



OSCEOLA COUNTY SHERIFF'S OFFICE

Deputy Report for Incident 25I027776

Nature: THREATS 14R

Address: 2601 E IRLO BRONSON MEM
HWY; MSO

Location: 5601

KISSIMMEE FL 34744

Offense Codes:

Received By: HUNT, A

How Received: P

Agency: OCSO

Responding Officers: TANNER, BEN, , MAISONETTE, M

Responsible Officer: MAISONETTE, M

Disposition: CLO 03/14/25

When Reported: 11:15:25 03/14/25

Occurred Between: 11:15:25 03/14/25 and 11:16:26 03/14/25

Assigned To: CURTIS, ANGELA

Detail: PCU

Date Assigned: 03/17/25

Status: U/A

Status Date: 03/17/25

Due Date: **/**/**

Complainant: 1147561

Last: LUCAS

First: MELISSA

Mid:

DOB: 03/26/80

Dr Lic: L220551806060

Address: 1215 BETH LN

Race: W

Sex: F

Phone: (407)346-3849

City: ST CLOUD, FL 34772

CELL

Offense Codes

Reported:

Observed:

Circumstances

Responding Officers:

Unit :

TANNER, BEN

169

MAISONETTE, M

167

Responsible Officer: MAISONETTE, M

Agency: OCSO

Received By: HUNT, A

Last Radio Log: 12:33:12 03/14/25 CMPLT

How Received: P IN PERSON

Clearance: R REPORT TAKEN

When Reported: 11:15:25 03/14/25

Disposition: CLO Date: 03/14/25

Judicial Status:

Occurred between: 11:15:25 03/14/25

Misc Entry:

and: 11:16:26 03/14/25

Modus Operandi:

Description :

Method :

Involvements

Date	Type	Description	Relationship
------	------	-------------	--------------

Narrative

Written By D/S M. MAISONETTE #2954

Incident #: 25I027776

Zone: 56

****INFORMATION REPORT****

On 03/14/2025, at approximately 1115 hours, I responded to the Osceola County Sheriff's Office, located at 2601 E Irlo Bronson mem hwy, reference a concerned citizen. Upon arrival, contact was made with a Melissa Lucas, who advised the following verbally:

Melissa advised she is the C.E.O of Transition Homes here in Osceola County. Melissa stated she wanted to alert the Sheriff's Office about a subject named Micheal Spivey. Melissa advised he was once an employee for her and has since resigned. Melissa stated out of nowhere Michael claimed he is a sovereign citizen. Melissa advised Michael is now homeless and believes he has mental health concerns that would get worse. Melissa advised Michael is known to make Facebook and TikTok video and tag her company and the Sheriff's Office. Melissa is fearful he will one day show up to her business locations in the jurisdiction of K.P.D and St. Cloud P. D's jurisdictions. Melissa advised he never once made a threat to do so but is worried it could happen. Melissa was advised to contact the local agencies for those areas to possibly set up routine checks to show police presence to deter the possibility of Michael showing up. Melissa understood and was looking out for the best interest of the Sheriff's Office. This report was generated to document the incident in case of future incident. No further action.

Work Release Veterans

Yinette Lizardo <YLizardo@careersourcecf.com>
To: Michael Spivey <michaels@thetransitionhouse.org>

Thu, Aug 24, 2023 at 11:42 AM

Perfect! See you Friday!

Yinette I. Lizardo (Army Veteran)

Disabled Veteran Outreach Program (DVOP)
CareerSource Central Florida

1800 Denn John Lane

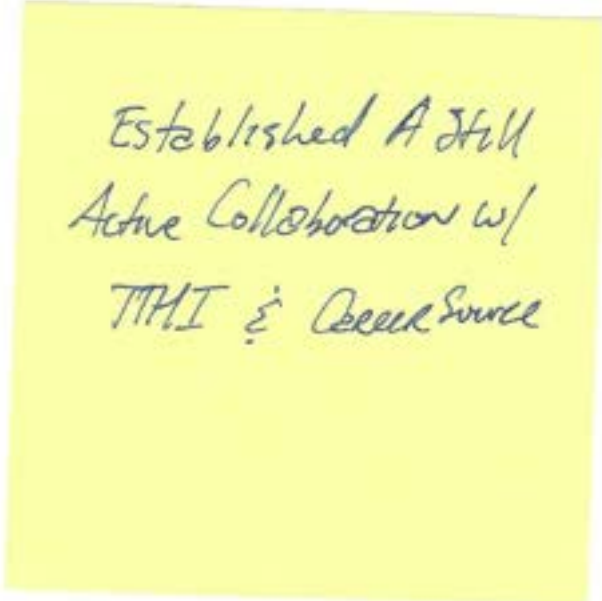
Bldg CIT Suite 300

Kissimmee, FL 34744

O: 800-757-4598 ext. 1069

C: 689-263-3519

YLizardo@careersourcecf.com



Established A Still
Active Collaboration w/
TTHI & CareerSource

FLORIDACOMMERCE



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Stay Connected

From: Michael Spivey <michaels@thetransitionhouse.org>
Sent: Thursday, August 24, 2023 8:06 AM
To: Yinette Lizardo <YLizardo@careersourcecf.com>
Subject: Re: Work Release Veterans

Spectrum News 13 question

Leyva, Massiel <Massiel.Leyva@charter.com>

Tue, Nov 7, 2023 at 11:54 AM

To: "Ricker, Shawn L" <Shawn.Ricker@charter.com>, Michael Spivey <michaels@thetransitionhouse.org>

Hello,

Thank you very much for your help, Shawn. I just talked on the phone with Michael, and we will meet on Wednesday at 1 p.m. to do the story.

Thank you,

Massiel.

**Massiel Leyva** | Multimedia Journalist – News 13 | C – 689-312-0156

20 N. Orange Avenue | Orlando, FL 32801

→ News Channel 13 @ 1700
On the News for
The work I was
Doing for the Community.
One of MANY News Stories
I did for News giving
THE FREE AIR TIME!

From: "Ricker, Shawn L" <Shawn.Ricker@charter.com>**Date:** Tuesday, November 7, 2023 at 11:40 AM**To:** Michael Spivey <michaels@thetransitionhouse.org>, "Leyva, Massiel" <Massiel.Leyva@charter.com>, "Ricker, Shawn L" <Shawn.Ricker@charter.com>**Subject:** Re: Spectrum News 13 question

That's wonderful Michael!

I am copying Massiel as she'll be doing the interview.

Thank you for sharing your phone number.

What's a good time for Massiel to call you today?

Re: URGENT!

Michael Spivey <michaels@thetransitionhouse.org>
To: Melissa Lucas <melissa@thetransitionhouse.org>

2023 at 11:13 AM

🥳🥳🥳 It shows every day ma'am!



Michael M. Spivey
Veteran Peer Support Specialist
The Transition House
3501 W Vine Street, Suite 319, Kissimmee, FL 34741



Support Us



Email Me

CEO Melissa Lucas to
me!
"Amazing As You are!"

"I'm grateful to have you
on the team!"

On Mon, Nov 20, 2023 at 10:57 AM Melissa Lucas <melissa@thetransitionhouse.org> wrote:

Aweeee...thank you and I'm so glad! That's the whole point! You're not just a number or random person...you're an amazing human and I'm grateful to have you on the team!

On Mon, Nov 20, 2023 at 9:07 AM Michael Spivey <michaels@thetransitionhouse.org> wrote:

Good morning Mrs. Melissa! 🥳🥳 Thank you so much! I really appreciate you reaching out to me especially when you're so busy. It's one of the many reasons I enjoy working for you ma'am. You don't make us feel like we're just another number or somebody who works for you. Thank you for everything you do and I hope you have an amazing Turkey Day too!



Michael M. Spivey
Veteran Peer Support Specialist | SSVF | Kissimmee

The Transition House
3501 W Vine Street, Suite 319, Kissimmee, FL 34741
📞 352-815-6786



Support Us



Email Me

On Mon, Nov 20, 2023 at 9:01 AM Melissa Lucas <melissa@thetransitionhouse.org> wrote:

HAPPPPPPPPYYYY BIRTHDAY!!!!!!

I hope your day is as amazing as you are! (Like that's possible!)



Michael Spivey <michaels@thetransitionhouse.org>

IMPORTANT!

2 messages

Melissa Lucas <melissa@thetransitionhouse.org>
To: Michael Spivey <michaels@thetransitionhouse.org>

Thu, Jan 4, 2024 at 3:42 PM

Hey You,

Congratulations on 6 years! That's incredible and we are so proud of/grateful for you!



Melissa Lucas MBA, SHRM-CP
Chief Executive Officer | ADMIN

The Transition House | Inspire Counseling & Support Center
3800 5th St.

☎ 407-346-3849 ☎ 407-892-5700 x101



Support Us



Email Me

I choose to work flexibly & send emails outside of normal office hours. Please do not feel the need to respond to my emails outside of your hours!

