



Addendum C: National and International Parallels of Systemic Abuse Between Sparkrock and Other Workplaces in Canada and Abroad

Marie Pia Fazio vs. Sparkrock Edsembli Inc.

This Addendum supplements Ms. Fazio's legal package dated August 28, 2025 sent to Bethany Francis, VP People & Culture, and Addenda A and B, by contextualizing Sparkrock's misconduct within a broader international pattern of abuse. Ms. Fazio previously documented workplace harassment, retaliation, and psychological manipulation in Norway and Sweden between 2017–2020, in which she filed formal police reports both in Norway and in Canada regarding workplace abuse as well as other institutional and personal abuse and violence. Sparkrock's conduct mirrors those workplace violence tactics in a scripted fashion, and this Addendum reinforces that her termination was part of a coordinated and systemic approach to international collusion in workplace exploitation.

Workplaces mirroring these tactics include: Inspera AS (Norway, 2017-2019), Strawbees AB (Sweden, 2019), Alutile AS (Norway, 2019), Loblaw Head Office (2022-2023), Leonnova (2023 – 2024) and Sparkrock (2021-2022; and 2024-2025).

1. Sparkrock Parallels to Prior Workplace Abuse in Norway and Sweden

While employed in Norway and Sweden, Ms. Fazio despite having a very high level of professionalism, strategic ability, creativity, and loyalty associated with all of her workplaces, she endured continuous, coordinated bullying, forced managerial changes, denial of work assignments and access, demeaning behaviour at the hands of both senior and junior colleagues, and fabricated complaints, all of which were documented in formal police reports filed in 2020.

Sparkrock employed nearly identical tactics in 2025, including:

- **Sudden and unexplained manager changes:** Including from Jesse McCray to Floyd Blaikie.
- **Denial of access to legitimate work assignments:** Repeated requests by Ms. Fazio for clarification or assistance, while being overloaded with fabricated or contrived projects.
- **Ms. Fazio's work excellence was accompanied by fabricated complaints from colleagues:** While Ms. Fazio was actually excelling at her position and in her role above and beyond expectations, often performing at a higher level than senior leadership, colleagues and managers would bring about vague or false stress situations, harassment and interrogation-style calls and meetings.
- **Group bullying and collective gaslighting:** in which nearly every colleague appears to have participated in some form of psychological manipulation or destabilization. Ms. Fazio was most often employed in small-medium sized business where this was easier; and particularly in fully remote settings where it is nearly impossible to determine who you are



speaking or chatting with given AI and bot technology. Additionally, groups of employees within large organizations can also isolate and abuse employees without the knowledge of Senior Leadership.

- **Forced quit or termination:** In Ms. Fazio's case, it is evidentiary that once it is determined that said employee is no longer required based on results of either experimental tactics, student or AI training, or both, the employee is pushed out of the organization by aggressive psychological tactics and/or forced unlawful termination, as is the case with Sparkrock. Despite Ms. Fazio's extremely high level of work, she has been fired three (3) times since returning from Norway and filing her police reports. This would indicate collusion of the highest degree, because Ms. Fazio has never been terminated previous to these police reports being filed.

The similarities are too consistent to be coincidental, and this stage clearly demonstrate a proven continuing pattern of systemic abuse across borders and among leadership in these companies and corporations.

2. Coordinated Harassment and Psychological Manipulation

- Sparkrock employees mirrored earlier tactics by using gaslighting, obstruction of legitimate work, and false accusations to destabilize Ms. Fazio.
- As in Norway and Sweden, the abuse was group-based, involving numerous colleagues, both junior (students in some cases) and senior managers, escalating whenever Ms. Fazio began excelling at her job despite these circumstances, or attempted to document or assert herself.
- Sparkrock employees also appeared to monitor her device activity in real time, reacting in meetings when she opened private documents. This practice mirrors surveillance-based harassment she previously reported abroad.

These behaviors demonstrate a deliberate replication of prior abuse strategies, suggesting a systemic targeting of Ms. Fazio for what is known as a "whistleblower", the activity of any employee or private individual who alerts a wider group of people or legal organizations to widespread fraud, corruption, collusion or unlawful profit seeking.

3. Fabrication of Evidence and Use of False Identities

- Sparkrock fabricated a false chat channel ("Middlesex County and School RFP") that impersonated Ms. Fazio, mirroring earlier abuse in Norway where false documents, media and records were created to discredit her.
- As with the ghost profiles at Sparkrock, Ms. Fazio encountered fake or suspicious identities abroad, reinforcing that these tactics are part of a broader system of retaliation and fraud.

- The consistency across jurisdictions strengthens the conclusion that these actions were not isolated, but rather part of an orchestrated, systemic pattern of targeting and destabilization.

4. Exploitation of Ms.Fazio’s Intellectual and Creative Contributions

- In national, international contexts and at Sparkrock, Ms. Fazio’s work was systematically harvested for organizational or technological gain, while her professional credibility was simultaneously undermined, in an effort to discredit what they were sure she would be able to eventually identify as widespread corruption and collusion based on her resilience and intelligence.
- At Sparkrock, this included proposals, strategy documents, and workflows that were likely used to train AI systems, directly aligning with the broader pattern of exploiting her intelligence and creativity while attempting to discredit her and eliminate her role.
- Abroad, similar tactics were used to extract her expertise while marginalizing her position, further demonstrating systemic exploitation.

5. International Human Rights and Labour Protections

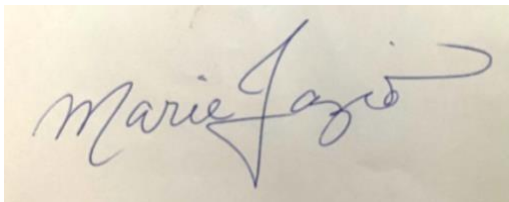
Sparkrock’s conduct, when viewed in light of Ms. Fazio’s prior experiences, suggests a transnational and international pattern of human rights violations, contravening:

1. **European Convention on Human Rights (ECHR)** — Articles 3 and 14, prohibiting inhuman or degrading treatment and discrimination.
2. **ILO Conventions:**
 - a. No. 29 (Forced Labour) — protection against exploitation of labour under coercive conditions.
 - b. No. 111 (Discrimination) — protection against systemic targeting based on identity or whistleblower status.
 - c. No. 190 (Violence and Harassment) — protection from psychological violence in the workplace.
3. **EEA/EU Charter of Fundamental Rights** — rights to dignity at work, equality, and protection against unjust dismissal.
4. **Ontario Human Rights Code** — protection against harassment and retaliation.
5. **Universal Declaration of Human Rights** — Articles 7 and 23 (equal protection under law; just and favourable work conditions).

6. Summary of National and International Parallels of Systematic Abuse

The exploitation and extreme workplace abuse and violence Ms. Fazio endured at Sparkrock cannot be understood in isolation. Instead, it must be seen within the context of a repeated, international pattern of workplace harassment, retaliation, fraud, and exploitation extending from Norway and Sweden to Canada over at least 8 years, and it is currently being investigated that this has occurred over Ms. Fazio's entire professional career. The replication of tactics, including sudden managerial changes, fabricated complaints, fake projects, impersonation, group bullying, and exploitation of intellectual work, demonstrates that Sparkrock's conduct is part of a systemic approach to silencing and exploiting workers and also whistleblowers like Ms. Fazio.

Prepared by: Marie P. Fazio **Dated:** August 28, 2025

A photograph of a handwritten signature in blue ink on a light-colored surface. The signature reads "Marie Pia Fazio" in a cursive script.

Marie Pia Fazio

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