

RECEIVED

Jul 16 2020

SC Court of Appeals

**DEFENDANTS/
RESPONDENTS' SELECTED
APAs**

Patrick B. Harris Psychiatric Hospital
Post Office Box 2907, Anderson, S.C. 29622

Patient Name:	MITCHELL, COURTNEY	Physician:	MARY SUE RAAF, MSN, FNP-C
Date Dictated:	07/18/2006 10:58:37	Admit/Discharge:	07/17/2006
Chart Number:	010118392	Lodge:	G
		Date Transcribed:	07/18/2006 11:18:25

PSYCHIATRIC HISTORY & MENTAL STATUS EXAM

CRITERIA FOR ADMISSION: Potentially dangerous to self, others or property and in need of a controlled environment.

REFERRAL SOURCE: Palmetto Baptist Hospital in Basley, Dr. Campbell.

IDENTIFYING DATA: This is a 33 year old, white male who is single and has no children. He lives in Pelzer, S. C. by himself. He states he is employed as a military officer but this appears to be delusional. Unknown if he has been working.

725
CURRENT MEDICATIONS: Meclizine 12.5 mg 2 po prn dizziness from Ménière's Disease and Hydrochlorothiazide 25 mg po q a.m. for Ménière's Disease. He was given Geodon and Valium in the Pickens County Detention Center where he was prior to admission.

HISTORY OF PRESENT ILLNESS: This patient was admitted after being taken to Basley Baptist by the Pickens County Detention Center. He has been arrested for disorderly conduct, failure to pay a taxi, unlawful communication and unlawful carrying of a pistol. He had been psychotic and disoriented in jail, claiming he was an Army officer and being mistreated. He apparently wet a sheet to try and hang himself. Patient denies he was trying to hang himself and stated he did it so he could get out of the jail. "There were people I had arrested in there as a civilian officer and I was afraid they would try to do something to me." Patient denies any history of psychiatric problems. He has no insight into his admission or into his being arrested. He does have a detainer. He denies any hallucinations. Denies any suicidal ideations or homicidal ideations. He continues to insist he is an Army officer and that he has been to law school.

PAST PSYCHIATRIC HISTORY: This is his first admission the S. C. State Hospital System. He denies any history of any admissions in the past. He denies he has been to the mental health center in the past.

DRUG/ALCOHOL USE: He denies any alcohol or drug use other than drinking some alcohol on holidays. He denies any drug use. His drug screen was positive for benzodiazepines but he was given Valium in the Detention Center.

Mitchell, Courtney - 010118392

Page 2

PAST MEDICAL/SURGICAL HISTORY: He has a history of a boxer fracture to the right hand which happened about 7/3/06. He states that a police officer stepped on his hand causing the fracture. He reports he had a cast on it but an inmate urinated on it and it was removed. He has tinea pedis. History of hypertension resolved at present. He has sleep apnea and uses a C-PAP machine but stated he does fine without it. He has history of hyperlipidemia, Ménière's Disease, hernia repair to umbilicus. No other known medical/surgical problems.

FAMILY HISTORY: He states that cancer, diabetes and heart disease run in his family. He denies any psychiatric problems run in the family.

PSYCHOSOCIAL SUPPORTS: He states his family is very supportive of him.

DAILY ACTIVITIES: He states for the past five days he has been in isolation and Pickens County Detention Center. He claims he is a military policeman.

DEVELOPMENTAL, EDUCATIONAL, OCCUPATIONAL AND LEGAL HISTORY: This is uncertain as the patient appears to be delusional in conversation. He states that he has a four year degree from USC in Spartanburg and also one year of school at Concord Law School. He reports he is a military police officer and has also been a civilian police officer in the past but this appears to be delusional. He denies any previous legal problems. He was recently in jail and has a detainer for unlawful carrying of a pistol, unlawful communication, disorderly conduct, and failure to pay a taxi.

REVIEW OF SYSTEMS: No complaints of difficulty sleeping or decreased appetite. Skin - He has dry, scaly, cracker feet. He has some abrasions to his left knee and left elbow which he states occurred with altercations with the police. He does have some swelling to his right outer hand from the metacarpal fracture which he sustained which he states happened when a police officer stepped on him. Respiratory - No history of asthma, chronic obstruction pulmonary disease or other respiratory problems. Cardiac - History of hypertension but currently resolved. He has been on Hydrochlorothiazide but states he takes that for his Ménière's Disease. No other known cardiac problems. Musculoskeletal - Currently has a metacarpal fracture to his right hand. No other known musculoskeletal problems. GI - No history of diarrhea or constipation. No history of gastroesophageal reflux disease. Endocrine - No history of diabetes or thyroid disorder. GU - No history of urinary hesitancy, dysuria or other urinary problems. No history of any sexually transmitted disease. He states he does have a history of hyperlipidemia as well as sleep apnea and uses a C-PAP machine but states he does fine without it and slept fine without it last night.

ALLERGIES: No known allergies.

MENTAL STATUS EXAMINATION: Patient is mostly calm and cooperative. He is overly polite and very rigid in his presentation as if he were a military person standing at attention. He

Page 3

Mitchell, Courtney - 010118392

is oriented to person, place, time and situation. His speech is somewhat rapid. He denies any hallucinations. He does seem to be somewhat delusional and paranoid, stating that he is a lawyer and a military police officer and has been a civilian police officer in the past. This appears to be delusional. He does seem somewhat paranoid stating that they illegally put him in jail and were out to get him. Judgment and insight are impaired. Attitude is cooperative. He currently denies any suicidal, homicidal or violent ideations. He denies he was planning to hang himself prior to admission, stating he did that to get out of jail. He says he put a wet towel around his neck. They stated he had a wet sheet around his neck according to the paperwork. He states he did this only to get out of jail because the other inmates were people he had arrested in the past and he was afraid they would harm him. He states his affect is "fine." Cognitive function intact for immediate, recent and remote memories. Appears to be average to above average in intelligence. No dissociative phenomena present. He is able to abstract for similarities and proverbs. He was able to spell 'world' forward and backward.

PHYSICAL EXAMINATION: This is a well nourished, white male in no acute distress. Temperature - 97.4. Pulse - 85. Respirations - 20. Blood Pressure - 122/74. Height is 6'-1". Weight - 201 pounds. Skin - He has some healing superficial abrasions to his left elbow and left knee. He has cracked, dry skin and tenia pedis to both feet. He has some swelling to his right outer hand due to a fracture. Pupils are equal and reactive to light and accommodation. No injection or cloudiness to the sclera is noted. Tympanic membranes are visible with landmarks visible. Nasal turbinates are moist and pink. Oropharynx is slightly erythematous. Uvula does not rise properly. Neck is supple without lymphadenopathy or thyromegaly. Lungs are clear to auscultation bilaterally. Heart rate regular rate and rhythm. S1, S2 auscultated clearly with no murmurs, clicks, or rubs. Abdomen is soft and nontender. Bowel sounds are positive in all 4 quadrants. No organomegaly is present. Genital exam was not indicated at this time. The patient moves all extremities with full range of motion. No deformity noted. Peripheral pulses 2+ to all extremities.

NEUROLOGICAL EXAM: General appearance: Alert and oriented, cooperative, appears stated age. Hygiene and grooming are good. Cranial nerves: II - Normal vision. III - Pupils constrict to light bilaterally. III, IV and VI - Extraocular movements were intact. The patient was able to gaze up and down as well as right and left sides. Facial sensation is intact. VII - Facial muscles functionally intact. VIII - Hearing intact, both right and left sides. IX - Uvula does not raise properly. XI - Trapezius and sternocleidomastoid muscles intact. The patient was able to raise shoulders against mild resistance. XII - Tongue movement was normal. The patient was able to protrude tongue at midline. Motor functions normal. Good muscle tone. No gross, involuntary movements noted. Limb strength normal in the right and left upper and lower extremities. Paresis and clonus are absent. Grips are strong and equal bilaterally. Babinski was not elicited. Sensation is intact throughout. The patient can correctly identify single and two point discriminatory touch. Coordination is intact. The patient can demonstrate rapid alternating movements, finger to nose, right and left. Also demonstrates heel to shin, right and left.

Mitchell, Courtney - 010118392

Page 4

Romberg is negative. Tandem gait is normal. Reflexes are intact and 2+ to biceps, triceps, brachioradialis, quadriceps, and Achilles.

STRENGTHS & INVENTORY OF ASSETS: He has a supportive family. Appears to be fairly intelligent.

LIABILITIES: Lack of insight, legal problems.

DIAGNOSES:

Axis I: Psychotic Disorder, Not Otherwise Specified

Axis II: Deferred

Axis III: Metacarpal Fracture Right Hand; History of Hypertension Resolved; Tenia Pedis; Hyperlipidemia; Ménière's Disease; Sleep Apnea; History of Hernia Repair Umbilicus.

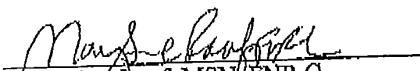
Axis IV: Lack of insight, legal problems

Axis V: GAF - 30

INITIAL TREATMENT PLAN:

- 1) Admit to Lodge G.
- 2) Admission labs.
- 3) Order prn medications for agitation.
- 4) Meclizine 12.5 mg 2 po q 6 hours prn dizziness.
- 5) Hydrochlorothiazide 25 mg po q a.m. Hold if blood pressure is less than 100/70.
- 6) Pulse Ox q 6 a.m. Report to M.D. if below 92.
- 7) Ibuprofen 600 mg po q 6 hours prn pain x 30 days.
- 8) Consult for Blue Ridge Orthopedics for right metacarpal fracture as he states that is where he went in the past and that they put a cast on his hand which is supposed to have on for four weeks. He states he removed it because an inmate urinated on it.

TENTATIVE DISCHARGE PLAN: Patient to return home and followup with mental health center.


Mary Sue Raaf, MSN, FNP-C

MR/vs


Dennis C. Chipman, M.D.,
Psychiatrist

COPY

**Patrick B. Harris Psychiatric Hospital
Post Office Box 2907, Anderson, S.C. 29622**

Patient Name:	MITCHELL, COURTNEY	Physician:	DENNIS C CHIPMAN, M.D.
Date Dictated:	09/28/2006 11:38:13	Admit/Discharge:	07/17/2006 -- 09/13/2006
Chart Number:	010118392	Lodge:	G
		Date Transcribed:	10/02/2006 09:19:19

FINAL DISCHARGE SUMMARY

IDENTIFYING DATA: 33 year old, white, single male.

REFERRAL SOURCE: Dr. Harris, Pickens County Detention Center

CRITERIA FOR ADMISSION: Potentially dangerous to self, others or property and in need of a controlled environment.

SIGNIFICANT FINDINGS ON ADMISSION: This patient came to Patrick B. Harris Psychiatric Hospital for the first time. He had been taken to the Basley Baptist Hospital by the Pickens County Detention Center after he had been arrested for disorderly conduct, carrying a pistol and failure to pay a Taxi. He said the was an Army officer and was being mistreated. While in custody, he tried to use a sheet to hang himself. He then denied that this was the case. Attempts to assist him were explained in delusional fashion by the patient who said that he had "arrested these people" meaning Detention personnel and "I was afraid they would do this to me." He denied any history of psychiatric difficulty and there was no insight whatsoever. He denied the abuse of drugs and/or alcohol had been part of the picture. On 7/3/06, he incurred a boxer fracture to the right hand, apparently after hitting a wall. He alleged he suffered from sleep apnea and used a C-PAP machine but said he was "doing fine without it." He also alleged having Ménière's Disease. He said he had gone to USC and had a four year degree from the Spartanburg Campus and had also gone to one year of law school at the Concord Law School.

MENTAL STATUS EXAMINATION: The patient was a well groomed, well developed man with his right lower arm and hand in a cast. He was fairly calm and cooperative. He seemed to affect a military bearing and there was a crewcut and he spoke in a precise sort of just the facts. He was paranoid, grandiose and delusional and it was difficult to determine the accuracy of some of his history. There was absolutely no insight whatsoever. Intellectual level was probably in the average to right normal range. His sensorium was clear. He said that his use of the sheet in jail was an attempt to get out by escaping people whom he came in contact with that he had "previously arrested."

Mitchell, Courtney - 010118392

Page 2

TREATMENT RENDERED: We placed the patient on the G lodge. Our working diagnosis was Psychotic Disorder Not Otherwise Specified. We noted the patient had no known drug allergies. He entered the lodge on Level I. The patient remained grandiose without insight. He entered seclusion 7/25/06 and required four point restraints shortly thereafter. He was established on Zyprexa Zydis 20 mg every hs and also Ativan 2 mg every 6 hours prn. He was given Geodon 20 mg and Ativan 2 mg IM on 7/25/06 with benefit. We added Depakote ER 1000 mg every hs to his mix. He advanced to Level I and then again on 8/4/06 he dropped to Level 0. On 8/9/06 - Blue Ridge Orthopedic Clinic. His fracture was apparently healing satisfactorily. I requested records from Dr. Melody Franks who the patient had gone to before and said that he had Ménière's Disease and other medical conditions and after reviewing her correspondence in return, I found that almost none of the medical conditions were corroborated by her notes. He did bring in his own C-PAP machine from home which was used in the hospital. He advanced to Level II. We asked his family to come to the treatment team and participate in his planning. We gave them a factual and a bit pessimistic appraisal of his condition but everyone acknowledged that he had made significant improvement but was not well. Because there may have been a depressive component which began to supplant his mania behavior, he was started on Cymbalta 30 mg every day on 8/31/06. This was increased to 60 mg every hs. We were heartened by the fact that he had a very good support network and it was decided by the treatment team for him to be discharged. He will live near his family and furthermore, he will go to the mental health center and he said that he was definitely planning on cooperating with our recommendations. His development of insight was very gradual while he was in the hospital but we felt that he would take his medicine. He was not completely free of somewhat deluded thinking about his experiences in the service but he was much improved. Insight was still only fair.

SIGNIFICANT PHYSICAL FINDINGS: The general physical examination revealed a well developed, well nourished man with right lower arm and hand in a cast. Vital signs were normal. The remainder of the general physical examination was normal. The neurologic examination was likewise normal.

LABORATORY DATA: EKG was normal with QTc interval of 398. RPR was nonreactive. Chem 20 profile was basically normal, although cholesterol was a bit high at 239 and triglycerides were a bit high at 172. Hemogram was basically normal and hepatic profile was normal. Depakote level was initially 42 on 7/28/06. Depakote levels were obtained throughout his hospitalization. Vital signs remained stable throughout his hospitalization.

CONDITION AT DISCHARGE: The patient was alert with some insight. He wasn't suicidal or homicidal. He wasn't delusional nor hallucinated. He was cooperative. Psychotic thinking had significantly mitigated. Thoughts were linear and goal directed. Affect was appropriate and reactive. He was oriented x three.

Mitchell, Courtney - 010118392

Page 3

Depakote level was 93 on 9/1/06.

We noted cholesterol was slightly high at 231.

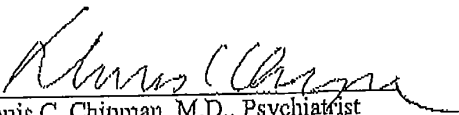
DISCHARGE MEDICATIONS: Cymbalta 60 mg every day; Depakote ER 1500 mg - 1 every hs; Zyprexa 20 mg - 1 every hs; Docusate Sodium 100 mg - 1 every day.

FOLLOWUP/AFTERCARE: 1) Discharge. 2) Followup at the mental health center. 3) Followup with medical regarding ongoing medical complaints.

DISCHARGE DIAGNOSES:

Axis I: Bipolar, Manic
Axis II: None established
Axis III: None acute
Axis IV: Legal
Axis V: Current GAF - 50

The patient understood discharge instructions thoroughly and left the hospital in good condition.


Dennis C. Chipman, M.D., Psychiatrist

DCC/vs

Pickens Detention Center

Booking Report

MITCHELL, COURTNEY RAY

NameID: 156017		Local Identifier: 38510		Local Number:		Projected Release Date:			
Security Class:		Booking Status: Released		Confined Date: 07/13/2006 16:17		Released Date: 07/17/2006 17:09			
Confinement Reason: 10		BookingID: 200602367							
Home Address: 1255 CHEROKEE DRIVE			Home City: PELZER		Home State: SC		Home Zip Code: 29669		
Race: White		Sex: Male		Eyes: Brown		Hair: Brown			
Complexion: Light		Height: 6'01"		Weight: 187					
Date of Birth: 11/27/1972		Age: 44		Place of Birth: EASLEY					
FBI Number:		SID Number:		Military:				Military Status:	
SSN: 250-27-4888		Driver's Lic. Number: 008998287		DL State: SC				DL Class:	
Home Phone: (864) 634-8242									
Occupation:		Employer: US ARMY MILITARY POLICE		Employer Address:		Employer Phone:			
Next of Kin:		Address:		Phone:					
Emergency Contact:		Address:		Phone:					
Doctor:		Address:		Phone:					
Attorney:		Address:		Phone:					
Confinements:									
Confinement Facility: Pickens		Confined Date/Time: 07/13/2006 16:17		Held For Locality: Pickens		Housing Unit:			
BookingID: 200602367									
Confine Reason: Booking - General									
Confinement Notes:									
Releasing Officer:		Released Date/Time: 07/17/2006 17:09		Released To:		Juvenile When Booked: No			
Release Reason: Time Served									
Release Notes: pr bond on all charges, opd, patrick harris									
Property Locations:									
Booking Officer:		Search Officer:		Fingerprint Officer:					

Charges:

NameID: 156017	Local Identifier: 38510	Local Number:	Projected Release Date:
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Charges:

Incident Date:	Arrest Date/Time: 7/13/2006 4:23:00 PM	Arrest OCA: 2006070000	Warrant Number: K097420	Warrant Type:	
Arresting Agency: EASLY	Arrest Address: 216 L E C RD PICKENS, SC		Arresting Officer:		
TRN Number:	Offense Tracking No. (OTN):	Misc Arrest Number:	Charge Status:	Offense Type: M	
Statute: 16-23-0020, 0050(A)(	State Code:	Charge Description: PISTOL, UNLAWFUL POSSESSION			
Charging Agency:	Charge Notes:				
Bond Fine Amount:	Bond Amount: \$4,000.00	Bond Status: Active Bond	Judge Issuing Bond:	Bonding Agency: EASLY	
Bond Notes:					
Court Date:	Court Time: 00:00	Docket/Case Number:	Court: GS	Court Jurisdiction:	
Court Location:		Court Notes:			
Conviction Date:	Sentenced Date:	Sentenced Start Date:	Sentenced Offense Type:	Sentenced Inmate Type:	Sent Penalty Modifier:
Sentenced Statute:	Sentenced State Code:	Concurrency:	Sentenced Charge Description:		
Sentence Notes:			Sentence(Years/Months/Days): 0/0/0		
Disposition:	Disposition Date:	Disposition Notes:			

Incident Date:	Arrest Date/Time: 7/13/2006 4:23:00 PM	Arrest OCA: 2006070000	Warrant Number: 31915DS	Warrant Type:	
Arresting Agency: EASLY	Arrest Address: 216 L E C RD PICKENS, SC		Arresting Officer:		
TRN Number:	Offense Tracking No. (OTN):	Misc Arrest Number:	Charge Status:	Offense Type: M	
Statute: 58-13-0030 (C)	State Code:	Charge Description: FAILURE TO PAY CAB FARE			
Charging Agency:	Charge Notes:				
Bond Fine Amount:	Bond Amount: \$1,262.50	Bond Status: Active Bond	Judge Issuing Bond:	Bonding Agency: EASLY	
Bond Notes:					
Court Date:	Court Time: 00:00	Docket/Case Number:	Court: SC	Court Jurisdiction:	
Court Location:		Court Notes:			
Conviction Date:	Sentenced Date:	Sentenced Start Date:	Sentenced Offense Type:	Sentenced Inmate Type:	Sent Penalty Modifier:
Sentenced Statute:	Sentenced State Code:	Concurrency:	Sentenced Charge Description:		
Sentence Notes:			Sentence(Years/Months/Days): 0/0/0		
Disposition:	Disposition Date:	Disposition Notes:			

NameID: 156017	Local Identifier: 38510	Local Number:	Projected Release Date:
Charges:			
Incident Date:	Arrest Date/Time: 7/13/2006 4:23:00 PM	Arrest OCA: 2006070000	Warrant Number: 31911DS
Arresting Agency: EASLY		Arrest Address: 216 L E C RD PICKENS, SC	Arresting Officer:
TRN Number:	Offense Tracking No. (OTN):	Misc Arrest Number:	Charge Status:
			Offense Type: M
Statute: 16-17-0430 (SC)	State Code:	Charge Description: COMMUNICATION, UNLAWFUL (SC)	
Charging Agency:	Charge Notes:		
Bond Fine Amount:	Bond Amount: \$2,000.00	Bond Status: Active Bond	Judge Issuing Bond:
			Bonding Agency: EASLY
Bond Notes:			
Court Date:	Court Time: 00:00	Docket/Case Number:	Court: SC
Court Location:		Court Notes:	
Conviction Date:	Sentenced Date:	Sentenced Start Date:	Sentenced Offense Type:
			Sentenced Inmate Type:
			Sent Penalty Modifier:
Sentenced Statute:	Sentenced State Code:	Concurrency:	Sentenced Charge Description:
Sentence Notes:			Sentence(Years/Months/Days): 0/0/0
Disposition:	Disposition Date:	Disposition Notes:	

MITCHELL, COURTNEY RAY

AGENCY I.D.
SC0390000

INCIDENT REPORT
Pickens County Sheriff's Office

CASE NUMBER

2006015800

NCIC

INQ. ENDO.