Michael Spivey <michaels@thetransitionhouse.org>
To: Melissa Lucas <melissa@thetransitionhouse.org>

Fri, Jan 5, 2024 at 8:36 AM

😊😊 Thank you so much Mrs. Melissa. I really appreciate coming into work today and seeing your message this morning! 😊 I really appreciate it and if there's anything I can do for you, please let me know!

[Quoted text hidden]



Protecting the Office from
Violence; I've helped
Co-Workers and Clients
from attacking office
colleagues

Michael Spivey <michaels@thetransitionhouse.org>

07-February-2024

Wed, Feb 7, 2024 at 4:55 PM

yubetsy Alamo <yubetsy@thetransitionhouse.org>

Mrs

Good afternoon. Sorry to write so late but I hope you're having an amazing week thus far ma'am. I'm writing this email because today there was an incident(s) at a property belonging to The Transition House. On Wednesday, 07-February-2024, approximately between the hours of 0900 and 1030, inside the SSVF Department's Office located at 8 Broadway, Kissimmee, FL 34741, SSVF CM Christopher O'Connor had an incident involving the SSVF Director Lynette Machado and SSVF LCM Yubetsy Alamo.

On the aforementioned date and time, I was present in the SSVF Office when I witnessed a verbal altercation between Christopher, Lynette, and Yubetsy. Christopher displayed aggressive language and body language towards Lynette and Yubetsy. Chris raised his voice multiple times, and his body language was confrontational, including pointing fingers and pacing back and forth from one office to another. He appeared to try and contain himself but if Lynette or Yubetsy said anything, it set him off. This altercation lasted for approximately 15 minutes, causing tension and discomfort in the work environment. Other employees have asked me if I was willing to intervene should Christopher decide to react violently so I know others are being affected by his actions as well.

Christopher was told by Lynette not to break into the front door of the SSVF Office. This morning at approximately 0755, Yubetsy and I were talking at her desk, we heard somebody try to open the front door. Before either of us could walk over to open it Christopher busted the door open. Yubetsy asked him about it because of what Lynette said but he laughed and stated, "Well if I'm going to be late clocking in then I'm picking the door."

I would never want to "snitch" or get anybody in trouble but trying to be a different man from who I was and I'm good at situational awareness. In open floor conversations Christopher publicly stated, "I was brought up differently. If a woman wants to put herself up against a man, she can get hit like a man." After I made the comment that I could never put my hands on a female because real men never hit women. Only cowards. That's why when he got aggressive, I was standing at Yubetsy's desk. I truly do not know if he will react violently ma'am.

I'm sorry to bother you with this but I am going to always put my integrity before anything or anybody else ma'am. If you need any additional information please let me

know. Thank you and have a great rest of your week.

Respectfully submitted,



Michael M. Spivey

Veteran Peer Support Specialist | SSVF | Kissimmee

The Transition House

3501 W Vine Street, Suite 319, Kissimmee, FL 34741

☎ 352-815-6786



Support Us



Email Me

Engaging the Forgotten
@ THH Week Release
(PA Doc)

Developed Program to
motivate & Inspire others
interested.



Give us feedback & survey. walmart.com
Thank you! ID #: 75JL052(59KR)

Walmart

407-845-6531 Mr. CHRISTOPHER
9047 CURRY FORD ROAD
ORLANDO FL 32825

This is a PREPAY receipt. For a
detailed receipt, please see attendant
after fueling.

ST# 05741 OP# 000722 11# 183 1R# 06456
FUEL PREPAY 068113112231K 20.00 0
20.00
20.00
20.00
20.00
20.00
0.00

DEBIT TEND 20.00
CHANGE DUE 0.00
PAY FROM PRIMARY
20.00 TOTAL PURCHASE
REF # 316000774505 ***** 6268 I 0

US DEBIT
REF # 316000774505
NETWORK ID: 0076 APPR CODE 652050
US DEBIT

AID A0000000980840

TC /F0581AAB56A5A9

#Pin Verified

TERMINAL # SC010527

06/09/23 13:18:54

FUEL SALES SUMMARY

DISPENSER: 10

PRODUCT: FUEL PREPAY

FUEL TOTAL: 20.00

TC# 4396 9648 5405 7383 1632

Walmart

Become a member

Scan for free 30-day trial

Low Prices You Can Trust. Every Day.

06/09/23 13:19:02

PORT

Signature

Position Lead Case manager

Manager Lyntia Machado



INSPIRING BRIGHTER AND HEALTHIER LIVES

6/18/2023

Description	Hotel	Transport	Fuel	Meals	Phone	Entertainment	Misc.	Total
			\$20.00					\$20.00

Used My Money for
Gas In Company
Vehicle/Events/Etc.
A Lot of times never
asking for the \$ Back.

SUBTOTAL	\$20.00
ADVANCES	\$0.00
TOTAL	\$20.00

I, Melissa Lucas, representing Transition House, Inc. (TTHi!)/Inspire Counseling and Support Centers, hereby grant permission to Michael Spivey to use our branding in their social media testimonials, subject to the following conditions:

- The Transition House, Inc./Inspire is permitted to follow Michael's social media account to monitor the content featuring our branding.
- The Transition House, Inc./Inspire reserves the right to request the removal of any stories, posts, or reels from Michael's social media account if they contain our logo or branding.
- Michael agrees not to use our branding in any manner that could be deemed inappropriate, offensive, or damaging to the reputation of The Transition House, Inc. /Inspire.
- Michael acknowledges that this permission does not grant them any ownership rights to our branding, and they agree to use it solely for the purpose of sharing testimonials related to their experience with The Transition House, Inc./Inspire.
- This permission is non-transferable and may be revoked by The Transition House, Inc./Inspire at any time if Michael breaches any of the conditions outlined in this agreement.

By signing below, I confirm that I have read and understood the terms and conditions of this release form, and I agree to abide by them.

Employee Signature

MICHAEL M. SPIVEY



25 MARCH 2024

Print

Sign

Date

CEO Signature

MELISSA LUCAS



03/25/2024

Print

Sign

Date



The First Time the CEO gave
Permission to an Employee to
Utilize the TTHI Logo, Image,
and Name (within terms)

Emails Between CEO/Me
About the Document I
Requested Permission.

Re: I Have An Important Question Ma'am

2 messages

Melissa Lucas <melissa@thetransitionhouse.org>

Mon, Mar 18, 2024 at 10:13 AM

To: Michael Spivey <michaels@thetransitionhouse.org>

Hey You!

Just wanted to touch back on this and let you know it's in the final stage of approval. Deneese drafted an "agreement" for us and it looks great to me. Just running it through all the channels to make sure it's "blessed" before I send it your way. Didn't want you to think I forgot about you...I would NEVER!!!!

On Tue, Mar 12, 2024 at 11:56 AM Michael Spivey <michaels@thetransitionhouse.org> wrote:

Thank you so much Mrs. Melissa! I really appreciate it and I'm **VERY EXCITED** to work on this. I have been working on it the video itself but yesterday I completed my foundation board, getting input for people in the office what they believed would help too. Mrs. Yubetsy reminded me of my Vision Board which is huge for me personally. Thank you again Mrs. Melissa and if I can do anything, please let me know ma'am.

On Tue, Mar 12, 2024 at 11:47 AM Melissa Lucas <melissa@thetransitionhouse.org> wrote:

You're the best for looking into this and checking with us first. I will get you an answer asap...just running it through all of the great minds that make up the leadership team!

On Fri, Mar 8, 2024 at 12:22 PM Michael Spivey <michaels@thetransitionhouse.org> wrote:

Good afternoon Mrs. Melissa! 🌞 😊 I'm so sorry to bother you because I know you're extremely busy but I'm seeking clarity to prevent me from doing something I'm not allowed to do, ma'am. I'm at a point now where I'm ready to move into the next chapter of my life in order to achieve my next set of goals. To do this, I am currently in the process of creating an online image, working on my book, and the Inspirational Video Ron spoke to me about. I wanted to ensure what I'm permitted to do while I make these videos, my online profiles for Facebook (veteran peer support), TikTok, etc. Am I authorized to utilize The Transition House name, image, and logo because I only have INCREDIBLE things to say about TTHI. I truly believe in my heart that my message will only add value to everything you have built up with The Transition House and I want the world to see that ma'am.

I reviewed the Employee Handbook and Section EE114: Social Media states if an employee identifies themselves as an employee or discusses matters related to the company to post Disclaimers but I wasn't certain if that pertains to a employee's personal account or since I'd be utilizing it on social media for work purposes ma'am? I can put something similar to, "The opinions expressed within the content are solely the author's and do not necessarily reflect the opinions and beliefs of The Transition House, Inc." I just want to give the correct credit where it's due too because I know that **Recovery IS Possible at The Transition House!** Thank you for allowing me to bother you and take some more of your time and if I can do anything for you, PLEASE let me know!!! 🌞 🌞 🌞



Melissa Lucas MBA, SHRM-CP
Chief Executive Officer | ADMIN

The Transition House | Inspire Counseling & Support Center
3800 5th St.

