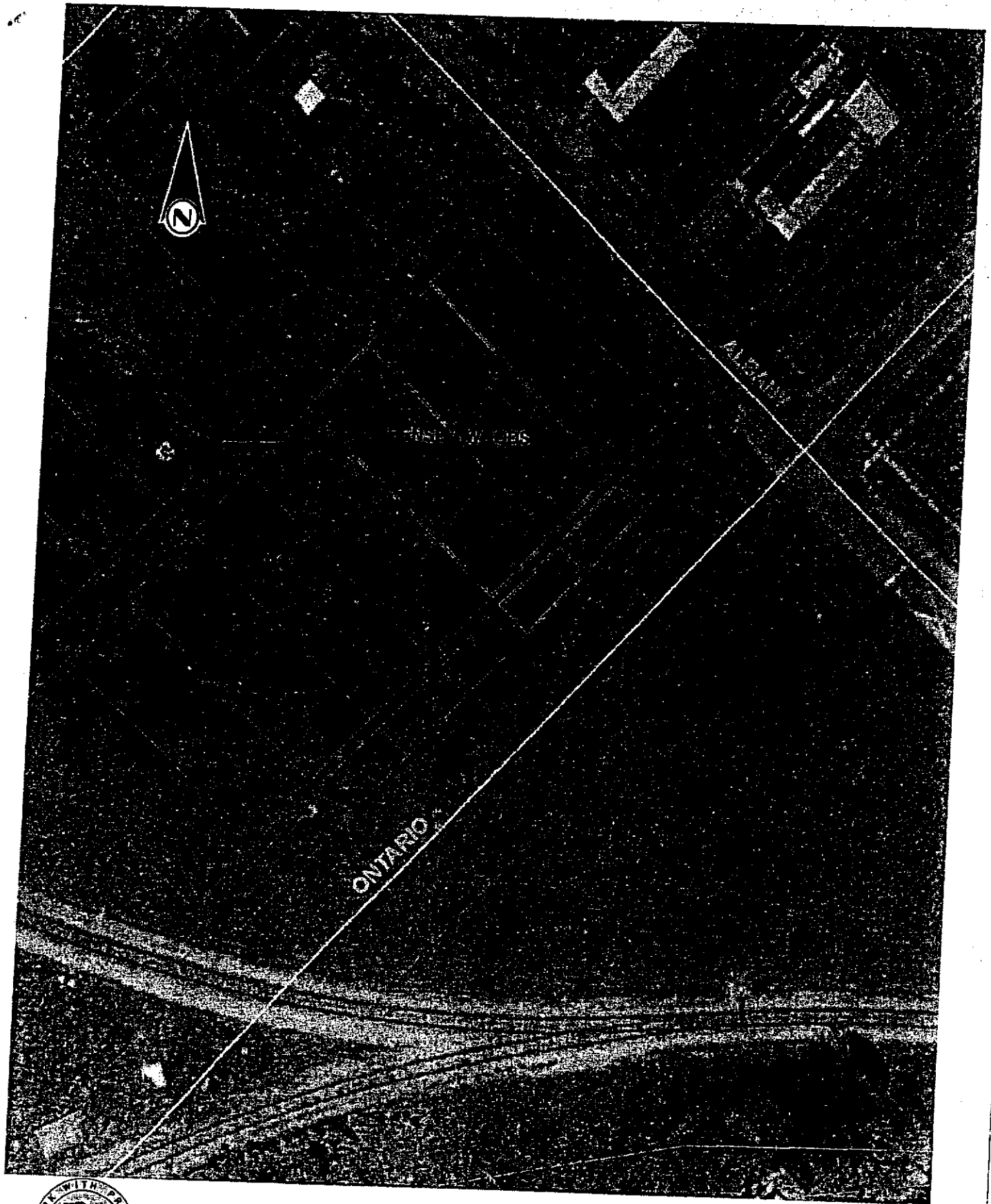
**LEWANDOWSKI ENGINEERS
CIVIL ENGINEERS AND SURVEYORS**



803, 807, 811, 815 & 821 Cleveland

DOES NOT EXIST AS A MOWABLE LOT

LEWANDOWSKI ENGINEERS
CIVIL ENGINEERS AND SURVEYORS



2811 & 2815 Ontario

DOES NOT EXIST AS A MOWABLE LOT

LEWANDOWSKI ENGINEERS
CIVIL ENGINEERS AND SURVEYORS

ATTACHMENT D

ROMA GOAL #2: The conditions in which low-income people live are improved. **2009 - 2010 App**

AGENCY: **EOPA**

DATE: **REVISION May 6, 2010**

PROGRAM: **Community Garden Project**

CONTACT PERSON: **Eric W. Slack**

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Projected \$'s Expended by the agency for this program & % of total:

Funding Source	2009 \$'s Projected	2010 \$'s Projected	2009-2010 \$'s Projected	% of Total
A. CSBG ARRA Funding	3,333.00	73,667.00	77,000.00	99.55%
B. Non-CSBG Federal Programs			0.00	
C. State Programs			0.00	
D. Local Public Funding			0.00	
E. Private Sources			0.00	
F. Value of volunteer time	0.00	351.00	351.00	0.45%
TOTAL	3,333.00	74,018.00	77,351.00	100%

Projected # of volunteer hours

2009 hours	2010 hours	09-10 hours
	60	60

Projected Community Investment in \$'s

2009 \$'s	2010 \$'s	09-10 \$'s
		0

Names of funders:

[Empty box for names of funders]

Community Investors:

[Empty box for community investors]

Program Partners:

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

of Partners: **10**

2.1 of 2.2

Framework Code: **2.2E**

Staff Involved: **Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.**

Target Area: **Increase or preservation of neighborhood quality-of-life resources**

Performance Target: **For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.**

2009 Projections **Community Improvement and Revitalization Goals**

Projected # of Projects or Initiatives	Projected # of Opportunities and/or Community Resources Preserved or Increased
1	1

OR

Community Quality or Life Asset Goals

Projected # of Program Initiatives or Advocacy Efforts	Projected # of Community Assets, Services or Facilities Preserved or Increased

2010 Projections

11	11
----	----

2009 - 2010 YTD Results

12	12
----	----

0	

COPY

ROMA GOAL #2: The conditions in which low-income people live are improved. 2009 1st Qtr Rpt

AGENCY: EOPA

DATE:

PROGRAM: Community Garden Project

CONTACT PERSON: Eric W. Slack

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Actual \$'s Expended by the agency for this program & % of total:

Funding Source	1st Qtr \$'s Expended	% of total
A. CSBG ARRA Funding		
B. Non-CSBG Federal Programs		
C. State Programs		
D. Local Public Funding		
E. Private Sources		
F. Value of volunteer time	0.00	
TOTAL	0.00	0%

Total # of volunteer hours

1st Qtr

Community Investment in \$'s

1st Qtr

Names of funders:

0

Community Investors:

0

Program Partners:

of Partners:

10

2.1 or 2.2

Framework Code: 2.2E

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

Staff Involved:

names & positions)

Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.

Target Area:

Increase or preservation of neighborhood quality-of-life resources

Performance Target:

For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

1st Qtr results

Community Improvement and Revitalization Goals		Community Quality or Life Asset Goals	
1st Qtr Actual # of Projects or Initiatives	1st Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased	OR	1st Qtr Actual # of Program Initiatives or Advocacy Efforts
			1st Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased

Program Year:

2009	Qtr 1
------	-------

Results & Learning Meeting Notes

Date:

Program(s):

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

1. _____
2. _____
3. _____
4. _____
5. _____

6. _____
7. _____
8. _____
9. _____
10. _____

Meeting Outcomes:

ROMA GOAL #2: The conditions in which low-income people live are improved.

