



Addendum B: Evidence of Fraud, Mismanagement, and Wilful Misconduct

Marie Pia Fazio vs. Sparkrock Edsembli Inc.

This Addendum supplements Ms. Fazio's legal package issued to Bethany Francs, VP People & Culture at Sparkrock Edsembli Inc. (the "Company" or "Sparkrock") dated **August 28, 2025**, and Addendum A, by summarizing documented inconsistencies, suspected fraudulent activity, impersonation, and ethical breaches during her employment with Sparkrock and all related Sparkrock entities. The practices outlined below undermine Sparkrock's credibility as an employer and further contextualize the unlawful and retaliatory termination of Ms. Fazio.

1. Multiple Corporate Identities and Payroll Inconsistencies

Sparkrock operated under no fewer than **three separate legal identities** during Ms. Fazio's tenure:

- **Sparkrock Edsembli Inc. (7111 SYNTEX DR. 3RD FLOOR, MISSISSAUGA, ON L5N 8C3. CANADA)**
- **Sparkrock Ltd. (7111 SYNTEX DR. 3RD FLOOR, MISSISSAUGA, ON L5N 8C3. CANADA)**
- **Sparkrock U.S. Inc. (21750 Hardy Oak Blvd, Ste 104, PMB 62757 San Antonio, TX 78258 US)**

Ms. Fazio was also paid under at least three (3) different payroll entity names, often without clear explanation or legal justification:

- **Altus Business Pay** (March–August 2025)
- **Sparkrock Edsem Pay** (Nov 2024–March 2025)
- **Sparkrock Inc. AP** (Dec 2024–Jan 2025)

These shifting payroll entities raise concerns of improper corporate structuring, tax avoidance, concealment of liabilities, or deliberate misrepresentation or fraud.

Evidence: Sparkrock pay slips, TD banking records, corporate registration information

2. Fraudulent or Irregular Pay Statements

Pay statements issued to Ms. Fazio by Sparkrock's accountant, Mahek Altaf on July 23rd, 2025, contain inconsistencies and formatting irregularities.

- Deductions and payment structures and commission payments do not consistently align with ESA requirements or CRA (Canada Revenue Agency) standards, or the Sparkrock employment contract.



- The payments over the term of Ms. Fazio’s employment have drastically different pay amounts, again indicating fraud.

On July 23rd, Ms. Fazio requested her pay statements from Ms. Altaf because she was unable to access the ADP site, indicating she was again maliciously blocked or manipulated. ADP pay statements were issued by Ms. Altaf to Ms. Fazio for pay periods November 29, 2024 – March 14, 2025; All subsequent pay statements from March 31, 2025 – July 15, 2025 were **falsified** invoices that appear to have been made on word templates, where it is stated “This summary is a record of a payment issued and not an image of the actual pay statement”. A summary of this interaction includes on Microsoft Teams chat from the same day:

- Ms. Fazio requested her pay stubs at 11:17 am, indicating “there are discrepancies between my biweekly pay stubs that are urgent to resolve”. Ms. Altaf then emailed the pay statements.
- Ms. Fazio, “the summaries from March 31st to July 15th are not official ADP payment stubs, I require official documentation for banking purposes.” Ms. Mahek did not respond.
- Ms. Fazio, 3:04 pm “I realize you’re probably busy, but could you send over the remaining official ADP payment stubs at your earliest convenience.”
- Ms. Altaf, 3:25 pm “I sent them a few minutes ago.”

These specific examples of irregularities and fraud suggest Sparkrock may have issued noncompliant or fraudulent payroll records, further undermining the validity of its existence as a legitimate employer and employment practices.

Evidence: pay statements, chat and email correspondence with Ms. Altaf, TD banking records

3. Sparkrock “Ghost Profiles” and Inauthentic Employee Accounts

Sparkrock maintained multiple internal chat and system profiles for individuals who appeared to be inactive, unresponsive, or potentially fictitious, which was reported on multiple occasions by Ms. Fazio, including Bethany Francis (VP People & Culture) on July 24th; and the senior Security & Compliance employees at Sparkrock, Stephen Marshall (Consultant, SaaS Operations, Security), on July 24th, August 14th; and Nika Nikabadze (VP SaaS Ops) on August 14th.

- Ms. Fazio, through her reports to the above mentioned Sparkrock employees, identified several colleagues that were suspected to be fabricated or inconsistent, based on communication patterns, unverifiable professional backgrounds, and contradictory behavior.
- Ms. Fazio also created a Microsoft Teams chat on August 14th, “Teams Security Issues” with her direct manager, Floyd Blaike (Director of Marketing), Randy Lenaghan (CRO), Stephen Marshall (Consultant, SaaS Operations, Security), Nika Nikabadze (VP SaaS Ops), James Reid (Senior Technical Consultant), were also tagged in the chat reporting these incidents on August 14th.



- During the course of the aforementioned chat, not only did they not take Ms. Fazio’s reporting seriously, the chat participants outrightly mocked her.