INCIDENT TYPE		COMPLETED	FORCED ENTRY	PREMISE TYPE	UNITS ENTERED	TYPE VICTIM
1. 13A - ASSAULT AND BATTERY		☒ YES ☐ NO	☐ YES ☐ NO	18;11(Parking Lot/Drop Lot/Garage;		☐ Individual ☐ Business ☐ Financial Ins ☐ Government ☐ Rellig. Orgn. ☐ Soc./Public ☐ Other ☐ Unknown ☐ Police Off.
2.		☐ YES ☐ NO	☐ YES ☐ NO			
3.		☐ YES ☐ NO	☐ YES ☐ NO			
INCIDENT LOCATION (SUBDIVISION, APARTMENT AND NUMBER, STREET NAME AND NUMBER)				ZIP CODE	WEAPON TYPE	
200 FLEETWOOD DR (PALMETTO HEALTH), EASLEY, SC				29640-	40-Personal Weapons (Hands, Fists,	
INCIDENT DATE	24 HR. CLOCK	TO	DATE	24 HR. CLOCK	DISPATCH DATE/TIME 24 HR. CLOCK	
07/03/2006	14:59		07/03/2006	15:00	DISPATCH DATE/TIME 24 HR. CLOCK	
COMPLAINANT'S NAME (LAST, FIRST, MIDDLE)				DISPATCH DATE/TIME 24 HR. CLOCK	DEPART. TIME	
				07/04/2006	10:42	
RELATIONSHIP TO SUBJECT				RESIDENT	RACE	SEX
#1 #2 #3				* J S O U		
ADDRESS				CITY	STATE	ZIP CODE
VICTIM'S NAME (LAST, FIRST, MIDDLE)				RELATIONSHIP TO SUBJECT	RESIDENT	RACE
MITCHELL, COURTNEY RAY				#1 #2 #3	* U S O U	W M
HEIGHT	WEIGHT	HAIR	EYES	FACIAL HAIR, SCARS, TATTOOS, GLASSES, CLOTHING, PHYSICAL PECULIARITIES, ETC.		
1'87"	601		BRO - Brown			
ADDRESS				CITY	STATE	ZIP CODE
1255 CHEROKEE DRIVE				PELZER	SC	29669-
VISIBLE INJURY (VICT. 1) ☐ YES ☐ NO EXPLAIN - B - Apparent Broken Bones				COMPLAINT OF NON-VISIBLE INJURIES: ☐ YES ☒ NO		
VICTIM (NO. 1): NONE ☐ USING: ALCOHOL ☐ DRUGS ☐ TYPE:				TWO-MAN VEH. ☐ ONE-MAN VEH. ☐ DETECTIVE/SPLASMT. ☐ OTHER ☐		
NAME (LAST, FIRST, MIDDLE)				RACE	SEX	AGE
UNKNOWN				U	U	00
FACIAL HAIR, SCARS, TATTOOS, GLASSES, CLOTHING, PHYSICAL PECULIARITIES, ETC.						
ADDRESS				CITY	STATE	ZIP CODE
UNKNOWN						
SUBJECT (NO. 1) USING: ALCOHOL ☐ COMPUTER EQUIP. ☐ ARRESTED NEAR OFFENSE SCENE ☐ YES ☒ NO ☐				DATE/TIME OF OFFENSE		
DRUGS ☐ NONE ☐ TOTAL # ARRESTED 0				07/03/2006 14:59		
NARRATIVE						
R/O MET WITH MR. COURTNEY RAY MITCHELL (COMPLAINANT) AT THE PICKENS COUNTY LEC.						
MR. MITCHELL STATED TO R/O THAT HE HAD BEEN ASSAULTED ON THE PREVIOUS DAY						
(7-03-2006) AT THE PALMETTO HEALTH BAPTIST HOSPITAL IN EASLEY. MR. MITCHELL						
STATED THAT HE HAD GONE TO THE HOSPITAL TO OBTAIN FUNDS FROM HIS PERSONEL						
ACCOUNT TO PURCHASE A TRUCK. AFTER ARRIVING MR. MITCHELL WENT INSIDE THE						
HOSPITAL TO SPEAK WITH MS. BETSY WETSEL AND WAS MET BY MEMBERS OF AMERICAN						
SECURITY. MR. MITCHELL WAS THEN LED OUTSIDE BY HOSPITAL SECURITY. OUTSIDE HE						
WAS SURROUNDED BY HOSPITAL SECURITY AND THREE (3) OFFICERS FROM THE EASLEY						
POLICE DEPARTMENT. AT THIS TIME HE WAS SERVED WITH A TRESPASS NOTICE BY THE						
EASLEY PD OFFICERS. MR. MITCHELL INFORMED THE OFFICERS HE WOULD LEAVE						
AND CONSENTED TO A SEARCH OF HIS VEHICLE. MR. MITCHELL INFORMED THE EASLEY						
JURISDICTION OF THEFT LAW ENFORCEMENT AGENCY						
JURISDICTION OF RECOVERY LAW ENFORCEMENT AGENCY						
TOTAL VALUE						
TYPE (GROUP)						
STOLEN						
DAMAGED						
BURNED						
RECOVERED						
SEIZED						
COUNTERFEIT						
SUBJECT IDENTIFIED ☐ YES ☒ NO ☐						
SUBJECT LOCATED ☐ YES ☒ NO ☐						
☒ ACTIVE ☐ ADM. CLOSED						
☐ UNFOUNDED						
☐ ARRESTED UNDER 18						
☐ ARRESTED 18 AND OVER						
☐ EX-CLEAR UNDER 18						
☐ EX-CLEAR 18 AND OVER						
REASON FOR EXCEPTIONAL CLEARANCE: 1. ☐ OFFENDER DEATH						
2. ☐ NO PROSECUTION						
3. ☐ EXTRADITION DENIED						
4. ☐ VICTIM DECLINES COOPERATION						
5. ☐ JUVENILE - NO CUSTODY						
REPORTING OFFICER(S)						
DATE						
UNIT NUMBER						
APPROVING OFFICER						
DATE						
UNIT NUMBER						
1460 - LANGSTON, B.						
07/03/2006						
675 - UNDERHILL, T.						
07/04/2006						
FOLLOW-UP INVESTIGATION OFFICER						
☐ YES ☒ NO ☐						

INQ.	ENTD.
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346

AGENCY I.D.
SC0390000

SUPPLEMENTARY INCIDENT REPORT
Pickens County Sheriff's Office

CASE NUMBER

2006015800

NCIC

INQ. ENTD.

☐ ORIGINAL
REPORT
☐ MODIFIES
ORIGINAL

☐ SUPPLEMENTAL
REPORT
☐ CASE STATUS
CHANGE

☐ ADDITIONAL
VICTIMS
☐ ADDITIONAL
OFFENDERS

☐ ADDITIONAL
STOLEN PROPERTY
☐ ADDITIONAL
RECOVERED PROPERTY

PAGE 3 of 3 PAGES

WRITTEN STATEMENT. MR. MITCHELL'S RIGHT HAND WAS BANDAGED WHERE HE COULD NOT
WRITE. THE STATEMENT WAS WRITTEN BY R/O FOR COMPLAINANT.

NARRATIVE

ADMINISTRATIVE

SUBJECT IDENTIFIED ☐ YES ☒ NO		SUBJECT LOCATED ☐ YES ☒ NO		☒ ACTIVE ☐ UNFOUNDED	☐ ADM. CLOSED	☐ ARRESTED UNDER 18 ☐ ARRESTED 18 AND OVER	☐ EX-CLEAR UNDER 18 ☐ EX-CLEAR 18 AND OVER
REASON FOR EXCEPTIONAL CLEARANCE: 1. ☐ OFFENDER DEATH				2. ☐ NO PROSECUTION	3. ☐ EXTRADITION DENIED	4. ☐ VICTIM DECLINES COOPERATION	5. ☐ JUVENILE - NO CUSTODY
REPORTING OFFICER(S)		DATE	UNIT NUMBER	APPROVING OFFICER		DATE	UNIT NUMBER
1460 - LANGSTON, B.		07/03/2006		675 - UNDERHILL, T.		07/04/2006	
				FOLLOW-UP INVESTIGATION OFFICER ☐ YES ☒ NO			

PHYSICIAN MEDICATION ORDERS AND SERVICE NOTES

Patient's Name and ID # Courtney Mitchell 101183921

Medications Prescribed and Physician's Service Notes

MEDICATIONS PRESCRIBED BY OTHER PHYSICIANS

premetabolic syndrome

MEDICATIONS PRESCRIBED BY MENTAL HEALTH

He admit hasn't been taking - was supposed to be on 1500mg Depakote ER qd

WT - BP - P - HT - LABS

REASON FOR VISIT ☐ Medication check ☐ Change in Symptoms ☐ F/U after DC from hospital ☐ Other

INTERVAL HISTORY

Taking medications regularly ☐ yes ☒ noSE reported to medications ☐ yes ☐ no (if yes describe)Use of ☐ alcohol ☐ street drugs ☐ o/c meds not used regularly

MENTAL STATUS EXAM (CURRENT)

Appearance ☒ Normal for patientSpeech ☒ Normal for patientCognition Attention ☒ IntactConcentration ☒ IntactMemory ☒ IntactJudgement ☒ good ☐ fair ☐ poorInsight ☒ good ☐ fair ☐ poorEmotion mood ☒ euthymic ☐ depressed ☐ euphoric ☐ otheraffect ☒ appropriate ☐ anxious ☐ sad ☐ inappropriate ☐ otherThought Content hallucinations ☐ no ☐ yes (describe)delusions ☐ no ☐ yes (describe)Thought Process ☒ Logical/goal directed ☐ distractible ☐ no ☐ yesSuicidal Ideation ☒ no ☐ yes (describe)Homicidal Ideation ☒ no ☐ yes (describe)Abnormal movement ☒ none

face (describe)

lips/tongue (describe)

trunk (describe)

extremities (describe)

Tics ☐ no ☐ yes (describe)

IMPRESSION Axis I

Bipolar disorder - currently stable

PLAN/RECOMMENDATIONS

1 Medicine ☐ as above ☐ as follows☐ Discussed risks/benefit/side effects and alternative treatment including no treatment

2 Follow-up PMA none scheduled at this time

3 Continue present treatment plan

4 Lab

Physician's Signature & Date

D. Harding MD

will keep chart open for a few more case needs service 9/20/07
Date Of Visit

BCMHS ADULT CLINICAL ASSESSMENT FORM	
Date Initiated Sept - 20 - 2006 Location Initiated Abbeville	
Name (last) Mitchell (first) Courtney (MI) R (Suf) Mr	CID# 10118392
Section A Identifying Data	
Age 33 years 9 months DOB Nov / 27 / 1972 Sex male Race White If other please identify	
Next of Kin (last name) Mitchell (first) Tommy (MI) (Suf) Mr	
Relationship parent Phone (864) 834 - 8243	
Section B Functional Problems or Issues Presented Why are you coming to this MHC in own words? May include information obtained from the person served, family members and other appropriate collateral sources when appropriate and permitted	
I was in the hospital They diagnosed me Bi-polar I'm not sure but the medicine is working except for the sleeping too much	
Section C Mental Status Exam List more than one descriptor if applicable Additional information should be addressed in Section D	
Appearance and Hygiene 1 neat / clean 2 NA 3 NA	
Motor Activity 1 appropriate to situation 2 NA 3 NA	
Attitude During Interview 1 cooperative 2 NA 3 NA 4 NA	
Mood & Affect 1 normal 2 NA 3 NA 4 NA 5 NA	
Speech 1 normal 2 NA 3 NA 4 NA 5 NA	
Thought Processes 1 normal, appropriate coherent relevant 2 NA 3 NA 4 NA	
Thought Content 1 normal appropriate coherent 2 NA 3 NA 4 NA 5 NA	
Hallucinations 1 no evidence of 2 NA 3 NA 4 NA 5 NA	
Delusions 1 no evidence of 2 NA 3 NA 4 NA 5 NA	
Suicidal 1 denies 2 NA 3 NA 4 NA 5 NA comments	
Homicidal 1 denies 2 NA 3 NA 4 NA 5 NA comments	
Self-Mutilation 1 denies 2 NA 3 NA 4 NA 5 NA comments	
Level of Consciousness / Orientation 1 alert 2 NA 3 NA 4 NA 5 NA	
Judgment 1 able to make sound decisions 2 NA	
Insight as to Problems / Illness 1 acknowledges and understands 2 NA 3 NA	
Memory 1 intact	
Concentration & Calculation 1 able to concentrate 2 NA 3 NA	
Intelligence / Vocabulary / Fund of Knowledge 1 adequate	
Sleep Patterns 1 hypersomnia 2 NA 3 NA 4 NA 5 NA	
Appetite Patterns 1 adequate 2 NA 3 NA 4 NA	
Section D Mental Status Summary Include evidence of findings	
A&O X3 Denies SI/Hi&AVH Thought processes appear logical and goal directed Affect is appropriate with euthymic mood Concentration is good Judgement and memory are intact Pt complains of sleeping too much, but no other complaints	

Consumer Name (last) Mitchell (first) Courtney CID # 10118392

Section E Health / Mental Health History

MH Inpatient 1 Harris 2 NA 3 NA If other please identify
If applicable date (s) of hospitalization 7/17/06 to 8/1/06

MH Outpatient 1 none 2 NA 3 NA If other please identify
If applicable, date of last service Jan - -

Family MH History 1 none 2 NA 3 NA 4 NA
Describe history identified

Alcohol / Other Drug Use or Abuse acknowledges Family history none
Drug(s) of choice / frequency 1 alcohol / 0 2 NA / 0 3 NA / 0
4 NA / 0 5 NA / 0 If other, please identify Pt reports etoh abuse 2002 to 2004 due to marital problems

Age use began in college year(s) Experiencing blackouts / passing out ☐ yes ☒ no
Additional comments

Medical History 1 hospitalization(s) no 2 illness(es) no 3 injury(ies) no 4 surgery(ies) yes
5 seizure disorder(s) no 6 restriction(s) / challenge(s) no
Describe history identified including date(s) surgery X3 right knee (sports injury) Abdom hernia Complications from pulmonary embolism

Allergies 1 none 2 NA 3 NA Specify

Primary Care Physician Dr. Franks Ph# () - Date last seen July - 2006

Pharmacy Used CVS Ph# () - Location

Hospital of Choice Anderson Locationsame

Medications - current and for the past 6 months (include as reported all prescribed & over the counter medications, the condition which they are intended to treat, and their effects) ☐ None

- 1 Cymbalta 60 mg Q day
- 2 Depakote ER 1500 Q hs
- 3 Zyprexa 20 mg Qhs
- 4
- 5
- 6

Section F Social / Cultural Information

Education graduated college / vocational training

Current Employment 1 unemployed 2 NA If on disability reason why

Past employment summary Has worked as a security guard Probation Officer and Law firm investigator

Marital History ☐ never married ☒ divorced X 1 ☐ NA X 1 ☐ NA X 1

Living Situation w/ parents Environmental / Housing concerns no

Consumer Name (last) Mitchell (first) Courtney CID # 10116392

History of Trauma / Abuse none apparent Type ☐ none ☐ sexual ☐ physical ☐ emotional
Describe issues identified

Support System 1 none 2 parent(s) 3 NA If other please identify
Describe interaction(s) Good supportive relationship with parents and sibling

Legal Issues 1 pending 2 NA 3 NA
Describe issues identified three separate arrest due to mania prior to hospitalization Carrying weapon unlawfully, violating trespass order and unlawful communication via telephone Pt hopes to get PTI sentence as no prior legal problems

Section G DSM IV Diagnosis - Code and Description including Supporting Symptoms

AXIS I 296.80 Bipolar D/O NOS recent mania with delusional thinking
AXIS II none
AXIS III none
AXIS IV interaction with legal system Pending charges

Section H Discharge Criteria (including as much as possible the consumer's own words)

Desired Outcomes / Expectations Regarding Treatment Try to figure out the correct diagnosis and control symptoms Be productive

Strengths supportive family college educated

Needs stay on medication for stability Satisfy court mandated TX requirements

Abilities literate Wants to obtain certification as paralegal

Preferences primarily medication Not interested in counseling or other services Pt is court mandated to mental

Consumer Name (last) Mitchell (first) Courtney CID # 10118392

Section I Interpretive Summary (Based on the assessment data, used in the development of the individual plan, and identifying any co-occurring disabilities / disorders / risk factors that should be addressed in the development of the individual plan includes central themes / histories and assessments perception of the person served clinical judgments / analysis recommended treatments and a general discussion of the anticipated level of care length and intensity of treatment and expected focus / goals with recommendations)

33 y/o Wm recently discharged from PBH after his first hospitalization and TX for apparent Bipolar D/O Pt apparently became manic and delusional while working as a security officer at Easley Hospital Pt acknowledges going without sleep for long periods and becoming unreasonably fixated on a hospital supervisor stealing from the hospital This is apparently patients first major break No prior Tx or hospitalizations Pt completed college at USC with a degree in Pre-Law He has held jobs as a Probation Officer, Law Firm Investigator and security work He has been married and divorced X1 He reports abusing ETOH between 2002 and 2004 as a result of dealing with marital discord and divorce in an unhealthy manner He does have very concerned and supportive parents with whom he lives at this time He has expressed some doubt as to his diagnosis but as we talked during the assessment he appeared to be more accepting of the diagnosis and pleased that symptoms are controlled with medication Pt does not feel the need for any services other than medication services He expresses a desire to return to work as a paralegal as soon as he feels confident in his medication regimen and stability He does have to resolve the legal charges incurred prior to hospitalization but hopes to receive PTI as he has no prior record of legal problems

Program Assignment 03 Adult Case Management If 03 please choose level Minimal

Section J Anticipated Services

☒ Crisis Intervention Service ☒ MH Assessment Non Physician ☐ Individual Therapy ☐ Group Therapy ☐ Family Therapy ☒ Medication Monitoring ☐ Nursing Services ☐ Multiple Family Group ☐ MH Services NOS ☐ MH Clubhouse	☐ Behavioral Health Counseling and Therapy ☐ Psychosocial Rehabilitative Services ☐ Medication Training and Support ☐ Injectable Medication Administration ☒ Psychiatric / Medical Assessment ☐ Comprehensive Community Support ☐ Skills Training and Development ☐ Behavioral Health Prevention Education Service ☐ Community Based Wrap Around Services ☐ MH Services Plan Development by Non Physician	☐ Case Management (Interagency Staffing) ☒ Targeted Case Management ☐ Youth ☒ Adult ☒ Case Management + ☒ Case Consultation ☒ Care Coordination ☒ Treatment Planning ☐ Report Preparation ☐ Other
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Each component must be listed on clinical documents

Consumer completed orientation yes Advance Directive requested no If yes copy on file NA
 Results of the Assessment communicated to (check all that apply) ☒ Person Served ☒ Appropriate Staff
☐ Appropriate Others please identify

MHP Signature

Title LMSW

ID# 171

Date Completed Sept / 20 / 2006

 Emergency Department Assessment Sheet 800 N. Fant St. Anderson, SC 29621 (864) 512-1333	MR # 000405706 Name: Mitchell, Courtney R Phone: (864) 634-8242 Address: 3489 HIGHWAY 81 NORTH, CALHOUN, KY 42301 Unit Code: INT-MI	Sex: Male DOB: 11/27/1972 Account # 6242816 Age: 35

Complaint: Psychiatric Arrival Date/Time: 23:14 11/25/2008 Arrived by: Ambulance Mobility: Ambulatory Accompanied By: Friend/Family	Acuity: 3 - Three Insurance: Amb/Helicopter: MedShore Referring Facility: Emergency Physician: KINSEY, Dr. Jennette Resident: -Unassigned, Primary Care: -UNASSIGNED PCP,	Fin Class: 1
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Complaint Code: Treatment PTA:	Triage Nurse: MCALISTER, RN, Thanya
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Past Medical Hx: *Hypertension, *Diabetes, Acid reflux, High cholesterol, Angina, *Hypertension, *Diabetes, Acid reflux, Bipolar disorder, Schizophrenia, High cholesterol, Angina, *Hypertension, *Diabetes, Acid reflux, Angina, Bipolar disorder, High cholesterol, Schizophrenia
Immunization History: Tetanus less than 5 years, Tetanus less than 5 years, Tetanus less than 5 years
Social History: Lives with family, Non-smoker, Alcohol use-daily, Lives with family, Non-smoker, Alcohol use-daily, Lives with family, Non-smoker, Alcohol use-daily, Drug use-none
Weights:
LMP Date:

Presenting Medications						Allergy	
Medication	Dosage	Freq	Medication	Dosage	Freq	Allergy	Allergic Reaction
Amlodipine 5 mg	1	DAILY				NRKIA	
Aspirin 81 mg	1	DAILY					
Esomeprazole Magnesium Dc...	1	DAILY					
Lorazepam 1 mg	2	DAILY					
Metformin 1,000 mg	2	DAILY					
Simvastatin 40 mg	1	BID					

Vital Signs						Pain		Pulse Ox.		Pupils			Glasgow Coma	
Inte	Time	Temp	Blood Pressure	Pulse	Resp	Time	Scale	Time	%	Time	L(mm)	R(mm)	Time	Score
TM	23:21	96.5 O	153/93 Automatic, Sliding, Left Arm	94	18	23:21	8 - Ph	23:22	100				23:21	15
ES	07:45		147/77 ..											

