

EXHIBIT 16

The Woodlands #1189 Investigation Summary of Complainants Statements

Chris Hall- While stocking dog food, the Night Manager, asked me to wrap it up and start cleaning. After cleaning up, Jorge dropped 6 more pallets, and started bossing everyone around. I let him know that Justin asked us to clean up. Jorge then got off of his forklift and got in my face and yelled “who are you talking to”? He then swung to hit me, missed and fell down, at which point I ran away. He chased me through Sundries and all the way up to the front of the store. Ryan tried to stop him and he still tried to fight me. Once separated, I was in the breakroom, and he was in the office with Ryan. After a few minutes, he came into the breakroom, saw me, and started yelling and coming towards me. Ryan came in and had to scream loudly, and get in front of him to get him to stop. In front of everyone, Jorge threatened me “he was going to get me outside, that this wasn’t over.”

Sal Davide- There was an incident that occurred last night between Jorge & Chris, that made all of us feel uncomfortable. I heard the two of them arguing as Chris came off of the dock. Chris was asking Jorge why he keeps barking orders, when everyone else was busy, and he wasn’t fucking helping. Jorge jumped off his lift, and approached Chris. By the sounds of their voices, cussing, and the way Jorge approached Chris, it looked like Jorge was trying to instigate a fight. A moment later, when I looked up from stocking, I see Chris duck and start running to Sundries, where Jorge follows, chasing him through the Sundries aisles, up into the Foods main aisle, where Ryan (Admin. Mgr.) is. At that point, all you can hear is Jorge yelling.

Shaye Massey- I heard them yelling, but not what they were yelling about. Chris tried to walk away from Jorge after words were exchanged, but Jorge got off his lift to follow Chris, asking him “What”, and kept yelling as he chased him down the aisle.

Ryan Pearce- I got a call on the radio, for a manager on the dock. As I am walking towards receiving, Chris is walking very quickly down the Foods main, with Jorge following quickly on his tail, yelling all of the way to me. As both Chris & Jorge approached me, I could tell that Chris was trying to separate himself from Jorge. Chris tried to go deeper into clothing, and Jorge kept advancing towards him even more, even after I asked him to stop. I told Jorge to go in the office, and as he walked up, he tried to advance towards Chris in clothing again.

When I got into the office to speak with Jorge, he very loudly stated that he was angry because he kept giving direction to Chris, but Chris was not doing what he was asked. When I explained that the Night Manager had already given Chris direction, and that Jorge was not the manager. Jorge then got up and walked out of the office, into the breakroom, where Chris was sitting. When Jorge saw Chris in there, he proceeded to advance towards him again, screaming & yelling. I had to raise my voice and stand in front Jorge, in order for him to stop. The entire time, Jorge was loud and insubordinate. He was asked repeatedly to calm down and he refused, he continually tried to escalate the situation.

Justin Kahn- There was a call on the radio, that a manager was needed in receiving. As I was headed towards receiving, Chris was coming up from receiving very quickly, with Jorge trailing close behind. As Chris got closer, he told us (Ryan & I), that Jorge swung at him. He kept moving to create distance between himself & Jorge. As Jorge approached, Ryan asked him to stop, but Jorge originally ignored Ryan, and tried to move forward towards Chris. The only thing I understood from Jorge, was that he was pushed. I tried to take him to the office, but he continued to try and get closer to Chris. After a minute, he then followed me to the office.

Once in the office, Ryan asked Jorge what happened, and he started yelling again, about not knowing they were going to leave early, and that he dropped more pallets for Chris to stock. Ryan asked Jorge to lower his voice, and stop yelling. At which point, Jorge gets in Ryan's face, even more agitated, yelling that he (Chris) pushed him. Ryan & I both yell at Jorge to get back, and he finally does.

I escorted Jorge to the breakroom, where he sees Chris sitting, and starts advancing towards him again, screaming & yelling. Ryan & I continue to try and keep Jorge back, as he was yelling, but he didn't stop until Ryan screamed really loudly.

Jorge Feijoo- Jorge refused to write a statement, but did give us a verbal summary of what had happened.

I had finished driving the dock, when I went to the floor to drop pallets. I saw that everyone was cleaning up, and when asked, they said that that was the direction that was given to them by the managers. I told them that I would be staying until 9 and that I would finish the pallets. Chris came off the dock, screaming and cussing at me that I am not the boss. I got off of my lift to talk to him, and he pushed me, and started to run away. I followed him, because I wanted to know why he pushed me. About half way down the main aisle, Ryan and Justin appeared, protecting Chris.

I then went into the office with Justin, waiting to talk to Ryan. When we were done, I went into the breakroom, where I saw Chris sitting there. I asked him why he pushed me, but Ryan came into the breakroom to get me. Ryan then told me to go home. I went to the back to get my stuff, and then went to the parking lot, where I waited for Chris to come out, but when he did, he was escorted by other employees.

I am upset because this is my warehouse and you are protecting Chris.