☎ 407-346-3849 ☎ 407-892-5700 x101



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I choose to work flexibly & send emails outside of normal office hours. Please do not feel the need to respond to my emails outside of your hours!



Melissa Lucas MBA, SHRM-CP
Chief Executive Officer | ADMIN

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Support Us



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Michael Spivey <michaels@thetransitionhouse.org>
To: Melissa Lucas <melissa@thetransitionhouse.org>

Mon, Mar 18, 2024 at 10:46 AM

Good morning Mrs. Melissa and I'd NEVER think that! 🥰🥰 I know and truly believe with my heart that you care about us, so I know you didn't forget me. I can't wait to show you too when I'm done! Thank you SO SO VERY MUCH FOR EVERYTHING!!! 🥰

[Quoted text hidden]

2024 Grant allocations

1 message

Lynette Machado <lynette@thetransitionhouse.org>

Wed, Apr 24, 2024 at 12:54 PM

Bcc: michaels@thetransitionhouse.org

Hello,

If you are receiving this email .. Congratulations and Happy 2024!

I have not had a chance to meet with you individually. As you may have heard, annual grant allocations went into effect 4/1/2024. This marks 13 years of providing SSVF services and we would not be able to continue to do so without all of your contributions and commitment to the team.

With 2024 grant allocations in effect as of 4/1/2024 you will see an increase in your upcoming paycheck(s).

My only ask that you do not discuss your personal increases or finances with new staff members or coworkers, as not all team members were eligible to receive an increase during this grant allocation period.

*** Please note that Performance Evaluations will be conducted in May and June for **ALL** SSVF Team members.

Thanks for all you do!

Lynette Machado

Site Director | SSVF Program Manager | Kissimmee

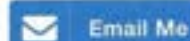


The Transition House
NEW LOCATION: 8 Broadway Suite 100, Kissimmee FL 34741
📞 407-892-5700 ext 153



*Lynette In Writing Plot
Out Violating the National Labor
Relations Act (NLRA).*

*NLRA § 7
NLRA § 8(a)(1)
29 U.S.C. § 157
29 U.S.C. § 158(a)(1)
F.S. § 448.08, § 40.10,
§ 112.3187 - § 112.31895*

 Support Us Email Me

belongs to those who believe in the beauty of
ms. -Eleanor Roosevelt

Michael Manuel Spivey ©
TRADE NAME: MICHAEL MANUEL SPIVEY
IN CARE OF: 429 New York Avenue Apartment B
Saint Cloud, Florida [34769]
Email: MichaelSpivey86@GMail.com
Phone: 407-917-2122

Resignation Letter

Tuesday, 04-June-2024

Lynette Machado
TTHI-SSVF Director
The Transition House, Inc.
8 Broadway, Suite 100
Kissimmee, FL 34741

**Subject: Resignation from the position of Veteran Peer Support Specialist at
The Transition House, Inc.**

Please accept this letter as my formal notification of resignation from my position as the Veteran Peer Support Specialist at The Transition House, Inc., in the SSBF Department, with my final day of employment being on Friday, 21-June-2024. I have submitted my request to utilize my PTO as well for Thursday, 20-June-2024, and Friday, 21-June-2024, which you've approved, so my final working day will be Wednesday, 19-June-2024 at 1500.

It is with a mix of gratitude and disappointment that I write this letter. Over the past nearly 20 months, I have dedicated my time, energy, and passion to furthering the Mission of The Transition House. I have taken immense pride in contributing to the Organization's success, through living the Organization's Values and Principles, including but not limited to through my extensive efforts in community outreach, public speaking engagements, and numerous media appearances. I have been able successfully assist our SSVF Department with housing veterans, connecting with them on a personal level, & always stood up for and have literally prevented my colleagues from being attacked, and even from being shot while working out in the field during the course of my employment with The Transition House, Inc.

My commitment to the Organization is evident, as I let my work speak for itself. Whether it's the numerous positive reports you have received over the course of my employment at TTHI, about me, the work I do, and services I've provided directly to our clients, or the media stories I've secured for The Transition House, highlighting its valuable work and impact on the community. I have consistently gone above and beyond in my role, and have advocated for the Organization, raising awareness of its Mission, assisting veterans enrolled in the Supportive Services for Veteran Families Program, and generally being an upstanding community role model while representing solely and only The Transition House, Inc.

However, recent events have led me to reassess my future with The Transition House. The reduction of my community outreach activities and limitations on public appearances signal a change in direction that no longer aligns with my personal and professional goals. It's evident that at some point, approximately over the previous month or so, The Transition House leadership, along with yourself, and select colleagues have taken the liberty to assume I haven't been **COMPLETELY LOYAL** to TTHI, or that I am intending on pursuing career choices in which would have me direct competition with The Transition House, but that was



Re Ingressing Office
Key.

Michael Manuel Spivey ©

TRADE NAME: MICHAEL MANUEL SPIVEY

**IN CARE OF: 429 New York Avenue Apartment B
Saint Cloud, Florida [34769]**

Tuesday, 04-June-2024

To: Lynette Machado, SSVF Director and/or W

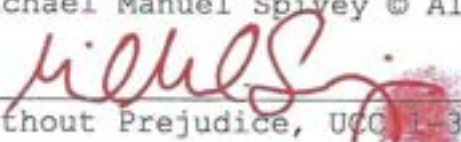
**Subject: Peer Support is Surrendering Office Key to 8 Broadway,
Suite 100, Kissimmee, FL 34741.**

On Tuesday, 04-June-2024, I Michael Manuel Spivey, the Veteran Peer Support Specialist have surrendered the only key copy provided to me back to The Transition House, Inc. Unfortunately, due to a recent turn of events, I am no longer comfortable retaining a copy of the office key, nor do I want the responsibility that's derived from having it in ones possession. I will no longer be responsible for, nor will I accept any responsibility that requires me to be liable for the management of any TTHI property to protect myself. It's unfortunate that it has come to this point after nearly 20 months of unwaiverly commitment and dedication to TTHI, I believe taking these actions are 1,000% in **MY** best interest, especially considering all "facts" of the current situation I find myself. Thank you for your time and understanding with the current situation.

On Tuesday, 04-June-2024, at 1645 I handed the surrendered office key directly to: **LYNETTE MACHADO, SSVF DIRECTOR.**

Respectfully submitted,

Michael Manuel Spivey © All Rights Reserved.


Without Prejudice, UCC 1-308

04-June-2024
[Date]

Michael Spivey
Veteran Peer Support Specialist
The Transition House, Inc.



To: Lynette Machado
SSVF Director
8 Broadway, Suite 100
Kissimmee, FL 34741

On Tuesday, 04-June-2024, I
LYNETTE MACHADO, the SSVF
Director for The Transition House,
Inc. received the ONE (1) Key
to 8 Broadway, Suite 100, Kissimmee,
FL 34741.

X Lynette Machado



Stories

Home • News • Stories • 2010 • April • Sovereign Citizens Movement

Domestic Terrorism The Sovereign Citizen Movement

04/13/10



Some examples of illegal license plates used by so-called sovereign citizens.

answer to any government authority, including courts, taxing entities, motor vehicle departments, or law enforcement.

This causes all kinds of problems—and crimes. For example, many sovereign citizens don't pay their taxes. They hold illegal courts that issue warrants for judges and police officers. They clog up the court system with frivolous lawsuits and liens against public officials to harass them. And they use fake money orders, personal checks, and the like at government agencies, banks, and businesses.

That's just the beginning. Not every action taken in the name of the sovereign citizen ideology is a crime, but the list of illegal actions committed by these groups, cells, and individuals is extensive (and puts them squarely on our radar). In addition to the above, sovereign citizens:

- Commit murder and physical assault;
- Threaten judges, law enforcement professionals, and government personnel;
- Impersonate police officers and diplomats;
- Use fake currency, passports, license plates, and driver's licenses; and
- Engineer various white-collar scams, including mortgage fraud and so-called "redemption" schemes.

Sovereign citizens are often confused with extremists from the militia movement. But while sovereign citizens sometimes use or buy illegal weapons, guns are secondary to their anti-government, anti-tax beliefs. On the other hand, guns and paramilitary training are paramount to militia groups.

During the past year, we've had a number of investigative successes involving sovereign citizens. A few recent cases:

- In Sacramento, two sovereign citizens were convicted of running a fraudulent insurance scheme. Operating outside state insurance regulatory guidelines, the men set up their own company and sold "lifetime memberships" to customers, promising to pay any accident claims against their "members." The company collected millions of dollars, but paid out very few claims. More
- In Kansas City, three sovereign citizens were convicted of taking part in a conspiracy using phony diplomatic credentials. They charged customers between \$450 and \$2,000 for a diplomatic identification card, which would bestow upon the holder "sovereign" status—meaning they would enjoy diplomatic immunity from paying taxes and from being stopped or arrested by law enforcement. More
- In Las Vegas, four men affiliated with the sovereign citizen movement were arrested by the Nevada Joint Terrorism Task Force on federal money laundering, tax evasion, and weapons charges. The investigation involved an undercover operation, with two of the suspects allegedly laundering more than a million dollars from what they believed was a bank fraud scheme. More

You can help. First, "be crime smart"—don't fall for the bogus claims and scams of sovereign citizens. And second, if you have information on any suspicious activities or crimes, please contact us.

