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## Fax Cover Sheet

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To:

Name Gov. Nikki HaleyCompany Gov. Nikki HaleyTelephone 803-734-2100Fax 803-734-5167

From:

Name Denise Durham

Company \_\_\_\_\_

Telephone 864-363-6815Comments For Review, Action + InformationalPurposes.Thank You - For Your Review.

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Dear Governor Haley,

I wanted to share with you a letter I shared with company representatives at Cytec Carbon Fibers -7139 Augusta Rd. Piedmont, SC:

I'm sure that the recruitment aspect of your business is a crucial and intricate part of your daily business as you work towards your business goals and missions. I am sharing the below information with you as I discovered flaws in your Greenville Cytec HR Managers processes and procedures.

As part of the Cytec -(7139 Augusta Rd. Piedmont, SC 29673) recruiting process for the Maintenance Technician and Manufacturing Technician positions, I proctored ( at Department of Employment and Workforce) the Valtera Assessment which was completed during the months of September 2015 through November 2015 and then again during the months of March and April 2016 at the request of Cytec HR Dept (Greenville). The Valtera Test is an assessment test that was the first step required in the recruitment process. The Valtera test has 3 parts to it. The three parts are The use of Industrial Information, Mechanical Aptitude, and Workplace Attitudes and Behaviors inventory. This is a paper pencil test, the test taker uses bubble sheets to fill in their answers.

For the first month of testing: 11 test sections were proctored. Approximately 150-200 people were tested. All candidates completed test answer sheets and Cytec applications. All of this information was packaged and boxed and given to Kelly Kosek on October 2, 2015 by ReadySC staff for scoring and then follow up with candidates.

The scoring of the test bubble sheets takes no more than 2 days to process (which was completed by another outside company)

Unfortunately, Kelly Kosek kept all completed test sheets and applications in the trunk of her vehicle when initially asked about test results, and never turned them in to be scored. More and more time passed, Kelly then stated when asked about the test results that she didn't know what her husband had done with the box of applications and test answer sheets when he took it out her trunk.

I emailed Kelly and inquired on when she would have test results back as well as asked her verbally over the phone. Kelly lied and said for me to tell the candidates they will receive results in 2 weeks from Cytec. This timeframe came and went, still no test results because the reality was Kelly Kosek didn't know where the test answer sheets and the applications were or what her husband had done with them. As HR it is Kelly Kosek's responsibility to be truthful, but clearly she was in the wrong and took advantage of her position by lying. I don't know her husband or his background, but I do know that he should not have had access to the testing material and the applications that were put in Kelly Kosek's hands. What this meant was that approximately 150-200 people's personal information was missing or misplaced and in the wrong hands (Kelly Kosek's husband).

Final thought was Kelly was given this information and now it was not in her possession any longer. Approximately a month and a half went by with people calling and inquiring on their test results and applications... I couldn't answer them and neither could ReadySC because we weren't provided the test results or any other information.

Information on the application included first and last name, personal contact numbers addresses, work history, education history, and reference's name, address and phone numbers. The test answer sheet had all of the applicants first and last name, last 4 digits of their social security number and their answers to the 3 sections of the Valtera test.

The Valtera test -takes 45 mins to complete each section of the test.

Kelly had this information in her possession but lost it and then turned it in finally a month and a half later.

Who had all the job seekers personal information and what was done with this information while it was missing?

At one point while being questioned about the info Kelly advised Pamela Armstrong (Cytec- HR Generalist) not to question her about the test and applications any more, as to threaten her.

Not only did I question Kelly Kosek but she was also questioned several times by Pamela Armstrong and staff from ReadySC who also proctored the test.

A violation of people's personal information due to the mishandling of this private information leaves me questioning what harm or foul was done with the test answer sheets, and application information, and why was it taken to Kelly Kosek's home to begin with. Integrity of the test is questioned.

With all the Identity Theft that has previously occurred in the state of South Carolina, Gov Haley I'm sure would frown upon this.

Hopefully this information has found its way to the most appropriate hands within the Cytec organization that can address the aforementioned concerns of inappropriate handling of job candidates personal and private information, unethical behavior, abuse of authority and any regulatory violations. The desired outcome would be that the appropriate and necessary changes would be implemented and followed and that Kelly Kosek would be addressed accordingly, and corrective action put in place.

Governor Haley,

I am sharing this with you in hopes that you would be an encouragement for this organization to change current practices. Also, lastly no new hire information was provided to the Department of Employment and Workforce as it was requested over and over. Many hours of proctoring and candidate calls were placed in helping the employer recruit. Many candidates complained of the short comings of the Cytec recruitment process and threatened to take other actions to gain answers. Unfortunately, Cytec has created a pattern of unethical practices. Since September 2015, approximately 75 people have been hired through the process described above.

Regards,

Denise Durham, 864-363-6815