

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF MARYLAND

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3	EQUAL EMPLOYMENT OPPORTUNITY)	
	COMMISSION)	
4)	
	Plaintiff,)	
5)	
	v.)	Case No. 8:07-CV-02612
6)	
	BLOCKBUSTER, INC.,)	
7)	
	Defendant.)	
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 DEPOSITION OF
 JUNE MARIE DAVIS
 SEPTEMBER 17, 2008

On the 17th day of September, 2008, at 1:09 p.m.,
 the oral deposition of the above-named witness was taken
 at the instance of the Plaintiff before Lezley Cull,
 Certified Shorthand Reporter in and for the State of
 Texas, at the offices of Morgan, Lewis & Bockius, LLP,
 1717 Main Street, Suite 3200, in the City of Dallas,
 County of Dallas, State of Texas, pursuant to Notice and
 the agreement hereinafter set forth.

<p style="text-align: right;">Page 9</p> <p>1 What was the -- what topics were discussed on 2 the sexual harassment training at Venturi? 3 A. What constitutes sexual harassment and how to 4 handle if -- if someone comes to you with an allegation 5 of sexual harassment, how to handle that, what steps to 6 be taken. 7 Q. And what steps -- what steps were you told 8 that needed to be taken if someone came to you with a 9 claim of sexual harassment? 10 A. Have a one-on-one with the associate who made 11 the allegation, hear their side of the story, find out 12 what other parties are involved. If the parties were 13 employees of my organization, I would talk to them. But 14 if they were employees of another -- of a customer, then 15 that customer would handle it. 16 Q. And if they were employees of a customer, were 17 you instructed to be involved in any way in the 18 investigation of that complaint? 19 A. Initially to set up the meetings. But after 20 those happened, no, I was not very much involved. 21 Q. And were you given any reason why you should 22 not be involved in those meetings? 23 A. Not that I recall. 24 Q. Now, that training was given to you while you 25 were at Venturi?</p>	<p style="text-align: right;">Page 11</p> <p>1 categories? 2 A. Like secretarial placements, data entry, 3 customer service, accounting, warehouse. 4 Q. And when did you leave Venturi? 5 A. In September of 2007. 6 Q. And why did you leave Venturi? 7 A. Better opportunity. 8 Q. And where did you go once you left Venturi? 9 A. Pro Staff. 10 Q. And is that where you are employed today? 11 A. Correct. 12 Q. And what's your position at Pro Staff? 13 A. Talent manager. 14 Q. And what are your duties and responsibilities 15 as a talent manager? 16 A. Recruit employees to meet the needs of our 17 clients and employee development. 18 Q. Did you hold any other positions at Venturi 19 other than staffing manager? 20 A. Yes. I left Venturi for a brief period of 21 time and went to another company for seven months and 22 then was rehired at Venturi to handle the Blockbuster 23 account. And my title then was on-site project manager. 24 Q. When did you leave Venturi temporarily? 25 A. I believe it was in May of 2000 maybe -- of</p>
<p style="text-align: right;">Page 10</p> <p>1 A. Yes. 2 Q. And I think you said you took it, what, 3 yearly -- 4 A. Yes. 5 Q. -- beginning in 2004? 6 A. Yes. Whatever year CBS acquired Venturi is 7 when we started that every year. 8 Q. How long were you employed at Venturi? 9 A. Almost ten years. 10 Q. When did you begin? 11 A. September of 1997. 12 Q. And what position were you employed in in 13 September of 1997? 14 A. Staffing manager. 15 Q. And what were your responsibilities and duties 16 as a staffing manager? 17 A. Oversee the other staffing representatives, 18 take job orders from clients, find associates for the 19 jobs, and maintain contact with the clients and 20 associates to ensure that they were all satisfied. 21 Q. And what was the business of Venturi when you 22 joined in September 1997? 23 A. Office clerical and some light industrial. 