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Key Abbreviation

FSM = Food Service Manager

EMAILS

May

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Fri, May 6, 2022 at 6:39 PM
Subject: Gentle Reminder
To: Kristine Leander <kristine@swedishclubnw.org>, <shamaalbright@msn.com>
Cc: sullivan4299 <sullivan4299@juno.com>

I grant you that this is a difficult time for everyone. I don't want people acting rude to me I'm being kind and pleasant and not trying to make any problems with other members, but Jan comes by today at our table at dinner and couldn't contain her animus towards me.

I don't appreciate that and she even went off after she left our table and was muttering and making comments out in the middle of the room.

That serves no purpose and I should note Jan was the person promoting the damaging election irregularities

Like I said it's a difficult time for everyone but I think we need to be reminded here that there's a code of conduct and I'm abiding by that. Thanks for your attention to this matter.

Elizabeth

From: <shamaalbright@msn.com>
Date: Wed, May 25, 2022 at 4:53 PM
Subject: Interview
To: <neighborhoodwarrior@gmail.com>

Elizabeth –

The Swedish Club Board has engaged outside counsel to conduct an investigation into your recent correspondence raising employment concerns. Shannon McDermott and/or Chelsea Petersen will reach out to you shortly to schedule a time to discuss your concerns in more detail. Please cooperate with scheduling and participating in the interview this week. You will be paid for the time spent participating in the interview. Thank you.

Sincerely,

Shama Albright
President, Swedish Club Board of Directors

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date: Thu, May 26, 2022 at 8:20 AM
Subject: Re: Interview
To: shamaalbright@msn.com <shamaalbright@msn.com>
Cc: neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>, smcdermott@perkinscoie.com <smcdermott@perkinscoie.com>, cdpetersen@perkinscoie.com <cdpetersen@perkinscoie.com>

Shama,
I'm willing to discuss the matters, however they are not limited to my employment, they run both ways, my concerns include but are not limited to for example how my membership continues to be improperly impaired by the executive director, with the board's knowledge and if nothing else tacit approval, and from my perspective - it is implicated in or has actively been involved in that effort, as well as now wants to disenfranchise other members similarly situated with this attack on the so-called "gratis memberships", and then of course the whole raft of irregularities related to how I am being treated as an employee.

I would like you to recalibrate one of your sentences also, "Please cooperate with scheduling and participating in the interview this week." Frankly - I don't like the tone that sentence sets. In the middle of the week, no notice, and I'm supposed to "cooperate" on both fronts - availability and participation. I feel the sentence presupposes a number of things, including who I am and what my position is. And with no preamble about what this is really about, setting me up with the Club's attorneys, is that for my benefit? What are the goals here, what the expectations are, why "this week", who is reporting to who, etc.

So the idea I feel your wording sets up is that I should cooperate for the Swedish Club's benefit when the Swedish Club is the party that has created and maintains this difficult situation. Is this a fact finding process, a resolution process, or a risk assessment process? Are we working on finding solutions? Are these lawyers going to be doing anything for my benefit?

And I have to say, in terms of the operating environment for this, where was the "cooperation" between us so many times in the last year-plus, and even more recently - where was the cooperation that the board might have done with the employees by keeping the board's eyes and minds open about what has been going on before their very eyes, and not just taking on faith, the spin, and every derogatory thing the

executive director has said about the employees she targets and the situations she controls? And by extension - where was the board in that same vein in relation to my membership concerns - many brought to the board?

A couple of weeks ago after I shared with the board that I have filed a discrimination complaint lb ran up to Kristine at the next Friday night dinner and hugs her and breathlessly asked her, "How are you holding up?" She coquettishly and demurely said she was doing her best - and lb coos, "Trying times." Really. The executive director is a victim of her own animus and hubris?

And where was any of the board after if nothing else its terrible and despicable display of hostility towards me at the member's dinner on April 20th? After delivering the executive director's harsh sentiments against me in front of an audience of over 60 people, where then and now has any board member been cluck clucking over me - asking me how I felt? And that's only one matter.

To further clarify, this situation is not limited to me as an "employee". It crossed the line last year for me both ways, related to my membership, related for example to how my concerns have been handled and not handled, related to the health and safety of the visitors and employees of the Club, related to the contract between the Club and its members, and related to how members are being allowed to be treated at the Club by others. There are a lot of things that are crossing back and forth. I feel all the time now my employment is being held hostage, there is this ongoing harassment that I'm being subjected to as both a member and as an employee.

I'm open to a discussion, however I would like to hear about the purpose and need for this discussion, what the goals are, where information is going or not going to, any provisions for confidentiality, and whether there is going to be a recording made or not even. Is this an in-person interview, or is it a phone or Zoom interview? And realistically - this week is over in terms of time.

It is now Thursday, I am in a cycle today and tomorrow where I am preparing food for Friday evening and therefore I do not have time to take out of my schedule for an interview - that holds true each week at this time in the week. At best I feel any scheduling should aim for next week, on or before Wednesday, June 1st, and if not then, the same time frame the following week.

Best,
Elizabeth Campbell

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Date: Thu, May 26, 2022 at 5:06 PM
Subject: FW: Interview
To: neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>
Cc: shamaalbright@msn.com <shamaalbright@msn.com>, McDermott, Shannon (SEA) <SMcDermott@perkinscoie.com>

Elizabeth –

I am one of the attorneys (along with my colleague Shannon McDermott) retained by the Club to investigate the employment concerns raised in your prior correspondence. As Shama promised that I would do, I write to set the schedule for your interview and to provide you with key details about the process.

- **Interview schedule:** We would like to conduct a remote (via Teams/Webex/Zoom) interview with you as soon as possible. We are available tomorrow (Friday) throughout most of the day. I understand from your email below that Friday is not workable for you and you prefer to set the meeting for early next week. If that is accurate, please confirm if any of the following times work for you on **Tuesday, May 31:**
 - 11 a.m. – 12 p.m.
 - 12 p.m. – 1 p.m.
 - 5 p.m. – 6 p.m.
- **Our role:** We represent the Swedish Club as an organization. We do not represent any individual employee/executive of the Club. We do not represent you. Our job is to collect information, assess if any policy or legal violations may have occurred, and to report our attorney-client privileged findings to the Board.
- **Your role:** I reiterate the Board's request that as an employee you cooperate with participating in the investigation, which means for you to be forthcoming with truthful and accurate information. If you choose not to participate in the interview we will still press forward with the investigation, but obviously our efforts will be hampered without the ability to directly ask you about your concerns.
- **Confidentiality:** The investigations we conduct are kept as confidential as possible, meaning that we are careful to not share the information with anyone without a need to know. However, there is no guarantee of confidentiality.
- **No recording:** Our interview of you will not be audio or video recorded by us, and we do not consent to audio or video recording by you. In Washington, recording without the consent of all parties is unlawful.
- **Scope:** The primary focus of our interview is your employment and, specifically, any concerns related to discrimination. That said, we will listen to any issues you may have that *relate* to your employment, such as your treatment as a Club member.

We look forward to speaking with you and to confirming the date/time for our interview. If you have further questions about the investigation process please do not hesitate to direct them to my attention.

Best,
Chelsea

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August

From: Elizabeth Campbell <bethatuw@live.com> Date: Fri, Aug 5, 2022 at 9:49 AM Subject: Meeting Today, 2:30 PM
To: Kristine Leander <kristine@swedishclubnw.org>, Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>
CC: shamaalbright@msn.com <shamaalbright@msn.com>, cdpetersen@perkinscoie.com <cdpetersen@perkinscoie.com>, smcdermott@perkinscoie.com <smcdermott@perkinscoie.com>, Neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>

Please see attached [\[Exhibit 080522 SC Meeting \]](#)

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Date: Wed, Aug 10, 2022 at 12:57 PM
Subject: Close-out conversation
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Elizabeth,

Do you have availability to meet with me and Shama on Friday afternoon – any time between noon and 5? We would like to close-out the investigation process with you. We can meet either in person or remotely. I imagine we'll need just about an hour. Please let me know as soon as possible.

Thank you,
Chelsea

Chelsea Dwyer Petersen | Perkins Coie LLP

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Wed, Aug 10, 2022 at 1:32 PM
Subject: Re: Close-out conversation
To: Petersen, Chelsea D. (SEA) <cdpetersen@perkinscoie.com>, <shamaalbright@msn.com>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Chelsea,

I'm sorry, I still have my written statement and multiple supporting documents to supply to you that I believe should be part of the record.

I've offered in writing to discuss settling this matter even recently and a mutually agreed upon time was reached, Kristine left just before the appointed meeting time and came back 40 minutes late to the meeting. No effort was made to resolve anything. Rude, poor manners, at best. More of the disregard that Kristine holds certain people in.

In addition, with someone's approval Kristine has continued to for example exclude me from the building committee meetings, with a really insulting commentary for an excuse, that desserts have not been discussed at the building committee meetings, when desserts are discussed I can attend.

In addition, as part of this hiring machinations she's been doing since April there's the matter where she's tried to cover up what it is that she did to me, including by hiring Tom as if that is evidence that she didn't engage in age discrimination.

On top of it all she has tried to extinguish my job which I am by hire and job description with the club a Cook. And yet she continues to post a job wanted ad for a cook. The very thing that I'm designated and the very job that I performed at the club.

Rather than trying to resolve things all I feel like is Kristine's continued to throw gas on the fire. When I offer to volunteer she just tells me she either she doesn't want me or lately she's just going thank you and never finds a volunteer job for me to do.

Many of the things that I have suggested to Cook that she turned me down and told me she didn't wanna [sic] cook those things and then she's turned around and given them to the new cooks to cook. Not to mention there were multiple events that she was talking to me and to RC about doing. Then she turned around after she made her new hires and gave those jobs all to the new hires and when I asked about them she said that they weren't things that I could do.

The demeaning way that she has about treating people continues unabated. She's insisted on throwing the club into chaos in order to carry out her personal grudges and vendettas.

I had thought about reaching out to Shama, I am open to that, talking to her about some of this to try to reach a practical and pleasant enough agreement. I am willing to discuss some things but I'm not willing to close anything out.

Elizabeth Campbell

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Date: Wed, Aug 10, 2022 at 2:13 PM
Subject: RE: Close-out conversation
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Cc: shamaalbright@msn.com <shamaalbright@msn.com>

Elizabeth,

Can you please send to me today the written statement and documents you reference below?

I'm not aware of a written offer to resolve this matter nor a meeting with Kristine to discuss a resolution. Can you please provide a copy of the written offer and tell me when the meeting was scheduled?

I am open to considering all of the above. I do, however, need to close out the investigation so that the Club (and you) can move forward with any next steps. What "close out" means to me is simply that I wrap my inquiry into the issues addressed in the investigation. The purpose of the suggested conversation with you is to provide you with a high-level overview of the findings and to talk to you further about a go-forward plan.

Thank you,
Chelsea

Chelsea Dwyer Petersen | Perkins Coie LLP

DRAFT EMAIL – NOT SENT – OFFERED AS EVIDENCE – EAC NARRATIVE OF EVENTS OF AUGUST 10, 2022 AND RELATED MATTERS BEFORE AND TO THE 10TH:

Started the below draft email with end notes on Thursday 8-11-22:

Chelsea, on August 5th I sent you, Shama, Kristine, Anis, Toene, and your colleague Shannon, a letter that set out some engagement parameters for a meeting that afternoon with Kristine, Anis, Toene, and I.* The letter is attached hereto.^[1] I feel that it set a conciliatory tone and clearly outlined my expectations for problem solving, "settling matters", arriving at "resolutions", and "solutions", including an offer for settling, as part of the business that was going to be undertaken at the meeting.^a

I feel in my letter I couldn't have been clearer with what I set forth in it. It was open, it was positive. I feel I sent a very obvious signal to the parties herein that I preferred working on an opportunity for

¹ The letter that was to be attached is attached to this document, it is [Exhibit 080522 SC Meeting](#)

resolving things out of court; including giving the Swedish Club and its administrators and leaders a positive message. Clearly my tone was my hope for a good future between us. I shared the goodwill I have had and tried to have towards the Swedish Club, often in spite of what has gone on.

Instead of treating me with respect at the meeting, instead of dealing with me in good faith, after learning what I did last night [Wednesday, August 10th], I think you will agree the meeting was clearly a sham and a checkbox moment contrived by Kristine, Anis, and Toene.

Kristine I feel started out the whole meeting conversation with a prior gambit she has done to me not once but at least twice before, presenting a claim or situation wherein she states she had done something that later evidence has shown is untrue (this is what I have come to call Kristine's "spin" on any number of things).^b

The pretense this last week I feel was that the foodservice manager job was still open for consideration and that I was a true candidate for the position. After last night, I feel that is untrue. The job is not open, someone has already been hired to fill it, at that point and before I believe I was never a true candidate for the position.

From my point of view now the job interview meeting with me last Friday (8/5) I believe was a sham, a show put on to make it look to others, like the EEOC for example, that I had been interviewed; not to mention - my clear written offer to work on a resolution was plain old ignored during the meeting.²

At the August 1st board meeting Kristine told the board that she had 25 applicants for the foodservice job posting, and she said she was interviewing a lot of people. According to my Indeed job search account it is true that there were *up to* 25 applicants for the foodservice job. However, from what I now gather, early on Kristine settled in on the woman she hired last week, engaged with her multiple times to work out the details of her employment, engaged about her with Anis, and with Tom. First Paul then Tom told me all of that, what had gone on before meeting with me on the 5th.

According to what I have been told by Tom and others, Kristine early on focused on this woman, was not interested in any other applicants, and as she was in the process of hiring this woman was asking Tom such things as should Kristine hire her, what did he think, would he train her, did he think this woman was physically able to do the job, again, all before the meeting with me on the 5th.

In addition, Kristine made arrangements for Tom to be on duty on August 26th to onboard the woman. This woman is scheduled to start working on August 26th. Tom gave his notice at least two weeks ago,^c and no one else, myself included was being considered for the recent foodservice job position once Kristine latched onto this woman.

² Another pretense was Kristine claimed in an email she sent to me on August 1, 2021 that she had sent a separate email to me through the Indeed job site's job candidate email system; she stated that in her direct email to my regular email address. She was inquiring about my availability to come into the Club for a job interview. I went and looked at my Indeed email account at the time, I looked even again today, 8/11. There is no evidence in my Indeed email account of an email from Kristine. See attached screen shot [[Exhibit 08112022 EAC Indeed Account Email List Screenshot](#)].

When I arrived for the meeting on the 5th Kristine according to Anis just left 20 minutes before the meeting to go do errands. And think about that - Kristine had to have known full well as would anyone at the Swedish Club, she would not be back in time for the meeting - short of getting a sandwich down the block, there is no place someone could in that area go, from the Swedish Club to some destination that would get them back to the Swedish Club in 20 minutes.

I believe that she would never have done such a thing to a real interviewee. Given that Kristine had already hired someone for the job, I believe that further informed Kristine's ambivalence about showing up on time to meet with me. It wasn't a "real meeting", it was a show meeting so she could say she had interviewed me for the job.

This pretense of interviewing me worked as long as others didn't piece together the story for me, telling me about what really had been going on prior to and shortly after the 5th of August. Kristine already had her new chef well in hand, hired as the Food Service manager. I wasn't being considered for the job. And as well as like it had gone down before, the subterfuge and strategy going on when Kristine had hired the first woman back in mid-March of this year, the one from Tacoma she hired the day I applied for the FSM job, and then Jocelynn and Tom.

And on top of it all I believe Kristine thinks she was taking out insurance against my age discrimination claim with Tom, and now with this latest hire - Kristine now consistently hires the elderly apparently - my understanding is this woman is in her 80's. And think about this, according to first Paul then Tom, I was told Kristine again questioned at length the physical ability of this older woman.^d

Without knowing at the time (8/5) the background of Kristine hiring someone already, I felt some disrespect that Friday when she showed up 40 minutes late. But more so now knowing what really was going on, the premise of the meeting I feel was a fake, and even like my time was of no consequence to Kristine.

During the 8/5 meeting I was peppered with questions for example about this hypothetical, about an employee not keeping the kitchen clean, what would I do if I came to work and the kitchen was a mess? This was belabored by Toene. This question was also brought up, Why I wasn't at my old business from some 30 years ago if it was so profitable? Anis. What did I love to cook? What would my best manager be like? Kristine.

And then at the meeting Anis wanted to delve into the conception of "team work". He said that team work was very important to him, what was my take on that? I said, based on my experience, who is on and off the team at the Swedish Club is rooted in the leaders of the team, not related to any conscious choice of someone other than them. Consequently, my question to him, that it was the converse, what was Anis's conception of being on a team?

I have to say, there was push back by Anis and Toene when I turned the question around. They did not want to talk about their conceptions of teamwork and said I should stop talking about that. Not being considered to be on the team, Kristine's direct statement to me earlier this year that I'm not being embraced as an employee, that was one of the hallmarks of my discrimination complaint. I think it was quite fair my suggestion that the team question was a two way dialog.

In fact, I think it is fair to interject this here about teams and team building things at the Swedish Club, just nine days prior to the meeting on the 5th I had attempted once again to initiate a team building effort with Kristine. On July 27, 2022 I wrote Kristine^e and asked her to re-establish the regularly scheduled Tuesday meeting of the food team. She declined to do that.

From December 2021 and up and until Jocelynn was hired at the end of April that weekly Tuesday meeting had been a productive time where we could collectively focus on Swedish Club food, a weekly time where all of the foodservice department related business was planned and discussed between the foodservice team members - Wendy, Kristine, RC, and myself.

Once Jocelynn was hired that practice ended; once Tom was hired the practice continued to be ended. Mostly why I think the Tuesday foodservice meeting was ended by Kristine is in order to intentionally keep me in the dark, excluded from the majority of the foodservice planning and information.

I would note, Kristine religiously meets with her other employees, maintenance, event, and building.

It was like I was placed on a need-to-know basis - certainly not consulted about anything outside of what dessert was I making, only finding out global foodservice information from Kristine, not Jocelynn or Tom, often after the fact, even far after the fact, and then what information Kristine gives me I feel it is most likely inconsequential information at that.

Be all that as it may, at the meeting on the 5th I continued as before, was forthright, and conciliatory with Kristine, Toene, and Anis. I noticed they did not want to talk about resolving anything. At the closing of the meeting I shared with them for me a very emotional, sincere, and heartfelt moment - I said to them that whatever the circumstances that I always will be appreciative of the opportunities that I have been afforded at the Swedish Club, that regardless of how anything stood between us, that I had said it to Kristine before, and reiterated it to them, I have appreciated and enjoyed many of my times at the Swedish Club.

