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March 6, 2020

CONFIDENTIAL MEMORANDUM

TO: Captain Rosemary Chappell, Commander, Internal Affairs Division

FROM: Sergeant Dana Wenger, Internal Affairs Division

SUBJECT: IAD Case #19-31-00150
Lieutenant George White /4853/

Since September 27, 2005, Lieutenant (Lt.) George White /4853/, of the Maryland Department State Police (MDSP) Legislative Security Section has been approved to work secondary employment in the Information Technology Department of Compass Marketing in Annapolis, Maryland. On May 10, 2019, Lt. White resigned from his position at Compass Marketing, which was a family run business. On June 3, 2019, the Internal Affairs Division (IAD) received a complaint from Mr. Ron Bateman, a new employee at Compass Marketing alleging Lt. White intentionally locked down the network at Compass Marketing upon resigning and worked secondary employment at the company while on-duty with the MDSP.

On June 3, 2019, a Maryland State Police Citizen/External Complaint Report was entered into MDSP BlueTeam by Captain (Capt.) James DeCoursey /0837/, former commander of the IAD. A copy of the BlueTeam report may be viewed under **Book I, Part I**. On the same date, I was assigned this administrative investigation by Capt. DeCoursey. The criminal investigation was assigned to Sergeant (Sgt.) Kemery Hunt /5162/ of the MDSP Computer Crimes Unit (CCU).

On February 26, 2020, I obtained a copy of the completed Criminal Investigation from Sgt. Hunt. This investigation is comprised of two books. **Book I** contains the completed Administrative Investigation and is more condensed. **Book II** contains the completed Criminal Investigation (Report #19-MSP-023676) conducted by Sgt. Hunt. For a detailed account of this incident, refer to the criminal investigative files located in **Book II**.

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SYNOPSIS OF MR. RON BATEMAN INTERVIEW:

Compass Marketing

22 Severn Avenue (Suite 200), Annapolis, MD 21403

Cell: [REDACTED]

On June 5, 2019 at 0825 hours, Sgt. Hunt and I conducted an audibly recorded interview of Mr. Bateman at the IAD office at MDSP Headquarters. The following is a brief synopsis of the interview:

- Mr. Bateman was recently hired by Compass Marketing on May 13, 2019, as the Special Advisor to the CEO of the company, Mr. John White, the uncle of Lt. White. Mr. Bateman was not an employee at the company nor a witness to the above allegations against Lt. White. Mr. Bateman told us several members of the White family have worked for the company and are still currently employed with the company. He further advised Lt. White's father, Michael White (retired trooper), is the brother of the CEO, and was employed at the company as the Chief Operations Officer. Mr. Bateman said Michael White was recently fired from the company in April of 2019, due to issues with the payroll. Mr. Bateman further advised Lt. White resigned from the company on May 10, 2019. Lt. White was the IT Super Administrator and performed IT work on the company's computers and server. In addition to Lt. White, Michael White had administrative rights to the Compass computer network and servers.
- Mr. Bateman said upon Lt. White's resignation from the company, all the company's computers were "locked down" and the email account was shut down. The company could not conduct any business due to the computer issues. Mr. Bateman said the company had to hire DP Solutions to perform a network recovery and attempt to restore the company's G-mail accounts. The company is still having issues with the G-mail accounts and password recovery. Mr. Bateman suspected Lt. White may have purposefully sabotaged the company's network and computer system to cause the issues upon his resignation; however, Mr. Bateman also advised, Michael White could be responsible because he had the same IT access and administrative rights to the computer systems. Mr. Bateman was unsure of the total amount of revenue lost as a result of the computer shutdown but advised they paid DP Solutions [REDACTED] to perform the network recovery.
- Mr. Bateman said there was no evidence that Lt. White maliciously corrupted the servers and computers. He further denied there were any vindictive emails or documentation sent by Lt. White insinuating he intentionally corrupted their network. Mr. Bateman could not say for sure if the computer issues may have been due to a virus or if the company had been "hacked."
- Mr. Bateman further alleged he suspected Lt. White was performing work for Compass Marketing while he was on-duty with the MDSP. Mr. Bateman advised other co-workers said Lt. White would often drop off Senator Miller and then come into the office for several hours while wearing his gun and badge. Mr. Bateman was told Lt. White would go back into his office and close the door where they suspected he was doing IT work for the