24 Q. When you mean office clerical and some light 25 industrial, what did it do with respect to those</p>	<p style="text-align: right;">Page 12</p> <p>1 2000, yes. 2 Q. And why did you leave Venturi at that time? 3 A. I had a better opportunity. 4 Q. And where did you go? 5 A. To All Medical Personnel. 6 Q. And what did you do at All Medical Personnel? 7 A. I was a regional director overseeing the 8 recruiting and the recruiters in the medical field. 9 Q. Now, you said that you stayed there for about 10 seven months? 11 A. Uh-huh. 12 Q. Why did you leave All Medical? 13 A. Venturi had approached me about coming back to 14 work as they had been on the Blockbuster corporate 15 account downtown. So I interviewed for that position 16 and was hired to handle Blockbuster. I was on-site at 17 Blockbuster to handle their corporate staffing needs. 18 Q. And when you say you were on-site at 19 Blockbuster, you were physically at Blockbuster's 20 corporate offices here in Dallas? 21 A. Correct. 22 Q. And that would have been in 2000 when you came 23 back, May of 2000? 24 A. It was February of 2001 when I went to 25 Blockbuster.</p>

<p style="text-align: right;">Page 13</p> <p>1 Q. So when did you come back to Venturi?</p> <p>2 A. February of 2001.</p> <p>3 Q. And what were your responsibilities when you</p> <p>4 came back in February 2001 as on-site project manager</p> <p>5 for Blockbuster?</p> <p>6 A. To handle any temporary requisitions that</p> <p>7 Blockbuster needed filled, to recruit the people, assign</p> <p>8 the people, and work with the managers to make sure that</p> <p>9 they were satisfied with the work that was being done.</p> <p>10 Q. And was that all for Blockbuster's corporate</p> <p>11 office?</p> <p>12 A. Yes.</p> <p>13 Q. And how long did you remain an on-site project</p> <p>14 manager for Blockbuster's corporate office?</p> <p>15 A. I think it was September 2007 -- no. Wait,</p> <p>16 wait. I'm sorry.</p> <p>17 September 2005.</p> <p>18 Q. And then what happened in September of 2005?</p> <p>19 A. Venturi/CBS cancelled the contract with</p> <p>20 Blockbuster and I was reassigned as a branch manager for</p> <p>21 Venturi.</p> <p>22 Q. And what were your duties and responsibilities</p> <p>23 as a branch manager?</p> <p>24 A. To oversee the operations managers and ensure</p> <p>25 that we recruited, retained, and took care of our</p>	<p style="text-align: right;">Page 15</p> <p>1 internal with the company if they had any</p> <p>2 recommendations of anyone they had worked with. If I</p> <p>3 could get referrals that way, then I would talk to them.</p> <p>4 If not, then I would go on-line to the American Staffing</p> <p>5 Association website and look and see what staffing firms</p> <p>6 were registered there. And then I would just start</p> <p>7 calling and talking to them.</p> <p>8 Q. And when you would call and talk to them, what</p> <p>9 type of information would you be asking about or</p> <p>10 requesting?</p> <p>11 A. How long they had been in business, what type</p> <p>12 of staff they provided, what kind of testing they</p> <p>13 provided. And then I would outline for them the terms</p> <p>14 of the contract that we had with Blockbuster which we</p> <p>15 expected them to adhere to. And then if it was a -- so</p> <p>16 it was mainly by phone and e-mail. And then if it was</p> <p>17 identified we would work together, we established --</p> <p>18 signed a partnership agreement with those firms.</p> <p>19 Q. Would you ask them for references for</p> <p>20 companies that they had worked with or provided staffing</p> <p>21 with before?</p> <p>22 A. Not on every single case, but sometimes we</p> <p>23 did.</p> <p>24 Q. And why would you ask sometimes and not ask</p> <p>25 other times?</p>
