

Supplement to Exhibit

On Wed, Sep 7, 2022 at 11:41 AM Kristine Leander <kristine@swedishclubnw.org> notified me by email she was not hiring me for the foodservice manager position. I had applied for it on July 27th, and interviewed for it on August 5th with Kristine, Anis, and Toene. She stated in her September 7th email that she had not hired anyone for the position that she was planning on continuing her search for someone with “a fair amount of restaurant experience.”

The reality was the last half of her email was a lie. Kristine had hired someone for the foodservice manager position, Christine Ross.¹ In fact, Christine Ross had decades of substantial restaurant experience, including for many years as a manager.

Thus, I am informed and believe and on such information and belief I am alleging that part of the purpose of the email was to start crafting a narrative to sustain Kristine’s story she was telling the board, that she had not hired anyone for the foodservice manager job – by claiming “she was still continuing to look.” She wrote me:

“Thank you for your interest in the position at the Swedish Club. We learned a lot about you in the interview, and we also thank you for that.

“At this time, we are continuing to look for someone for the position who has a fair amount of restaurant experience.

“Again, thanks for applying.

“Kristine Leander
Executive Director
Swedish Club
206-283-1090
Swedishclubnw.org”

By the time Kristine sent me the above email I had acquired enough information in August from several sources to know that her narrative about “continuing to look for someone” was a lie. I also by that time had ample experience with Kristine’s disingenuous, surreptitious digs, knew that her other comment, “We learned a lot about you in the interview, and we also thank you for that.” was far from a positive statement she was making to me.

Shortly after receiving her email, and then after I had talked to her on the phone that same day, I started writing the below response to those communications.² The below document was a draft email, I never sent it to Kristine. Its relevance to this matter relates to the fact that it is one testament to my experiences at the Swedish Club as a member, as an employee, and as a person in general. It memorializes the history of many events and things that had taken place at the Swedish Club, about things that had happened between Kristine and I, about things she or I did or did not do, about conversations, and it also establishes my state of mind and emotional state

¹ Christine Ross applied for the foodservice manager job on July 27, 2022, she was hired by Kristine for it on August 7, 2022.

² The Gmail version of the draft email I started on September 7th is attached to the end of this document.

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when many things took place, in the past on into the then present when I was writing the below email.

EAC Response to September 7th conversation with and email from Kristine Leander:

I don't know what it is that you think you learned about me at the August 5th, supposed job interview with me, but the reality is it was a fake interview, It was done under false pretenses, you had already hired somebody for the Foodservice Manager position. Her name is Christine. You claimed today [9/7/22] that you never hired anyone, that Tom got ahead of himself, telling me that this Christine was supposed to start work on August 26th, that no one had been hired, not even this Christine. When I asked you, "So Tom was lying?" You responded that you wouldn't say that.

I then shared with you that Paul was the first person to even tell me about this Christine - he had her name, age, occupation, the details of her employment, when she was starting even - Tom confirmed all of that two days later. You said to me, why would I ever believe a failed employee or a bartender of all things - how could I believe them and not you? I said because I felt you had been deceiving and misleading me for quite some time, since the first of the year about a lot of things. Including my job, the job positions that came up, and in general the general undermining of my employment.

On August 26th RC confirmed the same details about this Christine being hired, he was pressed into service with no notice because the new hire didn't come in - RC said - he didn't know what happened exactly, why she had not come to work, decided not to go ahead with the job, speculating that maybe the commute from Everett would have been too far for her to go.

So if there was no woman named Christine that was supposed to start on the 26th of August, then that is an amazing thing that these three people would be lying to me about such a thing - not to mention - Anis and Toene even gave it away - when I said something about it on the 12th, that the August 5th interview meeting with you, Anis, Toene, and me had been under false pretenses, someone had been hired before that meeting, they both got irate that someone had broken ranks and would tell me about that - Anis demanded to know who had told me and said it was not their place to convey that information to me. And Toene rather than denying it just kept saying that I would have to talk to you about it.