Resources:

- Lone Offenders
- Eco-terrorists and animal rights extremists
- Anarchist extremism

Story Index

By Date

By Subject

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- Public/Community Outreach
- Public Corruption
- Recruiting/Diversity
- Responding to Your Concerns
- Technology
- Training
- White-Collar Crime

*The FBI's Terminology/
Statements About the Org.
They Blindly Accused Me
of Being A "Recruiter"
for or "Indoctrinating"*



Cancelled my Approval
PTO after it was already
Approved citing "policy" &
provided TTH EH w/ Policy
§EE 201 But it Does Not
State That.

thetransitionhouse.org>

Fwd: PTO Notice

4 messages

Lynette Machado <lynette@thetransitionhouse.org>
To: Michael Spivey <michaels@thetransitionhouse.org>

4 at 12:20 PM

Hi Michael,

Attached is the PTO policy. If you have any questions reg
please follow up Melinda or Andrea for further clarification
As we discussed, on June 4th you requested PTO for Jur
has been canceled.

estions,

roved and

Our TTHI policy states:

* Upon becoming eligible to utilize Paid Time Off (PTO, after 91 days of service), employees that voluntarily resign from The Transition House with proper notice are eligible to receive any unpaid leave balance with their final check. **Proper Notice constitutes 2 weeks without any use of PTO. Clinicians, Counselors or anyone with a caseload are to provide one 30 days' notice."

Regards,

Lynette Machado

Program Director | SSVF Program | Kissimmee



The Transition House
8 Broadway Suite 100 Kissimmee FL, 34741
☎ 407-892-5700 ext 153



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

From: **Melinda Rios** <melinda@thetransitionhouse.org>
Date: Wed, Jun 5, 2024 at 10:15 AM
Subject: PTO Notice
To: Lynette Machado <lynette@thetransitionhouse.org>

Our policy does not allow any PTO or sick time off during a notice period.

Policy is attached.

Melinda Rios SHRM-CP
Human Resources Director | Leadership Team

accommodate employee's requests for Paid Time Off at a specified time, supervisors are required to consider the needs of The Transition House Inc. when evaluating these requests. Requests will be based on seniority and your supervisor will resolve any conflicts.

Employees can carry over unused paid time off. The number of days carried over cannot be greater than half the amount you are eligible for in a year.

**** Please note that PTO will stop accruing once an employee reaches twice the maximum allowed.** For example, if an employee has a total PTO allowance of 80 hours and carries over 40 hours into the next service year, She/He will continue to accrue until the available balance reaches 160 hours. At that point the employee will no longer accrue until they use part of their PTO.

Paid Time Off Accruals		
Service Requirement	Annual Accrual	Bi-weekly accrual
0-2 Years	80 Hours	3.08
2-5 Years	120 Hours	4.62
5-10 Years	160 Hours	6.16
10 Years or more	200 hours	7.69

Upon becoming eligible to utilize Paid Time Off (PTO, after 91 days of service), employees that voluntarily resign from The Transition House **with proper notice** are eligible to receive any unpaid leave balance with their final check. ****Proper Notice constitutes 2 weeks without any use of PTO. Clinicians, Counselors or anyone with a caseload are to provide one 30 days' notice.**

*****Failure to provide the proper notice will result in the forfeit of any PTO balance.**

To schedule your vacation, you must submit a vacation request to your Supervisor via Paycor at least fourteen days in advance. In order to avoid problems, The Transition House Inc. suggests that you submit your vacation request as far in advance as possible. While every effort will be made to accommodate your vacation request, your supervisor has the responsibility to ensure that an adequate staffing level in your department meets our client's needs. In addition, each department has certain periods of time that may require a full work force in order to maintain normal operations. Therefore, your supervisor will have the authority to deny your vacation request if, in the Supervisor's judgment, the operations of the department or The Transition House Inc. dictate otherwise.

EE 202 Wellness/Sick Leave

Upon hire, all full-time employees are allowed a maximum of **five (5) wellness/sick days or incidents** per calendar year. Any time above that allowance is considered excessive and may



INSPIRE COUNSELING
& SUPPORT CENTER
ENCOURAGING, EMPOWERING, AND EDUCATING LIVES

I choose to work flexibly & send emails outside of normal office hours. Please do not feel the need to respond to my emails outside of your hours!

📎 PTO Spivey.pdf
150K

Michael Spivey <michaels@thetransitionhouse.org>
To: Lynette Machado <lynette@thetransitionhouse.org>

Wed, Jun 5, 2024 at 1:22 PM

Hey Lynette,

Per our conversation earlier today on 05-June-2024. The Transition House, Inc. does not and is not willing to provide any form of "Recommendation Letters", "Work Reference Letters", and/or any kind of employment letter, unless for HR to verify my dates of employment, but nothing else. You also reassured me I do not have to worry about any form or kind of retaliation, nor do I have to worry about any kind of fallacies, misinformation, and/or incorrect information being spread about "why" I chose to leave TTHI. Furthermore, you gave me your word that nobody in the SSVF Office has been made aware of my resignation from The Transition House, as I explicitly declined your offer to share that information when you asked me. I want to let you know that this decision wasn't easy for me. It weighed more on my heart than anybody will ever know, but it's become apparent that I need to move forward and onto the next chapter of my life.

That's precisely why I stated in my resignation letter, "*I am requesting the same respect be shown to me, as I have shown TTHI.*" To ensure that NOW, should I decide to pursue something involving the community, I don't have to worry about people spreading additional rumors or lies about me in an attempt to make themselves look better for no reason other than throwing gasoline on a fire. I used to live my life putting on a bunch of "masks" to appease people, or whomever I felt I needed to, but then I realized I was NEVER happy, and decided that I AM the person responsible for my own happiness, nobody else. And this is what was the deciding factor for me to leave, I am not fake and I'm absolutely loyal, but what comes along with those traits is the expectation they are reciprocated, and when they aren't, I correct the situation. This is why you were given my resignation letter.

This is the only request I'm going to submit to YOU about the public remarks you've made pertaining to my resignation. The one that the office supposedly wasn't told about, yet you're making comments out loud to my coworkers (Ashley), such as spelling SSVF out loud like "S-S-B-F" in an effort to make fun of my only spelling error I submitted in my resignation letter. Thank you.

I appreciate the opportunity you and The Transition House have provided me, and I look forward to these last 2 weeks being easy as the first nearly 20 months have been.

Thank you and have a great rest of your day ma'am.

Respectfully submitted,



Michael M. Spivey VUSA, ASCJ

Veteran Peer Support Specialist | SSVF Dept | Kissimmee

The Transition House

8 Broadway Suite 100 Kissimmee FL, 34741

☎ 407-892-5700 ext 111

*" Remember To Never Become A Prisoner To Your Past...
It Was Supposed To Be A Lesson, NOT A Life Sentence! "*



Respectfully submitted,



Michael M. Spivey VUSA, ASCJ
Veteran Peer Support Specialist | SSVF Dept | Kissimmee

The Transition House
8 Broadway Suite 100 Kissimmee FL, 34741
☎ 407-892-5700 ext 111

** Remember To Never Become A Prisoner To Your Past...
It Was Supposed To Be A Lesson, NOT A Life Sentence! **



[Quoted text hidden]

Lynette Machado <lynette@thetransitionhouse.org>
To: Michael Spivey <michaels@thetransitionhouse.org>

Wed, Jun 5, 2024 at 2:23 PM

Hello Michael,

I'd like to clarify further with hopes to ease any concerns that you may have, I have read through the resignation letter that you have submitted. I did not see any grammatical errors that you are referring to. I have fwd your resignation to Dr Gonzales who is my direct report and Melinda Rios, Director of HR.

Furthermore, the highlighted comment you were referring to was an open conversation with your co-worker regarding health care services for family members as Kate did not specify "family" in the meeting this morning. SSVF was referenced as it is Supportive Services for Veteran and Families. As I stated to you earlier, I have not shared your decision with your peers and I respect your decision.

My only expectation for you is as follows,

1. **Provide adequate notice:** Your last day of employment as stated in your resignation letter is June 21st, 2024. We have established that you have given proper notification.
2. **Complete any pending task,** Provide updates on your caseloads and any projects you have been working on.
3. **Maintain professional** during your remaining time with the company.
4. **Participate in any exit procedures.** We will meet prior to your exit date to ensure all cases are to date, company issued equipment is returned and any additional outstanding items if any.
5. **Maintain confidentiality:** Continue to uphold confidentiality agreements and protect sensitive information, even after resigning from the position. This includes refraining from disclosing proprietary information or discussing sensitive matters with external parties.

By meeting these expectations, you can ensure a respectful and professional departure.

