

Exhibit H

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WHISTLEBLOWER LOGIN

Please enter the correct password. ✕

Please enter the password you set when first logging in. It is not possible to retrieve a lost password for security reasons. If this has happened, it's suggested that you resubmit your message.

Password

Client error | Whistleblower Ca: x +

whistleblowerservices.com/maa/message/678781?language=en

CLIENT ERROR
A client error happened

Windows taskbar with search bar, application icons, system tray (41°F Partly sunny, 4:01 PM, 1/18/2025)



WHISTLEBLOWER

Message Summary

Subject

Accounting Practices/Racial Bias

Type

Secure Web Form

Documents

None

Created

Tue, 04/06/2021 - 07:08

Original Message

Good morning,

I am just mentioning what I heard, all this should be looked into for accuracy.

First, I do not know if this is against policy, but it just does not seem right to me. I planned on bringing this up on the SVP visit, but seemed like they were on a tight schedule. In March 2021, I received a call from Jay Blackman asking how much I paid in pool expenses for 2020. I then was asked to compare it to Post Corners in Centreville's 2020 expenses. We found that Post Corners in Centreville had underpaid her 2020 by \$15,000. Now my response would be to let accounting know immediately and pay the bill for 2020 for \$15,000. From what I heard and I am not positive if this is accurate, the pool company was told that they need to work with Jay or else they would lose the contract. Jay seemed to blame Winkler for his lack of attention to detail and being able to catch this in 2020. Jay also said some pretty nasty things about Winkler and I know for a fact they are good at collecting money. From what I heard the \$15,000 is being paid in 2021, for services rendered in 2020 and split into payments. I also heard that some of this \$15,000 is being hidden in capital money by inflating some of the work that has actually been done. It is my understanding that regular life guard service is not a capital expense. Now, I do not know if this is against policy or just creative accounting. Also, I know there was another \$40,000 of bills that added up from another contractor at the same property earlier in 2020 Hopefully that all got accounted for correctly.

Secondly, I am tired of hearing Jay's borderline racist comments. He compares every black candidate we have interviewed to either ex employee Addi or Ronald from Post Pentagon Row. Most recently interviewed two black candidates, and his comment to me was "Oh, she was not like Addi at all." I do not understand how comparing her to someone that left the company two

years ago is relevant. To me, I took that as, she is not "black or ghetto" like Addi. I am sorry, I look at everyone as an individual and to not bunch people into one group. I could go on about other situations, but it is not my place.

Thanks1

Comments

Displaying 1 - 12 of 12

Created

Mon, 07/08/2024 - 20:33

----- Forwarded message -----

From: May

Date: Mon, Jul 8, 2024 at 8:30 PM

Subject: Philipson - 2:23-cv-02186 - Request for Update on Final Judgment and Scheduling Post-Judgment Meeting

To: , , ,

Cc: jgolwen@bassberry.com , , May ,

Dear Judge Lipman and Judge Claxton,

I am writing to request an update on the issuance of the final judgment in my case, which I had previously asked to be finalized by June 24th. I note with concern that this action has not yet been taken. In accordance with Tennessee Code Annotated § 16-3-804, which mandates the expeditious handling of judicial matters to avoid undue delay, I urge the court to act swiftly in resolving this case. The prompt administration of justice not only benefits the parties involved but also upholds the integrity of the judicial process.

Despite my clear request for the conclusion of this case, it appears that Ms. Mills continues to initiate additional work and further allegations. This ongoing activity is not only prolonging the proceedings unnecessarily but also increasing the associated costs significantly, which seems contrary to the efficient management of litigation as prescribed by Rule 1 of the Tennessee Rules of Civil Procedure, emphasizing the just, speedy, and inexpensive determination of every action.

Moreover, once the final judgment is issued, I would appreciate the opportunity to schedule an in-person meeting with both of you in Tennessee. The abrupt cancellation of the anticipated trial necessitates a discussion to address any outstanding matters and to ensure a comprehensive understanding of the judgment's implications. Given the abrupt cancellation of the anticipated trial, I would like to confirm the meeting details over the phone before making travel arrangements.

I trust that this matter will be attended to with the urgency it warrants, and I look forward to your prompt response.

Thank you for your attention to this pressing issue.