And Toene, and/or Anis were apparently so irate when I brought up the fake job interview that was held with me, that Toene proceeded to order a nationwide criminal background check on me - falsely certifying when she ordered it that she had complied with both federal, state, and local laws for obtaining such a report by properly advising me and getting my approval.

So let's be honest about what's going on. You would prefer to have the food service department continue its decline under your management in order to both carry out a personal grudge that you're having against me, and in order to also cover up what it is that's really going on, the literal poor management and poor choices by you across a number of fronts.

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You would rather continue to marginalize me, denigrate me, sideline me, do whatever it is that you do to people that displease you or that you don't want to have any value or life at the Swedish Club, or that you're still running a front for the Lars camp and Lars himself, and I think that all includes you. The Lars camp is the same as the Kristine camp.

You only have one of maybe three reasons for what it is that you've been doing to me, but you've been dinging me over that relationship for a long time now starting clear back to October 2020. You couldn't say often and enough terrible things about Lars to me, and I wrote to him about it and I have my date stamped letters that he received about those occurrences; those will be coming up in the future. It was all clearly documented by me what it is that you have been doing since then - including you even threw your friend Judy Cooper under the bus to me, making her out to me that she was some kind of love rival to me for Lars' affections.

I would never have known anything about Judy Cooper if you hadn't been the one to tell me all about her and these connections you said she had to Lars, not once not twice but multiple times clear into this year! Always intimating to me, oh Judy and Lars they have something going on. What part of that was part of my membership, and then part of my employment?

It has been this way for months now, you have done it to me both as an employee and as a member. This is just classic behavior on your part. I have talked to Christine Lea I have talked to Malin and I've talked to Karl Larsson, past president of the Board, just to name a few of the key people I've had extensive conversations with, to find out what all has been going on, and how it is that you treat people, including then and now current employees!

Your clear choice has been since January [2022] to now nine months' worth of time of you making sure that I am nobody to anybody in the food service department. You would rather continue to have that be true than you would have it be that the Swedish Club foodservice operation be a part of the Club that is thriving and doing good.

You would rather bring in poor hires, I refer to them as "grab bag hires", hiring just anyone if it means ensuring that I do not have a lead or productive opportunity to contribute to the Club members having good food and having positive customer experiences! That's the thing that I can deliver and that I did deliver every time I worked in that position. But that's not what you want.

You would rather not have me do anything positive for the Club. You have even taken my original job duties, my original job as Cook and you tweaked with it over the last few months till you got me down to something that you think that you can pigeonhole me in, something with lower status, the so-called "dessert cook"; which I have never even heard of such a thing, but the reality is that it even sounds like bad English on top of it all.

You can't even sit here and say anything that makes even a lick of sense by saying what it is really that's behind all of this. I know and you know that it's not about my not having the qualifications, it's not about my not having the experience, it's not about my not having the physical ability, it's not about my not having the skill, and it's not about my abilities to provide Swedish food or even just general food that's of excellent quality.

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You would rather sit there and promote someone ahead of me, RC who has consistently turned in bad meals, you would rather sit and pretend that there's nobody to do any cooking at the Swedish club of any skill level, including myself, you would rather have staff turnover, how many cooks have you gone through this last nine months, isn't it about five now? Not to mention the whole debacle with Arista!

That's the legacy of what it is that you have done with the food service at the Swedish club. And there's no excuse for it, none. You can't blame the pandemic, you can't blame some lack of people to do the job, you have absolutely had 100% control of the food service for the last what is it now 13 years? You've taken the Swedish Club that had a food service department for years and this is where you're at, where we are all out - having to suffer under your management of the food service department. Including just this last Friday, again like the week before when RC was serving raw meatballs [8/19], this last week [9/2] it was raw salmon. Like literally the diners come to the food line and have to turn their salads back in last Friday because the salmon isn't cooked!