That was the end of the meeting on August 5th. After that as I have noted, I figured I would have to wait until Kristine returned from her trip to hear anything more.

Since the meeting on Friday through to last night at 6:30 PM [8/10] I spent time wondering how things went at our August 5th meeting. What were the thoughts folks were going through? How long might things be under consideration? When might I hear back from Kristine about any decisions?

Given that Kristine was to be away from the Swedish Club for the next two weeks, August 8th through the 22nd, since I heard nothing from her before she left, I figured she had not made any decisions about whether to hire me for the FSM job or not, and that more likely she would get back to me about it upon her return. Despite the bad manners and what I thought was some rocky conduct by Anis and Toene during the interview, I was being positive.

[End Notes to August 11th Draft Email:]

a)

From: Elizabeth Campbell <bethatuw@live.com>
Date: Fri, Aug 5, 2022 at 9:49 AM
Subject: Meeting Today, 2:30 PM
To: Kristine Leander <kristine@swedishclubnw.org>, Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>
CC: shamaalbright@msn.com <shamaalbright@msn.com>, cdpetersen@perkinscoie.com <cdpetersen@perkinscoie.com>, smcdermott@perkinscoie.com <smcdermott@perkinscoie.com>, Neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>

Please see attached [“attached” references my 8/5 letter document that is [Exhibit 08052022](#)]

b) Pretense #1. On February 23, 2022 Kristine banned me from the Swedish Club Board’s standing committee, the building committee. She prefaced her directive to me with the statements that “You probably don’t remember discussing this...” that her and I had a previous discussion that employees could only attend committee meetings that were related to the nature of their employment position (i.e. if you were a cook you could not go to a building committee meeting, if you were an event specialist you could not go to financial committee meetings, etc.. I asked Kristine if this was in the employee manual, she replied it was not. In fact, the opposite was true, the permission was that employees were encouraged to and could attend any of the Swedish Club’s committees - as I also could as a member.

Pretense #2. In mid-March Kristine approached me just before a dinner service at the Swedish Club with a file folder in her hand. She said she had found the folder on her desk and said she had some papers for me to sign. The papers were the Club’s Employee Manual and other employee onboarding documents that I had already signed in mid-November, 2021. I thought it was very odd, I felt it was a gambit to get me to sign something for no reason that was for my benefit. On April 20th, and April 29th, 2022, I wrote about this incident, “Astonishingly the Executive Director attempted to serve it on me a fourth time in the middle of a dinner service in mid-March— as in it is after the work day, it is in the middle of dinner service for the Club members. It was a totally out of context moment to be bringing up paperwork.” — *City of Seattle Discrimination Complaint*,—*Washington State Department of Human Rights Commission Complaint*

c) Regarding Tom’s notice that he was quitting his job with the Swedish Club, I had no idea that had happened, but based on my observations about Tom’s work schedule, hearing from Kristine and RC about how Kristine had been begging Tom to take on Jocelynn’s job after Jocelynn abruptly quit, I thought the writing was on the wall that Tom would be unlikely to stay for long at the Club. On July 18th I wrote Kristine about that likelihood that Tom would not in the long run continue to work for the Swedish Club:

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Monday, July 18, 2022 11:13 AM
Subject: Re: July meals
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

[...] I feel like we’ve gone backwards - and Tom doesn’t appear to me to be a good long term bet - either before or going forward. I feel the signs are there, that he is not committed to the Swedish Club. He’s already demonstrated that things in his life have priority both in the recent past and in the future; and I presume when you said last week that you were negotiating with him after Jocelynn’s sudden

resignation that can only mean negotiating about time and money. That having been said - not counting him out - the above is my observation and opinion based on history.

Looking at the below schedule it appears that he was adamant about his personal priorities both in terms of what was going to be cooked and when. To me - it looks like the Swedish Club was put in second place.

All in all it won't be a surprise that he won't be with the Swedish Club for the long haul. As you may recall, April 14th you wrote Judith, Lori and I, "He is a chef and works daytimes at a job he loves, so I don't think we can lure him to do more."

Kristine responded to my above email, ignored the substantive topics in the thread regarding Tom and other items I had pointed out, distinct foodservice department challenges about food quality and service:

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Monday, July 18, 2022 11:33 AM
Subject: RE: July meals
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Yes to Mazarin Cake for Friday, July 22. Thanks

Nine days later in a separate email Kristine circled back and responded a second to my July 18th email. It was written likely after Tom had in fact given his notice. In the email Kristine touted Tom's loyalty and sense of duty to the Swedish Club:

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Wednesday, July 27, 2022 11:02 AM
Subject: RE: Request, Resumption of the Tuesday Foodservice Meetings
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Cc: LAURIE CHESLEY <lsam2424@aol.com>; RC Charles <snocofo@gmail.com>; Stephanie Buley <Stephanie@swedishclubnw.org>

"...Also, Tom's schedule, which he kindly changed to accommodate Jocelynn's abrupt leaving taking, has been irregular. We have had to make last-minute decisions. Nevertheless, we have greatly appreciated his flexibility and loyalty to the Club's needs."

Final Note, speaking of loyalty and last minute changes, this last Wednesday, 8/10, Tom made the executive decision that he was not going to put on the Wednesday night Lille Fredag supper. As per Tom, he felt it wasn't worth his effort. He said Anis called him that Wednesday afternoon and asked him what were Tom's plans for the dinner? Tom told him he had none. If there was going to be a dinner RC could do it. Without any prior warning then Anis called RC two hours before the soup and salad dinner needed to be made and asked him to come in and prepare and serve it. RC of course pitched in and took care of the crunch that Tom created. So much for Tom's "flexibility and loyalty to the Club's needs" that Kristine wrote about two weeks before.

d) Hiring the "elderly" subsequent to discriminating against the elderly does not extinguish the former claim. Moreover, there is the matter of retaliation against me, the complainant. According to Insuperity, a full service, billion dollar corporation that provides nationwide HR management services, "Any employee

who submits a complaint internally or to the EEOC is protected from adverse action by their employer. This could include:

- Ignoring them. (I've for example made offers to Kristine to assist with some of the problems created as a result of a shortage of staff and volunteers - I've asked her to let me volunteer to no avail - others have been used as volunteers or helpers but not me. [I feel my requests to volunteer have been ignored. I have written evidence that this has happened, multiple requests to Kristine to volunteer or help out that have been denied by her. [See exhibit, [Exhibit EAC Representative and Futile Offers to Volunteer or Assist](#) below and separate report SC Frestelse Gate 10-07-22])
- Passing them over for promotions or special assignments. (Multiple events/dinners have occurred and are coming up in the future – the reality is I have asked multiple times now for an opportunity to participate or contribute and have been rebuffed by Kristine. [The latest is related to both sharing in cooking duties for the October 21, 2022, Friday Dinner, see Frestelse report.]
- Not allowing them privileges or rights that they were allowed prior to their complaint. (I believe the matter of barring me from attending the building and financial committee meetings for the last six months fits the definition of retaliation.

Similarly to the above, not once but multiple times now I have asked Kristine for promotions to the level of Chef, and/or to Foodservice manager, all of those requests have tacitly and literally been denied since December of 2021; and especially after the start of 2022 to even date; and in the face of the provable facts that I have performed the required job duties outlined in the published jobs' job descriptions.

See my second email from August 5th that I sent to you Chelsea and the same other parties listed on the first email of the 5th that sets out those facts:

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date: Fri, Aug 5, 2022 at 1:32 PM
Subject: EAC Representative SC Work and Nordic/Swedish Cooking Portfolio
To: Kristine Leander <kristine@swedishclubnw.org>, Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>
CC: shamaalbright@msn.com <shamaalbright@msn.com>, cdpetersen@perkinscoie.com <cdpetersen@perkinscoie.com>, smcdermott@perkinscoie.com <smcdermott@perkinscoie.com>, neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>

For your review at your convenience, a partial portfolio of my food work at the Swedish Club and related. See attachments.

[Attachments to the email included the following links and documents: [SC Salad Program 2022](#), [Breads 3-25-22](#), [EAC SC Food Portfolio Links](#)]

e) Teamwork, Team Meeting Conversations:

From: **Elizabeth Campbell** <neighborhoodwarrior@gmail.com>
Date: Wed, Jul 27, 2022 at 10:14 AM
Subject: Request, Resumption of the Tuesday Foodservice Meetings

To: Kristine Leander <kristine@swedishclubnw.org>
CC: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, LAURIE CHESLEY
<lsam2424@aol.com>, RC Charles <snocofo@gmail.com>, Wendy Lundin-Clark
<wendy@swedishclubnw.org>

Hi Kristine,

For the upcoming week and weeks what are the underlying menus?

Since you hired Jocelyn and Tom in late April you ceased holding the Tuesday foodservice meetings. I feel since then there is a lack of continuity and comprehensive planning for upcoming meals. Meal information and ideas I feel are disjointed or not timely. (Emphasis added)

I'm reminded of that with each of these weekly What's Coming Up missives you send out, today's (7/26) no exception. Some events with meals have no dishes listed for them, others have a main dish listed but no dessert. Wednesdays there is no indication what is really being served besides "soup," "salad," and "bread.". And of course in general the salads that we used to feature as entrées or side salads that we could draw a member's attention to, those also came out of those Tuesday menu planning meetings, they are nowhere to be found either.

In the past I feel that the club benefitted and the staff benefitted from being able to discuss menus as a group, plan, and share what was coming up in regards to the food - all was a function of that Tuesday mid morning cooks' meeting that we had every week with you, RC, Wendy, and myself.

Now soon enough you're going to be leaving on your vacation and as you and I have discussed and I've asked you about [this] at least three times in the last three weeks, where are the recipes and menu items that Ann-Margret is supposed to provide in your absence? Dinners and desserts on August 5, 12, 19, and 26.

I have shared with you that I felt that we needed to be able to look at the Ann Margret plans ahead of time in order to be able to work it all out with you and to answer any questions or handle any refinements that might be necessary of those menus that she's supposed to share with us.

Is there still time this week to get back on track with an all foodservice staff meeting and do so each ensuing week? (Emphasis added) Do you have Ann Margret's menu suggestions and recipes in hand to share with us?

Best,
Elizabeth

Kristine's response to my July 27th email about team activities and information sharing was as follows, she offered up another pretense about why something was not going to be done, this one was it was too expensive and she needed another new chef:

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Wednesday, July 27, 2022 11:02 AM
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Cc: LAURIE CHESLEY <lsam2424@aol.com>; RC Charles <snocofo@gmail.com>; Stephanie Buley <Stephanie@swedishclubnw.org>
Subject: RE: Request, Resumption of the Tuesday Foodservice Meetings

[...] We have not had meetings because it's expensive to bring Tom in from Issaquah (or wherever on the Eastside he lives) and RC from Mercer Island for a one-hour meeting...And we won't be implementing any food service meetings until we solve the issue of bringing in a new chef.

EAC Note: My response to Kristine's comments in the above 7/27 email is that before hiring Jocelynn, RC happily and dutifully came in every Tuesday from Mercer Island for that one hour meeting. It was no more expensive for the Club to do that - he was paid for his one hour, not for any time driving or the like.

After Jocelynn was hired, and even after Tom came on board, Kristine continually had many planning meetings with Jocelynn and Tom together and separately. Jocelynn came in from Edmonds. Tom from the Sammamish Plateau area. Personally, I feel that Kristine's response is spin - including that I doubt that she has any intention of resuming foodservice meetings that would include me.

Food Cost Management Discussions

Before Jocelynn was hired Kristine claimed that managing and accounting for food costs could not be undertaken until she first hired a foodservice manager. Until then Kristine told myself, Judith Dern, and Lori Ann Reinhall that my efforts to do just that were not needed, "This is many jumps ahead of where we are right now, so we'll file it with in the "futures" file."³

I repeat, once the foodservice manager was hired, Jocelynn, food menu costing had been put off and did not materialize with the hiring of a Foodservice Manager: I attempted to jump start the effort to establish a full program to cost food, meals, and develop a pricing program but was told by Kristine it was too soon, later on it would be done.

Kristine's response made no sense in light of the fact that under Kristine's regime, a period of now over 10 years, it appears if there ever was any foodservice department based food costing and budgeting it did not survive; as of even date [October 7, 2022] there still are no costed recipes or budgets for the foodservice department's meals and events.

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Thu, Apr 14, 2022 at 9:22 AM
Subject: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information
To: Judith Dern <jhsdern@gmail.com>, Kristine Leander <kristine@swedishclubnw.org>, RC

³ Email From: Kristine Leander <kristine@swedishclubnw.org>
Date: Thu, Apr 14, 2022 at 4:41 PM
Subject: RE: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information

Charles <snocofo@gmail.com>, Seattle-Bergen Sister City Association
<SeattleBergenSisterCities@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>

Hi Guys,

I've been working on putting together a program to cost our food, each dish that we prepare is part of a base recipe that can be scaled up or down to meet what our orders are. It does a multiple of iterations, like the recipe itself with directions, the costed recipe with ingredients and overhead and the like, and it will even create a nutrition label for the dish. We can also get a shopping list to go by.

Attached are the docs I created for this week, yes, it includes an old fashioned list for our bakery order this week, but that will get streamlined as we go along the process for organizing.

Anyway, just wanted to share this with you, it took a lot to set it up, mainly entering the ingredients we use and then the prices for everything, as well as for inputting each recipe and establishing what size a serving is for each dish/occasion.

It's my contribution to and a first step on the journey toward creating the SC's recipe catalog, controlling foodservice costs, and being departmentally organized and financially informed.

Kristine's response was as follows:

On Thu, Apr 14, 2022 at 4:41 PM Kristine Leander <kristine@swedishclubnw.org> wrote:
It looks like you spent a lot of time on this Elizabeth. Thanks for your dedication to the food at the Club. This is many jumps ahead of where we are right now, so we'll file it with in the "futures" file.

--Kristine

Demotion Activity

Not only have I been passed over for promotion to Chef and/or Foodservice manager, but I believe an attempt has been made by Kristine to effectively demote me.

Both of the job openings posted in March 2022 (w/ Poached and ZipRecruiter) and then in July/August (w/ Indeed) progressively inventoried and rearranged in detail the job descriptions tasks for being a cook, chef, or foodservice manager at the Swedish Club. This was not how the original job description for foodservice manager was setup when it was posted first with Poached. That original job descriptions were in narrative, paragraph form, and did not breakdown to any levels of cooking and management engagement.

It is after I applied on March 17, 2022 that a new version of the job description was contrived, breaking it apart, I believe the intention was to trifurcate the foodservice manager position, and open the door to accomplish three things - 1) create the opening and hiring of a foodservice manager position at the Club, 2) allow for the hiring of a new cook/chef, while 3) extinguishing at least my credentials as a cook, which also included the things I was doing as a "chef". in other words act 3) I believe was intended to covertly and strategically extinguish the job description I had been hired under "Cook" and the work I was doing as a cook.

The ensuing multilayer of job descriptions was set out by Kristine, one position builds upon the criteria of the other, the bottom rung being cook. Then if you do that job and the chef job tasks you're a chef, then if you do the cook/chef/foodservice manager tasks you're a foodservice manager. In July this year the ladder of foodservice jobs posted on Indeed was as follows, it was the same setup as for March:

Cook	Chef			Foodservice Manager			
<ul style="list-style-type: none"> Clean and maintain station, equipment, and kitchen per sanitation and food production codes 	<ul style="list-style-type: none"> Ability to create menus and work with event planners 	<ul style="list-style-type: none"> Order and pickup kitchen and food supplies (valid driver's license) 	<ul style="list-style-type: none"> Prepare cost analysis reports 	<ul style="list-style-type: none"> Supervise serving and kitchen staff, communicate in a positive and supportive manner 	<ul style="list-style-type: none"> Manage kitchen 	<ul style="list-style-type: none"> Market catering opportunities, think creatively, quote, book and plan events 	<ul style="list-style-type: none"> Hire and fire staff, supervise staff and prepare staff schedules, listen and resolve issues

What I realized when I saw the job description/duties setup on or about May 29, 2022, when I saw how much the job description had changed from the original add in Poached.com, a general narrative, to the new job wanted ad on Indeed, specific job responsibilities, is that what was being listed were the attributes of my job, the cook's job, almost all of the things I had already been doing as a cook, employee.

I realized that essentially my job was being exploded apart, deconstructed, and the things that I did as a cook were now being assigned to three job categories, cook, chef, and FSM. In other words the very jobs that I performed as a cook were being segmented and distributed so that with the exception of hiring and firing, costing and accounting, all the things that I already performed were being divided up and assigned to three categories of jobs, Cook, Chef, and Food Service Manager, *and* I believe the intent behind that was it was a strategy Kristine was using to start extinguishing, at least related to me – my job designation as a cook – and more importantly, to not only extinguish and undermine my job designation of cook that I had held since November 24, 2021, but in the process hire someone to replace me.

To explain it further – if as a cook I did the majority of each of the jobs assigned to Cook/Chef/FSM, by assigning them to a new category of employee in a pyramid type scheme, if someone was hired on the basis of those categories, there was no need for me, my job/jobs would effectively be taken away from me. I would effectively be diminished as a foodservice employee.

Additional Demotion Activity

Then on May 16, 2022 there is the email Kristine sent out regarding RC's, mine, Jocelynn's, and Tom's job descriptions, RC's and my official job descriptions are effectively extinguished, *Kristine gave RC and I no job descriptions:*

From: **Kristine Leander** <kristine@swedishclubnw.org>
 Date: Mon, May 16, 2022 at 12:52 PM
 Subject: How's doing what making food at the Swedish Club!
 To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, snocofo@gmail.com <snocofo@gmail.com>, Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>

Cc: Anis Rahman <anis@swedishclubnw.org>, Wendy Lundin-Clark <wendy@swedishclubnw.org>

This email is to clarify who is doing what with Swedish Club dinners and other meals.

Elizabeth Campbell will continue with desserts every Friday evening and for the monthly Members' Dinner. It is yet to be decided whether that also means Friday lunches. We won't have desserts with Wednesday "light suppers," but we will need to have desserts on the monthly Member's dinner. Our members appreciate her desserts and look forward to them and so I've been clear with Elizabeth and with our new chefs that she will continue to make desserts. For now, that's Friday evening and the monthly members dinner.

RC Charles will continue to be a kitchen worker and support the chefs with both meal preparation and serving. (I'm sorry, I don't know the title of such a person in a kitchen. Other than awesome person!)