Sincerely,

Dennis Philipson

PageID 2689

Created

Mon, 07/08/2024 - 19:57

Still waiting for the judgment please:

I write to you with profound disappointment regarding the conduct of your outside counsel and the broader ethical framework within MAA. It has become increasingly clear that your actions, particularly in handling whistleblower complaints, lack not only professional integrity but also legal compliance. These concerns are not merely observations but are rooted in significant breaches of legislative mandates and ethical norms.

Your decision to publicly disclose and misrepresent whistleblower complaints in the civil suit docket flagrantly violates the confidentiality protections under Section 806 of the Sarbanes-Oxley Act (SOX), codified at 18 U.S.C. § 1514A. This statute is designed to protect whistleblowers from retaliation, maintaining their anonymity to safeguard them from backlash. Moreover, these disclosures may also infringe upon Section 922 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (15 U.S.C. §§ 78u-6(h)), which further emphasizes whistleblower anonymity and provides monetary incentives for disclosures leading to successful enforcement actions. Ignoring these protections undermines the legislative intent and exposes your company to significant legal and reputational risks.

Equally troubling is the potentially defamatory nature of labeling these complaints as unfounded in public filings—a serious infringement of both Tennessee and Georgia state defamation laws. Under Tennessee Code Annotated § 29-20-205 and Georgia Code § 51-5-1, individuals are protected from false and damaging public statements that can harm their reputation. Such reckless behavior not only demonstrates a blatant disregard for these statutory protections but also exposes your company to defamation lawsuits within these jurisdictions, with potential demands for compensatory and punitive damages.

My statements regarding your company were made in good faith. Despite my repeated requests for reports and clear answers to ensure that my concerns were addressed appropriately, I have been consistently ignored. Perhaps Mr. Glenn Russell is still working on the proper format for the report.

Instead, I find myself the target of a frivolous lawsuit, which clearly illustrates the problematic practices within your organization. It is noteworthy that the majority of the subsidiaries that remain are those established in the state of Georgia by Post Properties, perhaps because they were legally started or due to your legal entanglements in Atlanta. This downsizing of subsidiaries coincides suspiciously with the implementation of the Corporate Transparency Act, suggesting a strategic reduction in corporate structure just in time to meet new regulatory demands. This alignment raises serious questions about the transparency and legality of your corporate governance as you enact your succession plan and develop your executives.

The handling of sensitive information within these disclosures suggests a disregard for the Federal Rules of Civil Procedure, specifically Rules 26 and 31, which govern the discovery process to ensure that disclosure of sensitive information does not cause

undue harm. This misconduct, paired with violations of the American Bar Association's Model Rules of Professional Conduct—particularly Rules 1.6 on confidentiality and Rule 3.3 on candor toward the tribunal—highlights a disturbing pattern of ethical breaches.

Furthermore, the operation of your whistleblower hotline appears to be a facade. Despite providing concrete evidence of fraud involving a maintenance supervisor and a contractor within your "insurance program," no corrective action has been taken. This inaction, coupled with the rehiring of a witness from my EEOC complaint, illustrates a flagrant disregard for ethical standards and suggests systemic corruption within your operations.

I also regret to see that Mr. Golwen and Ms. Thomas have been entangled in your unethical practices, with Ms. Mills emerging as a particularly egregious offender. This situation demands not just acknowledgment but immediate corrective measures.

Your company's failure to address these issues appropriately not only undermines legal standards but also erodes the essential trust and integrity necessary for sustainable corporate governance and investor confidence. Corrective action is not optional but a legal and ethical imperative.

Created

Sun, 07/07/2024 - 16:46

To reiterate, the prior professional relationship between Mr. Michael Kapellas and Attorney John Golwen, now representing an opposing party, creates an undeniable and blatant conflict of interest that irrevocably taints this entire proceeding. This conflict not only violates the Tennessee Rules of Professional Conduct, but also calls into question the integrity of the Tennessee judiciary.

Tennessee Rules of Professional Conduct:

Rule 1.9(a) of the Tennessee Rules of Professional Conduct is unequivocal in its prohibition against a lawyer representing a client in a matter substantially related to a former representation where the interests of the current client are materially adverse to those of the former client. Mr. Golwen's representation of a party adverse to Mr. Kapellas clearly violates this fundamental ethical principle.

Further exacerbating this conflict, Rule 1.10(a) imputes Mr. Golwen's conflict to his entire firm, potentially disqualifying the entire firm from this litigation and raising serious concerns about the validity of any actions they have taken in this case.