And it isn't any surprise! You have known since January of this year that RC lacked the skill to fully carry out a meal service without close supervision. It was true during Malin's tenure, Carina's, he always was in a supplemental position. I discovered it in January, and I shared that with you. You've known it. I even graciously and generously shared that with Anis this last month, August while you were gone. With Tom long gone that left me to assist where I could - but no, instead of using me, the only other foodstaff member other than RC - so loath were you and Anis to use me that you brought in the housekeeper to assist RC - really - Keita the newly hired housekeeper has more status than I do.

Despite the multiple late dinners, poorly cooked, uncooked dinners - you not only promoted RC over me, demoted me, and continued to let him cook unsupervised meals.

So rather than your sitting there and making up the story about how you're looking for someone now "with more restaurant experience", which both Jocelynn and Tom had - and presumably from what I understood this Christine has - this is just spin on your part because you've been spinning this whole thing of food service missteps all along, since at least December 14, 2021, the day Malin quit.

In January the spin was you needed a catering company, to take over the second-floor kitchen and have them be the ones that ultimately cooked meals for the Club; this was the second version of the food service magic bullet - the first was in January of 2021 when you and Malin insisted and then proceeded to start to refresh the upstairs kitchen. Clear down to December that year you worked on fixing it up, acquired new equipment - that was going to be the ticket. Then that venture went by the wayside.

Then you put RC in charge of meals starting with the January 14th meal, and he proceeded to kill about four different meals after that, including that they were late and even that the food was improperly cooked!

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But you insisted and told me that I couldn't do anything because the Lars's camp wouldn't like it! That's on January 18th, the meeting you had because after you kicked me to the curb after the NYE dinner, you had hired Lily to be in charge of the kitchen, Lily the virus checker at the pancake breakfast, and had proceeded to move ahead with RC as chef.

Barely two meals in after Lily flew the coop with after working just two weeks and with no notice, after RC had killed a couple of dinners - that's when you had the January 18th meeting. It was the setup for your next move, to go out and hire Arista.

So then RC cooks a couple of more questionable meals - related to timing and food quality - and then you brought in Arista. Then what did they do? I'll bet it's less than half of their meals were edible, really. Not only were they serving old produce but they were just absolutely providing poor food, food they didn't cook it well; if it wasn't poorly cooked, other times they weren't even using the recipes that they were supposed to use. And how many go rounds of that did we do including the rotten potatoes that you had to speak to and write them about multiple times?

On March 27, 2022 I wrote to you and the other food committee members, that then was a prime time opportunity to stop and change the course on the decline in food and dinner services. I laid out a whole plan about how the transition could be accomplished. Lori Ann and Judith thought my plans was a great idea but you refused again to cut loose Arista.

From my perspective I have observed this, this is what you've done with the food service for the Club, you double down on your poor decisions! This is what you did with Arista. You insisted you wanted to continue on with them, with John, and you did so until things got so bad that even you couldn't justify doing it any longer.

It was not until you went through another Arista dinner on April 1st that you finally threw in the towel with them - that's the night that they served the stuffed pork roast using dates not prunes, and had two kinds of potatoes, their usual not very good mashed potatoes and then the cheesy potatoes that had so much cheese the dish was swimming in cheese grease. They completed their meal with tough, woody asparagus.

It's after that when you came to RC and I and made the decision to have us do the next dinner, on April 8th, soup and salad only, no meatballs.

I took the lead on all of that, I straightened out the salads I cooked your soups to perfection and we even got two meatball dinners out and then when I asked you to let us do the meatballs from scratch you didn't want to do that you went back to Arista again!

And then there's the whole thing about hiring the food service manager, you insisted as far back as February - you needed a foodservice manager - while you also were claiming that you needed an inhouse catering company - remember that's what you had Anis devoting a good deal of time and effort on - plans to remodel the [upstairs] kitchen in order to lease it out to a caterer. That project was detailed to the board several times.

