



## **Addendum A: Harassment, Psychological Abuse, Retaliation, and Exemplary Performance**

Marie Pia Fazio vs. Sparkrock Edsembli Inc.

This Addendum supplements Ms. Marie Fazio's formal legal package sent to Bethany Francis, VP People & Culture, dated **August 28, 2025**, by providing a structured summary of a selection of incidents in the workplace harassment, group bullying, psychological abuse, retaliation despite the exemplary performance she demonstrated during her employment with Sparkrock Edsembli Inc. (the "Company" or "Sparkrock"). The incidents described below are supported by meeting recordings, chat logs, emails, Jira/Confluence project logs, submitted proposals, and contemporaneous notes preserved by Ms. Fazio.

### **1. Systemic Group Bullying and Workplace Violence**

Beginning in January 2025, Ms. Fazio was subjected to coordinated hostility from nearly every Sparkrock colleague with whom she interacted, both in Canada and abroad. This included:

- **Group bullying in chats and meetings**, where colleagues collectively demeaned or dismissed her contributions.
- **Psychological manipulation**, including gaslighting, inversion of narratives, and attempts to portray her as uncooperative despite her collaborative, highly strategic efforts.
- **Workplace violence in the form of psychological harm**, consistent with the definition of workplace harassment under Ontario's **Occupational Health and Safety Act (OHSA)**.

Evidence: group chat transcripts, recordings of meetings, and email correspondence.

### **2. Harassment by Mr. Gary Servius (Sales Executive, Vancouver)**

From early 2025, Mr. Servius engaged in repeated verbal aggression in both private and group meetings and chats.

- He accused Ms. Fazio of neglecting work or producing incomplete deliverables, despite clear evidence to the contrary.
- His tone was consistently hostile, demeaning, and designed to undermine her professional credibility.

Evidence: group chat transcripts, recordings of meetings, and email correspondence.



### 3. Retaliation and Gaslighting by Management

Leading up to her termination, Ms. Fazio was subjected to aggressive, unscheduled calls from management and colleagues that appeared designed to destabilize and exhaust her. A selection of these incidents are outlined below:

1. **Aggressive Calls with Unsubstantiated Claims:** On one occasion, on the afternoon of July 24, 2025, two (2) back-to-back unscheduled calls were placed:
  - The first, from her manager Floyd Blaikie (Director of Marketing) made an unscheduled call raising vague references to aggressive chats and a meeting with colleagues and asked if she was “okay.” These complaints were fabricated, as documented evidence shows Ms. Fazio’s conduct was professional and collaborative, while colleagues engaged in hostile and aggressive behavior. This meeting concluded with a productive discussion led by Ms. Fazio, outlining 3 strategic projects directly impacting her role and how they could move forward.
  - **Immediately** thereafter, Ms. Bethany Francis (VP, People & Culture) called Ms. Fazio, again unscheduled, and conducted an interrogation-style call, with the same approach about fabricated complaints from colleagues, and then refusing to provide details of the supposed complaints and instead using trivial pretexts. This included:
    - Alleged use of the term “ASAP” in a chat with Ms. Francis that day, which proved to be untrue, to justify escalating pressure.
    - Ms. Francis also misattributed complaints to employee Wendy Brown, Pre-Sales consultant, despite written proof that Ms. Brown’s was the aggressor, as documented in the Microsoft Teams Chat “CSLF Ontario French School Board – ERP – RFP Project” on July 24<sup>th</sup> with Ms. Fazio’s response to Ms. Brown stating “the tone of this should be about us collaborating positively on an opportunity, to ensure we are going for opportunities that match our product and are a strategic match”.
2. **Ignored Strategic Initiatives Impacting her Credibility and Stress Level:** Throughout her time at Sparkrock, Ms. Fazio presented strategic reports to colleagues and senior leadership, including Jesse McCray (SVP Sales & Renewals and First Manager), Randy Lenaghan (CRO), Floyd Blaikie (Director of Marketing, and Second Manager), Audrey Pang (SVP Operations, Ionic), and Nika Nikabadze (VP SaaS Ops), and Frank Fertaino (Senior Director Customer Success), outlining solutions and clear plans to complete project and workflow issues undermining her role. These reports were ignored in their entirety, further demonstrating management’s refusal to address systemic dysfunction.
3. **Personal Device Surveillance:** Ms. Fazio also observed that colleagues often reacted in real time during meetings to private materials she opened on her laptop, raising serious concerns of unauthorized surveillance and privacy violations.