<p style="text-align: right;">Page 14</p> <p>1 client's temporary needs.</p> <p>2 Q. And where were you physically located as</p> <p>3 Venturi's branch manager?</p> <p>4 A. In Addison, Texas.</p> <p>5 Q. Now, during the period between February 2001</p> <p>6 and September of 2005, was there some point in time</p> <p>7 where you became responsible for things at Blockbuster</p> <p>8 beyond the corporate office?</p> <p>9 A. Yes.</p> <p>10 Q. When did that happen?</p> <p>11 A. I don't recall the exact dates. But we</p> <p>12 started getting requisitions for regional assistants in</p> <p>13 cities throughout the country. I would -- 2003, I'm</p> <p>14 thinking, but I can't say for sure. So I worked with</p> <p>15 other staffing companies if Venturi and CBS didn't have</p> <p>16 an office there to ensure those jobs were filled.</p> <p>17 Q. And when you say you worked with other</p> <p>18 staffing companies, were you responsible for identifying</p> <p>19 and locating those staffing companies in situations</p> <p>20 where Venturi did not have an office?</p> <p>21 A. Yes, I was.</p> <p>22 Q. And how did you go about locating staffing</p> <p>23 companies to use in locations where Venturi did not have</p> <p>24 an office?</p> <p>25 A. Typically, I would ask associates that I knew</p>	<p style="text-align: right;">Page 16</p> <p>1 A. If we had a referral from someone who had</p> <p>2 worked with them before, we may not have asked. Because</p> <p>3 in our industry, there's a lot of people who know each</p> <p>4 other and move around. So that was usually our best way</p> <p>5 to find other firms.</p> <p>6 Q. Did you do any checking of public records of</p> <p>7 any kind to determine, for example, if there were any</p> <p>8 lawsuits pending against a staffing company?</p> <p>9 A. No.</p> <p>10 Q. Did you check to see if there were any, for</p> <p>11 example, tax liens or things of that nature pending</p> <p>12 against the company?</p> <p>13 A. No.</p> <p>14 Q. Did you check out -- would you check out any</p> <p>15 of the principals in the company to see -- to learn</p> <p>16 anything about their backgrounds?</p> <p>17 A. No.</p> <p>18 Q. At some point in time between February 2001</p> <p>19 and September of 2005 when you were working as a</p> <p>20 Blockbuster on-site project manager, were you asked to</p> <p>21 place people in positions other than -- I think you</p> <p>22 mentioned you started being requested to place people in</p> <p>23 regional offices.</p> <p>24 A. Right.</p> <p>25 Q. Were you requested to do any other types of</p>

<p style="text-align: right;">Page 29</p> <p>1 A. She's not with Venturi. 2 Q. Do you know where she's located? 3 A. She's a teacher in Dallas. 4 Q. Did you ever visit the Gaithersburg 5 facility -- Blockbuster's Gaithersburg facility? 6 A. No. 7 Q. Who was your primary contact there? Was it 8 Linc Barrett? 9 A. With Blockbuster, yes, Linc, yes. 10 Q. How often -- let's say between December of '04 11 and August of '05, how often did you interact with 12 Mr. Barrett? 13 A. Initially, probably several times a week. And 14 once the relationship started working, maybe every two 15 weeks to a month. 16 Q. And what types of things were you interacting 17 with him about? 18 A. Just their head count, how the process was 19 going. It was a new facility. Was he pleased with the 20 staff that he got and was he pleased with the service 21 that he was receiving from Express Personnel. 22 Q. And I guess you said initially, it was several 23 times a week. 24 For how long of a period of time did you meet 25 with him -- or talk with him -- I'm sorry -- talk with</p>	<p style="text-align: right;">Page 31</p> <p>1 Q. Who else did you interact with? 2 A. Scott Collen, Leonard Robinson occasionally. 3 But Scott was the main -- he was the regional manager 4 over that facility. 5 Q. And who was Leonard Robinson? 6 A. He was also a regional manager. He was not 7 over that facility. But at times, I think he helped out 8 there. 9 Q. And what types of things would cause you to 10 interact with Scott Collen? 11 A. To make sure that he felt like the staff he 12 was getting was good. And if there was any specific 13 problems, we would bring it to his attention. 14 Q. Now, during the course of December -- November 15 2004 to September 2005, who were you interacting with, 16 if anybody, at Express? 17 A. Cinnie Brown. 18 Q. And how often would you talk with Ms. Brown or 19 e-mail with Ms. Brown? 20 A. We received daily e-mails, and phone 21 conversations maybe every week to two weeks. 22 Q. Did you have any interaction with Mr. Lenear 23 once the partnership agreement was signed? 24 A. Occasionally. 25 Q. And what would cause you to interact with</p>