company until he had to leave to pick up Senator Miller. Lt. White's office [REDACTED] [REDACTED] for the company and was locked. The door did not require a key fob to enter; therefore, time stamps showing entry and exit do not exist. Mr. Bateman was unable to provide specific dates and times regarding these allegations nor any proof or evidence. Mr. Bateman said there was no time clock or key fob at the office that could give specific dates and times; the [REDACTED] Mr. Bateman advised when Lt. White worked for the company he would just tell his father how many hours to log for him for payroll so there were no timesheets or documentation to back up the allegations. Mr. Bateman also advised Lt. White could access the company's network from outside the office and could work from home. Lt. White would typically work 40-80 hours within a two-week period. Mr. Bateman said employees only have to use a key fob to enter the office after hours. He advised he would check those records to see if Lt. White ever worked after hours for the company. Mr. Bateman said there was no work schedule for Compass Marketing employees and it was unknown what days/hours Lt. White worked.

- Mr. Bateman provided payroll register documentation for Lt. White's hours from January 2013 to May 2019; however, there were no specific times associated with the hours Lt. White worked during a two-week period.
- Mr. Bateman provided copies of emails sent between Lt. White and John White. In the email sent by Lt. White on May 10, 2019, Lt. White wrote it would be his last email as a Compass employee and that he placed his resignation letter on John's desk on May 2, 2019. Lt. White provided a personal email if anyone needed to contact him. John wrote he accepted Lt. White's resignation from the company and asked for Lt. White's credentials and passwords for the servers, routers and switches, etc. On May 11, 2019, John White sent another email to Lt. White stating, "2nd request, send the user names and passcodes please." A third email was sent by John White to Lt. White on May 19, 2019 stating:
 - *"George, This is the 3rd and final request for the passcode information. Since you and your [REDACTED] abruptly resigned from the company following your demand for a six figure cash payment we have suffered significant, expensive network and computer attacks, which I'm hoping is only a coincidence. Also, your hard drive is missing, along with your father's hard drive. Your refusal to turn over the below passcodes will only end badly. Your last timecard submitted with 90+ hours of work, while on vacation is still a concern so please submit the days and hours you worked. Again, I hope you will carefully reflect on your own family, your own long unblemished career, and your own good name. Please do the right thing here and turn over the passcodes. I respect your blind faith in your father, but there are 75 other employees who require your resignation be done responsibly. John."*
- Mr. Bateman said Lt. White never responded to any of the emails. Mr. Bateman said the emails were sent to Lt. White's company email at gwhite@compassmarketinginc.com so Lt. White may not have had access to his work email account at the time. Mr. Bateman provided another email sent from Lt. White to John White and Todd Mitchell, who was the

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new Chief Operations Officer, requesting a meeting to discuss compensation and a recent change in the company.

The interview concluded at 0950 hours. A CD containing the interview may be viewed in **Book I, Appendix "C."** A copy of the above emails may be viewed in **Book II, Appendix "3."** In addition to the payroll register and emails mentioned above, Mr. Bateman also provided paperwork from DP Solutions and copies of Lt. White's W-2 from 2013 to 2018 which may be viewed in **Book I, Appendix "A."**

Mr. Bateman made contact with Sgt. Hunt later in the day on June 5, 2019, to advise he was unable to obtain the information related to the after-hours key fob access because only Michael White had access to the access codes and passwords.

