

## **Carpool split and the first wedge between Keith Neinhuis and I**

### **I. Norm Hopkins tells Keith I want to separate the carpool *A. Norm wants to be a supervisor.***

He is having marital problems but pretends he has a great marriage to portray a good image.

Norm sends me mixed signals. He tells me how lonely he is. He confides his wife does not come home. He also jokingly suggests invitations to spend weekends with him.

### **B. I confirm Norm is having marital problems.**

Norm Hopkins and Mary Iverson have history. Since Mary referred us both to this job, in confidence I ask Mary why Norm's behavior is conflictual

### **C. Mary confirms my concern and encourages me to separate myself from Norm.**

I confide in Norm that I am attracted to him also and that for this reason I have decided to separate myself from him so I am not associated with the divorce that is in his future, but has been hidden from our piers.

## **II. Carpool**

- A. 6:40 a.m.
- B. Carpool on our way to work
- C. Estimate time 1-01-2006

## **III. People Involved**

- A. Keith Neinhuis (driving)
- B. Aaron Devenchenzi (front seat)
- C. Greg Edwards (new employee, backseat to my right)
- D. Norm Hopkins (backseat to my left)

## **IV. Event Sequence**

- A. Norm tells Keith my decision to separate my self from carpool. I do not know what else he told him.
- B. We are driving to work one morning and Keith is talking to me
- C. At first I think Keith is joking, but it soon becomes clear he is not

## **V. Keith Neinhuis yells at me about separating the carpool. He starts yelling about gossiping and loyalty.**

- A. I do not know what Norm said to Keith.
- B. I start crying because I trusted Keith and Norm. Norm knows what is really going on but doesn't want to tarnish his image.  
Keith now apparently thinks I am bad. Keith apologizes after we get to work, but it is never revealed what Norm had said to make him so angry with me. This incident happened 5 months prior to my transfer under his Keith's supervision.