

The Honorable Nikki R. Haley,

After much thought and prayer, I decided to write this letter because it is the moral and ethical right thing to do. I cannot in good conscious go on and not advise everyone to the corrupt and unethical behavior I and others have experienced. I am a retiree of the State of South Carolina and I previously worked in the Human Resources Department with the South Carolina Department of Public Safety. I previously loved working for the State of South Carolina and I have many family ties to this great State. However, this all changed several years ago.

Approximately three (3) years ago, Tosha Autry was appointed to the position of Human Resources Director for SC Department of Public Safety. Since that time, close to thirty (30) people have left the SC Department of Public Safety HR Department. This is by far not a coincidence and in all my decades of working I have never ever witnessed a massive turn over in such a small department in such a small time. I was fortunate to have the years of service and age that I could retire, however so many do not have that option. Tosha Autry is the worst Director/Manager I have ever had the displeasure of working for and with. She torments, belittles, embarrasses, and uses scare tactics to intimidate her employees. I was hopeful at one time that someone would notice the stream of employees (good) employees leaving SC DPS Human Resources and have the courage to inquire as to the high turnover. However, this did not happen. Employees were left to deal with the constant and daily mental abuse all at the hands of the HR Director Tosha Autry.

I often wondered to myself why Tosha Autry was so mean towards me and personally tried to make my work days miserable along with my HR team members. One night (I can't recall the month) between 7pm and 8pm I came back to the HR DPS office on a Friday evening. I forgot some important papers that I needed for a report the following Monday. I walked into the HR Office from the back door (Benefits) area and apparently was unheard because I walked towards my cubicle and noticed Tosha's door slightly open. What I saw is a picture I will never forget. I saw Tosha Autry and Director Smith embracing, hugging and kissing. I was motionless for a few seconds and did not know what to do. Tosha saw me because Director Smith's back was facing the door and her face was facing the door. I turned around and ran out of the building and drove home. The following Monday I came in and Tosha and I never spoke about what I saw with my own eyes. She proceeded to torment, belittle, embarrass and use scare tactics as she normally did. The only exception was that the magnitude significantly increased. After a few more months of this hostile work environment, my body and mind could no longer take the emotional abuse at the hands of Director Tosha Smith. I decided to retire to protect my health and honestly I was scared for my safety. I was able to escape a very emotionally and physically damaging work

environment; however my heart aches for the remaining good people that work in the SC DPS Human Resources area as well as the employees of SCDPS. Tosha Autry has a very bad reputation and many employees have felt her wrath and try to stay as far away from her as possible.

My hope is that this letter will get in the hands of someone who really cares and who has the heart and courage to stand up for what is morally and ethically right.

CC: Marcia Adams
Department of Administration

CC: Kim Aydlette
Department of Administration

CC: Office of the Inspector General