Tennessee Supreme Court Rules and State Law:

Rule 10B of the Tennessee Supreme Court Rules, along with Title 29, Chapter 3, Part 3 of the Tennessee Code Annotated, provide additional and compelling reasons for Mr. Kapellas to recuse himself. The mere appearance of bias, let alone an actual conflict of interest, is sufficient grounds for recusal under Tennessee law.

The addition of Mr. Randolph Noel by MAA as a top legal representative to draft a declaration further complicates the ethical landscape by introducing a power dynamic that could be used to unduly influence or intimidate. This action could be critiqued under

Federal Rule of Civil Procedure, Rule 11, which sanctions attorneys for presenting to the court arguments that are not warranted by existing law or that are made for any improper purpose, such as to harass or to cause unnecessary delay.

Documents

	Miller v. Autozone, Inc., 2020 U.S. Dist. LEXIS 206813 (1).pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Miller%20v.%20Autozone%2C%20Inc.%2C%202020%20U.S.%20Dist.%20LEXIS%20206813%20%281%29_0.pdf?language=en)	379.75 KB
	7-6-24 - Email to Attorney Noel.pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/7-6-24%20-%20Email%20to%20Attorney%20Noel_0.pdf?language=en)	1.46 MB
	Results list for_Golwen Kapellas.pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Results%20list%20for_Golwen%20Kapellas_0.pdf?language=en)	497 KB
	12-10-23 - Michael Kapellas - LinkedIn - Judicial Law Clerk.pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/12-10-23%20-%20Michael%20Kapellas%20-%20LinkedIn%20-%20Judicial%20Law%20Clerk.pdf?language=en)	2.63 MB

Created

Sun, 07/07/2024 - 16:08

The involvement of Judicial Law Clerk Michael Kapellas, formerly employed by Bass, Berry & Sims PLC, in proceedings where he has issued several orders against the concerned party, raises grave ethical concerns. This complex scenario mandates a rigorous examination under the applicable professional conduct rules, ethical standards, case law, and local court rules to preserve the integrity and impartiality of the judicial process.

Legal Framework and Ethical Standards

1. Rule 1.12 of the ABA Model Rules of Professional Conduct:

- Text of the Rule: Rule 1.12(a) mandates that a lawyer should not participate in any matter where they previously engaged personally and substantially while serving as a judge, adjudicative officer, or law clerk unless all parties involved give informed consent, confirmed in writing.
- Application to Mr. Kapellas: Michael Kapellas' career path is crucial for assessing the application of Rule 1.12(a). His professional timeline includes:
 - o 2014-2015: Judicial Law Clerk in the Western Tennessee District.
 - o 2015-2020: Associate at Bass, Berry & Sims PLC.
 - o 2020-Present: Returned to a Judicial Law Clerk role in the Western Tennessee District.

These transitions highlight conflicts of interest:

- o Public to Private and Back to Public: Mr. Kapellas' shift from a public judicial role to private practice, and his return to the judiciary raises significant concerns under Rule 1.12(a), especially since he was part of a firm now representing an opposing party.
- o Direct Involvement in Litigation: His direct involvement with attorneys from Bass, Berry & Sims PLC, and his subsequent role in issuing orders against parties represented by his former employer critically undermines his perceived impartiality.

o Necessity for Informed Consent: The comprehensive nature of Mr. Kapellas' professional engagements across both public and private sectors accentuates the paramount need for informed consent from all parties involved in the litigation. This requirement is substantiated by Rule 1.12 of the ABA Model Rules of Professional Conduct, which mandates that former judges, arbitrators, mediators, or law clerks must obtain informed consent from all parties before participating in matters where they had a prior involvement.

☒ Furthermore, Title 28 of the United States Code, Section 455, which deals with the disqualification of judges, justices, and magistrates, underscores the importance of avoiding the appearance of bias. It requires judges to recuse themselves from any proceedings in which their impartiality might reasonably be questioned. This legal mandate extends to judicial clerks when their previous associations could influence their objectivity.

☒ In civil trial contexts, Rule 3.7 of the Federal Rules of Civil Procedure also indirectly supports the need for informed consent by addressing lawyer as witness issues, which parallels concerns about a judicial officer's previous professional associations influencing ongoing duties.

o 2. Tennessee Rules of Professional Responsibility:

- Rule 1.12(a): This rule echoes the ABA Model Rule, prohibiting lawyers from participating in matters where they had significant prior involvement as an adjudicative officer unless all parties consent in writing.

