

FORM 15
AMENDED RECORD ON APPEAL

THE STATE OF SOUTH CAROLINA
In The Court of Appeals

APPEAL FROM RICHLAND COUNTY
The Honorable H. W. Funderburk Jr.

Case No. 2021-001444

Keiarra Carr

Appellant,

v.

South Carolina Department of
Employment and Workforce
and JDC Management, LLC

Respondents.

AMENDED RECORD ON APPEAL

S.C Administrative Law Court
1205 Pendleton St. Suite 224
Columbia, SC
803-734-6401

Keiarra Carr
16158 Coyridge Lane
Houston, TX 77053
Appellant

Steven A. Jordan Jr., Esquire
Paul Famolari,, Esquire
Office of General Counsel
SC Dept of Employment & Workforce
PO Box 8597
Columbia, SC 29202
Counsel for Respondent SCDEW

Lucy C. Sander, Esquire
242 Mathis Ferry Road
Mt. Pleasant SC 29464
Counsel for Respondent JDC Management

RECEIVED

Aug 19 2022

SC Court of Appeals

Aug 08 2022

SC Court of Appeals

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Jan 05 2022

SC Court of Appeals

**FORM 14
DESIGNATION OF MATTER TO BE
INCLUDED IN THE RECORD ON APPEAL**

THE STATE OF SOUTH CAROLINA
In The Court of Appeals
[In The Supreme Court]

APPEAL FROM RICHLAND COUNTY
Court of Common Pleas

The Honorable H. W. Funderburk Jr.

Case No. 2021-001444

South Carolina Department of
Employment and Workforce
And JDC Mgmt. LLC

Respondent,

v.

Keiarra Carr,

Appellant.

**DESIGNATION OF MATTER TO BE
INCLUDED IN THE RECORD ON APPEAL**

Appellant proposes the following be included in the Record on Appeal:

1. Appellants Joint Return to Respondents
2. Tribunal Hearing 12/03/2020; issues of the hearing were not covered
3. Decision of Appeal Tribunal; initially tried to label me untimely, and then I provided proof this was inaccurate.
4. Statements & Witnesses; from Appellant, previous (hiring manager) Dottie Luzader, current resident.
5. E-mails from Vice President of JDC Management (who turned in keys and left without notice) Claire Moyers regarding the poor condition of the property and its status.
6. Proof that my SC DEW claim has been mishandled, with e-mails directly from SC DEW employee
7. Record on appeal, when requesting previous hearing records SC DEW stated they did not have the records for other appeals
8. Appellant brief

I certify that this designation contains no matter which is irrelevant to this appeal.

January 5, 2022

Keiarra Carr
(Print Your Name)


(Your Signature)

2861 Hilton Circle NW
(Street)

Kennesaw, GA 30152
(City, State, Zip Code)

S.C Administrative Law Court
1205 Pendleton St. Suite 224
Columbia, SC
803-734-6401

Attorney for Appellant
Steven A. Jordan Jr., Esquire
Office of General Counsel
SC Dep't of Employment & Workforce
PO Box 8597
Columbia, SC 29202
Counsel for Respondent SCDEW

Lucy C. Sander, Esquire
242 Mathis Ferry Road
Mt. Pleasant SC 29464
Counsel for Respondent JDC Management

THE STATE OF SOUTH CAROLINA
In the Court of Appeals

APPEAL FROM THE ADMINISTRATIVE LAW COURT
H.W. Funderburk, Jr., Administrative Law Judge

Case No.: 21-ALJ-22-0245-AP

Appellate Case No. 2021-001444

Keiarra Carr, Appellant,

v.

South Carolina Department of Employment
and Workforce & JDC Management, LLC, Respondents.

Respondents' Designation of Matter to Be Included In The Record On Appeal

Pursuant to Rule 209, SCACR, Respondents JDC Management, LLC and the South Carolina Department of Employment and Workforce designate the following material for inclusion in the record on appeal. The designation of the documents below includes designation of all exhibits and attachments to those documents. Counsel for Respondents certify, pursuant to Rule 209(c), SCACR, that the designation contains no matter which is irrelevant to this appeal.

1. Entire Record on Appeal before the Administrative Law Court (ALC)
2. Respondents' Joint Motion to Dismiss filed in ALC filed September 27, 2021
3. Appellant's Motion for Extension filed in ALC filed October 14, 2021
4. ALC Order Granting Motion to Dismiss filed October 26, 2021
5. Appellant's Motion for Rehearing filed in ALC filed November 4, 2021

6. Respondents' Return to Appellant's Motion for Rehearing filed in ALC filed November 16, 2021
7. Appellant's Reply to Respondents' Return filed in ALC filed November 19, 2021
8. ALC Order Denying Appellant's Motion for Rehearing filed December 6, 2021
9. ALC Special Order Correcting the Spelling of Appellant's Name filed December 13, 2021
10. Appellant's Notice of Appeal to Court of Appeals filed December 9, 2021, including the accompanying Proof of Service
11. Court of Appeals Deficiency Letter filed December 13, 2021
12. Appellant's Proof of Service filed December 16, 2021
13. Appellant's Email dated December 14, 2021, Serving Respondents with her Initial Brief, including attachments
14. Respondents' Joint Motion to Dismiss for Lack of Jurisdiction filed in Court of Appeals filed January 13, 2022
15. Appellant's Response to Respondents' Joint Motion to Dismiss filed January 24, 2022
16. Court of Appeals Order Denying Motion to Dismiss filed January 28, 2022
17. ALC Notice of Assignment
18. Appellant's Notice of Appeal filed with the ALC filed July 13, 2021

Respectfully Submitted,

s/ Steven Jordan, Jr.
Steven A. Jordan, Jr. (SC Bar # 100314)
SC Department of Employment and Workforce
Post Office Box 8597
Columbia, SC 29202
803.737.0395 (phone)
803.737.0124 (fax)
Legal@dew.sc.gov

*Attorney for Respondent SC Department of
Employment and Workforce*

BLOODGOOD & SANDERS, LLC

s/ Lucy Sanders

Lucy C. Sanders, SC Bar No.: 78169

242 Mathis Ferry Road, Suite 201

Mt. Pleasant, SC 29464

Telephone: (843) 972-0313

Email: lsanders@bloodgoodsanders.com

Attorneys for Respondent JDC Management, LLC

February 28, 2022

My name is Keiarra Carr

My address is 2861 Hilton Cir Kennesaw, GA 30152

My telephone number is 980-777-0071

SC DEW and JDC Management ruled my leave as under normal working conditions. I appealed that and provided documentation supporting that I was never working under normal working conditions. Nevertheless I gave a proper 2 weeks notice to resign from JDC Management because I was pregnant and working part time with no benefits. With that said, there was no maternity leave option for me, the only option I had was to resign. The manager Dottie who hired me was well aware of this, and she notified everyone on a conference call that I was pregnant and would be working until it was time for me to resign.

SC DEW also listed JDC Management as my bonafide employer which is false, Klear BY KC is my bonafide employer.

I was supposed to have this appeal since 2020, SC DEW overlooked my documentation, my uploads, and did not review my supporting documentation and statements before making a decision in my case.

SC DEW has also ruled my appeal as
untimely which I proved to be
false.

A handwritten signature in black ink, consisting of a stylized 'K' followed by a long horizontal line.

7/13/2021

STATE OF SOUTH CAROLINA
ADMINISTRATIVE LAW COURT

Keianna Carr,

Appellant/Petitioner,

vs.
JDC management
SC DEW

Respondent.

Docket No. ____-ALJ-____-____-

PROOF OF SERVICE

I hereby certify that I have served the Appeals
(Description of the document) in the above-captioned matter by depositing it in the
United State Mail, postage prepaid, on 07/13/2021 (Month/Day/Year) to the
below named parties at their address of record:

SC DEW

Name

P.O. BOX 8597

Address

Columbia, SC, 29202

City/State/Zip

Name

Address

City/State/Zip

JDC management LLC

Name

474 Wando Park Blvd #102

Address

Mt. Pleasant, SC 29464

City/State/Zip

Name

Address

City/State/Zip

Keianna Carr
(Print Your Name)

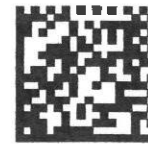
(Your Signature)

2861 Hilton Cir.
(Street)

Kennesaw, GA 30152
(City, State, Zip Code)



South Carolina
Department of Employment and Workforce



18994396

06/29/2021

KEIARRA CARR
2861 Hilton Cir Nw
Kennesaw GA 30152-5865

I request a petition
for judicial review
7/7/2021

NOTICE OF MAILING OF APPELLATE PANEL DECISION

Attached is a copy of the final decision of SCDEW in this case. Any further appeal is to the South Carolina Administrative Law Court. To obtain judicial review of this decision, you must comply with the requirements of S.C. Code Ann. § 41-35-750 and the Rules of Procedure of the Administrative Law Court. The Court may require a filing fee.

The law requires that a Petition for Judicial Review must be filed with the Court and served on all parties and SCDEW within thirty (30) days from the mailing date of SCDEW's final decision (see the mailing date above).

The address of the Administrative Law Court is:

**S.C. Administrative Law Court
Edgar A. Brown Building
1205 Pendleton St., Ste. 224
Columbia SC 29201**

Service of the Petition on SCDEW must be addressed and mailed to:

**Office of General Counsel
S.C. Department of Employment and Workforce
Post Office Box 8597
Columbia SC 29202**

SCDEW cannot advise a party on any legal matter. For legal advice or assistance in filing an appeal to the Administrative Law Court, you should consult an attorney licensed to practice law in South Carolina.



18994396

Office of Appellate Panel

KEIARRA CARR)
2861 HILTON CIR NW)
KENNESAW GA 30152)
Claimant SSN: XXX-XX-2258
Claimant ID: 10879149

APPELLATE PANEL
DECISION

JDC MANAGEMENT LLC)
474 WANDO PARK BLVD STE 102)
MT PLEASANT SC 29464-7933)

Appellant: KEIARRA CARR

Appeal Number:21-HA-001861

Appellant: Claimant

The Claimant filed for unemployment benefits on October 8, 2020. The claims adjudicator's determination mailed October 19, 2020, held the Claimant disqualified from receiving benefits indefinitely, upon finding she voluntarily left work without good cause attributable to the employment. The Claimant appealed to the Appeal Tribunal. After an evidentiary hearing, the Appeal Tribunal affirmed the determination. The Claimant appealed the Appeal Tribunal decision on May 20, 2021 to the Appellate Panel.

The Appellate Panel issued its decision upon review of the record on appeal. We affirm the Appeal Tribunal decision. The Claimant is indefinitely disqualified from benefits effective May 24, 2020, upon finding she voluntarily left her employment without good cause attributable to the employment.

BACKGROUND

The Claimant worked for the Employer from October 14, 2019, to February 21, 2020, as an assistant property manager. The Claimant voluntarily quit work due to her dissatisfaction with the work environment. The Claimant was hired to work 26 hours per week, however, when the property manager position became vacant at some point after the Claimant was hired, the Claimant often worked additional hours. Although the Claimant was paid her hourly wage for all hours worked, she felt she should have been compensated overtime pay despite not working over 40 hours. The Claimant reports feeling overwhelmed due to the lack of a property manager

South Carolina
Department of Employment and Workforce

for the remainder of her employment. The Claimant testified she was also forced to use her own hotspot on her cell phone for internet access to complete functions of her job when the internet at the business was down, and she did not receive compensation for this. She expressed her feelings of dissatisfaction to the vice president of the business in January 2020, who assured her the Employer was searching to fill the property manager position and help was on the way. But shortly after their discussion, that vice president left the business. Rather than reach out to the vice president's successor or another member of management, the Claimant abruptly resigned from work approximately one month later.

FINDINGS

S.C. Code Ann. § 41-35-120(1) requires an indefinite disqualification from benefits when the Department finds the claimant left work voluntarily without good cause. The disqualification continues until the claimant returns to work and earns eight times the weekly benefit amount of the claim in covered employment.

"Good cause" refers to a material, substantial change in the conditions of employment, or other circumstances directly attributable to the employment, which would cause a reasonable person to become totally unemployed rather than continue working.

The record establishes the Claimant quit due to her feeling overwhelmed and stressed with the job. The Claimant expressed her concerns with the previous vice president who assured her help was forthcoming, then the Claimant abruptly quit one month later. While the Claimant's concerns may have been valid, we find she did not allow the Employer adequate time to address her concerns, especially considering turnover of the vice president shortly after the Claimant's conversation with her. When the vice president left, a reasonable person would have reached out to another member of management with concerns before quitting work. Thus, good cause for quitting has not been established. Therefore, we find the Claimant left employment without good cause connected to the employment.

In her appeal to the Appellate Panel, the Claimant requested to submit additional evidence pertaining to her separation. As a board of review, the Appellate Panel generally is confined to the record developed by the Appeal Tribunal and does not consider additional information which was not previously presented in the evidentiary hearing before the Tribunal. The Claimant's request is denied.

I have attached a letter from the property manager confirming the status of the property. This is all false.



DECISION OF APPEAL TRIBUNAL

Hearing Date: May 20, 2021

Appeal Number: 21-LA-021603

KEIARRA CARR
2861 HILTON CIR NW
KENNESAW GA 30152

CLAIMANT

JDC MANAGEMENT LLC
474 WANDO PARK BLVD STE 102
MT PLEASANT SC 29464-7933

EMPLOYER

APPELLANT: Claimant

SSN: XXX-XX-2258

CLAIMANT ID: 10879149

APPEARANCES

FOR THE CLAIMANT: Claimant

FOR THE EMPLOYER: Employer

ISSUE STATEMENT

The claimant appealed the determination mailed October 19, 2020, which held the claimant indefinitely disqualified from receiving benefits effective May 24, 2020, upon a finding the claimant voluntarily quit the employer.

The claimant worked from October 14, 2019 until February 21, 2020 with the subject employer, most recently as a property manager. The claimant states that she was hired on a part time basis and was paid \$16.00 per hour. The claimant asserts that she resigned after feeling stressed by the job. The employer did require her to work more than 29 hours per week on 4 occasions and the claimant was paid her normal hourly rate. The claimant states that she contacted the Vice President of the company to express her concerns about the job stress. The claimant was told to give things time to settle due to the claimant's short tenure with the employer. The claimant chose to resign and notified the employer she was not coming back.

I gave notice to the Vice President

REASONS

→ This is false I was never told to give things time. they went 4 months without hiring a manager because they did not care!

South Carolina
Department of Employment and Workforce

S.C. Code Ann. § 41-35-120(1) requires an indefinite disqualification from benefits when the Department finds the claimant has voluntarily quit without good cause attributable to the employment. The disqualification continues until the claimant returns to work and earns eight times the weekly benefit amount of the claim in covered employment.

"Good cause" has been defined as a material, substantial change in the conditions of employment, or other circumstances directly attributable to the employment, which would cause a reasonable person to become totally unemployed rather than continue working

In this case, the claimant filed unemployment after leaving the employer following four months of employment. The employer paid the claimant when she worked more than her normal schedule. Due to the short duration of the claimant's employment, the Tribunal cannot find the claimant quit with good cause. Hence, the claimant's leaving was due to personal reasons and therefore without good cause. —

personal reasons? no working internet? no working office phone? running up my
DECISION

The Tribunal holds the claimant indefinitely disqualified from benefits effective May 24, 2020, and continuing until the claimant returns to work and earns eight times the weekly benefit amount, upon finding the claimant voluntarily quit without good cause attributable to the employment. This decision affirms the determination mailed October 19, 2020.

phone bill?

How can bussiness run with no phone and internet due to past due bills and neglect of upper management. I was doing reports no one in my position should have been doing

This will be the final decision of the Agency, unless you file an appeal to the Appellate Panel setting forth in detail the grounds for appeal within ten (10) calendar days, including weekends and holidays, from the mailing date of this decision. If the tenth day falls on a Saturday, Sunday or holiday, the appeal period is extended to the next business day. Your appeal may be filed by mail addressed to "Appellate Panel, Post Office Box 1752, Columbia South Carolina, 29202", or by fax at 803-737-3166. For additional information on filing an appeal, visit our web site at <https://dew.sc.gov/individuals/manage-your-benefits/appeals>.

Harold W. Bell

I have once again been given an unfair ruling that I want to appeal again. I am uncertain and completely mind blown how even with my documentation provided you all still state I left my job voluntarily without good cause.

- When I was hired I was told it would be a 4 person office staff, there was only 2 people for 4 months
- I would go weeks without internet service causing me to use my personal cellular device without compensating
- There would be times when the phone line was disconnected
- Severe pest problems
- The ceiling caved in by the front office directly by my seat which cause me to fear for myself and unborn baby due to the condition and structure of the property. They never wanted to hire anyone to fix this.
- I was made fun of by the regional property manager Sedra Charapp who spoke badly of her staff to other staff. Sedra has had run ins with residents, and has failed state property inspections how could she lead and be resourceful to those beneath her?
- When I was first hired to JDC management I was hired as part time leasing professional. When this was brought to my attention o mentioned it to my property manager. They then adjusted my offer letter reflecting my position as assistant property manager. Though my adjusted offer letter did not read part time, in the hearing today Laura Dooley confirmed they only worked me part time offers. This confirms that JDC management is changing and making false claims.
- JDC also initially stated that quit my job to start a business, I later proved that to be incorrect as well when I showed my business was active and open nearly a year before accepting that role
- My notice was given to the Vice President of the company, why is it my fault that notice was not properly put in because she quit that very same

day?