2009 2nd Qtr Rpt

AGENCY: EOPA

DATE:

PROGRAM: Community Garden Project

CONTACT PERSON: Eric W. Slack

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Actual \$'s Expended by the agency for this program & % of total:

Funding Source	2nd Qtr \$'s Expended	% of total	2009 YTD \$'s Expended
A. CSBG ARRA Funding			
B. Non-CSBG Federal Programs			0.00
C. State Programs			0.00
D. Local Public Funding			0.00
E. Private Sources			0.00
F. Value of volunteer time	0.00		0.00
TOTAL		0%	0.00

Names of funders:

0

Community Investors:

0

Program Partners:

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

of Partners:

10

2.1 or 2.2

Framework Code:

2.2E

Staff Involved:
(names & positions)

Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.

Target Area:

Increase or preservation of neighborhood quality-of-life resources

Performance Target:

For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

2nd Qtr Results

Community Improvement and Revitalization Goals

Community Quality or Life Asset Goals

2nd Qtr Actual # of Projects or Initiatives	2nd Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased	OR	2nd Qtr Actual # of Program Initiatives or Advocacy Efforts	2nd Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased

009 YTD Results

YTD Actual # of Projects or Initiatives	YTD Actual # of Opportunities and/or Community Resources Preserved or Increased
0	0

YTD Actual # of Program Initiatives or Advocacy Efforts	YTD Actual # of Community Assets, Services or Facilities Preserved or Increased
0	0

Program Year:

2009	Qtr 2
------	-------

Results & Learning Meeting Notes

Date:

Program(s):

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

6.

7.

8.

9.

10.

Meeting Outcomes:

ROMA GOAL #2: The conditions in which low-income people live are improved.

2009 3rd Qtr Rpt

AGENCY: EOPA

DATE: September 30, 2009

PROGRAM: Community Garden Project

CONTACT PERSON: Eric W. Slack

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Actual \$'s Expended by the agency for this program & % of total:

Funding Source	3rd Qtr \$'s Expended	% of total	2009 YTD \$'s Expended
A. CSBG ARRA Funding	0.00		0.00
B. Non-CSBG Federal Programs			0.00
C. State Programs			0.00
D. Local Public Funding			0.00
E. Private Sources			0.00
F. Value of volunteer time	0.00		0.00
TOTAL	0.00	0%	0.00

Names of funders:

0

Total # of volunteer hours

3rd Qtr

2009 YTD

0

Community Investment in \$'s

3rd Qtr

2009 YTD

0

Community Investors:

0

Program Partners:

of Partners:

10

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

2.1 or 2.2

Framework Code: 2.2E

Staff Involved:
(names & positions)

Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.

Target Area:

Increase or preservation of neighborhood quality-of-life resources

Performance Target:

For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

3rd Qtr Results

Community Improvement and Revitalization Goals

Community Quality or Life Asset Goals

3rd Qtr Actual # of Projects or Initiatives	3rd Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased
0	0

OR

3rd Qtr Actual # of Program Initiatives or Advocacy Efforts	3rd Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased

2009 YTD Results

YTD Actual # of Projects or Initiatives	YTD Actual # of Opportunities and/or Community Resources Preserved or Increased
0	0

YTD Actual # of Program Initiatives or Advocacy Efforts	YTD Actual # of Community Assets, Services or Facilities Preserved or Increased
0	0

Program Year:

2009	Qtr 3
------	-------

Results & Learning Meeting Notes

Date:

Program(s):

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

1. _____
2. _____
3. _____
4. _____
5. _____

6. _____
7. _____
8. _____
9. _____
10. _____

Meeting Outcomes:

Program Year: **2009 - 2010**

American Recovery & Reinvestment Act (ARRA) Workplan

ROMA GOAL #2: The conditions in which low-income people live are improved.

2009 4th Qtr Rpt

AGENCY: **EOPA**

DATE: **December 31, 2009**

PROGRAM: **Community Garden Project**

CONTACT PERSON: **Eric W. Slack**

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Actual \$'s Expended by the agency for this program & % of total:

Funding Source	4th Qtr \$'s Expended	% of total	2009 YTD \$'s Expended
A. CSBG ARRA Funding	0.00		0.00
B. Non-CSBG Federal Programs			0.00
C. State Programs			0.00
D. Local Public Funding			0.00
E. Private Sources			0.00
F. Value of volunteer time	0.00		0.00
TOTAL	0.00	0%	0.00

Names of funders:

0

Community Investors:

0

Program Partners:

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

Total # of volunteer hours
4th Qtr

0

2009 YTD

0

Community Investment in \$'s
4th Qtr

0

2009 YTD

0

of Partners:

10

2.1 or 2.2

Framework Code:

2.2E

Staff Involved:

(names & positions)

Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.

Target Area:

Increase or preservation of neighborhood quality-of-life resources

Performance Target:

For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

4th Qtr Results

Community Improvement and Revitalization Goals

4th Qtr Actual # of Projects or Initiatives	4th Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased
0	0

Community Quality or Life Asset Goals

OR

4th Qtr Actual # of Program Initiatives or Advocacy Efforts	4th Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased

2009 YTD Results

YTD Actual # of Projects or Initiatives	YTD Actual # of Opportunities and/or Community Resources Preserved or Increased
0	0

YTD Actual # of Program Initiatives or Advocacy Efforts	YTD Actual # of Community Assets, Services or Facilities Preserved or Increased
0	0

Program Year: 2009 Qtr 4

Results & Learning Meeting Notes

Date: _____

Program(s):

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

6. _____
7. _____
8. _____
9. _____
10. _____

Meeting Outcomes:

ROMA GOAL #2: The conditions in which low-income people live are improved. **2010 5th Qtr Rpt**

AGENCY: **EOPA**

DATE: **March 31, 2010**

PROGRAM: **Community Garden Project**

CONTACT PERSON: **Eric W. Slack**

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Actual \$'s Expended by the agency for this program & % of total:

Funding Source	5th Qtr \$'s Expended	% of total	09-10 YTD \$'s Expended
A. CSBG ARRA Funding	0.00		0.00
B. Non-CSBG Federal Programs			0.00
C. State Programs			0.00
D. Local Public Funding			0.00
E. Private Sources			0.00
F. Value of volunteer time	0.00		0.00
TOTAL	0.00	0%	0.00

Names of funders:

0

Total # of volunteer hours

5th Qtr	09-10 YTD
	0

Community Investment in \$'s

5th Qtr	09-10 YTD
	0

Community Investors:

0

Program Partners:

of Partners: **10**

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

2.1 or 2.2 Framework Code: **2.2E**

Staff Involved: **Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.**
(names & positions)

Target Area: **Increase or preservation of neighborhood quality-of-life resources**

Performance Target: **For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.**

5th Qtr Results

Community Improvement and Revitalization Goals		Community Quality or Life Asset Goals		
5th Qtr Actual # of Projects or Initiatives	5th Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased	OR	5th Qtr Actual # of Program Initiatives or Advocacy Efforts	5th Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased
0	0			

2009 - 2010 YTD Results

08-09 YTD Actual # of Projects or Initiatives	08-09 YTD Actual # of Opportunities and/or Community Resources Preserved or Increased	08-09 YTD Actual # of Program Initiatives or Advocacy Efforts	08-09 YTD Actual # of Community Assets, Services or Facilities Preserved or Increased
0	0	0	0

Program Year: **2010** **Qtr 5**

Results & Learning Meeting Notes

Date: _____

Program(s):

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

6. _____
7. _____
8. _____
9. _____
10. _____

Meeting Outcomes:

ROMA GOAL #2: The conditions in which low-income people live are improved. **2010 6th Qtr Rpt**

AGENCY: DATE:

PROGRAM: CONTACT PERSON:

ARRA Funded Program Companion Workplan (Check for Yes)

Program Code **Plant /Seed Program**

The Actual \$'s Expended by the agency for this program & % of to

Funding Source	6th Qtr \$'s Expended	% of Total	2010 YTD \$'s Expended	09-10 YTD \$'s Expended
A. CSBG ARRA Funding	19,210.00	100.00%	19,210.00	19,210.00
B. Non-CSBG Federal Programs			0.00	0.00
C. State Programs			0.00	0.00
D. Local Public Funding			0.00	0.00
E. Private Sources			0.00	0.00
F. Value of volunteer time	0.00		0.00	0.00
TOTAL	19,210.00	100%	19,210.00	19,210.00

