







raised concerns to our team. Amazon takes concerns of this nature very seriously and has a process in place to investigate. My role in this process was to be a fair and objective fact finder and to conduct and complete a thorough investigation. As part of this process, I spoke with relevant parties and reviewed relevant documentation.

I completed a thorough investigation and found a violation of Amazon policy or standards of conduct. As a result, we have taken appropriate action to address the violation and prevent similar violations in the future.

Amazon now considers this investigation to be closed. If you believe there was any information or documentation that was not considered as part of this investigation, please send it to me for immediate review.

Thank you again for raising your concerns to HR for investigation.

Jelicia Reed (she/her)

Human Resources Investigator

North America Centralized Investigations