<p style="text-align: right;">Page 30</p> <p>1 him several times a week? 2 A. I don't know for sure. 3 Q. And then it went to how many times a week, 4 approximately? 5 A. Well, then it went to probably every few 6 weeks. 7 Q. And do you recall when it went to every few 8 weeks? 9 A. No. Once the distribution got up and running, 10 but I couldn't tell you exactly, no, ma'am. 11 Q. During the time that you were talking to 12 Mr. Barrett several times a week, were there any 13 problems that he identified in terms of the staff that 14 were being placed at the facility? 15 A. There were sometimes occasional problems with 16 any staffing that maybe the person -- I can't say 17 specifically what the situation is, no. 18 Q. Did you have any interaction with the staff 19 that was placed at the facility by Express? Did you 20 ever talk with any of them, meet with any of them? 21 A. No. 22 Q. Did you interact with any other Blockbuster 23 employees during the period of November 2004 to 24 September 2005 related to the Gaithersburg facility? 25 A. Yes.</p>	<p style="text-align: right;">Page 32</p> <p>1 Mr. Lenear? 2 A. If Cinnie was not available. 3 Q. Do you recall how many times you interacted 4 with him during this same period of November 2004 to 5 September 2005? 6 A. No. 7 Q. And would you interact with him on the same 8 types of issues that you interacted with Cinnie Brown on 9 or would they be different issues? 10 A. I had a more close relationship with her. So 11 him, I -- unless there was a real problem that needed to 12 be addressed, I really -- I don't recall. 13 Q. Did you ever have any concerns about 14 Cinnie Brown? 15 A. None. 16 Q. Did you ever have any concerns about 17 Mr. Lenear? 18 A. No. 19 Q. Now, you indicated I guess that you would have 20 daily e-mails with Cinnie Brown. 21 A. Correct. 22 Q. Generally, what would those e-mails be about? 23 A. About the staff that was working. We needed a 24 daily head count report, how many people were working 25 each day. And if there were changes in the personnel,</p>

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1 Q. How often did you talk with Mr. Collen during
2 the period of November 2004 to September 2005?
3 A. Probably about every two weeks.
4 Q. And what types of things would you talk about
5 with Mr. Collen when you talked with him every two
6 weeks?
7 A. We would talk about all his distribution
8 centers that he was over, how -- you know, how they were
9 being productive, how it was working for Blockbuster,
10 and the partnerships that we had established, how he was
11 feeling about the relationships with the staffing
12 providers.
13 Q. Did Mr. Collen ever express any concern about
14 Express Personnel?
15 A. No.
16 Q. Ms. Davis, at some point in time, did you
17 learn that there were complaints by workers that had
18 been placed at the facility by Express Personnel?
19 A. Yes.
20 Q. What types of complaints?
21 A. They were working a lot of hours, there were
22 some sexual innuendos made by several of the leads and
23 managers.
24 Can you restate the question?
25 MS. SPEIGHTS: Can you just read it back

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1 for me?
2 THE REPORTER: Sure.
3 (Record read.)
4 A. They worked them hard, you know, a lot of
5 overtime. Some of them worked 60-plus hours a week.
6 And there was some -- some rumblings of some
7 inappropriate language being used.
