



Attorney General
Anthony J. Celebrezze, Jr.

Interoffice Memorandum

To: FILE
123:1-33-04
From: MICHAEL L. YARCHAK, LABORATORY DIVISION CHIEF *MLY*
Date: OCTOBER 24, 1986
Subject: G. MICHELE YEZZO

G. Michele Yezzo represents a serious management problem. She is a very qualified scientist and microanalyst with excellent abilities. However, she demonstrates behavior problems, inability to cooperate with coworkers [REDACTED]

She began work with BCI in November of 1976 and has demonstrated difficulties relating with other people since February of 1977. Since that time she has alternately improved and had recurring problems. At one time or another she has had problems dealing with almost every person in the Laboratory Division. Her unpredictable behavior has made all personnel uncomfortable in her presence. As a result, most personnel try to totally avoid dealing with her. She has caused persons in the Micro section to request transfers or to leave employment.

She is prone to severe self-deprecation, crying spells, rude and insulting remarks and actions, threatening statements, suicide comments and has behaved in a manner that could be considered assaultive. At times she makes comments which make no sense to her or anyone else. At times she becomes violently upset with others over trivial matters. At times she can be extraordinarily pleasant and yet, at times, threaten to harm herself or others.

This behavior has gone on for 10 years. We have tried to address and discuss with her the problem without success for so long that I believe it must be addressed by someone other than management/employer. I feel that she has a severe self-image problem which is at the root of her problems; and one which neither she alone nor BCI management is capable of properly addressing.

Some examples of her unusual behavior are listed.

In February, 1977, after a mock trial, she indicated her low self-image stating that she wasn't good enough to work here, that she did not like the Division Chief because he did not yell at her and that she would not return the following work day.

Dale Hibner conducted her original training in the Micro section. She could not get along well with Hibner. She didn't seem to want to be told what to do because she felt she had learned something sufficiently well and would simultaneously complain about not being given sufficient direction.

She later trained other microanalysts and had personality problems with each. Patricia Brown, whom she knew from Youngstown State, asked to be transferred from the Micro section and eventually quit. Others include Sylvia Clark, Kevin Moran, Howard Millman, Denise Walters, Jami St. Clair and Jeannette Davis. In fact, she has not gotten along well with a single co-worker in the Micro section. With each person she trained or helped train, problems seemed to center around Yezzo's control of the section. She was simultaneously concerned about being responsible for every detail of section activities and not being responsible for the actions of others in the section.

With Walters she became involved in a rude and childish note writing campaign. With Clark she has had numerous confrontations, especially when they were both involved in training situations. At one time she referred to a "nigger in the woodpile" while talking with Clark.

Written complaints have been filed by Davis and St. Clair and verbal complaints registered by Walters, Matuzak and others.

It has been reported to the Superintendent's Office that she exposed her breasts in a bar in Columbus in the presence of personnel from the AG's office and BCI agents asking if they've ever seen anything like that.

Yezzo has requested transfer to the Richfield Lab and has suggested transfers to Fremont, Cambridge and the Chemistry section at London and subsequently reconsidered each.

On one occasion she made an obscene gesture at her supervisor after he informed her that a series of slides were ready to be viewed by Micro section personnel.

On another occasion she became upset with a chemist who had changed a setting on the gas chromatograph. They exchanged words and Yezzo screamed uncontrollably at him the length of the hallway using profane language.

An argument involving Yezzo and three other Micro personnel is described in separate memo. During this altercation, Yezzo became violent and assaulted another employee.

Also described in separate documentation are the events surrounding a message for Yezzo to appear for court in Vinton County. This involved threatening comments made to Jeannette Davis and Tom Nicholson that Yezzo would get a gun and shoot someone and subsequent assaultive behavior described by Ron Dye.

On several occasions she has mentioned to co-workers, to her supervisor and to the Division Chief that she would not return to work because she would be dead or that she would kill herself.

At one time or another she has been rude to, made insulting remarks to or had arguments with just about everyone in the laboratory including chemists, latent print examiners, firearms examiners, supervisors and clerical personnel.

Many of these matters have been discussed with Yezzo by those directly involved and by supervision on several occasions. She usually states that others are trying to make trouble for her, that she is not worth saving but she will try to do better. She may improve for some period of time but it has always been temporary with eventual recurrence of emotional and/or violent events.

[REDACTED] Failure to do so would be detrimental to continued employment. ✓

MLY/ms

It has also been brought to my attention that other employees are afraid to ride in an automobile to court with Yezzo, being fearful that she might cause harm to herself or others. *MLY*