Disposition Information Primary Diagnosis: Secondary Diagnosis: Disposition: Eloped -AMA after MD exam Report Called By: Prescriptions: Discharge Instructions: Disability Statement: Follow-up Care: Discharge Time: 14:32 11/26/2008	Family Notification: Report Given To: Appt Date/Time: Discharge Nurse: Sonya SNIDER, RN
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MANMED HEALTH

Emergency Department Assessment Sheet

800 N. Fant St. Anderson, SC 29621 (864) 512-1333

MR # 000405706

Sex: Male

DOB: 11/27/1972

Name: Mitchell, Courtney R

Phone: (864) 634-8242

Address: 3489 HIGHWAY 81 NORTH, CATHOLIC, KY 42301

Unit Code: INTV11

Account # 6242816

Age: 35

Orders

23:31 11/25/2008 - EKG -- Unassigned
 EKG in progress - Tanya MCALISTER, RN at 11/25/2008 23:31
 EKG completed - Tanya MCALISTER, RN at 11/25/2008 23:44
 23:50 11/25/2008 - ER Physician Eval. -- Kelley STEADMAN-CHESTER, RN
 Evaluate Patient - Dr. Jeanette KINSEY at 11/25/2008 23:50
 23:52 11/25/2008 - ER Physician Eval. - BETH FISHER, RN -- WAS CANCELLED
 on 11/25/2008 at
 23:52 by BETH FISHER, RN
 Cancel reason: Duplicate order
 00:07 11/26/2008 - Initiate Protocol -- GLNF
 Protocol Initiated - BETH FISHER, RN at 11/26/2008 00:08
 00:34 11/26/2008 - ALCOHOL BLOOD (MEDICAL) -- Dr. Jeanette KINSEY
 Obtain Specimen - Stephanie CAMPBELL at 11/26/2008 01:15
 Specimen in Lab - Stephanie CAMPBELL at 11/26/2008 01:15
 Results Ready - Debra LARCOMBE at 11/26/2008 01:49
 00:54 11/26/2008 - CBC -- Dr. Jeanette KINSEY
 Obtain Specimen - Stephanie CAMPBELL at 11/26/2008 01:15
 Specimen in Lab - Stephanie CAMPBELL at 11/26/2008 01:15
 Results Ready - Debra LARCOMBE at 11/26/2008 01:34
 00:54 11/26/2008 - CMP-COMP MET PANEL -- Dr. Jeanette KINSEY
 Obtain Specimen - Stephanie CAMPBELL at 11/26/2008 01:15
 Specimen in Lab - Stephanie CAMPBELL at 11/26/2008 01:15
 Results Ready - Debra LARCOMBE at 11/26/2008 01:49
 00:54 11/26/2008 - DRUG SCREEN URINE ER -- Dr. Jeanette KINSEY
 Obtain Specimen - Diana WATSON, RN at 11/26/2008 01:40
 Specimen in Lab - Diana WATSON, RN at 11/26/2008 01:40
 Results Ready - Debra LARCOMBE at 11/26/2008 03:03
 00:54 11/26/2008 - U/A (w/culture if indic.) -- Dr. Jeanette KINSEY
 Obtain Specimen - Diana WATSON, RN at 11/26/2008 01:40
 Specimen in Lab - Diana WATSON, RN at 11/26/2008 01:47
 Results Ready - Debra LARCOMBE at 11/26/2008 02:41
 00:54 11/26/2008 - CHEST (PORT) SINGLE VIEW -- Dr. Jeanette KINSEY
 Prepare Patient for Xray - BETH FISHER, RN at 11/26/2008 00:54
 Obtain Xray - Shannon WHEELER at 11/26/2008 01:30
 Results Ready - Shannon WHEELER at 11/26/2008 01:38
 00:54 11/26/2008 - EKG -- Dr. Jeanette KINSEY
 EKG in progress - BETH FISHER, RN at 11/26/2008 00:54
 EKG completed - BETH FISHER, RN at 11/26/2008 00:54
 00:54 11/26/2008 - P.O. fluids -- Dr. Jeanette KINSEY
 P.O. fluids - BETH FISHER, RN at 11/26/2008 01:17
 00:54 11/26/2008 - GGTP -- Dr. Jeanette KINSEY
 Obtain Specimen - Stephanie CAMPBELL at 11/26/2008 01:15
 Specimen in Lab - Stephanie CAMPBELL at 11/26/2008 01:15
 Results Ready - Debra LARCOMBE at 11/26/2008 02:41
 02:26 11/26/2008 - REQUEST OUTSIDE RECORDS -- Dr. Jeanette KINSEY
 REQUEST OUTSIDE RECORDS - Cheryl FULLER at 11/26/2008 03:24
 06:04 11/26/2008 - CARDIAC ENZYME SERIES - Dr. Jeanette KINSEY -- WAS
 CANCELLED on 11/26/2008 at
 06:16 by Lisa RICHARDS, RN
 Cancel reason: Incorrect Order
 06:18 11/26/2008 - See written order-Scry. -- Dr. Jeanette KINSEY
 See written order- Scry. - Lisa RICHARDS, RN at 11/26/2008 06:18
 07:07 11/26/2008 - Access Center Consult -- Dr. Jeanette KINSEY
 Access Center Consult - Amanda WHITE at 11/26/2008 07:08
 Access Center counselor present - Elena SCOTT, RN at 11/26/2008 08:06
 08:43 11/26/2008 - Ativan 2mg PO -- Dr. Jeanette KINSEY
 In Progress - Julianna GALLOWAY, RN at 11/26/2008 08:52
 Administer Medication - Julianna GALLOWAY, RN at 11/26/2008 08:58
 Response to Medication - Julianna GALLOWAY, RN at 11/26/2008 13:15

IVa
 (none)

Triage/Initial Assessment

23:21 11/25/2008 - Vital Signs -- Tanya MCALISTER, RN
 Temp: 98.5 Oral
 BP: 153/83, Automatic, Sitting, Left Arm, Large cuff
 HR: 94, Regular, Full
 Resp: 18, Regular, - Easy
 23:21 11/25/2008 - Pain -- Tanya MCALISTER, RN
 Pain Severity Score: 0 - Phys. activity severely limited, N&D
 Pain Scale Used: Mankoski
 Pt given info on pain severity: Yes
 Pt understands severity scale: Yes
 Currently in Pain: Yes
 23:21 11/25/2008 - Adult GCS - Triage -- Tanya MCALISTER, RN
 Eyes Open: 4 Spontaneously
 Best Motor Response: 6 Obey Commands
 Best Verbal Response: 5 Oriented
 Total GCS: 15
 23:22 11/25/2008 - Oximetry -- Tanya MCALISTER, RN
 Pulse Oximetry %: 100
 Oxygen Therapy: Room Air
 23:31 11/25/2008 - Initial Triage Info -- Tanya MCALISTER, RN
 Self-Harm: No
 Home Safety: Yes
 Chief Complaint: Psychiatric
 Initial Triage Acuity: 3 - Three
 Note: pt present to the ed with c/o bilateral chest pain... pt s/s' h/o anxiety attack and chest wall pain'.... pt s/s' he is out of his meds'.... s/s' he has been out of his meds for days'.... pt was in the ec earlier and and left due to wait...pt arrived by ems...pt s/s' he is trying to get back to go'....pt c/o rt groin pain due to heart cath that was completed on him on the 20th at saint thomas hosp'....pt c/o assoc nausea and shob'....pt s/s' he was told to decrease activity but has been walking around alot'....per 'sister who s with pt at the time s/s' he has alot of mental health issues'.... s/s' he has been off his anxiety med since fri'....sister s/s' pt has been yelling and cussing at people...
Nursing Documentation
 23:48 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: pt s/s' he's supposed to have had his meds'.... s/s' 'I just now did it and I don't feel good' but s/s' 'I wasn't supposed to pick up anything over 50lbs and I think I picked up something that was about 200lbs. on my farm' pt c/o R side groin pain. pt s/s' 'I feel like I was jumping' pt has been over groins side and is dry and intact. pt has h/o engine. pt c/o intermittent sharp chest pain.
 23:50 11/25/2008 - Reassessment -- Kelley STEADMAN-CHESTER, RN
 Note: AWAITING MD EVALUATION.
 23:51 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: pt s/s' 'when I was here in 2003 I had 30 Pulmonary embolisms'
 23:54 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: pt's sister remains at bedside at this time
 23:59 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: sister s/s' that pt was in Patrick B about 1.5 years ago for 1 year. s/s' pt was dx with schizophrenia and bipolar disease but s/s' he hasn't taken his medications in months. pt s/s' 'he just talks about off the wall stuff that's not true. like him being in the army and he's never been in the army'
 00:04 11/25/2008 - Reassessment -- Sarah NANCE
 Note: pt sister at nurses station talking with dr kinsey about her brother....s/s' ed tech
 00:04 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: pt s/s' he passed out when calling 911 today...s/s' for about 1-2 mins
 00:04 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: pt s/s' he's been really stressed lately and s/s' 'my head just feels like it's going to blow off'
 00:38 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: Dr. Kinsey at bedside at this time
 00:43 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: pt's sister, Katie Chandler, 358-5138....Dr. Kinsey to call her when she steps out of pt's room per sister's request
 00:44 11/25/2008 - Reassessment -- BETH FISHER, RN
 Note: Dr. Kinsey told at this time about pt's sister's request to call her
 02:08 11/26/2008 - Reassessment -- Sarah NANCE

ANMED HEALTH

Emergency Department Assessment Sheet

800 N. Fant St. Anderson, SC 29621 (864) 512-1333

MR # 000405706 Sex: Male DOB: 11/27/1972
Name: Mitchell, Courtney R
Phone: (864) 634-8242
Address: 3489 HIGHWAY 81 NORTH, CALHOUN, KY 42301
Unit Code: INTV1 Account # 6242816 Age: 35

Note: lights turned out for pt and pt has eyes closed and top of bed placed down for pt comfort...pt was very pleasant...sn ed tech
02:47 11/26/2008 - Reassessment -- BETH FISHER, RN
Note: pt resting in bed at this time with eyes closed, nad noted at this time. resp even though labored. bed low and locked, side rails up x2. will cont to monitor
03:45 11/26/2008 - Reassessment -- Stephanie CAMPBELL
Note: Pt ambulatory to restroom at this time.
03:46 11/26/2008 - Reassessment -- Lisa RICHARDS, RN
Note: pt ambulating to br. lyr m
04:03 11/26/2008 - Reassessment -- Lisa RICHARDS, RN
Note: pt given another soda. pt also states he is diabetic and would like sugar checked because he is newly diagnosed. bgl completed. pt also reports he feels his issue that he came to hospital for are not being addressed which are heart and diabetes. pt reassured of bgl results. pt also informed this m will relay concerns to m. Pt requesting this m call m in Tennessee. pt informed he wants to speak further with individual concerned and assure per dr kinsey pt is staying voluntarily. m while papers had reports he does not want to speak with counselor until legal representation present. dr kinsey in to speak with pt again. lyr m
04:04 11/26/2008 - Blood Sugar -- Lisa RICHARDS, RN
FD (mg%) : 85
05:41 11/26/2008 - Reassessment -- Lisa RICHARDS, RN
Note: pt resting in bed. lyr m
06:00 11/26/2008 - Reassessment -- Lisa RICHARDS, RN
Note: pt ambulated to br. back to room with no difficulty. lyr m
06:43 11/26/2008 - Reassessment -- Lisa RICHARDS, RN
Note: pt up in room. pt assisted with making a phone call. remains calm but still upset about being in ED. lyr m
07:45 11/26/2008 - Vital Signs -- Elana SCOTT, RN
BP: 147/77
07:46 11/26/2008 - Reassessment -- Elana SCOTT, RN
Note: pt sts started having sharp chest pains at this time--sts feels this way when bp is elevated. bp rechecked at present. sts normally takes meds for htn but has not taken any this m.
08:46 11/26/2008 - Reassessment -- JULIE TOLLISON, RN
Note: bgl diabetic meal provided--jl, m
08:51 11/26/2008 - Reassessment -- JULIE TOLLISON, RN
Note: pt calls 911 from cell phone, mclinton calmly police reports to pt room security at bedside, elana primary in aware--jl, m
08:56 11/26/2008 - Reassessment -- Elana SCOTT, RN
Note: given diabetic breakfast tray--pt requesting to speak w/ pt advocate-- informed that she will be in at 0900 and will have them speak w/ pt when she arrives. pt noted to be making phone calls to police dept. pt informed that he is not allowed to do that and that they are unable to assist them. informed that he needs to speak w/ m or m for concerns. pt verbalized understanding and has agreed to stay in room and make no more inappropriate phone calls.
09:07 11/26/2008 - Reassessment -- Elana SCOTT, RN
Note: Sara Fox at bedside to speak w/ pt at this time.
13:53 11/26/2008 - Reassessment -- Elana SCOTT, RN
Note: pt gathered all of his belongings and attempted to walk out. security notified and pt returned to room. Sara Fox aware of behavior at at bedside to speak w/ pt
14:32 11/26/2008 - Reassessment -- Sonya SNIDER, RN
Note: pt left ed after refusing services, dr brennan aware and okay with this
Administrative
03:38 11/26/2008 - Reassessment -- Debra LARGOMBE
Note: Dr Kinsey said the patient wants to wait until morning to confer with his attorney before talking to Access Center or Mental Health. She states as long as the patient is cooperative she'll not fill out white papers until then. dl
06:46 11/26/2008 - Reassessment -- Debra LARGOMBE
Note: Gave the patient apple juice okay d by Dr Kinsey. dl
Assessment
23:16 11/26/2008 - Change Room -- Stephanie RICHEY
Change Room: Triage Waiting Room
23:16 11/26/2008 - Change Physician -- Stephanie RICHEY
ER Physician: Unassigned, -
Resident: Unassigned, -
Prim. Care Provider: UNASSIGNED PCP, -
Responsible Physician: Unassigned, -

Mid-Level Physician: Unassigned
Medical Student: Unassigned
23:21 11/25/2008 - Change Room -- Tanya MCAUSTER, RN
Change Room: Intermediate Waiting Room
23:31 11/25/2008 - Supporting Documentation -- Tanya MCAUSTER, RN
Ordering Physician: Unassigned, -
Orders: CKG
23:37 11/25/2008 - Change Room -- BETH FISHER, RN
Change Room: Intermediate I-14
23:37 11/25/2008 - Change Nurse -- BETH FISHER, RN
Primary Nurse: FISHER, RN, BETH
Secondary Nurse: Unassigned
Responsible Nurse: FISHER, RN, BETH
23:51 11/25/2008 - Allergy Information -- BETH FISHER, RN
Allergy: NKDA
23:51 11/25/2008 - Past Medical History -- BETH FISHER, RN
Medical History: Hypertension, Diabetes, Acid reflux, Angina, High cholesterol
Surgical history: Cardiac catheterization, Hernia repair, Tonsillectomy and adenoidectomy
Social history: Lives with family, Non-smoker, Alcohol use daily
Immunization History: Tetanus less than 5 years
Historian: Patient
Reviewed by: Nurse
23:59 11/25/2008 - Change Physician -- Dr. Jeanette KINSEY
ER Physician: KINSEY, Dr. Jeanette - Emergency Medicine
Resident: Unassigned, -
Prim. Care Provider: UNASSIGNED PCP, -
Responsible Physician: KINSEY, Dr. Jeanette - Emergency Medicine
Mid-Level Physician: Unassigned
Medical Student: Unassigned
23:59 11/25/2008 - Allergy Information -- BETH FISHER, RN
Allergy: NKDA
23:59 11/25/2008 - Past Medical History -- BETH FISHER, RN
Medical History: Hypertension, Diabetes, Acid reflux, Angina, Bipolar disorder, High cholesterol, Schizophrenia
Surgical history: Cardiac catheterization, Hernia repair, Tonsillectomy and adenoidectomy
Social history: Lives with family, Non smoker, Alcohol use daily
Immunization History: Tetanus less than 5 years
Historian: Patient
Reviewed by: Nurse
00:02 11/26/2008 - Home Medications -- RXR\$
Amlodipine 5 mg 1 PO DAILY
Aspirin 81 mg 1 PO DAILY
Fosinopril Magnesium [Nexium] 40 mg 1 PO DAILY
Lorazepam 1 mg 2 PO DAILY
Metformin 1,000 mg 2 PO DAILY
Simvastatin 40 mg 1 PO HS
00:08 11/26/2008 - Pmt Protocol Performed -- BETH FISHER, RN
Protocol Type: Physician Assigned
00:54 11/26/2008 - Supporting Documentation -- Dr. Jeanette KINSEY
Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine
Orders: ALCOHOL BLOOD (MEDICAL) CBC, CMP-COMP MET PANEL, DRUG SCREEN URINE ET, U/A (w/culture (indic.), CHEST (PORT) SINGLE VIEW, EKG, Box Lunch, P.O. fluids
00:54 11/26/2008 - Group Orders -- BETH FISHER, RN
Grouped Orders:
00:54 11/26/2008 - Supporting Documentation -- Dr. Jeanette KINSEY
Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine
Orders: G31 P
01:15 11/26/2008 - Group Orders -- Stephanie CAMPBELL
Grouped Orders:
01:16 11/26/2008 - Dietary Intake -- BETH FISHER, RN
Indications: patient hungry, patient diabetic
Education/Consent: diet discussed with patient, diet discussed with treating physician
Equipment and Supplies: sandwich
Process/Procedure: diet offered to patient, diet received
Note: pt eating box lunch at this time and given sprite per request. will cont to

WANMED HEALTH Emergency Department Assessment Sheet 800 N. Fant St. Anderson, SC 29621 (864) 512-1333	MR # 000405706 Sex: Male DOB: 11/27/1972 Name: Mitchell, Courtney R Phone: (864) 634-8242 Address: 3489 HIGHWAY #1 NORTH, CALHOUN, KY 42301 Unit Code: INT'VL Account # 6242816 Age: 35
monitor 01:46 11/26/2008 - Group Orders -- Diana WATSON, RN Grouped Orders: 02:26 11/26/2008 - Order Information -- Dr. Jeanette KINSEY Note: Self Memorial Hospital - FR last night (11/24) 02:26 11/26/2008 - Supporting Documentation -- Dr. Jeanette KINSEY Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine Orders: REQUEST OUTSIDE RECORDS 03:03 11/26/2008 - Change Nurse -- Lisa RICHARDS, RN Primary Nurse: RICHARDS, RN, Lisa Secondary Nurse: Unassigned Responsible Nurse: RICHARDS, RN, Lisa Report Given: Yes 03:04 11/26/2008 - Supporting Documentation -- Dr. Jeanette KINSEY Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine Orders: (AH111A) FN/YM/ SF/HHS 03:06 11/26/2008 - Group Orders -- KATRINA FLAGG, RN Grouped Orders: 03:18 11/26/2008 - Order Information -- Lisa RICHARDS, RN Note: please order tropen x1 not series per dr kinsey. 03:18 11/26/2008 - Supporting Documentation -- Lisa RICHARDS, RN Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine Orders: See written order-Scrb. 03:42 11/26/2008 - Allergy Information -- Dr. Jeanette KINSEY Allergy: NKDA 03:42 11/26/2008 - Past Medical History -- Dr. Jeanette KINSEY Medical history: *Hypertension, *Diabetes, Acid reflux, Angina, Bipolar disorder, High cholesterol, Schizophrenia Surgical history: Cardiac catheterization, Hernia repair, Tonsillectomy and adenoidectomy Social history: Lives with family Non-smoker, Alcohol use-daily, Drug use-none Immunization History: Tetanus less than 5 years History: Patient Reviewed by: Physician 03:07 11/26/2008 - Supporting Documentation -- Dr. Bridget BRENNAN, ED physician Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine Orders: Access Center Counsel 03:18 11/26/2008 - Change Nurse -- Elana SCOTT, RN Primary Nurse: SCOTT, RN, Elana C Secondary Nurse: Unassigned Responsible Nurse: SCOTT, RN, Elana C Report Given: Yes 03:25 11/26/2008 - Change Nurse -- Julianna GALLOWAY-RN Primary Nurse: GALLOWAY-RN, Julianna Secondary Nurse: Unassigned Responsible Nurse: GALLOWAY-RN, Julianna Report Given: Yes 03:43 11/26/2008 - Supporting Documentation -- Dr. Bridget BRENNAN, ED physician Ordering Physician: KINSEY, Dr. Jeanette - Emergency Medicine Medication Orders: Ativan 03:36 11/26/2008 - Medication Administered -- Julianna GALLOWAY-RN Medication: Ativan Dose: 2 Units: mg Route: PO Note: po with sips of water. 10:33 11/26/2008 - Providers -- Dr. Bridget BRENNAN, ED physician Physician: BRENNAN, Dr. Bridget - Emergency Medicine 10:33 11/26/2008 - Change Physician -- Dr. Bridget BRENNAN, ED physician FR Physician: KINSEY, Dr. Jeanette - Emergency Medicine Resident: Unassigned Prim. Care Provider: UNASSIGNED FCP Responsible Physician: BRENNAN, Dr. Bridget - Emergency Medicine Mid-Level Physician: Unassigned Medical Student: Unassigned 13:15 11/26/2008 - Response to Medication -- Julianna GALLOWAY-RN Medication: Ativan	Response to treatment: Given at time of DC, No Adverse Reaction 09:56 11/26/2008 Ativan 2mg PO Note: po with sips of water. - Julianna GALLOWAY-RN (none)

MITCHELL, COURTNEY R
 Patient Health
 Behavioral Health
 FROM: 11/26/08 08:16 TO: 11/26/08 14:39
 ROOM: 44 ADM: 11/26/08 23:15
 AGE: 36Y SEX: M RACE: Y, JF: NFI-11F-1
 DOB: 11/27/1972 ID: 8242016 MFL 405708
 REQUESTED: 11/26/08 14:39
 OFF: ONF

Page: 1

11/26/08 08:45

Intake assess

Demographics

Assess location emergency room

Gathered information from patient and family members. Currently there are no family members willing to assist with his care because of erratic behaviors; family has assisted to help with Courtney previously

SLF

Age 35
 Date of birth 11/27/1972
 Gender male
 Address

13489 Highway 81 North Calhoun, Kentucky 42301

SLF

SLF

SLF

SLF

Home phone 864-634-8242
 Social security# 250-27-4888
 Marital status single
 Education level 4 year college

no children
 completed prelaw degree at University of South Carolina
 has had multiple jobs as an adult - in law firms and most recently at a security firm in Kentucky

SLF

SLF

SLF

SLF

SLF

Occupation

Employer

states he has a job in Calhoun, Kentucky with a Bill Reed who was formerly a Navy Seal per family and in conversation with patient Mr. Mitchell has been in multiple emergency rooms and hospitals

SLF

Primary care MD

brought into the Emergency Department by ambulance 11/25/08 after being found at local Hardee's disoriented per mother; mother states police were called to their home on 11/25/08 and took him to the Anderson County Line.