- JDC management is not my bonafide employer, Klear By KC is
- If we are going based on my offer letter i was to report to the property manager (I had no manager for 4 months)
- I was supposed to receive bonuses based on my offer letter, however how could I ever receive the bonuses when I came into a property that was in poor condition setting me up for failure to never receive any bonus.
- Upper management put me in uncomfortable positions by discussing their personal life of being domestically violent with ex partners
- The fact that you all overlooked the fact that this interview for this very reason was supposed to be held back in December and it is now May
- The facts are all there. The proof is all there.

Just as you guys made inaccurate decisions in regards to my timeliness to appeal you guys are once again making inaccurate decisions, and I have provided the facts.

How is working a 4 person office job with only 2 people normal conditions?

Laura Dooley also said herself "it's a year later and we are still behind" which confirms the workload was and is still heavy!

Instead of increasing my hours to full time JDC management cut my hours back which would cause there to be days when no one was in the office at all. So upon returning emails would be backed up, voicemails would be backed up, work orders would be backed up, and move ins would be backed up. Instead of hiring a manager as we were supposed to have and have someone assist me I had to handle in office things under my job tile, the manager job title, as well as maintenance/grounds.

I provided emails directly from the Vice President stating herself that the property was not in the condition in which it's supposed to be in.

I believe this ruling to be unfair, I believe the state is making decisions so they will not have to back pay what is rightfully owed me. I'm not sure if this is due to lack of funding, but this is a complete unfair ruling. I gave notice and provided documentation as to why I did. How did I voluntarily quit under normal conditions? Maybe this is an act of discrimination, or ruling in favor of the employer but how can you bypass all of the facts and documents I presented unless they weren't actually reviewed just as you guys didn't properly review my responses and ruled me untimely.

I request another appeal, and I will be providing statements from previous manager Dottie and a resident of the property.

JDC Management told SC Unemployment that I quit my job without reason to start at another job. How can that be true when I have provided my business articles of organization that reads my business started in 2019. My business was established before starting at JDC Management.

I sent an e-mail to the Human Resources manager at JDC Management requesting supporting documentation for the claim stated to SC Unemployment, they have yet to provide that proof.

It was said that I left my position under normal working conditions:

1. There was no property manager for 4 months, meaning I was working 2 properties by myself as a part-time leasing professional by myself, how is that normal working conditions?
2. I have e-mails from the Vice President of the company complaining about the condition of the property/reports not being done/numbers not being met.
3. I had to use my personal cell phone in order to work because there was never any internet, they never offered reimbursement even when I asked.
4. My 2 weeks notice was given to the Vice President of the company the very day she walked out. She arrived at my property that morning, we discussed the poor conditions, I informed her I was giving my notice due to being 8 months pregnant and working in poor conditions which was causing stress on me. Later that day I found out that she packed her office and walked out.

The facts are all here to prove everything that I am stating. This is totally unfair to me, I really need to appeal this decision

2 weeks prior to me resigning from JDC Management I gave my 2 weeks' notice to the Vice President of JDC (who later that same day walked out and quit). I was pregnant and working part-time which means there are no benefits or maternity leave options for me, I had to resign. JDC is NOT my bonafide employer! I left JDC because I was due to have my baby and everyone knew that, for them to rebuttal and list it as working conditions is there way of trying to get over on the system.

**Dottie Luzader**

Active now



message from
property manager

Keiarra,
I hired you as part time leasing but I believe HR did your offer letter as Asst Manager. None the less. You were part time at 30 hrs a week. When you were hired the files were still behind because when I was hired they were behind and the prior leasing person and I were tho get caught up. However, JDC had me traveling to N Chas twice a week to cover another property and once a Manager was hired there they had me traveling to Orangeburg twice month. In the mean the prior part time leasing had quit. Hence the reason I hired you. Maintenance was behind and couldn't keep anyone good on staff. We had 1 full time when I started and talks about hiring a part time person also. That would be a total of 4 people. 2 full time and 2 part time.

Still the same pay and hours as part time leasing. They only changed my position title becau I mentioned that.

The front balcony above the office had so much water damage that JDC had known about for years that it was on the verge of falling down. They started the proton repairs when I left

We had very little ↓ from Corporate when needed. I actually

the balcony directly over my desk, could have collapsed at any time.



Aa



**Dottie Luzader**

Active now



caught up. However, JDC had me traveling to N Chas twice a week to cover another property and once a Manager was hired there they had me traveling to Orangeburg twice month. In the mean the prior part time leasing had quit. Hence the reason I hired you. Maintenance was behind and couldn't keep anyone good on staff. We had 1 full time when I started and talks about hiring a part time person also. That would be a total of 4 people. 2 full time and 2 part time.

The front balcony above the office had so much water damage that JDC had known about for years that it was on the verge of falling down. They started the proton repairs when I left

We had very little help from Corporate when needed. I actually had a signed offer letter to the Area Manager under the Regional Manager and they put me onsite from day one and left me there.

Bills weren't being paid timely but they could sell a property and take everyone at Corporate out to a nice dinner and not pay bills or offer anything to the staff onsite.



Aa



**Dottie Luzader**

Active now



had a signed offer letter to the Area Manager under the Regional Manager and they put me onsite from day one and left me there.

Bills weren't being paid timely but they could sell a property and take everyone at Corporate out to a nice dinner and not pay bills or offer anything to the staff onsite.



Thank you so much Dottie! I appreciate you so so much!



Just an FYI also they hadn't paid vendors in so long vendors were putting liens on the property/properties



|Aa



I

Hey

Yes

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123

space

return



message from Seven Farms resident.
she has a lawsuit against the company
confirming their negligence, and always being

~~under~~staffed



MESSENGER

2m ago

Plus they are always under staffed. Way understaffed.



MESSENGER

3m ago

They have another new person in the office. I'd love to
help out but I have a lawsuit against them currently if
that says much about the negligence of that place.

letter/email from VP complaining about the status of the properties! This shows these properties were not normal conditions.

From: Julie Moyers
Sent: Monday, December 30, 2019 10:43 AM
To: Seven Farms <SevenFarms@idmanagementsco.com>; Seven Farms Assistant <sevenfarmsasst@idmanagementsco.com>
Cc: Seida Charap <sccharap@idmanagementsco.com>; Kerri Szabo <kszabo@idmanagementsco.com>; Mackenzie Morton <MMorton@idmanagementsco.com>; Joe Clarke <JClarke@jamesclarkco.com>; Kirk Williams <KWilliams@idmanagementsco.com>; Michael Graham <mjgraham@idmanagementsco.com>
Subject: Seven Farms & Seven Farms Village Close Outs

Seven Farms

- Seven Farms is closed out, purchasing date advanced, 2020 purchasing period has been set up.
- Delinquents are 15%, which is totally unacceptable.
- There are 62 work orders that are not completed – why?
- There are 10 MTM residents – is this accurate?
- There are 28 late rents, which is totally unacceptable. They need to be done NOW.

Seven Farms Village

- Seven Farms Village is closed out, purchasing date advanced, 2020 purchasing period has been set up.
- There are 151 work orders that are not completed – why? Is this right?
- There are 10 MTM residents – is this accurate?
- There are 28 late rents which is totally unacceptable. They need to be done NOW.
- With 2 vacants and all the rents not at market, you didn't make your mandatory collections number for December. You were short by about \$2,600. You have got to get this turned around.

You can get in One Site.

Thanks.

Claire C. Moyers, HCCP
CPM Candidate
Vice President Property Management
JDC Management, LLC
474 Wando Park Boulevard, Suite 102
Mount Pleasant, SC 29464
Office (843) 353-0969, ext 102
Mobile (678) 644-4181

A
2/20/2021

"To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment."
Ralph Waldo Emerson

From: Seven Farms Assistant
Sent: Thursday, January 2, 2020 9:28 AM
To: Claire Moyers <CMoyers@sevenfarms.com>
Subject: Re: Seven Farms & Seven Farms Close Outs

Good morning Claire,

I just want to make it known I've only been with the company PT as Leasing Professional now for just about 2 months. Upon starting I was told to focus on nothing but the state audit, invoicing (which I found out that was only supposed to be the managers job) and completing weekly reports. When things like this happens it typically falls on the manager and whomever the manager reports too which is typically the regional. I just want to ensure that I am not going to be held accountable for anyone else's shortcomings. I've been holding down the fort by myself with little assistance, having to use my personal device as cellular hotspot because we've had no internet to ensure I was keeping my day to day task afloat.

Being that I'm only a Leasing Professional I have limited access as to what I can and can't do in one site so I have been forwarding all task out of my control to Sedra.

I was hired as a part time Leasing Professional in October 2019. In November they fired the property manager. They did not hire anyone, or bring anyone in to assist me. I was 8 months pregnant and have requested my doctor to excuse me due to the high stress in that non working environment.

1/2/20

SF/SFV

Seven Farms Assistant <sevenfarmsas1@dcmanagementsco.com>

To Claire, me

Tue, Jun 9, 12:18 PM



Hi Claire,

I wanted to personally reach out to you in regards to the status of Seven Farms, and Seven Farms Village. This place is in complete disarray, files missing's, documents out of order, applicants calling and or coming by to see where their items are and I honestly have no idea! I'm not sure how this place got in the condition that it is in. This is a mess. I was hired as a part time leasing professional and I have been going above in beyond in terms of hours and holding down the fort and I don't even get paid for these things nor do I get any type of benefits. At this point this workload that is being brought on me is out of my job title, and my pay range and it's truly unfair. These things do not just fall on the previous manager because the manager also has someone who is to oversee her. There is no reason this place should be in this condition, and I'm having to do the cleanup and being asked "where is this, and why isn't this done" by a regional who should be aware of the things happening at one of her assets. It should not be my job to clean up others mistakes when there has been a manager, and regional manager who are on JDC's pay role to do a job.

I'm going to be honest I'm frustrated, I'm built tough and I know how to tackle things but this is beyond me, and my duties of what I was hired to do.

JAMES DORAN COMPANY

7000 10TH STREET, SUITE 100, DALLAS, TX 75243

Seven Farms | Seven Farms Village
306 Seven Farms Drive
Daniel Island, SC 29492
(843) 868-1436

I agree with you. Wow. Thoughts?

From: Seven Farms Assistant

Sent: Thursday, January 2, 2020 9:39 AM

To: Claire Moyers

<CMoyers@jdcmangementco.com**>**

Subject: Re: Seven Farms & Seven Farms Village
Close Outs

Thank you so much Claire for your response. I was worried and just wanted it to be known that I've been doing everything that was assigned to me.

I have been without internet for at least 3-4 weeks (I informed Sedra of this), I finally got an ATT technician here on Monday 12/30 and he informed me it was a network outage. Upon submitting and completing a ticket it has been back up and running as of Tuesday

2/22/2020

I was without internet, using my personal hotspot and they would not reimburse me. No internet conditions



South Carolina
Department of Employment and Workforce

Appeal Tribunal
P.O. Box 995
Columbia SC 29202



14035930

NOTICE OF HEARING BEFORE APPEAL TRIBUNAL (TELEPHONE CONFERENCE)

Mail Date: 11/25/2020

Claimant Name: KEIARRA CARR
Address: 3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29466

Social Security Number: XXX-XX-2258
Claimant ID: 10879149
Appeal Number : 20-LA-047246
Phone: 980-777-0071

An administrative hearing will be held **TELEPHONE CONFERENCE** on: 12/03/2020 from 11:00 AM to 11:30 AM, Eastern Standard Time, BEFORE: AN APPEAL TRIBUNAL, Administrative Hearing Officer, for the SC Department of Employment and Workforce. The parties will be called by the hearing officer at the telephone numbers shown on this form. **IF THE TELEPHONE NUMBER IS INCORRECT OR NO TELEPHONE NUMBER IS SHOWN, YOU MUST CALL THIS TOLL-FREE NUMBER 866-269-5680 IMMEDIATELY TO INFORM US OF YOUR TELEPHONE NUMBER SO THAT YOU CAN PARTICIPATE IN THE HEARING.**

If you have not been called within 10 minutes after the scheduled time of the hearing, you must call 803-737-2520. Either another hearing is still in progress, or we are unable to contact you. Failure to call or participate in the hearing may result in your interests being considered abandoned.

The issue(s) for the hearing are:

- Able / Available / Work Search
- Overpayment

Per this letter my appeal was to go over the overpayment. This did not happen!

SCHEDULE CONFLICTS: Hearing postponements are not ordinarily granted. However, if you have a justifiable conflict, notify the Department as soon as possible before your hearing. If you do not, a later request to reopen your hearing may be denied. Contact an appeals representative at 803-737-2520, AT ONCE, if you cannot be present at the time scheduled and wish to request a postponement of the hearing.

2/26/2021

PURPOSE OF THE HEARING: The hearing is a fact-finding process that uses a question-and-answer method. Each side may present testimony, witnesses, and documents relevant to its case. The hearing officer will conduct a fair hearing, determine what is relevant, and make sure the record is complete. After the hearing, the officer will prepare a written decision based on the evidence. That decision will be mailed to you.

SPECIAL NOTE: The Appeal Tribunal may reverse, affirm, or modify the decision on appeal. Be advised that if a disqualification is at issue, then the appeal may result in an increase or decrease of the disqualification.

WHAT HAPPENS AT A HEARING: This notice lists what issues the hearing will cover. The hearing is recorded and all proceedings are taken under oath. After explaining the law and procedures, the hearing officer will ask questions of each side and its witnesses in turn. After all testimony is taken from one side the same procedure is repeated for the other side. Wait your



Gmail

Disorganized and tried to shorten
my pay which was found I was
correct.

Keiarra Carr <keiarramcarr@gmail.com>

JDC MANAGEMENT LLC (18124258), Dashboard

5 messages

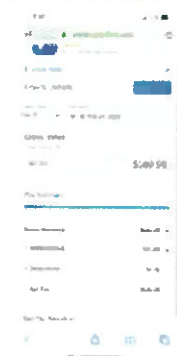
Keiarra Carr <keiarramcarr@gmail.com>

Thu, Feb 27, 2020 at 7:52 AM

To: Laura Dooley <ldooley@jamesdoranco.com>

This is incorrect. You all are shortening me by 13 hours I only missed 1 full day which is 6.5 hours, and I left 1 hour early on Thursday. Therefore I should only be shorted 7.5 hours. This needs to be corrected and I will come pick up my check for my remaining balance owed.

Sent from my iPhone



JDC MANAGEMENT LLC (18124258), Dashboard.png
263K

Keiarra Carr <keiarramcarr@gmail.com>

Thu, Feb 27, 2020 at 7:56 AM

To: Seven Farms <sevenfarms@jdcmanagementco.com>

Cc: Laura Dooley <ldooley@jamesdoranco.com>

5.5 hours is what I'm owed.

I work 26 hours per week

52 hours bi weekly

You all only paid me for 39 hours

I only missed 7.5

Don't screw me over with you alls disorganization and just make up a number suitable for you all.

Sent from my iPhone

> On Feb 27, 2020, at 7:53 AM, Keiarra Carr <keiarramcarr@gmail.com> wrote:

>

> This is incorrect. You all are shortening me by 13 hours I only missed 1 full day which is 6.5 hours, and I left 1 hour early on Thursday. Therefore I should only be shorted 7.5 hours. This needs to be corrected and I will come pick up my check for my remaining balance owed.

>

> <JDC MANAGEMENT LLC (18124258), Dashboard.png>

>

>

Laura Dooley <lidooley@jamesdoranco.com>
To: Keiarra Carr <keiarramcarr@gmail.com>
Cc: Sedra Charap <scharap@jdcmanagementco.com>

Thu, Feb 27, 2020 at 9:10 AM

I apply the time given to me and approved by your supervisor who I've copied here. We'll take your account into consideration, check back at your actual hours worked, and be back in touch.

On Feb 27, 2020, at 7:53 AM, Keiarra Carr <keiarramcarr@gmail.com> wrote:

JDC MANAGEMENT LLC (18124258), Dashboard.png
263K

Keiarra Carr <keiarramcarr@gmail.com>
To: Laura Dooley <ldooley@jamesdoranco.com>
Cc: Sedra Charap <scharap@jdcmanagementco.com>

Thu, Feb 27, 2020 at 9:13 AM

A supervisor who was not there, so the times told was an assumption and not confirmed or signed off on through me. Time cards require both employee and supervisor signature. I never signed off in agreement to 39 hours because I know I worked more than 39 hours.