SYNOPSIS OF MR. JESSE WILLIAMS INTERVIEW:

Compass Marketing

22 Severn Avenue (Suite 200), Annapolis, MD 21403

Cell: [REDACTED]

On June 18, 2019 at 0650 hours, Sgt. Hunt conducted an audibly recorded interview of Mr. Williams at the Annapolis Barrack. The following is a brief synopsis of the interview:

- Mr. Williams has been employed with Compass Marketing for about ten years and was the group Vice President of inside sales. He has a cybersecurity background and has been assisting the company with IT issues since Lt. White resigned.
- Mr. Williams said that Lt. White worked for the company on varying days and times. When Lt. White would come to the company; he would go into his office and shut the door. Mr. Williams could not say for sure whether Lt. White was working when he came into the office because he was behind a closed door. He did advise Lt. White would do triage type work on the computers on occasion. Lt. White would come in the office wearing either a suit or a polo shirt and that about 60% of the time he would also be wearing his gun. Mr. Williams would also see Lt. White come to the office after hours on occasion in the evening. Mr. Williams could not advise if Lt. White worked remotely from other locations, but assumed he did because he could connect remotely through the company's VPN. Mr. Williams could not provide any specific dates or times that he suspected Lt. White may have been working for Compass Marketing while also working for the MDSP. Mr. Williams remembered a few occasions when Lt. White responded to Compass Marketing from the State House to fix an emergency issue.
- Lt. White resigned from the company after being denied a raise or bonus he was seeking from John White. It appeared Lt. White left the company on good terms and was not vindictive toward the company. Mr. Williams stated he and other new employees have been unable to set up Google email accounts. He advised he contacted Google to try and gain administrative rights to the email accounts and then his email account was deactivated by one of the Google administrators. He advised Lt. White, Mike White and

a third party were the administrators on the account but Google would not advise who deleted his account.

- When asked about the computers being locked down, Mr. Williams said the company computers worked but were having Wi-Fi issues. He advised Compass was not able to access the Wi-Fi because they did not know the passwords. When asked if he thought Lt. White deliberately locked down their computer system when he resigned, Mr. Williams said he did not think it was deliberate. He thought Lt. White just walked away from the company altogether knowing it would be hard for them (IT wise) after he was gone. In addition to DP Solutions, Mr. Williams said the company was trying to hire Data Link to come in and perform a forensic examination of their computers. When questioned about the company's network and servers, Mr. Williams referred Sgt. Hunt to Gunner Staples, and advised he handled the servers and business accounts.

The interview concluded at 0743hours. A CD containing the interview may be viewed in **Book I, Appendix "C."**

On June 20, 2019, Sgt. Hunt made contact with Alex Huggins of the Attorney General's Office to brief him on the case. Mr. Huggins informed Sgt. Hunt he did not have sufficient probable cause to subpoena records from Google relating to this investigation.

SYNOPSIS OF CONTACTS WITH DP SOLUTIONS TECHNICIANS:

On June 21, 2019, Sgt. Hunt made contact with Marty Listwan, the technician at DP Solutions who assisted Compass Marketing. Mr. Listwan told Sgt. Hunt, Compass Marketing was locked out of their administrative access and DP Solutions had to break into their servers, firewalls, Wi-Fi and network to regain control and establish new passwords. Mr. Listwan further advised some employees were affected by the computer issues and others were not.

On the same date, Sgt. Hunt also made contact with Clay Westbrook and "Clyde," from DP Solutions. Mr. Westbrook said he did not observe any viruses while working on the system, but advised someone was logged into "team viewer," which gave them remote access to the network. Mr. Westbrook said he did not observe anything suspicious and removed the unidentified person off the network. Mr. Westbrook said he could not recover anything from team viewer to identify who was logged into the network. He further advised he did not see any destruction of data and the issues mostly focused on access to the company's computers and network.

During contact with "Clyde," he told Sgt. Hunt he was the first to arrive at Compass Marketing to assist with their computer issues. He advised everything was running, but when an employee logged off their computer, they were unable to log back in. Clyde believed someone may have been logged into their system disabling the accounts. He advised that administrators have options in their settings that can allow them to disable accounts. He said

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the accounts seemed to be getting disabled from the order of, the most junior person at the company to the most senior.

