

# EXHIBIT J

## Brown, Cinnie

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**From:** Brown, Cinnie  
**Sent:** Monday, April 18, 2005 5:41 PM  
**To:** 'JDavis@venturipartners.com'  
**Subject:** Gaithersburg report and headcount

**Brown, Cinnie**  
**To:** JDavis@venturipartners.com  
**Subject:** Gaithersburg  
Hi June,

As I told you on Friday, I spent the afternoon at Gaithersburg on Friday 4/15/05. I registered associates, met w Linc, and spoke with Say Wing regarding the sexual harassment issue. I also spoke with Lolita Gonzales regarding discrimination issues she and Elizabeth Ledesma allege. I had asked her to write down all of her complaints and they are included here:

The following was allegedly spoken by either TAJ or Koffi Tu-Tu:

One time he told me, "you and *your people* can go to break." I don't know why he use that words or trying to mean with that.

Most of their friends have more than three mistakes every day in their aisle and he doesn't say anything to them, but when we got a lot of mistakes, he start talking and saying that he is " tired of this s--t".

We can't sit down, but they can do it.

Everybody except us can leave early whenever they want.

He yell at us.

He always ask and check if we are stealing DVD's.

Checks our time.

When LaQuanta quit, she say a lot of things to him, and since that day, he changed and start treating us good.

Everybody except us can talk, dance, sing.

One time he asked Elizabeth and Lolita out and we say "no." After that, he start treating us bad.

They smell like they smoke weed and drink alcohol.

He always say "Cinnie can't save you."

We can't take more than thirty minutes lunch. The rest of the people can.

I also spoke with Say Wing. She does not want to write anything down regarding the sexual harassment issue because she fears doing so will get her fired. I asked her to do so even if in French only, but although she said she would fax something to me today, I have not seen it.

He spoke to me about Lolita Gonzales' work not being the same quality as previous and that he would have to rethink his hiring her over to Blockbuster. I suggested that he might meet with her to find out what problems she may be having, and to work with her to bring her back up to speed instead of thinking of dismissing her so easily.

Generally speaking, June, Linc pretty much is in his office and TAJ and Koffi Tu-Tu are running things out in the warehouse. I believe there may be an atmosphere of intimidation and fear of losing their jobs by people who speak very little English and are working up to 70 hours/week...therefore making an excellent paycheck by their standards even though they are overworked. I spoke to Linc again about a schedule that gives everyone 40-50 hours across three different shifts, and which will keep them productive. He was comparing the new people to those who have been there for months and who are slowing down somewhat after 60 hours (Well...of course!). As of today, he was working on that schedule, he said.