Jocelyn Lillis will make Friday dinners (except for desserts.) At some point (maybe around the first of June) we'll add Friday lunches. No concrete plans for lunches yet. She will also do one-offs, that is the occasional special dinner. Jocelyn has the title of Food Services Manager/Chef.

Tom Perricone will be our Wednesday Chef and Pancake Breakfast Coordinator. He will officially start on May 25 with the first Wednesday supper. We call it "Lilla Fredag", which means "Little Friday". It will be soup, bread, and salad. Starting with the Members Dinner on June 15, Tom will also do the Members' Dinner every month. Tom will also oversee the Swedish Pancake Breakfast. He will work with Anis on making sure that adequate supplies are ordered, and he will be onsite on Sundays to make sure the Breakfast goes off without a hitch. He does not get involved in recruiting volunteers, only how they work once they show up in the kitchen on Sunday morning. Tom will get his training about the Members' Dinner and how it proceeds by coming on Wednesday, May 18. OK to ask for his help, but he's mainly absorbing how it all works.

Jocelyn and Tom will support one another and fill in for one another.

Please ask me if you have questions about any of this. It takes a team effort, folks!

Kristine Leander

I believe given the acts and circumstances to date that the entire scheme starting right after I applied for the foodservice manager job in March that Kristine's intent was to engage in a pattern of statements and acts that would demote, marginalize, and otherwise sideline me as an employee, and was part of the other activity going on, the harassment of me in general, putting me down, minimizing or thwarting my participation in Club activities for the benefit of I believe, Lars, the "Lars' camp", of which Kristine is party to, is involved personally, using her position as executive director to accomplish this.

[\[See Exhibit 08112022 EAC Indeed Account Email List\]](#)

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Friday, August 12, 2022 3:30 PM
Subject: 3:00 PM Friday 8/12
To: Petersen, Chelsea D. (SEA)
<CDPetersen@perkinscoie.com>; shamaalbright@msn.com

Chelsey and Shama,

Thanks again for reaching out about the plan to get together this week - It was a little bit of short notice, but since we last communicated some additional information was shared with me Wednesday evening, it was shocking, and I feel it has implications for anything we might have discussed. It was disappointing on a number of levels, including if true, I feel I was definitely misled last week about some things. Which gets me to this meeting we are planning - I'm concerned about it being in good faith. Again, if what I have been told is true, there was a lack of candor and good faith directed at me last week. I'm very sad about this.

At any rate, I'll send you the additional info I mentioned over this weekend, right now I'm in the Friday Dinner, dessert cycle, Chelsey, if you haven't visited and had dinner, please try it out sometime soon - tonight you will miss my lemon tart w/ shortbread crust and lots of lemon curd whipped cream w/ fresh raspberries on the side!

I was planning on asking you for this anyway, but I'll give you a heads up now so maybe you can put something together prior to our meeting, if the information I have received is accurate, the meeting Kristine, Anis, and Toene held with me was based on a false pretense, there was no good faith effort being made by them towards anything related to resolving or moving forward on anything.

I believe what I have been told is generally true, making me really wary about another meeting. I'd like an outline of what all you are planning on discussing with me, any summary of the Swedish Club's interview and investigation report, proposals for resolution(s), etc.

I want to protect myself against further abuse, but I also have a far higher degree of confidence in the integrity of both of you - so I don't want to overly be cautious, but at the same time... I hope you'll understand.

Shama - hopefully you are having dinner at the Club tonight, it's salmon, and I think the music group is going to be fun to listen to.

I have to run and get dessert plated - thank you again for reaching out.

Best, Elizabeth Campbell

From: <shamaalbright@msn.com>
Date: Fri, Aug 12, 2022 at 3:54 PM

Subject: Re: 3:00 PM Friday 8/12

To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Cc: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>

Dinner sounds delicious. Unfortunately I won't be over tonight. I will let Chelsea respond but I will say as President of the Board, I promise you this meeting is entirely in good faith, and simply a meeting to give you an overall summary of the investigation. Nothing more. There is no specific agenda or outline or proposal. Simply a sharing of information by Chelsea and me, and a receiving of your thoughts so that I can get a better understanding. I am also very interested in learning more about the meeting you are referring to from last week as well as the information you received Wednesday. There have been no decisions or proposals regarding this situation made by the board or anyone at this time. We are in the very early stages of receiving the information and processing it only. I hope we can meet next week and talk.

Best,

Shama

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>

Date: Fri, Aug 12, 2022 at 8:30 PM

Subject: RE: 3:00 PM Friday 8/12

To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, shamaalbright@msn.com <shamaalbright@msn.com>

Elizabeth,

Thank you in advance for sending the materials over this coming weekend. As I indicated previously, I'm happy to review and consider any information you would like to provide.

The meeting with me and Shama is entirely voluntary. As Shama noted, the only plan for the meeting is to let you know that we have concluded the investigation into your earlier concerns and talk to you about anything else you want to raise. If you would rather not meet that is completely fine, but we certainly wanted to provide you with the opportunity to share any further thoughts.

Thank you for the invite to the Club and I look forward to hearing from you soon,
Chelsea

Chelsea Dwyer Petersen | Perkins Coie LLP

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E. CDPetersen@perkinscoie.com

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Tue, Aug 16, 2022 at 1:32 PM
Subject: Artificial Crises - Solution
To: Anis Rahman <anis@swedishclubnw.org>, Kristine Leander <kristine@swedishclubnw.org>
CC: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, LAURIE CHESLEY <lsam2424@aol.com>, Petersen, Chelsea D. (SEA) <cdpetersen@perkinscoie.com>, <shamaalbright@msn.com>

Anis and Kristine,

I feel this is an artificial crises that need not exist. The alleged crisis - the thing that staff is telling people today, that the cook, Tom, left the Club in the lurch, only made enough patties for 35 people, walked off out of town, that there are no cooks available to make an additional amount that would comfortably allow the Swedish Club to accommodate the inevitable number of members that will show up for the members' dinner tomorrow night. All that was untrue.

This has been a false premise from the get go. It was an artificial crisis that was predicated on ensuring that whomever's personal desire it is to ensure that certain people, myself included, are marginalized, not allowed to cook, are not treated as a respected member of cooking staff.*

Since yesterday afternoon. Tom clearly laid out the solution to Anis, to myself and RC - have Elizabeth and/or RC put together a second batch of patties - here is the recipe, he handed it to me and said too - everything is on hand except the crab and shrimp meat, it is at US Chef Store.

Rather than throwing the majority of the staff yesterday on into today into a big scramble, including Anis doing that to himself, and then doing it to Wendy, Stephanie, and filtering out into the rest of the staff, all in order to adhere to an unnecessary situation, **just make 1/2 or 1/3 of the crab/shrimp cake recipe (today or tomorrow), that will give you 17 or 11 more cakes for a total of 52 to 46 patties; you have the potatoes, they were prepared yesterday and are oven ready, there is more than enough of those even, you might need another packet of asparagus, salads are not a big deal to slightly uptick, and sauce is no big deal to uptick either. I've stressed multiple times now to you yesterday and today, as usual, the dessert is in hand - I'm making a hotel pan full of it so I can serve big or serve smaller portions - either way no one has starved eating my desserts.**

This latest turmoil is all just over the whole panicked search for a solution to something that doesn't exist in the first place. It is entirely false narrative that Tom walked off and left the Swedish Club in some lurch, as well as this other false premise there is no capacity to cook and serve more than 35 people tomorrow. I.E. there are no cooks on staff.

I can go do the shopping or RC can - he can make the patties or I can. This is not a big deal, it is not something that ever should have taken hold and thrown people into turmoil trying to solve something that is not a problem.

My thoughts on the above.

Backgrounder

The false premise part is what appears to be the ongoing refusal to even acknowledge myself or RC as cooks, that we are unable to do the thing that we, that I have been doing throughout the year.

This is so much of a setup, this eight months long, multiple cycles of cooks wanted claims that has been repeating itself based on that premise. It even holds true related to the food service manager.

The very thing I have more than amply done at the Swedish Club, cooked, and the claim is the Club has no one that can do that. Why is that narrative being pushed and acted upon?

I'm not going to go on at length regarding RC's capabilities, but suffice to say I've said, Tom's said, the reality is, RC with a peer or partner to oversee his cooking can do just fine. Crab or fish, or whatever bread crumb and protein cake you are making, with support that is well within his capabilities if he manages his time - which he also struggles with.

As for myself, it is offensive even having to go through this conversation about having to justify, or prove, or defend my well known capabilities to cook and serve anything at the Swedish Club. Because at this point - it is not about that at all. Yesterday, 8/15, once more the angry contempt in which I am held by the executive staff was demonstrated; and I documented it.

This is another one of these preventable and solvable "crises" that continue to roil through the Club as employee after employee quits in order to escape from the untenable types of narratives and conditions being maintained by senior staff, this latest one no different. In over 80% of the cases it is staff members quitting that have been personally targeted and abused, hounded by senior staff into quitting or until they quit.

In less than a year's time seven kitchen staff, including several senior kitchen staff members have quit, five this year alone; half with no notice, one had been employed over a decade, one for nine months, the rest after just two weeks, to no weeks, to two to two and a half months at best of working for the Swedish Club; all the latter left also after each exhibited a fair amount of unreliability, that was inexplicably tolerated.

This is not to mention the staff that is integral to the event and foodservice operations that has left in the last six months, four each. Each after years of giving reliable service to the Club, event rentals/cashiering, maintenance support staff.

That's a total of eleven people that have quit in less than a year's time. They were not fired for any reason. Each citing the reason for their leaving is how they were unfairly singled out for poor treatment by the executive staff, their dismay at seeing the constant turmoil the kitchen and events operations is in, the lack of support to do their jobs that they have felt during their employment, the lack of voice they had at the Swedish Club.

In addition, for me, it was just palpable yesterday how much Anis I feel hated the idea that he might have to ask me to cook anything. And he expressed his I feel continued contempt towards me fully in his and my and Toene's follow up conversation yesterday afternoon about the Friday, 8/12 meeting, under what turned out to be false pretenses, that Kristine and they had me come to with them that day.

* As I explain it, the desire by the executive staff to indulge their personal grudge matches and vendettas far exceeds any duty, necessity, or fiscal obligation to manage the Club in a rational, business-like, and professional manner; to even create and maintain a peaceable working environment. The desire to indulge these personal goals is so great that the turmoil is occurring now on an ongoing basis, at the expense of Club operations, at the expense to staff members dealing with the unnecessary burdens put on them by the now ongoing exit of staff members. And to be clear, these activities all likewise continue to subject the Swedish Club members to the ongoing turmoil, to the turnover, and all the changes and associated uncertainty in Club operations that has gone on as a consequence of these personal grudge matches being indulged.

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Date: Tue, Aug 16, 2022 at 8:59 PM
Subject: RE: 3:00 PM Friday 8/12
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, shamaalbright@msn.com <shamaalbright@msn.com>

Elizabeth,

I'm following up on the below correspondence. I understood that you were going to provide some materials over the weekend that wanted us to consider as part of the investigation. Do you still plan to provide those materials? And, do you wish to participate in a discussion as to the close-out of the original complaint? If so, we need to get that scheduled within the next few days.

I also wanted to acknowledge receipt of the email you copied both Shama and me on today related to kitchen staffing. I don't currently have any context for that email. If it would be helpful to set a time to discuss the situation please let us know.

Thank you,
Chelsea

Chelsea Dwyer Petersen | Perkins Coie LLP

CHAIR, CLASS ACTION DEFENSE GROUP
1201 Third Avenue Suite 4900
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E. CDPetersen@perkinscoie.com

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, August 17, 2022 8:35 AM
Subject: Check In
To: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>; shamaalbright@msn.com
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Dear Chelsea and Shama,

I'm behind on getting things to you, you'll have some things still today. Multiple pulls on my time, I am making the rhubarb crisp and ice cream balls this morning.

I do work to get the materials gathered, I too have been conducting interviews and doing a lot of research and plain old organizing of info - my investigation that has been ongoing.

It all takes time - all the while I have a busy life and schedule, my four grandchildren are all home from school, we all live together, so I have things too that way, I have reclaimed my life I left, I'm busy doing a lot of cooking, organizing, and healing.

But, you are a priority too, thank you for your patience.

I'll have additional items to you this afternoon.

EACampbell

Please see attached

[\[Exhibit 08052022 Regarding SC Job/Settlement Meeting Letter\]](#)

Next: Below, Kristine Leander's response to above August 16, 2022 email:

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Tue, Aug 23, 2022 at 5:11 PM
Subject: RE: Artificial Crises - Solution
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, Anis Rahman <anis@swedishclubnw.org>
Cc: Petersen, Chelsea D. (SEA) <cdpetersen@perkinscoie.com>, shamaalbright@msn.com <shamaalbright@msn.com>

Dear Elizabeth,

I appreciate your patience in awaiting my response. It was difficult to read, consider and then respond to your email using only a phone.

I think your email was focused on two issues. One, your complaint about why you were not considered or asked to make the food when staff realized that Chef Tom was not making enough for the Members dinner. A corollary to that is that you believe you are not treated respectfully by Executive Staff. Your second complaint focused on the staff retention in the last year.

To start with your complaint about not being considered to make the extra food for Wednesday, I was not there and have only the “she said, he said” version from my staff, so I can’t make a judgment about anyone’s respectful treatment of anyone else during those discussions. I can say that it is my decision to keep you doing what you do best, namely desserts. I’m very happy to have you making desserts for the Swedish Club, and it’s my decision to keep you doing so. I’m sure that members are looking forward to your chocolate cake with raspberries this coming Friday.

Regarding staff leaving the employment of the Club. Of course, you don’t have access to Personnel files, but please allow me to say that you don’t have an accurate picture of who left or why they left. Your computation doesn’t take into consideration that if one has been disciplined or even fired, it’s much easier to say that one is angry at management.

I hope this information is helpful. Thank you for continuing to make desserts for the Swedish Club members.

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

[Note: According to Christine Ross, the next day after sending me the above email, on August 24th Kristine called and asked Christine to come to a meeting at the Swedish Club with Kristine and Toene Hayes the Club’s bookkeeper. During the meeting Kristine informed Christine that there was a change in plans. Kristine told Christine that she needed to rescind her hiring agreement to openly make Christine the Foodservice Manager. Kristine told Christine Ross that the Club must first settle the matter of the discrimination allegations made against the Club and against Kristine by Elizabeth Campbell.

According to Christine⁴ Kristine then told her that Kristine, and Toene piped in about this also, that they had instead figured out a way to get around not hiring Christine outright like they had. The plan was to go with a cover story and alternative scheme. What was then presented by Kristine and Toene to Christine – Christine would be designated a “visiting chef” and would be paid as an independent contractor, receiving \$26 an hour for her work.⁵ As an independent contractor Christine Ross’s wages

⁴ As per Christine Ross’s text message exchange with Elizabeth Campbell dated September 30, 2022 to October 7, 2022. Link: <https://drive.google.com/file/d/1BvZL8trKcLQkX3pomg1IoPa9VgTzRDqj/view?usp=sharing>

⁵ Shortly after the meeting on the 24th of August at another meeting with Kristine, Christine, and RC, Christine found out that RC was making just two dollars less than her and demanded and received a raise to \$28 per hour.

would be reported on a 1099 Form.

Christine Ross has detailed in her below email and in her text messages to me the above conversation and events at the meeting on the 24th, the scheme hatched by Kristine with Toene's assistance to make it appear that Kristine had not really made a decision and hired Christine Ross as the Swedish Club's Foodservice Manager, but that would allow Christine to be employed by the Swedish Club as the Chef, FSManager anyway:]

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Sent: Friday, August 26, 2022 1:46 PM
Subject: RE: Check In
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Cc: shamaalbright@msn.com <shamaalbright@msn.com>

Elizabeth,

I'm writing to let you know that Shannon and I have finalized our report to the Board and have closed the investigation into the issues raised, primarily, in the following:

- March 16, 2022 (letter to K. Leander and G. Sund)
[\[Exhibit 03162022 Email/Letter\]](#)
- April 29, 2022 (WSHRC Complaint)
[\[Exhibit 04292022 Letter\]](#)
- May 4, 2022 (letter to K. Leander)
[\[Exhibit 05042022 Email/Letter\]](#)
- May 31, 2022 (interview [with Chelsea Petersen and Shannon])

I have attempted several times to schedule a time for us to discuss the high-level findings of the investigation, but so far you have declined. It is of course voluntary, so it is not an issue if you would prefer not to meet. If you change your mind and would like to discuss, however, I would be more than happy to do so.

You have offered to provide various material and information that you believe would be helpful background related to your concerns, but to date those materials have not been provided. (I do understand, however, that based on the below your schedule is tight.) If you are able to provide those materials in the future, Shama and I are still willing to review and consider them related to any ongoing issues. But I'm afraid we can't wait any longer to close out the pending investigation.

I do want to thank you for bringing your concerns to the Board's attention. Any allegation of behavior that may violate Swedish Club policies—and in particular the anti-discrimination, -harassment, and -retaliation-related policies—is taken very seriously. I personally appreciated the opportunity to meet with you to hear about your concerns.

Best,

Chelsea

Chelsea Dwyer Petersen | Perkins Coie LLP

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E. CDPetersen@perkinscoie.com

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Sent: Friday, August 26, 2022 2:51 PM

Subject: Re: Check In

To: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>

Cc: shamaalbright@msn.com

Hi Chelsea,

Thanks for the update. I understand your perspective and necessities. I want to make this clear - I have not declined to meet with you - I have delayed meeting with you because I feel that while you might have your body of work and info - the reality is it is limited in its scope and outlook. I believe that it might be interesting to see what you have come up with, however the reality is you can only have come up with a limited perspective until the other pieces of information and perspectives I have are provided to you.

Truly, I am sorry that it has taken this long. Part of it is, I'm trying to heal - like that is a real thing. But it gets a little difficult when I continue to be treated to the rude behavior. Part of the challenge is too, look at it this way, you have a retinue of retainers that you can rely upon to assist you with your work, staff at your disposal, not to mention that you have had the luxury of the complete cooperation of the entire Swedish Club institution, its money, its staff, its supporters, its good will, all of that at your disposal. You are handsomely paid by the Swedish Club for your work, as has Perkins et al. To the tune of what, over \$10,000?

Practically speaking, I feel your report and investigation is a self serving exercise, despite the disclaimers about taking allegations seriously, remaining open to further information etc., the beginning and end of your work is for the benefit of the Swedish Club inner circle, its executive director, the executive staff, the Board. I do not believe that it is in general for my or any other employee's or member's of the Swedish Club's benefit. Your services were retained by the

board to do what it is that your career is predicated on, being the proverbial hired gun to dead end, limit, or derail any employment related claims against whatever person, organization, or company has hired you.