SYNOPSIS OF MR. JONATHAN "GUNNER" STAPLES INTERVIEW:

Compass Marketing

22 Severn Avenue (Suite 200), Annapolis, MD 21403

Phone: [REDACTED]

On June 25, 2019 at 0758 hours, Sgt. Hunt conducted an audibly recorded interview of Mr. Staples at the Annapolis Barrack. The following is a brief synopsis of the interview:

- Mr. Staples has been employed with Compass Marketing for three years and was currently the Chief Technology Officer (CTO) performing the IT work. Mr. Staples said he would see Lt. White about once a week and their offices were close to one another. Lt. White would be in the office for about an hour when he was there and he worked remotely through the VPN. He said Lt. White would send emails throughout the day. Mr. Staples could not recall specific dates and times that he believed Lt. White was working at Compass Marketing or say for certain if he was working for MDSP at any of those times.
- Mr. Staples was not sure if the computer issues were due to DP Solutions fixing the issues or if someone deliberately did something to the computer systems. He said he could not log into his computer because his password changed, but could not advise who did that. He said the employees still had email access except for Jesse Williams and the new hires. He added nothing was encrypted, the computers were locked and they had no administrative rights to access their email accounts. Lt. White, Michael White and "Brian" from i4DM had administrative rights to the company's computers. Lt. White and Michael White are both currently locked out of everything except for the company's Gmail accounts.
- Mr. Staples did not know who did this to the computer system and said it could have been Lt. White, Michael White, "Brian," or it could have been DP Solutions when they were configuring and securing the network. There were no Wi-Fi issues until DP Solutions had to reconfigure the passwords. DP Solutions was unable to obtain the logs that would have shown who accessed the network.
- Mr. Staples was aware Lt. White resigned and was possibly disgruntled after not getting the salary he wanted.

The interview concluded at 0841 hours. A CD containing the interview may be viewed in **Book I, Appendix "C."**

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SYNOPSIS OF MR. JOHN WHITE INTERVIEW:

Compass Marketing

22 Severn Avenue (Suite 200), Annapolis, MD 21403

Phone: [REDACTED]

On July 25, 2019 at 0913 hours, Sgt. Hunt conducted an audibly recorded interview of Mr. White at the Annapolis Barrack. The following is a brief synopsis of the interview:

- Mr. White was the Chief Operating Officer (CEO) at Compass Marketing. Mr. White has been with Compass Marketing for 20 years and advised Lt. White worked for the company for about 15 years as the IT specialist. Lt. White was Mr. White's nephew.
- Mr. White advised they would contact Lt. White when any IT related emergencies would arise and he would respond to the office. He recalled one specific time when he called Lt. White to come into the office for a computer issue and Lt. White told him he was on vacation, but would respond shortly.
- Mr. White said there were no set days or times that Lt. White would work at the office. Lt. White picked his own hours to work. Lt. White would drop off Senator Miller at his office and then come into Compass. When asked if Lt. White was working on actual Compass time, Mr. White could only advise Lt. White would exchange emails with other employees while at the office. Mr. White had a meeting with Lt. White on April 29, 2019 at 1645 hours, and he was wearing his gun and badge. A check of that date and time in Workday by Sgt. Hunt revealed Lt. White worked 0800-1600 hours, so he was off duty with the MDSP at the time of the meeting. Lt. White demanded a signing bonus of \$100,000 during this meeting "or else." Lt. White was upset other employees received signing bonuses but he never did. Mr. White advised he did not comply with Lt. White's request and Lt. White resigned from the company 2 days later.
- Mr. White emailed Lt. White's at the company email address and texted him several times requesting the company's passcodes with no response. It could not be confirmed if Lt. White still had access to his company email at that time. Mr. White denied attempting to call Lt. White by telephone to directly ask for the passcodes.
- When asked about the current computer issues, Mr. White said they are still suffering from the computer attack and "he" is still the administrator for Microsoft and Google. He advised the company retained DataLink and Microsoft to work on their system. Mr. White further advised random passwords to their computers were changed in mid- May, which denied employees access to those computers. Both Michael White and Lt. White had access to the company's computer system. When asked about "Brian" from i4DM, Mr. White advised he was unsure who that was.
- Mr. White advised his brother, Michael White was fired from the company. When asked how he knew it was Lt. White and not Michael White, Mr. White said it could be one or both of them. Sgt. Hunt asked if DP Solutions recovered any evidence that would point to Lt. White, and Mr. White advised nothing has been found.