Total # of volunteer hours

6th Qtr: 2010 YTD: 09-10 YTD:

Community Investment in \$'s

6th Qtr: 2010 YTD: 09-10 YTD:

Names of funders:

Community Investors:

Program Partners:

of Partners:

2.1 or 2.2 Framework Code:

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

Staff Involved: Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.

names & positions)

Target Area: Increase or preservation of neighborhood quality-of-life resources

Performance Target: For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

6th Qtr Results

Community Improvement and Revitalization Goals		OR	Community Quality or Life Asset Goals	
6th Qtr Actual # of Projects or Initiatives	6th Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased		6th Qtr Actual # of Program Initiatives or Advocacy Efforts	6th Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased
12	12			

10 YTD Results

12	12	0	0
----	----	---	---

09 - 2010 YTD Results

12	12	0	0
----	----	---	---

Program Year: **2010** **Qtr 6**

Results & Learning Meeting Notes

Date: **May 3, 2010**

Program(s):

Community Gardens

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

James H. Powell
Greg Hopkins
Eric Slack
Robert Jordan

6. _____
7. _____
8. _____
9. _____
10. _____

Meeting Outcomes:

The community gardens program will be increased and there will be more collaboration with other faith-based organizations, community development corporations, community and neighborhood groups.

ROMA GOAL #2: The conditions in which low-income people live are improved. **2010 7th Qtr Rpt**

AGENCY: **EOPA**

DATE: **September 30, 2010**

PROGRAM: **Community Garden Project**

CONTACT PERSON: **Eric W. Slack**

ARRA Funded Program

Companion Workplan (Check for Yes)

P50 Program Code

Plant /Seed Program

The Actual \$'s Expended by the agency for this program & % of tc

Funding Source	7th Qtr \$'s Expended	% of Total	2010 YTD \$'s Expended	09-10 YTD \$'s Expended
A. CSBG ARRA Funding	50,052.00	100.00%	69,262.00	69,262.00
B. Non-CSBG Federal Programs			0.00	0.00
C. State Programs			0.00	0.00
D. Local Public Funding			0.00	0.00
E. Private Sources			0.00	0.00
F. Value of volunteer time	0.00		0.00	0.00
TOTAL	50,052.00	100%	69,262.00	69,262.00

Total # of volunteer hours

7th Qtr	2010 YTD	09-10 YTD
	0	0

Community Investment in \$'s

7th Qtr	2010 YTD	09-10 YTD
	0	0

Names of funders:
0

Community Investors:
0

Program Partners:

of Partners: **10**

Framework Code: **2.2E**

Name(s) of Partners:

ONYX Community Development Corporation; City of Zion Church; Pilgrim Church; Indiana Ave. Baptist Church; Sofia Quintero Center; Mercy St. Vincent Health Partners; Padva Center, Seagate Food Bank.

Staff Involved: **Eric W. Slack, Director of Planning; Weldon Douthitt, Director of Senior Emergency; Claudia Rodriguez-Salazar, Development Planner.**

Target Area: **Increase or preservation of neighborhood quality-of-life resources**

Performance Target: **For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.**

7th Qtr Results

Community Improvement and Revitalization Goals

7th Qtr Actual # of Projects or Initiatives	7th Qtr Actual # of Opportunities and/or Community Resources Preserved or Increased
10	10

OR

Community Quality or Life Asset Goals

7th Qtr Actual # of Program Initiatives or Advocacy Efforts	7th Qtr Actual # of Community Assets, Services or Facilities Preserved or Increased

0 YTD Results

22	22
----	----

0	0
---	---

9 - 2010 YTD Results

22	22
----	----

0	0
---	---

Program Year: **2010** **Qtr 7**

Results & Learning Meeting Notes

Date: **July 16, 2010**

Program(s):

Community Garden Project

Recommended Agenda Points

1. Review previous meeting - follow-up on previous actions to be taken
2. Review current data or program results
 - * What does the data show?
 - * Why are numbers low, or high?
 - * What issues are we or our customers dealing with that affected the numbers?
3. What actions-changes should be made?
 - * Do we need to change any procedures, if so, how?
 - * Do we need to revise any of our milestones?
 - * What will the changes be, who will be responsible, what are the deadlines and who will communicate it to the balance of the staff?
4. What have we learned from this process?

Staff in Attendance:

1. Eric Slack
2. Michelle Popoff
3. _____
4. _____
5. _____

6. _____
7. _____
8. _____
9. _____
10. _____

Meeting Outcomes:

It was discussed establishing the E.O.P.A. Community Garden on Belmont and other collaborative community gardens in the Toledo Community. Michelle Popoff operated the program and it was her task to find workers and work the gardens.

Agency: EOPA

Program: Community Garden Project

National ROMA Goal(s):

For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

Date: _____

Customer Milestones	Currently in Service	Quarter 1		Quarter 2		Quarter 3		Quarter 4		Quarter 5		Quarter 6		Quarter 7		Quarter 8		Projected Total	Achieved Total
		Projected	Achieved	Projected	Achieved	Projected	Achieved	Projected	Achieved	Projected	Achieved	Projected	Achieved	Projected	Achieved	Projected	Achieved		

Program Year: 2009 - 2010

ARRA FUNDED PROGRAMS Developmental Framework

Old F & G

for all Partnerships and Projects to Increase Agency Capacity

Agency

Date

Program

ROMA Goal

Performance Target

For the period of June 2009 to Sept. 2010, EOPA will establish 12 community gardens at selected urban sites to create a healthy livable neighborhood which will offer educational opportunities and vocational skills for youth, will target or include lower-income residents, and will provide an open space for community gatherings and family events.

	Product Steps	Projection Date	Completion Date	Verification
1	Selecting community garden location	03/01/10	<input type="text"/>	Project notes
2	Meet with neighbors surrounding the proposed community garden site and with Neighborhood in Partnership.	04/01/10	<input type="text"/>	Flyers
3	Complete a garden design, create a plant list and installation; also a labor and supply and maintenance plan.	04/01/10	<input type="text"/>	Garden project notes, maps, and invoices
4	Installation of Garden	05/01/10	<input type="text"/>	Project notes and pictures
5	Harvest and community involvement	On-going	<input type="text"/>	Pictures and notes

ATTACHMENT E

ZIP CODE	ST NO	ST NAME	TYPE	VACANT	FRONTAGE	AC/SQFT
43607-0000	829	AVONDALE	LR	YES	30	3,400
43607-0000	849	AVONDALE	LR	YES	30	0.080
43607-0000	901	AVONDALE	LR	YES	40	0.100
43607-0000	962	AVONDALE	LR	YES	30	3,600
43607-0000	1007	AVONDALE	LR	YES	30	4,600
43607-0000	1019	AVONDALE	LR	YES	30	4,400
43607-0000	1038	AVONDALE	LR	YES	27	2,700
43607-0000	1043	AVONDALE	LR	YES	30	4,600
43607-0000	1046	AVONDALE	LR	YES	171	20,184
43607-0000	1101	AVONDALE	LR	YES	42	6,400
43607-0000	1326	AVONDALE	LR	YES	30	4,463
43607-0000	1713	AVONDALE	LR	YES	30	4,400
43608-0000	1108	BAKER ST.	PSLR	YES	27	0.080
43608-0000	1110	BAKER ST.	PSLR	YES	27	0.080
43605-0000	2231	BAKEWELL	LR	YES	30	3,600
43605-0000	2235	BAKEWELL	LR	YES	30	3,600
43605-0000	2237	BAKEWELL	LR	YES	30	3,600
43605-0000	2241	BAKEWELL	LR	YES	30	3,600
43605-0000	2243	BAKEWELL	LR	YES	30	3,600
43620-0000	311	BANCROFT	LR	YES	31	3,496
43620-0000	315	BANCROFT	LR	YES	IRREG	1,930
43620-0000	357	BANCROFT	LR	YES	50	8,200
43606-0000	887	BANCROFT	LR	YES	50	5,908
43606-0000	905	BANCROFT	LR	YES	40	5,800
43608-0000	1014	BANCROFT	LR	YES	16	1,300
43606-0000	1323	BANCROFT	LR	YES	30	0.080
43606-0000	1325	BANCROFT	LR	YES	30	4,200
43606-0000	1515	BANCROFT	LR	YES		4.13
43609-0000	708	BARTLEY	LR	YES	30	3,200
43609-0000	727	BARTLEY	LR	YES	30	3,200
43620-0000	121	BATAVIA	LR	YES	40	5,799
43620-0000	226	BATAVIA	LR	YES	40	2,056
43620-0000	230	BATAVIA	LR	YES	40	2,057
43620-0000	320	BATAVIA	LR	YES	50	10,000
43606-0000	1440	BAXTER	LR	YES	30	0.080
43608-0000	3330	BEAUMONT	LR	YES	34	0.080
43608-0000	3332	BEAUMONT	LR	YES	34	0.080