Sent from my iPhone

On Feb 27, 2020, at 9:10 AM, Laura Dooley <ldooley@jamesdoranco.com> wrote:

Good morning, Keiarra:

[Content not shown]

Laura Dooley <lidooley@jamesdoranco.com>
To: Keiarra Carr <keiarramcarr@gmail.com>
Cc: Sedra Charap <scharap@jdcmanagementco.com>

Thu, Feb 27, 2020 at 9:17 AM

Thank you. Again, we will look over your confirmed hours and get back with you.

Laura Dooley
James Doran Co.

On Feb 27, 2020, at 9:13 AM, Keiarra Carr <keiarramcarr@gmail.com> wrote:

A supervisor who was not there, so the times told was an assumption and not confirmed or signed off on through me. Time cards require both employee and supervisor signature. I never signed off in agreement to 39 hours because I know I worked more than 39 hours.

[Content not shown]



Returned mail

Laura Dooley <lidooley@jamesdoranco.com>
To: Keiara Carr <keiaramcarr@gmail.com>
Cc: Courtney Knebel <cknebel@jdcmanagementco.com>

Hello Keiara,

We received a returned envelope from our offices addressed to you containing your 2019 W-2 Statement.

What address do you want us to mail it back to or do you want us to email it to you?

Thank you,

Laura Dooley

Director of Human Resources

JDC Management, Humanities Foundation & Quantum Builders

474 Wando Park Blvd., Suite 102

Mount Pleasant, SC 29464

Cell: (843) 830-7590

Office: (843) 284-5108

lidooley@jamesdoranco.com

In feb Laura asked me
for an address I provided
her in January. They use
my documents to the
wrong address because
she failed to address
this when I pres-
ented it to her.

Fri, Feb 28, 2020 at 1:29 PM

Keiara Carr <keiaramcarr@gmail.com>
To: Laura Dooley <lidooley@jamesdoranco.com>
Cc: Courtney Knebel <cknebel@jdcmanagementco.com>

Fri, Feb

1:32



< Sent

Employee address update



Laura Dooley

Director of Human Resources

JDC Management, Humanities Foundation &
Quantum Builders

474 Wando Park Blvd., Suite 102

Mount Pleasant, SC 29464

Cell: (843) 830-7590

Office: (843) 284-5108

Idooley@jamesdoranco.com

-----Original Message-----

From: Keiarra Carr <keiarramcarr@gmail.com>

Sent: Friday, January 17, 2020 9:05 AM

To: Laura Dooley

<Idooley@jamesdoranco.com>

Subject: Employee address update

Hi,

My name is Keiarra Carr, I work at our property on Daniel Island Seven Farms. I need to update my mailing address and ask will W2s be available online?

My address is 3428 Legacy Eagle Drive Apt 203, Mount Pleasant SC 29466

Sent from my iPhone



Sent from my iPhone

On Feb 28, 2020, at 1:29 PM, Laura Dooley <ldooley@jamesdoranco.com> wrote:

Attachments:



South Carolina
Department of Employment and Workforce



15108005

01/19/2021

KEIARRA CARR
2861 HILTON CIR NW
KENNESAW GA 30152-5865

SSN: XXX-XX-2258
Claimant ID: 10879149

2/26/21

I request another appeal

NOTICE OF ACTION REGARDING STATE INCOME TAX RETURN(S)

The South Carolina Department of Employment and Workforce's (DEW) records indicate you were previously notified of a new outstanding debt owed to DEW by determination mailed to your address of record. This letter is to inform you the debt will be certified for collection through The Setoff Debt Collection Act (SOD). This new debt submission is in addition to any debts which may have been previously submitted for collection.

New Debt Submitted: \$10,867.00

You are hereby notified of DEW's intention to submit this debt to the South Carolina Department of Revenue (SCDOR) to be set off against your state income tax refunds until the debt is paid in full. The Setoff Debt Collection Act, Chapter 56 of Title 12 of the South Carolina Code (1976) allows SCDOR to deduct, from any refund, this amount plus all costs, including a \$25 administrative fee. If you file a joint return with your spouse, this amount will be deducted from the total joint refund without regard to which spouse incurred the debt or actually withheld the taxes.

The Department will utilize the powers granted under the Setoff Debt Collection Act unless you file a written protest within thirty (30) days from the date of this notice. The protest must contain all of the following information: (1) your name, (2) your address, (3) your social security number, (4) the type of debt in dispute, and (5) a detailed statement of all the reasons you disagree or dispute the debt. The original written protest must be mailed to South Carolina Department of Employment and Workforce at SCDEW, ATTN: Document Control, P.O. Box 995, Columbia, SC 29202. **Please attach a copy of this Notice to the protest.**

Bankruptcy: If you have filed for bankruptcy and the automatic stay is in effect, you are not subject to offset while the stay is in effect.

You can avoid these collection costs and reduction of your individual income tax return by immediately paying the amount owed in full. To pay your debt, you can log on to your MyBenefits portal at dew.sc.gov or mail any payment to:

**South Carolina Department of Employment and Workforce (SCDEW)
ATTN: UI Collections, P.O. Box 2644, Columbia, SC 29202.**

If you have paid the debt in full please disregard this notice.

Questions regarding this correspondence should be directed to DEW's Unemployment Insurance Division using the Claimant self-service line at 1-866-831-1724 (toll free). Press option 2 and then option 7 to speak with a live representative weekdays between 8 a.m. and 4 p.m.



Keiarra Carr <keiarramcarr@gmail.com>

Documentation Request

1 message

Keiarra Carr <keiarramcarr@gmail.com>
To: Laura Dooley <lidooley@jamesdoranco.com>

Thu, Nov 5, 2020 at 10:50 AM

Good morning,

It was brought to my attention that you all provided false information to South Carolina Unemployment. Luckily I saved all correspondence in regards to this matter and they have all been provided.

For supporting documentation for my appeal I am personally requesting documents supporting you all's claims that was provided to unemployment.

I look forward to your response with the supporting documentation backing you all's claim.

Thank you in advance,
Keiarra Carr

Sent from my iPhone

still no response

I request an appeal

11/13/2020



14212413

12/08/2020

KEIARRA CARR
3428 Legacy Eagle Dr Apt 203
Mount Pleasant SC 29466-6320

I request an
appeal.

How could I file a Claim in
March when I had no idea
unemployment applies for
self employed individuals? My
claim supports I filed under
my business not an employer.
Our own president was unaware
of terms and conditions in regards
to the pandemic. I was unaware as
well. It was not broadcasted or →

Unemployment Insurance

UI Claim

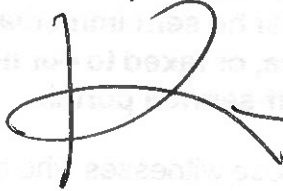
~~1803030000~~

10879149

UI: 1721043

Appeal Request

Reianna Carr



2/26/2021

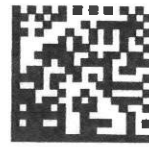
appeal overpayment

appeal back payment

appeal working conditions

ruling For JOC

management.



14035930

KEIARRA CARR
3428 Legacy Eagle Dr Apt 203
Mount Pleasant SC 29466-6320

I request an appeal:

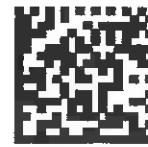
for months I have been dealing with the fact finding of I quit under normal working conditions.

I also want to request another appeal for my back payment request. Just as you all over looked the fact that my appeal in December 2020 was to cover over payment. I was unaware and had no way of applying for unemployment.

2/26/21



South Carolina
Department of Employment and Workforce



13459630

Original

KEIARRA CARR
3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29466-6320

Decision Date: 10/19/2020
Mailing Date: 10/19/2020
Effective Date: 05/24/2020
Type: QT05
Category: Working Conditions
Benefit Year Ends: 05/22/2021
RE: JDC
MANAGEMENT
LLC
Claimant ID: 10879149
SSN: XXX-XX-2258
WBA: \$193.00
RBA: \$3,695.00

I request an appeal
2/26/2020
[Signature]

DECISION

You are held ineligible for benefits from 05/24/2020 .

DETERMINATION REASON

You left your most recent bona fide employer due to a heavy work load and job pressures. There is no indication that your work duties were any different than any other employee in the same position. You are determined to have voluntarily quit for a personal reason and without good cause under the South Carolina code section 41-35-120.

JDC was not my bona fide employer
Klear By KC was

CONCLUSION

You have not met the eligibility requirements of the law, benefits are denied from 05/24/2020.

I did not quit, notice was given to VP.
workload was not normal.

UI Claims Adjudicator

IMPORTANT: This determination will be the final decision of the Department unless you file an appeal setting forth in detail the grounds for appeal by 10/29/2020. Your appeal may be filed by mail addressed to the "Appeal Tribunal, Post Office Box 995, Columbia, SC 29202," or by fax to 803-737-0287. For additional information on filing an appeal, contact the Appeals Department at 803-737-2520 or visit our website at www.dew.sc.gov/individuals/manage-your-benefits/appeals.

SEE FURTHER EXPLANATIONS OF THE LAW ON PAGE TWO (2) OF THIS FORM



South Carolina
Department of Employment and Workforce



12348344

Original

KEIARRA CARR
3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29466-6320

Decision Date: 08/19/2020
Mailing Date: 08/20/2020
Effective Date: 08/16/2020
Type: BD05
Category: Other
Benefit Year Ends: 05/22/2021
RE:
Claimant ID: 10879149
SSN: XXX-XX-2258
WBA: \$193.00
RBA: \$1,379.00

I request an appeal
2/26/2021
DECISION

Your request for the backdate of your claim is denied.

DETERMINATION REASON

Under South Carolina Regulation 47-21(E)(1), initial, additional and reopen unemployment claims are effective the Sunday prior to the date the claim was filed. You have requested that the effective date of your claim be backdated, but the reason you provided is not considered good cause.

CONCLUSION

You have not met the eligibility requirements of the law, benefits are not backdated.

Internet bill attached to show
Internet was suspended
UI Claims Adjudicator

IMPORTANT: This determination will be the final decision of the Department unless you file an appeal setting forth in detail the grounds for appeal by 08/31/2020. Your appeal may be filed via the MyBenefits Portal, by mail addressed to the "Appeal Tribunal, Post Office Box 995, Columbia, SC 29202," or by fax to 803-737-0287. For additional information on filing an appeal, contact the Appeals Department at 803-737-2520 or visit our website at www.dew.sc.gov/individuals/manage-your-benefits/appeals.

SEE FURTHER EXPLANATIONS OF THE LAW ON PAGE TWO (2) OF THIS FORM



I'm looking for...



Support



Keena

Business

My bill

Your service has been canceled as requested.

Please pay your past due balance of \$90.58 now. [Make a payment.](#)

Be sure to return your equipment to avoid fees. [Learn how to return equipment.](#)

Select a bill period

Previous bills

Apr 13 - May 12

\$19.25

Bill charges

View all charges

- + Previous activity
for Mar 13 - Apr 12, 2020
\$0.00
- + Account charges
\$9.25
- + Internet
\$10.00

Bill charges
for Apr 13 - May 12, 2020



View paper bills

*Service was canceled
non payment + balance due
no internet access
in regards to
backpay reavest.*

Make a payment

Balance due

Past due

\$90.58

[Make a payment](#)

Can't pay now? Pay later



Usage



Payments



Reports

Additional bill info

[Read bill & payment info, news & offers](#)
[See your Customer Service Summary](#)

Billing & payment options

[Sign up for AutoPay](#)
[Update billing contact info, notices & more](#)

Billing help

[See other ways to pay](#)
[Get billing support](#)



My bill

I'm looking for...



Support



Business

Account
301698785



Your service has been canceled as requested.
Please pay your past due balance of \$90.58 now. [Make a payment](#)
Be sure to return your equipment to avoid fees. [Learn how to return equipment](#)

Select a bill period

Previous bills

Mar 13 - Apr 12

\$10.00

Bill charges

View all charges

+ Previous activity
for Feb 13 - Mar 12, 2020

+ Internet

Bill charges
for Mar 13 - Apr 12, 2020



View paper bills

Make a payment

Balance due
Past due

\$0.00

\$90.58

Make a payment

Can't pay now? Pay later

\$10.00

\$10.00



Usage



Payments



Reports

Additional bill info

Read bill & payment info, news & offers
See your Customer Service Summary

Billing & payment options

Sign up for AutoPay
Update billing contact info, notices & more
See payment activity & options

Billing help

See other ways to pay
Get billing support



18237745

05/20/2021

KEIARRA CARR
2861 Hilton Cir Nw
Kennesaw GA 30152-5865

I Request an appeal

5/20/2021

South Carolina
Department of Employment and Workforce

Harold W. Goldin
Administrative Hearing Officer

Decision Mailed: May 20, 2021

WEEKLY CERTIFICATIONS: CERTIFICATION



SOUTH CAROLINA
DEPARTMENT OF EMPLOYMENT AND WORKFORCE

KEIARRA CARR

CLAIMANT ID: 10879149

File Weekly Certification

Summary

Submit

Confirmation

Claimant Homepage

Reminder: You are certifying for the week of 01/24/2021 to 01/30/2021. Each of your answers should apply to this week only. * indicates a required field.

Format for dollar amounts should include decimal. Ex-999.99.

Did you end a job, complete an on-call or temporary job assignment during the week of 01/24/2021 to 01/30/2021? *

No

☐ Yes ☒ No

Did you work during the week of 01/24/2021 to 01/30/2021? *

☒ Yes ☐ No

Were you physically able to work during the week of 01/24/2021 to 01/30/2021? *

☒ Yes ☐ No

Were you available to work, or were you available to be recalled from a layoff, during the week of 01/24/2021 to 01/30/2021? *

☐ Yes ☒ No

Did you refuse any job offers or referrals during the week of 01/24/2021 to 01/30/2021? *

☐ Yes ☒ No

Did you attend school or training during the week of 01/24/2021 to 01/30/2021? *

☐ Yes ☒ No

Did you receive a pension or retirement payment for the week of 01/24/2021 to 01/30/2021? *

☐ Yes ☒ No

Did you receive severance or separation pay during the week of 01/24/2021 to 01/30/2021? *

☐ Yes ☒ No

Did you receive holiday or vacation pay during the week of 01/24/2021 to 01/30/2021? *

☐ Yes ☒ No

Did you apply for or begin receiving any of the following during the week of 01/24/2021 to 01/30/2021: disability pay, Worker's Compensation or Unemployment Insurance under the law from any other State or Federal government agencies? *

☐ Yes ☒ No

Back

Next

PROD SC CSS 2021-01-23 13:33 v1.001.750

Privacy Statement | Legal



Question not there

[Handwritten signature]

2/26/2021

I clarify weekly and work search through SCWORKS + Indeed.com

conducts work search verifications. Individuals are selected on a random basis for work search and in person identification verification. Always bring picture identification when selected for work search verification.

The South Carolina Department of Employment and Workforce may select you for participation in an Employment Service Program. Failure to report to the South Carolina Department of Employment and Workforce as requested or participate in the Employment Service program can result in a delay or denial of benefits. Work Search Records are requested at the time you are selected.

[Print](#)[Claimant Homepage](#)[Logoff](#)[Certify My Next Available Week](#)

PROD SC CSS 2021-01-23 13:33 v1.001.750

[Privacy Statement](#) | [Legal](#)



5:47



AA

scuihub.dew.sc.gov



Good Morning KEIARRA CARR

Tuesday, February 2, 2021

[My Alert](#)



[Contact](#) | [Resources](#) | [Logoff](#)

Sent from my iPhone

On Jan 22, 2021, at 3:52 PM, Smith, Tiffney <TNSmith@dew.sc.gov> wrote:

So yes (actually about 10 minutes ago I received an email back) the appeal is showing under what we call a work item, once the work item is assigned to someone the information will be looks at, at that time, and you will mailed/mailed information on any info. regarding a hearing.

From: Keiarra Carr <mskeiarramichale@gmail.com>

Sent: Friday, January 22, 2021 2:28 PM

To: Smith, Tiffney <TNSmith@dew.sc.gov>

Subject: Re: Claimant ID 10879149

Good afternoon,

I wanted to follow up and see if there is any update on my claim?

Sent from my iPhone

On Jan 21, 2021, at 4:52 PM, Smith, Tiffney <TNSmith@dew.sc.gov> wrote:

I'm double checking for you but it looks like that was for the other appeal not

the one for the overpayment. You have to file a different appeal for any decision made. I will let you know what I find out.

From: Keiarra Carr <mskeiarramichale@gmail.com>
Sent: Thursday, January 21, 2021 3:44 PM
To: Smith, Tiffney <TNSmith@dew.sc.gov>
Subject: Re: Claimant ID 10879149

The cover message on the cover page states that I was requesting an appeal. I did everything I thought right to do on my end.

Thank you

Sent from my iPhone

On Jan 21, 2021, at 3:09 PM, Smith, Tiffney
<TNSmith@dew.sc.gov> wrote:

This one doesn't state anything about appealing the overpayment. This information was received and looked at for your previous appeals. I am going to email an appeals officer to look over everything and I will let you know what they say.