8 Q. (BY MS. SPEIGHTS) Anything else?
9 A. There was an allegation by one of them that
10 one of the other employees had messed with her stacks of
11 DVDs, but I really don't recall all the specifics.
12 Q. Did you ever hear any complaints that the
13 leads had improperly touched some of the workers?
14 A. Yes.
15 Q. Did you ever hear any complaints that some of
16 the workers thought they were being discriminated
17 against because of their race or national origin?
18 A. I heard that towards the very end of the
19 agreement. I heard that they felt like they weren't
20 being treated fairly, but I never heard anything about
21 origin or race involved.
22 Q. Not until near the end of the -- this period?
23 A. Right.
24 Q. And we're talking about -- near the end, we're
25 talking about closer to, what, September 2005?

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1 A. Yes. Probably in the summer.
2 May I get some water?
3 Q. Sure, absolutely.
4 A. Okay.
5 Q. In terms of the complaints about what I would
6 call the improper touching, when did you first hear
7 about those complaints?
8 A. I don't remember specifically.
9 Q. The DVD issue, do you recall when you heard
10 about that?
11 A. Yes.
12 Q. And the sexual innuendos that you said may be
13 made by leads and managers, what managers are you
14 referring to?
15 A. There was one that went by the name of Taj,
16 T-a-j. I think his name was Thomas Jefferson, I
17 believe. And there were a few comments about the DC
18 manager, Linc Barrett.
19 Q. Now, you also mentioned leads.
20 Which leads?
21 A. Taj was one of the leads.
22 Q. And you heard about sexual innuendo coming
23 from Lincoln Barrett, as well?
24 A. From Linc Barrett, yes.
25 Q. And when did you first hear about those

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1 complaints?
2 A. Sometime in 2005, but I can't recall exactly.
3 Q. Was it closer to the beginning of 2005 or
4 closer to the end of the relationship?
5 A. Probably around the middle, maybe in the -- it
6 seems like maybe the spring.
7 Q. And the issue of working a lot of hours, when
8 did you hear about that?
9 A. That was -- I don't have records. I'm
10 thinking probably the summer is when it got very busy.
11 Q. When you heard about the -- did you do
12 anything when you heard about the complaints of sexual
13 innuendo around you think maybe the spring of 2005?
14 A. Yes.
15 Q. What did you do?
16 A. I spoke to Scott Collen about it.
17 Q. And what did you tell him?
18 A. What the allegations were. And I -- I don't
19 remember specifically who said what to whom.
20 Q. And did Mr. Collen say anything or do anything
21 in response to your telling him about these complaints?
22 A. I think he told me just to keep my ears open
23 and if I heard anything else, to let him know.
24 Q. And did you ever get back to Mr. Collen
25 concerning these types of complaints of sexual innuendo

<p style="text-align: right;">Page 41</p> <p>1 after that first contact with him? 2 A. Yes. 3 Q. When did you get back in touch with him? 4 A. I don't remember the date. 5 Q. And why did you get back in touch with him? 6 A. Because it had escalated where other people 7 were making other complaints and it seemed like there 8 could be some problems with the supervisor -- the 9 manager and the lead. 10 Q. And do you recall when you contacted 11 Mr. Collen about that issue again? 12 A. Not exactly, no. 13 Q. Now, how did you learn about the complaints? 14 A. From Cinnie Brown. 15 Q. And do you have any knowledge as to when 16 Ms. Brown first learned about the complaints about 17 sexual -- the sexual innuendo complaints? 18 A. I don't remember the date. 19 Q. And how did Ms. Brown learn about the 20 complaints, do you know? 21 A. From the associates. People would quit and 22 tell her things that they felt like was inappropriate. 