

**From:** cartercollum@aol.com,

**To:** jlrashaw@marathonoil.com,

**Cc:** ASKHR@marathonoil.com, kbhill@marathonoil.com,

**Subject:** Re: [External] Re: Private and Confidential

**Date:** Sun, May 10, 2020 11:33 pm

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Jill,

I have thought about this all weekend and I'm just unsatisfied. Here are more facts to help shed light on the situation. In Kelyn's staff meeting on Tuesday May 5th, 2020, he accused me of posting an anti-LGBTQ comment on the layoff.com regarding him and Zach Jeffries. He specifically named me in his discussion about the comment. I want you to understand why this is sticking with me so hard.

I have two siblings who belong to the LGBTQ community. Growing up in a small town in east Texas I saw the hate they endured on a daily basis. I have stood beside them throughout their struggles and fought for them every step of the way and will continue to support and fight for them and all who are treated unjustly. I will be damned if I let someone accuse me of spreading the type of hate I have fought my entire life to end.

Marathon gave me nine wonderful prosperous years and I do not wish to part ways in a negative manner. I request a formal written apology and from the Land department for the slanderous remarks against my character and assurance it will cease.

Thank you,  
Carter Collum, CPL  
(903)-245-8509

On May 8, 2020, at 6:15 PM, Carter Collum <cartercollum@aol.com>  
wrote:

Jill,

I disagree and feel I have proof the comments were made in his Marathon staff meeting. This is further evidenced by the fact I never brought up what he said or that it was on social media or an anonymous site. Clearly, that came directly from your side. So, that confirms the evidence I have. Thanks for letting me know where Marathon stands and

how you addressed the situation. We will be back in contact with you next week.

Regards,  
Carter Collum, CPL  
(903)-245-8509

On May 8, 2020, at 4:57 PM, Ramshaw, Jill L. (MRO)  
<jlramshaw@marathonoil.com> wrote:

Carter,

Thank you for your email.

Please re-read my message as I believe we have addressed your concern by reminding the team to remain respectful towards our former colleagues (which includes you), and to not opine on who may or may not be behind social media posts. We have no reason to indicate that any comments were made during a staff meeting, nor that our instructions will not be followed.

If you learn of any future incidents or you have specific information (dates, participants, who said what) regarding a staff meeting where negative comments about your character were made, please provide those details to me.

Many thanks

Jill

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**From:** Carter Collum <cartercollum@aol.com>  
**Sent:** Friday, May 8, 2020 3:53 PM  
**To:** Ramshaw, Jill L. (MRO) <jlramshaw@marathonoil.com>  
**Cc:** ASKHR <ASKHR@marathonoil.com>; Hill, Kimberly B. (MRO) <kbhill@marathonoil.com>  
**Subject:** [External] Re: Private and Confidential

**Beware of links/attachments.**

Jill,

I appreciate and understand your response, however, I think you may be misinformed as you did not address my main concern. The comments about me were not in some social media forum. Rather the comments about me were in a Marathon staff meeting by my former direct supervisor, Kelyn Synatschk. I have confirmation from participants in the meeting that Kelyn made these negative comments and even said he did not care what happens. As I said in my email to Kimberly, I take this very serious and will take whatever action necessary to clear my name as these comments can negatively impact my reputation and future in the business. His accusations were completely false and grossly negligent. I have already filed a formal complaint with the American Association of Professional Landmen due to the fact Kelyn's comments do not live up to the high ethical standards set for a Certified Professional Landman.

I understand the work week is winding down but I am still expecting a prompt and meaningful response by the end of today.

Thank you,

Carter Collum, CPL

(903)-245-8509

On May 8, 2020, at 3:16 PM, Ramshaw, Jill L. (MRO)  
<[jramshaw@marathonoil.com](mailto:jramshaw@marathonoil.com)> wrote:

Carter,

Your various messages to the company have been forwarded to my attention, namely, your concern about opinions related to social media posts, your request for pay stubs, your inquiry about modification to your severance offer, and your follow up regarding personal items that are at the Houston Tower. Our response below addresses each of your points.

First, we appreciate your concern about potential discussions concerning who may be behind recent anonymous posts on social media that have been particularly negative, as I'm sure you can appreciate that it can be especially hurtful for our current employees to see anonymous postings about them that include lewd references or personal attacks by name (or initials). We have reminded the team to ignore things we cannot control (like anonymous social media attacks), and focus on being supportive of each other and the work before us. This includes remaining respectful toward our former colleagues and not opining on who may or may not be behind social media posts. If you learn of any future incidents, please do not hesitate to contact me directly.

With respect to your request on May 5 for your April 23, 2020 paystub, we can confirm that the request has been processed. As Ms. Hoffner informed you via email on May 5, it will be mailed today, May 8, to your address on file. If you do not receive it by the end of next week, please let me know.

Finally, you have asked whether we can consider increasing your severance pay. As Ms. Hoffner previously informed you, your severance pay

calculation under the company's Termination Allowance Plan (TAP) uses your Accredited Service Date to calculate your severance pay offer. The severance pay formula is set out in the Plan documents, which I have attached to this email for your reference. We are required to administer the Plan consistent with its terms to satisfy our obligations under the Employee Retirement Income Security Act of 1974, as amended, and in a consistent and nondiscriminatory manner. Accordingly, we cannot make a one-off exception for you.

However, as I hope you can appreciate, these decisions are not made lightly, including what benefits the Company will provide to separated employees. It may interest you to know that, although the standard practice has been to offer 3 months of Company paid COBRA coverage to COBRA eligible separated employees as part of the TAP severance package, the Company made the decision to enhance that offer to 8 months of Company paid COBRA coverage (through the end of the year) for COBRA eligible employees identified in this particular reduction in force. Of course, you must first elect COBRA coverage and timely execute, return and not revoke the TAP release agreement. The Company also made the decision to extend the standard practice of offering 3 months of outplacement services by an additional 3 months.

With regard to your remaining personal items in the Houston Tower that were not previously delivered to you this week -- we continue to maintain COVID-19 precautions. While we made our best efforts for the packing company to return all personal items to all released personnel, we hope you can appreciate that some items may have been unwittingly omitted. Our offices remain mostly off-limits for health and safety reasons, but the AskHR team plans to address remaining personal items (for all released employees) once they are permitted to return to the office. The timing is uncertain at this juncture as we are undertaking a cautious and phased approach, but we anticipate if the curve continues to flatten in our local area and safety parameters can be met, we can start their phase of the return to the Houston Tower later this spring or summer. If any of the items you describe is absolutely urgent and which you believe warrants a special exception to our safety protocols, please let me know so we can evaluate your request with the CERT safety team. Otherwise, we appreciate your patience to ensure we continue to follow the safety protocols implemented

by the company.

Carter, I can only imagine how tough the past week has been for you, and sincerely wish the best for you and your family.

Many thanks

**Jill Ramshaw** | HR VPI Marathon Oil

 o. 713.296.2039 m. 281.460.9972 |  [jramshaw@marathonoil.com](mailto:jramshaw@marathonoil.com)