1045

NO

NO

NO NUMBER

NO

NO

NO NO NO

NO

NO NO

Cuts

1456
3541
308
919

PAID

Issued to
Big Ray
April 22-10
w.D

CANCELLED

ATTACHMENT F

UR REF. NO.	YOUR INVOICE NO.	INVOICE DATE	INVOICE AMOUNT	AMOUNT PAID	DISCOUNT TAKEN	NET CHECK AMOUNT
129765	ARRA REIMB	6/8/2010	812.30	812.30	0.00	812.30

164667

**ECONOMIC OPPORTUNITY PLANNING
ASSOCIATION OF GREATER TOLEDO, INC.**

505 HAMILTON STREET
TOLEDO, OH 43604-8520
419-242-7304

NATIONAL CITY
6-12-410

CHECK DATE	CONTROL NUMBER	AMOUNT
6/11/2010	164667	\$812.30

Security features. Details on back.

BY Eight Hundred Twelve and 30/100-----

TO THE
ORDER
OF
BIG RAY'S LAWN SERVICE
909 SHADOW LANE
TOLEDO, OH 43615

VOID AFTER 90 DAYS

Richard H. Kneel

Richard H. Kneel
AUTHORIZED SIGNATURE



ECONOMIC OPPORTUNITY PLANNING
ASSOCIATION OF GREATER TOLEDO, INC.

164667

ATTACHMENT G

E.O.P.A. GARDENS

1. **BELMONT GARDEN-** The main E.O.P.A. Garden
2. **City of Zion Garden-** Located on Elizabeth and Vance
3. **Indiana Ave. Baptist Garden-** Located on Indiana across from Indiana Ave. Baptist Church
4. **Sofia Quintero Center-** 2 Gardens located on Linden and Western and Broadway
5. **Padua Center Garden-** 2 Gardens located on Nebraska and Junction
6. **Hicks Garden-** Franklin and Page
7. **Mercy St. Vincent/ Chance for Change-** Vermont and Page
8. **Pilgrim Church-** 1375 W. Sylvania
9. **Seagate Food Bank of Northwest Ohio-** 526 High St.
10. **North Toledo Garden-** St. John and "D" Street

[Print](#) | [Close Window](#)

Subject: RE: [FWD: follow up]
From: "Eric Slack" <ESlack@eopa.org>
Date: Mon, Dec 13, 2010 5:13 pm
To: <rick@ramlawoffice.com>

Rick, with respect to the garden information that I dropped off, the figure of 22 gardens was from a Work Plan that we did not implement. It was actually 12 gardens.

Eric W. Slack

>>> <rick@ramlawoffice.com> 12/13/2010 2:15 PM >>>

Thans a lot. If its going to be after 3:30, the door may be closed, but it can be put underneath the door. Thanks.

----- Original Message -----

Subject: Re: [FWD: follow up]
From: "Eric Slack" <ESlack@eopa.org>
Date: Mon, December 13, 2010 2:13 pm
To: <rick@ramlawoffice.com>
Cc: "James Powell" <JPowell@eopa.org>, "Robert Jordan" <RJordan@eopa.org>, "Laura Funka" <laura@ramlawoffice.com>

Rick:

I will drop the items off to you this afternoon.

Eric

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ATTACHMENT H

[Print](#) | [Close Window](#)

Subject: Fwd: Contract for Landscaping

From: "Jack Hackett" <JHackett@eopa.org>

Date: Tue, Nov 23, 2010 2:00 pm

To: "rick@ramlawoffice.com" <rick@ramlawoffice.com>

Attach: LANDSCAPING CONTRACTORS AGREEMENT 6-10.doc

Rick, This is what I received on the date specified. We selected the candidate, gave her a copy of the contract and introduced her to Eric. I left her with Eric at that point.

Thank You,

Jack Hackett/ Dir of Human Resources
w/c: (419) 242-7304 x-1301
cell: (419) 787-8341
jhackett@eopa.org

>>> Eric Slack 6/28/2010 5:48 PM >>>

Jack:

Take a look at this contract. It is a Word document so it can be manipulated. After you select the candidate you can send them to me.

Eric W. Slack

Copyright © 2003-2010. All rights reserved.

ATTACHMENT I

ECONOMIC OPPORTUNITY PLANNING ASSOCIATION OF GREATER TOLEDO, INC.

HAMILTON BUILDING
505 HAMILTON STREET
TOLEDO, OHIO 43604-8520
(419) 242-7304 S Fax : (419) 242-8263

JAY BLACK, JR.
PRESIDENT

RICHARD JACKSON
1ST VICE-PRESIDENT

ANNA WALKER
2ND VICE-PRESIDENT

RICHARD J. KIRSCH
TREASURER

SARAH DOBRZYKOWSKI
SECRETARY

JAMES H. POWELL
EXECUTIVE DIRECTOR

Department of Human Resources
525 Hamilton Street, Suite #202
Toledo, Ohio 43604
419-259-5673
419-259-4833 (F)



JOB VACANCY ANNOUNCEMENT FOR AND INTERNAL AND EXTERNAL APPLICANTS

Economic Opportunity Planning Association (E.O.P.A.) is the designated Community Action Agency for Lucas County for low to moderate income people to achieve self-sufficiency. An individual can receive a vast array of information, services, and referrals in a one-stop delivery system.

APPLICATIONS ACCEPTED:

January 12, 2009—January 21, 2009

APPLY:

EOPA
Human Resources Specialist
525 Hamilton Street, Suite 202
Toledo, Ohio 43604
8:30 a.m. – 3:30 p.m.

HIRING POLICY:

Equal Opportunity Employer

**"FOR EACH POSITION, BILINGUAL CAPABILITY WILL BE
GIVEN ADDITIONAL CONSIDERATION"**

1. SENIOR BROKER

- \$8.82 (post-probationary)
- 20 hours/week; 52 weeks/year
- Provide case management to low to moderate income senior adults. Keep accurate records and supportive documents on each client.
- **Qualifications:** High School Diploma or GED required, at least one year of experience with the senior population, and proficient computer skills (Microsoft Word).

2. HOME REPAIR ASSISTANT

- \$11.78 (post-probationary)
- 24 hours/week; 52 weeks/year
- Verify applicant information and collect program data for the Senior Home Repair program. Maintain program files and records, operate office machines. Type correspondence, memorandums, reports, etc., for projects.
- **Qualifications:** High School Diploma/GED required. Must have good secretarial skills and type at least 50 wpm (verified with a typing test). Combination of training and experience equivalent to one (1) year of college. Able to work with and sensitive to the needs of low income, elderly and/or minority residents.

ATTACHMENT J

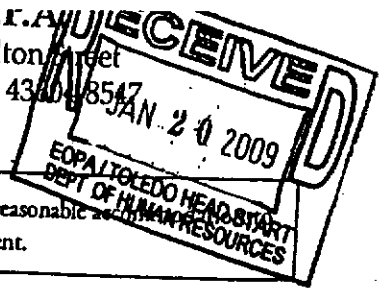
Application for Employment

Please Print



U.S. MAIL
505 Hamilton Street
Toledo, OH 43606-8547

11:00 AM



Equal access to programs, services and employment is available to all persons. Those applicants requiring reasonable accommodations in the application and/or interview process should notify a representative of the Human Resources Department.