SLF

Referral source

Emergency Department; Dr. Brennan

SLF

Chief complaint

Mr. Mitchell reports he came to the emergency department for chest wall pain and being anxious. Uncertain why he is still here; requesting to leave. Initially stated he was waiting on the patient advocate and his attorney to call back - Brian Miller in Greenville before talking with a counselor; aware that this staff works with behavioral

SLF

Prompting events

(SLF) SARAH FOX, LMSW

MITCHELL, COURTNEY R
 ROOM: 44

CONTINUED
 MR: 405708 ID: 8242816 DOB: 11/27/1972 - Behavioral Health

Page: 1

PERM

MITCHELL, COURTNEY R
 SAMMOT Health
 Behavioral Health
 FROM: 11/24/08 23:15 TO: 11/24/08 17:39
 ROOM: 11/25/08 23:15
 NAME: SARAH FOX, MSW
 DOB: 11/27/1972 ID: 6242816 MFL 405708
 REQUESTED: 11/24/08 14:36
 OPT OUT

Page: 2

Interpersonal	verbal aggression other*	health of the hospital. From different sources including family Mr. Mitchell discontinued his medications within the last year (zyprexa per patient) his behaviors have become erratic/impulsive - within last 2 weeks took personal possessions of family members/pawned them in Tenn or Kentucky; Been in various hospital Emergency Rooms in Tenn and South Carolina during the last 2 weeks complaining of heart problems -	SLF
Sleep dysregulat	other*	last seen in ER at Self Medical Center on 11/25/08; Patient has been making multiple phone calls to aunts out of state several times a day stating he no longer wants to be in South Carolina and does not want to deal with South Carolina mental health ctr	SLF
Eatng dysregulat		Per patient he has been sleeping well; per family members he is sleeping sporadically from 10 to 30 minutes at a time; has slept some in the Emergency Department after given ativan. Denies any appetite disturbances. Reports he has gained weight due to the zyprexa/now has developed diabetes -diagnose about 3 weeks ago per patient. Presents with pressured speech extremely talkative during screening; noticeably tremulous when trying to write down phone numbers; placed on ativan 1 milligrams twice daily when seen at ST. Thomas Hospital in Nashville, Tenn.	SLF
Cognitive dysreg	(orient to person orient to place orient to time)	talks about being a paralegal then being in the military; talked about being upset and angry with Ms. Chandler who has misrepresented herself - per patient and confirmed not his sister; no hallucinations - behaviors have been erratic per family Mr. Mitchell has been	SLF
Anxiety	other*		SLF
Psychosis	delus grandeur		SLF
Emotional dysreg	feeling fear		SLF

(SIF) SARAH FOX, MSW

MITCHELL, COURTNEY R
 ROOM: **

CONTINUED
 MR: 405708 ID: 6242816 DOB: 11/27/1972 - Behavioral Health

Page: 2

REFM

MITCHELL, COURTNEY R
 ADULT HONOR
 Behavioral Health
 FROM: 11/27/08 2:15 TO: 11/28/08 1:30
 ROOM: 11/28/08 2:15
 AGE: 38Y SEX: M KINSH: Y, JR-ANI-110-11
 DOB: 11/27/1972 ID: 6242016 MT: 405706
 REQUESTED: 11/27/08 14:36
 (P) (U)

Page: 3

	feeling sad spontaneous cry other*	labile - goes from crying to singling like a 5 year old to rage; per mother episodes of rage - none exhibited in Emergency Room as of 1200 Noon on 11/26; tearful at times during screening; finally stated he was scared/sad - feels abandoned by his family; SLF
Living arrangmnt	other*	per patient he has been living in Kentucky on a 300 acre farm he is buying; per family patient has been in Kentucky since August 2008 until last 2 weeks
Environ support		currently views 2 uncles and 2 SLF aunts as his primary supports - angry with mother currently - mother is afraid of him
Tx readiness	(willing unwilling)	initially unwilling wanting to SLF leave the hospital; when he learned that multiple family contacted cannot currently assist him he became very tearful and was willing to consider admission but still does not want to take any medications; after arranging for admission to 8 South Mr. SLF Mitchell became upset cursing wanting to leave afraid of loosing his job in Kentucky; now refusing 8 South admission.
Relapse factors	(noncomp-tx recom limited insight limited judgemnt poor impls entrl)	
Family history	Substance abuse none SLF Alcoholism none SLF Psychiatric patient SLF	none identified; patient states his mother is bipolar
Add family info		Per patient there are conflicts SLF with his mother; father is terminally ill with cancer; Mr. Mitchell believes his mother has bipolar and states he tried to have her committed on 11/25/08 because she is a threat to herself.
Curr legal issue	no	SLF
Alcohol use	no	SLF
Drug use	no	SLF
Tobacco use	no	SLF
Addicted-gambln- g	no	SLF
Other addictions	no	SLF
Suicidal thought	no	SLF
Suicidal behav	no	SLF

(S) F SARAH FOX, MSW

MITCHELL, COURTNEY R
 ROOM: **

CONTINUED
 MR: 405706 ID: 6242816 DOB: 11/27/1972 - Behavioral Health
 Page: 3

PEHM

MITCHELL, COURTNEY R
 Patient Health
 Behavioral Health
 FROM: 11/24/08 23:16 TO: 11/24/08 17:39
 ROOM: 11/24/08 23:16
 AGE: 35 SEX: M KINSEY, JENNIFER
 DOB: 11/27/1972 ID: 8242816 MR: 405736
 REQUESTED: 11/27/08 14:39
 (P) (U)

Page: 4

Homicidal thought	no	Family currently does not feel safe with him; he has left messages on his mother's cell phone that has frightened her - per mother he has periods of rages	SLF
Homicidal behav	no		SLF
Last phys exam	11/26/08		SLF
MD/psychiatrist		Dr. Kinsey and Dr. Brennan	SLF
Current med prob	diabetes hypertension other*	GERD	SLF
Special needs		none	SLF
Consultation	()	Dr. Bamashmus who plans to further evaluate 11/26/08 for medication recommendations; after evaluated by Dr. Bamashmus decision made to admit to 8 South; rediscussed case with Dr. Bamashmus after patient declined 8 South admission - confirms not committable at this time;	SLF
Provisional Diag Axis I	()	Bipolar Disorder by history deferred	SLF
Axis II		HTN, Diabetes (new diagnosis);	SLF
Axis III		GERD	
Axis IV		father terminal ill with cancer; family conflicts; not on psychotropic medications	SLF
Axis V-GAF score		35	SLF
Summary/Recommendation		Mr. Mitchell, age 35, was brought to the Emergency Department 11/25/08 by ambulance after patient states he called for an ambulance. He states a Katie Chandler has misrepresented herself as his sister and has told lies on him. Currently presenting as	
Lev Care Determn		labile; once given ativan became calm but sad that family has not come through for him. Denies any suicidal urges; no intent to harm self; denies any intent to harm others; delusional thoughts at times.	SLF
IF acute care	Behavior		
	Pt condition	(need 24hr monitr need 24 assesmnt)	SLF

(SLF) SARAH FOX, MSW

MITCHELL, COURTNEY R
 ROOM: **

CONTINUED
 MR: 405708 ID: 8242816 DOB: 11/27/1972 - Behavioral Health
 Page: 4

PERM

MITCHELL, COURTNEY R
 Adult Health
 Behavioral Health
 FROM: 11/27/08 23:16 TO: 11/27/08 17:39
 ROOM: ** ADM: 11/25/08 23:16
 AGE: 36Y SEX: M RACE: Y, J-ANF-11F-0
 DOB: 11/27/1972 ID: 8242816 MR: 405706
 REQUESTED: 11/27/08 14:35
 OPT OUT

Page: 5

Psych disorder ()

Bamashmus to see in Emergency
 Department for further
 evaluation;
 being admitted to 8 South for SLF
 stabilization to services of
 Dr. Bamashmus. Addendum: Mr.
 Mitchell now refusing services.
 Per psychiatrist not committable
 based on current presentation.

(RIF) SARAH FOX, LMSW

MITCHELL, COURTNEY R
 ROOM: **

LAST PAGE
 MR: 405706 ID: 8242816 DOB: 11/27/1972 - Behavioral Health
 Page: 5

15 PERM

5-14-23

To: Mike Battista

CC: Sharon Mayes and Reggie Owens.

Subject: Request to go to Associate ISR

To Whom It May Concern:

I am requesting again to transfer to the Associate ISR group. I just found out yesterday that I have a degenerative condition that will continue to affect my motor skills in my hands to a point where it will be more difficult to operate the computer. This condition is extremely painful. Based on this I think it will be challenging to effectively manage a POL territory moving forward. I believe if I was in the associate group I could be more effective in making coverage type calls with my experience. I would like to set a good example for the new employees and can demonstrate my natural leadership skills. I also need to know if accommodations can be allowed for me as my condition worsens.

Ray Mitchell

Asking for Temporary Solution.
When he was hurt in Afghanistan. Hence-
Damage occurred. Motor Skills? (Damaged Tumor)
Issues. Possibly could be ending up in
Wheel Chair.
3-4 Specialist. Splints are being placed.
Man's got Cancer-
He is asking for a Temporary Solution.

May 20, 2013

To: Reggie Owens, H.R. Manager

Subject: Request of Accommodation

CC: Sharon Mayes and Mike Battista

I am requesting accommodation with my job due to medical limitations I am experiencing. Last week I found through a medical test that I am losing motor control in my hands and legs. We suspect this is a result of an injury I sustained while serving my country as a Military Police for the U.S. Army. Along with my own personal medical issues, I am also under a lot of stress due to my mother having some serious medical conditions. I have been told with my situation that I may lose the use of my hands and legs. I have already lost most of the feeling in my hands while striking the computer keys. I am in increasing pain and the emotional stress from my condition, and the worry I have for my relatives is taking a toll on my day to day operations. I feel that by reducing my stress, I will be better able to meet my physical expectations. I appreciate the efforts the company is making to help me with my situation.

Sincerely;

A handwritten signature in black ink, appearing to read 'Ray Mitchell' with a stylized flourish at the end.

Courtney "Ray" Mitchell

SHARON MAYES(MCH1SRM@UPS.COM)

To: courtneymitchell@ups.com; mxbattista@ups.com; velmajones@ups.com;
jhedge@ups.com

From: smayes@ups.com

Subject: New Big wins for Ray Mitchell

Ray,

This is exciting news and thanks for updating me. I would like you to work with Gina and utilize the Bid Growth tool Joel created in Florida to see how your numbers will look based on your feedback below. This will allow you to see where you are. I appreciate you being proactive with me about your bid growth performance.

Thanks,
Sharon

 Description: Mayes, Sharon

From: Mitchell Courtney (KJZ0NJK)
Sent: Monday, March 04, 2013 10:18 AM
To: MAYES SHARON R. (MCH1SRM)
Cc: Battista Michael (BZZ5MXB)
Subject: New Big wins for Ray Mitchell

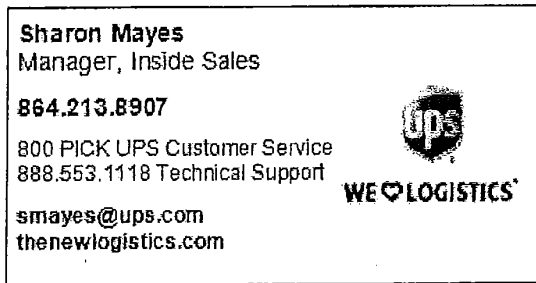
Sharon,

I just wanted you to know about the 2 good wins I recently had. On Friday Matt Buffington and I signed A Plus Marketing 722F2V to a 100 weight and small pack bid. They had just shipped \$4000 with us the week prior and we think the shipment that went out on Friday was about \$8,000. We estimate they will ship at least \$24,000 by April but there is a possibility of \$50,000. This is a lot of shipping for a short time period. We treated this account as a seasonal shipper. Shipping will go down to \$100 a week afterward to dwindle to Less than \$20 a week on their off season between November and December. The second win will be Dancing Star Farms 3T278T. This one signed over the weekend and I processed the bid today. They are a bundle bid and

CWT. I expect revenue of \$2500 a week from them. I hope these two wins will greatly help my bid growth. I look forward to training this week.

Thank you,

Ray



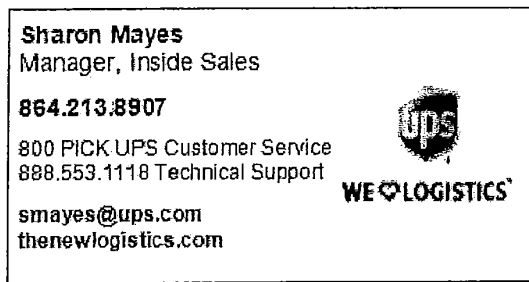
Decision GreenSM - Consider the environment before printing this e-mail.

UPS. WE ♥ LOGISTICS

SHARON MAYES(MCH1SRM@UPS.COM)

To: courtneymitchell@ups.com; velmajones@ups.com
From: smayes@ups.com
Subject: Bid Growth 99.9%!!!!

Well done Ray!!!! I look forward to speaking with you to see how your week went.
Sharon



Decision GreenSM - Consider the environment before printing this e-mail.

UPS. WE ♥ LOGISTICS

Date: 4/19/13.

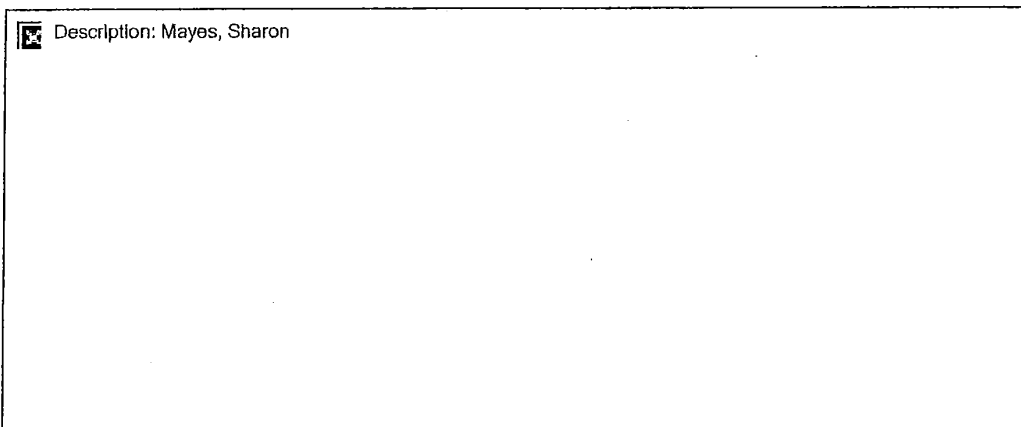
SHARON MAYES(MCH1SRM@UPS.COM)

To: courtneymitchell@ups.com; mxbattista@ups.com; jamidowns@ups.com;
velmajones@ups.com

From: smayes@ups.com

Subject: RE: Sales Impacts

Very nice!! Thanks for sharing Ray!



From: Mitchell Courtney (KJZ0NJK)

Sent: Thursday, May 09, 2013 8:51 AM

To: MAYES SHARON R. (MCH1SRM); Battista Michael (BZZ5MXB)

Cc: Downs Jami (XSJ8GDX); Jones Velma (RRD3CBM)

Subject: FW: Sales Impacts

Encouragement.

Halton Pointe, Suite 500
204 Halton Road
Greenville, SC 29607



August 16, 2013

Courtney Ray Mitchell
1020 Providence Chrd
Anderson, SC 29626

Dear Mr. Mitchell,

This letter is to inform you of your termination of employment from United Parcel Service for misconduct, effective August 16, 2013.

You will be eligible to receive a COBRA notification at your address of record. If you should have any benefit questions; please feel free to contact the UPS Benefit Center at the following number, 1-800-877-1508.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Grover".

Jim Grover
HR Manager

Review Print Out

Employee **MITCHELL, COURTNEY**

Submitted By: JONES, VELMA

Date: 9/6/2012

Follow Up Date: 9/24/2012

Topic: Focused Coaching

SubTopic: Call Time/Call Quantity

Meeting Notes

9/6/12- Excellent review with Ray, came up with a game plan strategy to increase his call time daily and call quantity to meet minimum QPR elements. Going on a 1-2 Item strategy to get Ray comfortable with his position and planning his day.

Starting Targeted/Focused Goals:

- 1.) Increase outbound call time to customers by .2 (12 minutes) daily during the week of Sept 10-14 to have an outbound call time of 1 hour per day by the end of the week. Weekly Daily Target Goal- 1 hour minimum per day. By week ending September 28th- 1.5-2.0 hours a day min call time by end of day.
- 2.) Increase number of calls to customers to a Minimum of 5 good quality calls per day by end of week 1 (Sept 14th). - plan 20 calls per day to start. By week ending Sept 28th, plan 20+ calls and have a minimum of 12 good completed customer calls per day to meet the minimum QPR requirement.

Future Goals:

Call Strategy Intra Call
2 Bids Per Week
Call Planning Strategy
Producing
Positioned

Commitment (The above Employee's written submission of their Understanding and Commitment RE: the topic discussed in Meeting Notes.)

Ray commits to meeting the first round of targeted goals.

Next Steps

Follow up with to see his progress and strategy of implementing planned calls in teams, and working to do those in the morning hours and working on other items in the afternoon. Planning daily for the next days calls, and focusing these initially in his day and working on bids, LTL, etc in the afternoon.

Comments

Renewed focus from Ray, High expectations, he seems dedicated and happy with the new plan.

Employee: _____ Date: _____
MITCHELL, COURTNEY

Specialist: _____ Date: _____

Coach: _____ Date: _____

Supervisor: _____ Date: _____

Manager: _____ Date: _____

Review Print Out

Employee **MITCHELL, COURTNEY**

Submitted By: DOWNS, JAMI

Date: 4/24/2013

Follow Up Date:

Topic: Bid Growth

SubTopic:

Meeting Notes

Met with Ray to discuss Bid Growth as he is currently 99.9% effective. Ray has a couple of big wins he is expecting to start in the next few weeks. Ray's Bid Growth will be above 100% for w/e 4/20/13 report. His accepted PnC ADR is:
4/27- CONTRACT HARDWARE SUPPLY 184427 \$200ADR
5/4- JuiceBlendDry 9E5W41 \$400ADR

Commitment (The above Employee's written submission of their Understanding and Commitment RE: the topic discussed in Meeting Notes.)

N/A

Next Steps

Comments

Employee: _____ Date: _____

MITCHELL, COURTNEY

Specialist: _____ Date: _____

Coach: _____ Date: _____

Supervisor: _____ Date: _____

Manager: _____ Date: _____

Battista Michael (BZZ5MXB)

From: Battista Michael (BZZ5MXB)
Sent: Tuesday, October 09, 2012 7:26 AM
To: courtneymitchell@ups.com
Cc: Jones Velma (RRD3CBM)
Subject: RE: Time

Definitely was better yesterday. Keep making those gains. Thanks

From: Mitchell Courtney (KJZ0NJK)
Sent: Monday, October 08, 2012 4:58 PM
To: Battista Michael (BZZ5MXB)
Cc: Jones Velma (RRD3CBM)
Subject: RE: Time

I made a lot of calls today. I gave the best effort since I have been on the floor.

Courtney Ray Mitchell Sales Representative 800.550.3611 x3576 800.831.7917 Fax 800 PICK UPS Customer Service 888.553.1118 Technical Support courtneymitchell@ups.com thenewlogistics.com	 WE ♥ LOGISTICS
--	---

Decision GreenSM - Consider the environment before printing this e-mail.

UPS. WE ♥ LOGISTICS

From: Battista Michael (BZZ5MXB)
Sent: Monday, October 08, 2012 3:51 PM
To: Bailey Derrill (GXX8DDDB); Blassingame Ryan (GHG6LFH); Brown Scott (WFM8PXQ); Chiles Chadwick (PQS8CLC); Cowan Tyckerly (GLP9FYN); Curl Linda (TDK2WVC); Dotson Arlington (HTD5PPX); Duckett Kimberly (DJH5KXD); Fowler Sarah (NHJ6LML); Gardner Sr Nakiy (FQK0FVF); Gibson Tiffany (DTY9WSG); Harper Adrian (RMC1GQC); Hebrank III Robert (HRL0FNM); Herbert Darrell (KHY9TPK); Hillis Hailey (DJQ4LMZ); Hillman Monique (JVC2VVJ); Houston Deidre (DLG4MTY); Inman Dwight (TXQ5KVR); Lane Joshua (BMH5HPF); Mitchell Courtney (KJZ0NJK); Riddell Jack (WNH8FGN); Yarborough Timothy (DVC2GJF)
Cc: Jones Velma (RRD3CBM)
Subject: Time

To: Reggie Owens

From: Mike Leonard



Date: June 24, 2013

Re: Lunch with Ray Mitchell - update

I went to lunch with Gina Jones, Dwight Iman, and Scott Brown. We were joined by Ray Mitchell unbeknownst to me. Ray had texted asking either Dwight or Gina if he could meet us for lunch. Ray was waiting in the restaurant when we walked in. After the greetings back and forth we sat down. I did not think anything about Ray being there as I had recently been included with the lunch group. I do not know how often the same people go to the lunch on Fridays. Ray was with us one other time that I was able to go and it was an ok lunch meaning the conversation was normal as one would expect between co-workers. Also, I did not know if this was the "regular" group. The overall conversation once we sat down was very random and disturbing on Ray's part.