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What a joke that turned into. The reality is the lease-the-kitchen-to-a-caterer project was dropped, then you hired some woman that never even did the food service manager/chef job; you hired her and she didn't even show up to do it. All she was was an anti-Elizabeth hire. You refused to interview me for that position you told me you would not consider me for it and you told me that I couldn't do the cooking! And moments later told me it didn't matter, you had just hired this other woman.

Then you hired Jocelynn, and you hired Tom and you lied about both of those hires also. You seem to forget that I can interview people too; I had a sit down interview with Tom on August 13th and found out the timing for his hiring. Not to mention the job listings themselves you took the exact things that I had already been doing, listed them in the help wanted notice - my job tasks, you listed them as something that you needed the person to be the chef to do, and something that the person to be the cook was to do, and the person to be the food service manager would have to do them. Every single one of them were tasks, things that I had performed multiple times and excellently!

But you even lied to Peppe and claimed that you *had not hired anybody* when you had, that was on May 5th. Shades of now. You said the exact same thing that day in May as you did today 9/7, that you had not hired anyone - but you had hired Jocelynn and told Peppe you hadn't. I was in that meeting, Not to mention Jocelyn had already told me 20 minutes earlier that she was starting work on May 9th! You hired her clear back in late April.

And Tom, you gave him every single one of the food events that you had already been planning with me that included the Abba night, the car show, and the members and friends dinner, including the Wednesday night soup suppers - you gave all of that away to him after having sat there the prior two months and planning those events with me, for me to do the lead, with RC's assistance. And I have the emails and notes from all of that too. For example - insert email re Abba night.

You not only sat there and acted like Jocelynn was the next best thing to sliced bread, but she went off and she did what she wanted with all of that food, there was no Swedish thing going on about any of it, including the cookbook she was cooking out of, it was a New Orleans cookbook - "Breakfast at Brennan's and Dinner Too"!

Jocelynn's Swedish Club food clearly had a southern twist to it. You also claimed Jocelynn was this expert about Covid, she had a certification from the American Federation of Chefs, and then you let Tom come to work sick; not only did you let him come to work sick but Jocelyn also let him come to work sick - the people that are supposed to be so concerned about the health of the employees and the health of the people that are at the Club as guests and members.

Jocelynn lasted all of a month and a half - she leaves to take care of her dying mother - she represented that her time away needs were so great that she needed to leave without notice and absent herself for a period too long for her to remain an employee. And then she returns two weeks later and wants her job back with a substantial increase in pay.

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And Tom - you put him then in first place - and despite all your claims to me about how things that I made had to be Swedish, all the comments you have made to me about a dessert not being Swedish, about a meal choice not being Swedish, all the effort you went to to mold Tom and Jocelynn into Swedish cooks, all the while and before I supplied you with well executed Swedish and even Danish main dishes and desserts, you let Tom run off and cook whatever version of "Swedish" food he wanted. The reality was his cooking was not Swedish - he was serving boarding house and diner style food and meals.

He admitted to me that he never made the Swedish meatballs the same from week to week - they tasted good - but they were not made the same every week. He made the worst versions of Raksorgas and Skagen, as had Jocelynn before him - and still you countenanced that, then you went on and let him toss the hard tack out of the meal rotations, the salads were turned into this boardinghouse service style, complete with slabs of cheese served with them.

In contrast you had remonstrated with me early on in January and in March and April when I tried to introduce some authentic Swedish and Danish rye breads from Larson's, planning to serve it in addition to the hardtack. No - you would have none of that when I asked. Tom apparently didn't even ask - he proceeded to load up every meal with all sorts of varieties of clearly American style breads and rolls - along with free-style plates of butter.

You insisted and I agreed on having as much as possible authentic Swedish foods. I took your lead and studied and learned even more about how to do even more Swedish and Scandinavian dishes. I did so on my own time and at my own expense - that was nothing you supported.

However, for Jocelynn and Tom you hired these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equaling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

And on that note, "the foodservice team" you never had such a thing during Tom and Jocelynn's tenure either, not to this day [10/7/22]. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". Now it is you and Ann-Margret and Christine with RC thrown in for good measure. Or you and Toene, and Christine, as the case may be.

