

## Melanie Oliver

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**From:** [redacted]  
**Sent:** Tuesday, January 10, 2017 9:23 PM  
**To:** Melanie Oliver  
**Subject:** RE: Statement

I do remember that evening and can give you an accurate account of the facts.

[redacted] had spoken with Marcos and suspected Marcos was under the influence of alcohol. [redacted] informed me of his suspicion and asked me to evaluate Marcos's behavior as a second opinion.

Marcos was sitting in the engineering office when I approached him and I immediately smelled alcohol. I asked Marcos a few questions, his answers were slurred and he was not making eye contact with me. In fact, he was looking straight at the floor.

After I spoke with Marcos, I contacted [redacted] to confirm his suspicions. It was quite obvious to me that Marcos was under the influence.

[redacted]  
Manufacturing Supervisor  
Carefree of Colorado  
2145 W 6<sup>th</sup> Ave  
Broomfield, CO 80020

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**From:** Melanie Oliver  
**Sent:** Tuesday, January 10, 2017 6:11 PM  
**To:** [redacted]  
**Subject:** Statement

Marcus Sosias, temporary 2<sup>nd</sup> shift Janitor, has filed an unemployment claim and the agency he worked at Carefree through is asking for a brief statement from you (and [redacted]) regarding what you observed the night Marcus was sent home. If you remember, Marcus is the one you had suspicions about and then [redacted] observed similar behaviors on Friday, November 11<sup>th</sup>. I already have the statement [redacted] provided to Steve Lewis at the time, but if I could get something from you, I would appreciate it. It can be brief.

Thanks.

Melanie Oliver  
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maintenance technician

manufacturing supervisor

assembly worker

## Stephen Lewis

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**From:**  
**Sent:** Sunday, November 13, 2016 11:35 PM  
**To:** Stephen Lewis  
**Subject:** Incident - janitor

Hey Steve -

Per our conversation, here's what I witnessed on Friday 11th 2016, around 6 pm.

I was up in the mazzini and saw Marcus the janitor walking from the HR office towards the maintenance shop. I notice that he wasn't walking straight and he was stumbling. As I was walking towards the stairs to go back down to the maintenance shop I could smell alcohol coming from the area where the janitors room was by the men's restroom. I looked over and saw Marcus coming out of the janitor's room (I assumed the smell was coming from him because on Monday around 11:45pm [redacted], the supervisor approached me and said he smelled alcohol on Marcus and wanted to get a second opinion but I wasn't able to find Marcus due to the shift ending and having to lock up for the night so I told [redacted] that I couldn't find him but I will keep an eye out this week). So I decided to follow him and see if the smell was coming from him. As I was trying to catch up to him, production call for service, so I took the service call. As I was working on the service call in production I ran into [redacted], the supervisor and I told him that I might be sending the janitor home. [redacted] ask why and I told him what I saw and smelled. As I was talking to [redacted] I saw Marcus coming around the corner and I ask [redacted] to talk to him and see if he notice anything different about Marcus. [redacted] came back a couple of seconds later and said he is definitely on something and offered to help me send him home. I told him I'd take care of it. I pulled Marcus into the cafeteria and ask him how he was doing and as he was answering me I notice his eyes and hands twitching and he just could not look at me as he was speaking. I ask him if he had anything to drink and he admitted that he had a few beers around 2 or 3pm and was drinking listerine. So I told him that I was going to send him home for the night because of safety concerns. I walked him out and when we got outside he started getting very emotional and angry. He started saying, "who rat me out, tell me I just wanna confront them". I said "No one rat you out, if you think that somebody did they're probably just concern like I am for your safety". He start saying that he thinks he knew who it was because last night he was asked if he had a few to drink and I told him that it was not the person he was thinking about nor anybody that rat him out. I could tell he was getting upset and angry so I changed the subject and ask him if he drove here and he said he was drop off and his dad is on his way to pick him up and that was that. I was approach later by [redacted], an assembly worker later that night to check up on the janitor because he thinks Marcus is on something and was stumbling all over the place earlier. I told him that I already sent him home and not to worry.

Let me know if you need anything else.

[redacted]