If you have any additional questions or concerns regarding your resignation, my door is always open to discuss or you may direct your concerns directly to Dr. Gonzales or Melinda.

Respectfully,

Lynette Machado

Program Director | SSVF Program | Kissimmee



The Transition House

8 Broadway Suite 100 Kissimmee FL, 34741

☎ 407-892-5700 ext 153



[Quoted text hidden]

Michael Spivey <michaels@thetransitionhouse.org>
To: Lynette Machado <lynette@thetransitionhouse.org>

Wed, Jun 5, 2024 at 3:10 PM

Good afternoon Lynette,

Thank you for your email and for addressing my concerns. I appreciate the clarification you provided me pertaining to my resignation, and the "expectations" you and TTHI expect of me, but I've **NEVER** been anything but extremely professional, respectful, confidential, AND 1,000% honest. In response to the excuse about what you said, what I heard, etc., I don't care about the statement made, all I did was request that it ceases. At least, until I leave, then you're free to state whatever you want about me, and how "terrible" I was, but while I am still employed, and working in the office, **ALL** comments need to stop, that's all. I don't care what anybody thinks of me, nor do I care what anybody says about me. **HOWEVER**, I do care when I'm being disrespected in front of my face, as if I am not supposed to be aware of what is actually being said.

About your individualized expectations:

- 1. Provide Adequate Notice:** According to TTHI's policy, EMPLOYEE HANDBOOK § EE 127, I have provided the minimum 10 working days notice.
- 2. Complete Pending Tasks:** I will ensure that any and all tasks are completed *prior* to my final working day.
- 3. Maintain Professional:** I have been this entire time, therefore, I'm not going to randomly start being "unprofessional" as my word, conduct, and behavior is dictated by my moral and private code of conduct.
- 4. Participate in Exit Procedure:** I have *absolutely no problem* participating in an exit interview with Mrs. Melinda as the Organizational Handbook states, and will turn in the TTHI property I received, as I've already provided you with the only copy of the SSVF Office key yesterday, 04-June-2024, at the end of the day alongside my resignation letter.
- 5. Maintain Confidentiality:** Again, this is a part of Professionalism, but I expect the same treatment in return, including but not limited to, confidentiality for my resignation and my private intellectual property.

Date	In Punch	Out Punch	Hours	Earning Code	Worked Department	Daily Totals	Notes	Deduction	Pay Items	Exceptions
05/20/24	08:00 AM	01:00 PM	5.0000	REGULAR	110531-Case Manager					
05/21/24	02:00 PM	07:00 PM	5.0000	REGULAR	110531-Case Manager					
05/22/24	08:00 AM	01:00 PM	5.0167	REGULAR	110531-Case Manager	10.0000	VA Training - Orlando VA			
05/23/24	02:00 PM	03:00 PM	1.0000	REGULAR	110531-Case Manager	8.0334				
05/23/24	08:00 AM	01:00 PM	5.0000	REGULAR	110531-Case Manager					
05/23/24	02:02 PM	05:00 PM	2.9667	REGULAR	110531-Case Manager	6.0000				
05/24/24	08:00 AM	01:00 PM	5.0500	REGULAR	110531-Case Manager	7.9667				
05/27/24	02:03 PM	05:00 PM	2.9500	REGULAR	110531-Case Manager	8.0000				
05/28/24	08:00 AM	01:23 PM	5.3833	REGULAR	110531-Case Manager	10.0000				
05/29/24			2.5000	Sick	110531-Case Manager	7.8833				
05/29/24			6.0000	PTO	110531-Case Manager	6.0000				

Lynette Approved my
Hours To Be Paid 1 min.
Before Me.

Lynette Utilized my
Vacation Time After she
was To Be Not To Pay
Me For Those Hours.

I did not request, you
must
off to be utilized.
employees have
was still that if they
believe time if they
Lynette sick
their organizational policy
use but organizational
state this
not

Lynette Machado

May 24 1:45 PM

Thanks for letting me know. What time are going to the DOM. Please send the presentation in a separate email to me and melissa to review.

You

May 24 1:46 PM

Okay and I have to leave now ma'am... I should of left a few minutes ago probably but I don't like leaving and not letting you and/or Yubetsy what I'm doing

Lynette Machado

Tue 10:37 AM

what do u have on your schedule for tomorrow

You

Tue 10:37 AM

CareerSource Veteran Stand Up Event ma'am

Lynette Machado

Tue 10:37 AM

what time

You

Tue 10:38 AM

0900-1300/1400

Lynette Machado

Tue 10:38 AM

do we have a table at this event or are you attending the event

You

Tue 10:38 AM

We'

We're setting up m'am

Lynette Machado

Tue 10:40 AM

do you know when we signed up for this?

You

Tue 10:40 AM

I don't ma'am... it's been about a month or two ago

Omar contacted me about it first before going public with it... is everything okay

Lynette Machado

Tue 10:42 AM

yes everything good. again I need to looped into these events. I was not aware it was on your schedule or that we were signed up for it.

All events need approval by Me or Dr G.

You

Tue 10:43 AM

I'm sorry ma'am but I believe I told you about it because I spoke to Mr. Bell too about bringing veterans from 5th Street with me... I put it on my schedule too ma'am.

Okay no problem

I will make sure I get your approval and/or Dr. G's from now on too ma'am.

Lynette Machado

Tue 10:44 AM

going forward do not automatically sign yourself up for these events. please and thank you.

You

Tue 10:44 AM

Yes ma'am. No problem.

Do you need me to do something? I know you were asking about tomorrow ma'am.

Lynette Machado

Tue 11:10 AM

No. i'm good thank you

You

Tue 11:11 AM

Okay ma'am. 😊 If I can do anything for you please let me know ma'am!!!

Lynette Machado

Tue 12:11 PM

How many Veterans were planning on bringing for Calvin? Has this already been set up ?

You

Tue 12:13 PM

I ran it by Calvin last month ma'am but we never set a number of people I was going to bring. I was going to go over there today and inquire. I would have to use the van from 5th and he said that was good ma'am.

Lynette Machado

Tue 12:16 PM

Please pause on that. I am confirming but you may need to cancel.

You

Tue 12:16 PM

Do you want me to cancel ma'am

Lynette Machado

Tue 12:17 PM

Im checking give me a few. There a few concerning details at the moment.

You

Tue 12:18 PM

A few concerning details with the event going to the event or attending the event in general

Lynette Machado

Tue 12:35 PM

All three but for many reasons. Leadership will be a 8 Broadway tomorrow to meet with me. This was not a SSVF approved event. I'm concerned that you offered to bring GPD clients to this event while working a tabled event. You are also not approved to drive the VAN that is dedicated to 5th street.

You

Tue 12:39 PM

Gotcha ma'am.

Lynette Machado

Tue 12:41 PM

Thanks for understanding. Please notify Omar that due to administrative reasons we will need to pull out of this event. We will coordinate for SSVF to attend at a later date and will include Linda or Calvin to include our GPD residents to attend.

You

Tue 12:44 PM

I wasn't aware of that because I've had to use the van from 5th Street before with out clients to pickup the walls in the new office etc. It makes sense though especially if it's because of insurance and stuff too ma'am

Lynette Machado

Tue 12:50 PM

I'm waiting on confirmation about the Van details and insurance requirements. I've have been told in the past we could not use a Vehicle dedicated for Residential or WR. I will see you in the office tomorrow. Thanks again for understanding.

You

Tue 12:50 PM

Yes ma'am.

You

Thu 2:57 PM

Would you like me to bring those documents up there ma'am?

Lynette Machado

Thu 2:59 PM

Im trying to get it to you sorry

You

Thu 3:01 PM

Would it work better for you if I brought them up there in the morning on my way to the Summit ma'am? I could always stop on my way to there. This way you'll have till 1700 today...

Lynette Machado

Thu 3:01 PM

Yes please

You

Thu 3:02 PM

That's alright then I'll do that. I'll just bring them in the morning on my way up there.

Lynette Machado

Fri 8:35 AM

I'm in line at Dunkin' I was able to set up google pay if u wanna keep going If not I will see u at Dunkin

You

Fri 8:36 AM

Ok I'm going grab something to but idk what they have
Turning in

Lynette Machado
Fri 8:36 AM
K

Lynette Machado
Fri 9:06 AM
Wya

You
Fri 9:06 AM
Come inside I'm in the auditorium

Lynette Machado
Fri 9:06 AM
K
Do I need to register

You
Fri 9:07 AM
When you come in walk to the Left door and
to the left

Lynette Machado
Fri 9:10 AM
Idk where you are

You
Fri 9:11 AM
I'm standing at back wall ma'am

Lynette Machado
Fri 9:11 AM
Me too

Lynette Machado
9:43 AM
Hello
I need a punch edit for for you
On Tuesday you left at 1 to remington and
never returned
where did you go

You
9:44 AM
Okay ma'am. What?