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- Mr. White advised the FBI was currently handling the case involving suspected embezzlement of company funds by Michael White and Dan White, but could not provide the name of the agent.
- Mr. White provided Lt. White's office telephone records. The records only revealed that when Lt. White was at Compass Marketing, he was calling the State House and Senator Miller's office. Lt. White did make a phone call to another Compass employee, Maggie Stark, that only lasted 42 seconds. He also advised Lt. White had a work cell phone [REDACTED] but ported the number through Verizon to make it a personal cell number. He advised Michael White was the administrator with Verizon and gave Lt. White authorization to keep the phone. He was unable to provide those records.
- Mr. White alleged Lt. White took his computer when he resigned from the company and the master log which showed which computers the company had.
- Mr. White would check with payroll to see if he could pinpoint any specific dates/times Lt. White worked at the company.
- Lt. White was a very nice person, but because his father (Michael White) and mother were embezzling money from the company, he could not commit to his terms for a raise and signing bonus.

The interview concluded at 1010 hours. A CD containing the interview may be viewed in **Book I, Appendix "C."** A copy of the phone records provided by Mr. White may be viewed in **Book II, Appendix "7."**

SYNOPSIS OF LT. WHITE'S WORKDAY RECORDS FROM 01/02/19-06/04/19:

On July 31, 2019, Sgt. Hunt forwarded me a copy of Lt. White's Workday Log records from January 2, 2019 through June 4, 2019. Due to the lack of dates and times provided by the complainant or Mr. White a breakdown of the Workday entries was not completed. A copy of those records may be viewed in **Book I, Appendix "B."**

RESULTS OF FORENSIC EXAMINATION OF COMPASS MARKETING COMPUTERS:

On July 31, 2019, Sgt. Hunt and Sgt. John Bedell /4888/, of CCU, responded to Compass Marketing to conduct a forensic examination of their computer network. Upon completion of the forensic examination, Sgt. Bedell was unable to locate any events on the log files where Lt. White or Michael White accessed the system. Sgt. Bedell was able to see a generic user name of "administrator" accessing the system; but, was unable to locate any further data to identify who the user was. Sgt. Bedell also looked through the Firewall and VPN and discovered their network only holds 4 mb of data on a rolling buffer, which meant the data was continuously being written over every few seconds making records impossible to recover. In addition, Sgt. Bedell

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was unable to obtain the Google and Microsoft records from their server due to those accounts being cloud based.

SYNOPSIS OF SGT. HUNT'S CONTACT WITH MS. EILEEN BURGESS:

On August 9, 2019, Sgt. Hunt made contact with Ms. Eileen Burgess, from Human Resources at Compass Marketing. Ms. Burgess advised she is the sister of John, Mike and Dan White and preferred not to get involved. Ms. Burgess forwarded Sgt. Hunt to Erin Songer, the Chief of Human Resources for questions regarding time sheets. Ms. Burgess further advised there are three different stories and that Sgt. Hunt has only heard one version.

On August 13, 2019, Sgt. Hunt made contact with Ms. Songer. She advised only Lt. White would have records of timesheets because he was in charge of the Microsoft account. She further advised the time sheets would not display the actual time an employee worked, but instead just "X" number of hours for a particular day.

