



THE CALIFORNIA CLUB
Los Angeles

OFFICE OF THE GENERAL MANAGER

BY EMAIL AND FIRST-CLASS MAIL

August 21, 2018

Ms. Kelsey Jeffords
Senior Operations Manager
Acrobat Outsourcing
611 Wilshire Boulevard, Suite 708
Los Angeles, CA 90017

Re: [Nikko Azizi]: Barring from the California Club

Dear Kelsey:

The purpose of this letter is to make an immediate request from The California Club that your company's employee, Nikko Azizi, no longer be assigned to work at any functions in the future at The California Club.

The Club just received a letter from a Club guest who attended a wedding reception at The California Club, at which Mr. Azizi was assigned to work as a banquet server. A copy of that letter is enclosed. The behavior described in the letter is, of course, not only inappropriate under any circumstances, it also is strictly against Club policies and completely unacceptable.

Therefore, we must require of your company that Mr. Azizi not be assigned to work any further functions at The California Club in the future. Should your company dispatch him to the Club, he will not be allowed to work the function and will be asked to leave, and the Club will not pay your company for his services.

We also would ask that your company remind your employees of the laws prohibiting sexual harassment, and remind any employees assigned to work at the Club that such conduct is in violation of Club policies and will not be tolerated.

Thank you for your immediate attention to this matter.

Very truly yours,


Peter Schaub
General Manager

Enc.

Eddie William Avedikian Jr., Pharm.D.
902 Chehalem Road
La Canada Flintridge, CA 91011

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August 17, 2018

Attention: Executive Team/ President
The California Club
538 S. Flower St
Los Angeles, CA 90071

To the President of The California Club:

It is with mixed emotions that I share my first experience as a guest at The California Club. A recent wedding reception celebration brought me to your venue. During dinner, my wife began feeling uncomfortable and sexually harassed by one of your table servers. She noticed that he would rub his body against hers more than the usual/expected amount during the course of his duties. The frequency of his actions began to increase. She maintained her objectivity in hopes of ruling out any misperceptions to only find that he was now rubbing his genitalia against her body. Using strong body language, including direct eye contact, she made it clear to him of his inappropriate and illegal behavior. In an effort to avoid disrupting the party, and take away the focus from the married couple, we decided to notify your Admin team at a later time.

Shortly after my wife's encounter, another young woman sitting at our table experienced the very same action by the same server. She too shared with us her observation and unsolicited physical contact. This independent and unbiased experience corroborated the harassment (not that anyone should ever dismiss one person's experience).

It was only until my wife began reviewing her photos of the reception party did she encounter a photo she took of me that ironically (and alarmingly) has this employee staring directly at my wife. A picture is worth a million words when you look at the photo attached. I would hope your Board understands the current climate around sexual harassment and has an opportunity to review the contracts in place with the club's vendors. Furthermore, it would suit your organization to re-evaluate the human resources policies and procedures surrounding sexual harassment in the workplace. This feedback may warrant additional staff training.

I have a high expectation of The California Club and hope this letter finds its way to your Board of Directors. Let them know that it would not be fair for my first impression of The California Club to be tarnished by this experience.

Kindly,

Eddie W. Avedikian

[Recipient Name]

August 17, 2018

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