Lynette Machado
9:44 AM
Tuesday
i need a punch edit form
tuesday you left at 1 to get some papers
signed for yubetsy and never returned to
the office
wednesday you call out
can you plete a missed punch form

You
9:45 AM
Yes ma'am on Tuesday I left at lunch ma'am.
I didn't make it back in because it was the day
into night I wasn't feeling good .
I won't get paid for those hours ma'am.

Lynette Machado
9:46 AM
so we are clocking you at what time ? Who
did you notify

You
9:46 AM
1300 ma'am
I'm on the phone too sorry

Lynette Machado
9:47 AM
Who did you notify that you were going
home? you cant just clock out and go home
and not tell anyone

You
9:47 AM
I'm sorry ma'am.

Lynette Machado
9:49 AM
Please submit PTO request for your
missing hours. You do not have enough
sick time.

Lynette Machado
9:52 AM
You have exhausted your sick time any
additional call outs without sufficient
PTO/sick time will result in mediation /
counseling.

Handwritten note in red ink: "I'll get it done for you" with an arrow pointing towards the right side of the page.

You

11:30 AM

I scanned the time edit sheet to you ma'am
I also submitted the 6 hour PTO request for
29-May-2024 as well.

Lynette Machado

11:31 AM

Thank you!

You

11:32 AM

Yes ma'am.

Lynette Machado

11:32 AM

why only 6

You

11:32 AM

Wednesday I leave at 1500 ma'am

Lynette Machado

11:32 AM

Okay!

You

11:32 AM

Thank you.

Lynette Machado

11:33 AM

I will update it shortly

You

11:34 AM

No worries. Do we know when we're going to
have the Traverse here ma'am? I am limited
on scheduling home visits and stuff

THE TRANSITION HOUSE INC
3800 5TH STREET
SAINT CLOUD FL 34769

MICHAEL MANUEL SPIVEY
EMPLOYEE ID: 100300
DEPARTMENT: 110531
DO RECEIPT: 1311894217



FEIN: 59-3208913
Pay Period 05/20/2024 - 06/02/2024
Pay Date 06/07/2024

FITWH Filing Status: S
FL

Earnings	RATE	HOUR/UNIT	CURRENT	YTD HOUR/UNIT	YTD
REGULAR	19.2308	61.4168	1,181.09	859.1669	15,282.94
OT				6.85	188.87
Holiday	19.2308	10.00	192.31	40.00	740.38
FloatHol				8.00	146.15
Sick	19.2308	2.50	48.08	40.00	738.46
PTO	19.2308	6.00	115.38	30.00	553.84
Wellness				16.00	300.00
Total		79.9168	\$1,536.86	1,000.0169	\$17,950.64
Total Hours Worked		61.4168		862.0169	

Deductions	CURRENT	YTD
Accident	4.03	75.63
CriIIIEE	6.26	75.12
Dental	1.97	5.91
LSID	10.13	20.26
Total	\$22.39	\$176.92

Taxes	CURRENT	YTD
FITWH	107.88	1,232.96
MED	22.26	260.19
SOC	95.16	1,112.59
Total	\$225.30	\$2,605.74

Time Off (hours)	ACCRUED	TAKEN	AVAILABLE
FloatHol			0.00
PTO			20.36
Sick			0.00
Wellness			0.00

Net Pay

XXXXXX4282

\$1,289.17

THIS IS NOT A CHECK. THIS DOCUMENT IS TO BE USED FOR INFORMATIONAL PURPOSES ONLY.

THE TRANSITION HOUSE INC
3800 5TH STREET
SAINT CLOUD FL 34769

Direct Deposit # 1311894217
Date 06/07/2024

Pay this Amount

** NON-NEGOTIABLE ** DIRECT DEPOSIT RECEIPT **	VOID ** VOID **
--	-----------------

Pay to the
Order of

MICHAEL MANUEL SPIVEY
429 NEW YORK AVE APT B
SAINT CLOUD FL 34769

110531 DD

DIRECT DEPOSIT \$1,289.17
TO ACCOUNT # XXXXXX4282
BANK # XXXXXX4668

NON-NEGOTIABLE

To: Andrea Villacreses <andreav@thetransitionhouse.org>

Good morning Andrea. I'm going to need a physical copy of the list you just sent me in the email ma'am. My property list **does not** match the information you have provided me, nor does it match **MY** version of the property sheet that I have with my trade name signature, and this is quite concerning to me. Please have Melissa or somebody reach out to me because I'm **NOT** accepting responsibility for being in possession of property I **DID NOT** receive. Also, I wasn't aware you were able to conduct an exit interview? I thought it's supposed to be with Melinda as Lynette's email and organizational policy states it would be with? Thank you for your time and assistance with this issue, as I'm aware you're just a middle person.

 Virus-free: www.avast.com

[Quoted text hidden]

Michael Spivey <michaelspivey86@gmail.com>

To: Andrea Villacreses <andreav@thetransitionhouse.org>

Thu, Jun 13, 2024 at 12:02 PM

Good afternoon Andrea,

I'm going to be honest, I'm not going to play childish and unprofessional games with your "leadership!" Since you're willing to conduct the exit interview with me, that's fine, let's do it **Friday, 14-June-2024 at 1400**. I'm getting busier every day, and I'm more than certain I'm going to be busy on Monday now, let's do it tomorrow, this way everybody can respond accordingly. Truthfully, I just want to give TTHI their property back so I can wash my hands of this entire situation and walk away with my head high knowing I did everything correctly, professionally, and can sleep easy at night knowing I **never** did anybody wrong. Thank you for everything you do ma'am. I hope you have an incredible night and I'll see you tomorrow.

Respectfully submitted,

Michael Manuel Spivey © All Rights Reserved
Without Prejudice, UCC 1-308

On Wed, Jun 12, 2024 at 11:44 AM Andrea Villacreses <andreav@thetransitionhouse.org> wrote:
[Quoted text hidden]

Andrea Villacreses <andreav@thetransitionhouse.org>

To: Michael Spivey <michaelspivey86@gmail.com>

Thu, Jun 13, 2024 at 3:19 PM



andreav@thetransitionhouse.org is using Virtru to send and receive encrypted email.

Unlock Message

UNENCRYPTED INTRODUCTION

To view my encrypted message, you'll need to verify your identity. Please contact me if you have any questions.

Having trouble viewing this message?

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Michael Spivey <michaelspivey86@gmail.com>

To: Andrea Villacreses <andreav@thetransitionhouse.org>

Thu, Jun 13, 2024 at 6:26 PM

Good evening Andrea,

10

Frequency: 1000

Matt Segura

Cold storage facilities.

Abstracted/Indexed by: V & A All Rights Reserved
Without Prejudice, DEC 1-994

I have attached the equipment form per your request. The form includes the (UIC) number but the serial number is below for this red phone (equipment):

[illegible]

Classroom Activities

Experiments were conducted

Michael Maslow Spring © All Rights Reserved
Without Permission, DCC 1, 200

Florida Life Sciences

Small sample size



Andrea Villanueva
M. Chaudhury / J. Comp. 2017

The University of North Carolina at Chapel Hill
 101 South East Street, Chapel Hill, NC 27599



Sorry for the late response, I wasn't actually comfortable opening your email on my personal cell phone (nothing personal/against you per say) which I'm more than certain, given the circumstances, is not unwarranted. As for providing you with my personal cell phone number, I am not entirely comfortable with doing that either (again, nothing personal/against you per say) . HOWEVER, if you were interested, tomorrow morning at 0900 I would be willing to turn on the company cell phone (352-815-6786) until you text me, but if you'd rather not have me do that, then I can see what's going on when you email me. Please be advised, that if I'm busy or unavailable before you contact me, I'm *not* going to stop or cancel my plans to accommodate TTHI, as I've done that enough but we will have to reschedule for the following week. If you would rather meet next week, that will be alright too, but I would *highly* advise whomever you need to, that I have certain *expectations* requiring payroll that need immediate attention, and *still* nobody has gotten back to me. Thank you for your time Andrea, and sorry you've been pulled into this, but it's not on me, that's on your "leadership" ma'am, not me.

Respectfully submitted,

Michael Manuel Spivey © All Rights Reserved.
Without Prejudice, U.C.C. 1-308

[Quoted text hidden]

Andrea Villacreses <andreav@thetransitionhouse.org>
To: Michael Spivey <michaelspivey86@gmail.com>

Fri, Jun 14, 2024 at 8:28 AM

Hello Michael,

I can call the company phone. That is no problem. I will schedule a meeting for 9am.

Regards,

[Quoted text hidden]

[Quoted text hidden]

Andrea Villacreses <andreav@thetransitionhouse.org>
To: Michael Spivey <michaelspivey86@gmail.com>

Fri, Jun 14, 2024 at 9:10 AM

Hello Michael,

Unfortunately, I cannot call the phone number provided as it is no longer in service. I can schedule a meeting for Monday via Google Meet if that works for you. Please let me know a convenient time so I can schedule it.

[Quoted text hidden]



Return of Company Property

9 messages

Andrea Villacreses <andreav@thetransitionhouse.org>
To: Michael Spivey <michaelspivey86@gmail.com>

Tue, Jun 11, 2024

Hello Mr. Spivey,

I have been informed about your recent exit from the company. Could you please let me know a convenient time for you to return the company equipment?