I'm sure there may be a certain honest look at whatever situation, but you work for the Swedish Club not for me.

I've expressed to Shama that I have been working to get materials to you, they are still to follow - I have some things ready to drop, but I'm looking at releasing a package, not bit by bit pieces of documentation (see more below). The challenge has been in part that I do not have the same access to Club resources, including thousands of dollars to hire people to do my work for me, even to order up a retaliatory, invasive criminal and civil background reports about people, as you have done to me (Really? A national criminal background report on me? That was the shocking note my last Friday ended on).

I have no one to write things up, no one to branch out and do interviews, to summarize the information received and to make conclusions about any manner of things. On that note alone, I have interviewed past and present officers of the Swedish Club, former and present employees, assorted members, as well as have and continue to work through the Club's records. Not to mention my own records and recollections. It all takes time.

I have also endeavored to not piecemeal things to you/Shama also. She and I talked about that a week ago Wednesday evening (8/17), that she preferred to receive from me a complete package, that is one of the things I have been mindful of and what is creating delay on my part - it takes time to assemble the body of information that I have for you.

And then in the mix, everything I prepare has a dual purpose, litigation being one of them, there are two separate lawsuits in progress at this point - compiling, drafting, ensuring the reliability and accuracy of all claims and information presented, and legal continuity all takes time. There will not be a single thing I allege or present that cannot be sustained by direct evidence or testimony.

In closing, I'm not eschewing any meetings or delaying any resolution - and in fact - on that latter note - I continue to notice that there is an element in all of this that continues to throw gasoline on the fire rather than working towards positivity, reconciliation, and a positive outcome. That likewise takes up my time and emotional bandwidth, has in no small part contributed to delay and the duration of this matter. It might seem strategic and a great tactic to engage accordingly, but trust me, it has come at a cost to the parties herein reaching a resolution.

Best,

Elizabeth

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Date: Fri, Aug 26, 2022 at 3:40 PM

Subject: RE: Check In
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
CC: shamaalbright@msn.com <shamaalbright@msn.com>

Elizabeth,

It is necessary to bring the discrimination investigation to a close because at this point it has been pending for several months. I do appreciate that you may draw a distinction between declining to meet and delaying a meeting, but further delay would prejudice the Club.

You are correct that the Club is my client—not any particular employee. My role is to assess a situation and offer advice and counsel to the Board on behalf of the Club. This is a necessary function where, in particular, an employee has raised concerns about the highest-level member of staff.

I do not know to what you are referring when you say that the Club “order[ed] up a retaliatory, invasive criminal and civil background report.” I have not requested nor seen any such report. If you would like me to look into it, please provide detail as to what report you are talking about.

Throughout this process I have treated you with respect. While you are certainly free to have your own opinion, it is neither productive nor kind, frankly, to insult me or my work.

I do hope that you and the Club will be able to find an amicable solution.

Chelsea Dwyer Petersen | Perkins Coie LLP

CHAIR, CLASS ACTION DEFENSE GROUP

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E. CDPetersen@perkinscoie.com

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Date: Fri, Aug 26, 2022 at 4:55 PM

Subject: Re: Check In

To: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>

CC: shamaalbright@msn.com shamaalbright@msn.com

Chelsea, I'm not insulting you - I'm sorry if you thought that, no insult intended. I read your credentials on your firm's website - that is what you are noted for, your specialty - at worst it's just a frank and maybe colloquial statement on my part - clearly you are accomplished, no shade, no derision intended - I said nothing about you not treating me decently, and Shama also - you gals have been incredibly nice, I think. Sincerely said.

I have to go finish my dessert for tonight otherwise I would send more details - but this background check deal is a good example of the gasoline on the fire thing and what takes time, finishing and working on one thing, and then some other what I think of as a stunt is pulled.

The long and the short of it is, another job posting, I apply, come to find out from Tom Pericone that someone was already been hired after I applied, before my application was reviewed, but then comes the false pretense interview - as per Tom, he sat down with me and gave me I felt a frank interview week before last about things at the Club, he had given his notice maybe two weeks prior, this woman, Christine that is supposed to start today (8/26), she had been the only person considered by Kristine - as per Tom.

Tom told me that Kristine asked him what he thought about hiring this Christine, could she do the job physically, (the woman I understand is maybe in her 80's), this was talked about also in front of Paul the bartender - so I got this from two sources. Kristine hired Christine, no equivocation about that, and made arrangements with Tom to come in on August 26th and help this Christine get acclimated. This was all from what he said was decided upon a week plus before August 5th, the day I was scheduled and had a job interview with Kristine, Anis, and Toene, for the same job that had already been filled.

I went through the interview with them on the 5th, knew nothing about this other stuff until the next week. They claimed the job was open, I was under consideration, there is more, but this is the basics.

Imagine my shock when first Paul told me on August 10th about this Christine already having been hired. When I saw Tom on the 12th - he verbatim confirmed everything Paul said, to the letter, and provided me the timing of it all - that the decision to hire this Christine had been made far before my interview on the 5th. And I have to say - I believe the new obsession with hiring seniors - first Tom then Christine - is related to trying to cover up discriminatory activity against me, age and disability.

The next week there is the matter of some of these other things going on with the next two dinners that week, that RC was running, but while I was in their office about an unrelated matter I asked Anis and Toene if any decisions had been made about who to hire - they said ask Kristine.

I shared with them the other info I had received - that someone had been hired already, why the meeting under false pretenses with me? Both were irate - Anis demanded to know who had told me, and Toene got very angry and kept telling me to talk to Kristine - who was in Sweden. I was patient with them, but it was clear, this was another setup. Three days later this national, all counties background criminal report was ordered by Toene on me. I believe it was retaliatory - it is tagged exactly that - a national, criminal background report. And, I never was given any legally required notice about it, never agreed, despite Toene certifying as part of the order that all of that had been done.

I'll write more about this, but this is the gist of just this last month alone - not to mention another email from Kristine today, that I absolutely believe is intended to stick the knife to me one more time. Between March and May she attempted to extinguish my literal job, she gave that to Tom, extinguished my job title and duties, by May 16th I had no title, not even my original title, "Cook", today she elevates RC above me - he is now a "Sous Chef", RC the person who has burned dinners, delayed multiple dinners, this last week after starting dinner late it turned out that the meatballs he had served guests were raw inside - leading to another 40 minute delay while he went down and and cooked them the rest of the way! RC is a nice guy but he is inept often, has many issues with time, culinary skill, he is an order taker, not a self starter, requires ongoing supervision - to ensure that things are not half cooked, burned, cooked in the first place, cooked well even - this also is not new news to Kristine - she has known this and more since January 2022 on forward - he was never in line to be a lead chef; in fact during Jocelynn's and Tom's time he was absolutely sidelined - doing dishwashing and the odd job they didn't want to do.

In comparison to the level of work I have done at the Swedish Club and otherwise, my experience, my knowledge, really - RC is now a chef, but Kristine is still sticking it to me and letting me know I am nobody in the hierarchy of kitchen staff at the Club.

I have a lot more to say about this - but now I am denoted today as the "Dessert Cook" - her and I have gone through this multiple times since December 20th, 2021 about my title, cook versus what I should be, "chef", in the present case, pastry chef if nothing else. I absolutely believe this latest was an intentional slight and pointed action on Kristine's part - it is consistent with many of my observations over time about how she operates and treats employees that are targeted. And it is consistent with the linked situation with Lars, the Lars crowd, Kristine's crowd.

I told Shama a week ago Wednesday I have composed but not sent many responses over the last few months to Kristine's campaign against myself and even others. I have hoped for better all this time. But the reality is - I feel there is no change from this assessment I wrote (but did not send) - it was largely inspired by the poor executive decisions, the shabby treatment of Jared O'Connell by the executive staff, and the impact all of this has (continues to have) on the Club operations. Please read it - it is a sad commentary on what I feel the reality is still - I could write this same letter and its sentiments today. I'll leave off here, I have to go - but far from not having anything for you - I have quite a lot of details and documents that tells a far different story than the one I think you have been given. This is a fraction, below:

[Note: the draft email below was sent to Chelsea Peterson and Shama Albright as an attachment to the above email; I did not send it to Kristine Leander]

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Monday, May 16, 2022 12:52 PM
Subject: How's doing what making food at the Swedish Club!
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>;

My Response from May 16, 2022:

Job Titles

As you know Kristine this has been part of an ongoing discussion between you and I about how you have treated me specifically and in general. My ongoing objections to you about so many of these digs and offhand remarks you make to me, the meddling in my private life, the unprofessional way you have treated me as an employee, your insistence on continuing whatever this crusade is that I feel you have been on at what I feel is at my expense. It has multiple facets to it depending on whatever aspect you choose to focus on, be it something related to my status as an employee or as a member of the Swedish Club.

In the present instance and for the subject matter here, Job Descriptions and Job Titles. You have consistently made it a point to derogatorily use that in my regard, to continue to be dismissive, disrespectful, and failing any of those things, demeaning towards me when it has come to how it is you choose to fashion my tenure as an employee at the Swedish Club.

Your latest commentary in the May 16, 2022 email thread below, subject, "How's doing what making food at the Swedish Club!" informs my response to you here:

Think of it - You made a big point to fashion your new protégés, Tom and Jocelyn, as "Chef", and the vaunted title of "Foodservice Manager," but could you give me a well deserved title, chef, pastry chef, not even my actual job title, "Cook"? No.

When you and Malin hired me in November last year, despite my having all the skill sets, credentials, and work experience of the chefs before me, and even after over time acquitting myself on par with them, and I think often enough above the level of some of those prior chefs you have commanded. You still refused to accord me the respect of the title of Chef.

I have faithfully followed your directions. I've worked with you, I've supported you, I've provided you when you chose to avail yourself of it with excellent food and meals, and managed the foodservice department tasks that you will allow me to handle with skill, with ease, and in a timely and cost effective fashion. And despite all that you continue to grind on me, make your dismissive statements in front of others, to my face, in word and in deed you let me know that you think very little of me.

This email and the whole matter of these last hires is just fraught with the marks of what I feel is the animus attitude you hold me in, and I have to say - it is not just me. I have seen you do this dismissive behavior to multiple members now and to other employees - the latest round,

Jared, RC, and Chris in particular. 7/27 - and just last week you even did it to members Monica [Schilling] and to Lorelei [Stevens].

You, Malin, Anis, and Jeff just hounded Jared into the ground. You led the pack and approved of all the beratings that were delivered to him by turns, by Malin, then Jeff, then Anis. I witnessed this several times by Malin and Jeff, and you and Anis made it clear your contempt for Jared when you spoke of him in meetings and to me even.

Multiple times I have defended him - I've written you and spoken to you about this - Jared was your best maintenance worker - he knew them cold the key event and hospitality procedures of the Club, he knew the building, he knew the equipment, he knew the drill to do the setup for events, dinners and the like, the cleanup, on the floor, in the backend, and he saw the overall picture.

And he was "on" everything - he was tractable, pleasant to a fault, was diligent with everything he did, he actually cared about the job - he did the lion's share of the work all of the time - and so much so that even when he resigned - he assured you and Anis, over and over, he wanted to train the next person. He expressed regret throughout his last two weeks - he hoped someone could be found, he wished he had been treated differently. But how was he treated by you, by Malin, by Anis, by Jeff? Like he was each of yours whipping boy. It was despicable.

And Jared wasn't stupid - he got it all - the irony is he got you, Jeff, and Anis, and Malin even - you acted like he was stupid - but he day in and day out did whatever the orders were to him, even when for example that what he was being told to do was the embodiment of the clutter problem at the Club.

I was sitting in Malin's old office when it was decided that it should become one more storage space of many like storage spaces in the Club. Regular spaces converted to "storage" because there is no organization of the clutter at the Club. I asked Jared what was he doing with all the boxes of glassware he was bringing in to be stored there. He told me that it was the latest in a string of times where this glassware was being rotated from place to place in the Club depending on who was the latest person in the inner circle that wanted it moved one more time. He said kind of bewilderingly to me, "I've moved it so many times. They want it in here now. I just keep moving these boxes of glasses from place to place. This is not the first time."

There was both knowing and a sense of futility in Jared's [voice] when he talked to me then. He got it and knew at the same time - there was a better way but he just did as he was told.

Before Jared left I was in your office, he had about ten or so more days left to work. You told me not to say anything but that Jared had resigned. I knew that was a terrible tragedy for the operations of the Swedish Club - Jared was literally the backbone of the event/food setup and for the cleaning and maintaining the dishes, silverware, pots and pans, general condition of the kitchen. I said to you Kristine - "What does he need in order to stay? What would it take to get

him to stay?" I asked you that - I said Jared was critical - and you know this also - by that time I had talked to you and Anis about how worthless Gabe was becoming.

But you blew me off, you said Jared could go, that there was no point in trying to keep him - I talked to you again about his being the best worker you had on that end, the best for the setup, the cleanup, the upkeep of the kitchen. But you refused to reconsider the situation - you told me he had chosen to leave and that was fine with you.

And honestly - Others have said they talked to you and Anis, and it wasn't Jeff, but you told them the same, as far as each of you was concerned you didn't want Jared to be there and he could go.

So now with each of these former employees, Greta, Malin, Carina, Jared, [and] Chris [gone], you and Anis sit and "cry", "Poor us, we can't find any workers." You try to skate on this narrative about how difficult it is to find workers - but the reality is this is a debacle of your own making. It bears repeating - Hands down - Your Own Making.

You have put the Swedish Club through all of this with the bad treatment of employees, the unkind words, the incredible organizational dysfunction, the personal prejudices and biases towards people, the selfishness and entitlement that you, Anis, and Toene have privileged yourselves with. This accounts in no small part for the ongoing departures of another five of your foodservice hires this year, Lily, Unnamed, Faith, [Jocelynn, and now Tom].

Everyone, the Board, Club members, new employees, each should be soundly disabused of any of the spin about what is going on at the Swedish Club and the employees, the food, the management in general - it is not about having to force out people that are not in jobs suited to their "strengths", about these ex employees and mis-hires needing "rests", or "finding themselves", or about "the Pandemic".

This exit of employees is not part of the "Post Pandemic Economic Effect", it is not the ongoing Pandemic in general - this is about personality, about the self important and self-entitled proclivity that starts at the top that Swedish Club members, employees, guests, and the like are expendable, just pieces on a playing field that are to by turns used, managed, and manipulated by whatever means of the moment is fancied, the momentarily useful being embraced and rewarded, those seen as less useful and fungible demeaned and forced out.

For every worker that you have gone to the Board, or carried on to some member's face about, reciting this whole narrative about your so valiantly carrying the weight of the Swedish Club on your shoulders, bending their ear at every turn about your being a victim of some hard time you are having trying to find staff - what you fail to tell them is the truth - that you as the executive director, the person [who] has presided over the Club with from what I can determine with almost free reign, that all of this is a consequence of your choices - who to put in charge, how everyone is treated by you and your inner circle staff, Toene and Anis, all of this has resulted in

the Club and its members and employees now having to endure the disarray because key workers have chosen to leave relatively decent paying and employment circumstances rather than continue to be treated like dirt by you, by Malin when she was here (Jared), by Anis now, and by Toene always.

These employees would rather leave than being subjected to anymore of these spin stories of yours about why things are the way they are or are not, rather than being subjected to the petty and peevish commentary about themselves, rather than being demeaned to the point of unconscionability, rather than facing one more day of arbitrary decisions, dysfunctional systems set up by you (and Anis), rather than having to be subjected to this Lord of the Flies treatment where nothing satisfies you and your minions, rather than remaining in a situation where no good deed goes unpunished - they have chosen to leave the employ of the Swedish Club.

The ongoing loss of staff is not a function as you often spin it to the Board and to others, that their leaving the Swedish Club is their fault - that there was something wrong with them. How is it you put it? That they “were not a good fit”, or that they “didn’t fit into the culture”, that they had personal considerations that put them beyond caring for their job at the Club, “they had to go take care of their mother”. Or the spin that they didn’t love their job, or that they were not able to use their strengths at the Swedish Club, “I hope you find a job that you love and that will allow you to use your strengths to their full capacity.” it is the opposite - they’re understandably getting out of a toxic situation that you have fomented and presided over.

And that spin is always followed by strategic and disingenuous comments of yours intended to cast former employees as weak or blameworthy, why the person left, not because of anything that is the fault of the management of the Swedish Club, and to give the false impression that you care. You write one thing and then say another in person - to the departing person or to others you write, “I’m sorry for the pain that’s been involved before getting to this point.” “I know it was very frustrating for you but you tried to make it work and I appreciate that.” “I wish her well.” In person - you’ve said it to me - they make you angry, they made you angry - Greta, Malin, Carina, Jared, and Chris.

The reality of what has been a rolling number of exits by key staff people is their exit from Swedish Club employment was a statement and a message to you - and to the Board if had chosen to be the least bit aware and curious - that the management of the Swedish Club, the executive director was anathema to these employees. That their treatment had become so terrible that not even their need for a paycheck could [not] overcome their need to get away from this ill treatment and the organizational dysfunction that is the standard fare now in the operational end of the Swedish Club.

To bring it home - the working conditions, their treatment by you and these others was so insufferable that they were willing to forego the pay and the means to reliably meet their living necessities that were afforded by the Swedish Club. They were willing to end their warm relationships and experiences with Swedish Club members, event visitors and guests, with

fellow employees and the like in order to not have to endure another day in a position where they were treated as commodities, treated so arbitrarily and capriciously, and even had to see the same happening to others - the lack of concern with even treating someone in the most basic level of human dignity.

[EAC Response to] May 16, 2022 [Email from Kristine Leander to Foodservice Staff]

Your treatment of RC and I - oh, we have done your bidding and in no small part have saved the foodservice program from your missteps for the last six months - but we do not have titles. And I notice, I did not even get an "Awesome" sticker from you.

For those that have not been in this loop and that have only heard the spin side cycles of information - this is the unvarnished truth about how you have treated me:

On or about November 24, 2021 when I was hired you made the statement to me that only Malin had the title of Chef. That she wanted to own that title. You claimed that no one else was being called "chef" during her tenure.

That claim was untrue, in fact I have pointed that out to you multiple times since then, that for the last 10 years every woman that has worked in that kitchen, that has been a lead or an assistant position has been denoted as "Chef"; Carina was denoted that from day one. The Swedish Club News is testament to this fact - year in, year out, issue after issue - Chef Ann-Margret, Chef Malin Jonsson, Chef Carina; and I would make this obvious note here, what is the distinguishing feature for each of those women - they are of Swedish national origin - consistent with what you said to me [on August 2021].