SUBPOENA INFORMATION FROM PETIBON ALARM COMPANY:

On August 21, 2019, Sgt. Hunt received information back regarding the subpoena he served on Petibon Alarm Company regarding the key fob records for Compass Marketing. Petibon advised they had no records of employee key fob access because it was client managed and only Compass Marketing had access to those records. Compass Marketing has not provided any such records as requested throughout this investigation. A copy of this subpoena may be viewed in **Book II, Appendix "15."**

SYNOPSIS OF MICROSOFT SEARCH WARRANT:

On August 29, 2019, Sgt. Hunt received the results from the Microsoft search warrants executed on Michael White's and Lt. White's accounts. The search warrants revealed both Lt. White and Michael White were listed as administrators to the Microsoft account; however, there were no other results attached to include IP addresses, account activity and information from deleted accounts as requested. Sgt. Hunt made contact with a representative from Microsoft by telephone who explained there were no IP addresses because there was no activity with Michael White's account. Sgt. Hunt learned the account was still active, but the user did not use the account. Lt. White's account had logons on May 8, 2019 and May 13, 2019 with two IP addresses of [REDACTED] that were utilized. The IP addresses returned to networkMaryland which geo-located to Annapolis, MD and Verizon Fios, which geo-located to Waldorf, MD. There was no content attached to the activity and it only showed the logon was a success. When asked about the deleted accounts, Sgt. Hunt was informed once the accounts were deleted, no information could be recovered. Microsoft was unable to advise the reason for the logons or what the user did as a result. A copy of these search warrants may be viewed in **Book II, Appendix "16 & 17."**

SYNOPSIS OF MEETING WITH ATTORNEY GENERAL ALEX HUGGINS:

On October 4, 2019, Sgt. Hunt and Attorney General Alex Huggins, who has been reviewing the criminal allegations, met with Mr. Bateman and John White. Sgt. Hunt reiterated he was only investigating the allegations of time fraud, theft of company property and illegal access to the computer network. Sgt. Hunt further informed Mr. Bateman and John White that due to there being no time sheets or records proving Lt. White was receiving payment for working at Compass while working at MSP, he would not be able to charge him for that specific allegation. Sgt. Hunt further explained that Lt. White is allowed to wear his agency weapon and badge when he is not working in an MSP capacity, and since he works in Annapolis, it is conceivable he would drive his Agency vehicle from Senator Miller's office to the Compass office. AG Huggins agreed and informed them they could not charge Lt. White without evidence. AG Huggins further advised them because Lt. White was an employee and allowed to keep his work cell phone and turn it over for personal use, he could not be charged for the theft of the cell phone either.

SYNOPSIS OF CONTACT WITH SGT. HUNT REGARDING CASE UPDATES:

Sgt. Hunt met with Mr. Huggins at the Attorney General's Office on October 11, 2019, to brief him on the case. Mr. Huggins told Sgt. Hunt there was nothing to support the time fraud allegations or the alleged theft of any company equipment. Mr. Huggins advised Sgt. Hunt to continue waiting on any additional information regarding the illegal computer access. On November 4, 2019, I made contact with Sgt. Hunt by telephone to get an update regarding his criminal investigation. Sgt. Hunt had not received anything back from the subpoenas he sent to Google and Verizon in August.

SYNOPSIS OF SGT. HUNT'S CONTACT WITH LT. GEORGE WHITE:

On November 15, 2019, Sgt. Hunt made contact with Lt. White by telephone in an effort to set up an interview. Lt. White advised he would talk with Sgt. Hunt; however, he would most likely have an attorney present for the interview. Lt. White informed Sgt. Hunt that there was more going on with Compass Marketing that will end up in a lengthy civil trial. He further requested Sgt. Hunt speak to Mike White and Dan White first to get the full picture of what has been happening at Compass Marketing.

SYNOPSIS OF COMCAST SUBPOENA:

On December 4, 2019, Sgt. Hunt received subpoena information back from Comcast in regards to the IP address that was used to go into John White's account to give Robert White a [REDACTED]. Comcast provided the IP address of [REDACTED] from October 1, 2019 to November 1, 2019, returned to Mike White of [REDACTED]. The results further revealed the IP address was assigned to the current subscriber from June 6, 2019 to November 26, 2019. Sgt. Hunt made contact with Ms. Stacy McCue from Kelly Payroll who advised Robert White's pay increase was changed on October 10, 2019 at 11:13:46 a.m.

