



## Legal Package - Delivered Electronically

**Marie P. Fazio, Claimant**

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### Responsible Parties/Individuals at Sparkrock:

**Andy Tryba** Chief Executive Officer Sparkrock U.S. Inc and Ionic Partners 21750

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**Bethany Francis** VP, People & Culture Sparkrock Ltd.

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**Randy Lenaghan** Chief Revenue Officer Sparkrock Edsembli Inc. 7111

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**Date:** August 28, 2025

**Subject:** Formal Notice of Legal Action, Unlawful Termination, and Request for Salary Continuance

Dear Mr. Tryba, Ms. Francis, and Mr. Lenaghan,

Ms. Marie Fazio has consulted with **Elizabeth M. Traynor, Partner at Siskinds LLP** regarding the legal aspects of this matter and potential courses of action. This consultation underscores both the seriousness of her claims and her preparedness to escalate if necessary. This legal package is provided pursuant to the legal and human rights violations by all Sparkrock companies (Sparkrock U.S. Inc, Sparkrock Ltd, and Sparkrock Edsembli Inc.), which requires a written response confirming receipt of this legal package, and outlining Sparkrock's intended course of action **no later than September 5, 2025**. This legal package includes:

- **Formal Legal Letter** — Formal Notice of Legal Action, Unlawful Termination, and Request for Extended Salary Continuance
- **Addendum A** — Harassment, Psychological Abuse, Retaliation, and Exemplary Performance

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- **Addendum B** — Evidence of Fraud, Mismanagement, and Wilful Misconduct
- **Addendum C** — Violations of internationally recognized human rights protections
- **Settlement Letter** – A financial settlement for Ms. Fazio
- **Supporting Evidence (Available Upon Request):** Employment contract (Sparkrock, 2024), Termination letter (August 25, 2025), and additionally:
- Payroll slips and records (2024–2025)
- Chat logs, including fabricated “*Middlesex County and School RFP*” channel
- Confluence/Jira project records
- Meeting recordings and emails
- Strategic reports presented to management
- LinkedIn job posting for Proposal Manager (August 2025)
- Police reports filed in Canada and Norway

### **Formal Legal Letter**

This letter concerns the unlawful termination of Ms. Fazio from her position as Proposal Manager with Sparkrock Edsembli Inc. (the “Company” or “Sparkrock”) effective August 25, 2025, and serves as formal notice of her intent to pursue legal remedies.

The termination letter provided by Ms. Francis stated, “we have decided to end your employment,” while in the termination meeting the justification was stated as “elimination of the Proposal Manager position.” This explanation is contradicted by the fact that Sparkrock continued to advertise for the same role, which is wilful misconduct.

Ms. Fazio asserts that her dismissal was unlawful, retaliatory, and consistent with a broader pattern of workplace exploitation and abuse. This conduct mirrors systemic workplace abuse she previously documented while working in Norway and Sweden between 2017–2020, where formal police reports were filed. Those experiences, in both an EU member state (Sweden) and an EEA state aligned with EU employment protections (Norway), demonstrate a recurring pattern of workplace harassment and retaliation that Sparkrock’s conduct now appears to replicate.

### **1. Wrongful Termination and Retaliation**

On August 25, 2025, Ms. Fazio participated in multiple work-related meetings, including with her manager, without any indication that her position was at risk. Later that day, she requested a meeting with Ms. Francis to report harassment and human rights concerns, particularly the aggressive conduct of Sales Executive Gary Servius. During this meeting, Ms. Fazio was dismissed. The timing strongly suggests retaliation for raising legitimate workplace concerns, constituting a violation of the Ontario Human Rights Code.

## 2. Workplace Harassment and Psychological Abuse

Ms. Fazio was subjected to sustained harassment, gaslighting, and intimidation from colleagues, including Mr. Servius. Her professional expertise and creative contributions were consistently undermined and exploited for the benefit of the organization, including in the potential development and training of AI systems. Ms. Fazio's efforts to raise concerns were met with obstruction, false accusations, and further abuse, creating a hostile and unsafe work environment.

## 3. Human Rights Violations

Sparkrock's conduct amounts to:

- **Discrimination and Harassment** — repeated unfair treatment and intimidation, escalating to a hostile work environment.
- **Retaliation** — termination directly following her attempt at reporting of rights violations.
- **Psychological Harassment** — persistent abuse that undermined her esteemed professional standing and caused emotional harm.

These actions contravene the **Ontario Human Rights Code** and the **Occupational Health and Safety Act**, which obligate employers to provide a workplace free from harassment and abuse.