- Relevance: This rule's alignment with Tennessee law emphasizes the importance of avoiding potential conflicts of interest and ensuring that all parties are fully informed and consenting.

3. Code of Conduct for Judicial Employees:

- Canon 3F(1): Judicial employees must avoid conflicts of interest in their duties. A conflict arises if an employee might be personally or financially affected by a matter, leading a reasonable person to question their impartiality.

- Analysis: Mr. Kapellas' cessation of employment with Bass, Berry & Sims in August 2020 does not negate the ongoing ethical considerations, particularly given his active role in issuing multiple orders against a party he previously represented. The elapsed time since his employment does little to dispel the legitimate concerns over bias.

- Canon 3F(2)(a): Restrictions dictate that judicial law clerks should avoid duties in matters where they exhibit personal bias, prior involvement as a lawyer, or financial interests.

- Implications: Although Mr. Kapellas did not directly handle the specific matter while at Bass, Berry & Sims, his substantial prior relationship with the firm and its attorneys now representing a party in the current case poses severe ethical challenges. Even without direct involvement, the appearance of impropriety is a significant concern, necessitating stringent ethical scrutiny.

Case Law and Judicial Precedents

1. *Duke v. Pfizer, Inc.*, 668 F. Supp. 1031 (E.D. Mich. 1987), *aff'd*, 867 F.2d 611 (6th Cir. 1989):

- Precedent: Established that a one- or two-year period of separation is often sufficient to mitigate concerns over potential conflicts of interest stemming from a judicial employee's

previous professional associations.

- Implication: Despite the significant time elapsed since Mr. Kapellas' employment at Bass, Berry & Sims, his subsequent actions involving issuing orders in cases against a party previously associated with the firm raise profound ethical concerns that go beyond mere procedural involvements and call into question deeper issues of judicial integrity and impartiality.

2. Xyngular Corp. v. Schenkel, 160 F. Supp. 3d 1290 (D. Utah 2016):

- Insight: Emphasizes that relationships of law clerks can cast doubts on the impartiality of judicial decisions, particularly when those relationships pertain directly to the parties involved in litigation.
- Application: Mr. Kapellas' role, combined with his previous direct involvement with a law firm representing a party, underscores a clear risk to perceived judicial fairness.

3. Liljeberg v. Health Services Acquisition Corp., 486 U.S. 847 (1988):

- Precedent: In this decision, the Supreme Court underscored the importance of maintaining public confidence in the judiciary. It held that failure to recuse in circumstances of apparent conflicts could lead to decisions being overturned based on the appearance of partiality.
- Relevance: This ruling is directly applicable to Mr. Kapellas' situation. His prior employment and direct involvement in issuing orders against a former client of his past firm could significantly undermine public trust in the judiciary's impartiality and integrity.

4. Caperton v. A.T. Massey Coal Co., 556 U.S. 868 (2009):

- Precedent: The Supreme Court ruled that extreme facts could create a probability of bias sufficient to require judicial recusal.
- Application: Mr. Kapellas' continued involvement in cases where his previous employer is representing a party presents an "extreme fact" scenario similar to Caperton, suggesting a high probability of perceived bias that may necessitate his recusal to maintain the essential trust of the judiciary.

5. In re Martinez-Catala, 129 F.3d 213 (1st Cir. 1997):

- Precedent: This case highlighted that even peripheral involvement by a judicial officer in matters involving former associates or interests could necessitate recusal to preserve the appearance of justice.
- Application: Given Mr. Kapellas' past association with a law firm now involved in litigation, and his authorship of orders against a party represented by that firm, the principles set forth in Martinez-Catala strongly support the argument for his recusal to avoid any appearance of bias or impropriety.

The aforementioned cases, including Duke, Xyngular, Liljeberg, Caperton, and Martinez-Catala, provide compelling legal precedent emphasizing the necessity for recusal in situations akin to Mr. Kapellas'. The substantial prior relationship with Bass, Berry & Sims PLC, his direct involvement in related litigation, and the issuance of multiple judicial orders against a party linked to his former firm collectively demand a thorough reassessment of his role. This reassessment is crucial to safeguarding the judicial process's integrity, ensuring impartiality, and maintaining public confidence in the judiciary.