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and there were only two people logged in at that time, Tandra Owens and John White. John White claimed earlier that someone used his credentials. A copy of the subpoena may be viewed in **Book II, Appendix "23."**

SYNOPSIS OF MR. MICHAEL WHITE'S INTERVIEW:

Compass Marketing

22 Severn Avenue (Suite 200), Annapolis, MD 21403

Cell: [REDACTED]

On December 18, 2019 at 0956 hours, Sgt. Hunt of CCU and I conducted an interview of Mr. White at the office of his attorney, Clarke Ahlers, located at 10450 Shaker Drive (Suite 111), Columbia, Maryland. Mr. White and his attorney would not allow the interview to be recorded. Sgt. Hunt advised Mr. White of his Miranda Rights via an MSP Form 180- Advice of Miranda Rights Form; however, Mr. White refused to sign the form. The following is a brief synopsis of that interview:

- Mr. White advised he is still an owner of Compass Marketing and owns [REDACTED]. He advised his brother, Dan White also owns [REDACTED] and his other brother, John White owns [REDACTED]. Mr. White provided Sgt. Hunt with copies of Capital Stock Common Shares paperwork denoting this, as well as copies of Compass Marketing "S Corp" tax filing paperwork from 2016 and 2017 denoting all three brothers as the company's owners. Mr. White said Compass Marketing is an "S" corporation which means it is owned by the shareholders, he, Dan and John. He also advised that an "S" corporation does not have to pay taxes because it is similar to an LLC. Mr. White said that he, Dan and John are still the directors for Compass Marketing. Mr. White said John claims to be the Chief Executive Officer (CEO) of the company, but a CEO position was never created. Mr. White said he was in charge of payroll while actively working at the company, but cannot access payroll anymore because John changed the access code in May of 2019. Mr. White confirmed employees would not use a time clock. He advised most (except interns) were paid a specific salary and overtime was never given.
- Mr. White said he had access to the company accounts to include, Microsoft 365, Google, Gmail and the Wi-Fi account, but got locked out of all the accounts on May 1, 2019, after John hired a Network company to come in and re-set everything. Mr. White said he, John, Dan and his [REDACTED] Lt. White had the passwords to the accounts and were administrators. He said they could all set up a new employee's accounts at the company, but Mr. White said he often did that. Mr. White said all the accounts (Google Verizon, Microsoft) were charged to his company credit card. Mr. White said that John had access to all the passwords because Lt. White kept a list in his office at Compass Marketing. He advised his [REDACTED] Lt. White did most of the IT type work at the company. Mr. White denied accessing or manipulating any of the company's computer and network accounts since his separation from the company, but advised, even if he did he had a right to because he is an owner of the company. He added he could set the building on fire if he wanted to because it is his company.

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- He advised that he and Dan White have been in a civil dispute with their brother John White over the company since November of 2018 when John sent them an email terminating them from the company. He advised John had no authority to terminate them since they were part owners of the company. In May of 2019, John seized control of the payroll and stopped paying both Mike and Dan and changed the company passcodes so they could no longer get in the office or access anything.
- Mr. White also provided copies of John White's personal tax returns from 2013 and 2014 stating that he is only a 50% owner of the company. Mr. White claims the IRS filed a [REDACTED]. Mr. White said when John started facing all these financial troubles recently, he began making allegations against him and Dan regarding financial wrongdoing within the company.
- Mr. White said he and Dan, filed a lawsuit in Virginia on December 2, 2019 to have the company dissolved. He advised, "You can't untangle what John did to the company." In addition, Mr. White said he and Dan filed a Whistleblower complaint against John at the Security and Exchange Commission.
- When questioned about employees taking company cell phones without authorization after they left the company, Mr. White said Compass did not issue cell phones to employees. He advised Compass would bring the employee's personal cell phone number into the Compass Account and when they left the company, their number would be released back to them. He advised the employee pays for their actual cell phone and any upgrades, the company would just pay the monthly usage bill. Mr. White said he managed the Verizon company cell phone account and would pay the bills with his company American Express card. He said there was a Verizon Request form in each employee's personnel folder. Mr. White said his cell phone number has been changed back to his personal cell phone account. He added most of the employees were issued laptop computers while working for Compass Marketing.
- Mr. White re-iterated several times that he is an owner of the company and does not need authorization to use the credit card. Mr. White denied using the company credit card to take his family on a vacation, but advised if he did he would just need to claim it as a draw on his income tax statement. In addition, his attorney said Mr. White owns part of the company and can tell the employees to take whatever equipment they want.
- Mr. White said he would hire employees, fire employees and was also in charge of the payroll. Mr. White said he can no longer access the payroll because John White changed his access codes in May of 2019.
- Mr. White denied John's White's recent claims of authorizing [REDACTED] to current employees (Rob White) recently under the payroll account. Mr. White denied doing so but said if he did do it, he has a right because he is part owner of the company.

