
From: JP Davis [JP_Davis@fd.org]
Sent: 9/18/2018 5:53:54 PM
To: Anthony Martinez [Anthony_Martinez@fd.org]
Subject: Timeline
Attachments: Tony Timeline.docx

PerRequest

J.P. Davis
First Assistant Federal Defender
Federal Public Defender
Western District of North Carolina
129 W. Trade Street, Suite 300
Charlotte, NC 28202
Phone: 704-374-0720
Fax: 704-374-0722

Timeline re: Events Relevant to Tony

5/15/18 – Mobley suppression Hearing, Caryn’s first witness examination. Drinks afterwards 1-on-1 with JP (at Caryn’s initiation).

5/16/18 – Caryn meets with Josh, raises desire to move to Asheville. Per Josh, he tells her to be patient.

5/17/18 – Per timekeeper entry, Caryn’s first meeting re: Dixon trial strategy.

5/18/18 – Day of JP’s Final Mentoring Lunch with Caryn (significant events during lunch below). JP meets with Tony in the morning and asks him to check with Caryn while JP is out of office and ensure she is still happy with the mentoring relationship.

- *Summary of Important Events from Final Mentoring Lunch*
 - o During lunch, Caryn states she really wanted a trial this summer and is fixated on second chairing Dixon because she felt certain it would actually go.
 - o After lunch on drive back, Caryn states **“If I don’t get moved to Asheville, I’m going to have to quit.”** Caryn says she would be open to “alternative arrangements” where she could telework from home, but not for long because Tony would not be defender forever and she would have no guarantee the next defender would allow that.
 - o Caryn says *more than once* that she hadn’t meant for this to come up, and **was planning on waiting until her annual review to make this demand.** She claims she has been “working her butt off this year” to prove her value to back up the demand, then says **“Why do you think I wanted a trial so badly this summer?”**
 - o At the end of the conversation, Caryn demands to be given a raise at her annual review. She states that her original offer letter that stated that we expected to promote her to an AFD position “within a few months.” **She states that she has discussed with Cooper (her husband) that she would use this letter as a weapon and “wave it around” make if the office didn’t agree to promote her.**

5/21 – 5/28 – JP out of office.

5/23/18 – Caryn meets with Tony as he is on his way out the door and convinces him to allow her to second-chair Dixon.

5/24 – 6/5 – Tony out of office.

5/29/18 – Day JP goes on walk with Caryn to discuss Dixon and tells her to be prepared for Tony to take her off the case when he returns. Earlier that day, JP texts Tony as follows (in relevant part):

- JPD: Hey Tony, did you get a chance to catch up with Caryn re: mentoring last week? No worries if not, just want to act in accordance if you did.
- TM: Yes. We spoke. She talked about how much Jeff helped her with her cross. Nothing bad about you. All good. She asked me if she could second chair the Dixon trial with Jeff. I told her I didn't see a problem with that but I would still be involved in the case. Now it's kicked off a firestorm with Peter and Erin since they were never consulted. They are right. We'll see how it goes in Kansas City since both Peter and Jeff will be there.
- JPD: [...] Did the mentoring relationship come up at all? That was more my concern, just making sure that is a positive to her.
- TM: No. I didn't specifically ask her about the mentor relationship.

6/5/18 – Dixon Team Meeting, Caryn takes over. Afterward, Caryn emails JP to cancel Watt PSI, beginning events in earnest. JP texts Tony informing him of events and that he plans to require her to attend the PSI, but wants to make sure Tony is okay with it first.

6/6/18 – Blow-Up Day 1:

- JP and Tony meet in AM to discuss events.
- JP meets with Caryn and tells her she is expected to attend Watt PSI.
- Caryn meets with Tony in PM re: what she has found re: Jeff and Dixon. Per Tony, she raises that JP is requiring her to miss the discovery review and Tony tells her that is between her and JP.
- Caryn emails JP she is not going to PSI. JP responds, copying Tony and Peter, ordering her to attend.

6/7/18 – Blow-Up Day 2: JP disciplinary talk with Caryn on way to PSI, see contemporaneous email for details. Team leaders meet with Tony at lunch, Tony determines to remove Caryn from Dixon.