Documents

	Meta Data 1.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Meta%20Data%201.png?language=en)	122.4 KB
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	Meta Data 2.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Meta%20Data%202.png?language=en)	112.1 KB
	Meta Data 5.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Meta%20Data%205.png?language=en)	90.5 KB
	Meta Data 4.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Meta%20Data%204.png?language=en)	112.65 KB
	Meta Data 3.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2024-07-07/Meta%20Data%203.png?language=en)	91.37 KB

Created

Fri, 12/03/2021 - 11:51

Thank you for letting me know.

- 1) So when trees do not really fall down - it is ok to say that they did in order to consider them a causlty loss?
- 2) When you have a drywall leak, it is ok to consider this casualty loss even though 100 ft of drywall is not replaced according to your own definition of a causlty loss in the GL spreadsheet? Water remediation is causlty loss?
- 3) 40 million dollars of damage to an insurance company relating to a winter storm is reimbursed without any pictures or proper documentation? I thought you were self insured anyhow.
- 4) How are drains considered a causlty loss when no causlty loss has occurred .

Ok, then I guess I was wrong. Thank you for letting me know.

You can consider this closed.

From

Mid-America Apartment Communities, Inc. Representative

Created

Fri, 12/03/2021 - 09:53

Thank you for your submissions to MAA's anonymous and confidential whistleblower center. We received your original concerns from April 2021 as well as September 2021, the attachments provided with each original submission, as well as your additional comments and attachments submitted after the original submissions. We have conducted a review of your allegations and have concluded that no questionable accounting, internal accounting controls or auditing matters had occurred relating to our accounting for spending on casualty loss items. You have indicated that more information may be forthcoming. We will review and consider any additional information that you provide. If you do not provide any additional information before December 10, 2021, we will consider this matter and all of your other submissions closed.

Created

Fri, 12/03/2021 - 08:29

I am also aware of times when MAA asked vendors to put storm damage or flood damage on their invoices, Brightview, Rupert, Sitetec, etc.

Created

Fri, 12/03/2021 - 08:21

See below for the email I sent on 12/1 to Glenn. I also emailed Glenn, I am not sure what NEW submission was added, and I commented 11/24 and 11/30 to my original submissions. I am not sure why Glenn would be curious if I submitted; I have been pretty open and honest with my submissions.

All I can say is this; I asked for clarification while working at MAA on casualty loss on multiple occasions (I have those emails as well). I was never provided clarification. I do not believe most of these items qualified as an actual casualty loss. I know I spoke to multiple managers, and they made jokes about putting things to casualty loss. I know Dennis Duke visited the property, and we put drains to casualty loss. I know I was instructed multiple times to claim items as a casualty loss. He also stated that is how you run a property. I provided email documentations.

I am not sure what is going on or why so many items are coded to casualty loss. I am not sure why some accountants argued that it was or was not. I am not sure why flood cleanup would be a casualty loss. Post Properties or Bozzuto did not code items like that. I worked for WashREIT with Bozzuto, and they did not have these types of codes. I also gave enough information about will NOT be speaking further with MAA on this matter. I am happy to speak to anyone from the SEC. If you are not going to provide the report of your findings, I can not be sure I was right with my "allegations."

Thank you,

12/1/2021

Hello again,

I wanted to add. I know what I know, and everything I have mentioned is the truth. I know what I witnessed over the last several years. I know you have current employees that have or are still committing "accounting errors." I also started receiving texts from current employees, assuming you started questioning them.

Again, being that MAA dismissed my comments when I was asked to leave the company, I have a hard time trusting anyone at MAA. MAA has always done what is best for them, not their employees or residents.

No offense to you; I would assume you need to be very ethical in your position.

I want to review the report from April to make sure I am not being portrayed as crazy, as MAA is making me seem in their position statement to the EEOC.

Again, nothing against you; you seem like a great honest person.

Dennis

On Wed, Dec 1, 2021, 2:51 PM Dennis Philipson wrote:

Hello Glenn,

I hope you had a nice Thanksgiving as well.

I am still waiting to hear back from my original submission from April.

Dennis

On Wed, Dec 1, 2021, 2:26 PM Russell, Glenn wrote:

Good afternoon Dennis.

Hope you had a good Thanksgiving.

I was curious if you submitted a NEW call into the whistleblower hotline on 11/24/21 in the evening?

