

From: Robinson, David <David.Robinson@worthington.org>
Sent: Tuesday, October 15, 2024 10:09:38 AM
To: jament42@gmail.com <jament42@gmail.com>
Cc: Stewart, Robyn <Robyn.Stewart@worthington.org>
Subject: Q for Swiminc re Steve Hawkins serving as Instructor for May 3-5 Swiminc classes

Good morning John,

In order to expedite the Q & A you and I briefly discussed last night, I'm sending this email directly to you (and copying Robyn).

Simple, straightforward question: Was Steve Hawkins, Swiminc Executive Director, physically present and actually serving as an Instructor for the May 3-5 lifeguard lessons? See attached screenshot for reference.

Thanks. I look forward to your prompt reply.

David

David Robinson
City Council Member
Worthington, Ohio
mobile - 614-893-4573
david.robinson@worthington.org

From: Robinson, David <David.Robinson@worthington.org>
Sent: Tuesday, October 15, 2024 10:09:51 AM
To: jament42@gmail.com <jament42@gmail.com>
Cc: Stewart, Robyn <Robyn.Stewart@worthington.org>
Subject: Two other questions

John,

I have posed questions to you, with Robyn Stewart as intermediary, that remain unanswered in full. Again, to expedite this Q & A, I am now sending these questions directly to you (copying Robyn Stewart).

- When (specific date) did you (or anyone at Swiminc) first learn that Swiminc was being audited by the Red Cross? Who (specific name) from the Red Cross conveyed this notification to Swiminc? How did they convey it, via email, etc.?
- Also, I have asked repeatedly, beginning last spring, for information about Swiminc's top management compensation, including salaries, benefits, and consulting fees. Total compensation. You have still not provided that information. The information you provided to Robyn Stewart (and forwarded to Council on October 7, 2024, titled "Swiminc Top Five Salaries") does not include the consulting fees charged by Mr. Kurt Carmen (or Mr. Carmen's consulting firm). So I'll ask again, in a very focused way: please provide total compensation information for Mr. Carmen, including salary, benefits, and consulting fees, for 2023, Please include fees invoiced to both Swiminc and ODNR.

I look forward to your prompt reply.

David

David Robinson
City Council Member
Worthington, Ohio
mobile - 614-893-4573
david.robinson@worthington.org

From: John Ament <jament42@gmail.com>
Sent: Tuesday, October 15, 2024 12:14 PM
To: Robinson, David <David.Robinson@worthington.org>
Cc: Stewart, Robyn <Robyn.Stewart@worthington.org>; Council <el-Council@worthington.org>
Subject: [EXTERNAL] Re: Q for Swiminc re Steve Hawkins serving as Instructor for May 3-5 Swiminc classes

Councilman Robinson

Below are 3 responses to this question previously provided in reply to your blogging and Dean Narciso of The Columbus Dispatch.

- A minor violation concerning a training roster sign off occurred which Swiminc Inc. has acknowledged and corrected in partnership with the ARC.
- A single training roster document in question has been determined to be a minor violation by ARC. Swiminc, Inc. has accepted and agreed upon this finding for which both ARC and internal corrective measures have been performed as deemed appropriate in relation to the severity of the violation.
- In this instance, due to extenuating circumstances, Steve did sign the single training roster document in question even though not present. Steve openly discussed this scenario that brought him to making this decision during the consultative process with the American Red Cross. The ARC considered this a minor violation, so minor that Steve Hawkins is not even named in the findings provided to Swiminc, Inc. by the ARC. Steve and staff were advised on the matter, the ARC made correction to the document for accuracy of record, and this item of the matter was closed.