23 Q. Now, do you recall any of the names of the 24 staff workers who made complaints of sexual innuendo? 25 A. I remember the name Say Wing. I couldn't</p>	<p style="text-align: right;">Page 43</p> <p>1 A. No. 2 Q. Did you talk with Blockbuster HR about those 3 complaints? 4 A. That's Jennifer Hilman I spoke to. 5 Q. Now, would that have been a separate call to 6 Ms. Hilman -- a call separate from your call to her 7 about the sexual innuendo? 8 A. I don't recall. 9 Q. Do you recall how many times you spoke to 10 Ms. Hilman about complaints from workers at this center? 11 A. No. 12 Q. Do you recall how many times you spoke to 13 Mr. Collen about complaints at the center? 14 A. A number of times, but I couldn't tell you how 15 many. 16 Q. Ms. Davis, I think you mentioned that you only 17 used agencies like Express Personnel to staff 18 Blockbuster facilities when you didn't have an office in 19 the area that you needed to staff; is that right? 20 A. Yes. 21 Q. So there were distribution centers where 22 Venturi staffed -- 23 A. Yes. 24 Q. -- workers? 25 A. Yes.</p>
<p style="text-align: right;">Page 42</p> <p>1 really tell you the other -- somebody Gonzales. I just 2 don't recall their names. 3 Q. Other than speaking to Mr. Collen about these 4 complaints of sexual innuendo, did you do anything else 5 about those complaints? 6 A. I remember initially, I contacted Blockbuster 7 HR and spoke to Jennifer Hilman. 8 Q. Jennifer who? 9 A. I believe her last name was H-i-l-m-a-n. 10 Q. And when did you speak to Jennifer Hilman? 11 A. Sometime in all that process. I can't tell 12 you exactly. But she basically referred me to talk to 13 Mr. Collen. 14 Q. So would it have been around the same time 15 that you -- that you spoke to Mr. Collen about the 16 complaints? 17 A. Probably a week before maybe, a few days 18 before. 19 Q. The improper touching, what did you do, if 20 anything, when you heard about complaints of improper 21 touching? 22 A. Just notified Scott Barrett -- I mean, 23 Scott Collen. 24 Q. Do you recall when you notified Mr. Collen of 25 those complaints?</p>	<p style="text-align: right;">Page 44</p> <p>1 Q. When Venturi places workers -- or hires people 2 to put in these temporary positions at the Blockbuster 3 facilities, does Venturi talk to them about EEO, Equal 4 Employment Opportunity? 5 A. It's in the handbook. And we had an EEO 6 policy, harassment policy. And they would read and sign 7 off on all of those. 8 Q. And were they given any type of training or 9 orientation on Equal Employment Opportunity when they 10 joined Venturi? 11 A. No. 12 Q. Did Venturi have in place methods for the 13 workers that were placed at the facilities, staff 14 workers, to complain about Equal Employment Opportunity 15 or sexual harassment? 16 A. Yes. 17 Q. And what was in place for the workers to make 18 those complaints? 19 A. That they would notify the -- they would -- 20 the workers would notify me as the project manager of 21 any issues. We had a very open door policy. 22 Q. And then what would happen after they notified 23 you? 24 A. Then I would talk to the distribution center 25 manager.</p>

<p style="text-align: right;">Page 45</p> <p>1 Q. And was there a procedure in place at Venturi 2 for investigating -- 3 A. Yes. 4 Q. -- the complaints of those workers? 5 A. Yes. 6 Q. And what was that procedure? 7 A. To sit down one on one and talk with the 8 worker individually. If the workers were Venturi, the 9 Venturi people would talk to them. If they were 10 Blockbuster employees, we would not speak with the 11 Blockbuster employees. 12 Q. And did Venturi have a procedure in place or 13 policy in place for notifying Blockbuster about equal 14 opportunity complaints or sexual harassment complaints 15 when they were made by workers who were at the 16 facilities? 