Thank you

Glenn

Glenn Russell, CPA, CIA

SVP, Internal Audit

6815 Poplar Avenue, Suite 500

Germantown, TN 38138

P: 901-435-5412 M: 901-568-3052

www.maac.com

Created

Tue, 11/30/2021 - 13:52

Hello, I am checking to see if the report regarding my claim is available. Thank you.

Created

Wed, 11/24/2021 - 18:12

More info coming soon.

Created

Tue, 09/21/2021 - 14:00

The investigator and/or the Company's legal counsel, will contact, to the extent the identity of the person who files a report is known, each Company employee or contractor who files a Report to inform him or her of the results of the investigation and what, if any, corrective action was taken.

From

Mid-America Apartment Communities, Inc. Representative

Created

Tue, 04/06/2021 - 14:07

Thank you for making this submission so that we can review your concerns.

Anwar Brooks, Director of Employee Relations, will be reaching out to you through the email contact address you provided. He may also be joined by Glenn Russell, SVP of Internal Audit.

Please feel free to provide any additional information you wish to share either through this platform or directly with Anwar. Anwar can be reached by email at anwar.brooks@maac.com or by phone at 901-248-4123.

Add Comment

Message

Documents

 Add Comment

Welcome back to Whistleblower.



WHISTLEBLOWER



Message Summary

Subject

Harassment

Type

Secure Web Form

Documents

	Screenshot_20210917-105728.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2021-09-17/Screenshot_20210917-105728.png?language=en)	695.24 KB
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Created

Fri, 09/17/2021 - 11:00

Original Message

I spent 5 years working for this company and not only was harassed by residents also my direct supervisor, Mr Blackman. I had an issue with two residents harassing me and Jay dismissed the situation and told me to handle myself. Jay, constantly commented on my looks and weight where at one time I had to ask him to stop and tell them i was tired of these comments. For years, after I sent in medical documents saying I had a mental illness, he sent me "waterboy" memes, which I can only assume were commenting on my mental capacity. I

have attached a couple text messages and one email, though there are several in my archives dating back to 2017. I also, do not want to send anymore documents based on advice given. Please do not contact me, you should really look into this though. Oh, also you TA manager helped me have a new hire beat a drug test...I got proof of that as well. Just thought you should know. Thanks. Have a great day!!

Comments

Displaying 1 - 10 of 10

Created

Sun, 12/05/2021 - 08:53

You can close this submission and not contact me further. Dennis Philipson

Created

Wed, 11/24/2021 - 18:12

More info coming soon.

Created

Fri, 09/24/2021 - 08:56

OK, great - I am sure the EEOC will be able to settle this matter. Thanks again!

Created

Thu, 09/23/2021 - 07:47

please disregard, wrong portal.

Documents

	11-8-2017 Amber Cato.pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2021-09-23/11-8-2017%20Amber%20Cato_0.pdf?language=en)	919.77 KB
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From

Mid-America Apartment Communities, Inc. Representative

Created

Wed, 09/22/2021 - 13:53

Thank you for reaching out. We have received your additional information. The concerns you have presented are currently being handled through the EEOC.

Created

Mon, 09/20/2021 - 20:23

This is my final attempt to bring this matter to MAAs attention. I have dozens more emails, texts, etc regarding Jay's childishness and harassing behavior while I was with MAA. Do something about it!! Again, I am not the first person to bring this up or will I be the last.

Created

Mon, 09/20/2021 - 20:20

Not

Documents


	Screenshot_20210920-201826.png (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2021-09-20/Screenshot_20210920-201826.png? language=en)	1.34 MB
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Created

Mon, 09/20/2021 - 19:04

additional emails

Documents

	Email 8-26-20 Innappropriate Meme.pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2021-09-20/Email%208-26-20%20Innappropriate%20Meme_0.pdf?language=en)	1.58 MB
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	email 11-16-20.pdf (https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2021-09-20/email%2011-16-20_0.pdf?language=en)	1.23 MB

Created

Fri, 09/17/2021 - 14:45

Also, to Add, how MAA had Drew's back during the whole traumatic ordeal and court case with the resident, Reza.