And based on personal knowledge and on information and belief the following is the reality of Carina's hiring, that it was despite the fact that she had an extremely low level of experience in a commercial setting. She was a friend of Malin's and she was hired at a pay rate that was exceptional in light of her sparse record for employment in a commercial setting.

After the kitchen staff mutiny on December 14, 2021 you turned to me on that very day and asked for me to plan and prepare the NYE dinner. I did that with you - doing every single thing - and more - than what Malin and Carina before me had done. I expected that I would be treated with the same respect and accord that my predecessors had been given by you in terms of title, in terms of acceptance that they were the leads in the kitchen - while you were not - you relied on their experience and know-how to carry out the foodservice program for the Club.

And related to RC I have to say, you have treated him terribly also. You have ground him under your heel with your dismissive treatment of him - the ground with the derisive positions you have put him in. Before I even started working with RC your statement to me then and since has been one of derision, "He's a momma's boy." Not once but multiple times - and I've heard you say it to others.

At this point RC is nothing more than a glorified dishwasher.

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Monday, May 16, 2022 12:52 PM
Subject: How's [sic] doing what making food at the Swedish Club!
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>;
Cc:

This email is to clarify who is doing what with Swedish Club dinners and other meals.

Elizabeth Campbell will continue with desserts every Friday evening and for the monthly Members' Dinner. It is yet to be decided whether that also means Friday lunches. We won't have desserts with Wednesday "light suppers," but we will need to have desserts on the monthly Member's dinner. Our members appreciate her desserts and look forward to them and so I've been clear with Elizabeth and with our new chefs that she will continue to make desserts. For now, that's Friday evening and the monthly members dinner.

[Blank – no job description]

RC Charles will continue to be a kitchen worker and support the chefs with both meal preparation and serving. **(I'm sorry, I don't know the title of such a person in a kitchen. Other than awesome person!)** **[Blank – no job description]**

Jocelyn Lillis will make Friday dinners (except for desserts.) At some point (maybe around the first of June) we'll add Friday lunches. No concrete plans for lunches yet. She will also do one-offs, that is the occasional special dinner. **Jocelyn has the title of Food Services Manager/Chef.**

Tom Perricone will be our Wednesday Chef and Pancake Breakfast Coordinator. He will officially start on May 25 with the first Wednesday supper. We call it "Lilla Fredag", which means "Little Friday". It will be soup, bread, and salad. Starting with the Members Dinner on June 15, Tom will also do the Members' Dinner every month. Tom will also oversee the Swedish Pancake Breakfast. He will work with Anis on making sure that adequate supplies are ordered, and he will be onsite on Sundays to make sure the Breakfast goes off without a hitch. He does not get involved in recruiting volunteers, only how they work once they show up in the kitchen on Sunday morning. Tom will get his training about the Members' Dinner and how it proceeds by coming on Wednesday, May 18. OK to ask for his help, but he's mainly absorbing how it all works.

Jocelyn and Tom will support one another and fill in for one another.

Please ask me if you have questions about any of this. It takes a team effort, folks!

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

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

[(Emphasis added in **Bold** in above May 16, 2022 email)]

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Tue, Jul 26, 2022 at 10:54 AM
Subject: Comments
To: Kimberly Jacobs^[6] <kim@swedishfinnhistoricalsociety.org>

Hi Kimberly,

I thought this was interesting - last Wednesday, 7/20 talking to Kristine regarding dishwasher [staff] sorting out dessert forks, she brought up Jared. First off she could not remember his name, I reminded her. She said about all the problems there had been with sorting silverware properly, references "Jared". She told me that there were problems, that Jared was hiding the silverware so that he didn't have to sort it, and then said, "That's just one of the reasons he is not here anymore."

I thought baloney!! That's a bunch of crap - in fact no silverware was ever hidden. I think I have pictures or video^[Exhibit x] from the time also that establishes this. I know exactly what I saw, something happened about a month and a half before he left, the kitchen upkeep was collapsing, I saw that the silverware wasn't sorted, but it was far from hidden - it was all in plain sight. I thought there was turmoil within the relationships, admins, Gabe, etc. and it was evident in the disarray that things were starting to be. I thought Jared couldn't single-handedly do it all, that he was being left to do just that.

Well, this is not all out yet but an FYI as to what the claims are now.

EACampbell

⁶ Kimberly Jacobs is the mother-in-law of former Swedish Club employee, maintenance worker, Jared O'Connell.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Fri, Mar 25, 2022 at 9:42 PM
Subject: End of Night
To: Kristine Leander <kristine@swedishclubnw.org>

Hi Kristine,

I sent six plates of waffles into the bar, each plate had two forks on it. A few more people came and got a waffle dessert; at that point there was very little batter left, the bartender requested a waffle which I gave him one, and I gave Jared, Gabe, RC a waffle also, and I had one. That finished off the waffle batter. I thought those little waffle irons worked surprisingly well, they were quite fast.

Those containers of whipping cream that are in the walk in freezer - are likely all toast - the one I opened is like solid fat or something - it was curdled and unusable. See attached video.

Chris had left by the time the waffle program was over so I still owe for a salad. We had one left in addition to that one. We were short one Semla bun, not sure what happened. I made eight. But the lady was happy with having a waffle so that worked out.

Everything worked out to my satisfaction for doing the waffle station - I had the work station inside the upstairs kitchen where I was able to prep the whipping cream, waffle batter, and two fruit sauces, and I did the staging for all the plates, forks, bowls, ingredients, equipment, and utensils. I put the fruit sauces back into their original containers and bussed the dirty dishes from the waffle setup in the dining room and at the work station I had set up in the kitchen.

One thing - Jeff really tore into Jared this afternoon regarding the extension cords for the waffles - he has done that before, Jeff was yelling at him b/c he wasn't understanding something about which plug-in to use - Jared is a super good worker, he always is very helpful - I think he is overworked b/c there are several things in the last two weeks where I can tell the kitchens are collapsing, things are not put away as well, a lot of things out of order, silverware is also not in super good order like it was. I think it is a symptom of something going on in that back end - Gabe is super nice and always very helpful and pleasant - but he often will stand around or hang out while Jared is zooming around trying to get everything done.

I presume Anis talked to you about the things in the freezers - I've coined a phrase for what is going on - think of the freezers as food hospices. This started with Malin - things go into the freezers and sometimes even the refrigerators - they go there to die - and then get thrown away. There is a mass of food in the freezers that is from Malin's tenure - even a month or two or more before she left.

I left my expense sheets in Toene's office before I left slipped them under the door.

Well Monday is another week. We'll rest and start all over again next week.

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EACampbell

September

On September 7, 2022 I received the following email from Kristine closing out any consideration of me for the Chef/Food Service Manager job:

From: Kristine Leander kristine@swedishclubnw.org Date: Wed, Sep 7, 2022 at 11:41 AM
Subject: Your application for the Chef/Food Services Manager at the Swedish Club
To: Elizabeth Campbell, MPA neighborhoodwarrior@gmail.com, Anis Rahman anis@swedishclubnw.org, Toene Hayes <Toene@swedishclubnw.org>

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

That afternoon Kristine and I spoke on the telephone. Initially we talked about some food service related generalities but the conversation turned towards recent events, including I brought up the matter of the August 5th job interview that Kristine conducted, and I said this to her, that after I received additional information from Paul the bartender on August 10th, that led me to conclude that the interview was a fake job interview, that a woman named Christine had been hired for the position prior to my even being interviewed.

I told Kristine about the events of August 10th on forward, that between August 5th and August 10th I believed that I was under consideration for the FSM job, but on the 10th the Club's bartender had told me that days before Kristine had already hired someone. I told her later on Tom confirmed what Paul had told me and had added even more details that this Christine had in fact been hired.

I told her about the evening of the 10th I attended the Swedish Club's Lille Fredag supper, and that is when Paul the bartender told me about the woman being hired for the FSM job. RC sort of confirmed what Paul had told me later that same evening. But the next day I followed up with Tom via text messaging to verify the new food service manager's, woman's hiring, and the woman's name:



After I revealed to her what I knew about Christine's hiring, Kristine proceeded to run Tom down to me, like big time. Kristine told me he had everything all mixed up – not just about the hiring of Christine Ross, but his handling of the cooking and serving at the Swedish Club had been a disaster, that he was a mess.

Then Kristine exclaimed how could I not believe her! How could I believe the bartender of all people! She then cut the conversation short and said she did not want to talk about it and hung up on me!

09/08/22 Draft Email From Elizabeth Campbell to Kristine Leander Re 9/7/22 EAC and KL Phone Conversation

Note: After my phone conversation on 9/7 with Kristine I wrote the following draft email. It was part response to her 9/7 email turning me down for the job, but in large part it was a response to the conversation we had just had. What I wrote below is a draft email, I wrote it but never sent it to Kristine. I am providing it here as supporting evidence for the events and communications that have occurred in this matter:

Kristine,

I don't know what it is that you think you learned about me at the August 5th, the 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 that position. Her name is Christine.

You claimed today 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 asked you then was Tom lying to me? You said you wouldn't say that Tom was lying.

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 over the next two days. 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 I believed them 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 said that evening that he was pressed into service by Anis with no notice because the new hire didn't come in, Christine. I asked RC what happened, why had she not shown up that Friday, Tom had said she was supposed to start on the 26th? RC said he didn't know what happened exactly, but he said it was because of the commute, he said she had decided not to go ahead with the job, that 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 that this Christine had been hired. When I said something about it to them on Tuesday, August 16th, that the August 5th interview meeting with you, Anis, Toene, and me had been under false pretenses, that someone had already 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 this other person's place to convey that information to me. And Toene rather than denying that there had been a fake job interview she just kept saying that I would have to talk to you about it.

And Toene, and/or Anis, I believe, were apparently was so irate about my questioning the fake job interview with me that five days later I received email notification from ClearChecks, a national background report provider, that Toene (accounting@swedishclubnw.org is referenced by the service provider as the Swedish Club's contact point for the background check requestor) had proceeded to order a nationwide criminal background check on me - ClearHire Complete™ Complete background check with SSN trace, addresses, national criminal, & 7-year county criminal search:

From: **Swedish Club** <support@clearchecks.com>
Date: Sun, Aug 21, 2022 at 8:17 AM
Subject: Information Requested for your Background Check
To: <neighborhoodwarrior@gmail.com>



Hello!

We need some additional information.

Swedish Club has requested a ClearHire - National & 7-Year County.

ClearChecks is a consumer reporting agency who has partnered to quickly and securely collect your information to process a background check.

To get started, click the button below.

[Enter Your Information](#)

If this button doesn't work, copy and paste this link into a browser:

<https://app.clearchecks.com/applicant/1223eaafa83245919ab6270a6ca5e953>

Note: You may also be required to provide a picture of a photo identification card.

Please complete this request ASAP to avoid delays in the approval process.

If you are unaware of this request or have any questions regarding the purpose of the background check, please contact us at:

Swedish Club

accounting@swedishclubnw.org



Clear Screening Technologies LLC
5910 S University Blvd C18 #336 Greenwood Village CO USA

In addition, in order to order this criminal background check, the person who ordered it falsely certified when they placed the order that they had complied with federal, state, and local laws for obtaining such a report, including by properly advising me that it was going to be requested, and that I had signed the requisite forms for being informed about it, and giving my approval for it to be ordered.

In order to purchase the background check whomever did it would have certified that they had complied with federal, state, and local laws in order for the background report order to be completed:

END-USER CERTIFICATION

Swedish Cultural Center (“Customer”), hereby certifies and agrees to the following certifications now, and also agrees that each order of a consumer report or investigative consumer report (collectively “Screening Report”) by Customer from Clear Screening Technologies LLC (“ClearChecks”) will constitute Customer’s renewed agreement to, re-certification to, and re-affirmation of, each of the following certifications. Customer avers, represents, and certifies that each individual user it has authorized to place orders of Screening Reports on its behalf with ClearChecks has the authority to act for Customer and to re-certify to the following statements by placing such orders:

(a) Customer ordered the Screening Report for employment purposes and will not use the Screening Report for any impermissible purposes. To the extent applicable, Customer will only use the Screening Report for purposes allowed by the Driver Protection Privacy Act, 18 U.S.C. § 2721 et seq (“DPPA”).

(b) Customer has complied with 15 U.S.C. § 1681b(b)(2) with respect to the Screening Report.

(c) Customer has provided to the Consumer any additional disclosures, offered any additional information, and obtained any additional authorizations, that may be required by state or local law regarding the procurement or use of a Screening Report or governing any investigation containing the types of information provided by ClearChecks to Customer, including but not limited to criminal history information (sometimes referred to as “ban the box” or “fair chance” laws). Customer will also comply with the DPPA and any state or local laws covering the same subject matter.

(d) Customer will comply with 15 U.S.C. § 1681b(b)(3) with respect to the Screening Report if 15 U.S.C. § 1681b(b)(3) becomes applicable, and, to the extent required by applicable law or regulation, Customer will inform Consumer of the reason for the adverse action.

(e) Customer has received and reviewed the “Summary of Your Rights Under the Fair Credit Reporting Act” and “Notice to Users of Consumer Reports: Obligations of Users Under the FCRA,” provided by ClearChecks.

(f) No one at Customer will use information from the Screening Report in violation of any applicable Federal or State equal employment opportunity law or regulation. In addition to the foregoing, if the Screening Report is an investigative consumer report, Customer also hereby certifies that:

- (a) Customer has complied with 15 U.S.C. § 1681d(a)(1).
- (b) Customer will comply with 15 U.S.C. § 1681d(b).
- (c) Customer has provided to the Consumer any additional disclosures, offered any additional information, and obtained any additional authorizations, that may be required by state or local law regarding the procurement or use of an investigative consumer report.

In addition to the foregoing, if the Screening Report is ordered for employment in California or for a Consumer with a current residential address in California, Customer also hereby certifies that:

- (a) Customer ordered the Screening Report for employment purposes and no other purposes.
- (b) Customer has made the applicable disclosures to the Consumer required by California Civil Code Section 1786.16.
- (c) Customer has provided the Consumer means by which the Consumer may indicate on a written form, by means of a box to check, that the Consumer wishes to receive a copy of any Screening Report that is prepared. If the Consumer wishes to receive a copy of the Screening Report, Customer will send a copy of the Screening Report to the Consumer within three business days of the date that the Screening Report is provided to Customer. The copy of the Screening Report will contain the name, address, and telephone number of ClearChecks and how to contact ClearChecks.
- (d) Customer will comply with California Civil Code Section 1786.40, if the taking of adverse action is a consideration.

In addition to the foregoing, if the Screening Report is ordered for employment in New Jersey or for a Consumer with a current residential address in New Jersey, Customer also hereby certifies that:

- (a) Customer ordered the Screening Report for employment purposes and for no other purpose.
- (b) Customer has made the applicable disclosures to the Consumer and obtained the Consumer's written authorization as required by New Jersey Stat. § 56:11-31(c).
- (c) Customer will comply with New Jersey Stat. § 56:11-31(e), if the taking of adverse action is a consideration.

In addition to the foregoing, Customer hereby also certifies and agrees that if Customer violates or otherwise fails to fully comply with any of the above agreements and certifications or otherwise fails to comply with applicable laws governing background screening, Customer agrees to fully defend and indemnify Clearchecks for any alleged claims, demands, damages or violations arising out of or related to Customer's violation or failure to fully comply.

At a minimum, Washington state law applies to the Swedish Club's background check order, and requires that when a background or credit report is ordered by and employer on an existing employee that "(b) A person may not procure a consumer report, or cause a consumer report to be procured, for employment purposes with respect to any employee unless the employee has received, at any time after the person became an employee, written notice that consumer reports may be used for employment purposes. A written

statement that consumer reports may be used for employment purposes that is contained in employee guidelines or manuals available to employees or included in written materials provided to employees constitutes written notice for purposes of this subsection. This subsection does not apply with respect to a consumer report of an employee who the employer has reasonable cause to believe has engaged in specific activity that constitutes a violation of law.

(c) As applied to (a) and (b) of this subsection, a person may not procure a consumer report for employment purposes where any information contained in the report bears on the consumer's creditworthiness, credit standing, or credit capacity, unless the information is either:

- (i) Substantially job related and the employer's reasons for the use of such information are disclosed to the consumer in writing; or
- (ii) Required by law.” RCW 19.182.020 et seq.

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.

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 I believe you have been essentially harassing 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 is 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 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.

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 the better part of now 60 some 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, this last week 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 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 share 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 - the newly hired housekeeper has more status than I do.

Despite RC's now multiples of 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 had [note, on September 8th when I wrote this I still believed that Christine Ross had chosen not to take the Swedish Club chef/FSM job] - 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 dining room 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 and he proceeded to kill about four different meals, including that they were late and even that the food was improperly cooked! 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 the 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 it wasn't even 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.

And I offered you the opportunity to stop and change the course on that but you refused again. From my perspective I have observed this, this is what you've done with the food service for the Club, you double down on poor decisions! You insisted you wanted to continue on with Arista and you did so until things got so bad that you couldn't even justify doing it any longer.

And then what did you do you came to me with RC, then you want me to do cooking and 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 are claiming that you need an inhouse catering company - remember that's what you had Anis devoting a good deal of time and effort on - plans to remodel the kitchen. That project was detailed to the board several times.

What a joke that turned into. The reality the project was dropped, the you hired some woman that never even did the 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 you 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 on all of that. 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 9! You hired her clear back in late April.

And Tom, you even gave him every single one of the food events that you had already been planning with me that included the Abba night, including the members and friends, including the soup, you gave all of that away after having sat there and planned it with me. And I have the notes from all of that too.

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 it was a New Orleans cookbook! Jocelyn's food clearly had a southern interpretation to it.

You also claimed she was this expert about Covid, 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 - her time away needs were to be so great that she needed to leave without notice and absent herself for a period too long for her to remain an employee; only to return two weeks later and want her job back.

And Tom – you then put him 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. Note, most if not all of what he cooked *was not Swedish!*.

Tom 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 Raksmorgas and Skagen, as had Jocelynn before him - and still you countenanced that, you let him toss the hard tack out of the rotation, the salads were turned into this boardinghouse service style, and 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, 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, I agreed on having as much as possible authentic Swedish foods. I took your lead and studied hard and spent hours of my own time, lots of my own money and learned how to do the Swedish, Danish cooking on my own time and at my own expense. You brought in 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 foodservice team.