I know that there has been some ribbing done towards Dwight from Ray but I thought that it was in good nature as Dwight is fidgety and particular about his desk. At some point something was said about Dwight being a pussy, but guys pick on each other like that so I did not put any emphasis on this comment. He sent a text to Gina on the way back to the office texting, "Dwight's a pussy, don't let him act like a sulky bitch - put your foot in his ass."

I was not fully paying attention to Ray as his immediate comments were embarrassing and rather racist in nature. He was likening Dwight's driving skills to a "rag head" cab drivers in GA/NY.

Other comments centered on the following items or people:

1. His filters were gone and this was the real Ray we were experiencing with the foul language like he used in the service. He was now the "REBEL RAY" the country redneck. He could be his true self. My impression here was that if you were not a southern white male - fuck ya. Since he was not at the desk he no longer needed to be UPS PC correct. Other comments made that day at lunch concerned brownies; rag heads, and niggers, that he could speak his mind and "fuck" whiny ass customers and others. He mentioned that big momma, the lazy fat nigger woman, had pissed him off because she was blocking his move back to operations along with Reggie being a lying worthless nigger as well. In the time frame this was sometime after he had approached one or both, relating his inability to the job here, something along the lines he was not cut out to do this job day in day out. He had also made a request to be assigned to the growth group as a permanent position. Speaking of positions he commented that he had asked to be a permanent growth group person like someone else down there, saying that they were a black female, but he was told no. He perceived the decline to move

him to the growth group, as in his mind, he is not the right color. This comment does not have any frame of reference for me other than underscoring Sharon's lack of help. This is comment as I perceived it, was due to Sharon blocking his way to a security position and he could not understand why after he had told them he could not handle the day to day here. Ray has made comments in the past, when we, have worked late, about the rag heads and sand niggers he had encountered in Iraqi and Afghanistan, I did not say anything because I cannot understand or fathom the experiences he may have encountered there and he might have needed an outlet. Ray and I were the only ones in our area, but Kevin Lawson may have overheard these comments from time to time as his area is near ours but this is doubtful as Kevin is usually busy and we all tend to filter out the extraneous noise/conversations when we are working.

2. He was pissed off Ken, Sharon, and Reggie. He feels they were all fucking lying sacks of shit in the chain of command above Battista. He has no use for liars and would take care of that for us. He was especially vocal about Sharon Mayes and Ken Baca at whatever perceived slights and promotional blocks being caused by them. He mentioned earlier in the conversation that his immediate and mission/cause was to take Ken out in a box, then corrected himself by saying he would see Ken taken out of here with his belongings in a box by security. That he would be part of the escort. This comment was made shortly after stating he had purchased a military grade sniper rifle. He has mentioned in the weeks prior to his being out that he had purchased other weapons such as a handgun(s) and some other kind of rifle. He commented on his criminal radar was going off because he felt Ken has some kind of criminal history. He doubts Kens' military background but he would get answers as he knew people to ask about both issues because of his connections.
3. He mentioned Sharon in unflattering terms such as lazy fat nigger woman and big momma. He said that her situation would work itself out but he would help it work itself out. He said Sharon was responsible for not helping him go into the operations position and "blamed" her for the lack of interest. He commented to me, not sure if others heard it, that he was told to not go through our chain of command as they were worthless and that he should go to Atlanta and discuss this with them. This statement is in regards to someone he spoke with at one of the centers today I think.
4. He mentioned that he was not taking his pain medicine anymore because he said one of the substances in the medicine messed with his system. He was currently taking a medicine that the Doctor said for him not to operate an automobile for more than one hour per day. I did say to him that he should at least take something as he did not need to fight pain. He had mentioned going to the sleep doctor for evaluation as he has sleep apnea and he had prescribed a med to him to make him alert but that ties in with the warning above not to drive I suppose until they were able to gauge how it would affect him.

5. I have not had any contact with Ray since Friday, but I understand he has attempted to contact Derrill Bailey and I do not think they have spoken. Derrill mentioned that Ryan Blassingame did speak with Ray late Friday night about what had happened as Ray interpreted the situation. As I now understand the police department was in contact with Ray Friday afternoon/evening which started this round of calls.

In closing, there were a couple of other times when Ray and I spoke here in the evenings that bothered me but again did not want to over analyze or over react to his comments given what Ray has purportedly experienced in his past. I try to be cautious when speaking to someone about their experiences in the military as I know it can have far ranging impact on those in hostile situations. But my nature is to avail myself to those that want to talk without prying. So hear again, I tried to temper my thoughts with the idea he was releasing tension. But after Friday, I knew that our leadership should be made aware of my thoughts. I believe all of us at the lunch knew we needed to do so and agreed that it was the appropriate action to take afterwards. I do not know what UPS's response are to these types situations and not by any standard am I able to evaluate someone. But I think Ray needs help mentally and if possible our EAP people need to be utilized in this crisis. I believe Ray is grasping at straws and this conversation might have been his plea for help. Obviously, I am not aware, nor should I be, of prior conversations with HR and the leadership here but if this type of assistance has been offered can it not be required of Ray to do so to retain any hope for his future and help diffuse the overall situation?

My event that happened at lunch on 6/21/13.

I went to lunch with Dwight Inman, Velma (Gina) Jones, Mike Leonard and myself had lunch with Courtney Mitchell and when we sat down the conversation became unsettling when Courtney let us know that he just bought a high powered sniper rifle with armor piercing bullets to go along with other weapons he has recently purchased such as an M-16 military assault weapon. He stated that he was going into a new business of repo of cars and bounty. He then started naming things and people's names at the company all upper management. He said "All the upper management higher than Mike Battista is worthless and I will handle them my way". He stated names of Reggie Owens, Sharon Mays and especially Ken Baca. He said that his main focus was to take Ken Baca out in a box and then he corrected himself and said I mean carrying a box. He was carrying on a conversation with each of us as though we all had separate conversations going on at one time. He went from subject to subject and not finishing with a one. As we were gathering our thoughts and waiting for our checks Courtney just got up without saying a word and said love you guys and good bye. This was very unsettling and has never happened to me before.

Scott Brown

SCOTT
Brown

My event that happened at lunch on 6/21/13.

I went to lunch with Dwight Inman, Velma (Gina) Jones and Mike Leonard. We met Courtney (Ray) Mitchell at the Olympian Grill. When we got there Ray was already at the table drinking coffee. Originally Ray was not expected to join us as he was on leave from work but he sent a text to Gina on Wednesday or Thursday asking if she would like to go to lunch because we had made plans earlier in the week to go to lunch together. Gina then checked it out with the rest of us and we said it was ok. We sat down and exchanged greetings with Ray, then the conversation became unsettling when Courtney out of the clear blue let us know that he just bought a high powered sniper rifle with armor piercing bullets to go along with other weapons he has recently purchased such as an M-16 military assault weapon. He stated that he was going into a new business and I asked him what business car repo? He said yes and people hunting. I asked him kiddingly if we should call him wolf, as dog was taken. I was assuming he meant bounty hunting.

He was complaining about how he was hurting with his nerve damage and Gina tried to switch the conversation and said "Well if it makes you feel any better, Ray, Dwight hurt his foot last week" and Ray said "Ah Dwight is a pussy" and someone said "you don't mean that" and Ray said I didn't mean that way" and Gina said "Yes you did" and Ray said under his breath said "Yeah I did". Ray became loud with his speaking and using racial slurs then telling Dwight that he drove like a New York taxi driver and said we should put a turban on your head and start calling you Shamir, and then he called him a carpet rider. Ray stated that he was not treated right by our HR because he was the wrong color and he wasn't like the other "brownies" referring to African Americans, in one of his sentences. He was throwing out racial names and offending the other people dinning next to us, I felt very uncomfortable.

He then started naming people at the company all upper management and he said "All the upper management higher than Mike Battista is worthless and I will handle them my way". He stated names of Reggie Owens; he referred to Sharon Mays as "big mama Madaya" and especially Ken Baca. He thinks it is Ken's idea on how this office is ran and thinks that Ken is the one holding Ray back from getting the job he really wants and that is the head of security in operations. Ray said that he was meeting with a friend at one of the centers and then was going to set up an appointment at corporate in Atlanta to try and go around the direction he was told he needed to take here at the Greenville office. He said while he was there he would bring his files that he made on all the management here at this site. Ray said his "criminal radar is going off when he is around Ken Baca" and he would be checking on his criminal record and his military background. He said that his main focus was to take Ken Baca out in a box and then he corrected himself and said I mean carrying a box. I heard Ray saying to us that he was tired of being a pussy and being a nice guy while all the management team treats him like shit. He was carrying on a conversation with each of us as at the table as though we all had

separate conversations going on at one time. He went from subject to subject and not finishing with a one. He was hard to follow in a conversation. As we were gathering our thoughts and waiting for our checks Courtney just got up without saying a word and said love you guys and see ya! This was very unsettling and has never happened to me before. There are a number of us on our team that felt, in a kidding way, if anyone would break at work it would be Ray, especially after we viewed the film on "Shots Fired". Ray was known to fly off in a split second. Ray's moods would change all the time from happy to very upset or even outraged. There were many times that he would walk away from his desk to cool down. In my opinion Ray needs help and is like a time bomb. Ray became really loud on the phone when he would speak to a customer that ships guns or hunting supplies. Ray had a hard time processing on what would benefit him at his job and spent more time on little things. I hope Ray will get the help he needs and we help him get that help. This is all I can recall.

Scott Brown

UPS Inside Sales
204 Halton Rd.
Greenville, SC 2907

To Whom It May Concern:

On Friday 6/21/2013 at approximately 9:53pm I received a call from Ray Mitchell. I was at my house and Ray called me on my mobile phone. Ray asked if I was "Dwight Inman" he then proceeded to tell me "You called the cops on me". I made the statement "No I didn't". His response was "Yes you did the cops came to my house they scared my little boy and wife pretty bad. I'm going to make this quick. You're going to get a letter from me. You're no longer allowed on my property. You're no longer allowed to talk to me. You're no longer my friend. Good night". He then hung up. I immediately called Gina Jones to let her know what had happened. Not soon after I received a call from Sharon Mayes and Reggie Owens wanting to check on me. They suggested I report this to the authorities. I let them know I had already planned on doing this. After I hung up with them I tried to call the Greenville County Sheriffs Dept. but was on hold for about 30 minutes. The following day I was able to get through to a deputy and reported the call.

The above account is to the best of my memory and in the correct order of things that happened.

Dwight Inman

GINA

6/21/2013

Lunch Attendees: (Velma) Gina Jones, Mike Leonard, Dwight Inman, Scott Brown, Courtney (Ray) Mitchell

Arrived at approx. 12:25 pm- Ray was already waiting in the restaurant. Ray greeted us upon arrival, where we sat down and started chatting. Ray started making different slurs against random people "browns" - "rag heads"- "carpet riders" etc after talking about Dwight and how he drives like a rag head in New York all we have to do is put a turban on him and call him "Samir". He was talking about his diagnosis on his back and nerves, and that he wasn't taking his meds because he didn't like how they made him feel. I commented to Ray that if it made him feel better than Dwight was having problems with his toe and foot, and that everyone has some type of pain in their lives. He proceeded to then Call Dwight a "Pussy who can't handle pain"- apologized to Dwight said he was kidding, but then said- "no, I really wasn't."

He started talking about his recent purchases of guns- specifically a sniper rifle and armor piercing bullets. He continued on about his truck a little and what he was going to do to it lift it 4 inches, fancy rims, etc.- and Scott asked Ray what he was going to do with all of these guns he said he was stockpiling. He said he was starting a new business with his wife- Scott asked what type of business like Repo or something, and Ray replied- "yes repo-ing cars, trucks, people, etc."

He talked about how everyone at a level above Mike Battista was trash, liars, and shit in his book. He stated that Reggie had bold faced lied to him, and he knew it- and that he was racist in his own light. He also stated that his "fixation- sole purpose was to have Ken Baca leave that place in a box, I mean carrying his box of stuff walking out beside me with security." He mentioned that Sharon Mayes was a liar as well, and couldn't manage her way out of a box. He referred to Sharon as "Sister Madea."

"This is the real Ray- Rebel Ray. I don't put up with people's shit, I don't act nice to those railroading me, I have no filter and tell it like it is." .. "the real ray, not the pussy Ray up in UPS where he has to kiss ass to the people who hate him." He also made a comment about kissing asses of whiney ass customers "my package is damaged, blah blah" ..

He mentioned that he was tired of being treated like white trash, and being picked on by UPS. Somewhere in this he mentioned the "browns" again and getting special treatment.

He went off on a tangent saying that there was something about Baca- he just didn't trust him, and that he didn't believe his military record and he was going to check into it. He has a "criminal detector affinity in him" and he KNOWS that Ken is doing something wrong or illegal "out of that place." I made the comment to Ray about it must be nice to be loaded, and he replied "I'm not loaded- I'm not loaded"-

Ray also was discussing an occurrence that happened the day before with a friend, at 5 Guys restaurant where his friend was eating lunch. A "redneck from Pickens" was beating the hell out of his wife or girlfriend, and the situation was going to get out of control if he didn't get out of there. There was some type of altercation with the gentleman and he called 911 and left.

I don't exactly remember how the conversation turned to being faithful to spouses while serving but the conversation did turn there. Ray went into a diatribe about one of his reports coming to him after Ray advising him not to go to the local bar seeking companionship. His report asked him to go to his private barracks where he proceeded to show him his ... "you know" ... which was pussy and oozing. Ray said he told his friend they needed to go see the medic. They went and saw the nurse first in which looked at the problem and said no, you need to see the doctor. The doctor came in and examined his report (Ray all the while being there), Ray said the doctor said "you have two options, the roto-rooter or the mallet" Ray then said that he told him "you don't want the roto-rooter.." so the doctor said "mallet it is." Ray proceeded to tell us that the doctor had his friend lay out his penis on the table, smashed it with a rubber mallet, and green stuff shot everywhere.

The whole lunch discussion was very fragmented and hard to follow, as it was like Ray was having 4 conversations at one time- he would jump topics, go from angry to jovial, and back to angry.

It was a very unsettling discussion to the point where I felt necessary to notify HR immediately, and we all agreed after Ray abruptly left to notify Mike Battista and Reggie Owens.

Velma Jones

Gina

Personal Statement on Courtney Ray Mitchell
Velma (Gina) Jones 7-26-13

At approximately 12:56am 7-26-13 I received a text message on my mobile phone from Mr. Mitchell. The text message stated: "I pray you have the courage to call me and accept a \$80,000 offer from my attorney. Call 864 446 8700 if you go (got) the balls A Sister of mine would have. Love the Shark. By the way ship my fucking belongings to 902 Pecan Road Abbeville." This is the first contact I have received from Mr. Mitchell since the occurrences during our lunch hour on June 26th, 2013. I have attached my write up of occurrences from June to this email as well.

The events of 7-26-13:

I arrived at work at approximately 7:38am after being awake most of the night contemplating the text message from Mr. Mitchell and my next course of action. Concern of his reemergence and contact with me was very troubling in which I spent several hours in the night talking with my mother about the situation and how I would react to the possible scenarios that could potentially happen should Mr. Mitchell show up at my work or home. Immediately after arriving at work, I alerted my immediate Supervisor Michael Battista that I had received a text message from Ray during the night. I showed him the message, and he also let me know he received on as well and had already spoken to our HR Manager Reginald Owens and to see him immediately. I went to Reggie's office to show him the new developments of the situation. I ran into Ken Baca (Our Director) in which he asked me was everything ok, and I told him that I also had received a message and was looking for Reggie to see what the next steps were. After locating him, I read the message to both Ken and Reggie and was instructed to forward the message over to him for discussion with UPS Security.

I went back upstairs in which I was asked repeatedly by members of my sales team was I ok, that I looked upset and did I need anything. I was very upset but trying to maintain posture for the good of my team to not create unneeded worry. My initial reaction to the text message was anger. Angry that this man not only felt the need to send me such a message, but also fear as to what he had worked up in his mind that he had set out to accomplish with this contact. Mr. Baca conducted a site wide recognition meeting that lasted from approximately 8:00 until 8:50 am. Afterwards we had a brief team discussion that lasted approx. 5 minutes and set our team off to start their workday. I was at my desk when Derrill Bailey (one of my sales team members) came to my desk very upset. I would estimate the time to be around 9:10am. He said that he needed to speak with me privately in a closed room immediately. I stopped what I was doing and found a room to speak with him in.

Derrill was very upset and told me that he received a call from Ray around 5pm 7-25-13 letting him know that his leaf blower which had broken while Mr. Mitchell was helping Derrill cut a tree down at his home, was back working "not well" but he put some additive in the engine and it was blowing some. Derrill asked how much he owed, and

Ray told him \$5.00. Derrill said that was a good price and he would get his item soon. Derrill continued to tell me that a man had showed up here right after the site meeting down stairs with his leaf blower and a package that he was instructed to give to a Mrs. Gina Jones. Derrill took the leaf blower and package after some discussion of money for delivering the leaf blower, and he came immediately up stairs to my desk. At this time Derrill handed me the package. It was a well-used envelope rolled over on its top opening with writing on the outside with a name I was not familiar with. I proceeded to open the package to see what could have he possibly sent to me. The envelope had several odd items within. A starter type check made out to cash for \$50.00, A business card of Whitten's (sp) nursery, a receipt from a seven eleven gas station, a piece of a note pad from a hunt club with \$80,000 Blue Cross and 401K written on it, a piece of note pad paper with Derrill's home address written on it, 3 cell phones (2 which were powered down and one that was on), 2 letters dated in June discussing trespass notice one to Ken Baca and the other to Dwight Inman, and an old concealed weapons permit from South Carolina that had been issued to Ray. My initial reaction was confusion until I saw the SC permit. The message was very clear to me- "I have a gun." Something that he stated repeatedly during the lunch incident in June. The other items were "lost" on me somewhat, but I knew there were put there for a purpose that Ray knew I would figure out. Derrill Bailey was with me in the office still while I looked through the contents. Derrill asked me immediately "Should I be worried?" In which I replied to him, I didn't think he needed to be; this was a message for me.

I took the package down to Reggie's office and showed him the contents. Sharon Mayes was in the office when I arrived with my package and Reggie poured out the contents on his desk. Sharon picked up the weapons permit and gasped saying "oh my god"- she obviously received the same message I did. I told Reggie there was a reason for everything in that packet, but I was too angry and frazzled to think it through at the moment. I left the package with him and went back upstairs to my desk to try and get my head around what all the other items meant. I thought about all the items, but one in particular stood out to me- the seven eleven receipt. I couldn't remember what was on it, so I said- it wasn't the receipt, and what kind of message would he send in the items he purchased- and it occurred to me it was WHERE the seven eleven was. I immediately went back downstairs and located Reggie in Ken's office talking to UPS Security and the contents of it. I told Ken I needed to see my package; I think I need to look at the receipt and where it came from. At this time Keith McNeel (Operations Supervisor for UPS) came into the office and Ken asked him to make copies of the contents so he could send them to corporate security. Ken instructed me to go with Keith so I could look over the contents more easily. I placed the contents on a table looking at the receipt first. I was right, the message was not the purchased items (all I could really decipher was he bought a 6 pack of Stella beer at around 1:30 am that morning) it was WHERE the gas station was. It is less than 1 mile from my mother's home. I immediately told Keith that he was at the gas station in Greenwood, SC near my mom's home and the message was- I know where your family lives. I was very disturbed by this, as I know his family is in Abbeville and nowhere in that area. At this time (shaking) I looked at the 3 phones- I told Keith I was not going to power up the 2 that were down, as I was worried what they would do. Could they have been a bomb, or a trigger, or who knows! I proceeded to look through

the cell phone that was powered up for any type of message. I told Keith I saw 6 messages alerted on the phone's screen, none that I saw anything addressed to me or meaningful to me. I listed to see if there was a voice mail, but it was a prepaid phone and said I had to buy minutes. I then gave everything back to Keith and went back upstairs contemplating the business card in the package.

After going back upstairs, I was thinking though the meaning of the business card. It was for a Tree/Plant Nursery in Anderson, SC. My rolling thoughts were- "What is he saying- I'm in a tree watching, look out for the roughage I may be there..." The message didn't seem right, so the business was pulled up on google. After looking at it for a moment, it occurred to me the LOCATION of the nursery was again the message. I said.. "could he really be saying this to me?..." The location of the nursery was less than a mile from where I lived in Anderson during approx. 2001-2003. I thought ok, message received Ray- you know where I've lived in the past, so you are telling me you know where I live now. Ok, direct threat- "I have gun, and I know where you and your family live." Before going back downstairs I started trying to figure out the significance of the 3 cell phones. Why were 2 powered down and 1 up? Did that mean something? -What was the deal with the leaf blower? Why was it so important to bring that here?? My next thought was- "Oh my god! Could the blower have a bomb, and the cell phone be the trigger???"

I went back down stairs it Reggie's office and knocked on the door several times so he would let me in. The police officer on duty with us was in his office talking on his phone describing the items of my package. I tried to whisper to Reggie that what if the blower had a bomb! What if the phone was booted up and the thing blew up in Derrick's car! Was Ray capable of that?? With his "military training" and the recent events of the Boston Bombing, I told Reggie "I know this sounds crazy, but we are dealing with crazy but we NEED to check the blower- what if it was rigged with some sort of explosive!" The officer noticed the discussion and started asking did I have something to share about the package. I explained to the officer the meaning of the receipt and business card along with the permit and what it meant to me. I then proceeded to tell him my thoughts on the blower and cell phones as crazy as it sounded what if he had it rigged and we needed to be safe, and have it looked at.