Created

Fri, 09/17/2021 - 14:38

Also, to add, there were witnesses when I asked him to stop commenting on my weight, clothes etc. I continued to be mocked even after that encounter. Due to past experiences with individuals reporting Jay and my interaction with your ER department, reporting him

would have been useless. Not to mention, that your recent "investigation" did not even question any employees I had worked with in the past about harassment. All of them told me they were never even question. I heard inappropriate conversations regarding same sex with Kevin Curtis. I heard inappropriate things mentioned with Hannah Schindewolf. I heard race related comments with Addi. It is apparent that you do not do very thorough investigations.


Also, when a financial concern was brought up, nothing was done. I have an email, from the CEO of that company, saying " Jay and I worked this out. It is apparent, that you do not do adequate investigation even after I tried to give the opportunity for this.

Thanks. Have a great weekend.

Add Comment

Message

Documents

 Add Comment



WHISTLEBLOWER

Message Summary



Subject

Inaccurate Coding

Type

Secure Web Form

Documents

- 
3-12-21 Ice Storm Causalty.pdf (<https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2021-09-20/3-12-21%20Ice%20Storm%20Causalty.pdf?language=en>)
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Mon, 09/20/2021 - 13:13

Original Message

I had brought this type of info up before - and never received an update under the original whistleblower complaint. I have also filed whistleblower complaints with other agencies as well so they can double-check. I am not sure what kind of investigating you do, but it is straightforward to pull all invoices using GL Code CLS. These items are not casualty losses; they should be regular property expenses. There was no actual storm damage or casualty loss. I was instructed by RVP, SVP, RLD, and RSD on numerous occasions that these items should be casualty loss when they were not. I have attached a few emails to show some examples. There are other examples, and this is company-wide.

Comments

Displaying 1 - 25 of 35

Created

Fri, 01/17/2025 - 13:39

Email to Paige Mills, after asking repeatedly, not to contact.

Documents



Email to Page.pdf (<https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2025-01-17/Email%20to%20Page.pdf?language=en>)

246.95 KB

Created

Fri, 01/17/2025 - 13:38

Email to Paige Mills

Created

Fri, 01/17/2025 - 13:32

Here's a screenshot of me notifying MAA executives—Melanie Carpenter, Tim Argo, Bradley Hill (the new CEO)—along with attorneys Golwen and Thomas, about the unethical actions occurring in the West Tennessee Court and the Sixth Circuit Court. These actions include judicial misconduct, multiple orders issued by Michael Kappellas without disclosing his conflicts of interest, ex parte communications, and more. Despite being fully informed, the attorneys and executives at MAA continue to show no interest in addressing or reviewing the facts of the case. Their inaction demonstrates complicity in the fraudulent activities happening at MAA and within the courts, including judicial misconduct, fraudulent actions by their attorneys and employees, accounting irregularities, misuse of internal insurance companies, antitrust violations, destruction of evidence, and numerous other serious issues.

Documents

Screenshot 2025-01-17 131808.png



(<https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2025-01-17/Screenshot%202025-01-17%20131808.png?language=en>)

397.31 KB

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Fri, 01/17/2025 - 13:26

Has anyone reached out to the Securities and Exchange Commission (SEC) or the Department of Justice (DOJ) to report my alleged "harassment" of employees or "abuse" of their required system? If none of my claims held any legitimacy, wouldn't it make sense for someone to involve them?

Created

Thu, 01/16/2025 - 16:33

I am continuing to document my concerns for Leslie Wolfgang, Melanie Carpenter, the new CEO, the new CFO, Glenn, the Board of Directors, and other executives at MAA.

Created

Thu, 01/16/2025 - 16:29

Show Cause Response

Documents

07-11-24 - 7-11-24 - No 24-5614 - Response to Order to Show Cause with Exhibits - Med Compression.pdf



(<https://www.whistleblowerservices.com/maa/system/files-encrypted/whistleblower/documents/2025-01-16/07-11-24%20-%207-11-24%20-%20No%2024-5614%20-%20Response%20to%20Order%20to%20Show%20Cause%20with%20Exhibits%20-%20Med%20Compression.pdf?language=en>)

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Thu, 01/16/2025 - 16:27

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UNITED STATES COURT OF APPEALS
FOR THE SIXTH CIRCUIT
24-6082
MID-AMERICA APARTMENT
COMMUNITIES, INC.,
Plaintiff-Appellee,
v.
DENNIS MICHAEL PHILIPSON,
Defendant-Appellant
)))
PRO SE APPELLANT BRIEF
) January 16, 2025
)

)

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Statutes