And on that note, the team which you never had during Tom and Jocelynn's tenure either. 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". From my perspective - it was top secret

stuff, 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 every one of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine [remember, this is 9/8 when I am writing this and I am under the absolute impression that Christine had quit the job she had been hired for] - 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.

You and Anis and Toene made this 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.

Text Message to Malin about Kristine and my conversation as well as what Tom had told me about this new woman chef being hired in August, but then inexplicably not taking the job (what I believed at the time):

From: Elizabeth Campbell (2067698459) To: Malin Jonsson (2063212129) Date: 9/8/2022 8:32 AM

Good morning Malin - as I continue to work through the Swedish Club challenges with Kristine, we had a set too yesterday about how she has been treating me, I wanted to let you know that even more as time has gone on that I appreciate and understand more about where you were at, things have come into far better focus about what all went on last year, I appreciate more the situations you were in, why you were doing things that I now feel I may have not fully understood at the time. So I want you to know that, and that I am sorry if at any time I may have unintentionally given you what would have been a wrong impression about anything during last year.

I come to now strongly feeling that Kristine has moved so much farther down the line to really being the wrong person for the Club - the more I know she has mistreated a lot of people very badly - and to the detriment of the Club.

Tom left August 13th [the date was actually, Monday, August 15th], the new woman, this Christine that was to replace him, she was scheduled to start August 26th. Yesterday Kristine walked back everything - saying that Tom had messed everything all up, she never hired anyone, despite three people [Tom Perricone, Paul, and RC] directly saying she had, and her favorites - Anis and Toene and their antics

supporting the fact that she had.

Now the story is that she never hired anyone, Tom was misleading me, she says he wasn't telling me the truth but she won't say he was lying.

The job has been reposted, she told me she's looking for someone with more restaurant experience, despite that being the very thing she had in hand with Jocelynn and Tom, and the new woman, Christine, who dumped the job before she even started.⁷

And, as usual, there was a new spin on the recent exit of her last two kitchen hires - to promote a new program - the guest chef program. Which promptly collapsed before it got started. The first person⁸ got sick with Covid - leading to last Friday's [9/2/22] dinner debacle, poorly prepared and cooked salmon salad's the salmon was way undercooked - ending up being microwaved plate by plate in the middle of dinner service.

The salmon was bad - I literally threw the whole salad away - it smelled in the bargain.

Yesterday I confronted Kristine about the fake job interview she did with Anis and Toene and I. I said to her flat out that I had it brought to my attention that she had hired someone long before that interview. She denied it was "visibly" upset - she wanted to know how I could believe Tom and Paul over her. Frankly I said to her why that would be.

Really quickly she ended the conversation. I believe she had told Shama that she hadn't done what she had done, and now she is pulling out all the stops to walk back the events and put everyone in the know in a bad light, except for Toene and Anis, they won't break ranks with her.

And I was just thinking also - Wendy confirmed the hiring - she just said that she hadn't seen the woman, but when I asked her about it, she said she had heard about it but not seen the woman.

Anyway, there's more but it is all as it has been for quite some time.

⁷ This is what I believed on September 8th, because of what I had been told by RC on August 26th, that Christine Ross had declined to take the Food Service Manager job she had been hired for earlier in the month. RC told me on the late afternoon of August 26th that he had heard that Christine not taking the job was related to it being too far away, that she did not want to commute from Everett to Seattle. He had said that it had been so abrupt Christine not taking the job, that they, "Kristine", called him up on a last minute basis and asked him to come. Previously in the year a woman Kristine had hired for the same job declined it also after she had been hired, RC said the same thing as did Kristine, that it was about the commute - in that case the woman lived in Tacoma and would have had that commute to Seattle. Because the matter of commuting had come up previously, I had no reason to believe otherwise - I believed what RC told me about the reason Christine had not come to work on August 26th.

⁸ This would be Chris *Potter*, I believe that is his full name. According to what Chris told me on the evening of Friday, September 30th he is employed full time by Delaware North the manager of the food and beverage services at Climate Pledge Arena. He was sick for two weeks with Covid prior to showing up at the Swedish Club, that is why he was not able to prepare and serve the dinner at the Swedish Club on Friday, September 2nd. RC instead prepared and served that dinner. Chris shared with me also that he was recently promoted by Delaware North, and that that job keeps him very busy making it difficult to fit in working part time from time to time at the Swedish Club.

October

From: Christine Ross <chefcross45@yahoo.com>

Date: Sat, Oct 1, 2022 at 8:01 PM

Subject: Re: Artificial Crises - Solution

To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi girl...., got home from my tournament and read every single email you sent me. First off, I want you to know, I fully understand your position. I currently have a formal complaint filed against Premier Golf. I will explain when we meet. I quit the golf course over their disparaging treatment of me because I was a woman. That being said I am on your side. I find it despicable, that the powers that be seem to lie. I detected that already, as well as everything seeming to be very secretive. What I can say is they did hire me as Food Service Manager.... Several days later I was asked to come to a meeting, where they ultimately informed me that they could not hire me at all. I could help them by agreeing to work as a visiting chef.....I am not on payroll... I'm on a 1099. I also found out they were only paying me \$2 an hour more than RC. I demanded they raise the pay. Also, every week I have worked, RC says he has to leave at 7:30.... Leaving all cleanup for me. Terry comes to help, but I pay her, they do not!! Kristine says don't give employees the food to take home, but they come take it anyway! Toene was in all meetings with Kristine and I.... She is totally involved with the scenario. I am going to look back on my phone and give you exact dates I was hired and I hired. I am also very dismayed about yesterday, with her Chef friend showing up at 5:45. WTF is that about?????

EXHIBITS

Exhibit 03162022 Email/Letter

From: **Elizabeth Campbell** <neighborhoodwarrior@gmail.com>
Date: Wed, Mar 16, 2022 at 4:52 PM
Subject: Board Membership
To: <kristine@swedishclubnw.org>, <garysund@ymail.com>
CC: neighborhoodwarrior@gmail.com

Please see attached letter regarding my application to be on the board for the Swedish Club.

[Attached Letter:]

March 16, 2022

Kristine Leander, Executive Director
Gary Sund, Board President
Swedish Cultural Center
1920 Dexter Avenue N.
Seattle, WA 98109

Re: Nomination to Swedish Cultural Center's Board of Directors

Dear Kristine and Gary,

In September of last year I turned in the requisite paperwork to be on the Board. At the time I was told that the nominating committee/membership committee consisted of Jan Sullivan and that it needed to be reconstituted, that there would be a delay while that happened and then maybe many meetings would need to be held before they would be able to review my application.

Then as time passed I was told there would be a further delay, that the priority was to find a treasurer. And, as good luck would have it, I was instrumental in persuading Lorelei Stevens, a well qualified person for the job of treasurer, who I likewise persuaded to become a member of the Swedish Club, she applied for and was accepted recently as the treasurer; pending the end of her one year membership term with the Club in June this year.

That brings us to now. My application remains and to be sure, I am requesting that it be forwarded as part of the process for being voted on in April.

It's my understanding that there has been some closed discussion about two distinctly different things, that employees cannot be members of the board. And conversely, that employees cannot be on a board committee unless it relates to their job. I would note two things –

Swedish Club's bylaws do not have a provision prohibiting an employee that also happens to be a Club member from being on the board.

3.3 Qualifications

Directors shall be elected from among the members of the Swedish Cultural Center provided that such individuals must have been general members in good standing for a least the immediately preceding twelve (12) months. Directors may have such other qualifications as the members may prescribe by amendment to these Bylaws.

In addition, in an email on May 4, 2021, Kristine you wrote to Kris Johansson, "However, once they become staff, we encourage them to join the Club. My reason to them is: 'How can you expect other people to join the Club or donate to the Club if you are unwilling to do so?'"

Therefore, if it were true that employees cannot be on the board that would not only contravene the provisions in the Bylaws for board membership – but would I feel be an arbitrary and capricious act of the Club, impermissibly singling out a class of people, employees, and impairing the Club membership of them – the very people being pushed to join the Club – i.e. inveigling employees to become Club members but denying them the full panoply of Club membership rights and privileges.

The Employee Manual in fact states that employees may be members of one or more board committees, presumably the standing or ad hoc ones.

Thank you for your time.

Sincerely Yours,



Elizabeth Campbell, MPA

Exhibit 04292022 Letter – Discrimination Complaint to the Washington State Human Rights Commission

April 29, 2022

I am filing this complaint with the Washington State Human Rights Commission regarding discrimination and harassment and emotional abuse I am being subjected to both as an employee and as a member of the Swedish Club. I feel I have no other choice for seeking redress and relief. I have discussed these matters with my manager and followed the internal procedures of the Swedish Club for problem resolution. There has been no resolution; the complained of activities I have been subjected to continue unabated.

I believe that the Executive Director of the Swedish Cultural Center d/b/a the Swedish Club, Kristine Leander, intentionally and often treats me (and others) in a very abusive, dismissive, demoralizing, and hostile manner. I firmly believe she has established a highly toxic workplace, that her operational style includes arraying herself, her adjunct hire/building manager, Anis Rahman, and the bookkeeper, Toene Hayes in opposition to the employees, to certain Club members, and certainly in contravention of the employment, health, civil rights, and disability laws, as well as in contravention to the bylaws of the Swedish Club, its Employee Handbook, and its recently enacted and very meaningless “Code of Conduct”.

These individuals rule the Swedish Club – it is their fiefdom, not the members of the Club. They are not its stewards, they are its captors. From an employment standpoint their operational style is to maintain widespread and enduring workplace and workspace dysfunction, a culture of lack or deprivation, a culture of fear, to engage in rude treatment of other employees^{9,10} that includes by turns, maintaining dismissive attitudes and disdain for the employees, making statements that conveys that there is a total lack of caring by the management,¹¹ an employee is not supported in their work, the latter of which is borne out by the failure of management to for example provide proper and working tools, equipment, machinery, appliances, and/or supplies for an employee’s job, the failure to provide and lead a collegial environment, by not providing training and instruction(s) relevant to an employee’s position and job requirements, and by not providing clear and non-oppositional directions for day-to-day work.

I have both observed it being done to others and been on the receiving end of this managerial dysfunction, the “us versus them,” “me first, you last,” attitude and treatment, the sense of executive entitlement and scorched earth way of treating people – employees and members. For me it has come out in a multiple of forms – including through the multiple and ongoing discriminatory activities against me related to my disability, age, and national origin; I have been seriously harmed by the Executive

⁹ State of Washington. Department of Revenue. “1099-MISC Income”.

Do I need to register and pay state taxes?

You are likely an independent contractor if you performed work for a business, individual, or any other organization **and** you received a 1099-MISC form for your work. As an independent contractor, you are engaged in business in Washington.

<https://dor.wa.gov/forms-publications/publications-subject/tax-topics/1099-misc-income>

¹⁰ Ironically enough the perpetrators are employees themselves, executive ones yes, but still employees.

¹¹ And a lack of awareness and care by the board of directors of the Swedish Club.

Director by being subjected to an ongoing, emotionally damaging and inappropriate intrusion she has made into my private life, that she went on to and linked and used to impair my enjoyment of my membership at the Swedish Club and has used against me as an employee.

There has been a pattern of treatment of me and behavior by the Executive Director's that has been directed at me, it has been and is demeaning and oppositional. It includes things like her comments, including gaslighting me, telling me such things as when I have attempted to discuss the discrimination, the ageism, the disrespect, the damaging personal involvement, "I don't know what you're talking about." "You're imagining things." And the sharp dig, "We're not embracing you [as an employee]."¹²

I firmly believe I am being discriminated against at the Swedish Club, as an employee and as a member because of my disability, my age, my national origin, and because of a past relationship I had, the latter a form of sexual harassment. The persons doing this are the Executive Director, and the Board of Directors of the Swedish Club – the latter due to their failure to carry out their duties of oversight, accountability, fiduciary responsibilities, their failure to independently monitor and be informed about the operations of the Swedish Club (financially and operationally), and by their recent hostile and defamatory treatment of me over the last three months and particularly on April 20, 2021. On the evening of April 20th at the annual membership meeting of the Swedish Club, Club member and then board chair Gary Sund held me up for public opprobrium, ridicule, and humiliation in front of an audience of over 80 people, consisting of Club members, guests, and my fellow employees.

I believe that the Executive Director led that intensely personal attack on me, in fact wrote Mr. Sund's remarks. I believe that it was intended to damage both my status as a member and as an employee. Moreover, it was intended to deeply damage my reputation, personally and as a member and as an employee, and that this action was 100% supported by Mr. Sund, by the Board of Directors, insider member friends of the Executive Director; no less than the Board President, Mr. Sund, stated as part of his defamatory statements against me that evening that he and the Board, other members, and the Executive Director were all in 100% agreement with the outright and implied statements he made against me, and by extension they were against my attaining a position of influence at the Club, becoming a board member.

The person most actively engaging in the discriminatory activities and some of the activities that I believe arise to the level of harassment, are the management of the Swedish Club, the Executive Director, Kristine Leander; the discrimination and harassing, and vexing activities have been directed at me as both an employee and as a member of the Swedish Club. I also feel that an incredibly hostile environment is being maintained by Ms. Leander, Anis Rahman (facility manager), and Toene Hayes (bookkeeper). I feel their activities have been supported and assisted by the board of the Swedish Club, including its past president, now ex-officio, Mr. Sund.

To be clear – other employees have been and are subjected to and are having to endure, or have left, this same hostile employment environment I am describing.

The flaunting of the federal, state, and municipal laws of against discrimination, for civil rights, and those related to disability and vulnerability protections is a regular occurrence at the Swedish Club.

¹² These statements were made to me on or about March 21, 2022, and on or about April 8, 2022

I am a Blue Card Member of the Swedish Club and I am a regular volunteer and donor at the Swedish Club. Since November 24, 2021 to even date I am also a part time employee of the Swedish Club. My job designation is "Cook".

I am also 69 years old. I have a long term mobility disability. I have severe osteoarthritis in my knees, and I have developed lower back problems. I disclosed the disability to the management of the Club when I first started volunteering in September of 2020. I disclosed it to the Executive Director, Kristine Leander on July 23, 2020 – I asked if there were any volunteer opportunities at the Club with the qualifier, "I'm probably not a good candidate for things that require lifting and being on my feet for long - I have osteoarthritis in my knees."

Her and I and others have openly discussed or observed my disability – it is obvious when I walk that I have a great deal of physical distress when I walk, as well as I cannot stand for long.

I am also according to my family history and according to my DNA test results 30% Scandinavian, part Swedish-Danish, and Norwegian.

The matter of my disability, then my nationality, then my disability and age, then the matter of my long term, 36 year relationship with a member of the Club,¹³ I feel have all been used against me by the Executive Director and specific Club members - including the man in question, and including those holding responsible Club governance positions.

The discrimination and hostility has been done to me as one, as an employee and two, as a member of the Swedish Club. For example I have not been allowed to participate as a full Blue Card member of the Club because I am an employee; my blue card membership has been arbitrarily impaired by the Executive Director in contravention to the Swedish Club's "Amended and Restated Bylaws of the Swedish Club," adopted on November 20, 2019, and in contravention of the Employee Handbook.¹⁴

Of note, I first received the handbook at the time of my employment in November, 2021. I received it a second time when the Executive Director sent it to me on January 6, 2022, two days after I sent a letter on January 4, 2022 to the Club's board of directors requesting that they consider establishing an anti-harassment policy that would cover members of the Club, not just employees.¹⁵ I received it a third

¹³ The relationship ended on December 17, 2021 because of his abusive treatment of me, his sexual harassment and sexually predatory behavior.

¹⁴ I first received the handbook at the time of my employment in November, 2021. I received it a second time when the Executive Director sent it to me on January 6, 2022, two days after I sent a letter on January 4, 2022 to the Club's board of directors requesting that they consider establishing an anti-harassment policy that would cover members of the Club, not just employees. I received the handbook a third time on January 11th at a supposed employee appreciation party. On or about March 11 or 18, 2022 the Executive Director tried to give me a copy of it.

¹⁵ The Swedish Club's response to my January 4th request was first an invitation that went out on January 5th to all employees inviting them to a party on January 11th where they would receive the Club's "Employee Handbook" (see narrative below). After that I also received on the 5th a thank you note from the Board chair, Gary Sund for my policy suggestion. He assured me that it was an important issue but that it was not going to be discussed publicly, the board would discuss the matter in private, "It gives us a chance to consider the issues and deal with them (as you stated) in a more comprehensive manner. Item #1 sexual harassment is a very serious subject and the board will discuss this in tonight's executive session after the regular

time at a staff “party”. Astonishingly the Executive Director attempted to serve it on me a fourth time in the middle of a dinner service in mid-March – as in it is after the work day, it is in the middle of dinner service for the Club members. It was a totally out of context moment to be bringing up paperwork.

I have yet to determine what it is in the Employee Handbook that it has been so important to make a point of handing the handbook to me on these three separate occasions.

The Swedish Club’s response to my January 4th request for an anti-harassment policy was first an invitation that went out on January 5th to all employees inviting them to a party on January 11th where they would receive the Club’s “Employee Handbook” (see narrative below). After that I also received on the 5th a thank you note from the Board chair, Gary Sund for my policy suggestion. He assured me that it was an important issue but that it was not going to be discussed publicly, the board would discuss the matter in private, “It gives us a chance to consider the issues and deal with them (as you stated) in a more comprehensive manner. Item #1 sexual harassment is a very serious subject and the board will discuss this in tonight’s executive session after the regular meeting.” At the board meeting that night the board did go into executive session and never discussed my request publicly or with the membership at that board meeting.

And two, as an employee I feel all of my protected class attributes, including but not limited to disability, age, and surprising to me, national origin, have been used by the Executive Director of the Swedish Club against me; she has directly cited my disability and my age multiple times as reasons for denying me employment last year and this year. In March-May 2021 I was denied employment at the Swedish Club because of my national origin - I was told that the other cooks would not allow someone who was not “Swedish” to work in the kitchen; that I was not “Swedish enough” - i.e. I had not lived in Sweden, was not a native speaker of Swedish, I could not possess Swedish cooking skills because of all of the foregoing, I did not speak Swedish.

I was denied employment in August of 2021 because of my disability. I was told then by the Executive Director that I could not apply for any of the then open jobs at the Swedish Club because I was disabled,

meeting.” At the board meeting that night the board did go into executive session and never discussed my request publicly or with the membership at that board meeting.