This plausible evidence raises proof of the fraud practices and/or massive security breaches that Sparkrock was enabling including ghost profiles to manipulate workplace dynamics, obscure accountability, and/or inflating the appearance of company size.

Evidence: Microsoft teams chat logs, organizational charts, LinkedIn profile inconsistencies.

3A. Fabricated Chats and Impersonation of Ms. Fazio

June 3, 2025, Sparkrock employees created and circulated a fabricated internal chat channel titled “*Middlesex County and School RFP*”, which falsely included Ms. Fazio as a participant.

- This was a deliberate attempt to destabilize her credibility, create false records, and gaslight her into doubting her own participation.
- The chat was provably fabricated:
- Meg Wilson (Sales Executive), the designated Sales Representative for schools, was missing from the channel, even though all K12 school RFPs were largely under her responsibility.
- Gary Servius (Sales Executive) was listed as the assigned sales representative, despite *never* being assigned to the schools market vertical, further confirming the falsity.
- When Ms. Fazio directly asked Ms. Wilson on August 14, 2025 t 4:41 pm EST, Ms. Wilson responded “vaguely” and provided a false channel reference, further demonstrating collusion – since she was not involved in this fraudulent RFP.
- Ms. Fazio immediately reported this impersonation and fabricated chat to:
- **Floyd Blaikie (Manager and Director of Marketing)**
- **Randy Lenaghan (CRO)**
- **Stephen Marshall (Consultant, SaaS Operations Security)**
- **Nika Nikabadze (VP SaaS Ops)**
- **James Reid (Senior Technical Consultant)**
- No action was taken. Instead, the impersonation was ignored, reinforcing the systemic nature of the abuse and Sparkrock’s tolerance of fraudulent practices.

Evidence: Microsoft chat logs of the fabricated “*Middlesex County and School RFP*” channel, emails reporting the impersonation, and with each individual.



3B. Fabricated External Apps

On at least two separate occasions, Ms. Fazio was asked to download external apps that were not part of standard Microsoft or Sparkrock systems, including Sybill.ai, and Notion app.

- **Sybill.ai** – Jesse McCray (SVP Sales and Renewals) asked her to download this app along with other sales team members as an urgency, however when she did not due to suspected security issues, suddenly the request disappeared, and Mr. McCray was no longer with the Sales team.
- **Notion** – In August 2025, Floyd Blaikie (Director of Marketing, started in February 2025 at Sparkrock, became Marie's second manager) asked Ms. Fazio to download this app for tracking Marketing projects. Ms. Fazio questioned this due to security concerns, as well as team collaboration concerns, because projects that were completed outside of Jira/Confluence were not collaborative, only the three (3) marketing team members had access.

In addition to these obvious discrepancies in workflows, the Sparkrock Jira/Confluence pages had obvious errors, such as former employees that still had access, or showed they were still on the organizational chart; completely empty and/or outdated pages. Ms. Fazio also attempted to tag people in the projects she had set up in this system, however no one responded, or seemed to be getting her notifications when she inquired. For example, Stephen Marshall (Consultant SaaS Ops, Security) required separate tasks set up on Jira/Confluence from the assignments Ms. Fazio assigned him in her project management planner on Microsoft teams - why was Ms. Fazio setting up tasks for him when he could easily have done this on his own? Additionally, when Ms. Fazio tagged Mr. Marshall on strategic confluence projects, he did not receive the notifications. This was the case with all the projects she set up on Jira/Confluence; none of the employees collaborated or provided updates or acknowledgement in any of the projects or comments. This is a serious red flag, if it is the main system Sparkrock is using for project management, particularly as a technology SaaS ops company.

4. False or Contrived Work Projects assigned to Ms. Fazio

Ms. Fazio was repeatedly assigned to projects that appeared contrived, fabricated, or lacking legitimate clients. These included projects that: Had no verifiable internal/external sponsor, fraudulent websites, links or contact people, associated documents disappeared without explanation after substantial work had been completed on them

These projects grew increasingly complex, while the bullying and abuse escalated, appeared designed solely to occupy her time, destabilize her focus, or extract intellectual property for Sparkrock's internal benefit. The strategic projects Ms. Fazio initiated and presented to various senior stakeholders to no avail include:

- **Project 1 (Ongoing): Accessible Referenceable Customer Success stories from Sparkrock/Edsembli.** Initiated formally on July 24, 2025 – in an effort to update customer references from 2021 that were still being used. No resolution or response from senior leadership.