## 4. Legal Violations

In addition to human rights violations, Sparkrock has breached its obligations under the **Ontario Employment Standards Act, 2000 (ESA)** and Canadian labour law by:

- Failing to provide sufficient notice or termination pay in accordance with the ESA;
- Wrongfully dismissing Ms. Fazio without warnings, reviews, or disciplinary history;
- Failing to issue a Record of Employment (ROE) for her work from October 2021 to August 2025 within the legally required timeframe.

The termination clause in Ms. Fazio's employment agreement purports to limit her entitlements to ESA minimums. Ontario courts routinely find such restrictive clauses unenforceable where they attempt to contract out of statutory protections, entitling her to reasonable notice at common law.

## 5. Pattern of Systemic Abuse and Ethical Concerns

The above-mentioned termination reflects a systemic pattern of abuse, retaliation, and exploitation. Sparkrock's mismanagement is evidenced by high employee turnover, inconsistent HR processes, and heavy reliance on Ms. Fazio's expertise while simultaneously undermining her professionally. The Company's use of multiple corporate entities for payroll, issuance of questionable pay slips, and evidence of "ghost profiles" in internal systems such as Microsoft Teams raise serious concerns of corporate mismanagement and possible fraud.



These issues, when viewed alongside Ms. Fazio’s prior documented experiences in Norway and Sweden, indicate that Sparkrock may be engaging in conduct that not only violates domestic employment laws but also contravenes broader international labour and human rights standards.

## 6. International and Legal Context

Sparkrock’s actions may also contravene internationally recognized protections, including:

- **Universal Declaration of Human Rights (Articles 7 & 23)** — rights to non-discrimination, fair work conditions, and protection from arbitrary dismissal;
- **International Labour Organization Conventions** — protections against harassment, retaliation, and workplace exploitation;
- **European Convention on Human Rights (Articles 3 & 14)** — prohibitions against inhuman treatment and discrimination, binding on both Norway and Sweden;
- **EU Charter of Fundamental Rights** (relevant to Sweden as an EU member) — including rights to fair working conditions and protection against unjust dismissal;
- **Norwegian Working Environment Act and Equality and Anti-Discrimination Act** (relevant to Norway as an EEA state harmonized with EU directives).

## 7. Remedies and Requests

In light of the unlawful termination, harassment, retaliation, and exploitation of her professional expertise, Ms. Fazio hereby requests:

1. Issuance of a corrected termination letter acknowledging “elimination of the Proposal Manager position.”
2. Salary continuance for a period of **twenty-four (24) months**, or until she secures comparable employment.
3. Payment of all accrued vacation pay, continuation of benefits during the continuance period, and timely issuance of a compliant ROE.
4. Compensation for emotional distress, harassment, and damages arising from wrongful dismissal and the exploitation of her intellectual and creative work.
5. A full and independent investigation into the workplace harassment, retaliation, and human rights violations experienced during her employment.

In addition to these remedies and requests, Ms. Fazio has enclosed a **Settlement Letter** in this Legal Package to ensure all parties come to a quick and efficient resolution in these criminally prosecutable allegations, which requires a response by **September 5<sup>th</sup>, 2025**.

## 8. Next Steps

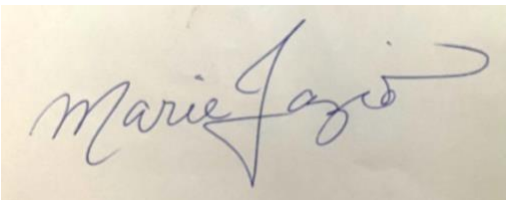
Ms. Fazio has extensive documentation, including meeting recordings, chat logs, and colleague statements, and documents, substantiating her claims. She has also consulted legal counsel regarding potential courses of action and is prepared to escalate this matter formally, if necessary.

As stated above, written response confirming receipt of this letter and outlining Sparkrock's intended course of action is requested no later than **September 5, 2025**.

### Relevant Legal References for Sparkrock's violations:

- Ontario Employment Standards Act, 2000 (ESA)
- Ontario Human Rights Code
- Canada Labour Code
- Universal Declaration of Human Rights, Articles 7 & 23
- International Labour Organization Conventions
- European Convention on Human Rights, Articles 3 & 14
- EU Charter of Fundamental Rights (Sweden)
- Sweden Discrimination Act, 2008:567 (Diskriminering inom arbetslivet)
- Norwegian Working Environment Act & Equality and Anti-Discrimination Act (likestillings- og diskrimineringsloven og arbeidsmiljøloven)

Sincerely,



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