6/8/18 – Day of Caryn's bridal shower. Tony decides to delay removal so it will not ruin her day. Caryn is AWOL for approximately two hours at beginning of day.

6/11/18 – Caryn emails JP and Tony and asks for TEL to work from home, claiming she is feeling unwell.

6/12/18 – Tony removes Caryn from Dixon, except to be available for Jared to consult with as needed.

[REDACTED]

6/21/18 – Day of Ride Offer/Bicycle Incident. Caryn misses morning meeting with JP in order to work on Dixon (despite having been removed from it). To make up for this, Caryn comes to see JP at her own initiation at 5. Meeting ends with JP's ride offer that forms basis of her current complaint. On his way home immediately afterwards, JP texts Tony and relates that Caryn was digging for information on the trial AFD slot Jeff was vacating.

6/22/18 – [REDACTED] Team leaders meet to reallocate cases. Determine that Caryn can handle some SRVs and two time-served Illegal Reentry cases. JP emails & texts Caryn during the meeting to give her the chance to object to the IRE cases, but she never responds.

6/25/18 – Peter meets with Caryn re: her new case assignments. Caryn emails Tony that she is too busy to take on the new cases she has been assigned. Tony expresses desire to have meeting dressing her down for whining. JP asks via email if he can meet with her first and try a different approach. Tony responds that he has calmed down and decided to change tact. JP responds "... I may still try and sit down with her..." and Tony responds in relevant part "Please do sit down with her though."

6/27/18 – JP emails Caryn to set up coping skills meeting.

6/29/18 – Caryn texts JP morning of meeting claiming to be sick and need to work from home. Meeting reset for Monday.

7/2/18 – Coping skills meeting. Meeting ends with Caryn storming off saying "we need to go talk to Tony" but balks when JP says okay and starts to head to Tony's office. Caryn ends interaction saying "I need to go deal with this and I'll get back to you *real soon*." Caryn leaves office AWOL 15 – 20 minutes later. JP immediately relates major details of conversation to Tony before creating contemporaneous email of details sent to himself (available on request).

7/3/18 – Tony proposes to JP that he needs to meet with both JP and Caryn to “nip this in the bud.” Office closes early and no opportunity, next day is holiday.

7/5/18—MEDIATION MEETING

7/6/18 – JP emails Tony with lingering thoughts on mediation, treatment of Caryn.

7/9 – 7/13/18 – JP out of office in Chapel Hill.

7/20/18 – Team Leaders Meeting, Caryn assigned to JP’s team in addition to Peter’s team.

7/22/18 – JP emails Caryn requesting meeting to discuss RW role on team.

7/23/18 — Caryn calls in sick. JP tells Tony it is probably because of his email.

7/24/18 – Caryn calls in sick. Tony asks JP to immediately cease all contact with Caryn until further notice. On the phone, Tony reveals to JP that in private session of 7/5 mediation meeting, Caryn alleged JP “made her uncomfortable.” Per Tony, Caryn specifically cited to the Ride Offer/Bicycle Incident, but gave no further specifics. On direct questioning, she denied that it “rose to the level of sexual harassment.” JP agrees with Tony’s assessment that Caryn should be immediately taken off JP’s team and kept separated from him for the time being.

7/25/18—Caryn calls in sick.

7/26/18—Caryn calls in sick. Tony formally announces separation of RWs into their own team.

7/27 – 8/1/18—Caryn on annual leave/in Vermont for her second wedding reception.

8/3/18 – Date Caryn signed the Employee Manual receipt.

8/7/18 – Holly emails re: questions for appellate AFD position. Bill mentions to JP that Caryn has applied. JP tells Tony, Bill and Holly that he is recusing himself entirely from any part of the hiring process for that position in order to avoid any appearance or accusation of impropriety or retaliation.

8/10/18 – Caryn out, takes sick leave and flex (including an hour from the previous day, 8/9). JP asks Tony to temporarily remove him as Caryn's leave approver to avoid any appearance or accusation of impropriety.