Name HASKINS JEFFAN E Social Security # [REDACTED]
 Last First Middle
 Address 728 Kosciusko Toledo Ohio 43608
 Street City State Zip Code
 Telephone # (419) 726-4598 Mobile/Beeper/Other Phone # () E-mail Address Hoskinsjeffan@yahoo.com
 Position applied for Senior Broker Date of application 1/7/09

Referral Source (Please check the appropriate category and name the source.)

- Walk-in
- Employee
- Advertisement
- Company's Website
- Other Internet
- School
- Job Fair
- Staffing Agency
- Government Employment Agency
- Other

If necessary, best time to call you at home is _____ AM/PM

May we contact you at work? Yes No
 If yes, work number and best time to call:
(419) 744-6342 11:30 AM

If you are under 18 and it is required, can you furnish a work permit? Yes No
 If no, please explain _____

Have you submitted an application here before? Yes No
 If yes, give date(s) and position(s) _____

Have you ever been employed here before? Yes No
 If yes, give dates From / / To / /

Are you legally eligible for employment in this country? Yes No

When are you available for work? 1/10/09

What is your desired salary range or hourly rate of pay?
 \$ _____ Per _____

Type of employment desired: Full-Time Part-Time
 Educational Co-Op Seasonal Temporary

Will you relocate if job requires it? Yes No

Will you travel if job requires it? Yes No

Have you been explained to you, and are you able to meet the attendance requirements of the position? N/A Yes No

Will you work overtime if required? Yes No
 If no, please explain _____

Are you able to perform the essential functions of the job for which you are applying (with or without reasonable accommodation)?
 This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law.
 Yes
 No

Need more information about the job's "essential functions" to respond

Driver's license number required if driving may be required in the job for which you are applying:
 _____ State _____

Have you ever been bonded? Yes No

Answering "yes" to the following question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Have you ever pled "guilty" or "no contest" to, or been convicted of a crime? Yes No
 If yes, please provide date(s) and details _____

Starting with your most recent employer, provide the following information.

Employer: **TRTC** Telephone #: **(419) 241-5100**

Street address: **142 23rd St** City: **Toledo** State: **Ohio**

Dates employed: Month **3** Year **08** to Month **6** Year **08**

Starting Job title/Final job title: **server**

Immediate supervisor and title (for most recent position held): **Karyn**

Why did you leave? **Not Enough hours**

May we contact for reference? Yes No Later

Compensation (Starting): Hourly Salary \$ **8.00** per hour

Commission/Bonus/Other Compensation: \$ _____

Compensation (Final): Hourly Salary \$ _____ per

Commission/Bonus/Other Compensation: \$ _____

Summarize the type of work performed and job responsibilities: **Serving as a hostess & cooking**

What did you like most about your position? **attier (dressing professional) and the customers**

What were the things you liked least about the position? **Some of the staff**

Employer: **Laundry Express** Telephone #: **(419) 727-1477**

Street address: **5159 Suder** City: **Toledo** State: **Ohio**

Dates employed: Month **7** Year **05** to Month **1** Year **06**

Starting Job title/Final job title: **Laundry Attendant**

Immediate supervisor and title (for most recent position held): **Tim Foster**

Why did you leave? **had a baby**

May we contact for reference? Yes No Later

Compensation (Starting): Hourly Salary \$ **7.15** per hour

Commission/Bonus/Other Compensation: \$ _____

Compensation (Final): Hourly Salary \$ _____ per

Commission/Bonus/Other Compensation: \$ _____

Summarize the type of work performed and job responsibilities: **cleaning and keep the customers happy**

What did you like most about your position? **helping others**

What were the things you liked least about the position? **The area**

Employer: **Cherry Street Ministry** Telephone #: **(419) 242-5141**

Street address: **105 17th St** City: **Toledo** State: **Ohio**

Dates employed: Month **4** Year **04** to Month **2** Year **05**

Starting Job title/Final job title: **homeless instructor**

Immediate supervisor and title (for most recent position held): **Jerry**

Why did you leave? **found better job**

May we contact for reference? Yes No Later

Compensation (Starting): Hourly Salary \$ _____ per

Commission/Bonus/Other Compensation: \$ _____

Compensation (Final): Hourly Salary \$ _____ per

Commission/Bonus/Other Compensation: \$ _____

Summarize the type of work performed and job responsibilities: **Sorting clothes & gathering homeless for work**

What did you like most about your position? **helping the community**

What were the things you liked least about the position? **when other take advantage over homeless.**

Employer: _____ Telephone #: _____

Street address: _____ City: _____ State: _____

Dates employed: Month ____ Year ____ to Month ____ Year ____

Starting Job title/Final job title: _____

Immediate supervisor and title (for most recent position held): _____

Why did you leave? _____

May we contact for reference? Yes No Later

Compensation (Starting): Hourly Salary \$ _____ per

Commission/Bonus/Other Compensation: \$ _____

Compensation (Final): Hourly Salary \$ _____ per

Commission/Bonus/Other Compensation: \$ _____

Summarize the type of work performed and job responsibilities: _____

What did you like most about your position? _____

What were the things you liked least about the position? _____

Fill in any gaps in your employment, other than those due to personal illness, injury or disability. Stay at home taking care of my minor children & Grandmother

If not addressed on previous page, have you ever been fired or asked to resign from a job? Yes No

If yes, please explain _____

Skills and Qualifications

Summarize any special training, skills, licenses and/or certificates that may assist you in performing the position for which you are applying.

Volunteer work for seniors at madame's homes for lemas

Computer Skills (Check appropriate boxes. Include software titles and years of experience.)

- Word Processing _____ Years: _____ Internet _____ Years: _____
- Spreadsheet _____ Years: _____ Other _____ Years: _____
- Presentation _____ Years: _____ Other _____ Years: _____
- E-mail _____ Years: _____ Other _____ Years: _____

Educational Background

Starting with your most recent school attended, provide the following information.

School Name	Location	Years	Diploma <input type="checkbox"/> Degree <input type="checkbox"/> Certification <input type="checkbox"/> Other <input type="checkbox"/>	Other
Cherry Elementary	Toledo, Ohio	3	<input type="checkbox"/> Diploma <input type="checkbox"/> Degree <input type="checkbox"/> Certification <input type="checkbox"/> Other	NA
Woodward high school	Toledo, Ohio	2	<input type="checkbox"/> Diploma <input checked="" type="checkbox"/> GED <input type="checkbox"/> Degree <input type="checkbox"/> Certification <input type="checkbox"/> Other	Social, English
Owen Comm College	Dresden, Ohio	1	<input type="checkbox"/> Diploma <input type="checkbox"/> Degree <input type="checkbox"/> Certification <input type="checkbox"/> Other	Surgical Tec
TRTC	Toledo, Ohio	4 mos	<input type="checkbox"/> Diploma <input type="checkbox"/> Degree <input checked="" type="checkbox"/> Certification <input type="checkbox"/> Other	Culinary Arts

References

Name and telephone number of three business/work references who are *not* related to you and are *not* previous supervisors. If not applicable, list three school or personal references who are *not* related to you.

Name	Occupation	Relationship	Phone	Duration
Jettie Johnson	Nurse	co-worker	(419) 244-1310	6 yrs
Chris Bate	Chef	co-worker	(419) 241-5100	1 yr
Charles Millhouse	Licens Exminer	Friend	(419) 754-6634	2 yrs

To what job-related organizations (professional, trade, etc.) do you belong?

Exclude memberships that would reveal race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve national guard or any other similarly protected status.

List special accomplishments, publications, awards, etc.

Exclude information that would reveal race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve national guard or any other similarly protected status.

In your current or a prior job, have you ever written instructions or directions to be followed by employees or customers?

Yes No Not Applicable

If yes, please explain:

Is there any other job-related information you want us to know about you?

Other

I really enjoy helping

Applicant Statement

I certify that all information I have provided in order to apply for and secure work with this employer is true, complete and correct.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, gathering and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president.

I understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

DO NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT.

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement.

Signature of Applicant

Suffian R

Date 11/7/09



©2005 C.Neil
720 International Parkway, Seville, FL 33325
800-979-9111 • www.cneil.com is number
Application for Employment (ADA Version) #AD021



C.Neil assumes no responsibility for the employer's use of this form or any decision the employer makes which may violate local, state or federal law. By using this form, C.Neil is not giving legal advice. The purchase of this form is granted a limited license to photocopy the completed form for its personal use only. Any other photocopying or reproducing in any form, whether in whole or in part, is strictly prohibited.

ATTACHMENT K

From: Keisha Taylor
To: Hopkins, James
Date: 3/18/2009 8:51 AM
Subject: Fwd: Personnel Updates as of 3/16/09.

Greg,

Judy Robbins is still employed as a **Substitute Teacher**, not a SAW.

Thanks for forwarding this information to Mitch.

Also, I noticed that you went ahead and hired Seffan Hoskins for B. Mosley component. Just fyi, we had a stronger candidate that met ALL of the minimum qualifications. Is that really okay? How will HR justify her being hired when driving is a requirement (no D.L. on file, for mileage purposes) and does she have a H.S. Diploma? Just curious....

Keisha

>>> James Hopkins 3/17/2009 3:56 PM >>>

Here is a list of some new hires as well as people who have left our agency.

Some of these you might already have but I want to make sure you have the needed information.

Goners

Russ Conklin-I/S
Egmont Shllaku-Social Services
Laura Fisher-Health
Nicole Coehrs-EOPA Daycare
Joie Holt-I/S
Stephanie Bays-Job Coach
RaShawn Hicks-Service Area Worker
Judy Robbins-Service Area Worker
Gloria Rodriguez-Service Area Worker
Scott Durand-Building Operator
Regina Traynham-Health Assistant
Mildred Cowell-Social Service Secretary
Kathy Thompson-Bus Driver
Kay Falk-Bus Aide
Gloria Walker-Bus Aide
Brenda Manning-Bus Aide
Wendy Brewer-Bus Aide
Pete Culp-Planning
Assistant

Specialist

Receptionist

New Hires

Laura Johnson-P/T Sr. Rehab Office Asst.
Seffan Hoskins-P/T Sr. Broker
James Windless-Mechanic Supervisor
Jaime Shaw-Disabilities Asst
Tiffany Hayward-Disabilities Asst
Sylvia Reed-Service Area Worker
Sue Banner-Service Area Worker
Tanesha Coleman-Service Area Worker
Beverly Coley-Taylor-Service Area Worker
Antoinette Thomas-Service Area Worker
Leslie Roberts-Service Area Worker
Deborah Mellott-Service Area Worker
Pamela Wright-England-Service Area Worker
Sheila Thomas-Service Area Worker
Rolinda Dawson-Service Area Worker
Connianne Semler-Service Area Worker
Christina Billops-Health Assistant
Shannon Prude was promoted from custodial to Health

James Babcock-Network Support

Shaunta Hopkins-Intake/Outreach Worker
Tiffany Green-Intake/Outreach Worker
Tiffany Handley/Intake/Outreach Worker
Edell Hayes-Intake/Outreach Worker
Tamyka Moore-Intake/Outreach Worker
Melinda Estby-Intake/Outreach Worker
Charles Minor-temp security guard
Flora Rayford-P/T Human Resource

From: Keisha Taylor
To: Hopkins, James
Date: 3/18/2009 10:58 AM
Subject: Re: Personnel Updates as of 3/16/09.

Thanks for the feedback, just needed some clarity.

Keisha

>>> James Hopkins 3/18/2009 10:39 AM >>>

I don't know how she will get back and forth to different sites. Maybe they will put her at one site and leave her.

The decision to hire her was made by the Executive Director, who has final decision on ALL new hires as well as terminations.

Greg

ATTACHMENT L

AGENCY/6QM564

DATE PRINTED/2009MAY11

ECONOMIC OPPORTUNITY PLANNING ASSOCIATIO
GREG HOPKINS
505 HAMILTON STREET
ATTN ANNETTE ROBERTS
TOLEDO, OH 43604

IDENTIFYING DATA RECEIVED FROM ABOVE AGENCY FOR RECORD CHECK:
NAME SUBMITTED/HOSKINS, SEFFAN E DATE OF BIRTH/ [REDACTED]

COMPUTERIZED CRIMINAL HISTORY RECORD BASED ON FINGERPRINTS SUBMITTED TO
STATE OF OHIO, OFFICE OF THE ATTORNEY GENERAL
BUREAU OF CRIMINAL IDENTIFICATION & INVESTIGATION
P.O. BOX 365, LONDON, OHIO 43140

BCI/C211334 FBI/664258CC5
NAME/HOSKINS, SEFFAN E
SEX/F RAC/B

MULTI-STATE OFFENDER
CONVICTED ON FELONY CHARGE
DATE OF BIR [REDACTED]

ALSO KNOWN AS
HOSKINS, SEFFAN ELIZABETH
HOSKINS, SEFFAN

ALIAS DOBS ALIAS SOCS SCAR, MARK, TATTO
TAT NECK
TAT L ARM

DATE ARRESTED/2004MAY19

ARREST INFORMATION

ARRESTING AGENCY/TOLEDO PD
ARREST #/0605835
CHARGE 01/TRAFFICKING;PREPARE, SHIP, TRANSPORT, DELIVER, DISTRIBUTE
CONTROLLED SUBSTANCE WHEN INTENDED 4 SALE FEL CRA-04-08764-0102
OHIO REVISED CODE/2925.03A2
DISPOSITION/HELD

CHARGE 02/POSSESSION OF DRUGS;OBTAIN, POSSESS OR USE A CONTROLLED
SUBSTANCE FEL CRA-04-08764-0202
OHIO REVISED CODE/2925.11A
DISPOSITION/HELD

CHARGE 03/CONTRIBUTE TO UNRULINESS OF A MINOR MISD JC-02-107023
OHIO REVISED CODE/2919.24
DISPOSITION/HELD

FINAL COURT DISPOSITION

AGENCY/CO COMMON PLEAS CRT ADMIN OFC TOLEDO
COURT DATE/2007MAY08

*5/24
2005 -
no contest to
possession of
crack cocaine
community
control*

DATE ARRESTED/2005MAR13

ARREST INFORMATION

ARRESTING AGENCY/TOLEDO PD
ARREST #/0628520
CHARGE 01/POSSESSION OF DRUGS CR-04-2264
OHIO REVISED CODE/2925.11
DISPOSITION/HELD

CHARGE 02/POSSESSION OF DRUGS CR-04-2264
OHIO REVISED CODE/2925.11
DISPOSITION/HELD

CHARGE 03/TRAFFICK; PREPARE, SHIP, TRANSPORT, DELIVER, DIST CONTROLLED
SUBSTANCE INTENDED 4 SALE CRA-04-08764-0102
OHIO REVISED CODE/2925.03A2
DISPOSITION/HELD

CHARGE 04/POSSESSION OF DRUGS; OBTAIN, POSSESS OR USE A CONTROLLED
SUBSTANCE CRA-04-08764-0202
OHIO REVISED CODE/2925.11A
DISPOSITION/HELD

DATE ARRESTED/2006JAN24

ARREST INFORMATION

ARRESTING AGENCY/TOLEDO PD
ARREST #/065114
CHARGE 01/AGGRAVATED VEHICULAR HOMICIDE FEL
OHIO REVISED CODE/2903.06A

FINAL COURT DISPOSITION

AGENCY/CO COMMON PLEAS CRT ADMIN OFC TOLEDO

COURT DATE/2007MAY08

CHARGE/ATTEMPTED AGGRAVATED

VEHICULAR HOMICIDE FEL

OHIO REVISED CODE/2923.02

PROVISIONS/COURT COST

CONCURRENT

TO CR04-2264, JAIL CREDIT
244D

DISPOSITION/CONVICTED LESSER
OFFENSE
CONFINEMENT/12M

COURT DATE/2007JUN20

CHARGE/FELONIOUS ASSAULT F2

OHIO REVISED CODE/2903.11

PROVISIONS/COURT COST

3M WR 2M EM

DISPOSITION/CONVICTED
CONFINEMENT/3Y
SENTENCE SUSPENDED/3Y
PROBATION/3Y

COURT DATE/2007JUN20

*7/19/2006
No conflict to
attempted
vehicular homicide
community control,
license suspended
2007 - violated
control
12 months pms*

*** NOTE: THIS IS A MULTISTATE OFFENDER
WHERE DISPOSITIONS ARE NOT SHOWN -OR- FURTHER EXPLANATION OF A DISPOSITION
OR CHARGE IS DESIRED, PLEASE CONTACT THE ARRESTING AGENCY.
THIS DATA, BASED ON FINGERPRINT IDENTIFICATION BY BCI, IS ONLY TO BE USED FOR
EMPLOYMENT PURPOSES BY YOUR AGENCY OR AS DEFINED IN THE OHIO REVISED CODE
109.57.

