



Section Legal Custodian

I HEREBY ATTEST, That the attached copy or copies of each document listed below is a true copy of a document in the official custody of the Department of Labor.

The attached letter dated February 25, 2005, transmitting information concerning Mitchell, McNutt & Sams, PC and the Four hundred seventeen (417) pages herewith are true and correct documents contained in an official file of the United States Department of Labor, Wage and Hour Division of which I am the custodian of records.

| | | | |
|-----------|-------------------------------------|--------------------------|-------------------|
| Signature | and Official Title <u>H. Riddle</u> | Agency and Office | Date |
| Car | <u>H. Riddle</u> | U.S. Department of Labor | February 25, 2005 |
| Re | <u>Operations Manager</u> | Wage and Hour Division | |
| Sec | <u>Authentication Officer</u> | | |

I HEREBY CERTIFY, That Carolyn H. Riddle who signed the foregoing attestation, is now and was at the time of signing (title) Regional Operations Manager and has legal custody of the official records of the United States Department of Labor therein attested and that full faith and credit should be given to his/her act as such.

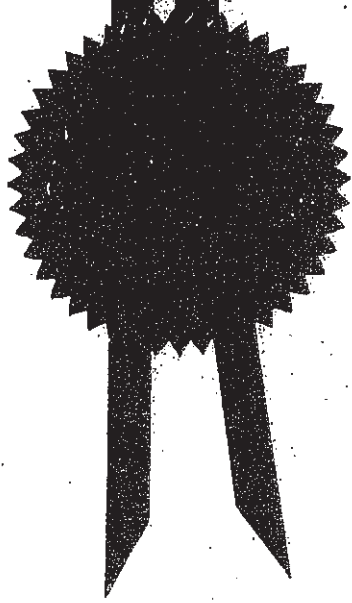
IN WITNESS WHEREOF, I

Cindy L. Brown

duly designated by the Secretary of Labor as Authentication Officer of the Department of Labor, have here-unto subscribed my name and caused the seal of the Department of Labor to be affixed this 1st day of

March ~~FE~~ 2005.

Authentication Officer
Department of Labor





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Dunitt & Sams, PA
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FLSA NARRATIVE REPORT

Ms Newsome was interviewed (Exhibit B-3) during the course of this investigation. This supplemented her 26 page "Amended Retaliation Complaint"

Evidence: Interviews of Supervisor Robert Gordon, Attorney Mike Farrell, and Secretary, Ladye Margaret Townsend revealed that Ms Newsome had been rebellious and insubordinate in job duties assigned to her from the start of her employment.

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[redacted] interview (Exhibit [redacted]) stated that every since Ms Newsome was hired she been looking for a way to get fired to pursue a law suit. She further confirmed the event in which the baseball cap was worn and supervisor Gordon requested Ms Newsome to remove it and she was insubordinate. (Exhibit D-11...D-11-a) After this incident Ms Newsome began working on whether she was paid properly. According to [redacted], Newsome spent hours on research on this matter. She further confirmed that the firm did all they could to alleviate any concerns Ms Newsome had about by being paid properly under FLSA. (Exhibit D-8...D-8-h)

[redacted] Newsome disagreed with Attorney Farrell and told Cochauer and Townsend she was going to contact Wage Hour. [redacted] didn't know if Newsome did on not because nothing came of it. [redacted] further confirmed other events of insubordination. (Exhibit [redacted])

FLSA NARRATIVE REPORT

Further action:

(Note) During the course of this investigation, District Director ("DD") Billy Jones retired from the department. Regional Administrator McKeon assigned Assistant District Director ("ADD") Oliver Peebles as Acting DD for the Gulf Coast District. DD Peebles has been advised through all actions of this case, and all of his instructions have been followed.

I recommend that a similar letter be sent to:

Attorney Sandy Sams, Partner
Mitchell, McNutt & Sams, P.A.
105 South Front Street
P.O. Box 7120
Tupelo, MS 38802-7120

with copies to:

Attorney Jim Allen, Executive Director
Mitchell, McNutt & Sams, P.A.
105 South Front Street
P.O. Box 7120
Tupelo, MS 38802-7120