- **Project 2 (Ongoing): RFX Team collaboration to Revitalize Strategic Projects**, including No official bid sites, go no-go processes, unofficial websites, no official bid sites and using email instead, unverified Request for Proposals and associated contacts. Initiated formally August 7th, No resolution or response from senior leadership.
- **Project 3 (Ongoing): Internal Due Diligence of RFX opportunity KPIs**. Initiated formally on July 21st to formally evaluate opportunities for due diligence and to conserve team resources and ensure competitiveness and improve sales processes. No resolution or response from senior leadership.
- **Formally Proposed Strategic Projects – August 15th): Project 1 - Identify Barriers to Efficient Proposals via Risk Matrix, Project 2 – End-to-End Proposal Management – (February 2025; August 15th 2025), Project 3 – Content Optimization (August 15th)**

Although many of these projects were discussed in both one-on-one and group settings, and Ms. Fazio had formal meetings and presentations dating back to February 2025, Ms. Fazio made an additional attempt in the form of a powerpoint presentation summary sent by email to Randy Lenaghan (Chief Revenue Officer) and Floyd Blaikie (Director of Marketing) on August 15th. Ms. Fazio also had follow-up meetings preceding and the week after this email was sent to follow up. No resolution or response from senior leadership.

These “ghost projects”, delayed tactics, psychological manipulation, ignoring of repeated requests to be able to do her job professionally and with integrity, mirror abusive patterns Ms. Fazio had documented abroad and reported to police, suggesting a deliberate and coordinated international strategy of manipulation and exploitation.

Evidence: Jira/Confluence records, project plans, meeting notes, presentations, Microsoft chat logs, Microsoft outlook email correspondence.

5. Suspected Exploitation of Ms. Fazio’s Work for AI Training

Ms. Fazio’s intellectual and creative contributions, particularly proposal writing, visuals, and strategic planning, were repeatedly captured and used in ways consistent with AI training workflows.

This conduct is consistent with Sparkrock’s pattern of exploiting Ms. Fazio’s expertise to potentially automate her role, ultimately leading to her termination under the false justification of “eliminating” the Proposal Manager position.

Evidence: preserved document drafts of Ms. Fazio and her colleagues work (comparison shows drastic difference in abilities and skill level), workflow automation records, project documents, Confluence/Jira system records.

6. Pattern of Concealment and Mismanagement

Sparkrock experienced unusually high employee turnover, without transparency regarding arrivals of new employees, and departures of existing employees.

- Bethany Francis, CP People & Culture/HR and leadership consistently failed to make any announcements related to employees leaving or entering the organization, leading to chaos in team workflows. Ms. Fazio was often told to contact random unknown people to complete her work, and was advised of employee changes by very junior colleagues, which shows they had a direct relationship with senior leadership from which Ms. Fazio was excluded.
- The use of multiple corporate identities, ghost profiles, fabricated chats, and irregular payroll points to deliberate mismanagement, concealment, and attempts to evade accountability.

Evidence: Microsoft chat logs, meeting recordings, microsoft outlook email correspondence.

7. Fraud and Misrepresentation in Ms. Fazio's Termination Justification

Sparkrock justified Ms. Fazio's termination on the basis of "elimination of the Proposal Manager role."

- At the same time, Sparkrock maintained an active LinkedIn job posting for the identical role.
- This contradiction constitutes fraudulent misrepresentation of the termination rationale, concealing its retaliatory nature.

Evidence: Sparkrock official termination letter, LinkedIn job posting dated August 2025.

8. Potential Violations of Canadian and International Law

The above wilful misconduct, fraud, and collusion raises criminal responsibility of Sparkrock's senior leadership and shareholders and board members, including:

Canadian Law Violations

- **Canada Business Corporations Act** — improper corporate identity practices
- **Canada Revenue Agency regulations** — irregular payroll and false pay slips
- **Employment Standards Act (Ontario)** — failure to issue lawful pay records
- **Ontario Human Rights Code** — discrimination, retaliation, fraudulent justification of dismissal

International Law Violations

- **OECD Anti-Fraud Standards** — fraudulent misrepresentation in employment records

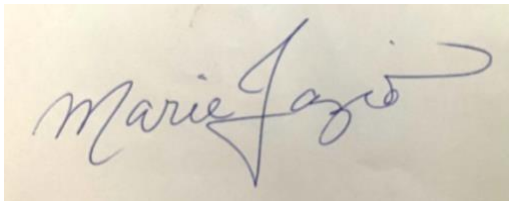
- **ILO Conventions:**
 - No. 29 — Forced Labour
 - No. 111 — Discrimination
 - No. 190 — Violence and Harassment
- **Data Privacy Protections (GDPR/EEA context)** — unauthorized impersonation, surveillance, and fabricated records

9. Summary of Evidence of Fraud, Mismanagement, and Wilful Misconduct at Sparkrock

The above-mentioned evidence corroborates and demonstrates that Sparkrock wilfully engaged in systematic mismanagement, fraudulent payroll practices, impersonation of Ms. Fazio, use of ghost identities, fabrication of projects, and exploitation of her intellectual contributions. These actions reinforce that Ms. Fazio’s termination was not an isolated employment dispute, but part of a larger pattern of fraud, retaliation, and systemic abuse extending beyond Canada to international legal frameworks, and is punishable by imprisonment, loss of business licenses of all associated entities, and fines.

Prepared by: Marie P. Fazio

Dated: August 28, 2025



Marie Pia Fazio

marie@mapiaconsulting.com

647-203-8890