

After the Gazette article was published 5/29/21, Mr. Wright met with foster parent leadership to explain his side of the story. Mr. Wright explained that Ms. Ballage's claims discrimination are unfounded because Ms. Ballage wrote a glowing resignation letter.

This cropped image was distributed to current foster families as Ms. Ballage's "resignation letter".

my First Reserve position at Hope and Home on 7/12/19 to embark on a new journey in California with my family. I have thoroughly enjoyed my time working at Hope and Home and have loved my time working alongside all my families over the past 3 years during my time as a home supervisor. I deeply value and have enjoyed my time spent with such amazing, supportive, caring, loving, nurturing, resilient, selfless, honorable, brave, and tolerant families. I cannot begin to express how all my families and children have highly and positively impacted life. Working with you all has been a profound experience in my life and it has helped shape the woman that I am today. I wish I could love and care for you all from afar! The time that I have spent with this company, my families, and my children has been one of the best times of my life and I will forever cherish it. Please remember that this mission you all fulfill is so important and give yourselves grace as you tackle the obstacles that this journey has to throw at you. You are such important stepping stones, foundations, and mentors in each and every one of these children's lives. I appreciate you all immensely for all that you do. Please do keep in touch as you all have left a forever stamp/mark on my heart 😊 Best wishes and warm regards,



OLIVIA BALLAGE

Home Supervisor, Hope & Home

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In Mrs. Ballage's sworn EEOC statement 7/29/2020, she states:

I sent the e-mail that Hope & Home attached as Exhibit A to its Position Statement. I did not share the real reason for my resignation – the hostile work environment that had been created for me, [name redacted], and other women by Ross and those management employees who supported him – in that message because the e-mail was sent to the families and children who I worked with and it did not strike me as appropriate to do so.

This statement contradicts the email that was sent to Hope and Home foster families in May 2021, prior the Gazette article publication, in which it stated, "We were surprised by this [lawsuit] being that this particular employee left the organization with well-documented and unsolicited rave-reviews of her time as an employee of Hope & Home."

Exhibit A

From: Olivia Ballage
Sent: Tuesday, July 9, 2019 3:59 PM
To: Gina Milne; Jessica Engel; Marian Percy
Cc: Ross Wright
Subject: Final Farewell Letter
Attachments: Farewell.docx

Hi Gina,

Last week Ross asked if I would consider writing a letter to my/our families informing them that I will be transitioning on. I of course said yes because I feel like that is something that I need to do to help me process. I have attached the letter here. Do you mind passing this on to all our hope and homies via email or in support group (I realize that this may not be as important to some whom I may have not worked with)? Please revise and edit any errors as needed because I was definitely emotional while writing this. Thank you for all you do 😊

P.S. Marian, please scratch the copy I gave to you, the edited version is here!



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Exhibit A

Dear Hope and Homies,

I wanted to take a moment to let you know that I will be leaving my First Reserve position at Hope and Home on 7/12/19 to embark on a new journey in California with my family.

I have thoroughly enjoyed my time working at Hope and Home and have loved my time working alongside all my families over the past 3 years during my time as a home supervisor. I deeply value and have enjoyed my time spent with such amazing, supportive, caring, loving, nurturing, resilient, selfless, honorable, brave, and tolerant families. I cannot begin to express how all my families and children have highly and positively impacted life. Working with you all has been a profound experience in my life and it has helped shape the woman that I am today. I wish I could love and care for you all from afar!

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