Thank you

John M. Ament, PHR, SHRM-CP

Vice President and Human Resources Consultant

Swiminc, Inc. Board of Directors

614-264-4190

<https://www.linkedin.com/in/john-m-ament-phr-shrm-cp-3568511a>

From: Hermann, Rebecca <Rebecca.Hermann@worthington.org>

Sent: Tuesday, October 15, 2024 1:22:59 PM

To: John Ament <jament42@gmail.com>

Subject: Re: [EXTERNAL] Re: Q for Swiminc re Steve Hawkins serving as Instructor for May 3-5 Swiminc classes

John,

Can you forward me that 'screenshot' that Mr. Robinson mentions in his email to you? Also, if there is any past correspondence, I would appreciate that as well.

Did he reach out to you or anyone that you know of at SwimInc, prior to his accusations at the July meeting? Did he ask for any confirmation or corrections prior to that public meeting?

Thank you,

Rebecca

From: John Ament <jament42@gmail.com>

Sent: Tuesday, October 15, 2024 1:37 PM

To: Robinson, David <David.Robinson@worthington.org>

Cc: Stewart, Robyn <Robyn.Stewart@worthington.org>; Council <el-Council@worthington.org>

Subject: Re: Two other questions

Councilman Robinson

Inquiry 1

- June 21, 2024 - Swiminc Staff, Caleb Strack, email inquiry regarding underage certification from class April 19-21 sent to ARC, qualityassurance@redcross.org.
- July 5, 2024 - Staff, Caleb Strack, recieved email and joined Zoom meeting with ARC Timothy DeLucia, to discuss inquiry, which lead to the discovery of more infractions and the opening of an audit.
- Audit period May 2022 - May 2024. Certifications issued July 26, 2022 - May 18, 2024 impacted.
- Swiminc LGI staff had proactively completed all retraining/recertifications by August 9, 2024, and all refund requests made by August 15, 2024 are processed.
- September 9, 2024 - Swiminc, Inc. notified of audit results.
- All impacted certficants notified by ARC September 13, 2024.

Inquiry 2

While we may have listed top earners on 990 filings, we have been under no obligation to do so as I understand. We are only required to report top 5 earners that earn over \$100,000. So we have over listed unrequired information.

Until 2023, we have never met this threshold and Kurt Carmen will be the only employee to receive a salary income over \$100,000 in 2023 and 2024 to report.

2023 - \$106,000

2024 projected - \$109,808

The attachment I previously provided, and am reattching here as well, is simply a disclosure of year over year top five salaries.

The consulting fees I assume are being drilled into are fees paid to Ohio Aquatic Council.

Ohio Aquatic Council fees:

2018 - \$2,555

2019 - \$0

2020 - \$20,000

2021 - \$48,000

2022 - \$47,561.25

2023 - \$68,958.75

2024 - \$0

While not employed with Swiminc, Inc. at the time, Kurt Carmen was paid administrative consulting fees as follows:

October 31, 2022 - \$3,125.10

November 28, 2022 - \$3,873.23

A 1099 was issued.

Please let me know if there is anything further.

Thank you

John M. Ament, PHR, SHRM-CP

Vice President and Human Resources Consultant

Swiminc, Inc. Board of Directors

614-264-4190

<https://www.linkedin.com/in/john-m-ament-phr-shrm-cp-3568511a>

From: John Ament <jament42@gmail.com>

Sent: Tuesday, October 15, 2024 2:48 PM

To: Rebecca.Hermann@worthington.org

Subject: Re: [EXTERNAL] Re: Q for Swiminc re Steve Hawkins serving as Instructor for May 3-5 Swiminc classes

Councilwoman Hermann

Please see attached per your request. In consultation with the ARC, this record has since been corrected by an ARC representative and no longer bears Steve Hawkins name.

I believe I have included any related correspondence in previous communications.

Swiminc had no prior communication from Mr. Robinson regarding the ARC audit prior to his blindsided attempt at the July meeting.

Please let me know if there is anything further.

Thank you

John M. Ament, PHR, SHRM-CP

614-264-4190

<https://www.linkedin.com/in/john-m-ament-phr-shrm-cp-3568511a>

On Oct 16, 2024, at 9:13 AM, Robinson, David <David.Robinson@worthington.org> wrote:

Good morning John,

I greatly appreciate your quick and substantive replies. A couple of follow-ups:

Was the Classroom Schedule information on the 5/3-5/5 training document provided to the ARC accurate and truthful?

