

February 23, 2018

Dear Mr. Peck and Mr. Geller:

As someone who knows first hand what is going on at both Career Source Agencies, I feel the need to share some information as well as give you my thoughts.

Ed Peachey must go. Mr. Peck, I know you are still somehow convinced that Peachey is a good guy. He is not. He is a scammer, always looking for ways around the system to pad his own pocket. Thus, his volunteering to run Career Source Tampa Bay when its prior CEO was dismissed (two salaries better than one). After realizing it was so easy to run both, his greed led him to find a way to scam the numbers which would also lead to more federal and state monies which he would put in his pocket. The school he wanted to open in South St. Petersburg was his next greedy money grab.

Peachey created a culture of fear for anyone who questioned him or his unethical practices. His top three "Lieutenants" are Haley Loeun, Don Shepherd, and Alice Cobb.

In 2014, Sue Pagan, CFO, and Mark Douglass, COO, shared their concerns with a Career Source Tampa Bay board member about Peachey's personal relationship with Haley Loeun and the management difficulties it was presenting for them. The board member then went to Peachey, who immediately proceeded to fire Pagan and Douglass. (I mention the board member because I understand they don't know why employees didn't go to them with complaints and wonder why the Tampa Bay Times knows more about what goes on in the agencies than they do.)

Sue Pagan found employment at Clifton Allen Larson and Mark Douglass is now President of ResCare USA. After learning that Clifton Allen Larson had hired Sue Pagan, Peachey without Board approval, terminated the CareerSource contract with the accounting firm on 8/26/16.

Haley Loeun - The Con Artist

She was a cancer and needed to be removed. Thank you!!!!!!

Due to her personal relationship with Peachey, which began many years ago, she was put in a position to do as she pleased and bully whomever she pleased. Thus, the questionable hiring and promotions of her relatives and repeated salary increases for Ms. Loeun.

She is the architect of the scam of asking companies for their hiring lists. Loeun demanded that her lead recruiters and recruiters obtain hiring lists from Tampa Bay companies. Not only did she need the names, she needed the exact information - social security numbers, position, start date, and salary. Staff were rewarded with a bonus as a result of this unethical practice.

Once that information was obtained, Career Source staff would go into the State of Florida Unemployment database without authorization, locate the new hire, and create a registration in EFM. They would then back date case notes in the individuals EFM (Employ Florida Marketplace) file to indicate that they had previously referred the candidate to the company, which hired them. As a result of obtaining the start dates, staff was able to falsify case notes and placements.

Basically they obtained information from company hire lists, illegally went into The State of Florida Unemployment database, retrieved pertinent information, then went into EFM and fraudulently created the individuals registration. They then made case note job referrals to the company the person was hired by and start date. All of this was done, **after the fact of the hire**. This activity was then counted as a placement for state records (per the way Workforce Florida counts placements through EFM).

Don Shepherd - The Code Breaker

He was hired away from Geographic Solutions (GeoSol) to be an integral part of the scam. Without him it might have been impossible to reflect the fraudulent job referrals as placements. GeoSol is the company that invented the Employ Florida Marketplace data base which is used by all 24 Workforce Agencies in Florida. GeoSol has also contracted their data base program to numerous Workforce Agencies across the United States. Geographic Solutions is located in Palm Harbor, Florida.

While at Graphic Solutions, Shepherd was instrumental in the development of the system. He knew how and why it worked the way it did, and also how to scam the system without being detected by Workforce Florida. Peachey and Loewn needed him to ensure the scam would meet audit inspections. By making the placements appear legitimate, the state and federal money rolled into the two workforce agencies based on padded numbers, which ultimately resulted in the three being highly compensated.

Alice Cobb – The Enforcer

As you know, Cobb has already been discredited in Tampa Bay Times articles. Cobb was hired by Peachey after being caught in the Orlando Workforce Agency scam. Peachey's claim that he was unaware of her previous employment is incredulous.

This morning, Friday February 23 the moral throughout the Career Source offices on both sides of the bay was trough the roof as they were estatic at the firing of Haley Loewn.

Now this afternoon it is reported that Peachey is demanding a severance package, and the gloom has returned. This is the personality of a paranoid and guilty person. They are angry they got caught, and are aggressive in their actions and lash out.

An innocent person would say; ok, something is wrong with our reporting system. I don't believe we did anything wrong, but lets investigate and see if we did anything illegal.

Although this is an outrageous request, it is not inconsistent with the bullying and constant fear that Peachey has used to manipulate those under his command. All the facts brought forward by the Tampa Bay Times, former employee letters, and current employee letters point to his guilt.

Even though he denies any of the unethical tactics that were going on, he was the one demanding we do it, and paying us monthly incentive money as the reward for securing hiring lists, and falsifying placements. He knew exactly what was going on under his watch.

Using the word liar to a strong word, but in his case it is appropriate. Also not judging a book by it's cover is not always a good idea. But in this case

come on. Does Peachey look innocent, or does he look like someone who would do the things he is accused of.

Do not give in to his request for a severance. Don't let him bully you. We needed our jobs to provide for our families. You do not have anything to fear by doing the right thing.

Please Help Us!!!