ATTACHMENT M

(FORM 229)

NOTIFICATION OF PERSONNEL ACTION

SSN 274805958

Date March 19, 2009

Employee Hoskins, Seffan E

Component E.O.P.A.

Accounts 668 100%

Position Part Time Sr. Broker

Hourly \$8.82 Annualized Salary \$9172.80

Type Employee [X] New Employee [X] Part Time 20 Hours per Week

FLSA Non [] Full Time [] Temporary 52 Weeks per Year

- Rehired, Promotion, Demotion, Transfer, Component Transfer, Reclassification, Resignation, Retirement, Probationary period completed, C.O.L.A., Merit Increase, Annual Increase, Lay Off, Suspension, Termination, Leave of Absence

Effective Date From 3/16/2009 to 10/15/2008

Comments: New employee to complete a 70 working day probationary period. Post probation rate is \$9.08 per hour. jgh

Change Authorized by _____ Date _____

Reviewed by: Greg Hopkins, Human Resource Director Date 3/19/09

Approved by: [Signature], Executive Director Date 3/24/09

Approved by: [Signature], Director of Administration Date 3/24/09

ATTACHMENT N

0. NAM/HOSKINS, SEFFAN E DOB/1982SEP12 AGE/27 HIT/SN
BCI/C211334 FBI/664258CC5 SOC/██████████ MNU/AN-0605835
SEX/F RAC/B HGT/507 WGT/175 EYE/BRO HAI/BRO
HCC/03 FLG/ML POB/OH MFP/

id Of Segment/Message NORIS 02/01/2010 12:11

IS NCIC INTERSTATE IDENTIFICATION INDEX RESPONSE IS THE RESULT OF YOUR
QUIRY ON NAM/HOSKINS, SEFFAN SOC/ [REDACTED] PUR/C

ME FBI NO. INQUIRY DATE
REY, MYREIONA STEPHENIQUE 664258CC5 2010/02/01

X RACE BIRTH DATE HEIGHT WEIGHT EYES HAIR PHOTO
B 1982/09/12 506 140 BRO BRO N

RTH PLACE
IO

INGERPRINT CLASS PATTERN CLASS
WU WU RS RS RS WU WU LS LS LS
WU RS WU WU

IAS NAMES
SKINS, SEFFAN HOSKINS, SEFFAN E
SKINS, SEFFAN ELIZABETH

ARS-MARKS-
FTOOS SOCIAL SECURITY
F NECK [REDACTED]
F L ARM [REDACTED]

ENTIFICATION DATA UPDATED 2006/01/24

E CRIMINAL HISTORY RECORD IS MAINTAINED AND AVAILABLE FROM THE
OLLOWING:

ENNSYLVANIA - STATE ID/PA31147590
HIO - STATE ID/OHC211334

I RECORD(S) CAN BE OBTAINED THROUGH THE INTERSTATE IDENTIFICATION
DEX BY USING THE APPROPRIATE NCIC TRANSACTION.

Of Segment/Message NORIS 02/01/2010 12:11

THIS INTERSTATE IDENTIFICATION INDEX RESPONSE IS THE RESULT OF YOUR
RECORD REQUEST FOR FBI/664258CC5. INDIVIDUAL'S RECORD WILL BE
COMPLETE WHEN ALL RESPONSES ARE RECEIVED FROM THE FOLLOWING SOURCES:
PENNSYLVANIA - STATE ID/PA31147590

IF ADDITIONAL RECORD MAY BE OBTAINED FROM FILES WITHIN YOUR STATE.
ID

End Of Segment/Message NORIS 02/01/2010 12:12

***** CRIMINAL HISTORY RECORD *****

ta As Of 2010-02-01

***** Introduction *****

is rap sheet was produced in response to the following request:

bject Name(s) CAREY, MYREIONA STEPHENIQUE

ate Id Number 311-47-59-0 (PA)

rpse Code C

tention

e information in this rap sheet is subject to the following caveats:

E OF THE FOLLOWING CRIMINAL HISTORY RECORD *** SID 311-47-59-0 ***

GULATED BY ACT 47, AS AMENDED. (PA)

I - MULTIPLE STATE OFFENDER ()

***** IDENTIFICATION *****

bject Name(s)

REY, MYREIONA STEPHENIQUE

REY, MYREIONA STEPHENIQUE (AKA)

bject Description

I Number State Id Number
4258CC5 311-47-59-0 (PA)

cial Security Number

x Race
male Black
ight Weight Date of Birth
06" (2003-09-11) 140 (2003-09-11) 1982-09-12
ir Color Eye Color
own (2003-09-11) Brown (2003-09-11)
Citizenship

***** CRIMINAL HISTORY *****

==== Cycle 001 =====

acking Number H879799-4
rliest Event Date 2003-08-28

rest Date 2003-08-28
rest Case Number 0828M4843
esting Agency PA0651000 NEW KENSINGTON
bject's Name CAREY, MYREIONA STEPHENIQUE
arge 1
Charge Number 1
arge Tracking Number H879799-4
Charge Literal RECEIVING STOLEN PROPERTY
Statute RECEIVING STOLEN PROPERTY (CC3925; Pennsylvania)
State Offense Code CC3925
Counts 1
Severity Unknown
Disposition Unknown(Unknown ; DISPOSITION UNREPORTED)

* * END OF RECORD * * *

d Of Segment/Message NORIS 02/01/2010 12:12

BUREAU OF CRIMINAL IDENTIFICATION & INVESTIGATION (OHBCI0000)

P.O. BOX 365, LONDON, OHIO 43140

VALIDATED CRIMINAL HISTORY RECORD: DRE/2004MAY19 DLU/2009JUN26

NE/QRO PUR/C

JA IS REGISTERED IN THE OHIO DNA OFFENDER DATABANK

SI/C211334 NAM/HOSKINS, SEFFAN E POB/OH AGE/27
OB/1982SEP12 SEX/F RAC/B HGT/507 WGT/175 EYE/BRO HAI/BRO SMT/TAT NECK
SI/664258CC5 SOC/ HFP/ FPC/
IU/AN-0605835
CA/1030 N HURON TOLEDO OH
XC/003 FLG/ML M=MULTISTATE L=LOADED-III
XF/ EVE/ HVF/ RSO/N FCF/Y HGF/

* ADDITIONAL IDENTIFICATION DATA ----- CONVICTED ON FELONY CHARGE
A/HOSKINS, SEFFAN ELIZABETH HOSKINS, SEFFAN
IU/AN-0628520 AN-065114
IT/TAT L ARM

End of Segment/Message NORIS 02/01/2010 12:12

ARREST AGENCY/OH0480700 TOLEDO PD
 01/TRAFFICKING;PREPARE, SHIP,
 TRANSPORT, DELIVER, DISTRIBUTE
 CONTROLLED SUBSTANCE WHEN
 INTENDED 4 SALE FEL
 CRA-04-08764-0102
 2925.03A2

