

## Redacted Copy

To whom it may concern:

To start off about this tragic story. My name is Ervin Lupoe, my wife Ana Lupoe, my eldest daughter Brittney Lupoe-8yrs, my twin daughters Jaszmin, Jassely-5yrs, my twin boys Benjamin, Christian 2yrs 4mo.

We worked at Kiaser Permanente West Los Angeles. My wife as a mammo. Tech. damn fine one ask everyone including the physicians. My new position as a Special procedural tech. My position was a fight to get, in fact had to file a grievance with the union for discrimination and HIPPA violations, then another administrator had to correct the DA [REDACTED] regarding the union procedures, the ADA who did this is, I truly believe is the reason, well not the whole reason, but added kindling to the fire, why we are dead, [REDACTED]

Well my wife and I were being investigated for misrepresentation of our employment to an outside agency for the benefit to ourselves's, childcare. When after we had our initial interview on Dec. 19<sup>th</sup>. It seems our fat with the company had been decided on Dec.22nd. , yet on the 23<sup>rd</sup>. I was told by my administrator, [REDACTED] that, "You should not even had bothered to come to work today you should have blown your brains out." After such admonishment from my administrator, assuming there had been a decision reached. I contacted my union rep. who stated goto HR and inform them of the incident, and to the union reps. knowledge there was no decision made.

[REDACTED] the HR person handling our matter stated that there was no decision reached as of yet and that an outside agency was handling the matter. [REDACTED] stated to me that she had spoken to [REDACTED] and [REDACTED] concerning the statement made, but [REDACTED] completely denied making such a comment. I told [REDACTED] I would provide the names of the employees present when [REDACTED] made the comment. I produced the names of the employees, and [REDACTED] reached me two days later stating [REDACTED] thought about the matter and did state [REDACTED] made the comment. Then [REDACTED] asked me how I would accept [REDACTED] apology, but not to answer just yet, think about it a couple days and let [REDACTED] know. I left the office and two days later my wife and I were terminated. Our administrator also stated that we would not be eligible for unemployment, my wife applied anyway.

We returned Kiaser Permanente's property prior to leaving the facility, yet the company could not provide us with our license's so that we may look for other employment. I let the [REDACTED] of the facility know what was occurring yet she stated there was nothing she could do but refer us the HR or our union rep. We were told by [REDACTED] that we should have received our license's as they were mailed, yet we did not and when we attempted to reach her concerning the matter and unable to reach her, again we reached the assistant administrator of the facility who again stated the same to contact HR. We stated we have attempter but there was know response. Then when [REDACTED] reached us,

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she stated don't contact [REDACTED] ([REDACTED] of the facility) any more concerning any problems.

So after a horrendous ordeal my wife felt it better to end our lives and why leave our children in someone's else's hands, in addition it seems Kiaser Permanente want's us to kill ourselves and take our family with us. They did nothing to the manager who stated such, and did not attempt to assist us in the matter, knowing we have no job and 5 children under 8 years with no place to go. So here we are.

Ervin Lupoe

OH LORD MY GOD  
IS THERE NO HOPE  
FOR A WIDOW'S  
SON?