

July 15, 2024

West North Avenue Development Authority 2500 W. North Avenue Baltimore, MD 21216

Re: WHISTLEBLOWER RETALIATION AGAINST FORMER WNADA EMPLOYEE

To Whom It May Concern:

I am writing on behalf of my client, who was formerly employed by West North Avenue Development Authority (WNADA). This letter serves as a formal demand for relief concerning serious concerns regarding wrongful termination, workplace harassment, and whistleblower retaliation, which have given rise to legal claims against your organization. Additionally, a completed Whistleblower Complaint Form has been submitted to the Maryland Department of Budget & Management and is included as an enclosure with this letter.

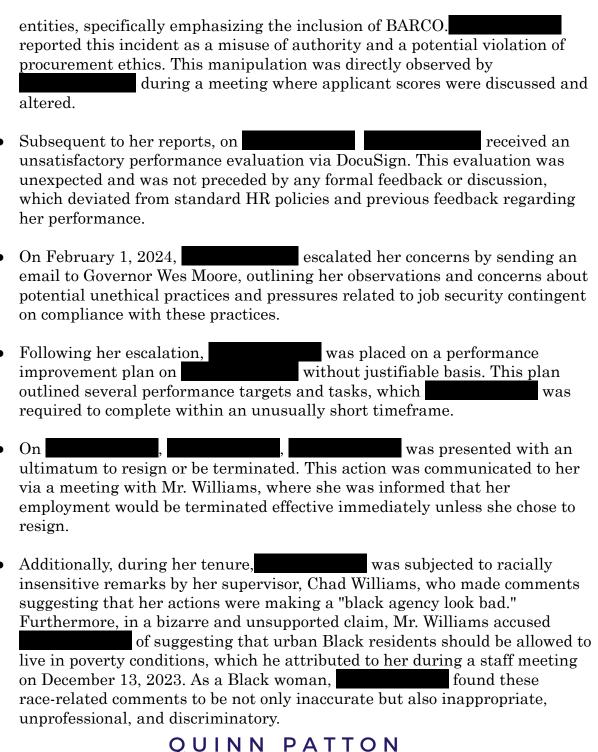
## **Factual Background**

was employed at WNADA f	rom unti
her coerced resignation on	During her tenure,
experienced multiple instances of workplace bullying, unethical	
performance evaluations, and retaliation after raising concerns about these issues.	
Specific instances include:	

- On November 30, 2023, during a staff meeting, Chad Williams, the Executive Director of WNADA, explicitly indicated that certain applicants were pre-determined to receive funding. This statement was made in the presence of multiple staff members, including perceived these remarks as unethical and indicative of predetermined outcomes which could potentially manipulate the grant process.
- On January 12, 2024, during the review of applicants for funding, Mr. Williams allegedly manipulated the scoring of applicants to favor certain

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## **Legal Claims**

We assert the following claims against WNADA:

We assert the rolle wing claims against writing in
• <b>Retaliation:</b> In violation of the Maryland Whistleblower Retaliation Statute Md. Code, SPP § 5-305, was retaliated against for disclosing information she believed evidenced gross mismanagement and violations of law.
Workplace Harassment and Hostile Work Environment:
<ul> <li>was subjected to severe and pervasive harassment that created a hostile work environment. This includes repeated instances of intimidation, threats to job security, and derogatory remarks made by her supervisor, Chad Williams.</li> <li>Wrongful Termination: termination from WNADA was both procedurally flawed and substantively unjustified, constituting wrongfut termination under the Maryland Fair Employment Practices Act.</li> </ul>
Demand for Relief
Given the severity of the violations and the impact on we seek comprehensive relief including back pay, front pay, damages for emotional distress, and coverage of legal costs. We propose a settlement to avoid litigation, with the understanding that is fully prepared to pursue her claims in court is necessary.
We look forward to your prompt response to discuss this matter further and to explore potential resolutions.
Sincerely,
Katherine Patton, Esq.

cc: Mark S. Petrauskas, Principal Counsel for Maryland DHCD Via mark.petrauskas@maryland.gov

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Enclosures: Whistleblower Complaint Form; Relevant Correspondence

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