The following company property has not been returned:

1. T Mobile - Samsung A12 Serial Number: R58RBZ78YDZ (352-815-6786)
2. SSVF Inventory -SS12-001 - Microsoft Surface Pro - Serial Number: 45024654353
3. Surface Pro pen

Best regards,



Andrea Villacreses
HR Coordinator | ADMIN

The Transition House | Inspire Counseling & Support Center
3900 5th Street, Saint Cloud FL, 34769
☎ 407-789-6020



Michael Spivey <michaelspivey86@gmail.com>
To: Andrea Villacreses <andreav@thetransitionhouse.org>

Good Afternoon Andrea,

Tue, Jun 11, 2024

How are you doing today ma'am? Yes, unfortunately I have randomly decided to resign from my position at THH after 20 months. It's truly unfortunate, but after looking at my personal and professional life, I've been made aware of what my final paycheck will be, it violates company policy, as I left on my own accord ma'am. First question, when am I going to conduct an exit interview with HR? Per Lynette's last email able to furnish a copy), and THH Policy § EE 127 (I'm able to furnish a copy). I'm supposed to be given an exit interview with HR. This is the time I will be reviewing my final paycheck, what I'm getting paid for exactly why I decided to resign. My second question is, may I see the document(s) you're claiming I have that are THH's property? The "NEW EQUIPMENT FORM" with my trade name's signature I have does what you're claiming because I have the documentation for any property I have received, but I'm 100% CERTAIN your list is not accurate, so I'd like to see the documentation with my trade name's signature on it. Thank you so much for your time and assistance with these questions and issues. I hope you have an INCREDIBLE week ma'am and I look forward to hearing back from you so we can resolve these issues quickly.

Respectfully submitted,

Michael Manuel Spivey © All Rights Reserved
Without Prejudice, UCC 1-308

[Quoted text hidden]

Michael Spivey <michaelspivey86@gmail.com>

6/15/24, 3:46 PM

Gmail - Return of Company Property



Return of Company Property

9 messages

Andrea Villacreses <andreav@thetransitionhouse.org>
To: Michael Spivey <michaelspivey86@gmail.com>

Tue, Jun 11, 2024 at 3:21 PM

Hello Mr. Spivey,

I have been informed about your recent exit from the company. Could you please let me know a convenient time for you to return the company equipment?

The following company property has not been returned:

1. T Mobile - Samsung A12 Serial Number: R58RBZ78YDZ (352-815-6786)
2. SSVF Inventory -SS12-001 - Microsoft Surface Pro - Serial Number: 45024654353
3. Surface Pro pen

Best regards,

Andrea Villacreses
HR Coordinator | ADMIN

→ Andrea Emailing Me for THIS Equipment.
→ Fraudulent/Forged Docs AND Attempt to Cover It

Work Release Veterans

Yinette Lizardo <YLizardo@careersourcecf.com>
To: Michael Spivey <michaels@thetransitionhouse.org>

Thu, Aug 24, 2023 at 11:42 AM

Perfect! See you Friday!

Yinette I. Lizardo (Army Veteran)

Disabled Veteran Outreach Program (DVOP)
CareerSource Central Florida

1800 Denn John Lane

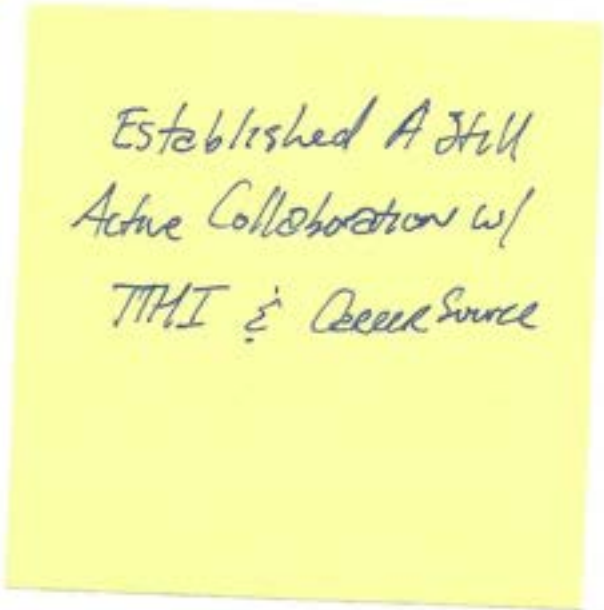
Bldg CIT Suite 300

Kissimmee, FL 34744

O: 800-757-4598 ext. 1069

C: 689-263-3519

YLizardo@careersourcecf.com



Established A Hill
Active Collaboration w/
THI & Career Source

FLORIDACOMMERCE



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Stay Connected

From: Michael Spivey <michaels@thetransitionhouse.org>
Sent: Thursday, August 24, 2023 8:06 AM
To: Yinette Lizardo <YLizardo@careersourcecf.com>
Subject: Re: Work Release Veterans

Spectrum News 13 question

Leyva, Massiel <Massiel.Leyva@charter.com>

Tue, Nov 7, 2023 at 11:54 AM

To: "Ricker, Shawn L" <Shawn.Ricker@charter.com>, Michael Spivey <michaels@thetransitionhouse.org>

Hello,

Thank you very much for your help, Shawn. I just talked on the phone with Michael, and we will meet on Wednesday at 1 p.m. to do the story.

Thank you,

Massiel.

**Massiel Leyva** | Multimedia Journalist – News 13 | C – 689-312-0156

20 N. Orange Avenue | Orlando, FL 32801

→ News Channel 13 @ 1700
On the News for
The Work I was
Doing In the Community.
One of MANY News Stories
I did for News giving
THE FREE AIR TIME!

From: "Ricker, Shawn L" <Shawn.Ricker@charter.com>**Date:** Tuesday, November 7, 2023 at 11:40 AM**To:** Michael Spivey <michaels@thetransitionhouse.org>, "Leyva, Massiel" <Massiel.Leyva@charter.com>, "Ricker, Shawn L" <Shawn.Ricker@charter.com>**Subject:** Re: Spectrum News 13 question

That's wonderful Michael!

I am copying Massiel as she'll be doing the interview.

Thank you for sharing your phone number.

What's a good time for Massiel to call you today?

Re: URGENT!

Michael Spivey <michaels@thetransitionhouse.org>
To: Melissa Lucas <melissa@thetransitionhouse.org>

2023 at 11:13 AM

🥳🥳🥳 It shows every day ma'am!



Michael M. Spivey
Veteran Peer Support Specialist
The Transition House
3501 W Vine Street, Suite 319, Kissimmee, FL 34741

CEO Melissa Lucas to Me!
"Amazing As You are!"
"I'm grateful to have you on the team!"



Support Us



Email Me

On Mon, Nov 20, 2023 at 10:57 AM Melissa Lucas <melissa@thetransitionhouse.org> wrote:

Aweeee...thank you and I'm so glad! That's the whole point! You're not just a number or random person...you're an amazing human and I'm grateful to have you on the team!

On Mon, Nov 20, 2023 at 9:07 AM Michael Spivey <michaels@thetransitionhouse.org> wrote:

Good morning Mrs. Melissa! 🥳🥳 Thank you so much! I really appreciate you reaching out to me especially when you're so busy. It's one of the many reasons I enjoy working for you ma'am. You don't make us feel like we're just another number or somebody who works for you. Thank you for everything you do and I hope you have an amazing Turkey Day too!



Michael M. Spivey
Veteran Peer Support Specialist | SSVF | Kissimmee

The Transition House
3501 W Vine Street, Suite 319, Kissimmee, FL 34741
📞 352-815-6786



Support Us



Email Me

On Mon, Nov 20, 2023 at 9:01 AM Melissa Lucas <melissa@thetransitionhouse.org> wrote:

HAPPPPPPPYYYY BIRTHDAY!!!!!!

I hope your day is as amazing as you are! (Like that's possible!)



Michael Spivey <michaels@thetransitionhouse.org>

IMPORTANT!

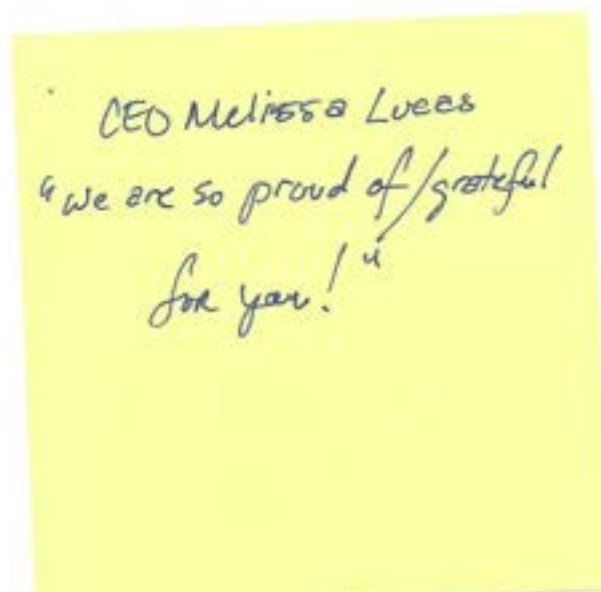
2 messages

Melissa Lucas <melissa@thetransitionhouse.org>
To: Michael Spivey <michaels@thetransitionhouse.org>

Thu, Jan 4, 2024 at 3:42 PM

Hey You,

Congratulations on 6 years! That's incredible and we are so proud of/grateful for you!



