

## Fw: Fwd: Urgent Concern Regarding Harassment Investigation Delays Due to Access Issues

From: Rich Bonfigli (rbonfigl@verizon.net)  
To: ashley.manucci@allenlaborlaw.com  
Date: Wednesday, June 11, 2025 at 05:29 AM EDT

Please see warning message below

[Sent from AOL on Android](#)

----- Forwarded Message -----

**From:** "Richard Bonfigli" <richbonfigli@gmail.com>  
**To:** "rbonfigl@verizon.net" <rbonfigl@verizon.net>

**Sent:** Wed, Jun 11, 2025 at 5:26 AM

**Subject:** Fwd: Urgent Concern Regarding Harassment Investigation Delays Due to Access Issues

----- Forwarded message -----

From: **Richard Bonfigli** <richbonfigli@gmail.com>  
Date: Wed, Jun 11, 2025 at 5:23 AM  
Subject: Re: Urgent Concern Regarding Harassment Investigation Delays Due to Access Issues  
To: <lori.beer@chase.com>, Coll, Michele C <michele.c.coll@chase.com>, <matthew.winland@jpmchase.com>

Good Morning Lori and Team,

Please provide acknowledgement of email from yesterday and High Level Plan for resolving barriers for HR investigator to get access to proper home drive access, zoom recordings, Team chats, etc and provide update on Legal Hold progress by COB 6/11. Thank you

Failure to do so will result in the next email to CEO, JPMC Board, Hotline, and JPMC Legal Team on 6/12

Thank you for your cooperation, I appreciate your efforts

**Subject:** Urgent: Ongoing Obstruction of Harassment Investigation – CEO-Level Escalation

**To:**

jamie.dimon@jpmchase.com;fraud.prevention.and.investigation@jpmchase.com;Stacey.Friedman@jpmorgan.com

**CC:** legal.department@jpmchase.com; lori,beer@chase.com; michele.c.coll@chase.com; mathew.winland@jpmchase.com

Dear Mr. Dimon,

I am writing to formally escalate an unresolved and increasingly serious issue concerning a harassment investigation I initiated with JPMorgan Chase.

Despite filing a complaint with HR and providing supporting information, I have been informed that the investigation is stalled due to internal **access restrictions that are preventing HR from fulfilling its investigative obligations**. I raised this concern with Lori Beer/the CIO on 6/10, but have received no response or high level plan for resolution to date.

This situation raises significant legal, ethical, and governance concerns. A failure to act on a harassment complaint and provide investigators with necessary system access not only undermines the integrity of the process — it also places the company at legal risk and sends a damaging message to employees about accountability and workplace safety.

Given the absence of internal progress, I respectfully request that:

1. Immediate action be taken to ensure HR receives full access to conduct a complete investigation;
2. A formal written update be provided within five (5) business days;
3. All relevant records be placed under legal hold to prevent deletion or modification of evidence.

Please consider this a formal notice to senior leadership and legal counsel of a potential failure to investigate a Title VII matter and associated risks.

If no resolution is reached promptly, I will proceed with appropriate external filings and legal representation to protect my rights.

Sincerely,

Richard Bonfigli  
SVP Application Lead  
Cell 302-312-3948  
6/10/2025

On Tue, Jun 10, 2025 at 2:58 PM Richard Bonfigli <[richbonfigli@gmail.com](mailto:richbonfigli@gmail.com)> wrote:

Dear Lori Beer,

I am writing to formally raise a concern regarding the harassment complaint I submitted, which is currently under investigation by HR.

It has come to my attention that HR is encountering significant challenges in gaining the necessary access to conduct a complete and timely investigation. These barriers are not only delaying resolution but also risk undermining the objectivity and thoroughness of the process.

I believe this situation requires urgent leadership attention. As an employee, I am entitled to a prompt, impartial, and effective response to a harassment complaint. If HR cannot obtain the tools or authority it needs to carry out its responsibilities, it calls into question the company's ability to uphold its own workplace policies and legal obligations.

Accordingly, I respectfully request that your office:

1. Intervene to ensure HR is granted immediate access to the necessary systems, data, and personnel to move forward;
2. Confirm that appropriate data preservation protocols (including legal hold) are in place to safeguard all relevant records;
3. Provide a clear commitment to resolving this matter within a reasonable and defined timeframe.

I am raising this concern in good faith and with the hope that internal leadership will prioritize the seriousness of this matter. Should these issues persist, I may need to explore external channels to protect my rights and ensure a proper investigation is conducted.

Thank you for your attention. I look forward to a timely response and resolution.

Sincerely,  
Richard Bonfigli

SVP Application Lead  
Cell 302-312-3948  
6/10/2025