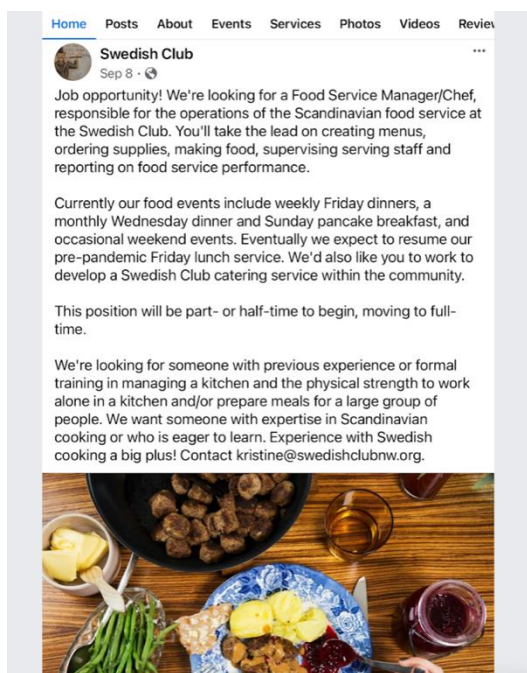
From my perspective - For months you have kept everyone in silos related to the foodservice department. It has been setup to cut me out, if I know anything it is 95% of the time because I inadvertently hear something or someone tells me some snippet of info and then I go on to ask about whatever I hear.

The regularly scheduled Tuesday foodservice meeting was scrapped, RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine* - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today.

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You and Anis and Toene made big production during the fake job interview with me on the 5th of August about what did I think a team consisted of, what would team work look like to me? Your comment today - about how you learned so much about me on that day - I presume that's part of your now story about my not being part of the "team" at the Swedish Club, but the reality is there is no team in the first place. You have hand-picked favorites that do your bidding - be it staff or members, and all else are enemies, frenemies at best.

As for your statement in the email today, "Thank you for your interest in the position at the Swedish Club. We learned a lot about you in the interview, and we also thank you for that." - to the uninitiated that takes things at surface value it might seem like an innocuous enough statement, but I think not.



*EAC Note: On September 7th when I started writing this response to first Kristine's 9-7-22 email to me and then our phone conversation shortly thereafter, on that day I did not know any of the details about what had gone down from August 24th on; I did not know about the coverup that was taking place. The coverup started over the fact that Kristine had first decided to, on or before August 5th, and then hired Christine Ross on August 7th, despite there being an understanding between the Board and Kristine that no decisions about hiring the foodservice manager had been arrived at.

Talk with Shama takes place in mid-August 2022 how Kristine had embarked on a cover up of the fact that she had hired Christine Ross as foodservice manager, while claiming to everyone interested – the board - that she had not.

In fact, it is not until almost a month later, starting on September 30th that the true arrangements of how Kristine had figured out a way to cover up her hiring Christine Ross, and how she was manipulating statements and claims about what was going on in order to keep that subterfuge going, and now hasn't. On September 30th that is when Christine and I started talking and formed a close work friendship.

I am informed and believe and upon such information and belief I allege that between on or about August 11, 2022 and January 27, 2023 Ms. Leander engaged with first defendant Ms. Hayes, with the Swedish Club's director of operations, Anis Rahman, and then starting in mid-November with defendant Ms. Alaimo and her Lane Powell co-conspirators, in a carefully crafted coverup of the fact that Ms. Leander had in fact hired a foodservice manager when she had been told or informed not to by unspecified persons on the SCBOD. The elements of the coverup included "unhiring" Christine Ross, getting her reluctant agreement to be the foodservice manager/chef job as an independent contractor; crafting and disseminating verbally,

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in communications, and publishing in the Swedish Club News, the narrative that Ms. Ross was one of many visiting chefs that the Swedish Club would be having for the foreseeable future, and that there was an ongoing recruitment effort to find a foodservice manager candidate and hire.