From: Keiarra Carr <mskeiarramichale@gmail.com>
Sent: Thursday, January 21, 2021 2:33 PM
To: Keiarra Carr <mskeiarramichale@gmail.com>
Cc: Smith, Tiffney <TNSmith@dew.sc.gov>
Subject: Re: Claimant ID 10879149

<image0.png>
<image1.png>
<image2.png>
<image3.png>

Sent from my iPhone

On Jan 21, 2021, at 2:31 PM, Keiarra Carr
<mskeiarramichale@gmail.com> wrote:

I faxed on 10/21/2020

Sent from my iPhone

On Jan 21, 2021, at 1:58 PM, Smith, Tiffney <TNSmith@dew.sc.gov> wrote:

You would have had to file the appeal by or before 10/29/20. Any appeal that is sent in after that date they consider untimely and will not hold a hearing.

ATTENTION: This email and any files transmitted with it contain information that may be exempt from public release under the Freedom of Information Act (5 U.S.C. 552). It is the policy of the Department to protect such information from unauthorized disclosure. If you are not an intended recipient, you should not disseminate, distribute or take any action in reliance on the contents of this information. If you have received this email in error, please notify the system manager. This notice does not constitute an official action or statement of the Department and should not be relied upon as such.

From: Keiarra Carr
<mskeiarramichale@gmail.com>
Sent: Thursday, January 21, 2021 1:53 PM
To: Smith, Tiffney
<TNSmith@dew.sc.gov>
Subject: Claimant ID 10879149

Your attachment(s) were cleaned by
Check Point Sandblast Threat
Extraction.

[Click here](#) to restore the original(s).

Sent from my iPhone

Begin forwarded message:

From: Keiarra Carr
<mskeiarramichale@gmail.com>
Date: November 29, 2020
at 3:55:36 PM EST
To:
appealshelp@dew.sc.gov
Subject: Fwd: Claimant
ID 10879149 Appeal
Request Flagged

**request flagged
Important**

This is Keiarra Carr, I am requesting to appeal both overpayment rulings. I am requesting to appeal the decision made that I quit JDC management due to working conditions.

From: Keiarra Carr
Subject: Re: Claimant ID 10879149
Date: February 2, 2021 at 5:52 AM
To: Smith, Tiffney



Good morning Tiffney,

I wanted to follow up with you in regards to my claim. I still have not heard anything, I received a collections notice, are you guys going to garnish my income tax? I'm still getting the "you selected you did not look for work" I have attached a screenshot showing that has not been a question when I certify.

5:49



AA

scuihub.dew.sc.gov



WEEKLY CERTIFICATIONS: CONFIRMATION

dew SOUTH CAROLINA DEPARTMENT OF EMPLOYMENT AND WORKFORCE

KEIARRA CARR CLAIMANT ID: 10879149

[File Weekly Certification](#) [Summary](#) [Submit](#) [Confirmation](#) [Claimant Homepage](#)

The South Carolina Department of Employment and Workforce is committed to meeting our Federal and State Requirements to pay benefits when due as efficiently as possible. Please watch your Homepage for important information and/or issues affecting your claim. After you log into the Claimant Self-Service (CSS) Portal, <https://scuihub.dew.sc.gov/3/SSS/Login.htm>, click on the Go To My Homepage tab link for the current status of your claim. If it has been less than 21 days since you filed your claim, we ask you to please allow the process to be completed and not call or visit our offices to inquire about the claim status. Your Homepage allows you to check on the status of your weekly payments.

If there are issues, they will be identified and listed below and also on your Home page. Until these issues are addressed, your certification will be on hold and payment cannot be made. Please respond to inquiries as soon as possible to avoid a delay in your payment. You can provide the information necessary by responding to our mail correspondence or by clicking on the hyperlinked issue(s) under the "Issues Delaying Payment" section (hyperlinked issues are the ones that appear in blue and are underlined).

You have successfully certified for your weekly benefits for the week ending:

01/30/2021

The confirmation number provided is for tracking purposes. You may print this page for your records.

Confirmation Number: 16282386

Issues Delaying Payment (This Week)

Issue	Complete By	Note
Did not look for work	02/04/2021	Interview, Did not look for work

Issues Delaying Payment (All)

Issue	Complete By	Note
Did not look for work		Pending Resolution
Did not look for work		Pending Resolution
Did not look for work		Pending Resolution
Did not look for work	02/04/2021	Interview, Did not look for work

[Click here for South Carolina Department of Employment and Workforce Contact Information](#)

You must keep a weekly record of your work search and be prepared to submit this record upon request of the Department. The Department regularly



South Carolina
Department of Employment and Workforce



16540408

Mail Date: 03/08/2021

KEIARRA CARR
2861 HILTON CIR NW
KENNESAW GA 30152

JDC MANAGEMENT LLC
474 WANDO PARK BLVD STE 102
MT PLEASANT SC 29464

Appeal Dismissal - Untimely

RE: KEIARRA CARR
SSN: XXX-XX-2258
Claimant ID: 10879149
Appeal No: 21-LA-006849

The Claimant filed an appeal dated 11/30/2020 from a determination mailed 10/19/2020.

S.C. Code Ann. § 41-35-660 provides that any interested party may file an appeal not later than ten (10) calendar days after a determination was mailed to the last known address. We, therefore, have no alternative but to dismiss the appeal as being untimely.

You have the right to appeal this ruling to the Appellate Panel appeal within ten (10) calendar days, including weekends and holidays, from the mailing date of this decision. If the tenth day falls on a Saturday, Sunday or holiday, the appeal period is extended to the next business day. Your appeal may be filed by mail addressed to "Appellate Panel, Post Office Box 1752, Columbia South Carolina, 29202" or by fax to 803-737-3166 . For additional information on filing an appeal, visit our web site at <https://www.dew.sc.gov/individuals/manage-your-benefits/appeals>

Lower Authority Appeals
803-737-2520

When SCDEW falsly
labeled me utimely
so I submitted does
showing this to be
false



16540408

KEIARRA CARR
2861 Hilton Cir Nw
Kennesaw GA 30152-5865

Once again, an inaccurate
decision has been made on
my Claim! I submitted my
appeal several times via email,
via portal, and fax. This IS
WRONG. LOG ON TO MY
portal and see my
response OCTOBER
21, 2020 In addition to
sending several
documents I have
call several times I
L 3/8/2021

Sent		Contacts	
Compose		Delete	
Move		Print	
Download		Forward	
Fax		Tag	
Subject	Sent	Recipient	
<u>Claimant ID 10879149 UI 1721043</u>	2/26/2021 10:00 AM	<u>18037370287</u>	
<u>Claimant ID 10879149 UI 1721043</u>	2/26/2021 9:51 AM	<u>18037370287</u>	
	2/26/2021 9:37 AM	18037370287	
<u>I request an appeal</u>	2/26/2021 9:06 AM	<u>18037373166</u>	
	12/16/2020 6:06 AM	18037370287	
<u>Appeal Number 20-LA-047246</u>	12/8/2020 9:42 AM	18037373166	
<u>Claimant ID 18037372870</u>	11/7/2020 3:22 AM	18037370287	
	11/6/2020 3:52 PM	18037372870	
	<u>10/21/2020 12:31 PM</u>	<u>18037372870</u>	
	<u>10/21/2020 12:28 PM</u>	<u>18037372870</u>	
	<u>10/21/2020 12:07 PM</u>	<u>18037372870</u>	
<u>CLAIMANT ID: 10879149</u>	<u>10/21/2020 10:31 AM</u>	<u>18037370287</u>	
<u>CLAIMANT ID: 10879149</u>	<u>10/21/2020 10:06 AM</u>	<u>18037370287</u>	
	<u>8/14/2020 4:39 AM</u>	<u>18439539620</u>	
	<u>8/12/2020 11:23 AM</u>	<u>18439539620</u>	

9:06



< 11



Keiarra Carr

10/20/20

To: Documentcontrol@dew.sc.gov >

←
10/20/20

Fwd: FLAGGED IMPORTANT Documents Required

Hello,

I provided this information below and you guys still labeled me not eligible and stated I quit my job without reason. The fact alone that I had to use my phones personal internet to gain access to the office internet. The fact that I was working alone from November-February because they didn't want to hire a property manager. I want to appeal this. I gave proper notice to the Vice President of the company, who did in fact walk out due to the poor conditions of the company, including the HR manager. This is completely unfair.

Just like my other appeal I have requested and still haven't heard back about. You guys are making unfair decisions.

Hello my name is keiarra carr

Claimant id:

These are the required documents for JDC management. As stated my initial letter of resignation was provided to the Vice President Claire, however she walked out and quit so these are the only supporting documents I have

Found in KeiarraMCarr@gmail.com Sent Mailbox



From: Keiarra Carr >

To: Laura Dooley >

February 21, 2020 at 4:57 PM

I dropped the office keys in the drop box this morning at 8:30am. My last day was yesterday 2/20/2020. May I please have the requested documentation scanned and emailed to me or I can pick it up from corporate on Monday

Sent from my iPhone

Begin forwarded message:

[See More](#)



9:06



< 11



Keiarra Carr

10/20/20

To: polnpro@dew.sc.gov >

←
10/20/20

Fwd: FLAGGED IMPORTANT Documents Required

Hello,

I provided this information below and you guys still labeled me not eligible and stated I quit my job without reason. The fact alone that I had to use my phones personal internet to gain access to the office internet. The fact that I was working alone from November-February because they didn't want to hire a property manager. I want to appeal this. I gave proper notice to the Vice President of the company, who did in fact walk out due to the poor conditions of the company, including the HR manager. This is completely unfair.

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Hello my name is keiarra carr

Claimant id:

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Found in KeiarraMCarr@gmail.com Sent Mailbox



From: Keiarra Carr >

To: Laura Dooley >

February 21, 2020 at 4:57 PM

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Sent from my iPhone

Begin forwarded message:

[See More](#)



9:06



< 11

**Keiarra Carr**

10/20/20

To: scwosadmin@dew.sc.gov >

←
10/20/20

Fwd: FLAGGED IMPORTANT Documents Required

Hello,

I provided this information below and you guys still labeled me not eligible and stated I quit my job without reason. The fact alone that I had to use my phones personal internet to gain access to the office internet. The fact that I was working alone from November-February because they didn't want to hire a property manager. I want to appeal this. I gave proper notice to the Vice President of the company, who did in fact walk out due to the poor conditions of the company, including the HR manager. This is completely unfair.

Just like my other appeal I have requested and still haven't heard back about. You guys are making unfair decisions.

Sent from my iPhone

Begin forwarded message:

From: Keiarra Carr <kmichale@icloud.com>
Date: October 14, 2020 at 10:49:43 AM EDT
To: Documentcontrol@dew.sc.gov
Subject: FLAGGED IMPORTANT Documents Required

Hello my name is keiarra carr

Claimant id:

These are the required documents for JDC management. As stated my initial letter of resignation was provided to the Vice President Claire, however she walked out and quit so these are the only supporting documents I have

Found in KeiarraMCarr@gmail.com Sent Mailbox

**From: Keiarra Carr** >**To: Laura Dooley** >

February 21, 2020 at 4:57 PM

I dropped the office keys in the drop box this morning at 8:30am. My last day was yesterday 2/20/2020. May I please have the requested documentation scanned and emailed to me or I can pick it up from corporate on Monday



9:08



11



Keiarra Carr

11/13/20

To: appealshelp@dew.sc.gov

←
11/13/20

Fwd: Claimant ID 10879149 Appeal Request Flagged Important

This is Keiarra Carr, I am requesting to appeal both overpayment rulings. I am requesting to appeal the decision made that I quit JDC management due to working conditions.

I request an appeal
11/13/2020

JDC Management told SC Unemployment that I quit my job without reason to start at another job. How can that be true when I have provided my business articles of organization that reads my business started in 2019. My business was established before starting at JDC Management.

I sent an e-mail to the Human Resources manager at JDC Management requesting supporting documentation for the claim stated to SC Unemployment, they have yet to provide that proof.

It was said that I left my position under normal working conditions:

1. There was no property manager for 4 months, meaning I was working 2 properties by myself as a part-time leasing professional by myself, how is that normal working conditions?
2. I have e-mails from the Vice President of the company complaining about the condition of the property/reports not being done/numbers not being met.
3. I had to use my personal cell phone in order to work because there was never any internet, they never offered reimbursement even when I asked.
4. My 2 weeks notice was given to the Vice President of the company the very day she walked out. She arrived at my property that morning, we discussed the poor conditions, I informed her I was giving my notice due to being 8 months pregnant and working in poor conditions which was causing stress on me. Later that day I found out that she packed her office and walked out.

The facts are all here to prove everything that I am stating. This is totally unfair to me, I really need to appeal this decision



9:08



11



Keiarra Carr

11/13/20

To: appealshelp@dew.sc.com >

Claimant ID 10879149 Appeal Request Flagged Important

This is Keiarra Carr, I am requesting to appeal both overpayment rulings. I am requesting to appeal the decision made that I quit JDC management due to working conditions.

From: Seven Farms Assistant

Sent: Thursday, January 2, 2020 9:39 AM

To: Claire Moyers

<CMoyers@jdcmanagementco.com**>**

Subject: Re: Seven Farms & Seven Farms Village Close Outs

Thank you so much Claire for your response. I was worried and just wanted it to be known that I've been doing everything that was assigned to me.

I have been without internet for at least 3-4 weeks (I informed Sedra of this), I finally got an ATT technician here on Monday 12/30 and he informed me it was a network outage. Upon submitting and completing a ticket it has been back up and running as of Tuesday



South Carolina
Department of Employment and Workforce



13254509

I request an appeal **Rescinded**

KEIARRA CARR
3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29406-6320

11/13/2020

Decision Date: 10/09/2020
Mailing Date: 10/09/2020
Effective Date: 05/24/2020
Type: L001
Category: Lay Off (SC)
Benefit Year Ends: 05/22/2021
RE: KLEAR BY KC
Claimant ID: 10879149





SOUTH CAROLINA
DEPARTMENT OF EMPLOYMENT AND WORKFORCE

My Documents

KEIARRA CARRCLAIMANT ID: 10679149

- Claim Status
- Customer Menu
- Claimant Homepage
- Change Personal Info
- Change Security Pref
- Confirmation History
- Debit Card Website
- Determination History
- Appeal Information
- My Documents

ADVICE: Please do not use your Internet browser "Back" buttons. In the event you need to return to a previous page, please utilize the navigation buttons or the menu links above.

2861 HILTON CIR NW, KENNESAW GA 30152 -5865Change Personal Info

mskeiarramichale@gmail.com

This screen contains a complete list of all correspondence sent from SCDEW to you, as well as copies of all correspondence you returned to SCDEW. Clicking on the link will display a scanned image of that correspondence.

Sent by SCDEW

22 items found, displaying 22 to 22.[First/Prev] 1, 2, 3, 4 [Next/Last]

Date Issued	Category	Correspondence
03/08/2021	Lower Authority Appeals	Agency Letterhead Untimely Appeal

Fact Finding

15 items found, displaying 1 to 7.[First/Prev] 1, 2, 3 [Next/Last]

Date Completed	Category	Correspondence
05/24/2020	Able and Available	Mileage Restriction
05/24/2020	Able and Available	Corporate Officer
05/24/2020	Able and Available	Corporate Officer
05/24/2020	Lay Off	Lay Off (SC)
02/26/2021	MEUC	MEUC Eligibility
05/24/2020	Pandemic Unemployment Assistance	PUA Eligibility
10/08/2020	Quit	General/Personal Reasons

Claimant Uploaded Documents

13 items found, displaying 8 to 13.[First/Prev] 1, 2 [Next/Last]

Document Name	Date Created
Msg to VP 3.pdf	10/21/2020
Msg from VP to Corp.pdf	10/21/2020
IMG_2363.jpg	10/31/2020
Scan 8.jpeg	12/08/2020
Scan 9.jpeg	12/08/2020
YourTaxReturn (dragged).pdf	02/26/2021

Upload Document

Claimant Homepage

My Documents



SOUTH CAROLINA
DEPARTMENT OF EMPLOYMENT AND WORKFORCE

KEIARRA CARR

CLAIMANT ID: 10879149

[Claim Status](#) [Customer Menu](#) [Claimant Homepage](#) [Change Personal Info](#) [Change Security Pref](#) [Confirmation History](#) [Debit Card Website](#) [Determination History](#) [Appeal Information](#) [My Documents](#)

ADVICE: Please do not use your Internet browser "Back" buttons. In the event you need to return to a previous page, please utilize the navigation buttons or the menu links above.