DOO/2004MAY19
 DISP/HELD
 EAG/OHBCI00G8 /2004MAY19

02/POSSESSION OF DRUGS;OBTAIN,
 POSSESS OR USE A CONTROLLED
 SUBSTANCE FEL CRA-04-08764-0202
 2925.11A

DOO/2004MAY19
 DISP/HELD
 EAG/OHBCI00G8 /2004MAY19

03/CONTRIBUTE TO UNRULINESS OF A
 MINOR MISD JC-02-107023
 2919.24

DOO/2004MAY19
 DISP/HELD
 EAG/OHBCI00G8 /2004MAY19

JUDICIAL AGENCY/OH048013J CO COMMON PLEAS CRT ADMIN OFC TOLEDO
 01/POSSESSION OF CRACK COCAINE F4
 2925.11

CDD/2007MAY08
 DISP/CONVICTED LESSER OFFENSE

id Of Segment/Message NORIS 02/01/2010 12:12

TO CR06-1058, JAIL
CREDIT 244D

TRN/CR200402264-001

CLE/02 DOA/2005MAR13 SEQ/01 ITN/074274MF DRE/2005MAR14 DLU/2009JUN26

ARREST AGENCY/OH0480700 TOLEDO PD
ANA/HOSKINS, SEFFAN ELIZABETH
01/POSSESSION OF DRUGS CR-04-2264
2925.11

ARREST#/0628520

DOO/2005MAR13
DISP/HELD
EAG/OHBCI00G3 /2005MAR14/2009JUN26

02/POSSESSION OF DRUGS CR-04-2264
2925.11

DOO/2005MAR13
DISP/HELD
EAG/OHBCI00G3 /2005MAR14/2009JUN26

03/TRAFFICK; PREPARE, SHIP, TRANSPORT,
DELIVER, DIST CONTROLLED
SUBSTANCE INTENDED 4 SALE
CRA-04-08764-0102
2925.03A2

DOO/2005MAR13
DISP/HELD
EAG/OHBCI00G3 /2005MAR14/2009JUN26

1 Of Segment/Message NORIS 02/01/2010 12:12

SUBSTANCE CRA-04-08764-0202
2925.11A

EAG/OHBCI00G3 /2005MAR14/2009JUN26

ADD/DRUG ABUSE 2CTS LUCAS COUNTY COMMON PLEAS COURT

JUDICIAL AGENCY/OH048023J TOLEDO MUNI CRT

01/TRAFFICKING IN DRUGS
2925.03A2

CDD/2005MAR14
DISP/DISMISSED

PROVISIONS/NOLLED

EAG/OHBCI00G3 /2009JUN26

AT PROSECUTORS REQUEST

02/POSSESSION OF DRUGS
2925.11A

CDD/2005MAR14
DISP/DISMISSED

PROVISIONS/NOLLED

EAG/OHBCI00G3 /2009JUN26

AT PROSECUTORS REQUEST

CLE/03

DOA/2006JAN24 SEQ/01 ITN/203543MF DRE/2006JAN24 DLU/2009APR22

ARREST AGENCY/OH0480700 TOLEDO PD
ANA/HOSKINS, SEFFAN

ARREST#/065114

d Of Segment/Message NORIS 02/01/2010 12:12

JUDICIAL AGENCY/OH048013J CO COMMON PLEAS CRT ADMIN OFC TOLEDO
01/ATTEMPTED AGGRAVATED VEHICULAR CDD/2007MAY08
HOMICIDE FEL DISP/CONVICTED LESSER OFFENSE
2923.02 CONFINEMENT/12M
PROVISIONS/COURT COST EAG/OHBCI00G5 /2006AUG24/2009APR22
CONCURRENT TRN/CR200601058-001
TO CR04-2264, JAIL
CREDIT 244D

02/FELONIOUS ASSAULT F2 CDD/2007JUN20
2903.11 DISP/CONVICTED
PROVISIONS/COURT COST CONFINEMENT/3Y
3M WR 2M EM SENTENCE SUSPENDED/3Y
PROBATION/3Y
EAG/OHBCI00G5 /2007JUN27/2009APR22
TRN/CR200601249-001

03/ROBBERY F3 CDD/2007JUN20
2911.02 DISP/CONVICTED LESSER OFFENSE
PROVISIONS/COURT COST CONFINEMENT/3Y

1 Of Segment/Message NORIS 02/01/2010 12:12

ATTACHMENT O

ECONOMIC OPPORTUNITY PLANNING ASSOCIATION OF GREATER TOLEDO, INC.

Hamilton Building

505 Hamilton Street

Toledo, Ohio 43604-8520

419) 242-7304 § Fax: (419) 242-8263

<http://www.eopa.org>

JAY BLACK, JR.
CHAIRMAN

RICHARD JACKSON
1ST VICE-CHAIR

ANNA WALKER
2ND VICE-CHAIR

RICHARD J. KIRSCH
TREASURER

SARAH DOBRZYKOWSKI
SECRETARY

JAMES H. POWELL
PRESIDENT / CHIEF EXECUTIVE OFFICER



February 16, 2010

Seffan Hoskins
337 Stanley Ct.
Toledo, OH 43605

Dear Ms. Hoskins:

This letter will serve as notification of our discovery that you falsified information on your application dated January 7, 2009.

The following quotation is contained in your signed application :

"I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect, will be sufficient cause to (ii) may result in my immediate discharge from the employers service, whenever it is discovered".

Regrettably, in accordance with our policies we must terminate your employment effective immediately.

We appreciate your service to the company and certainly wish you well in the future. You can reach me at (419) 242-7304, X-1301 with any questions.

Sincerely,



Jack Hackett
Human Resources Director/ EOPA/Toledo Head Start

To what job-related organizations (professional, trade, etc.) do you belong?

Exclude memberships that would reveal race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve national guard or any other similarly protected status.

List special accomplishments, publications, awards, etc.
 Exclude information that would reveal race, color, religion, sex, national origin, citizenship, age, mental or physical disabilities, veteran/reserve national guard or any other similarly protected status.

In your current or a prior job, have you ever written instructions or directions to be followed by employees or customers?
 Yes No Not Applicable

If yes, please explain: _____

Is there any other job-related information you want us to know about you? Other. I really enjoy helping

Applicant Statement

I certify that all information I have provided in order to apply for and secure work with this employer is true, complete and correct.

I expressly authorize, without reservation, the employer, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, resumé or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees or representatives, for seeking, hearing and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations or organizations for furnishing such information about me.

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state or federal law.

I understand that this application remains current for only 30 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president.

I understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand that any information provided by me that is found to be false, incomplete or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

NOT SIGN UNTIL YOU HAVE READ THE ABOVE APPLICANT STATEMENT

I certify that I have read, fully understand and accept all terms of the foregoing Applicant Statement.

Signature of Applicant: [Signature]

Date: 11/7/09



NOTIFICATION OF PERSONNEL ACTION

SSN 274805958

Date February 22, 2010

Employee Hoskins, Seffan E

Component Planning & Development

Accounts 023 100%

Position Sr. Broker

Hourly \$9.26

Annualized Salary \$14445.60

Employee New Employee Part Time 30 Hours per Week
SA Non Full Time Temporary 52 Weeks per Year

- Rehired Probationary period completed
 Promotion(perm. or temp.) C.O.L.A.
 Demotion Merit Increase
 Transfer(perm. or temp.) Annual Increase
 Component Transfer Lay Off
 Reclassification of Existing Job Suspension
 Resignation Termination
 Retirement Leave of Absence

Effective Date From 2/16/2010 to

Comments Termination: Falsifying application information.
jwh

Authorized by _____ Date _____

Reviewed by: [Signature] Date 2/22/10
Human Resource Director

Approved by: [Signature] Date 2/22/10
Executive Director

Approved by: [Signature] Date 2/22/10
Director of Administration



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Practice Center

Applicant ID : 274805958

(OR)

Use the percent sign (%) for multicharacter wildcard search and underscore (_) for single chara search.

First Name : Seffan

Last Name : Hoskins

Date of Birth : September 12 1982

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JACK HACKETT
2/3/10