

Tiffany Wales (Dunn)
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To Whom It May Concern:

Employed as General Manager at Graffiato starting in January of 2012 until March of 2013, I did not experience a hostile work environment nor harassment of any kind. As a senior manager, working closely with Mike Isabella and his partners, I was responsible for overseeing the Graffiato staff. No allegations of abuse or sexual harassment arose during my tenure with any employee. The company maintained an open door policy regarding any issue and there was a culture of open communication. Additionally, opportunities for career advancement were often and equal for both men and women. During my employment I felt professionally and personally respected as a female manager. Supervising women on both management and hourly team, no concerns of equal treatment were expressed.

Beyond my experience at Graffiato, I had worked for Mike Isabella since 2008 in other organizations. In the years of mentoring and being managed by Mike Isabella, no advances or abuses ever occurred.

A handwritten signature in black ink, appearing to read 'Tiffany Wales', written in a cursive style.

Tiffany Wales
(Tiffany Dunn)