4. **Fabricated Microsoft Teams chat conversations:** During this period, Ms. Fazio also discovered and reported a fabricated chat conversation (“Middlesex County and School RFP”) that falsely included her participation. This was a deliberate attempt to destabilize her credibility and create false evidence.
  - The chat was demonstrably fake, as Meg Wilson (Sales Executive, the actual sales rep for schools) was **not** included in the chat, while Gary Servius (Sales Executive) appeared incorrectly as the assigned sales rep, despite this never being his market vertical.
  - When Ms. Fazio tested the authenticity of this chat by asking Ms. Wilson if she remembered the RFP, Ms. Wilson replied “vaguely” and provided a false channel reference, further confirming that the chat was contrived.
  - Ms. Fazio immediately reported the fabricated chat and impersonation to Floyd Blaikie (Manager), Randy Lenaghan (CRO), Stephen Marshall (Consultant, SaaS Operations Security), and Nika Nikabadze (VP SaaS Ops). No corrective action was taken, and in fact they engaged in “mocking” behaviour in this chat initiated by Ms. Fazio to report this as a security incident – in addition to other numerous Microsoft chat and outlook security incidents discussed with Mr. Marshall and Ms. Francis.
5. **Events organized only in the Toronto Area:** Robin Rosi (Chief of Staff, Operations, reporting directly to Andy Tryba, CEO) was the company organizer of events. She organized lunch and learns, team dinners, monthly new hire meetings, yearly face-to-face meetings). She often sent out invites for these events, and contributed to Ms. Fazio’s stress and psychological manipulation including:
  - **Organization of a Face-to-Face Sparkrock Event in Mississauga, ON:** On July 23<sup>rd</sup> Ms. Fazio, having worked at Sparkrock previously in 2021-2022, inquired via chat to Ms. Rosi why the in-person events were continually in the Toronto area while the company had employees all over North America, particularly in the US. Ms. Rosi provided a vague response in chat, “Toronto is actually the most central place for us – so headed back there”, and went on to state that she was based in Washington DC, and Ionic Partners and the CEO is based out of Austin Texas. Not only is this a red flag in terms of repeated organized events directly surrounding Ms. Fazio’s place of residence, it is also organized at the place Ms. Fazio spent her wedding night when married in 2000. It is *also* directly adjacent to the location where Ms. Fazio attempted suicide upon return from Norway in 2020 understanding that she was being targeted by hundreds of participants upon return to Canada. This would be a well-known fact if Ms. Rosi (or a fake Microsoft Teams profile) is in fact one of these participants that are actively targeting Ms. Fazio.

This pattern of psychological manipulation, fabricated evidence, ignored reports, and back-to-back unscheduled calls demonstrates a coordinated strategy of gaslighting, psychological torture, and retaliation, designed to destabilize Ms. Fazio and severely undermine her credibility.

Evidence: group chat transcripts, recordings of meetings, and email correspondence.

#### 4. Suppression of Human Rights Education Efforts

Ms. Fazio, in an effort to educate colleagues as a peace offering, proposed an informal **Human Rights awareness sessions** for employees (“lunch and learn” format).

- Both proposals were denied: first by Ms. Robin Rosi, then by Ms. Francis.
- On August 25, 2025 (the day of her termination), Ms. Francis specifically instructed her to cancel this informal meeting Ms. Fazio scheduled for 1:00 pm EST that day.
- This reflects a pattern of silencing workplace rights education and whistleblower activity.