Some time during this discussion Chuck Saxon from UPS Security walked into the office where we were talking. He listened to our discussion a bit, in which I was demanding to know what I was dealing with in this situation, as I was told very little back in June. I expressed my concern for my family's safety, and all of us involved. Chuck introduced himself to me, and pulled Reggie out of the office. I continued to walk the officer through all of the occurrences that had happened over the past few weeks to get him up to speed on the situation. We discussed the lunch situation, Ray having a BBQ at his mothers house on Pecan Drive in Abbeville in which he talked about a "pig picking" for over a month, invited the team and others on the site where 4 of us showed up (including myself). I told the officer I felt the BBQ was his breaking point, and the last straw for Ray as even myself would have been offended no one showed up after my efforts. I did not elaborate then on my observation of the BBQ other than I met his two brothers, his son, and his mother. Reggie returned to the office some time during this discussion. As

we talked in general about Ray, Chuck came back into the office as well with a printout from the Internet. It had a mug shot of Ray from sometime back, with several offences on it. At this point I began to cry telling all three gentlemen at I will not be kept in the dark, I am fully involved, I expect to be kept up to speed on anything new, and I found it unacceptable to not know everything about the situation so I can protect myself and my family fully. I looked at Reggie specifically and told him- "This (pointing to the printout) is why I need to know who I am really dealing with." I regained my composure, and asked the officer one more time was he going to check the blower, and he asked where it was and to please tell Derrill don't move it from the premises.

Some notes on the BBQ in which I found disturbing:

-4 people came from UPS (Myself, Ruth Dotson, Joyce Clark, and Sawyer (off of another team on site I didn't know his last name)- it had been an ongoing "joke" on the team when folks talked about Ray they calling him "shots fired" in reference to a workplace violence video we reviewed earlier this year as a team. My thoughts were, they have picked up on his mood swings, odd discussions, gun comments, and general demeanor.

-Ray insisted on me bringing my son so he could play with his son. When I arrived, Ray immediately took me to the house where his mother and son were. He wanted to "show me Nate's (his son) play room. There was hardly anything in it! A few toys, a play phone, and a few other things. Ray wanted Cody to play there with Nate, and I found it odd, playrooms are generally full of toys. My son was not even interested in looking at the room it as so minimally stimulating for a 2 year old.

-Ray introduced me to his mother. She was very kind in her words, and expressed appreciation for me coming to the party. I took her overall demeanor as odd, she just seemed off to me, like Ray. The house looked barely furnished, an odd place for a grandbaby. Ray's mother, Ann (I believe) proceeded to tell me that Michelle ("Nate's Mother") had been calling every hour on the hour checking on her son. I asked, why would she be doing that....he's with his grandmother and father, why would she worry so much. Ray answered, "she's over protective."- I thought- ODD. Ray and I walked back outside to the building where the food was, and he thanked me for coming, and I asked him why Michelle wasn't at the BBQ (which I thought was odd) and he told me that they had given her a "spa day" for mother's day, and she wasn't very social, didn't like crowds, and they basically had to force her to relax and leave Nate there with them...another "ODD" moment.

- I asked Ray where were all the cows, I was hoping to show my son some cows, after all he had told me on multiple occasions his parents had a cattle farm, where they raised and milked cows, had horses, and other various livestock (an attempt at kinship to me and my home). He told me there were no cows, after his dad died they sold them all, and all that was left on the 100+ acres was 2 mini horses. -ODD.

-Ray insisted on me and my son having some lunch so we went inside where he had the food set out. I asked Ray where the pig was (as there was various trays of food out that he told me what each one held- some beef, some pork, some sausage)? He proceeded to go into a heated discussion on the man he ordered the pig from not doing what he asked, and he had to take food out of his storage to cook instead. Ray was visibly angry while telling me this. Also, there was no where to sit or eat. There were 2-3

chairs setup, no tables, no ice, etc all normal things at a BBQ. I thought to myself, it's a good thing no one came, they wouldn't have any where to eat! I sat on the floor and ate my plate. The whole situation was off to me, not right and unsettling.

-After eating Sawyer, Joyce, and Ruth left leaving me there with him, his son, his 2 brothers (one with girlfriend), and his mom. He insisted on taking me out to the stables so Cody could see the horses (I have horses myself, so not a huge deal for my son)- so I went. On the walk back from the Stables Ray mentioned that he wished people had just told him they weren't coming, especially our supervisor Mike as he had Italian sausage specially made for him (Mike is Italian lineage) he had all this food and no one came. I told him we were so far away; people wouldn't even come to my house if I did this, its just to far. I also asked Ray if he was feeling well, that he looked exhausted, worn out, beard coming in, and just dirty. He said he had been up all night cooking.

I was uneasy and unsettled during the whole BBQ event. After the lunch incident a few weeks later, I then realized that his wife wasn't there not because she was shy or didn't like groups of people, but because she knew something was wrong, that was why she was calling so often checking on her son- she was fearful and worried if he was ok. When the lunch situation happened, I was immediately frightened for his wife and son, worried that he would hurt them while raging. I actually considered reaching out to them to see if they were ok, but decided against, as I felt it may be overstepping boundaries, and getting me involved more than I already was.

There were no other communications from Ray on 7-26. I still do not understand the reason or message of the cell phones in the package, or the check made out to cash.

I want to be very clear. I feel threatened by Ray. I think he is fully capable of violence. I think that if he has his mind fixated on it, he will do whatever he is considering. I think he has an unstable mind that I have labeled schizophrenic in which he has adopted a military persona that is a victim. I am very concerned for the safety of my managers, my co-workers, myself and my family. I feel he has changed his focus from Dwight Inman and our leadership team from the lunch, to the leadership team and myself. I feel that he has targeted me because he "confided" in me multiple times, related to me, and thinks that I offer the biggest betrayal of everything due to this and my reporting of his actions and statements during the June lunch episode.

I make this statement based on what I believe is true as it happened.

Please see 2nd attachment for the lunch situation statement that I made to both UPS and Greenville Police.

Regards,

Velma C. Jones

UPS Inside Sales
204 Halton Rd.
Greenville, SC 2907

DWIGHT
IMMAN
AND
RECEIVED
LETTER
USPS

To Whom It May Concern:

Today 6/21/2013 I went to lunch with a group of people that included Scott Brown, Gina Jones, Michael Leonard at which time we were met by Ray Mitchell. I was aware in advance that Ray would be joining the group for lunch. He had texted Gina that he wanted to join and she had asked the group if it would be ok. I had no objections. We met Ray at The Olympian at approximately 12:00pm. Ray was already seated.

Once we arrived for lunch Ray greeted the group and seemed very calm. We sat down and ordered our drinks from the server Karen. After ordering the drinks conversations at the table began to spring up. Ray's voice started to grow louder and more intense with every moment that passed. I noticed he seemed to be using foul language more than usual. Examples: Fuck, shit, god dammed. Ray told a couple of stories about him not being at work including an incident that occurred when he tried to take his truck in for repairs. This incident involved him and a friend of his that works for the dealership. Ray said that while his truck was being worked on him and his friend went to eat at Five Guys which was across the street. Gina interjected laughingly that would ruin Ray's special diet which Ray had alluded to earlier. Ray quickly said "Oh I just had water." He then proceeded to tell us about a "piece of shit redneck" that was beating up his wife at the restaurant. Ray said this continued out into the parking lot where the "piece of shit" blocked in his car. Ray told us that he confronted the man and told him to move his vehicle or there would be trouble. To the best of my recollection I believe Ray threatened to or actually said he called the cops to get the guy to move his vehicle. None the less the man moved his truck. Ray went on to say that he almost had to get his 45 out referring to a gun.

Ray asked me if I had gotten my container that I used to make him bbq sauce for his cookout. I told I had not. He said "I don't know why I took/left the fucking thing up to the break room."

Ray told Gina that he could not drive over 1 hour each day because of doctors orders. I jokingly said "Well Ray that's only about 15 miles with the way you drive." Ray quickly changed his attitude and said "Well at least I don't drive like a NY city cab driver. All we need to do is put a turban on your head and we could call you Seamier. Damn carpet riders."

Ray then turned his attention to UPS and our office in particular. At this point the conversation became very uncomfortable. Ray made a couple of racial comments about the "browns" and how they got away with everything. Ray told the group that he was tired of being treated poorly by management. He thought he had been lied to about the job description. That he hated sales and was not good as a salesman. We asked why he had chosen the job and he exclaimed that he was told it was the fastest way to get into management. He claimed if he had stayed in operations he would be management by now. He said he liked operations because it was "military like". You had a certain way do something and you did it. Sales was all over the place. "You were told to do this bu

then it might be like this and then there's this that might make you do it this way." While he was making this jumbled up statement he motioned as if he were typing on a keyboard.

He then turned his disgust towards the management team to be precise Reggie Owens, Sharon Mayes, and Ken Baca. Ray told us of his dislike for Sharon who he referred to as "Big Momma" and "Madea." Ray claimed "Sharon couldn't manage puppets or her way out of a box/paper bag." He said his goal was to have Ken Baca carried out in a box which he quickly corrected himself to mean he said "with his stuff in a box." meaning Ken's personal items. He mentioned that fact that he had a file he had been keeping on management and used his fingers to demonstrate how thick it was. Showing everyone at the table a thickness of about two inches. He said he was going to "Atlanta" with this file. I took this to mean the corporate office.

Ray then out of nowhere mentioned that he had bought a new gun. I asked Ray what type of gun. He perked up and stated "The gun of all guns". "A military sniper rifle." I don't remember the type but he did state it. I quickly withdrew from the conversation. Others later stated that he also mentioned armor piercing bullets.

Gina tried to change the subject and mentioned to Ray that I have had a hurt foot. Ray very quickly replied "Well Dwight's a pussy!" I told Ray "Well Thanks!" and again turned my attention away. Ray went on to say "Oh I didn't mean it that way."

Ray mentioned to the group that he was going to go look at getting a 4 inch lift on his truck and a tonneau cover.

At this time I got up to use the bathroom. The conversation continued. When I came back Ray had turned that conversation to something about one of his military friends having an STD. this conversation was quickly changed. The only part of the conversation that I caught was the cure included smashing the person's penis with a hammer. We finished up our meals and the waitress asked if we needed our checks. We said yes and she returned with them. No sooner had she laid them on the table Ray got up and said he was leaving very abruptly. Everyone at the table mentioned that it was peculiar how quickly Ray left. Scott went on to say that as Ray was leaving he said "Love you guy's." I did not hear this.

Ray left the establishment and we discussed the fact that we needed to go to HR to alert them of his actions. We paid our checks headed back to the office and talked to Reggie and Ken.

The above account is to the best of my memory and in the correct order of things that happened. Some of the items might be out of chronological order.

Dwight Inman

Your honor,

I, Ken Baca request your consideration.

On the afternoon of June 21, 2013, I was made aware that Courtney Ray Mitchell had made a threat on my life. Courtney Ray Mitchell indicated to four individuals that he owned a military grade sniper rifle with armor piercing bullets and he intended to have Ken Baca carried out in a box. This conversation was witnessed by four credible UPS sales executives who worked on the same sales team with Courtney Ray Mitchell before Courtney went out on disability. There are write ups from each individual that describe Courtney's statement and much more.

Greenville, Detective Cothran was assigned to the case and based on Courtney Ray Mitchell's previous behavior and record, his threats were considered credible and a warrant for Courtney Ray Mitchell was issued on June 25, 2013. Courtney Ray Mitchell spent several days under evaluation at a Columbia hospital. The days Courtney was in mandatory evaluation were a few of the restful days I (my family) have had since he was released on July 16, 2013.

June 21, 2013, was a normal work day that turned into a day in which we now place two armed police officers at our work entrance and have roving patrol in the parking lot because of Courtney Ray Mitchell threats against me and other coworkers. We have adjusted schedules for safety reasons and taken precautions for our employees.

At the lunch mentioned above Courtney Ray Mitchell suggested he was tired of the ni--ers, rag heads and brownies. He indicated he was proud to be a real southern man.

On June 21, 2013, my personal and professional life changed. I have been employed with UPS for 26 year and had never worried about a threat on my life, however, I have to worry each day about the threat now. I constantly worry about my three children and my wife. For several days, my kids stayed at different homes with friends. We created a special emergency plan at home; and for kids at the innocent age of 17, 15, and 11 they should not have to worry about the color and make of vehicles in their neighborhood and a photo of strange man. My family understands they must remain vigilant because a person has threatened their dad's life. This entire ordeal has been overwhelming, stressful and overall a strain on our family. And I do fear for myself and family, this real.

I worry each day as I am responsible for approximately 254 employees and their safety. I have varied my route to and from work and continue to look over my shoulder as do many of our employees.

Recent events:

On July 25 and 26, 2013, Courtney Ray Mitchell made contact via text and email with three UPS employees. The texts and emails were rambling and yet very alarming. In one Courtney suggested that Atlanta, where our corporate office is, needs to watch the news in Greenville. Courtney mentions to one person as "you yankees", etc.....

At approximately 9:07AM on Friday, July 26, 2013, a package was delivered to our office. It is believed that the individual who delivered the package was related to Courtney Ray Mitchell.

Although I have felt threatened, today really created an anxiety and level of fear that I had not yet experienced. After receiving the package and contents I immediately called my wife, and the kids left the home until I arrived at approximately 6:30PM.

In the package were:

- Two letters, one addressed to me and one to Dwight Inman basically letting us know that we were placed on Trespass notice on his properties
- A receipt from 7 - 11 at 1:37am in Greenwood SC (2550 HWY 25 S)
- A note written on a North American Hunting Club note. Written on the note was \$80,000, Blue Cross and Blue Shield and 401K
- A paper with an address and phone number
- Three cell phones
- A check for \$50 written for cash
- A Courtney Ray Mitchell's Concealed Weapons Permit

Opening and seeing these items and wondering the meaning of each reinforces my fear that Courtney needs help and could hurt someone. His most recent behavior of sending intimidating, rambling and confusing messages when he has been directed not to contact any UPSers make my rationalization of the fear and worry real.

I am afraid and have kept my family indoors and would like to ensure Courtney gets help before he hurts, kills or impacts Greenville and the community.

As recently as today information surfaced that Courtney Ray Mitchell was arrested in Davises County, Kentucky in December of 2008 for Terroristic Threatening. I feel immediate action is required.

Thank you for your consideration.

Sincerely,

Ken Baca

MAYES SHARON R. (MCH1SRM)

From: Battista Michael (BZZ5MXB)
Sent: Monday, June 24, 2013 9:10 AM
To: Baca Ken (tpa1kxb); OWENS REGGIE (mpn1rxo); MAYES SHARON R. (MCH1SRM); Mcneel Keith (FMM1KMN)
Subject: Ray Mitchell Texts

These are the 2 texts I received from Ray. I did not reply to either.

Received Friday 10:pm

Mike Dwight Inman is now on trespass on Mitchell land. He will be sued by me and a restraining order placed. Thought you should know. I will never return to Halton Road. Take care and God bless you.

Received Sat 8:17pm

Mike, hope you are having a great weekend! wanted to tell you I turned in my badge to the Greenville Sheriffs office. We went to the Dr. as a couple on Friday and Michelle has to have major surgery. We had to cancel the VA trip as we were denied benefits because they think my condition is genetic. We had an awesome day here playing with my son. I hope you are well and your family is doing well. You are my friend and we will keep you in our prayers.

Sent from my Verizon Wireless BlackBerry

OWENS REGGIE (mpn1rxo)

m: MAYES SHARON R. (MCH1SRM)
dt: Tuesday, July 30, 2013 7:57 AM
To: OWENS REGGIE (mpn1rxo); Wilmore Cynthia Ann (SKV6BLW)
Subject: Statement of Concern about Courtney Ray Mitchell

Reggie,

I am afraid Courtney is dangerous. He sent Gina Jones my Coach a note which had his permit picture to carry a concealed weapon, receipts purchased near her or family members and scared her to tears. He contacted my Supervisor Michael Battista and his AE Matt Buffington all over last 3 days. It is clear, he is getting more aggressive and something must be done.

I fear my safety each day I am going in and out of work. I am in fear he will retaliate against me and the staff here. I'm so concerned I am getting a restraining order. I should not have to live this way and my team being stalked by Courtney Ray Mitchell.

Thanks,
Sharon

Sent from my iPad

Sharon Mayes
Manager, Inside Sales

864.213.8907

0 PICK UPS Customer Service
8.553.1118 Technical Support

mayes@ups.com
thenewlogistics.com



Decision GreenSM - Consider the environment before printing this e-mail.

UPS. WE ♥ LOGISTICS

Reggie

I, Reginald Owens, UPS HR Manager for the Inside Sales Division, do hereby give freely and voluntarily this statement to Sergeant G.S. Rhinehart an officer of the Greenville Police Department.

On Friday June 21, 2013 four Inside Sales employees came into my office to tell me about a conversation they had with Courtney Ray Mitchell at a local restaurant. The four employees were Velma Jones (Inside Sales Lead Sales Representative), Michael Leonard (Inside Sales Representative), Dwight Inman (Inside Sales Representative), and Scott Brown (Inside Sales Representative). When they entered my office, I was on my way out and they looked very concerned and demanded that I said back down to listen to them. By the tone of their voices and facial expressions it was evident they were very upset and disturbed. The group told me that they were very worried about the personal safety of Ken Baca (Director of Sales), Sharon Mayes (Sales Manager) and me. I asked them to tell me what they were talking about because all of them were talking at the same time. They stated that Mitchell had made threatening, racist and derogatory remarks toward the Ken Baca (Hispanic male), Sharon Mayes (Black female) and me (Black male).

The group stated they had gone to lunch with Mitchell and he said the following during their lunch:

- He was pissed off at Ken, Sharon and Reggie.
- That everyone above Mike Battista (Mitchell's supervisor) was trash, liars and shit in his book.
- He had no use for liars and would take care of that for us (referring to the people he had lunch with).
- The lazy, fat nigger woman (referring to sales Manager Sharon Mayes) had pissed him off because she blocked his move back to operations.
- He said that I was a lying nigger for the same reason.
- He said that Sharon, Ken, and me had prevented him from applying for and getting a Security job in the district.
- Mitchell said that his immediate mission and cause was to take Ken out in a box and then he said he would see Ken taken out of here with his belongings in a box by security.
- He said that he had purchased a military grade sniper rifle and armor piercing bullets.
- He said in the weeks' prior that he had purchased other weapons such as handguns and mentioned some other type of rifle (the group did not recall specifically).
- Mitchell said that he was now "Rebel Ray" the country redneck.

After hearing these remarks I felt very threatened and was also extremely concerned for the safety of Sharon and Ken and for the site. For obvious reasons, I also was very concerned about the safety of our families. With my understanding of Mitchell's background in the military, I felt he was very capable of carrying out these threats.

Ken and I escalated this matter to our corporate office and they agreed that these comments were threatening and advised us to contact local authorities. That day, the decision was made by security, Corporate HR, and us to close the site early and send people home. The Greenville police come on site and interviewed each person that had lunch with Mitchell. Over the course of the next two weeks we had three off duty officers on site. As a worksite, we have never had police presence at the site and this presence caused our employees to be concerned about their safety. July 8 through July 21 we had two offices on site and as of July 22 we had one officer on site.

Prior to this incident I had talked with Mitchell four or five times to discuss issues about his job performance, his family, and his health. During these conversations I recommended training from the training department (which he received) and that he seek medical attention.

His manager (Sharon Mayes) also set a training program for Mitchell.

Mitchell talked to me about wanting to be an operation supervisor and security supervisor and that he wanted to know why he was not able to apply for those positions and I explained that with a significant improvement needed rating on his QPR he would not be able to apply for another position. I explained that once his performance improved he would be able to apply for a position.

On May 21, 2013 Mitchell, Mayes, Battista and I met to discuss Mitchell's request for less responsibility within the Inside Sales Division. He told me that he was losing feeling in his hands and legs and was not able to feel the keyboard. Mitchell stated that the VA hospital told him he had nervous damage in his back that would eventually cause him to lose the use of his hands and legs. He said his condition was caused from being blown back an explosive device, an IED, in Iraq. I recommended going through the ADA process and called the HR Service Center who stated that they had sent the ADA information to Mitchell's home address. Mitchell never submitted this paperwork back to the to the HR Service Center for processing.

On June 11 Mitchell went on disability and he is currently on this approved leave of absence.

On Tuesday July 23, Mitchell texted Mike Buffington, a UPS Account Executive that he worked with. Mike works in Harrisburg, PA. Mike contacted a Lead Rep in Greenville to let us know and to ask why he would be contacting him.

On Thursday July 25 our District Security Manager called Mr. Mitchell to tell him to stop contacting UPS employees because it was making them uncomfortable.

On Friday July 26 at 12:53 a.m. Mitchell sent two texts to Michael Battista making threats to our corporate office. Those texts said if you would please have Reggie have Atlanta call my attorney. Remember the time I wanted to call UPS Security and you advised me not to. Atlanta will watch the news boy does this educated SSC with PPSD

have a story to tell about the mighty UPS that betrayed him and cost his wife and son! He also sent a text to Gina Jones at 12:56 a.m. saying I pray you have the courage to call me and accept an \$80,000 offer from my attorney. Call 864-446-8700 if you go the balls a sister of mine will have love the shark. By the way ship my fucking belongings to 902 Pecan Road, Abbeyville.

On Friday July 26 around 9:00 a.m. Mitchell had a package and a blower (like a small leaf blower) dropped off at the site. The package was for Gina Jones and was given to me by Ken Baca at 9:40 a.m. The contents of the package were three cell phones, a check for \$50.00 made out to cash, a no trespass notice for Dwight Inman, a second no trespass letter for Dwight Inman but addressed to Ken Baca, a note with \$80,000, Blue Cross & Blue Shield, and 401k written on it, a note with another employee's address written on it (Derrill Bailey, the employee who apparently owned the blower), a receipt from 7-Eleven, a card from Whitten's nursery and a copy of his expired Concealed Weapons Permit.