17 A. There was not a specific procedure, no. 18 Q. And if the complaining party was a Venturi 19 employee and an investigation was conducted, would a 20 Blockbuster employee also participate in those 21 investigations? 22 A. Not with Venturi, but with Blockbuster. 23 Q. What do you mean by "not with Venturi"? 24 A. We would not ever speak to the Blockbuster 25 employees. That would be -- Blockbuster would deal with</p>	<p style="text-align: right;">Page 47</p> <p>1 what happened with her. 2 Q. Were you involved in any investigation of any 3 complaints by Michelle Despertt? 4 A. Not -- not specifically myself. 5 Q. Do you recognize Davis Exhibit 2? 6 A. Yes. 7 Q. What is it? 8 A. What was the question? 9 Q. What is Exhibit 2? 10 A. It's an e-mail that I sent to Scott Collen 11 with Blockbuster stating that Cinnie Brown is going to 12 talk to her associates after hours. 13 Q. Do you know why Ms. Brown was going to talk 14 with her associates after -- after hours at this point 15 in time? 16 A. Because they were complaining about the 17 working conditions, that they were working so many hours 18 and some of the inappropriate comments that had been 19 made to them. 20 Q. Now, at this point in time, March 8, 2005, had 21 you talked with Mr. Collen about any complaints of 22 employees prior to this e-mail? 23 A. Yes. I think that's what generated the 24 e-mail. 25 Q. When did you talk with him?</p>
<p style="text-align: right;">Page 46</p> <p>1 them. 2 Q. And what about the Venturi employees, would 3 Blockbuster speak with Venturi employees if there was a 4 sexual -- during the course of an investigation of 5 sexual harassment, for example? 6 MR. PHILLIPS: Object to the foundation. 7 MS. MOORE: I'm going to object to the 8 form. 9 I'm not sure she's following you. 10 Q. (BY MS. SPEIGHTS) You can answer. 11 A. Would you repeat the question? 12 Q. Yes. 13 In those instances where Venturi was actually 14 providing the workers for a Blockbuster facility, if a 15 Venturi employee had a claim of sexual harassment or 16 discrimination and an investigation was conducted, who 17 conducted the investigation? 18 A. Venturi conducted the investigation with the 19 Venturi employees and Blockbuster conducted the 20 investigation on the Blockbuster employees. 21 (Exhibit No. 2 marked.) 22 Q. (BY MS. SPEIGHTS) Ms. Davis, do you recall a 23 staff person at the Blockbuster facility by the name of 24 Michelle Despertt? 25 A. I've heard the name, but I couldn't tell you</p>	<p style="text-align: right;">Page 48</p> <p>1 A. Prior to March 8th, but I don't recall the 2 date. 3 Q. Do you recall how -- how much before 4 March 8th, 2005 you spoke with him about that? 5 A. No. 6 Q. It says here that Ms. Brown was going to give 7 a report back on Friday. 8 Did she give a report back to you on Friday? 9 A. I don't recall. This has been three years 10 ago, so I don't recall. She was usually very good at 11 doing what she said she was going to do. But I don't 12 remember. 13 Q. You don't recall anything about her getting 14 back to you shortly after -- 15 A. She did, but I can't tell you if it was on 16 Friday. 17 MS. MOORE: You're doing great. 18 THE WITNESS: Sorry. 19 MS. MOORE: But you -- she's trying to 20 think of her questions and form them and say them. And 21 it's hard as a lawyer to do that. So let her finish 22 them and then you answer her. 23 THE WITNESS: All right. 24 Q. (BY MS. SPEIGHTS) Even if she didn't get back 25 to you on Friday, do you recall if she got back to you</p>

