

From: Redifled's Tavern <redfieldsdallas@gmail.com>
Date: October 22, 2020 at 4:19:20 PM CDT
To: alex.gonzalez28@gmail.com
Subject: Re: Yesterday meeting

Alex,

I am also forwarding you and email that I sent out as a follow up to our meeting that our employee secretly recorded. I'm guessing she didn't share this with anyone but I knew the conversation was difficult and got sideways and there was a lot of miscommunication certainly on my part. I know people like to pile on and it's hard to get away from the salacious headlines but this is what followed our meeting.

Joe

On Thu, Oct 22, 2020 at 4:13 PM Joe Tillotson <joe@defeaseit.com> wrote:

Sent from my iPhone

Begin forwarded message:

From: Joe Tillotson <joe@defeaseit.com>
Date: October 22, 2020 at 4:03:21 PM CDT
To: Buddy Cramer <bucramer@worldnet.att.net>
Subject: Fwd: Yesterday meeting

Sent from my iPhone

Begin forwarded message:

From: Joe Tillotson <joe@defeaseit.com>
Date: October 21, 2020 at 10:14:21 PM CDT
To: Katy Tillotson <katytilotson@gmail.com>
Subject: Fwd: Yesterday meeting

Sent from my iPhone

Begin forwarded message:

From: Joe Tillotson <joe@defeaseit.com>
Date: October 10, 2020 at 10:14:41 AM CDT
To: Lindsay Schmidt <lschmidt1234@gmail.com>, Scott Cecil <scottcecil@gmail.com>, Phil Giunta <philgiunta7@gmail.com>
Subject: Yesterday meeting

All,

I wanted to send this immediately after our meeting yesterday but it seemed like everyone was a little exhausted. I really want to clarify something because it continues to disturb me that the conversation about our staff despite what we say sometimes is mis-labeled or mis-understood. Nobody including Scott or myself or any partner or anyone on our staff cares about anyone else on our staff's sexual orientation. It is a non issue. This is not to be a subject of our conversation at all regarding them because it doesn't matter. I know I have said many times that it is not a factor in the hiring process or the the evaluation of their job. WE DONT CARE. In fact I would ask that this thought be totally removed from anyone's thoughts or conversation because that doesn't matter AT ALL and is a distraction from what it is want to do with our staff and our business.

We do have certain things we want to and need to ask our staff as standards regarding dress, appearance and work place attitude, customer service and more. We also want a diverse staff that includes an equal representation of men and women. I know we have been delinquent on a staff handbook and certainly that would help. We will work on that this week along with standards for hiring so hopefully we continue to grow and develop the staff we have. We know there is always turnover and the staff is never constant and there is pretty much always a need to taking applications. I hope this helps and like We said yesterday we want to help and we just need communication to help
Provide the best resources for our management!

Joe
Sent from my iPhone