Evidence: group chat transcripts, recordings of meetings, written correspondence and calendar records.

#### 5. Retaliation on the Day of Termination (August 25, 2025)

On the morning of her termination, Ms. Fazio attended two regular work meetings: A proposal strategy call at 8:00 am EST with Ms. Wilson (Sales Executive) regarding the Nature Conservancy of Canada. This was followed by a regularly scheduled meeting at 9:00 am EST, “Marketing Standup” which was a team workload meeting with her manager, Floyd Blaikie, and two Marketing team colleagues Bri-Anna Ramsden, and Eilidh Lindsay-Sinclair.

- Directly following this second meeting, she requested a meeting with Ms. Francis (VP People & Culture) to formally report harassment and human rights violations. Ms. Francis wanted to schedule the meeting for 1:00 pm EST, however Ms. Fazio insisted she was free immediately to speak with her.
- When the Microsoft Video Teams call took place, instead of allowing Ms. Fazio to speak, she asked if Mr. Lenaghan (CRO) could join the conversation, to which Ms. Fazio agreed, and she proceeded to terminate her employment immediately.
- The stated reason — “elimination of the Proposal Manager position” — was contradicted by Sparkrock’s existing job posting on LinkedIn for the same role.
- This sequence constitutes direct retaliation for documenting abuse on her personal device, and blocking Ms. Fazio’s attempt to report the abuse, a violation of Ontario’s Human Rights Code.

Evidence: group chat transcripts, recordings of meetings, meeting notes, termination letter, and LinkedIn job posting.

#### 6. Ms. Fazio’s Exemplary Work Performance Under Pressure

Throughout her tenure at Sparkrock, Ms. Fazio consistently managed complex, high-pressure projects involving 10–15 stakeholders, including international teams.



- **Purposely delayed projects to induce stress:** Despite frequently receiving project assignments with only days to complete, she successfully produced large-scale project plans and 50–100 page proposals on a weekly or biweekly basis. These proposals required extensive customization, visuals, and strict compliance with client and prospect requirements.
- **Strategic Leader:** She demonstrated her constant strategic thinking through strategic project proposals for the entire company that was documented Sparkrock’s Confluence/Jira system, proposing detailed reforms to sales workflows and operational processes.
- **Senior leadership recognized her impact:** Jesse McCray, SVP Sales & Renewals, acknowledged that her role was responsible for generating approximately 90% of Sparkrock’s sales opportunities – and this was also presented to Mr. Lenaghan (CRO) and Ms. Blaikie (Director of Marketing), with no objections.
- **Consistent High-Level Superior Performance:** This record of exemplary performance, especially compared to her colleagues contributions, demonstrates that her termination could not have been based on legitimate performance concerns, and instead reflects retaliatory and discriminatory motives.

Evidence: submitted proposals, strategies and associated project management plans, Confluence/Jira project records, acknowledgment from senior leadership, group chat transcripts, recordings of meetings, meeting notes

## 7. Exploitation of Ms. Fazio’s Professional Expertise

Throughout her tenure at Sparkrock, Ms. Fazio’s almost 30 years of experience was systematically exploited:

- She trained inexperienced and very young colleagues, who benefitted from her expertise while contributing to group bullying.
- Her intellectual and creative work was potentially used in the development and training of Sparkrock’s AI systems, effectively automating her role.
- The Company used her contributions to benefit others while simultaneously undermining her and preparing to eliminate her position.

This conduct is clear evidence of a deliberate strategy of exploitation and replacement through training of uneducated and/or inexperienced students and colleagues, and technology, aligned with Sparkrock’s termination justification.

Evidence: group chat transcripts, recordings of meetings, meeting notes, documented project contributions, AI-related work, and internal communications.