<p style="text-align: right;">Page 53</p> <p>1 MS. SPEIGHTS: If you could mark this as 2 Davis 4.</p> <p>3 THE REPORTER: Okay. 4 (Exhibit No. 4 marked.)</p> <p>5 Q. (BY MS. SPEIGHTS) Ms. Davis, have you had a 6 chance to look at Davis Exhibit 4? 7 A. Yes.</p> <p>8 Q. Can you tell me what Davis Exhibit 4 is? 9 A. It's a follow-up e-mail from myself to 10 Cinnie Brown, responding to her e-mail.</p> <p>11 Q. And the e-mail that's in the middle from 12 June Davis to Cinnie Brown, that's an e-mail from you, 13 correct? 14 A. At the top? 15 Q. No. In the middle. At the bottom of that 16 first page. 17 A. This was from Cinnie Brown to me. That's the 18 same as this one right here (indicating).</p> <p>19 Q. That's the second page, correct? 20 MS. MOORE: On the bottom of this 21 (indicating).</p> <p>22 MS. SPEIGHTS: Maybe I'm looking at the 23 wrong -- what's the Bates number at the bottom of that? 24 MS. MOORE: 3. 25 MS. SPEIGHTS: Hold on a minute.</p>	<p style="text-align: right;">Page 55</p> <p>1 discuss the situation and that they're both going to get 2 a written warning at a bare minimum.</p> <p>3 How did you know that Linc and Taj were going 4 to be getting a written warning? 5 A. Because Scott Collen told me he would be.</p> <p>6 Q. And did he tell you why he was giving him a 7 written warning? 8 A. Because of the allegations that people 9 continuously made. There were people who were at this 10 facility before all this came about that had been 11 released that made allegations that, you know, it wasn't 12 very professional. I can't tell you specifically. But 13 it had been ongoing, some complaints about that 14 facility.</p> <p>15 Q. The complaints that were made about that 16 facility before the March 2005 complaints, did you bring 17 those to the attention of Mr. Collen? 18 A. Yes.</p> <p>19 Q. And what types of complaints were you bringing 20 to his attention before March of 2005? 21 A. Inappropriate language, some sexual innuendos.</p> <p>22 Q. And how did you bring those to his attention? 23 A. Either by phone or face to face.</p> <p>24 Q. Where would you meet with Mr. Collen face to 25 face?</p>
<p style="text-align: right;">Page 54</p> <p>1 A. But the e-mail at the bottom is the same as 2 the one on Exhibit 3.</p> <p>3 Q. (BY MS. SPEIGHTS) Okay. Hold on for a 4 minute. I gave you the wrong one. Hold on. We're 5 going to get to that one.</p> <p>6 MS. SPEIGHTS: Let's go off the record 7 for a minute. 8 (Off the record.)</p> <p>9 Q. (BY MS. SPEIGHTS) In the second paragraph, it 10 says, Scott Collen is making a trip to Gaithersburg 11 tomorrow.</p> <p>12 Do you know why Mr. Collen was making a trip 13 out to Gaithersburg at that point in time? 14 A. To follow up on some of the comments that had 15 been made by the temporary staff about the leads and 16 manager.</p> <p>17 Q. Now, you say in the first paragraph, It seems 18 like your temps are okay with the working environment. 19 Why did you believe that they were okay with 20 the working environment at that point in time? 21 A. Based upon her e-mail from March 15th saying 22 that everybody said everything was going well except one 23 person said they got yelled at.</p> <p>24 Q. You also mentioned in the second paragraph 25 that Scott's going to talk to both Linc and Taj to</p>	<p style="text-align: right;">Page 56</p> <p>1 A. At his office.</p> <p>2 Q. And when was the first time you met with him 3 and told him that there was inappropriate comments going 4 on at the facility? 5 A. I don't recall.</p> <p>6 Q. But it's your testimony that it was prior to 7 March of -- prior to March of 2005? 8 A. Yes.</p> <p>9 Q. Did you provide him with anything in writing 10 prior to March of 2005 concerning complaints of 11 inappropriate comments at the facility? 12 A. Not that I recall.</p> <p>13 Q. So was the March of 2005 e-mail that we looked 14 at to Mr. Collen from you, was that the first thing that 15 you provided in writing to Mr. Collen about issues going 16 on at the facility? 17 A. I don't recall.</p> <p>18 Q. The last paragraph here says, I'll update you 19 as I hear more, same on your end, okay? 20 Did you provide any further updates to 21 Ms. Brown? 22 A. I would imagine yes, but I don't recall. I 23 know Mr. Collen made several trips out there. We 24 communicated, but I don't recall specifically dates. 25 (Exhibit No. 5 marked.)</p>