2861 HILTON CIR NW, KENNESAW GA 30152 -5865 [Change Personal Info](#)

mskeiarramichale@gmail.com

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Sent by SCDEW

22 items found, displaying 22 to 22. [\[First/Prev\]](#) 1, 2, 3, 4 [\[Next/Last\]](#)

Date Issued	Category	Correspondence
03/08/2021	Lower Authority Appeals	Agency Letterhead Untimely Appeal

Fact Finding

15 items found, displaying 1 to 7. [\[First/Prev\]](#) 1, 2, 3 [\[Next/Last\]](#)

Date Completed	Category	Correspondence
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05/24/2020	Able and Available	Corporate Officer
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02/26/2021	MEUC	MEUC Eligibility
05/24/2020	Pandemic Unemployment Assistance	PUA Eligibility
10/08/2020	Quit	General/Personal Reasons

Claimant Uploaded Documents

13 items found, displaying 1 to 7. [\[First/Prev\]](#) 1, 2 [\[Next/Last\]](#)

Document Name	Date Created
Open YourTaxReturn.png	08/12/2020
IMG_9848.jpg	08/12/2020
Invoice_IN81120-4.pdf	08/12/2020
IMG_9848.jpg	08/14/2020
IMG_9848.pdf	08/14/2020
Msg to VR.pdf	10/21/2020
Msg to VP 2.pdf	10/21/2020

[Upload Document](#)

[Claimant Homepage](#)

9:07



Keiarra Carr

11/6/20

To: Documentcontrol@dew.sc.gov >



11/6/20

Claimant ID 10879149

Documents for claim against JDC management
Scanned with CamScanner

<https://cc.co/16YRyg>



CamScann...0 15.38.pdf

881 KB

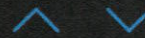
Sent from my iPhone



9:07



< 11



Keiarra Carr

To: arowe@dew.sc.gov >

10/20/20

10/20/20

Fwd: FLAGGED IMPORTANT Documents Required

Sent from my iPhone

Begin forwarded message:

From: Keiarra Carr <mskeiarramichale@gmail.com>
Date: October 20, 2020 at 3:30:59 AM EDT
To: Documentcontrol@dew.sc.gov
Subject: Fwd: FLAGGED IMPORTANT Documents Required

Hello,

I provided this information below and you guys still labeled me not eligible and stated I quit my job without reason. The fact alone that I had to use my phones personal internet to gain access to the office internet. The fact that I was working alone from November-February because they didn't want to hire a property manager. I want to appeal this. I gave proper notice to the Vice President of the company, who did in fact walk out due to the poor conditions of the company, including the HR manager. This is completely unfair.

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Claimant id:

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Found in KeiarraMCarr@gmail.com Sent Mailbox



From: Keiarra Carr >

To: Laura Dooley >

February 21, 2020 at 4:57 PM

I dropped the office keys in the drop box this morning at 8:30am. My last day was yesterday 2/20/2020. May I please have the requested



P.O. Box 8597
1550 Gadsden Street
Columbia, SC 29202
dew.sc.gov



Henry McMaster
Governor

G. Daniel Ellzey
Executive Director

1550 Gadsden Street
P.O. Box 8597
Columbia, South Carolina 29202
(803) 737-0395
FAX (803) 737-0124
August 10, 2021

The Honorable H. W. Funderburk, Jr.
South Carolina Administrative Law Court
Edgar A. Brown Building
1205 Pendleton Street, Suite 224
Columbia, South Carolina 29201

Re: Keiarra Carr v. SCDEW and JDC Mgmt LLC
Docket Number: 21-ALJ-22-0245-AP

Dear Judge Funderburk:

Enclosed is the original RECORD ON APPEAL in the above referenced case. Also enclosed is a Certificate of Service to the other parties. An electronic copy of the Record has been emailed to your clerk, Ms. Perkins, today.

If you have any questions, please contact me at the above number.

With kind regards, I am

Sincerely Yours,

Kristi Chesley
Administrative Legal Assistant for
Steven Jordan
Attorney for SC DEW
Legal@dew.sc.gov



**STATE OF SOUTH CAROLINA
ADMINISTRATIVE LAW COURT**

Keiarra Carr,	)	Docket No. 21-ALJ-22-0245-AP
Appellant,	)	
	)	RECORD ON APPEAL
vs.	)	
	)	
South Carolina Department of	)	
Employment and Workforce and JDC	)	
Mgmt LLC	)	
Respondent(s),	)	
_____	)	

APPEAL FROM SOUTH CAROLINA
DEPARTMENT OF EMPLOYMENT
AND WORKFORCE APPELLATE
PANEL

Keiarra Carr
2861 Hilton Circle NW
Kennesaw GA 30152
Claimant

Steven Jordan
Office of General Counsel-SCDEW
PO Box 8597
Columbia, SC 29202
803-737-0395
legal@dew.sc.gov
Attorney for Respondent DEW

Lucy Sanders
242 Mathis Ferry Rd
Mt Pleasant SC 29464
Employer Attorney

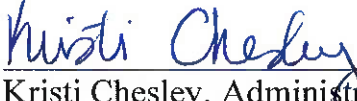


**THE SOUTH CAROLINA DEPARTMENT OF
EMPLOYMENT AND WORKFORCE**
Columbia, South Carolina

STATE OF SOUTH CAROLINA	)	
	)	CERTIFICATION
COUNTY OF RICHLAND	)	

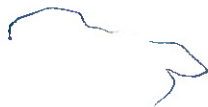
The South Carolina Department of Employment and Workforce, by its Legal Department, hereby certifies that the attached hereto is a true and correct copy of the Record on Appeal in the matter of Keiarra Carr v. SCDEW and JDC Mgmt LLC together with a true and correct copy of the original decision of the Appellate Panel therein.

THE SOUTH CAROLINA DEPARTMENT OF
EMPLOYMENT AND WORKFORCE



Kristi Chesley, Administrative Legal Assistant

Columbia, South Carolina



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18994396

06/29/2021

KEIARRA CARR
2861 Hilton Cir Nw
Kennesaw GA 30152-5865

NOTICE OF MAILING OF APPELLATE PANEL DECISION

Attached is a copy of the final decision of SCDEW in this case. Any further appeal is to the South Carolina Administrative Law Court. To obtain judicial review of this decision, you must comply with the requirements of S.C. Code Ann. § 41-35-750 and the Rules of Procedure of the Administrative Law Court. The Court may require a filing fee.

The law requires that a Petition for Judicial Review must be filed with the Court and served on all parties and SCDEW within thirty (30) days from the mailing date of SCDEW's final decision **(see the mailing date above)**.

The address of the Administrative Law Court is:

**S.C. Administrative Law Court
Edgar A. Brown Building
1205 Pendleton St., Ste. 224
Columbia SC 29201**

Service of the Petition on SCDEW must be addressed and mailed to:

**Office of General Counsel
S.C. Department of Employment and Workforce
Post Office Box 8597
Columbia SC 29202**

SCDEW cannot advise a party on any legal matter. For legal advice or assistance in filing an appeal to the Administrative Law Court, you should consult an attorney licensed to practice law in South Carolina.

for the remainder of her employment. The Claimant testified she was also forced to use her own hotspot on her cell phone for internet access to complete functions of her job when the internet at the business was down, and she did not receive compensation for this. She expressed her feelings of dissatisfaction to the vice president of the business in January 2020, who assured her the Employer was searching to fill the property manager position and help was on the way. But shortly after their discussion, that vice president left the business. Rather than reach out to the vice president's successor or another member of management, the Claimant abruptly resigned from work approximately one month later.

FINDINGS

S.C. Code Ann. § 41-35-120(1) requires an indefinite disqualification from benefits when the Department finds the claimant left work voluntarily without good cause. The disqualification continues until the claimant returns to work and earns eight times the weekly benefit amount of the claim in covered employment.

"Good cause" refers to a material, substantial change in the conditions of employment, or other circumstances directly attributable to the employment, which would cause a reasonable person to become totally unemployed rather than continue working.

The record establishes the Claimant quit due to her feeling overwhelmed and stressed with the job. The Claimant expressed her concerns with the previous vice president who assured her help was forthcoming, then the Claimant abruptly quit one month later. While the Claimant's concerns may have been valid, we find she did not allow the Employer adequate time to address her concerns, especially considering turnover of the vice president shortly after the Claimant's conversation with her. When the vice president left, a reasonable person would have reached out to another member of management with concerns before quitting work. Thus, good cause for quitting has not been established. Therefore, we find the Claimant left employment without good cause connected to the employment.

In her appeal to the Appellate Panel, the Claimant requested to submit additional evidence pertaining to her separation. As a board of review, the Appellate Panel generally is confined to the record developed by the Appeal Tribunal and does not consider additional information which was not previously presented in the evidentiary hearing before the Tribunal. The Claimant's request is denied.

Personal Information

Claimant Id:		
Date of Birth:		Other Last Name Used (1):
First Name:	KEIARRA	Other Last Name Used (2):
Last Name:	CARR	Other Last Name Used (3):
Middle Initial:		Gender: Female
Suffix:		Mother's Maiden Name:

Address Information

Country:	USA		
Mailing Address, if different from residential:	3428 LEGACY EAGLE DR APT 203	Mailing Address City:	Mount Pleasant
Mailing Address State:	South Carolina	Mailing Address Zip:	29466
Residential Address Country:	USA		
Residential Address:	3428 LEGACY EAGLE DR APT 203	Residential Address City:	Mount Pleasant
Residential Address State:	South Carolina	Residential Address Zip:	29466
Closest Employment Services Office	Charleston	Commuter:	

Contact Information

Primary Phone:	980-777-0071	Ext :		Alternate Phone:	Ext:
Cell Phone:	980-777-0071			Fax Number:	
E-mail Address:	mskeiarramichale@gmail.com			Preferred Contact Method:	E-mail
I wish to receive text alerts on important information on my unemployment claim:	Yes				

Demographic Information

Education Level:	14 - One year of college or vocational school	Disabled:	No
Do you need an interpreter:	No	Veteran:	No
Race:	Black/African American	U.S. Citizen:	Yes
Ethnicity:	Not Hispanic or Latino	Alien Registration Number:	
Preferred Language:	English		

Eligibility

Indicate from what location you are filing your claim	Home
Have you applied for or are you receiving benefits from any state or federal programs?	No

Employment Questions

Has all of your employment been in another state since 11/24/2018	No
Has any of your employment been in another state since 11/24/2018	No
Have you served in the Military since 11/24/2018	No
Are you currently in the State of SC	
Have you been employed as a civilian by the Federal Government since 05/24/2018	No
Have you worked for a school or educational institution since 11/24/2018	No

Work Search

What is your lowest Rate of Pay you will accept for the type of work you are seeking? \$16.00 per Hour

Are tool, licenses, or permits required for the work you are seeking No

If yes, do you have the required tools, licenses, or permits to perform the work you are seeking

Military/Veteran Information

Are you a veteran? No

Is your spouse a veteran? No

Is your spouse a veteran killed in active duty? No

Is your spouse a deceased veteran who had a total disability? No

Is your spouse a service member who is a MIA or POW? No

Is your spouse a veteran who had a total (100%) disability rating from the VA?

Were you awarded any campaign badges, ribbons or decorations?

If yes, please mention

Have you worked on a farm? No

Did you earn at least half of your last 12 months income on a farm?

Were you employed all year on a farm?

Did you travel to work?

Did you work at least 25 days on a farm?

Have you worked in a food processing plant? No

Did you earn at least half of your last 12 months income in food processing?

Were you employed all year in food processing?

Did you travel to work?

Did you work at least 25 days in food processing?

Do you have a valid SC driver's license? Yes

Please provide your driver's license number as it appears on your driver's license

Please provide your weight as it appears on your driver's license

Driver's license class D Regular Operator License

Commercial driver's license classes None

Commercial driver's license restrictions None

Job Eligibility Counties

Select upto 6 counties where you are willing to work:

BERKELEY

CHARLESTON

DORCHESTER

GEORGETOWN

HORRY

RICHLAND



South Carolina
Department of Employment and Workforce



9711087

KEIARRA CARR
3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29466-6320

Claim ID: 1721043
Claimant ID: [REDACTED]
SSN: [REDACTED]
SC Works Center: Charleston
Effective Date: 05/24/2020
Date Filed: 05/24/2020
Date Prepared: 05/26/2020

Initial Determination of Status as an Insured Worker

***BENEFITS YOU MAY BE ELIGIBLE FOR**

WEEKLY BENEFIT AMOUNT \$193.00
MAXIMUM TOTAL BENEFITS \$3,695.00
BENEFIT YEAR ENDS 05/22/2021

SEE ATTACHED FOR CLAIMANT INFORMATION

EMPLOYMENT RECORD		STANDARD BASE PERIOD QUARTERLY EARNINGS			
EMPLOYER	ACCOUNT NO.	*QTR / YEAR	*QTR / YEAR	*QTR / YEAR	*QTR / YEAR
		1/2019	2/2019	3/2019	4/2019
HOUSE AT MIDTOWN LLC		\$0.00	\$732.67	\$0.00	\$0.00
DELTA FORCE GROUP INC		\$1,883.57	\$0.00	\$0.00	\$0.00
BELK INC		\$0.00	\$0.00	\$1,819.64	\$0.00
STARBUCKS CORPORATION		\$0.00	\$0.00	\$1,616.04	\$0.00
JDC MANAGEMENT LLC		\$0.00	\$0.00	\$0.00	\$4,272.00
DELTA FORCE REALTY INC		\$0.00	\$0.00	\$0.00	\$762.40
STANDARD BASE QUARTER TOTAL		\$1,883.57	\$732.67	\$3,435.68	\$5,034.40

We have received your application for unemployment and your claim is being processed.
If your weekly and maximum benefit amount indicates \$0.00, you are monetarily ineligible for state UI benefits. However, you may be eligible for federal Pandemic Unemployment Assistance (PUA). DEW will contact you directly when PUA benefits are available.

NOTE: The weekly benefit amount on this form reflects your **GROSS PAYMENT EACH WEEK BEFORE ANY DEDUCTIONS** are made. Possible deductions to this amount include, but are not limited to, tax withholding, pension, child support, offset of overpayment, and part-time earnings. **ALSO, YOUR FINAL PAYMENT MAY BE LESS THAN THE FULL WEEKLY BENEFIT AMOUNT BASED ON THE BALANCE REMAINING IN YOUR ACCOUNT.**

*QTR.



South Carolina
Department of Employment and Workforce



9711087

INFORMATION FOR CLAIMANT

This is a monetary determination of your claim for benefits based on wages paid during your Base Period. This determination shows your Base Period Employment Record. It lists your covered employer(s) that paid you wages, their account number, and the wages paid to you by quarter and year during the base period of your claim. The total amount of wages paid to you by quarter in the base period is shown beside Base Quarter Total. This determination covers only the monetary portion of your claim. Another determination will be issued that states if you are eligible to receive benefits. It will be based on the reason for separation from your most recent bona fide employer.

Under Benefits You May Be Eligible For, your Weekly Benefit Amount, Maximum Benefit Amount, and the date your Benefit Year Ends are shown.

BASE PERIOD: The first four of the last five completed calendar quarters prior to the effective date of your initial claim. If you earned wages in covered employment not shown on this form, you may request a redetermination online or by contacting a claims representative by calling 1-866-831-1724.

If the monetary determination was invalid using base period wages, this determination may show wages and employment from an Alternate Base Period.

ALTERNATE BASE PERIOD: The first four most recently completed calendar quarters prior to the effective date of your initial claim. If you earned wages in covered employment not shown on the face of this form, contact the claims representative by calling 1-866-831-1724.

HIGH QUARTER: The quarter in your Base Period during which wages paid to you for insured were highest.

WEEKLY BENEFIT AMOUNT: The amount of benefits you may receive weekly, if unemployed and otherwise eligible, shall be one-half of the average weekly wage in the high quarter of your base period but shall not be less than \$42.00 nor greater than the maximum weekly benefit amount as determined by the Department or before June 30 of each year for benefit years on or after July 1 of such current calendar year, and prior to July 1 of the succeeding calendar year as provided in Section 41 - 35 - 40 of the Law.

MAXIMUM POTENTIAL BENEFITS: The greatest amount of compensation that you may receive during your benefit year.

BENEFIT YEAR: The one (1) year period following the effective date at your initial Claim. To establish a Benefit Year in accordance with the provisions of the Law, you must meet the following wage requirements:

1. You were paid at least \$1,092.00 for issued work during the high quarter of your alternate base period;
2. You were paid at least \$4,455.00 for issued work during your base period and
3. The total of your base period wages for issued work equal or exceeded one and one-half times the total of your high quarter wages.

AVERAGE WEEKLY WAGE: Shall be determined by dividing the high quarter wage earnings by 13 weeks.

REDETERMINATION RIGHTS: You have the right to request a correction if you do not agree that this determination is correct. Your request for redetermination may be made online by logging into your My Benefits portal account or by contacting a claims representative by phone by dialing 1-866-831-1724. No change can be made on this determination after one year from the date of this notice.

IF YOU NEED TO UPDATE YOUR ADDRESS OR TELEPHONE NUMBER, PLEASE VISIT dew.sc.gov.

