

[REDACTED]

December 8, 2011

Mr. Jay Parmley
Executive Director
North Carolina Democratic Party
220 Hillsborough Street
Raleigh, NC 27603

Via e-mail and hand delivery

Re: Termination of Employment

Dear Mr. Parmley:

I believe that I was sexually harassed during the course of my employment with the North Carolina Democratic Party. Examples of offensive behavior and degrading treatment include, but are not limited to, the following:

- the Executive Director frequently gave me unwanted shoulder rubs despite my verbal objections;
- the Executive Director often solicited my opinion on his clothes. He would point both hands to his crotch area and ask me how his crotch looked in those pants that day;
- the Executive Director would frequently pretend to punch my crotch and make a popping noise with his mouth;
- on July 28, 2011, the Executive Director discussed, in detail, his sexual activities from the past when he was living in South Carolina. In addition, he discussed in detail his sexual activities from when he moved to North Carolina, where he solicited sex from gay websites such as [REDACTED];
- on July 29, 2011, the Executive Director showed me a picture of a penis; and
- on September 6, 2011, during the drive back from the DNC Kick-Off in Charlotte, the Executive Director reached back several times from the driver's seat and caressed my leg.

On October 1, 2011, I met with Executive Director Jay Parmley to address the sexual harassment I was receiving in the office. On October 3, 2011, I met with former Executive Director Scott Falmien to debrief him regarding my meeting with Jay Parmley. Falmien expressed that I was a valuable employee. On November 21, 2011, I was advised that my employment with the Party had been terminated.

During the course of my employment with the North Carolina Democratic Party, I consistently and adequately performed my duties [REDACTED]

I believe that the sexual harassment towards me created an offensive, hostile work environment. Moreover, I believe that I was fired in retaliation for my complaints of sexual harassment.

I will sign a separation agreement, confidentiality agreement, and release under the following conditions:

- provision of severance compensation equivalent to one year's pay; and
- with regards to health insurance coverage, NCDP will cover the cost of my COBRA enrollment for one year or until I find employment with health coverage, whichever comes first.

Please respond within seven (7) calendar days. If I do not hear from you by December 15, 2011, I will escalate my complaint to the State Executive Council of the North Carolina Democratic Party.

If the matter is not satisfactorily resolved by December 31, 2011, I will consider legal action.