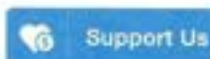
Melissa Lucas MBA, SHRM-CP
Chief Executive Officer | ADMIN

The Transition House | Inspire Counseling & Support Center
3800 5th St.

📞 407-346-3849 📞 407-892-5700 x101



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PROVIDING RESOURCES AND SUPPORT FOR ALL



I choose to work flexibly & send emails outside of normal office hours. Please do not feel the need to respond to my emails outside of your hours!

Michael Spivey <michaels@thetransitionhouse.org>
To: Melissa Lucas <melissa@thetransitionhouse.org>

Fri, Jan 5, 2024 at 8:36 AM

😊🥰 Thank you so much Mrs. Melissa. I really appreciate coming into work today and seeing your message this morning! 🥰 I really appreciate it and if there's anything I can do for you, please let me know!

[Quoted text hidden]



Protecting the Office from
Violence; I've helped
Co-Workers and Clients
from attacking office
colleagues

Michael Spivey <michaels@thetransitionhouse.org>

17-February-2024

Wed, Feb 7, 2024 at 4:55 PM

yubetsy Alamo <yubetsy@thetransitionhouse.org>

Good afternoon. Sorry to write so late but I hope you're having an amazing week thus far ma'am. I'm writing this email because today there was an incident(s) at a property belonging to The Transition House. On Wednesday, 07-February-2024, approximately between the hours of 0900 and 1030, inside the SSVF Department's Office located at 8 Broadway, Kissimmee, FL 34741, SSVF CM Christopher O'Connor had an incident involving the SSVF Director Lynette Machado and SSVF LCM Yubetsy Alamo.

On the aforementioned date and time, I was present in the SSVF Office when I witnessed a verbal altercation between Christopher, Lynette, and Yubetsy. Christopher displayed aggressive language and body language towards Lynette and Yubetsy. Chris raised his voice multiple times, and his body language was confrontational, including pointing fingers and pacing back and forth from one office to another. He appeared to try and contain himself but if Lynette or Yubetsy said anything, it set him off. This altercation lasted for approximately 15 minutes, causing tension and discomfort in the work environment. Other employees have asked me if I was willing to intervene should Christopher decide to react violently so I know others are being affected by his actions as well.

Christopher was told by Lynette not to break into the front door of the SSVF Office. This morning at approximately 0755, Yubetsy and I were talking at her desk, we heard somebody try to open the front door. Before either of us could walk over to open it Christopher busted the door open. Yubetsy asked him about it because of what Lynette said but he laughed and stated, "Well if I'm going to be late clocking in then I'm picking the door."

I would never want to "snitch" or get anybody in trouble but trying to be a different man from who I was and I'm good at situational awareness. In open floor conversations Christopher publicly stated, "I was brought up differently. If a woman wants to put herself up against a man, she can get hit like a man." After I made the comment that I could never put my hands on a female because real men never hit women. Only cowards. That's why when he got aggressive, I was standing at Yubetsy's desk. I truly do not know if he will react violently ma'am.

I'm sorry to bother you with this but I am going to always put my integrity before anything or anybody else ma'am. If you need any additional information please let me

know. Thank you and have a great rest of your week.

Respectfully submitted,



Michael M. Spivey

Veteran Peer Support Specialist | SSVF | Kissimmee

The Transition House

3501 W Vine Street, Suite 319, Kissimmee, FL 34741

 352-815-6786



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Engaging the Forgotten
@ FTHI Work Release
(A DOC)

Developed Program to
motivate & Inspire at-risk
incarcerated.



Re: I Have An Important Question Ma'am

2 messages

Melissa Lucas <melissa@thetransitionhouse.org>
To: Michael Spivey <michaels@thetransitionhouse.org>

Mon, Mar 18, 2024 at 10:13 AM

Hey You!

Just wanted to touch back on this and let you know it's in the final stage of approval. Deneese drafted an "agreement" for us and it looks great to me. Just running it through all the channels to make sure it's "blessed" before I send it your way. Didn't want you to think I forgot about you...I would NEVER!!!!

On Tue, Mar 12, 2024 at 11:56 AM Michael Spivey <michaels@thetransitionhouse.org> wrote:

Thank you so much Mrs. Melissa! I really appreciate it and I'm **VERY EXCITED** to work on this. I have been working on it the video itself but yesterday I completed my foundation board, getting input for people in the office what they believed would help too. Mrs. Yubetsy reminded me of my Vision Board which is huge for me personally. Thank you again Mrs. Melissa and if I can do anything, please let me know ma'am.

On Tue, Mar 12, 2024 at 11:47 AM Melissa Lucas <melissa@thetransitionhouse.org> wrote:

You're the best for looking into this and checking with us first. I will get you an answer asap...just running it through all of the great minds that make up the leadership team!

On Fri, Mar 8, 2024 at 12:22 PM Michael Spivey <michaels@thetransitionhouse.org> wrote:

Good afternoon Mrs. Melissa! 🙏😊 I'm so sorry to bother you because I know you're extremely busy but I'm seeking clarity to prevent me from doing something I'm not allowed to do, ma'am. I'm at a point now where I'm ready to move into the next chapter of my life in order to achieve my next set of goals. To do this, I am currently in the process of creating an online image, working on my book, and the Inspirational Video Ron spoke to me about. I wanted to ensure what I'm permitted to do while I make these videos, my online profiles for Facebook (veteran peer support), TikTok, etc. Am I authorized to utilize The Transition House name, image, and logo because I only have INCREDIBLE things to say about TTHI. I truly believe in my heart that my message will only add value to everything you have built up with The Transition House and I want the world to see that ma'am.

I reviewed the Employee Handbook and Section EE114: Social Media states if an employee identifies themselves as an employee or discusses matters related to the company to post Disclaimers but I wasn't certain if that pertains to a employee's personal account or since I'd be utilizing it on social media for work purposes ma'am? I can put something similar to, "The opinions expressed within the content are solely the author's and do not necessarily reflect the opinions and beliefs of The Transition House, Inc." I just want to give the correct credit where it's due too because I know that **Recovery IS Possible at The Transition House!** Thank you for allowing me to bother you and take some more of your time and if I can do anything for you, PLEASE let me know!!! 🙏😊😊😊



Melissa Lucas MBA, SHRM-CP
Chief Executive Officer | ADMIN

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3800 5th St.

📞 407-346-3849 📞 407-892-5700 x101



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Melissa Lucas MBA, SHRM-CP
Chief Executive Officer | ADMIN

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Email Me

I choose to work flexibly & send emails outside of normal office hours. Please do not feel the need to respond to my emails outside of your hours!

Michael Spivey <michaels@thetransitionhouse.org>
To: Melissa Lucas <melissa@thetransitionhouse.org>

Mon, Mar 18, 2024 at 10:46 AM

Good morning Mrs. Melissa and I'd NEVER think that! 🥰🥰 I know and truly believe with my heart that you care about us, so I know you didn't forget me. I can't wait to show you too when I'm done! Thank you SO SO VERY MUCH FOR EVERYTHING!!! 🥰

[Quoted text hidden]

I, Melissa Lucas, representing Transition House, Inc. (TTHi!) Inspire Counseling and Support Centers, hereby grant permission to Michael Spivey to use our branding in their social media testimonials, subject to the following conditions:

- The Transition House, Inc./Inspire is permitted to follow Michael's social media account to monitor the content featuring our branding.
- The Transition House, Inc./Inspire reserves the right to request the removal of any stories, posts, or reels from Michael's social media account if they contain our logo or branding.
- Michael agrees not to use our branding in any manner that could be deemed inappropriate, offensive, or damaging to the reputation of The Transition House, Inc./Inspire.
- Michael acknowledges that this permission does not grant them any ownership rights to our branding, and they agree to use it solely for the purpose of sharing testimonials related to their experience with The Transition House, Inc./Inspire.
- This permission is non-transferable and may be revoked by The Transition House, Inc./Inspire at any time if Michael breaches any of the conditions outlined in this agreement.

By signing below, I confirm that I have read and understood the terms and conditions of this release form, and I agree to abide by them.

Employee Signature

MICHAEL M. SPIVEY



25-MARCH-2024

Print

Sign

Date

CEO Signature

MELISSA LUCAS



03/25/2024

Print

Sign

Date



The First Time the CEO gave
Permission to an Employee to
Utilize the TTHI Logo, Image,
and Name (within terms)

Emails Between CEO/Me
About the Document I
Requested Permission.