EXAMPLE OF COMPUTATION OF BENEFITS

Maximum Potential Benefits:

Higher Quarter Wages	\$	1092.00
Base Period Wages	\$	4455.00
Average Weekly Wage	\$1092.00 divided by 13 =	\$ 84.00
Weekly Benefit Amount	\$84.00 divided by 2 =	\$ 42.00

Your maximum total benefit amount for this benefit year is the lesser of

1. Twenty (20) times your Weekly Benefit Amount, or
2. One-third (1/3) of your total Base Period Wages as shown on this determination.
(1) $20 \times \$42.00 = \$840.00$ (2) $1/3 \text{ of } \$4455.00 = \$1485.00$
Maximum Benefits would be \$ since that amount is less than \$1485.00

South Carolina
Department of Employment and Workforce

work. Is this the correct separation reason?		
What date was your first day of work?	03/01/2019	
What date was your last day of work?	03/17/2020	
What date were you separated?	03/17/2020	
Who separated you? Name:	Klear By KC	
Job Title:	Customer Service	
Why were you separated?	Business closure due to coronavirus	

By submitting this form, you confirm these are your own answers to the best of your knowledge.

Date Completed: May 24, 2020 10:29 PM

IMPORTANT: This determination will be the final decision of the Department unless you file an appeal. For more information, visit www.dor.sc.gov or call 803-737-5250. Your appeal must be filed by 06/18/2020. Your appeal may be filed via the MyBenefits Portal by mail addressed to the Appeal Bureau, P.O. Box 260, Columbia, SC 29202, or by fax to 803-737-0387. For additional information, or filing an appeal, contact the Appeals Department at 803-737-5250 or visit our website at www.dor.sc.gov or www.dor.sc.gov/appeals.

SEE FURTHER EXPLANATION OF THE LAW ON PAGE TWO OF THIS FORM

South Carolina
Department of Employment and Workforce

EXPLANATION OF DETERMINATION

South Carolina Employment and Workforce Law provides varying penalties for a claim that does not meet the requirements of the law.

The term "bona fide employer" means the employer with whom the claimant last earned at least eight (8) times the weekly benefit amount.

SECTION 41-35-110 provides that a claimant is eligible for benefits for any week only if the week is claimed according to the regulations, and the claimant has registered and continued to report to an employment office for work as required. Additionally, a claimant must be physically able to work at his usual occupation which prior training and experience show him to be qualified. Also, a claimant must be available for work, which means being ready, able, and willing to accept suitable work, and that personal circumstances would not prevent him from accepting such work.

No weeks of unemployment benefits will be paid for weeks for which the claimant is held to be unavailable. The claimant should call 1-866-831-1724 if the condition which caused the unavailability changes.

SECTION 41-35-120(1) provides that a claimant shall be disqualified from benefits if the Department finds that the claimant left work without good cause connected with the employment. The disqualification shall begin on the effective date of the claim and shall continue until the claimant returns to work and earns at least eight times the weekly benefit of the claim.

SECTION 41-35-120(2)(a) provides that a claimant shall be disqualified from benefits if the Department finds that the claimant was discharged for misconduct connected with the most recent work. The disqualification shall begin on the effective date of the claim and shall continue for twenty weeks, with a corresponding reduction of the claimant's benefits to be calculated by multiplying the weekly benefit amount by twenty. Misconduct includes deliberate violations or disregard of standards of behavior the employer has the right to expect, or carelessness or negligence of such degree or recurrence as to show an intentional and substantial disregard of the employer's interest or the claimant's duties and obligations to the employer.

SECTION 41-35-120(2)(b) provides that a claimant shall be disqualified from benefits if the Department finds that the claimant was discharged for cause, other than misconduct, connected with the most recent work. The disqualification shall begin on the effective date of the claim and shall continue for not less than five nor more than nineteen weeks, with a corresponding reduction of the claimant's benefits to be calculated by multiplying the weekly benefit amount by the number of weeks of the disqualification.

SECTION 41-35-120(3) provides that a claimant shall be disqualified from benefits if the Department finds that the claimant was discharged for illegal drug use. The disqualification shall begin on the effective date of the claim and shall continue until the claimant returns to work and earns at least eight times the weekly benefit amount of the claim.

SECTION 41-35-120(4) provides that a claimant shall be disqualified from benefits if the Department finds that the claimant was discharged for gross misconduct. The disqualification shall begin on the effective date of the claim and shall continue until the claimant returns to work and earns at least eight times the weekly benefit amount of the claim.

SECTION 41-35-120(5) provides that a claimant shall be disqualified from benefits if the Department finds the claimant failed without cause to either apply for suitable work when directed by the Department or to accept available suitable work. The disqualification shall begin on the effective the week the failure occurs and shall continue until the claimant returns to work and earns at least eight times the weekly benefit amount of the claim.

SECTION 41-35-120(8) provides that a claimant shall be disqualified from benefits if the Department finds that the claimant retired voluntarily from the most recent work. The disqualification shall begin on the effective date of the claim and shall continue until the claimant returns to work and earns at least eight times the weekly benefit amount of the claim.

If you are still unemployed at the end of a period of disqualification or believe you have met the requalification requirements imposed, you may reopen your claim by reporting to the local unemployment office on the earliest possible date following the end of the disqualification or after meeting the earnings requirement.

FOR ADDITIONAL INFORMATION OR QUESTIONS PLEASE CONTACT US AT 1-866-831-1724.

South Carolina
Department of Employment and Workforce

MANAGEMENT LLC was due to personal reasons. Is this the correct separation reason?		
What date was the day you began work?	10/17/2019	
What date was the last day you actually worked?	02/20/2020	
What date did you separate from your job?	02/21/2020	
Did you give a resignation notice to the employer?	Yes	
What date did you give notice to the employer?	02/03/2020	
What date did you say your last day of work would be?	02/20/2020	
Who did you give the resignation notice to? Name:	Previous Vice President of the company	
Job Title:	VP	
How did you provide the notice?	In writing	
Did you provide a reason for quitting in your notice?	Yes	
What reason did you give the employer for quitting?	Being overworked and underpaid. Left to run 2 properties by myself with no manager and no maintenance. I was 8 months pregnant which they all knew, I expressed my stress with work.	

South Carolina
Department of Employment and Workforce



	Poor management. The building was falling apart. There was mold and bug infections in my workspace. The working environment was poor.	
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By submitting this form, you confirm these are your own answers to the best of your knowledge.

Date Completed: October 08, 2020 06:59 PM

SF/ SFV

Seven Farms Assistant <sevenfarmsasst@jdcmanagemetco.com>

to Claire, me

Hi Claire,

I wanted to personally reach out to you in regards to the status of Seven Farms, and Seven Farms Village. This place is in complete disarray, files missing's, documents out of order, applicants calling and or coming by to see where their items are and I honestly have no ideal I'm not sure how this place got in the condition that it is in. This is a mess. I was hired as a part time leasing professional and I have been going above in beyond in terms of hours and holding down the fort and I don't even get paid for these things nor do I get any type of benefits. At this point this workload that is being brought on me is out of my job title, and my pay range and it's truly unfair. These things do not just fall on the previous manager because the manager also has someone who is to oversee her. There is no reason this place should be in this condition, and I'm having to do the cleanup and being asked "where is this, and why isn't this done" by a regional who should be aware of the things happening at one of her assets. It should not be my job to clean up others mistakes when there has been a manager, and regional manager who are on JDC's pay role to do a job.

I'm going to be honest I'm frustrated, I'm built tough and I know how to tackle things but this is beyond me, and my duties of what I was hired to do.

JAMES DORAN COMPANY
MANAGING ALL OPERATIONS AND MAINTENANCE

Seven Farms | Seven Farms Village
305 Seven Farms Drive
Daniel Island, SC 29492
(843) 856-1436

I agree with you.

Wow.

Thoughts?

From: Seven Farms Assistant
Sent: Thursday, January 2, 2020 9:39 AM
To: Claire Moyers
<CMoyers@jdcmanagementco.com>
Subject: Re: Seven Farms & Seven Farms Village
Close Outs

Thank you so much Claire for your response. I was worried and just wanted it to be known that I've been doing everything that was assigned to me.

I have been without internet for at least 3-4 weeks (I informed Sedra of this), I finally got an ATT technician here on Monday 12/30 and he informed me it was a network outage. Upon submitting and completing a ticket it has been back up and running as of Tuesday



South Carolina
Department of Employment and Workforce



13254509

Rescinded

KEIARRA CARR
3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29466-6320

Decision Date: 10/08/2020
Mailing Date: 10/09/2020
Effective Date: 05/24/2020
Type: LO01
Category: Lay Off (SC)
Benefit Year Ends: 05/22/2021
RE: KLEAR BY KC
Claimant ID: [REDACTED]
SSN: [REDACTED]
WBA: \$193.00
RBA: \$28.00

DECISION

This determination has been rescinded.

DETERMINATION REASON

On 06/08/2020 the department issued a determination which is hereby rescinded. Subsequent information has been provided to establish the determination was issued in error.

CONCLUSION

As the determination is being rescinded, it will not determine eligibility on this claim.

UI Claims Adjudicator

IMPORTANT: This determination will be the final decision of the Department unless you file an appeal setting forth in detail the grounds for appeal by 10/19/2020. Your appeal may be filed by mail addressed to the "Appeal Tribunal, Post Office Box 995, Columbia, SC 29202," or by fax to 803-737-0287. For additional information on filing an appeal, contact the Appeals Department at 803-737-2520 or visit our website at www.dew.sc.gov/individuals/manage-your-benefits/appeals.

SEE FURTHER EXPLANATIONS OF THE LAW ON PAGE TWO (2) OF THIS FORM



South Carolina
Department of Employment and Workforce



13459630

Original

KEIARRA CARR
3428 LEGACY EAGLE DR APT 203
MOUNT PLEASANT SC 29466-6320

Decision Date: 10/19/2020
Mailing Date: 10/19/2020
Effective Date: 05/24/2020
Type: QT05
Category: Working Conditions
Benefit Year Ends: 05/22/2021
RE: JDC
MANAGEMENT
LLC
Claimant ID: [REDACTED]
SSN: [REDACTED]
WBA: \$193.00
RBA: \$3,695.00

DECISION

You are held ineligible for benefits from 05/24/2020 .

DETERMINATION REASON

You left your most recent bona fide employer due to a heavy work load and job pressures. There is no indication that your work duties were any different than any other employee in the same position. You are determined to have voluntarily quit for a personal reason and without good cause under the South Carolina code section 41-35-120.

CONCLUSION

You have not met the eligibility requirements of the law, benefits are denied from 05/24/2020.

UI Claims Adjudicator

IMPORTANT: This determination will be the final decision of the Department unless you file an appeal setting forth in detail the grounds for appeal by 10/29/2020. Your appeal may be filed by mail addressed to the "Appeal Tribunal, Post Office Box 995, Columbia, SC 29202," or by fax to 803-737-0287. For additional information on filing an appeal, contact the Appeals Department at 803-737-2520 or visit our website at www.dew.sc.gov/individuals/manage-your-benefits/appeals.

SEE FURTHER EXPLANATIONS OF THE LAW ON PAGE TWO (2) OF THIS FORM

Williams, Tiffany "Simone"

From: Rowe, Angela
Sent: Wednesday, October 21, 2020 7:24 AM
To: Imaging_Fax
Subject: 10879149

Please attach to the claim for the claimant ID [REDACTED]

From: Keiarra Carr <mskeiarramichale@gmail.com>
Sent: Tuesday, October 20, 2020 3:32 AM
To: Rowe, Angela <ARowe@dew.sc.gov>
Subject: Fwd: FLAGGED IMPORTANT Documents Required

Sent from my iPhone

Begin forwarded message:

From: Keiarra Carr <mskeiarramichale@gmail.com>
Date: October 20, 2020 at 3:30:59 AM EDT
To: Documentcontrol@dew.sc.gov
Subject: Fwd: FLAGGED IMPORTANT Documents Required

Hello,

I provided this information below and you guys still labeled me not eligible and stated I quit my job without reason. The fact alone that I had to use my phones personal internet to gain access to the office internet. The fact that I was working alone from November-February because they didn't want to hire a property manager. I want to appeal this. I gave proper notice to the Vice President of the company, who did in fact walk out due to the poor conditions of the company, including the HR manager. This is completely unfair.

Just like my other appeal I have requested and still haven't heard back about. You guys are making unfair decisions.

Hello my name is keiarra carr
Claimant id:
These are the required documents for JDC
management. As stated my initial letter of

From: Seven Farms Assistant

Sent: Thursday, January 2, 2020 9:39 AM

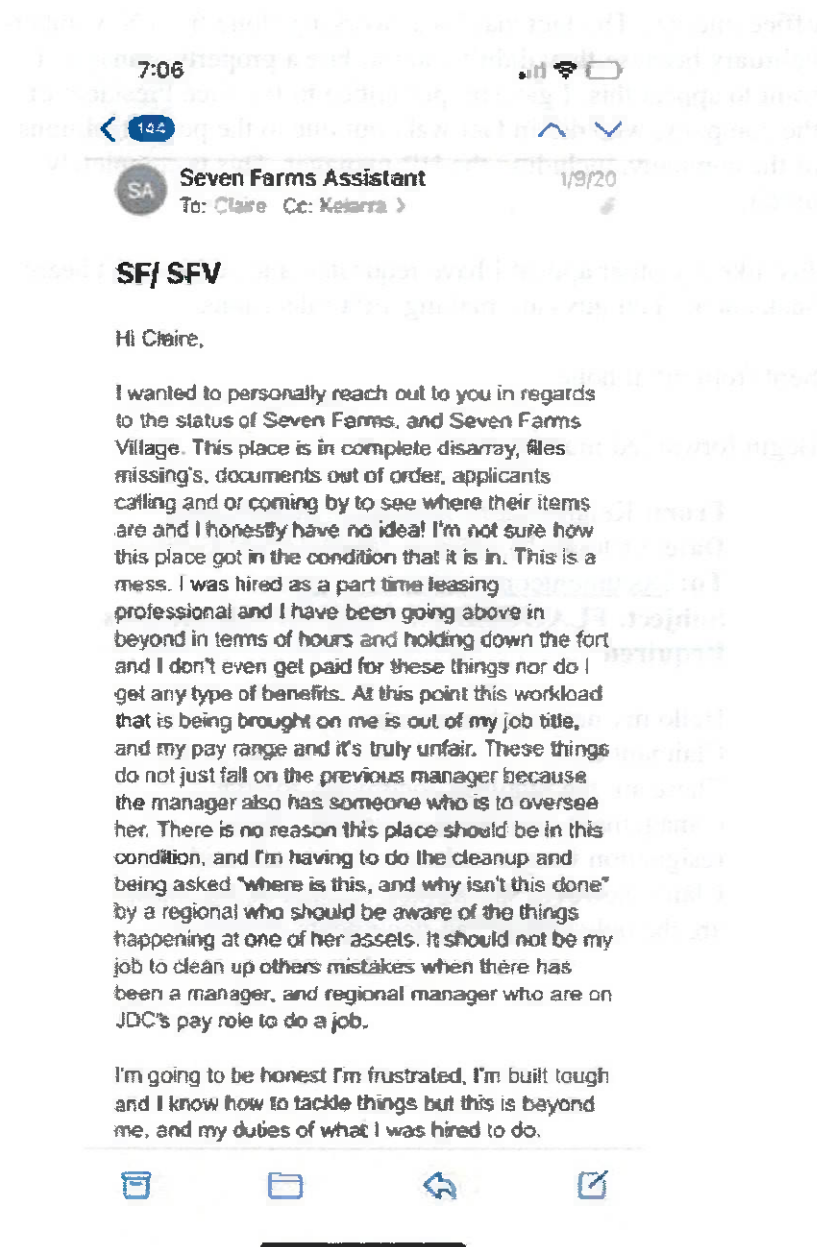
To: Claire Moyers

<CMoyers@jdcmanagementco.com**>**

Subject: Re: Seven Farms & Seven Farms Villa
Close Outs

Thank you so much Claire for your response. I was worried and just wanted it to be known that I've been doing everything that was assigned to me.

I have been without internet for at least 3-4 weeks (I informed Sedra of this), I finally got an ATT technician here on Monday 12/30 and he informed me it was a network outage. Upon submitting and completing the ticket it has been back up and running as of Tuesday.



Sent from my iPhone

Begin forwarded message:

From: Keiarra Carr <mskeiarramichale@gmail.com>
Date: October 20, 2020 at 3:17:30 AM EDT
To: scwosadmin@dew.sc.gov
Subject: Fwd: FLAGGED IMPORTANT Documents Required

Hello,

I provided this information below and you guys still labeled me not eligible and stated I quit my job without reason. The fact alone that I had to use my phones personal internet to gain access to the

Found in KeiarraMCarr@gmail.com Sent Mailbox



From: **Keiarra Carr** >

To: **Laura Dooley** >

February 21, 2020 at 4:57 PM

I dropped the office keys in the drop box this morning at 8:30am. My last day was yesterday 2/20/2020. May I please have the requested documentation scanned and emailed to me or I can pick it up from corporate on Monday

Sent from my iPhone

Begin forwarded message:

[See More](#)



From: Seven Farms Assistant
Sent: Thursday, January 2, 2020 9:26 AM
To: Claire Moyers
<CMoyers@jdcmanagementco.com>
Subject: Re: Seven Farms & Seven Farms Village
Close Outs

Good morning Claire,

I just want to make it known I've only been with the company PT as Leasing Professional now for just about 2 months. Upon starting I was told to focus on nothing but the state audit, invoicing (which I found out that was only supposed to be the managers job) and completing weekly reports. When things like this happens it typically falls on the manager and whomever the manager reports too which is typically the regional. I just want to ensure that I am not going to be held accountable for anyone else's shortcomings. I've been holding down the fort by myself with little assistance, having to use my personal device as cellular hotspot because we've had no internet to ensure I was keeping my day to day task afloat.

