

Nussbaum Speir Gleason PLLC
2 N. Cascade Ave., Suite 1430
Colorado Springs, CO 80903
www.nussbaumspeir.com



Ian Speir
(719) 428-4937
ian@nussbaumspeir.com

FOR PUBLICATION

FROM: Ian Speir, Nussbaum Speir Gleason PLLC
DATE: February 26, 2021
SUBJECT: Summary of 2017 and 2018 investigative reports for The Exodus Road

In late 2017, The Exodus Road (TER) engaged its law firm to conduct an investigation into a complaint of a hostile work environment in TER's Thai office. The complaint was made by an investigator assigned to the Thai office, who submitted the complaint after being informed that TER would not be renewing his contract. A thorough investigation into the complaint was conducted, including witness interviews and document review, and a report was prepared for TER leadership. In general, the report found incidents of inappropriate sexual humor and discussions of a sexual nature in the workplace. After receiving the report, TER disciplined the individuals responsible and maintained its decision not to renew the complainant's contract.

In early 2018, TER received a different complaint from a second individual with new allegations regarding inappropriate behavior and a hostile work environment in TER's Thai office. TER again engaged its law firm to conduct an investigation, which included witness interviews and document review regarding the new allegations. A report was prepared for TER leadership. In general, the report found incidents of inappropriate behavior involving drunkenness and nudity by TER personnel at work-related events. After receiving the report, TER terminated the individuals involved and conducted additional training for Thai office personnel. One individual was later rehired after a six-month probation period and additional training regarding TER's values and expectations.

Beyond the foregoing summary, additional information will not be provided because it is privileged, concerns personnel matters, and implicates issues of personal privacy.