You state that the ARC described Steve Hawkins' falsification of the training roster document as a "minor violation." In using this description, was the ARC aware that Mr. Hawkins had first tried to get a subordinate employee to falsely sign the training roster document (claiming that she had been an Instructor when in fact she was not), and that only when she refused did he then sign? Or is the ARC audit more narrowly focused on the particulars of the training itself?

Thanks for letting me know.

David

David Robinson
City Council Member
Worthington, Ohio
mobile - 614-893-4573
david.robinson@worthington.org

From: Hermann, Rebecca <Rebecca.Hermann@worthington.org>
Sent: Wednesday, October 16, 2024 11:36:24 AM
To: Robinson, David <David.Robinson@worthington.org>
Cc: John Ament <jament42@gmail.com>; Stewart, Robyn <Robyn.Stewart@worthington.org>; McCorkle, David <David.McCorkle@worthington.org>; Dorothy, Rachael <Rachael.Dorothy@worthington.org>; Kowalczyk, Beth <Beth.Kowalczyk@worthington.org>
Subject: Re: [EXTERNAL] Re: Q for Swiminc re Steve Hawkins serving as Instructor for May 3-5 Swiminc classes

David,

I find this further questioning to be inflammatory and accusatory.

The Red Cross is THE governing body in this situation. This calls into question the American Red Cross' ability to handle their own investigations thoroughly and accurately.

The case was resolved here, by the powers that be (The American Red Cross). What are you trying to re-litigate here?

All of these questions of yours assume that the American Red Cross does not take these things seriously enough, possibly could never fully research, not understand the situation nor properly follow-up.

This is beginning to appear to be more of a personal vendetta than an investigation with merit.

Rebecca

Rebecca S. Hermann
City Council Member
Worthington, Ohio
rebecca.hermann@worthington.org

From: John Ament <jament42@gmail.com>
Sent: Tuesday, October 16, 2024 11:45 PM
To: Robinson, David <David.Robinson@worthington.org>
Cc: Stewart, Robyn <Robyn.Stewart@worthington.org>; Council <el-Council@worthington.org>
Subject: [EXTERNAL] Re: Q for Swiminc re Steve Hawkins serving as Instructor for May 3-5 Swiminc classes

Councilman Robinson

Respectfully on behalf of the Swiminc, Inc. Board of Directors, I must agree with Councilwoman Hermann's perspective on this continued questioning that seems to be a dive down an endless rabbit hole in what we perceive to be your tireless efforts to disparage our organization without cause.

While I will not presume to speak from the perspective of, or for, the American Red Cross and thier audit process, I will state Swiminc staff were fully cooperative in discovery of facts and proactive in resolution of this matter.

My previous two replies to you (cc: Robyn Stewart and Council) were extremely thorough and robust in their transparent disclosure of inquiry related facts and timeline in the spirit of good faith partnership with the city of Worthington and it's representatives.

In addition to transparent responses to City Staff and Council inquiries, on behalf the board, I have responded to many social media postings and two articles by The Columbus Dispatch writer, Dean Narciso, based upon, and/or as direct result of, your irresponsible, un-fact checked, false, and misleading allegations and inferences made in your blogs. It's disappointing to say the least that you've seemingly hung the credibility of your attacks on information provided you by a few disgruntled former employees and a former board President who resigned in lieu of removal, obvious negatively biased resources.

It is our view that you have deliberately and maliciously slandered our organization amongst the very community we have diligently and responsibly served for 70 years.

When may we expect a full and public fact based retraction and correction to your blogs and council chambers rhetoric, along with an apology, both published on your blog site and read into the record during a City Council meeting?

John M. Ament, PHR, SHRM-CP
Vice President and Human Resources Consultant
Swiminc, Inc. Board of Directors
614-264-4190

<https://www.linkedin.com/in/john-m-ament-phr-shrm-cp-3568511a>