Being that I'm only a leasing professional I have limited access as to what I can and can't do in onesite so I have been forwarding all task out of my control to Sedra.

Williams, Tiffany "Simone"

From: Rowe, Angela
Sent: Wednesday, October 21, 2020 7:25 AM
To: Imaging_Fax
Subject: 10879149
Attachments: IMG_2363.jpg; IMG_2370.jpg; IMG_2371.jpg; IMG_2372.PNG

Please attach to the claim for the claimant ID [REDACTED]

From: Keiarra Carr <keiarramcarr@gmail.com>
Sent: Wednesday, October 21, 2020 7:08 AM
To: Rowe, Angela <ARowe@dew.sc.gov>; Document Control <DocumentControl@dew.sc.gov>
Subject: Fwd: Seven farms

Hello,

I provided these emails, I uploaded them on my portal and they disappeared, I sent them to the documents center email address and they were never uploaded! You all reached the decision that I am not eligible for my benefits and have made a request that I pay back over \$ 10,000 I want to appeal that.

to say that

"You left your most recent bona fide employer due to a heavy workload and job pressures. There is no indication that your work duties were any different than any other employee in the same position. You are determined to have voluntarily quit for a personal reason and without good cause under the South Carolina code section 41-35-120."

There were no indications that my duties were different? These emails addressing my complaints were sent directly to the Vice President of the company.

1. I had no internet for WEEKS
2. I had use my personal data hotspot which cost me and they never reimbursed me even when I asked
3. I was working in a 2 person office setting by myself from November to February
4. I was only a part time leasing professional but I was doing ALL the job duties of a manager because they did not want to hire one
5. I was pregnant while working under these conditions, I made several request to my doctor asking for help to decrease my stress due to work conditions

Lastly, I provided a 2 weeks notice to the Vice President, she knew and understood my concerns, everyone saw the stress they were putting on me at that property. I took advantage of my skills and talents. Yet again, I was doing all jobs that were not assigned to my duty as a part time leasing professional.

Keiarra Carr
CLAIMANT ID: 10879149

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

From: Keiarra Carr <keiarramcarr@gmail.com>
Date: Thu, Oct 8, 2020 at 7:09 PM
Subject: Seven farms
To: Keiarra Carr <keiarramcarr@gmail.com>



18014871

KEIARRA CARR
2861 Hilton Cir Nw
Kennesaw GA 30152-5865



South Carolina
Department of Employment and Workforce
Appeal Tribunal
P.O. Box 995
Columbia SC 29202



18014871

WHAT HAPPENS AT A HEARING: This notice lists what issues the hearing will cover. The hearing is recorded and all proceedings are taken under oath. After explaining the law and procedures, the hearing officer will ask questions of each side and its witnesses in turn. After all testimony is taken from one side the same procedure is repeated for the other side. Wait your turn, as you may not interrupt while another person is testifying. The hearing officer will tell you when it's your turn to ask questions. Ask relevant questions that have not already been asked and answered. If you don't have any questions, let the hearing officer know.

EVIDENCE: Written evidence or documents such as letters timecards, or doctors' statements may help your case. Photos, maps, or charts may also help explain what happened. Be ready to tell who prepared the evidence and how it helps your case. Send legible copies of the documents to the hearing officer and the other side before the hearing. Do this even if you believe the Department or the other side already has them. **EVIDENCE MUST BE SUBMITTED TO THE APPEAL TRIBUNAL AND PROVIDED TO THE OPPOSING PARTY AT LEAST 24 HOURS PRIOR TO THE HEARING.** If you don't, the documents may not be considered as evidence. Include only evidence that relates directly to issues listed on the hearing notice.

Any evidence that you want to be considered in this hearing must be sent immediately to the Appeal Tribunal at the address shown on the top of this notice, or faxed to our number 803-737-0287, or uploaded through the claimant or employer self-service portal.

WITNESSES: You may present witnesses to support your case. Choose witnesses who actually saw or heard what happened. Those witnesses must be present at the time and location of the hearing.

DO I NEED A LAWYER? The unemployment appeal process is designed for claimants and employers who don't have attorneys. However, an attorney may represent you at your own expense. If you do choose to retain a lawyer, fees charged to represent claimants are limited to the greater of \$200 or a claimant's maximum weekly benefit amount for each proceeding.

SUBPOENAS: A subpoena is a legal document issued by the Department that orders an essential witness to testify or produce certain documents for the hearing. You may apply for a subpoena of witnesses and/or documents by downloading a form APP-107 under the Appeal Hearings heading at www.dew.sc.gov/individuals/tools/forms. The form must be completed, signed and sent to the Appeal Tribunal. It may be sent by mail to "Appeal Tribunal, P.O. Box 995, Columbia SC, 29202;" or by fax to 803-737-0287. **SUBPOENA APPLICATIONS MUST BE RECEIVED SIX (6) BUSINESS DAYS PRIOR TO THE HEARING DATE OR THE REQUEST MAY NOT BE CONSIDERED.**

INTERPRETERS: The Appeal Tribunal will provide qualified language interpreter or interpreter for the deaf when requested. If you or any of your witnesses need an interpreter and you have not previously requested one, contact the Tribunal immediately.



South Carolina
Department of Employment and Workforce

Appeal Tribunal
P.O. Box 995
Columbia SC 29202



18014871

GROSS MISCONDUCT: Section 41-35-120(4) provides if a claimant is discharged for gross misconduct claimant is indefinitely disqualified from receiving benefits until s/he returns to work and earn at least eight (8) times the weekly benefit amount.

UNEMPLOYMENT DUE TO DOMESTIC ABUSE OR COMPELLING FAMILY CIRCUMSTANCES: Section 41-35-125 provides that a claimant may be found to be eligible for unemployment benefits if the separation from employment is attributable to domestic abuse or other compelling family circumstances. Compelling family circumstances may involve illness or disability of the claimant or an immediate family member and a required relocation for the claimant's spouse. The burden is on the claimant to show these circumstances exist. Where required by statute, the claimant must produce documentary evidence supporting the claim.

AVAILABILITY: Section 41-35-110 provides that a claimant is eligible for benefits for any week only if the week is claimed according to the regulations and the claimant has registered and maintained contact with the Department as required. Additionally, a claimant must be physically "able to work" at his/her usual occupation which prior training and experience shows him to be qualified. Also, a claimant must be "available for work," which means being ready, able and willing to accept suitable work, and that personal circumstances would not prevent him/her from accepting such work.

Unemployment benefits will not be paid for weeks in which the claimant is held to be unavailable. If the conditions which cause the unavailability change, the claimant may contact the Department to reopen his claim. The burden is on the claimant to show availability for work and reasonable effort to obtain work.

ONLINEWORK SEARCH REQUIREMENT: To be eligible for your weekly claim, you must perform at least two (2) job searches each week through the South Carolina Works Online Services (SCWOS) system. If you do not complete this requirement, you may not receive payment. The Department may waive this requirement to perform at least two (2) weekly job searches through SCWOS only for good cause. Good cause includes, but is not limited to, verifiable electronic access and/or language barriers, and is determined by the Department on a case-by-case basis and only after a claim has not been paid. See S.C. Code Ann. Regs. 47-104.

JOB OFFER AND REFERRAL: Section 41-35-120(5) provides that any claimant who has failed (1) without good cause to either apply for available suitable work, when so directed by the Department, or (2) to accept available suitable work when offered by the Department or an employer, shall be ineligible until the claimant furnishes satisfactory evidence of having been re employed and having earned at least eight (8) times the weekly benefit amount. The burden is on the claimant to show availability for work and reasonable effort to obtain work. See S.C. Code Ann. Regs. 47-23.

TESTIFYING WITNESSES

CLAIMANT WITNESSES:

Keiarra Carr, Claimant

EMPLOYER WITNESSES:

Laura Dooley, Human Resource Manager
Sedra Charap, Regional Manager

CONTENTS

KEIARRA CARR

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1 HEARING OFFICER: Yes. Keiarra Carr.

2 KEIARRA CARR: Hey.

3 HEARING OFFICER: Hey.

4 KEIARRA CARR: Hey, this is her. How are you?

5 HEARING OFFICER: Doing well. I'm going to conference in the employer
6 witnesses. If you'll stand by, I'm going to put you-- I'm not
7 really putting you on hold. I'm just leaving you in the
8 conference and dialing them up, so just a moment, please?

9 KEIARRA CARR: Okay. Okay.

10 HEARING OFFICER: All right.

11 KEIARRA CARR: Perfect.

12 [Call connected]

13 LAURA DOOLEY: Hello. This is Laura.

14 HEARING OFFICER: Is this Ms. Dooley?

15 LAURA DOOLEY: It is.

16 HEARING OFFICER: Ms. Dooley, this is Harold Goldin with South Carolina
17 Department of Employment and Workforce. We are ready
18 for the Keiarra Carr hearing, and I understand you have
19 one additional witness.

20 Is that correct?

21 LAURA DOOLEY: That is correct, Mr. Goldin.

22 HEARING OFFICER: Okay. How does that witness pronounce their name?

23 LAURA DOOLEY: Sedra Charap.

24 HEARING OFFICER: Sedra Charap. Just a moment, and I will-- is that a female
25 name?

26 LAURA DOOLEY: That is.

1 Are there any questions before we begin the hearing, Ms.
2 Carr?

3 KEIARRA CARR: I have no questions.

4 HEARING OFFICER: All right. Ms. Dooley, any questions from the employer?

5 LAURA DOOLEY: No, sir.

6 HEARING OFFICER: And, Ms. Charap, any questions?

7 SEDRA CHARAP: No, sir.

8 HEARING OFFICER: Okay. Ms. Dooley, will you be the primary witness for the
9 employer?

10 LAURA DOOLEY: Yes.

11 HEARING OFFICER: All right. We are now on the record. This is a hearing on
12 Appeal 21-LA-021603 in the case of the claimant Keiarra
13 Carr and the employer JDC Management LLC. As this is
14 an administrative proceeding, I'm advising the parties we
15 are recording the hearing.

16 The claimant received a determination mailed on October
17 19, 2020 whereby the claimant was held ineligible for
18 benefits effective May 24, 2020. This hearing is being
19 conducted on May 20, 2021 in Columbia, South Carolina
20 before Harold Goldin, Administrative Hearing Officer for
21 the South Carolina Department of Employment and
22 Workforce. The claimant, Keiarra Carr, is present today
23 by telephone.

24 Ms. Carr, do you have any other witnesses who will
25 testify this morning?

26 KEIARRA CARR: No.

27 HEARING OFFICER: Okay. And, Ms. Carr, we're getting some background
28 noise that appears to be on your line. If we could
29 minimize-- I know you have a baby there, but if you could

1 KEIARRA CARR: It's correct.

2 HEARING OFFICER: And, Ms. Dooley, I show the mailing address for the
3 employer at 474 Wando Park Boulevard, Suite 102,
4 Mount Pleasant, South Carolina 29464.

5 Is that still correct?

6 LAURA DOOLEY: Yes. It is.

7 HEARING OFFICER: All right. As this was adjudicated-- I'm sorry-- as this was
8 adjudicated as a voluntary quit of the employment, and the
9 appeal was filed by the claimant, I will go to Ms. Carr
10 first.

11 Ms. Carr, would you state your name and spell your name
12 for the record, please?

13 KEIARRA CARR: My name is Keiarra Cara K-E-I-A-R-R-A C-A-R-R.

14 HEARING OFFICER: All right. Ms. Carr, in front of me, I have a copy of the
15 determination under appeal. That is the document that
16 held you ineligible for benefits effective May 24, 2020. It
17 was mailed to you on October 19, 2020. The language on
18 the document reads as follows: that you left your most
19 recent bona fide employer due to a heavy workload and
20 job pressure.

21 At the time of the adjudication, there was no indication
22 that the work duties were any different than any other
23 employee in the same position. Therefore, you were
24 adjudicated to have voluntarily quit the employment for
25 personal reasons.

26 Is that the determination you are appealing today?

27 KEIARRA CARR: Correct.

28 HEARING OFFICER: All right. Just to get some background information about
29 your employment, Ms. Carr, I'm looking at your dates of
30 employment. It appears that you went to work for the

1 so they then told me that I needed to cut down on my
2 hours or cut down on the days, but they never actually
3 hired a property manager that would assist me to make
4 sure that I was working as a part-time employee.

5 HEARING OFFICER: Okay. All right. So if you worked overtime, you were paid
6 additional pay for working the overtime.

7 Is that correct?

8 KEIARRA CARR: I never received what was considered overtime pay. They
9 just paid the additional hours at my same hourly rate, but
10 they never paid me overtime. They never allowed me to
11 receive any type of benefits. Though I was working over
12 what I was assigned to do when I was hired, they never
13 paid me for those things.

14 HEARING OFFICER: All right. What was your hourly--

15 KEIARRA CARR: They never offered me an option for promotion, either.

16 HEARING OFFICER: Okay. What was your hourly rate of pay?

17 KEIARRA CARR: My hourly rate, I do not remember the exact amount. Let's
18 see.

19 HEARING OFFICER: If you don't remember, I can move on it.

20 KEIARRA CARR: Yes. I don't remember the exact amount, but they should--

21 HEARING OFFICER: All right.

22 KEIARRA CARR: --have that.

23 HEARING OFFICER: All right. So at some point, you began to work additional
24 hours over what you were hired to work.

25 Did you talk to someone there about your concerns about
26 working the additional hours?

27 KEIARRA CARR: Yes. I addressed my concerns. There are several emails in
28 which provided those and uploaded those via fax, as well

1 property. She would come in and out. She would smoke
2 cigarettes every two minutes because she was so
3 overwhelmed with the status of the property.

4 In addition to that, I had to use my personal hotspot on my
5 cellphone in order to have working internet. We never had
6 working internet. Phone service would always get
7 disconnected. I uploaded proof of that, as well, and I
8 asked for reimbursement for having to use my cellular
9 hotspot, and no one wanted to reimburse me.

10 I also stated to the vice president of the company that the
11 status of the property was overwhelming me and stressing
12 me due to the fact that I was eight months pregnant,
13 working two properties by myself with lack of support
14 from upper management. I have notes from my doctor
15 where I had to call in and state to them that I was dealing
16 with high stress due to the environment of the property.

17 I also went into labor early due to experiencing high
18 stress. All of that has been uploaded, as well as the email
19 that I sent to the vice president who also walked out and
20 quit without giving notice because of the lack of support
21 and the status of this company.

22 I told her that I was going to be giving my notice.
23 Everyone knew I was pregnant and that I would be
24 leaving soon, so no one can say that I voluntarily quit
25 under normal working conditions because what other
26 property had a part-time leasing professional working two
27 properties with no manager for three months.

28 HEARING OFFICER: Okay. All right. Ms. Dooley, do you have any questions
29 for Ms. Carr based on her testimony?

30 LAURA DOOLEY: Yes.

31 HEARING OFFICER: Go ahead.

1 hiring someone as a manager allowing me to be promoted
2 to full-time, they'd rather cut my hours back which added
3 to my workload. Ms. Dooley is correct.

4 HEARING OFFICER: All right. Ms. Dooley, any other questions for Ms. Carr?

5 LAURA DOOLEY: Yes. So I don't believe I'm confirming anything here
6 except that she adhered to the part-time hiring status that
7 the company was able to pay her. So we have two pay
8 periods of working over 29 hours per week. I don't have
9 any documentation citing from my predecessor in HR that
10 her hours were being cut.

11 In fact, most of her paychecks go up to or around 52 to 58
12 hours, so it looks like she was working most of her part-
13 time hours. My question is-- you just stated it's a four-
14 person office. It is not.

15 It's a two-person office, and while the company was
16 recruiting which takes time in this industry, there's a high
17 level of turnover nationwide for property management
18 especially affordable housing. It takes time to find the
19 right fit for the senior position in a full-time capacity as
20 property manager.

21 My question to Ms. Carr is didn't your regional senior-- or
22 excuse me-- your regional property manager who was on
23 the phone come onsite and help you on a weekly basis?

24 KEIARRA CARR: So to go back to you stating that it's only two-person. That
25 is incorrect. There's two people in the office, and there's
26 maintenance. Maintenance is also a part of the team. If
27 maintenance is short, that also falls on stress to the
28 workload of the office staff.