On January 6th the Executive Director sent a follow up email to me about my request for an anti-harassment policy that covered members. She likewise thanked me for my interest and then wrote: “The Board has asked me to forward you the attached Employee Manual. At the employee party next Tuesday, we plan to give everyone a copy of it, but this early copy is for you to become aware of the section regarding sexual harassment. If an employee has faced a situation of sexual harassment, there is a procedure to follow on page 22. This employee manual was produced by a professional HR firm and deals with employer to employee, or employee to employee harassment. Washington State policies (which this derives from) do not cover situations of sexual harassment by Club members, but the Board intends to work on that.”

Regarding the second copy of the Swedish Club’s “Employee Handbook” at an alleged staff appreciation party on January 11, 2022. I believe the “party” was a pretext to cover the Swedish Club and its management. The invitation to the party came the day after I had requested the board adopt an anti-harassment policy that covered the members, not just the employees. The invitation read, “Hello everyone! We are inviting you to an all-staff party on Tuesday, Jan 11, at 3pm. The purpose of the party is to hand out a small gift of appreciation for your work, to celebrate the year past, to look forward to a new year, and to give everyone a copy of the Employee Manual.” Given the operating environment and how I feel things work at the Swedish Club I felt the invitation could have been read in reverse, “We want to be sure you have the Employee Handbook so we’re willing to pay you to show up and get it and to ensure that you have signed for it in the process.”

she said to me, “You couldn’t do them!”; despite my having done many portions of the jobs and their job requirements as a volunteer for then over a year.

After I was hired in November, 2021 I have been subjected to further discriminatory activities as part of my job and as a member of the Club. I have been denied my rights as a Club member to fully participate in Club activities that are spelled out in its Bylaws as being a right granted to Blue Card members, to apply and be on the Board of the Club, to see all of the records of the Club, to attend and participate in the Club’s standing committees; in this instance the Building Committee.

I was summarily stripped by the Swedish Club executive director of my right as an employee to attend that committee’s meetings – despite having attended that committee’s meetings for over a year, since the Fall of 2020. On February 23, 2022 I was told by the Executive Director that I was not to attend the scheduled building committee meeting that day because I was an employee, and she told me it is a Club rule that employee’s are not allowed to attend Club committees that do not relate to their job.

Her statement was untrue. There is no rule in the Club’s bylaws that states that a Club employee may not attend a board committee meeting (including even a *non-member* employee). Neither is there a written Club policy of any kind that states that. The May 2021 “Swedish Club Employee Handbook” also states the opposite of what the Executive Director told me. In fact based on the mere existence of a section that addresses employees attending board committee meetings, this section I believe makes it notable that attending these board of director committee meetings is an activity that was intended to be encouraged by the Club’s management, not discouraged.

The relevant part of the Handbook provides the following employee policy on the subject, “Some different committees meet at the Club. Employees may be a member of one or more of these committees.” *Core Policy 6.0 General Policies, Section 6.1 Meetings and Communications.*

The Club’s bylaws also grant Blue Card Members the right to attend without limitation both Standing Committees, of which the Building Committee is one,¹⁶ Finance is another (the Executive Director likewise has twice refused to allow me to attend that committee’s meetings (on November 22, 2021, and the meeting after that in January of 2022), and to attend Ad Hoc committees. I believe the Food committee is an ad hoc committee the Executive Director convened, not the board. The Executive Director allows me to attend that committee meeting.

Ironically, employees are “encouraged”¹⁷ by the Executive Director to become Blue Card Members as a condition of their employment. I was a member before I became an employee, however the end result for me has now become the same as it is for employees who become members after they become employed – the Executive Director seeks to arbitrarily impair their membership rights, forbidding them without authority to do things they have a right to do as Swedish Club members, such as seeking to be elected to office and to attend without exception the Club’s committee meetings.

¹⁶ Other board of directors’ committees are the Nominating Committee, and the Membership Committee (I was allowed to attend that committee’s meetings in the summer of 2021).

¹⁷ Based on information and belief I feel they are pressured by the Executive Director to become dues paying members of the Club; and often members are in turn pressured to volunteer for assist at Club event or to work on premises in general.

Since becoming an employee and learning more about how things work on the employee side of the Club operations, I now believe the Executive Director pressures employees to become members, but as I also now know, that they are not treated as full blue card members. I remembered her comments in an email from May 4, 2021 about what her goal was related to the relationship between employees and the Swedish Club, including that employees are expected to become members.

Reading the email in light of my ongoing experiences as both a member and then as an employee, I now feel the executive director pressures employees to become members of the Club in order to take advantage of them as potential volunteers or donors. The Executive Director wrote, "However, once they become staff, we encourage them to join the Club. My reason to them is: "How can you expect other people to join the Club or donate to the Club if you are unwilling to do so?"; and then that's where I feel the employee's membership situation becomes rife with opportunities for the Executive Director to intimidate an employee as a member and ask them to volunteer or donate to the Club, or to in general be controlled more closely by the Executive Director.

In my case I am already a member before becoming an employee. However, the Executive Director has sought to and has impaired my blue card membership status with her arbitrary and capricious decisions and directives to me – that I am not to seek or hold a position on the Swedish Club Board of Directors, and unilaterally demanding that I cease attending the Club's building committee, even though either as an employee I may, or as a blue card member I may. And the same has gone on with the Finance Committee meetings. She has twice refused to allow me to attend the Finance Committee meetings.

On Wednesday, April 20, 2022 the Executive Director with the complicity of Gary Sund, then chair of the Swedish Club board, and the complicity of the board members carried out an unprecedented move, they tampered with the election for membership on the board. The following is an excerpt from a King County Court complaint for defamation related to that and other defamatory and discriminatory activities against me:

"On Wednesday, April 20, 2022 at the dinner/annual membership meeting of the Swedish Club, in front of an audience that included no less than 65 members of the Swedish Club, nine employees, including Ms. Campbell, and several non-member guests – all totaled there were approximately 80 people in attendance that evening, Gary Sund the departing president of the Swedish Club board took the podium during the membership business meeting portion of the evening and as an individual, and in his capacity as the then President of the Board of the Swedish Club, and as an agent representing the members of the Board of the Swedish Club, the members of the Nominating Committee of the Swedish Club, and as an agent for the Executive Director for the Swedish Club, he proceeded to publicly deliver to the assembly of guests, members, Ms. Campbell, and employees of the Swedish Club a five minute retrospective about Elizabeth Campbell, over half of Mr. Sund's speech was devoted to a denunciation of Elizabeth Campbell, that she was unfit to sit on the board of the Swedish Club. He refused to say why. Mr. Sund implied that there were negative reasons or negative information that he and other board members and nominating committee members possessed about Ms. Campbell.

"Initially Mr. Sund told the assembled guests that Ms. Campbell was a valued member of the Club, that she volunteered at the Club, and that she also was a valued employee of the Club - that the delicious desserts and food she was preparing as an employee of the Club had become lead food items at the Club's weekly members' dinners and other events. He mentioned her salads, and now her hot food

entrée items including what she had prepared and served for that evening's dinner were greatly improving the Club's menu; that the Club did not want to lose her contributions as an employee. Mr. Sund's remarks then took a stark turn at that point and went from a laudatory tone to a vicious and outrageous commentary against Ms. Campbell.

"For the next approximately three minutes Mr. Sund proceeded to make many negative inferences, implied statements about Ms. Campbell. He stated to the members, guests, employees, and particularly Ms. Campbell that it would be undesirable her sitting on the board of the Swedish Club. Mr. Sund made, many implied statements that established beyond a doubt that there was something about Ms. Campbell that made her unfit to be on the board. Mr. Sund stated that the "something" he was alluding to was something he could not tell the assembled audience what it was, the implication being that it was so bad they should trust him.. He asked the audience, the voting members of the Club to trust him, the board, trust the individuals on the nominating committee, that that was the case and that the assembled voting members of the Swedish Club should vote against Ms. Campbell being on the Club's board.

"Mr. Sund also stated not only that he but also the members of the nominating committee, the members of the board were all in one hundred percent agreement that Ms. Campbell must not be elected to the board.

"The outcome of the tampered election was predictable given the highly inflammatory delivery and negative characterizations of Ms. Campbell in Mr. Sund's speech. The majority of members, most of which had zero idea about who Ms. Campbell is, who had had zero interaction with her, voted with Mr. Sund's, with the board as he represented them to be, voted against Ms. Campbell being on the board."

On the afternoon of April 27, 2022 I sent an email to the Executive Director and asked her if she would please include me as an attendee at the building committee meeting at 5:30 PM, and that I would like a copy of the Zoom meeting link in order to attend the meeting.

The Executive Director responded by questioning me about what my agenda was for the meeting, what was my reason for wanting to attend, "Hi Elizabeth, what's your agenda item or reason for attending? (For example, Chris [Club's room rental coordinator] wouldn't be invited to the Food Committee meeting unless he had a good reason to be there)." I replied, "I'm coming to visit and hear how things are progressing. I'm attending as a member pursuant to the bylaws."

The Executive Director replied back, "Hi, we are happy to give you a report. It gets a bit fuzzy for staff members to dip into committee meetings that are not directly related to their jobs. Do you have specific questions we can answer?" The Executive Director sent me an additional response, "To use the same example I used earlier, I bet the Food Committee would be a bit offended if Chris came to check on how it was going."¹⁸

¹⁸ I disagree with this narrative and feel it is a pat strategy often employed by the Executive Director. It is just another one in a long string of these hypothetical utterances that the Executive Director continually throws up when she wants to justify her positions or actions. They consist of hypothetical situations that are her versions of a made up situation that she believes proves her decisions for allowing or not allowing something to occur, to agree or disagree with someone.

I responded to the ED's tacit refusal to allow me to attend the building committee meeting as an employee or as a blue card club member by opening up a new email thread and adding the Board President, Shama Albright to it. That response to the Executive Director was as follows,

"Hi Kristine,

"It is my understanding that the Building Committee is a standing committee of the Board of Directors of the Swedish Club. I believe I have a right to attend it either as a blue card member or even as an employee, the latter in accordance with the provisions and permissions of the employee handbook.

"I just cannot find any reference that says that a member has to disclose why it is that they're attending the meeting of one of the standing or ad hoc committees. And I do believe it's the Board of Directors that's the gatekeeper for any meetings of the club and that the bylaws guides that overall."

I also responded and refuted the hypothetical statement she had made. I wrote, "To use your example, the reality as per the review of earlier this year and the intervening events to even date, the building committee and the building management are part and parcel to almost far more things that affect the food department than probably any other department in the Swedish Club organization. Including broken and outdated equipment, dysfunctional maintenance and cleanup in the kitchen, equipment and building repair and renovation related to the foodservice facilities, pest control, and of course the management of the pancake breakfast etc." The things I mentioned are not hypotheticals. They are all true. Occur regularly. And all are the things under the control of the building manager Anis Rahman, they are all things he spends a good portion of every building committee meetings reporting to the "board", the building committee members about.

I received no further response from the Executive Director, I was not provided a link to the April 27, 2022 building committee meeting. The Executive Director had wrongly but effectively barred my attendance at the meeting.

Shortly after the meeting a person who had attended it debriefed me about what was discussed at the meeting. It turned out that the majority of the meeting was devoted as it usually is to the foodservice department. This is often the case as there are so many things physically wrong with the foodservice facilities, with the equipment, as well as the foodservice department has been in operational disarray for a long time and accordingly on both fronts negatively affecting the overall club operations, and contributing in large part to financial deficits as well as negatively affecting the members of the Club, their visits to the Club, and the financial wellbeing of the Club – which they are regularly tapped to subsidize the deficit spending.

In addition to discussing plans for renovating the kitchen facilities, the Executive Director also talked to

In the present case I believe this hypothetical situation she used is the same as always, pre-textual in nature, is not conceived in good faith, intended as cover for her, and something that the uninitiated might believe makes perfect sense and therefore supports the Executive Director's decision(s) one way or another.

the committee members about her plans, not the board of directors' plans, to lease the the upstairs kitchen to a caterer.¹⁹ and then she talked to them about an interview for the foodservice manager position she was holding today, April 28, 2022. The same foodservice manager position I am unofficially and currently employed doing. The foodservice manager position that I officially applied for on March 17, 2022 through ZipRecruiter. The same position that the Executive Director refused/refuses to interview me for; that she has unequivocally stated she is not going entertain my application for, allow me to act as the foodservice manager because of my disability and age; and then I believe because of her biases against me personally and professionally.

The reality of the building committee is that the majority of the business it conducts, the reality of the facility manager's, Anis Rahman's, job it all is in large part related to the foodservice department. This is because the foodservice department dovetails and interfaces often with many member events at the Club of all kinds, weekly dinners, holidays, bazaars, events open to the public.

The second reality of the ED's spurious and specious claims to prevent me from attending the building committee meeting this evening is that the majority of this meeting was taken up by items related not just to the maintenance, repair, and renovation of foodservice department's physical facilities and related equipment, but it also included discussions about the Executive Director's plans, not the Swedish Club's board's plans, for leasing out the kitchens of the Club to a catering company and shutting down in large part the Club's foodservice department, and it included discussions about the ED's plans for meeting with a job applicant, for a job interview for the foodservice manager job that I have now been doing for several weeks and earlier this year.

This is the same job that the ED refuses to interview me for, the same job that the ED has told me I am not suited for because of my disability and age; and her subtexts that she throws into the conversations I have had with her about the job, my employment at the Club, that she personally has a problem with me, she considers it "negative" when I have looked at the financial records of the Club, when I have discussed at building committee meetings or written the building committee that things may be too expensive or that that others may be inappropriate projects or fixes (my observations all valid and/or all borne out over time), and that "her crowd" is opposed to me both in my employment and as a member.

I am particularly disgusted and even hurt by the fact that the Executive Director continues to tell just about anyone who will listen to her how she just cannot find anyone for the foodservice job, how she continues to complain that she is so overworked and stressed out by her claimed facts. She has now done this multiple times in front of me.

The reality I believe is entirely the opposite. Every time I step into the breaches – which I believe are all caused by her failings as an executive director of the Swedish Club for the last 10 years, the collapse of the foodservice department is directly attributable to her failures, not to anyone else – I provide excellent service, provide excellent food, manage the foodservice operations in a functional manner, and even provide budgeting and costing, provide written guidance for many of the activities I supervise, as well as I do more than the necessary physical labor to make it all happen – including doing all of the shopping, acting as the Club's banker for months now for 90% of its foodservice related purchases, I spend my personal money to do this, Sure I eventually get reimbursed or even on occasion I get an advance however when it comes to the money I have spent of my own purchasing supplies and

¹⁹ Projects or plans to sell or lease the property of the Swedish Club are to be first approved by the board.

ingredients for the club I do not get paid without having to 1st we put through a tongue lashing by the bookkeeper, and having her complain and act perturbed because she has to make a check out for me. I do the cooking and cleaning, and I have volunteered often as part of the foodservice manager job, and donated my time and money – for things that make the foodservice department functional, create an enjoyable member experience, instead of what it has been a disgrace.

Backstory, 2021

On December 14, 2021 the head chef, of over 11 years, Malin Johnson, and the other lead chef gave two days notice that they were quitting. The reason's cited by Ms. Johnson were a hostile workplace, wage "theft" by the Club, the refusal of the Executive Director to compensate her for hours worked; according to Malin her compensation was cut in order use that money to pay for a new hire, a man,²⁰ Anis Rahman, that was replacing her in her former position as building manager.

Since that time I have expressed my interest in filling the chef positions, I have performed all the duties of both chef positions, and have exceeded their duties, as well as now perform the duties of the Club's baker.

I have asked since December, 2021 to be given public recognition as a chef at the Club. The Executive Director refuses to do that. I have asked to be given the accommodations provided to other employees, email address, desk space, access to the building related to my disability.

To the latter, I rarely use the handicap parking because the building entry door nearest to it is locked, and only unlocked during Club events which the majority of time do not occur during working hours. Instead I am forced to park in a 30 minute parking zone in the front of the Swedish Club building. Sure, I am allowed to place a phone call and have an employee come downstairs and let me in – however I feel it places me in an extremely awkward position and serves to put focus on my disability which I hate to do because I feel it feeds the Executive Director's denouncement of me – that I am too disabled and too old to be employed there.

From 2021 to even date the Executive Director has refused to accommodate me or grant me any of the above noted, employment related access points granted to rest of the employees like myself; not to mention, treat me with basic courtesy and respect as a member and as an employee.

On January 5, 2022 I requested that the Swedish Club board undertake an effort to establish an anti-harassment policy for member on member harassment; I took that step because of the problems I have had with the Executive Director, and after several things had occurred wherein my former lover, Lars Matthiesen I felt was working with the Executive Director and others to undermine my membership at the Club; he has a history of taking revenge on women who cross him. I expressed my concerns about this multiple times with the Executive Director but instead she did nothing and even blamed me for "not having good judgment" for being involved with him and doing things he told me to do.

²⁰ In November 2021 at the time the building manager job was open the Executive Director stated to me that she was going to hire a man to manage the building. This was totally consistent with much of the biases and discriminatory employment related activities she engages in – discrimination based on national origin, sex, age, and disability – towards others and towards me.

On January 18, 2022 I was told by the Executive Director in an employee staff meeting that the man I had been in a relationship with, Lars Matthiesen, that he and his friends/fellow members of the Club, "Lars' camp" is what she said, that they are my enemies, her exact words, and therefore she doesn't want to offend them by using my name, giving me a higher profile in the food department.

The position of Foodservice Manager has now been posted for over three months in the Swedish Club's newsletter and with multiple online job search companies, including ZipRecruiter. I have discussed with the Executive Director my willingness to assume that position; ironically enough while I have been performing many of and more of the duties associated with the position.

Since that time to even date I have sat in meetings where the Executive Director has discussed many times and in front of me her inability to find anyone qualified for the job I am doing. She and others are fully aware of my expanding role in providing food service management, in preparing delicious food for the regular Swedish Club meals, my possessing both the job experience and proven skill sets to do the job - but they talk about the open position in front of me as if I am not there. And, have emphasized – someone *young* needs to take on the job!

On March 17, 2022 I formally applied to the Swedish Club for the Foodservice Manager job. It was not formally acknowledged by the Executive Director; a few days after I applied she mentioned in a meeting that she had seen that I had applied. She told me she was not going to consider my application. She went on to tell me she had just hired someone else on a conditional basis, they needed to cook a full meal for the Club and then they would be hired. She went on to tell me that my disability prevented me from being considered for the job, the woman was younger than me and fit the requirements she wanted, someone younger with no disability.