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- Mr. White was upset regarding the questioning as if we were looking at the case like he was an employee of the company and not an owner. Mr. White advised he is an owner of Compass Marketing and had the same legal rights that John White did.
- Mr. White said [REDACTED] Lt. White has not touched Compass Marketing since he resigned on May 1, 2019 and denied the allegations made against [REDACTED] by John White and Mr. Bateman as described above.

The interview concluded at 1150 hours.

SYNOPSIS OF SGT. HUNT'S CONTACT WITH ATTORNEY GENERAL HUGGINS:

On December 18, 2019, Sgt. Hunt made contact with Attorney General Huggins by phone to update him on the case. After being briefed on the facts of the case, Mr. Huggins advised the Attorney General's Office would not be handling the case and further advised there is no evidence showing Lt. White committed anything illegal while acting in his official capacity as a Maryland State Trooper. Mr. Huggins advised Sgt. Hunt to have the Anne Arundel County State's Attorney's Office review the case as well.

SYNOPSIS OF GOOGLE SEARCH WARRANT:

On December 23, 2019, Sgt. Hunt received the results from the Google Search Warrant and subpoena. The information revealed Mike White and George White were actively logging into their Compass email from April 15, 2019 to July 31, 2019, but no information could be obtained reference their activity nor the deletion of any employee compassmarketinginc.com email domains.

John White reported to Sgt. Hunt in December of 2019 that his password on his company email account had been changed without his consent. The subpoena results revealed all of the recovery information of John White's Compass email account were changed to Mike White's information, such as his recovery email and recovery phone number. No other information could be determined. A copy of this search warrant and subpoena may be viewed in **Book II, Appendix "12."**

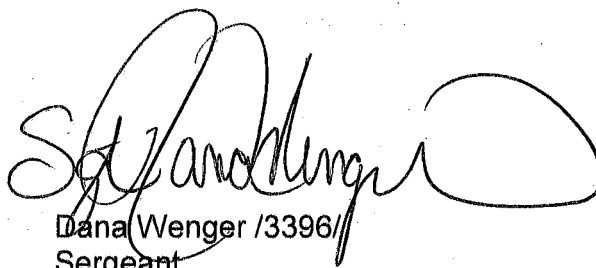
SYNOPSIS OF DECLINATION LETTER FROM THE ANNE ARUNDEL STATE'S ATTORNEY'S OFFICE:

On January 24, 2020, Sgt. Hunt met with members of the Anne Arundel County State's Attorney's Office to review his criminal case. On February 5, 2020, Assistant State's Attorney (ASA), Colleen McGuinn and Deputy State's Attorney, Jessica Daigle met with Mr. Bateman and John White. The state's attorneys advised them the case would be closed with no charges or further action due to a lack of probable cause. On the same date, a declination letter was issued by ASA McGuinn. The letter declined criminal prosecution, due to a lack of evidence proving

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time fraud, theft of company property and unauthorized computer access by Lt. White. A copy of the letter may be viewed in **Book II, Appendix "35."**

Due to a lack of facts, evidence and corroborating witness statements, I recommend this case be closed by confidential memorandum with no further action at this time. A copy of the criminal investigation book and appendices are attached to this memorandum.

A handwritten signature in black ink, appearing to read "Dana Wenger", with a large, stylized loop at the end.

Dana Wenger /3396/
Sergeant
Internal Affairs Division
Maryland Department of State Police