I have been working for UPS for 36 years and have worked in multiple facilities including in the inner cities of Philadelphia and Chicago. In all my years, I have never felt intimidated or threatened however this employee has changed that. I was initially very concerned when he made the threats at the lunch in June but when I opened that package and saw that Concealed Weapons Permit I really felt my life, and the life of my family was in danger. Courtney Mitchell had threatened and intimidated me for a second time. In reading his text messages to Mike Battista it appears to me that he blames me for the loss of his wife and child and wanted me to get the message that he was willing to harm me and/or my family.

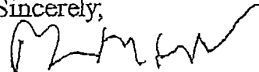
6-2-2013

Mr. Ken Baca
204 Halton Road
Greenville, SC 29627

Mr. Baca:

Due to Mr. Dwight Inman feeling it necessary to give the City of Greenville false information that led them to come to my residence of 1020 Providence Church Road Anderson, SC 29626 I am forced to place you on Trespass notice for 1020 Providence Church Road Anderson SC 29626 and my mother's residence of 902 Pecan Road Abbeville, SC 29642. You are not to call me, Courtney Ray Mitchell, Susan Michelle Walters Mitchell or Nathan Alexander Mitchell a minor child. No contact with the Mitchell family will be tolerated by email, Snail mail, writing or oral communication. My lawyer and law enforcement will be in touch soon.

Sincerely,



Courtney "Ray" Mitchell

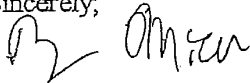
6-22-2013

Mr. Dwight Inman
204 Halton Road
Greenville, SC 29627

Mr. Inman:

Due to your feeling it necessary to give the City of Greenville false information that led them to come to my residence of 1020 Providence Church Road Anderson, SC 29626 I am forced to place you on Trespass notice for 1020 Providence Church Road Anderson SC 29626 and my mother's residence of 902 Pecan Road Abbeville, SC 29642. You are not to call me, Courtney Ray Mitchell, Susan Michelle Walters Mitchell or Nathan Alexander Mitchell a minor child. No contact with the Mitchell family will be tolerated by email, Snail mail, writing or oral communication. My lawyer and law enforcement will be in touch soon.

Sincerely,



Courtney "Ray" Mitchell

DELIVERED IN ENVELOPE

FRIDAY

JULY 26
THREATENING
STATES
WITNESS

Believe can Brother

Pritchard
Lake to Don Smith

THIS
S-MED
CWA NEXT
MOTHERS
HOME

7-ELEVEN
2550 HWY 25 S.
GREENWOOD SC 29649
8649427150
STORE#: 36862
THANKS FOR SHOPPING
7-ELEVEN

1 Groc Tax F 1.69B
1 StellaArto6pk11.2z 9.99T
1 Sundrop 20z Lse 1.29F
1 BigManafck1dSsg2.4z 1.49F
1 Blu Depsbl C1sec Tbc 9.99T
1 CASHBACK 10.00
SUBTOTAL 34.45
SALES TAX ON 21.67 1.30
TOTAL DUE 35.75
CASH 10.00
DEBIT 25.75

AUTH CODE: 0

ACCT TYPE: DDA
APPROVAL #: 191578
FIG/Honor
STORE#: 36862
TERM SEQ#: 955353
REF#: 95000 16 022 7
APPROVED

CUSTOMER AGREES TO PAY THE ABOVE
TOTAL AMOUNT ACCORDING TO THE CARD
HOLDERS AGREEMENT
CHANGE 10.00

TRY OUR DELI CENTRAL SANDWICHES
AND DELICIOUS ENTREES
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\$80,000

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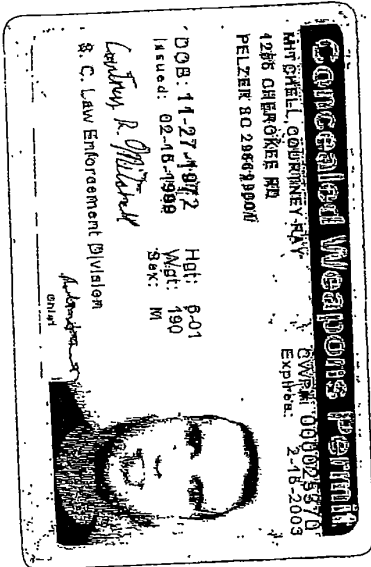
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POLICE
 70667 19660

97-148/532
N/A

RAY MITCHELL
902 PLEASANT
ABINGDON SC 29620

PAY TO THE
ORDER OF

Cash

DATE 7/26/2013

Fifty and 00/100

\$50.01

DOLLARS

☒ Reserve Bank of America

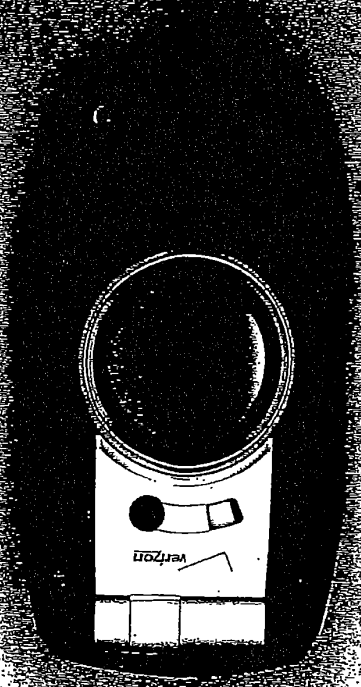
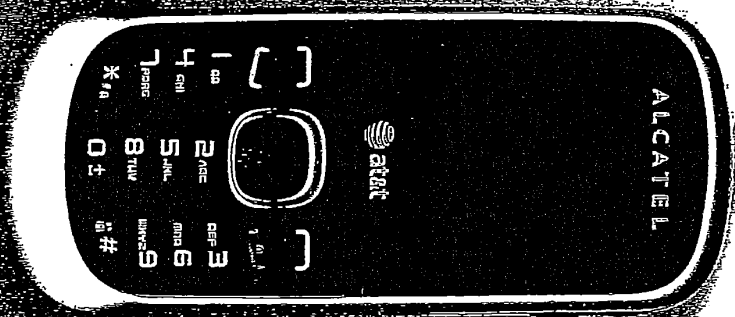
FOR cash

First Citizens
First Citizens Bank & Trust Company, Inc.

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MP





Plugins

#	Name	Author	Version
1	UFED Logical Report Reader	Cellebrite	2.0
2	Physical Analyzer Report Reader	Cellebrite	2.0
3	ContactsCrossReference Cross references the phone numbers in a device's contacts with the numbers in SMS messages and Calls. Will fill in the Name field of calls and SMS if there's a match.	Cellebrite	2.0
4	DataFilesHandler	Cellebrite	2.0

Contents

Type	Included in report
SMS Messages	1
Inbox	1
Phone	1

SMS Messages (1)

Inbox (1)

Phone (1)

#	Party	Time	Status	Message	Cell
1	+18645564467	7/25/2013 11:56:42 PM(UTC-5)	Read	I pray you have the courage to call me and accept a \$80,000 offer from my attorney. Call 864 446 8700 if you go the balls A Sister of mine would have. Love the Shark. By the way ship my fucking belongings to 902 Pecan Road Abbeville	Intact

Plugins

#	Name	Author	Version
1	UFED Logical Report Reader	Cellebrite	2.0
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4	DataFilesHandler	Cellebrite	2.0

Contents

Type	Included in report
SMS Messages	2
Inbox	2
Phone	2

SMS Messages (2)

These details are cross-referenced from this device's contacts.

Inbox (2)

Phone (2)

#	Party	Time	Status	Message	Del?
1	8645564467 (Work) Ray*	7/26/2013 8:33:47 AM(UTC+0)	Read	If you would please have Regle have Atlanta call my Attorney Remember the time I wanted to call UPS security and u advised me not to? Atlanta will. Wal	Intact
2	8645564467 (Work) Ray*	7/26/2013 8:33:49 AM(UTC+0)	Read	ch the news. Boy does this educated SFC with PTSD have a story to tell about the mighty UPS that betrayed him and cost his wife and son!	Intact

Baca Ken (tpa1kxb)

26th
MORNING 11 AM

From: OWENS REGGIE (mpn1rxo)
Sent: Friday, July 26, 2013 8:28 AM
To: BARBER GREGG A. (STL1GAB); Grover Jim (mnj3jxg); Baca Ken (tpa1kxb); Hong Dena (WMM1DRK)
Cc: OWENS REGGIE (mpn1rxo)
Subject: Mitchell texts
Gregg,

Below is the Text message that Mitchell sent to Velma Jones (Sales Coach) this morning.

Text #1

Fwd: I pray you have the courage to call me and accept a \$80,000 offer from my attorney. Call 864 446 8700 if you go the balls A Sister of mine would have.
Lo

Reggie

Reginald Owens Human Resources Manager Inside Sales	
864.213.8904 864-213-8965 fax	WE ♥ LOGISTICS
800 PICK UPS Customer Service 888.553.1118 Technical Support	
Online Applications: www.upsjobs.com rowens@ups.com thenewlogistics.com	

Decision GreenSM - Consider the environment before printing this e-mail.

UPS. WE ♥ LOGISTICS

TEXTS SENT TO COACH AND SUPERVISOR

8/21/2013

Baca Ken (tpa1kxb)

From: 6302671501@messaging.sprintpcs.com
Sent: Friday, July 26, 2013 7:31 AM
To: OWENS REGGIE (mpn1rxo)
Subject: 1/2

Fwd: Reggie this Battista looks like I got a tex from Ray about 1am this morn that I'm forwarding to you, he is rambling and wants you to ca

Nett
Ray

Baca Ken (tpa1kxb)

From: 6302671501@messaging.sprintpcs.com
Sent: Friday, July 26, 2013 7:31 AM
To: OWENS REGGIE (mpn1rxo)
Subject: 2/2

Il Corp to call his lawyr

Baca Ken (tpa1kxb)

From: 6302671501@messaging.sprintpcs.com
Sent: Friday, July 26, 2013 7:32 AM
To: OWENS REGGIE (mpn1rxo)

Fwd:ch the news. Boy does this educated SFC with PTSD have a story to tell about the mighty UPS that betrayed him and cost his wife and son!

Baca Ken (tpa1kxb)

From: 6302671501@messaging.sprintpcs.com
Sent: Friday, July 26, 2013 7:32 AM
To: OWENS REGGIE (mpn1rxo)

Fwd: Atlanta will. Watch the news.



June 30, 2006

On June 28, 2006, Courtney Ray Mitchell authored and presented a letter of resignation (see attached) to Colonel Dwight Porter, the American Security site supervisor of Palmetto Baptist. The next day, June 30, 2006, Mitchell and Colonel Porter had a disagreement at Palmetto Baptist concerning a training class that Mitchell was trying to set up for Palmetto. Mitchell decided it would be better if he went ahead and resigned immediately without completing his 2 week notice.

Colonel Porter accepted his immediate resignation and contacted me to advise me of the situation.

A handwritten signature in black ink, appearing to read "R. L. Pruitt", followed by a long horizontal line extending to the right.

Ricky L. Pruitt
President, Anderson Division
American Services, Inc.

American Security ★ Action Staffing ★ ACHJanitorial

JUNE 28, 2006

DWIGHT PORTER
COLONEL "AMERICAN SECURITY"

DWIGHT:

It has been a pleasure working with you these past months. Yet it is time for me to go. I re-enlisted with the regular Army on Monday. This is my two week's notice. I am looking forward to spending the rest of the time with you and the rest of the staff.

Sincerely;

Ray Mitchell

Ray Mitchell
Col Ricky Pruitt / Betsy Wetzel

University of South Carolina



Let it be known to all
That the Board of Trustees by virtue of authority vested in it by the
State of South Carolina upon recommendation of the Faculty of the
Spartanburg Campus
has conferred upon

Courtney Ray Mitchell
the degree of

Bachelor of Arts in Interdisciplinary Studies

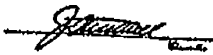
together with all the rights, honors, privileges, and responsibilities to
that degree appertaining.

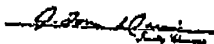
Given at Spartanburg, South Carolina this 6th day of May in the
year of Our Lord one thousand nine hundred and ninety-five and in
the one hundred and ninety-fourth year of the University's founding.


John M. Phelan
President




David M. Beasley
Provost and Vice President


J. M. Phelan
President


J. M. Phelan
President

South Carolina Department of Probation, Parole and Pardon Service
Personnel Action Transmittal - Separation

For Agent Staff		Are you going to be employed by a South Carolina City, County or State Entity? ☐ Yes ☒ No If yes, with what Agency:	
EMPLOYEE	NAME Mitchell, Courtney Ray		SOCIAL SECURITY # [REDACTED]
	STREET ADDRESS (Current or Forwarding) 735 N. Main Street Apt. 107		CITY Mauldin,
			STATE SC
			ZIP 29662
TITLE Probation and Parole Agent Entry		LOCATION Spartanburg	

SEPARATION CHECKLIST	☐ LETTER OF RESIGNATION WITH FORWARDING ADDRESS	
	☐ LETTER OF RESIGNATION ACCEPTANCE	
	☒ LAST DAY ON PAYROLL	May 28, 1998
	☒ ENDING TIME ON PAYROLL	10:00 A.M.
	☒ EMPLOYEE WILL RETURN DEPARTMENT PROPERTY PER POLICY: Keys, Badge, ID Card, Phone Card, Safety Equipment etc.	
	INITIALS (AC/SUPERVISOR) <i>Acc</i>	
☐ ANNUAL LEAVE TO BE TAKEN IN LIEU OF BEING IN THE OFFICE. N/A		
IF APPLICABLE, PLEASE INDICATE THE DATES OF THE LEAVE.		
FROM: _____ TO: _____		
☐ LEAVE SLIPS HAVE BEEN COMPLETED AND SENT IN		

SEPARATION CODES	CHOOSE APPROPRIATE CODE		
	☐ 01 Personal ☐ 02 Different Job- Same State Agency ☐ 03 Different Job- Different Agency ☐ 04 Employment Outside State Government ☐ 05 Moved out of Job Area ☐ 06 Returned to School ☐ 07 Military Service	☐ 08 Full Retirement ☐ 09 Early Retirement ☐ 10 Disability Retirement ☐ 11 Never Reported for Work ☐ 12 Never Returned from Leave without Pay ☐ 13 Declined Job Offer ☐ 20 Termination of Temporary Contract	☐ 21 Reduction in Force ☐ 22 Job Was Eliminated ☒ 23 Misconduct ☐ 24 Substandard Performance ☐ 25 Failure to Update Credentials ☐ 26 Patient or Client Abuse ☐ 27 Deceased

Form 1156 (Stock) Revision A Revision Date 12/11/1997

State of South Carolina
Department of Probation, Parole and Pardon Services

DAVID M. BEASLEY
Governor



STEPHEN G. BIRNIE
Director

2221 DEVINE STREET, SUITE 600
POST OFFICE BOX 50666
COLUMBIA, SOUTH CAROLINA 29250
Telephone: (803) 734-9220
Facsimile: (803) 734-9440

May 28, 1998

Mr. Ray Mitchell
Probation and Parole Agent
S. C. Dept. of Probation, Parole, and Pardon Services
180 Library Street
Spartanburg, South Carolina 29306

Dear Mr. Mitchell:

Re: Dismissal

This correspondence is to officially notify you that your employment with the South Carolina Department of Probation, Parole, and Pardon Services is terminated effective on 5-28-98. As you were informed upon initial hire, you entered state employment under a one (1) year probationary period.

This dismissal is based upon your violation of Personal Conduct Offense Nos. 25 and 27 of the Department's Progressive Discipline Policy #205 as follows:

VIOLATION # 1: Subsequent to the episode over use of the state car, you participated in an intimidation episode where you stood in front of Mr. Michael Floyd and Mr. Anthony Vitale stood behind Mr. Floyd. During this episode you used profanity toward Mr. Floyd that was, in my assessment, meant to intimidate Mr. Floyd, as evidenced by the positions of you and Mr. Vitale. This was intended to be in retaliation for Mr. Floyd not giving Mr. Vitale the state car keys. Although, you did not participate in the profanity in the episode over the keys, you were an active participant in searching for the keys and providing moral support for Mr. Vitale. Rather than distancing yourself from this conduct, you became directly involved and proceeded to curse and intimidate Mr. Floyd.

Although this incident occurred after conclusion of the night fire portion of agent safety training on April 21, 1998, you were acting at the academy as an employee of the Department and

Mr. Rny Mitchell
Page #2-
May 28, 1998

representative of the Department. This conduct was totally unprofessional and unprovoked by Mr. Floyd. This would clearly be interpreted by Mr. Floyd as threatening.

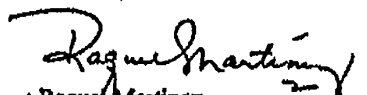
VIOLATION # 2: After Mr. Floyd left the room following the intimidation exercise, you and Mr. Vitale locked Mr. Floyd out of his room for between 10 and 40 minutes. In addition, you and Mr. Vitale removed Mr. Floyd's bed linen, stood his mattress against the wall and removed the insoles from Mr. Floyd's shoes.

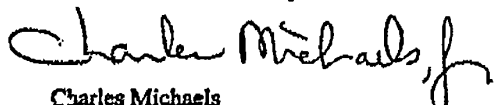
As in the first violation episode, this occurred after conclusion of the night fire portion of agent safety training on April 21, 1998. Again, you were acting at the academy as an employee of the Department and representative of the Department. This conduct was totally unprofessional and unprovoked by Mr. Floyd. Also, this is conduct totally unbecoming of an employee of this Department.

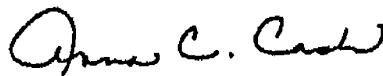
For the reasons stated above, your employment is terminated. You are required to turn in immediately all Department property, credentials, badge and keys issued to you. The Department Human Resource Office will be in touch with you regarding out processing matters.

You do not have any grievance rights because you are a probationary employee.

Sincerely,


Raquel Martinez
Probation and Parole Supervisor I


Charles Michaels
Probation and Parole Supervisor II


Anna C. Cash
Agent in Charge


Gene Sewell
Regional Director - Appalachian Region

CC: Ms. Ann Hyde, Assistant Deputy Director for Field Services
Mr. Ellsworth Hester, Assistant Human Resource Director

NOTICE OF EMPLOYEE SEPARATION

INSTRUCTIONS	
Immediately upon the separation of any employee, record completely and accurately the information requested herein, and forward this form to R. E. Harrington, Inc. at the mailing address provided below.	
IDENTIFICATION	NAME <u>Courtney Ray Mitchell</u> SOCIAL SECURITY NUMBER <u>[REDACTED]</u> JOB DESCRIPTION <u>Probation Agent</u> CETA FUNDED ☐ OTHER SPECIAL FUNDS _____
FIRST DAY WORKED <u>1/26/98</u> LAST DAY WORKED <u>5/28/98</u>	
REASON FOR SEPARATION (check one and explain under remarks)	
01 - LACK OF WORK 0100 No other information 0101 Reduction in force 0102 Job eliminated 0103 Reorganization 0104 End of temporary employment 0105 End of seasonal employment 0106 Project terminated 0107 Partially unemployed reduced hours 0108 Temporary	02 - DISCIPLINE 0200 No other information 0201 Insubordination 0202 Violation of rules or policies 0203 Violation of safety rules 0204 Reported under influence of alcohol 0205 Reported under influence of drugs 0206 Destruction of property - willful 0207 Destruction of property - carelessness 0208 Fighting 0209 Leaving work station 0210 Participation in employment speculation 0211 Unlawful - excessive remarks 0212 Unlawful - unauthorized removal of property 0213 Unlawful - mandatory shift 0214 Unlawful - sexual harassment 0215 Absent without leave 0216 Absent without leave - unauthorized 0217 Excessive tardiness 0218 Excessive absenteeism 0219 Quality of work 0220 Poor performance 0221 Inadequately trained 0222 Poor judgment and misbehavior 0223 Lack of technical knowledge 0224 Inability to work without
03 - QUIT 0300 Reason unknown 0301 Absent without leave 0302 Wrote off job 0303 Did not return from leave 0304 Did not return from leave 0305 Personal illness not related 0306 Sickness 0307 Marriage 0308 Family 0309 Family obligations 0310 Unable to continue job 0311 Voluntary 0312 Accepted another job 0313 Go into own business 0314 Health 0315 Education 0316 Civil military 0317 Civilian action - work hours 0318 Civilian action - salary 0319 Civilian action - working conditions 0320 Civilian action - performance review 0321 Civilian action - supervision 0322 Civilian action - position	04 - LEAVE OF ABSENCE 0400 No other information 0401 Sickness 0402 Absent without leave 0403 Absent without leave - unauthorized 0404 Absent without leave - unauthorized 0405 Absent without leave - unauthorized 0406 Absent without leave - unauthorized 0407 Absent without leave - unauthorized 0408 Absent without leave - unauthorized 0409 Absent without leave - unauthorized 0410 Absent without leave - unauthorized 0411 Absent without leave - unauthorized 0412 Absent without leave - unauthorized 0413 Absent without leave - unauthorized 0414 Absent without leave - unauthorized 0415 Absent without leave - unauthorized 0416 Absent without leave - unauthorized 0417 Absent without leave - unauthorized 0418 Absent without leave - unauthorized 0419 Absent without leave - unauthorized 0420 Absent without leave - unauthorized
05 - RETIREMENT 0500 No other information 0501 Voluntary - with pension 0502 Voluntary - without pension 0503 Compulsory - with pension 0504 Compulsory - without pension 0505 Involuntary - with pension 0506 Involuntary - without pension 0507 Disability - with pension 0508 Disability - without pension	06 - MISCELLANEOUS 0600 No other information 0601 Related to work 0602 Other safety measures 0603 Other
REMARKS <u>Verbal fighting during Training</u> <u>Dept. decided to terminate.</u>	
CERTIFICATION	DATE <u>12/8/97</u> PREPARED BY <u>Cathy Chandler</u> TITLE <u>Human Resource</u> AGENCY NAME <u>S.C. Probation</u> AGENCY NO. <u>1008</u> PHONE NO. <u>803734-9244</u>
URGENT MAIL IMMEDIATELY UPON SEPARATION OF ANY EMPLOYEE To: R. E. Harrington, Inc. c/o Office of Insurance Services 1201 Main Street, Suite 160 P. O. Box 11561 Columbia SC 29211 ORDER ADDITIONAL SUPPLIES OF THIS FORM AT THE ABOVE ADDRESS.	