## 8. Structural Bullying Tactics (Parallels to Prior Abuse in Norway)

- Sparkrock employed what appears to be scripted and almost identical harassment tactics that Ms. Fazio had previously documented while working in Norway and Sweden 2017-2020, including:
- **Sudden reassignment of managers without cause**, undermining stability.
- **Repeated denial of project access** and ignored requests submitted through Sparkrock's Jira/Confluence systems.
- **Work obstruction** that created artificial performance issues.
- **Escalation ignored by leadership** — concerns and strategic reform reports presented by Ms. Fazio to Jesse McCray (SVP Sales & Renewals), Randy Lenaghan (CRO), and Floyd Blaikie (Director of Marketing, and Manager), but were completely disregarded.
- **Possible use of false identities** — multiple colleagues appeared to use fake or inconsistent names, raising questions of accountability.

These tactics mirror the psychological manipulation and workplace mobbing Ms. Fazio endured in Norway and Sweden, reinforcing the evidence that Sparkrock's structure was either designed to exploit her expertise while isolating and discrediting her, or allowed severe security violations where fake profiles/hijacked profiles were used to abuse her.

Evidence: group chat transcripts, recordings of meetings, meeting notes, Jira/Confluence project logs, strategic reports, management escalation records

## 9. Contradictory Job Posting on LinkedIn for Ms. Fazio's position

- On **August 25, 2025**, Sparkrock terminated Ms. Fazio citing "elimination of the Proposal Manager role."
- At the same time, Sparkrock maintained an active **LinkedIn posting** advertising for the same Proposal Manager position, which was denied during the termination meeting by both Ms. Francis and Mr. Lenaghan.

This wilful misconduct demonstrates that the stated termination justification was false and pretextual, masking the retaliatory basis for dismissal.

Evidence: screenshot of Sparkrock's LinkedIn job posting dated August 2025.

## 9. Summary of Legal and Human Rights Violations by all Sparkrock companies

The conduct described above violates multiple protections under domestic and international law, including:

## Ontario / Canada

- **Ontario Human Rights Code** — harassment, poisoned work environment, reprisal (s. 5, s. 7).
- **Occupational Health and Safety Act (OHSA)** — failure to prevent workplace harassment and violence.
- **Employment Standards Act (ESA)** — wrongful dismissal, insufficient notice, failure to issue ROE.
- **Canadian Human Rights Act** — discrimination and retaliation.

## International

- **Universal Declaration of Human Rights:**
- Article 4 — prohibition of slavery and servitude.
- Article 7 — equal protection of the law.
- Article 23 — fair work conditions and protection against unjust dismissal.
- **ILO Conventions:**
- No. 29 — Forced Labour.
- No. 111 — Discrimination (Employment and Occupation).
- No. 190 — Violence and Harassment in the Workplace.
- **European Convention on Human Rights (ECHR)** — Article 3 (inhuman/degrading treatment), Article 14 (non-discrimination).
- **EU Charter of Fundamental Rights (Sweden)** — fair working conditions, protection against unjust dismissal.
- **Norwegian Working Environment Act & Equality and Anti-Discrimination Act** — protection from harassment and psychological violence.
- **Swedish Work Environment Act & Discrimination Act** — protection from bullying, discrimination, and retaliation.

The selection of evidence covers a small portion of the actual abusive incidence. In addition to the evidence presented in this addendum, Ms. Fazio has meticulously documented extensive evidence establishing a systemic pattern of group bullying, psychological abuse, retaliation, and exploitation carried out by Sparkrock, its' employees and tolerated by senior leadership, including Andy Tryba, CEO. It further shows that Ms. Fazio delivered exceptional performance despite this overwhelming group bullying, harassment, and workplace violence, making the Company's claims of "role elimination" or any implied performance issues untenable. This conduct caused significant



professional and personal harm to Ms. Fazio, and violated her statutory rights in Ontario, and contravened internationally recognized labour and human rights protections.

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