29 That is very important to miss to mention because as I
30 stated, if there's only one maintenance, and there's
31 supposed to be two to three, including grounds, that means

1 HEARING OFFICER: Okay. Ms. Carr, and you've made the record with the
2 correspondence from the vice president.

3 Ms. Dooley, do you have any other questions for Ms. Carr
4 at this point?

5 LAURA DOOLEY: I do, so I just want to reiterate and the information she just
6 shared, she did confirm that her regional who is the
7 supervisor for the property portfolio that Keiarra was
8 working in was onsite and was working with her. And it's
9 her opinion for whether Sedra or not was actually working
10 while there. So things [UNCLEAR] information--

11 KEIARRA CARR: It's not my opinion when I have the documents from the
12 vice president.

13 HEARING OFFICER: Let her finish. Ms. Carr, Ms. Carr, let her finish. Go
14 ahead, Ms. Dooley.

15 LAURA DOOLEY: Also, I have to re-ask the question that it's a four-person
16 office because we've only had it staffed with three
17 including maintenance, and while Keiarra was there, there
18 was a maintenance person onsite, Leah Robberson.

19 So we had two people in a three-person office, so it's my
20 understanding we only had one position missing at the
21 time which was property manager, so I'm not sure that
22 Keiarra and I are on the same page with that.

23 But the way the property sits now, that's the way it was
24 when she was employed here. So I guess I'm wondering
25 why Keiarra is-- you're under a different impression that it
26 was a four-person team.

27 KEIARRA CARR: I would like to add that was incorrect, and Laura was not
28 the person who was even there at the time that I was hired.
29 She did not get hired until I was leaving the company.
30 When I came to do my interview with Tracy who also quit
31 JDC Management who was the HR manager at the time,

1 HEARING OFFICER: Okay. All right. And I-- from what I gathered from the
2 hearing, Ms. Dooley, you've assumed this position since
3 Ms. Carr left the employer.
4 Is that correct?
5 LAURA DOOLEY: Not exactly. I joined the company January 2, 2020. She is
6 correct that I was not part of the hiring process for her the
7 October before. I was part of the resignation process in
8 February.
9 HEARING OFFICER: Okay. Are you aware of any conversations she had with
10 you or anyone else concerning being overworked or
11 having concerns about the working conditions there on the
12 Daniel Island property?
13 LAURA DOOLEY: No, none of that was communicated with me. The only
14 communication I had with Keiarra via email is her
15 communicating with me about her resignation. I have
16 language from her to me stating she was resigning, a
17 photo she took of herself dropping off the property's keys
18 in the drop box, and then requesting a formal letter from
19 me stating she resigned, what her last day was, et cetera.
20 And we went back and forth a little bit about tying up
21 some transfer out items.
22 HEARING OFFICER: Okay. Okay. Ms. Carr, do you have any questions for Ms.
23 Dooley based on her testimony?
24 KEIARRA CARR: Well, I would just like to add being as Sedra is a witness
25 in this and the question that you just asked Laura again. I
26 never had any-- I've never seen her. I can't even tell you
27 what she looks like, so I've never had any interaction with
28 her--
29 HEARING OFFICER: Okay. All right.

1 SEDRA CHARAP: Yes, sir. My name is Sedra Charap. It's spelled S-E-D-R-
2 A. Last name is Charap C-H-A-R-A-P as in Paul, and I'm
3 the regional property manager with JDC.

4 HEARING OFFICER: All right. Ms. Charap, did you work with Ms. Carr when
5 she was employed there?

6 SEDRA CHARAP: Yes, sir. I did.

7 HEARING OFFICER: All right. Did you supervise her or were you both in equal
8 positions?

9 SEDRA CHARAP: I supervised Ms. Carr during the absence of a property
10 manager.

11 HEARING OFFICER: All right. Now Ms. Carr had given testimony that her
12 reason for resigning from the employer is she felt like she
13 had become overwhelmed with the job.

14 Did you and Ms. Carr have conversations about her
15 concerns about the conditions there at the employer?

16 SEDRA CHARAP: I think we both agree that we had conversations in
17 reference to the status of the office with the files
18 everywhere from the former manager, Dotty Harris. I
19 never had detailed conversations in reference to her
20 statement earlier that she would be leaving or would be
21 giving notice. Those conversations never happened at all.

22 HEARING OFFICER: Okay.

23 SEDRA CHARAP: The other-- I'm sorry. Go ahead.

24 HEARING OFFICER: Go ahead, go ahead.

25 SEDRA CHARAP: And we hired-- according to her hire letter, we hired Ms.
26 Carr as the assistant property manager, not as a leasing
27 professional. In our world, an assistant manager does
28 handle the property in the absence of a property manager.
29 That was Ms. Carr's official title, not a leasing
30 professional.

1 Do you have any specific questions for Ms. Charap?

2 KEIARRA CARR: Well, this goes with her stating that she was my support
3 and that the issue with the property fell on the manager
4 instead of taking accountability that she herself was not
5 doing her job--

6 HEARING OFFICER: Okay.

7 KEIARRA CARR: --which confirms that I did not have the support. Just like
8 my manager didn't have the support from her regional, I
9 didn't, either.

10 HEARING OFFICER: Okay. Well, it sounds like we're at the turn in the hearing
11 where we need to move to the closing argument. What
12 that provides is an opportunity for both the employer and
13 the claimant to make a final closing statement. If there's
14 something that needs to be on the record, this would be a
15 chance to get it on the record while we're still recording.

16 Ms. Carr, you are the claimant. I will go to you first.
17 Would you like to make a closing statement?

18 KEIARRA CARR: Yes. I would like to add that-- and again, all of this has
19 been faxed and uploaded onto my document portal that I
20 sent an email to the vice president of the company. I
21 stated-- and again, initially, I was hired as part-time
22 leasing professional, and when this was mentioned to
23 Tracy by Dotty who was our property manager at the time,
24 they then went in and adjusted my position.

25 But initially, I was hired as a part-time leasing
26 professional. I said, "Hi, Claire, I wanted to personally
27 reach out to you in regards to the status of Seven Farms
28 and Seven Farms Village. This place is in complete
29 disarray-- files missing, documents out of order,
30 applicants calling and coming by to see where their items
31 are, and I honestly have no idea. I'm not sure how this

1 life situations, as well. It proved-- everything proved that I
2 was extremely overworked. It proved that I did not
3 voluntarily quit because again, I mentioned this to the vice
4 president which on that very same day-- and this can be
5 confirmed-- that she came to my office. The day that
6 Claire came to my office is the very same day that she
7 packed up her office and quit. And that's all that I have to
8 say.

9 HEARING OFFICER: All right. Ms. Dooley, anything from the employer in
10 closing?

11 LAURA DOOLEY: Yes, Mr. Goldin. So the employer would like to offer the
12 following-- and I will say to you directly, Keiarra, I'm
13 sorry that this has been your experience and the manner in
14 which you were separated from the company, but on
15 behalf of the employer, I will represent the following: The
16 vice president of property management that Keiarra has
17 referred to did resign on January 24 for her own reasons.

18 It does sound like Keiarra had a conversation with her
19 about her frustration with her position at Seven Farms. I
20 will say that none of this was brought to my attention. I
21 was gainfully employed with the company during that
22 time. I will also say that there would have been a chance
23 to work something out with Keiarra if it were brought to
24 other people's attention.

25 Unfortunately, it hit a dead stop with the vice president.
26 Keiarra's opinion of how Seven Farms was being run and
27 the manner in which it was left is, in fact, an opinion. We
28 normally operate in the affordable housing niche under a
29 lot of stress. Property management in itself is stressful.

30 The notion of her being overworked as a part-time
31 employee with help around her by the team is something I
32 cannot speak to. That's how she felt. Again, I wasn't

1 HEARING OFFICER: All right. Well, at this time, I'm going to close the hearing
2 to further testimony. We are now off the record.

3 [Recording ended]

4 **HEARING CLOSED**
5
6

CERTIFICATE

This is to certify that this is a copy of the proceedings held in a hearing before Harold Goldin, Administrative Hearing Officer, for the South Carolina Department of Employment Workforce, in the matter of Keiarra Carr, Claimant and JDC Management LLC, Employer on May 20, 2021 which proceedings were phonographically recorded, proofread and herein appear.



Linda A. Williams
Proofreader
Williams & Associates

Richmond, Virginia

August 4, 2021



South Carolina
Department of Employment and Workforce



18237745

DECISION OF APPEAL TRIBUNAL

Hearing Date: May 20, 2021

Appeal Number: 21-LA-021603

KEIARRA CARR
2861 HILTON CIR NW
KENNESAW GA 30152

CLAIMANT

JDC MANAGEMENT LLC
474 WANDO PARK BLVD STE 102
MT PLEASANT SC 29464-7933

EMPLOYER

APPELLANT: Claimant

SSN: [REDACTED]

CLAIMANT ID: [REDACTED]

APPEARANCES

FOR THE CLAIMANT: Claimant

FOR THE EMPLOYER: Employer

ISSUE STATEMENT

The claimant appealed the determination mailed October 19, 2020, which held the claimant indefinitely disqualified from receiving benefits effective May 24, 2020, upon a finding the claimant voluntarily quit the employer.

The claimant worked from October 14, 2019 until February 21, 2020 with the subject employer, most recently as a property manager. The claimant states that she was hired on a part time basis and was paid \$16.00 per hour. The claimant asserts that she resigned after feeling stressed by the job. The employer did require her to work more than 29 hours per week on 4 occasions and the claimant was paid her normal hourly rate. The claimant states that she contacted the Vice President of the company to express her concerns about the job stress. The claimant was told to give things time to settle due to the claimant's short tenure with the employer. The claimant chose to resign and notified the employer she was not coming back.

REASONS

South Carolina
Department of Employment and Workforce

Harold W. Goldin
Administrative Hearing Officer

Decision Mailed: May 20, 2021

RECEIVED
MAY 24 2021
FAX CONTROL

**Dottie Luzader**

Active now



Keiarra,

I hired you as part time leasing but I believe HR did your offer letter as Asst Manager. None the less. You were part time at 30 hrs a week. When you were hired the files were still behind because when I was hired they were behind and the prior leasing person and I were tho get caught up. However, JDC had me traveling to N Chas twice a week to cover another property and once a Manager was hired there they had me traveling to Orangeburg twice month. In the mean the prior part time leasing had quit. Hence the reason I hired you. Maintenance was behind and couldn't keep anyone good on staff. We had 1 full time when I started and talks about hiring a part time person also. That would be a total of 4 people. 2 full time and 2 part time.

The front balcony above the office had so much water damage that JDC had known about for years that it was on the verge of falling down. They started the proton repairs when I left

We had very little  from Corporate when I ed. I actually



Aa





Dottie Luzader

Active now



had a signed offer letter to the Area Manager under the Regional Manager and they put me onsite from day one and left me there.

Bills weren't being paid timely but they could sell a property and take everyone at Corporate out to a nice dinner and not pay bills or offer anything to the staff onsite.



Thank you so much Dottie! I appreciate you so so much!



Just an FYI also they hadn't paid vendors in so long vendors were putting liens on the property/properties



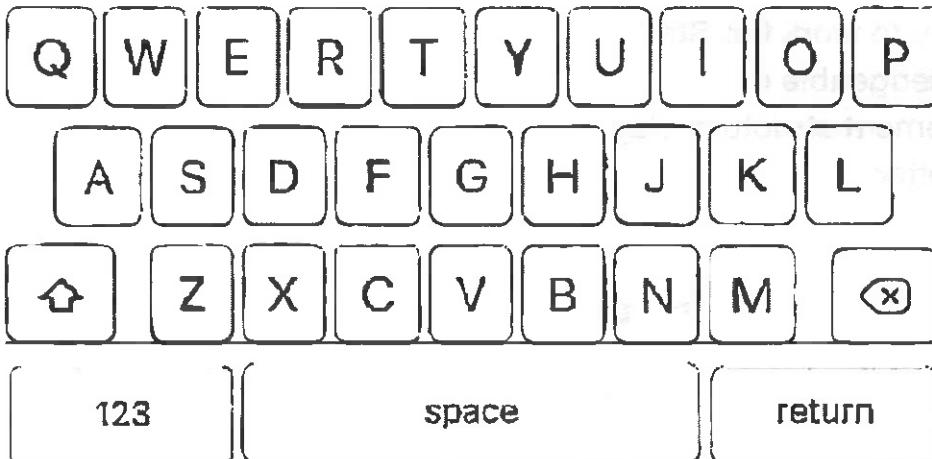
Aa



I

Hey

Yes



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Director of Compliance (Former Employee) - South Carolina -
September 5, 2019

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✓ **Pros**

Benefits

✗ **Cons**

Pay, high employee turnovers

Was this review helpful?

Yes 3

No



5.0 ☆☆☆☆

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South Carolina
Department of Employment and Workforce



18237745

DECISION OF APPEAL TRIBUNAL

Hearing Date: May 20, 2021

Appeal Number: 21-LA-021603

KEIARRA CARR
2881 HILTON CIR NW
KENNESAW GA 30152

CLAIMANT

JDC MANAGEMENT LLC
474 WANDO PARK BLVD STE 102
MT PLEASANT SC 29464-7933

EMPLOYER

APPELLANT: Claimant

SSN: [REDACTED]

CLAIMANT ID: [REDACTED]

APPEARANCES

FOR THE CLAIMANT: Claimant

FOR THE EMPLOYER: Employer

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The claimant was told to give things time to settle due to the claimant's short tenure with the employer. The claimant chose to resign and notified the employer she was not coming back.

REASONS

This is false I was never told to give things time. they went 4 months without hiring a manager because they did not care!

I gave notice to the vice president

South Carolina
Department of Employment and Workforce

"Good cause" has been defined as a material, substantial change in the conditions of employment, or other circumstances directly attributable to the employment, which would cause a reasonable person to become totally unemployed rather than continue working.

In this case, the claimant filed unemployment after leaving the employer following four months of employment. The employer paid the claimant when she worked more than her normal schedule. Due to the short duration of the claimant's employment, the Tribunal cannot find the claimant quit with good cause. Hence, the claimant's leaving was due to personal reasons and therefore without good cause. — PERSONAL REASONS = NO (WORK)

The Tribunal holds the claimant indefinitely disqualified from benefits effective May 24, 2020 and continuing until the claimant returns to work and earns eight times the weekly benefit amount, upon finding the claimant voluntarily quit without good cause attributable to the employment. This decision affirms the determination mailed October 19, 2020.

How can business run
with no phone and internet
due to past due bills and
neglect of upper management
I was doing reports no one in
my position should have been doing

This will be the final decision of the Agency, unless you file an appeal to the Appellate Panel setting forth in detail the grounds for appeal within ten (10) calendar days, including weekends and holidays, from the mailing date of this decision. If the tenth day falls on a Saturday, Sunday or holiday, the appeal period is extended to the next business day. Your appeal may be filed by mail addressed to "Appellate Panel, Post Office Box 1752, Columbia South Carolina, 29202", or by fax at 803-737-3166. For additional information on filing an appeal, visit our web site at <https://dew.sc.gov/individuals/manage-your-benefits/appeals>.

Handwritten signature: *Handwritten signature*



South Carolina
Department of Employment and Workforce



18379678

05/27/2021

Claimant SSN: [REDACTED]

Claimant ID: [REDACTED]

KEIARRA CARR
2861 Hilton Cir Nw
Kennesaw GA 30152-5865

NOTICE OF APPEAL TO THE APPELLATE PANEL

APPEAL NO: 21-HA-001861

LIABLE EMPLOYER:

JDC MANAGEMENT LLC
474 WANDO PARK BLVD STE 102
MT PLEASANT SC 29464-7933

The Claimant in this case appealed the Appeal Tribunal Decision to the Appellate Panel for review.

The Panel will review your case as soon as possible and generally will issue a decision based solely on its review of the record on appeal. However, any party may request an in-person hearing, also known as an oral argument. Oral arguments are conducted only at the Appellate Panel office in Columbia, South Carolina. No additional evidence is permitted to be introduced at the oral argument. If you would like to request a copy of the audio from the hearing, a transcript of the hearing, or request an oral argument, you must mail a written request to the Appellate Panel at P.O. Box 1752, Columbia SC 29202, within seven (7) calendar days from the date above. The Panel, at its sole discretion, may grant or deny the request. If an oral argument is scheduled, a copy of the transcript from the Appeal Tribunal hearing and an Appellate Panel hearing notice will be mailed to you at a later date.

SPECIAL NOTE: The Appellate Panel can make its own factual findings and may reverse, affirm, or modify the decision on appeal. **Be advised that this may result in an increase or decrease of the disqualification.**

Claimants must continue filing a weekly claim pending the appeal to receive benefits. Any benefits received by the claimant may be subject to recovery if the Appeal Tribunal decision is reversed.

Higher Authority Appeals
803-737-0239

Keiarra Carr,)
Appellant,)
)
vs.)
)
)
)
South Carolina Department of)
Employment and Workforce and)
JDC Mgmt LLC,)
Respondent (s).)
)

Docket Number: 21-ALJ-22-0245-AP

PROOF OF SERVICE

The State of South Carolina
 FILED
 AUG 16 2021
 Administrative Law Court