Since that time I have met with the Executive Director as required by the Employee Handbook and discussed these and more matters. There has been no resolution. I feel she continues to use me for the foodservice job, but on information and belief, based on my past experience after the New Year's Eve dinner I executed almost flawlessly on January 7, 2022, that she will kick me to the curb in a minute if she can work through her plans to get rid of me.

I am also struggling and being emotionally affected by what I feel is a hostile workplace the Executive Director maintains. I have been stripped of or had my Blue Card membership rights affected and told it is related to my being an employee.

In addition, since my employment I have been required to purchase with my personal funds almost all of the food supplies for the foodservice department. I was told this is what the other cooks before me were doing. It does not matter what other cooks before me did – they were either one, independent contractors, I am not, or two, they had access to a Swedish Club credit card.

At first it was "okay" - but as I have come to do larger and larger food events the money for food supplies has grown. Occasionally I am advanced Swedish Club funds for this; however always - the bookkeeper, Toene Hayes, is reluctant to process the reimbursement of my expenses; she is an extremely disagreeable person to deal with (historically, documented, and with almost every staff person - bombastic, loud, refuses to be respectful); I have written and spoken with the Director about this but Ms. Hayes continues to act accordingly, including last week telling me that I am a vendor to the

Club and as such I should not expect any prompt turn around of my requests to be reimbursed. She has also told me that I am benefiting from buying supplies for them because of her belief that I have a credit card and earn points for these purchase. I told her I was paying cash. Then at the same meeting the Executive Director and Ms. Hayes asked me if I even had a credit card. I felt that was a question that was invasive and not something they could legally ask me.

Despite that I told them that I always did cash/debit card transactions. Ms. Hayes agreed to be more courteous and pleasant that day. However this next week it is back to the same attitude – when I request a payment on account or an advance she informs me she is busy, I’m interrupting her, she’ll get on it when she has time; and she even asked me if I could get a credit card – it would make it easier for the Swedish Club if I did that.

I find the whole thing preposterous at this point. I am on Social Security, receive just over \$1300 per month, have some income from the Club as an employee, however now regularly anywhere from 25% to 80% of my monthly income is tied up for purchases I have made for the Club.

To be clear, Ms. Hayes has been required to turn around my reimbursements, however it is not before and after she has given me a tongue lashing about how that should not be, how difficult her job is, how the situation is my fault.

Between the discrimination for age and disability, the harassment related to my former relationship, being told that I am not a real member of the employment team, being told, “We’re not embracing you”, then being heavily relied upon by the Executive Director to provide the excellent services I do to the Club as both member and employee - which to be clear, I happily and generously do it for the good of the Club, it has been a terrible way to be treated, and I feel in an emotionally abusive way to be treated as I have outlined above.

Thank you for your time. I am also requesting the opportunity to amend and/or to supplement my complaint from time to time.

Signed,
Elizabeth Campbell
April 29, 2022

Exhibit 05042022 Email/Letter

May 4, 2022

Ms. Kristine Leander, Executive Director
The Swedish Club
1920 Dexter Avenue North
Seattle, WA. 98109

Re: Complaint, Discrimination and Other Matters

Dear Kristine,

Please be advised that I have filed on my behalf discrimination complaints with the appropriate jurisdictions, federal, state, and local,¹ regarding what I feel has been and is a pattern of ongoing discrimination by you and now the board of directors against me related as both an employee and as a Swedish Club member to my disability, my age, national origin, with the added complaints about a hostile workplace, defamatory actions, and retaliation by you and others. I have filed the complaint with each of the appropriate agencies in order to follow and exhaust all of the necessary administrative procedures and remedies required by law prior to filing a civil lawsuit against the Swedish Club under federal and state law.

The latter complaints regarding the hostile workplace, defamatory actions and the like I am making are related to multiple punitive actions, derogatory or passive aggressive statements you and others have made to me over time, yours and others multiple successful attempts to impair my Swedish Club blue card membership rights, barring me from board committee meetings, maintaining a hostile workplace in a number of ways, including a generally dismissive attitude towards the civil rights, disability accommodation, and employments laws, by setting up or condoning situations where staff members, upper management ones in particular, are set against line staff members, myself included. Those management staff members are repeatedly allowed to treat fellow staff members in rude, harsh, or otherwise demeaning or dismissive ways.

One example, I feel there is an ongoing failure by Club management to provide staff with the necessary support literally and figuratively in their employment, in the work that they do for the Club; and I feel there are many crossovers points where these things have occurred to me or negatively impacted me as an employee and as a Swedish Club member, particularly when it involves my inquiries or concerns as a member about the operations of the Club, the financial wellbeing of the Club, and then the whole matter related to your inserting yourself into and using it against me, my former relationship with Lars Matthiesen.

The latter has I feel included an over a year and half's time of damaging actions by yourself using your position as executive director to further this course of action I am complaining of seeking to undermine and destabilize the relationship with Lars, including but not limited to harassment, and doing so not just alone but in concert with others, including Lars; with the not insubstantial advice and support of the Club's attorney and former board member, Vi Reno who has herself a professional conflict of interest.

Vi Reno is Lars' personal and business attorney, his wife Yara Silva's business attorney, and she is a former lover of his; how low can all of this get. She often shares with Lars' the board's and the executive director's confidences, I know because he has told me what she talks to him about the director's and the Board's confidences, the business big and small they have with her; including for example the not so small matter at the time, the rape at the Club.

I find it incredibly ironic the friend and attorney of the man who has likely been one of the Club's most prolific sexual predators for years, is advising the board on the anti-harassment by members policy that I asked for, culminating in the "code of conduct", that the board violated a few short weeks after it adopted it.

But beyond this, discrimination and harassment, the damage to me, this all has been done to me both as a Club member and as an Club employee. I have been hurt deeply by all of this. It has been the most damaging thing to have gone through, including the terrible way you intentionally and with clear malice held me up in front of the members for public ridicule and opprobrium on April 20th. I have come to work and to volunteer days in, days out, under the most sad and upsetting of circumstances for me. Even though I am an employee, I feel you are using me in an appalling way, that I'm here to get you through the rough spots that we can make no mistake about, the rough spots that are of your own making.

It is a question that is glaring in its implications and indictment – how could the foodservice department have collapsed so thoroughly after at least a decade under your control, and after the Club has been in the dining and foodservice, event business for over 62 years? The answer is not that it was "the Pandemic".

I also find it appalling this petty question about whether a member receiving a gratis membership is really a member in good standing, with the subtext that such a person is not eligible to be on the board.

I presume this came out of the coordinated effort to forestall my candidacy to the board – I hold what I presume is this gratis membership you are referencing. I would note a couple of things. First off – I work for that membership – it is an exchange of my work that I do as a volunteer to the Club, so it is hardly free. I keep track of the value of my hours worked, a dollar value is assigned to them, and I more than pay the value of that membership. What a terrible way to treat even gratis members.

To be subjected to this treatment, the discrimination, the derogatory references to my disability, my age, my former relationship, this is appalling to me, it has brought me to my knees. It has been emotionally devastating, I have trouble sleeping, being happy, it is depressing. I have loved the Swedish Club experience, it brought purpose and direction initially. However, between you Kristine and the board, the terrible comments you make to me about so many members, my fellow employees, and I have worked my heart out both for pay and often not for pay on your behalf.

I have borne the costs of innumerable samples of the dishes that end up going on member's dinner plates, for you and staff to enjoy, I regularly

I'm sure the board is likewise in the dark how I have been acting as the foodservice department's banker

since December of 2021, that I first subsidize the Club's food purchases with my own money, often having up to 50 to 90% of my funds tied up with those purchases until I am reimbursed; and note, I'm not an independent contractor, I am an employee, not a volunteer. The story no doubt will be that I get advances, but the reality of that is it is as a last resort, when I force the Club's hand about, and then in that bargain I have am subjected to all manner of hateful commentary by the Club's bookkeeper to get both reimbursed or an advance in the bitter end.

Another part of the hostile environment that is maintained and directed at the Swedish Club's employees, suppliers, volunteers, and the like, being subjected to the well known fits of anger and piqué of Toene Hayes. I have brought it to your attention Kristine more than once, and in writing, nothing has been done about her verbal and emotional abuse of most everyone. It continues unabated.

Finally there is the matter of the foodservice manager job. You have refused to consider me for it, even after I formally applied for it. You have refused to interview me for it. As you did last year in August, you did it again in March and continue – citing my disability and my age as the reason you will not consider me for the position, much less let me assume the job I'm doing already, the foodservice manager job.

In closing, in both March and April of this year I took these and other complaints up with you as required by the Employee Handbook. There has been no resolution between us. Your final comment to me when we met said it all, after you told me I was imagining things, after you told me you would not make even a small ADA access accommodation I have asked for, after numerous objections to you about your telling me I am disabled and cannot do the job I am doing, after you carried on including with others how you wanted someone younger for the food manger job – you said to me, "We're not embracing you [as an employee]."

As for my status as a member – Gary Sund's defamatory acts and commentary likewise were a decision in the choice I am making to pursue these matters legally.

Accordingly I feel that I have been given no other choice than to seek legal relief and redress for the things that have been done to me by you as the executive director of the Swedish Club, and by the board of the Swedish Club, including but not limited to the matters I have complained about here.

Elizabeth Campbell
05-04-22

Cc: Swedish Club Board of Directors

Friday Kafé

Back in the Swedish Club's heyday, our restaurant **was** one of the primary reasons people joined. Relive those days once a week with a visit to our Friday Kafé.

Chefs Ann-Margret Lightle, Malin Jonsson and Christine Lea serve open-face *smörgås* sandwiches starting at 12 noon, homemade pastries all afternoon, and a hot dinner that varies weekly, starting at 6 p.m.

For a **real Scandinavian dining experience**, there's no better place than the Swedish Club on a Friday.



Dear Kristine, Anis, and Toene,

I'd like the above to become true once more, smiling faces, and the Swedish Club regains its rightful title in Seattle as a go-to place to have a real Scandinavian dining experience. It has I believe the underlying foundation to be noted for its food offerings at its restaurant and events, including the Swedish Club's events or others it hosts.

More importantly though is that all of this intention and goal is for the benefit of the members. You, I, the board, and the rest, we are only the stewards of the Club's present and future. It is all or ours duty and responsibility to be just that.

I'm taking the time to visit with you this afternoon because I believe it can be a good opportunity to consider the future of the Club, including how to get the food department portion of it on a better footing and track in order that it becomes a credit to everyone and a blessing for the membership.

I'm visiting with you today also on the basis that I believe this can be an opportunity for settling some of the matters between us, you, I, and the Swedish Club.

Kristine, you asked Lorelei in May, "What does she want?"

On the pragmatic side and as it relates to the foodservice department, this is what I would prefer:

A six month contract to establish the foodservice and hospitality management portion of the kitchen department, a part time position with likely no more than 15 hours per week. I will set in place the

framework for doing the things that I have advocated for for over a year and now a half, food costing, budgeting for meals and events, inventory system, food quality and control, purchasing program, and food safety and staff support – including that the staff have a set aside space for administration and respite.

In addition, I will set in place a framework for establishing a catering component of the Club. I even feel that if things are done in that regard sooner rather than delayed some more, that the Club may be even able to avail itself of some holiday event opportunities this year; and if nothing else there is always the Desserts by Elizabeth opportunity.

I will set in place a baking program to produce breads, desserts, pastries, tarts, cookies, and the like, that may be used for the Club's meals but also that would be available for members to purchase.

I will re-establish the salad and soup program that I initially worked on this year so it is a credit to the Club and provides good value and experience for the members and their guests.

Hospitality, that to me is about the guest experience. Food quality – including ensuring the authenticity of the food served, as well as acknowledging the Nordic traditions related to the food the Swedish Club serves. To me hospitality also includes setting in place practices and even scheduling that is the basis for ensuring that members have an exceptional experience when they dine or socialize at the Club – are things on time, are they comfortable, are their food and drink needs and interests being met – as well as including the staff in setting up the hospitality standards that need to be met. Their buy-in, defining and supporting staff needs.

In general those are the basics I am seeking. As well as, I will contribute to what cooking needs to be done as long as necessary to pull things along, however, the original premise of this ongoing cycle of recruitment was not predicated on finding cooks – of which I already am one – designated and by virtue of my service at the Club – it was about putting in place a functional administrative function for the foodservice department – that is first and foremost the goal that I believe should be considered between us.

I am an excellent administrator and quite adept at setting goals and dedicating myself to meeting the goals established; that is a function of my wealth of knowledge, experience, and personal traits – including persistence.

At any rate, I will see you soon. I am visiting you with a positive attitude and am more interested in solutions and resolutions that benefit the Swedish Club.

Best Regards,
Elizabeth Campbell

8-5-22

P.S. I will be sending you some additional materials for your consideration also.

Additional Materials:

Exhibit 08112022 EAC Indeed Account Email List Screenshot

Note: No email from Kristine Leander

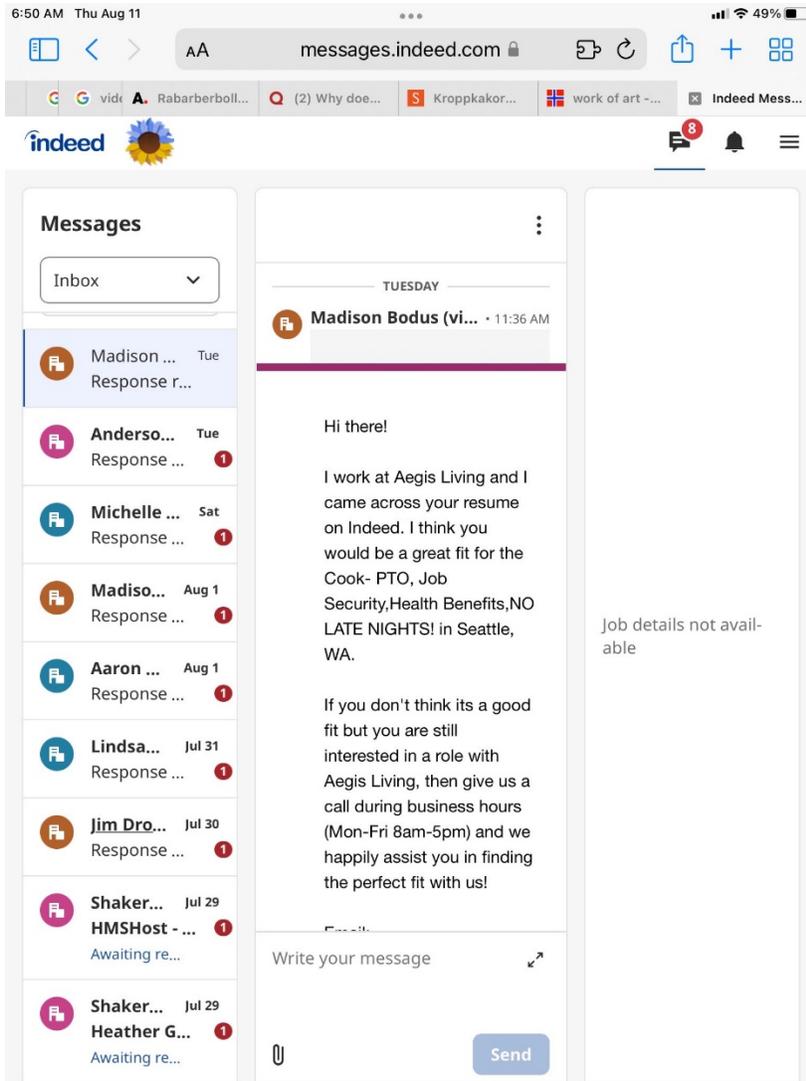


Exhibit EAC Representative and Futile Offers to Volunteer or Assist

Offer June 2, 2022:

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Thu, Jun 2, 2022 at 11:20 AM
Subject: Re: Clarification about cashiering position
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Wendy Lundin-Clark <wendy@swedishclubnw.org>

Kristine,

I have hesitated to mention this to you because I do not want to have some ongoing unpleasantness about anything - but I would be happy to assist with some of your needs regarding the admin asst or cashiering positions - I've done both positions and have no problem doing either - I don't live that far away and it's a pleasant enough thing to do either job. I would hope you would keep my availability and willingness to do either job in mind as you work through your scheduling people that can support Wendy's transition and Chris' departure. .

Best,

Elizabeth

Response:

From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, Jun 2, 2022 at 12:52 PM
Subject: RE: Clarification about cashiering position
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Cc: Wendy Lundin-Clark <wendy@swedishclubnw.org>

Thank you.

Offer August 3, 2022:

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Wed, Aug 3, 2022 at 2:59 PM
Subject: Re: Responding to your application?
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman <anis@swedishclubnw.org>

Hi, sorry for the delayed reply, Marly has been sick and I've been taking care of her personal and health needs. My dog. Anyway, it would be nice to have the opportunity to talk with you, Anis, and Toene as soon as we can. My attorney however wanted to talk to me first so it looks like between getting dessert together for Friday and seeing the attorney this week just ran a little tight. But sign me up at your convenience next Monday or as soon as you're able - as you know I do not live far away and I have nothing on the schedule for then, so you folks pick a time and I will be there when you ask. I meant to ask also - did you need a cashier or some other help on Sunday? I'm available, let me know if you want to plug me in - I think you know me well enough to find an appropriate spot and time.

Talk to you soon, Elizabeth

Response:

From: Kristine Leander <kristine@swedishclubnw.org>

Date: Wed, Aug 3, 2022 at 10:11 PM

Subject: RE: Responding to your application?

To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman <anis@swedishclubnw.org>

Elizabeth,

I'm leaving on my trip on Monday, so I'm afraid that next week isn't an option. We are working to schedule all candidate interviews by the end of day Friday. We'll do what we can though to try to make ourselves available at a time that also works for you. Right now, Toene, Anis and I could meet you at any of the below times. I understand that you may have appointments that conflict with some of these times, but we are offering all options in case something changes for you or if it is possible to set a conversation before/after your other commitments.

- Thursday 11 a.m. – 12 p.m.
- Thursday 12 p.m. – 1 p.m.
- Thursday 1 p.m. – 2 p.m.
- Thursday 2 pm – 3:30 p.m.
- Friday 9:00 a.m. – 10 a.m.
- Friday 10 a.m. – 11:30 a.m.
- Friday 1:30 p.m. – 2:30 p.m.
- Friday 2:30 p.m. – 4:00 p.m.

Please let me know as soon as possible so that we can get something set.

Thank you for offering to help out with Sunday's Swedish Pancake Breakfast. We have the cashier's slots filled, but I'll know tomorrow if we have other needs. Thanks,

Kristine