A DIVISION OF THE S. C. DEPARTMENT OF PUBLIC SAFETY
5400 ROAD RIVER ROAD COLUMBIA, SOUTH CAROLINA 29210-4088
ATTENTION: CERTIFICATION DEPARTMENT
PHONE: (803) 896-7802 * FAX: (803) 896-7803

PERSONNEL CHANGE IN STATUS REPORT
NOTIFICATION OF EMPLOYEE SEPARATION/TERMINATION

SC Dept. Probation, Parole, Pardon Svcs. 803-734-9244 5/29/98
Reporting Department Phone # Today's Date
Birthdate 11/27/72
Officer's Name Courtney Mitchell Hire Date
Social Security #
Classification of Officer Probation Agent Authorized Signature Cathy Chandler Human Resources
Title

***** VOLUNTARY SEPARATION *****

APPOINTMENT AS AN OFFICER BY THIS AGENCY HAS ENDED DUE TO VOLUNTARY SEPARATION:

5/28/98 DATE OF SEPARATION

Resigned (personal reasons) Retired Deceased
Accepted employment with another Law Enforcement Agency
Medical Military Administrative (please specify)
Other (please specify)

Certification card attached YES NO (if no state reason)

Would you rehire? YES NO (if no please state reason)

***** INVOLUNTARY SEPARATION *****

APPOINTMENT AS AN OFFICER BY THIS AGENCY HAS BEEN TERMINATED DUE TO INVOLUNTARY SEPARATION:

5/28/98 DATE OF TERMINATION *Please specify terms: misconduct
verbal fighting

***** TERMINATION DUE TO DISQUALIFICATION *****

APPOINTMENT AS AN OFFICER BY THIS AGENCY HAS BEEN TERMINATED DUE TO THE FOLLOWING DISQUALIFICATION WHICH WOULD RENDER THE OFFICER UNCERTIFIABLE UNDER SOUTH CAROLINA TRAINING LAW, SECTION 23-6-440:

DATE OF TERMINATION DUE TO DISQUALIFICATION
Insufficient evidence of High School Diploma or Equivalency (23-6-440 (B)(2))
Driver's License Suspension within past 5 years for DUI or equivalent, Reckless Homicide, Involuntary Manslaughter or Leaving the Scene of an Accident (23-6-440 (B)(5)(b))
MISCONDUCT ***[COMPLETE REVERSE SIDE]***

FOR CJA USE ONLY: Expired: Code: Returned: Requested: Archived: ID: DT:

**SOUTH CAROLINA DEPARTMENT OF CORRECTIONS
PERSONNEL ADVISE FORM**

Date: 11/01/97 Facility/Division: Penny Branch/Section: Security
Employee Name: CONLEY MITCHELL S.S. #: 250 27 4888

MUST COMPLETE SCHEDULE/Regular Days OFF FOR ALL ACTIONS

SCHEDULE B-1 *Regular Days Off: _____
(12 Hr. Schedule Only) (8 or 7.5 Hr. Schedule Only)

A. Mark Appropriate Box
RESIGNATION ☒ TERMINATION ☐ RETIREMENT ☐ DEATH ☐
TRANSFER - STATE ☐ SCHOOL DISTRICT ☐

1. Effective Date Close of Business: 10/29/97
2. Last Day Worked or Leave 10/27/97
3. Unused Annual Leave Hours: 22.15 Unused Holiday Days Hours: 14.00
4. Unused Overtime Cycle Ending 10/12/97 Hrs. 17.50
Cycle Ending 11/9/97 Hrs. 2.17

All personnel, medical, LEAVE and training files with up to date information must be submitted for the above actions with this form.

B. SUSPEND WITHOUT PAY - Attach Documentation

Effective Date Close of Business: _____ Hrs. Suspended: _____

Date to Return to Work: _____ Total Hrs. Suspended: _____

Comment, if any: _____

SUSPENSIONS must be based on an 8 OR 7.5 Hour Schedule.

C. UNAUTHORIZED ABSENCE - Attach Documentation

Date(s) with Number of Hours Per Day: _____

UNAUTHORIZED ABSENCES are to be based on scheduled hours for the work day.

D. LEAVE of ABSENCE Without PAY - Attach Request for Leave of Absence without Pay

Effective Date - Close of Business: _____ Hours To Be Paid: _____

Date Returned to Work: 11/11/97

SIGNATURE OF RESPONSIBLE OFFICIAL Tom Case

DATE

*Employees on an 8 or 7.5 Hr. Schedule with rotating days off should have all days off listed for the pay period affected.

ORIGINAL ONLY TO DIVISION OF HUMAN RESOURCES for Suspensions, Unauthorized Absences, and Leave of Absence Without Pay.

SUBMIT ORIGINAL AND COPY INTACT TO THE DIVISION OF HUMAN RESOURCES for Resignation/Termination/Transfer/Retirement/Death.

ADVICE/F/PERSONNEL

SCDC 16-5

Revised September, 1995

SEE REVERSE FOR INSTRUCTIONS

10-22-97

Cpt. Robert Mclemore
Perry Correctional Institute
430 Oaklawn Dr.
Pelzer, SC 29669

Sir:

Please let this letter serve as notice to my resignation as a Correctional Officer effective October 29, 1997.

I would like to say that I have learned a lot about corrections from my stay here. I have been shown many acts of kindness that I am truly thankful for. I will carry a lot of respect for the officers who work here as I leave. I regret to leave but I must go where my many talents, education level, training and experience will be capitalized.

Thank you for your time and your service to our state.

Sincerely,
Courtney R. Mitchell
Courtney R. Mitchell

NOTICE OF EMPLOYEE SEPARATION

INSTRUCTIONS

Immediately upon the separation of any employee, record completely and accurately the information requested herein, and forward this form to R. E. Harrington, Inc. at the mailing address provided below.

IDENTIFICATION

NAME Courtney Mitchell
 SOCIAL SECURITY NUMBER 250-27-4888
 JOB DESCRIPTION Corr Gc
 CETA FUNDED OTHER SPECIAL FUNDS _____

FIRST DAY WORKED 11/12/96

LAST DAY WORKED 10/29/97

REASON FOR SEPARATION

(check one and explain under remarks)

VOLUNTARY QUIT

- ☒ 01 LEFT OF OWN ACCORD, NO REASON GIVEN
- ☐ 02 TO SEEK OTHER EMPLOYMENT
- ☐ 03 TO ACCEPT OTHER EMPLOYMENT
- ☐ 04 DISATISFACTION WITH JOB (SALARY, HOURS, DUTIES, ETC.)
- ☐ 05 TO GET MARRIED
- ☐ 06 LEFT OF OWN ACCORD - PERSONAL/ DOMESTIC REASON
- ☐ 07 LEFT AREA CHANGED RESIDENCE
- ☐ 08 TO ATTEND SCHOOL
- ☐ 09 MENTAL/PHYSICAL CONDITION (EXCLUDING PREGNANCY)
- ☐ 10 PREGNANCY
- ☐ 11 TRANSPORTATION DIFFICULTIES
- ☐ 12 VOLUNTARY RETIREMENT
- ☐ 13 FAILED TO APPEAR TO CALL
- ☐ 14 FAILED TO RETURN FROM LEAVE OF ABSENCE
- ☐ 15 VOLUNTARY QUIT - OTHER REASON
- ☐ 16 TO PROTECT SOC. SEC. OR PENSION BENEFITS

DISCHARGE/SUSPENSION

- ☐ 20 VIOLATION OF COMPANY RULE OR POLICY
- ☐ 21 EXCESSIVE ABSENTEEISM/TARDINESS
- ☐ 22 DISCIPLINARY SUSPENSION
- ☐ 23 MISCONDUCT; DISHONESTY; INSUBORDINATION

- ☐ 24 DELIBERATE UNSATISFACTORY PERFORMANCE
- ☐ 25 UNSATISFACTORY PERFORMANCE/NOT QUALIFIED
- ☐ 26 FALSIFIED RECORDS
- ☐ 27 MENTAL/PHYSICAL CONDITION (EXCLUDING PREGNANCY)
- ☐ 28 PREGNANCY
- ☐ 29 DISCHARGE - OTHER REASON
- ☐ 30 REFUSED TO FOLLOW INSTRUCTIONS
- ☐ 31 INTOXIFICATION
- ☐ 32 IMMORAL CONDUCT
- ☐ 33 REFUSAL TO ACCEPT TRANSFER
- ☐ 34 PERMANENT LACK OF WORK
- ☐ 35 TEMPORARY LACK OF WORK

OTHER SEPARATION

- ☐ 40 COMPANY RETIREMENT
- ☐ 41 POSITION CHANGE FROM FULL-TIME TO PART-TIME
- ☐ 42 OTHER REASON
- ☐ 43 AUTHORIZED LEAVE OF ABSENCE
- ☐ 44 INDUSTRIAL CONTROVERSY
- ☐ 45 JOB REFUSAL
- ☐ 46 NO BASE PERIOD EARNING
- ☐ 47 HIGH SCHOOL OR WORK/STUDY STUDENT
- ☐ 48 EMERGENCY EXTENDED BENEFITS

REMARKS _____

CERTIFICATION

DATE 11/4/97

PREPARED BY Dorene Harmon
 TITLE Hum Res Spec
 AGENCY NAME Department of Corrections
 AGENCY NO. NO4 PHONE NO. 888-1848

URGENT

MAIL IMMEDIATELY
 UPON SEPARATION OF ANY EMPLOYEE

TO: R. E. HARRINGTON, INC.
 P.O. BOX 724086
 ATLANTA, GEORGIA 30339-1086
 ORDER ADDITIONAL SUPPLIES OF THIS FORM
 AT THE ABOVE ADDRESS.

SOUTH CAROLINA DEPARTMENT OF CORRECTIONS
INCIDENT REPORT

97-05-168

Page 1 of 1

Institution/Center: <u>Army Correctional Inst.</u>			Date of Report: <u>5/12/97</u>
Reporting Official: <u>R Abston</u>			Date of Incident: <u>4/1/97 - 5/12/97</u>
Location of Incident: <u>Supervisors Office</u>			Time of Incident: <u>Approximately 6:00 AM</u>
Inmate(s)/Resident(s)	SCDC#	Age Race Sex	Employee(s) Involved
1. <u>N/A</u>			1. <u>C/o Courtney Mitchell W/m</u>
2. <u>N/A</u>			2.
3.			3.
Detail of Incident:			
On the following dates C/o Courtney Mitchell reported for work late. On 3/8/97 C/o Mitchell was issued an oral warning for reporting for work late; failure to deserve assigned work hours. C/o Mitchell has repeatedly been counseled on the importance of reporting to work when scheduled but has failed to make any improvement. 4/1/97 1 hour late 4/5/97 10 mins late 4/6/97 1 hour late 4/13/97 1.5 hours late 4/17/97 11 hours late 4/22/97 30 mins late 5/5/97 1 hour late 5/12/97 1.25 hours late Copy of prior oral warning attached.			
Signature: <u>R Abston</u>		Title: <u>Sgt</u>	
Comments: <u>C/o Mitchell did after the</u>		• This Incident is STG related:	
<u>oral warning for a couple of days report</u>		() Yes () No () Unknown	
<u>to work on time</u>			
		This Incident is DRUG related:	
		() Yes () No () Unknown	
Signature: <u>CTN Blandino</u>		Title: <u>DT</u>	
Signature: _____		Signature: _____	
Action Taken ☐ Counseling ☐ Forfeit 20 Days Good Time ☐ Refer to Adjustment Committee ☐ * Refer to STG Committee ☐ Other: _____		Comment: <u>leave, please call Linda for</u> <u>if a write up is appropriate</u>	
Signature: _____		Title: _____	

COMMONWEALTH OF KENTUCKY
UNIFORM CITATION

☐ JUVENILE OFFENDER

* Added Charge *

KSP 206 (REV 2/1/06)

COURT

OFFENDER / VIOLATOR	AGENCY <u>Daviess Co. Detention Center</u>		ORI: <u>KY 030013C</u>	
	NAME (L-F-M) SKIP A SPACE BETWEEN NAMES <u>Mitchell - Courtney - Ray</u>		ATTN: ☐	HOME PHONE <u>864-634-8242</u>
	ALIAS <u>Unknown</u>			EMERGENCY PHONE <u>864-947-9027</u>
	ADDRESS (RFD/STREET/APT. NO., ETC.) <u>902 Pecan Rd.</u>		KENTUCKY RESIDENT STATUS F. ☐ FULL TIME P. ☐ PART TIME N. ☒ NON RESIDENT	
VEHICLE	CITY <u>Abbeville</u> STATE: <u>SC</u> ZIP: <u>29620</u>		MARITAL STATUS <u>Single</u>	
	I.D. TYPE/STATE I.D. NUMBER <u>230-27-4888</u>		VICTIM'S RELATIONSHIP TO OFFENDER <u>None</u>	
	DATE OF BIRTH <u>11/27/72</u>	SEX ☒ MALE ☐ FEMALE	RACE ☒ WHITE ☐ BLACK ☐ AM. INDIAN ☐ OR ALASKAN ☐ ASIAN	
	PLACE OF EMPLOYMENT / OCCUPATION <u>Unemployed</u>		ETHNIC ORIGIN ☐ HISPANIC ☒ NON HISPANIC	
DATE / TIME	VEH. MAKE <u>Unemployed</u>	VEH. TYPE <u>Unemployed</u>	VEH. YEAR <u>Unemployed</u>	COLOR TOP/BOTTOM <u>Unemployed</u>
	REG. STATE <u>Unemployed</u>	REG. YEAR <u>Unemployed</u>	REGISTRATION NO. <u>Unemployed</u>	VEHICLE IDENTIFIERS <u>Unemployed</u>
	VIOLATION DATE <u>12/30/08</u>		VIOLATION TIME <u>0945</u>	
	EXACT LOCATION OF VIOLATION / ARREST <u>3337 Hwy 60 East</u>		B.A. RESULTS <u>Unemployed</u>	
CHARGE(S)	DATE OF ARREST <u>12/31/08</u>	TIME OF ARREST <u>1345</u>	MILES <u>Unemployed</u>	DIRECTION <u>Unemployed</u>
	CITY <u>Owensboro</u>		COUNTY OF VIOLATION <u>030</u>	
	VIOLATION CODE <u>00822</u>	ASCF <u>508.080</u>	STATUTE / ORD. <u>525.060</u>	CHARGES <u>Threatening 3rd Degree</u>
	VIOLATION CODE <u>02400</u>	ASCF <u>525.060</u>	STATUTE / ORD. <u>525.060</u>	CHARGES <u>Disorderly Conduct</u>
COURT	COURT DATE <u>12/31/08</u>	COURT TIME <u>1345</u>	COURT LOCATION <u>Unemployed</u>	COURT CASE NO. <u>09-M-30</u>
	COURT DATE <u>12/31/08</u>	COURT TIME <u>1345</u>	COURT LOCATION <u>Unemployed</u>	COURT CASE NO. <u>09-M-30</u>
POST-ARREST COMPLAINT	POST-ARREST COMPLAINT			
	① Terroristic Threatening 3rd Degree			
	② On the above listed date during multiple incidents, the above subject made threats towards Sgt. Ken Ehlisch by stating that he was going to rip his throat out with his hands and that he was going to kill him. The above subject continued this same behavior on 12/31/08.			
	③ Disorderly Conduct 2nd Degree			
CDL	④ On the above listed date, the above subject continuously beat on doors and windows, yelled, made threats, and caused disturbances. The above subject had to be restrained with mechanical restraints multiple time due to his behavior.			
	CDL LICENSE ☐ No ☐ Yes			
	PLACARDED HAZARDOUS VEHICLE ☐ No ☐ Yes			
	COMMERCIAL VEHICLE ☐ No ☐ Yes			
CASE	CDL CLASS ☐ A ☐ B ☐ C			
	NAME OF WITNESS <u>Lt. Jack Jones</u>		ADDRESS <u>DCDC</u>	
	NAME OF WITNESS <u>Dep. James Wyatt</u>		ADDRESS <u>DCDC</u>	
	CASE NO. <u>1</u>		CASE NO. <u>2</u>	
CASE	CARRIED FOR UCR BY CONTRIBUTOR: ☐		OTHER AGENCY: ☐ SPECIFY	
	☐ IN-CAR VIDEO		☐ FINGERPRINTS	
	☐ PHOTOS		EVIDENCE HELD <u>N</u>	
	OFFICER'S SIGNATURE <u>X Capt. Billings</u>		BADGE / I.D. NUMBER <u>3</u>	
ASSIGNMENT <u>DCDC</u>		CONTROL NUMBER <u>08 J369794</u>		

DISPOSITION RECOMMENDATIONS

DEFENDANT: Courtney Mitchell CASE NO.: 08-M-02915

CT 1 08-02915 - Assault 4 - guilty - Alford plea

CT 2 - Terr. Threat " " "

CT 3 - FTA - dismissed

~~CT 4~~

CT 81 09-00030 - Terr. Threat - guilty - Alford plea

CT 82 - Disorderly - dismissed

CT 7 (merged)

JAIL TIME: _____

TOTAL: 12 mo. suspended CREDIT FOR: time served BALANCE TO SERVE: _____

Balance probated/suspended on condition of no further violations and since 12/29/08

FINE: _____

TOTAL: \$ 500 TO PAY: \$ 0 AMOUNT SUSPENDED: \$ each

Condition of suspension: _____

DUE DATE FINE & COURT COSTS: Merged - due: 6 months

DRIVER'S LICENSE SUSPENSION PERIOD (KRS 189A.090) _____

PD FEE: Amount: \$ _____ Due Date: _____

RESTITUTION: _____

Amount: \$ _____ Due Date: _____

Payable to: _____

DEFERRED PROSECUTION: _____

Length of Time: _____ on the condition of no further violations, and

CONFISCATE ITEMS: _____

HIV TESTING (KRS 529.090 & 510.320) _____

OTHER: *Can't read Holbrook's writing, but what the hey!!

DATE: 1-9, 2009

COMPLAINING WITNESS: _____

COMPLAINING WITNESS: _____

MB
PROSECUTOR

Courtney Mitchell
DEFENDANT

Allen Holbrook
DEFENDANT'S ATTORNEY

1-9-09

**EMAIL FROM SCWCC DIRECTOR
EUGENIA HOLLMON TO COUNSELS
ALEIGH GUNBY, SHAYNE
WILLIAMS AND DONALD SMITH
November 5, 2019**

Helen Hiser

From: Hollmon, Eugenia <EHollmon@wcc.sc.gov>
Sent: Tuesday, November 05, 2019 4:05 PM
To: Aleigh Gunby
Cc: Shayne Williams; 'attorneydonaldsmith@gmail.com'
Subject: RE: [External] RE: Mitchell - 1322347

No, a brief was never received and the file has been returned to general files.

Genia

Eugenia Hollmon
Judicial Docketing Director
803-737-5737
ehollmon@wcc.sc.gov

The Commission's new IT system "KERMIT" will go live December 4. The current system will go off-line November 23. Get all the updates including critical deadlines at <https://www.wcc.sc.gov/it-kermit-system-updates>.

From: Aleigh Gunby <aleigh.gunby@mgclaw.com>
Sent: Tuesday, November 5, 2019 10:35 AM
To: Hollmon, Eugenia <EHollmon@wcc.sc.gov>
Cc: Shayne Williams <shayne.williams@mgclaw.com>; 'attorneydonaldsmith@gmail.com' <attorneydonaldsmith@gmail.com>
Subject: [External] RE: Mitchell - 1322347

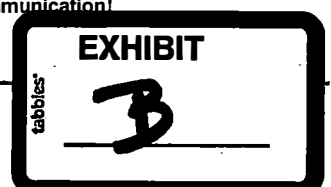
Good morning!

Could you please confirm if a brief was ever received by the Commission from Appellant, as it is not listed on eCase and we never received one.



Aleigh Gunby, Paralegal
aleigh.gunby@mgclaw.com
55 E. Camperdown Way Suite 300
Greenville, SC 29601
Main: 864-239-4000 | Direct: 864-239-6728 | Fax: 864-242-3199
VCARD

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Jul 16 2020

SC Court of Appeals

CERTIFICATE OF COUNSEL

THE STATE OF SOUTH CAROLINA
In The Court of Appeals

APPEAL FROM THE SOUTH CAROLINA WORKERS
COMPENSATION COMMISSION

T. Scott Beck, Commissioner

Appellate case No. 2019-001361

Courtney Ray Mitchell,

Appellant,

v.

United Parcel Service and
Liberty Corporation,

Respondents.

CERTIFICATE OF COUNSEL

The undersigned certified that this Record on Appeal contains all materials proposed to be included by any of the parties and not any other material, in compliance with Rule 210(g), SCACR.

Respectfully submitted by:

s/Donald L. Smith

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Date: July 10, 2020.