

Attention Mary Johnson,

Please accept the following as my statement regarding my experience as a StrawMan:

In 2017, the pilots of FlexJet determined that we no longer wanted to be represented by the ineffective and self serving IBT1108. Unfortunately, current rules do not allow a simple Union yes or no vote. Along with Union and No Representation on the ballot, an employee had to step up and be listed as an alternative or "Strawman". That Strawman was me.

We organized a card drive to petition for an opportunity to vote the IBT out. In just a few short months, an overwhelming number of our pilots returned their cards seeking a chance to vote out our Union. The NMB granted us an election. I was immediately "Doxxed" by the Union. They pulled my personal information and address off of the very paperwork we were required to provide to the NMB. They even shared a copy of the document with my information openly online. My information was shared not just with our Union Members but also other Unions in the aviation industry. On our private forum set up to keep pilots informed of vote information, I was warned "You've called down the Thunder so now you better brace for the Lightning". A not so clever threat referencing the names of the horses on the Teamsters emblem. I was personally named in emails and talking point handouts provided not just to our Union but also to other Unions. Online personal attacks referring to me by name became a regular occurrence across numerous industry chat rooms. Several times the point was made that "we know where to find you". Many of my fellow FlexJet pilots grew so concerned they offered to guard my house and family while I was out of town flying trips. The worst was yet to come.

In the Spring of 2018 I began receiving vulgar post cards at my home address. These were professionally printed cards in professionally printed envelopes. Every one of them referred to me specifically by name. One of my teenage daughters opened one of the first ones we received and was brought to tears seeing her father referred to as a Bitch who had sold his Soul. The number of cards delivered each day steadily increased. Sometimes hundreds of postcards a day would arrive. My kids were no longer allowed to check the mail. A private armed security firm was hired to watch my house. The security firm installed triple locks on all of our doors and my children had to learn to double deadbolt doors every time they went in or out. Our local police were contacted and informed of the situation. My wife was so concerned that we purchased a pistol and she trained to use it for home defense (we had never had a pistol in our home). Our entire family was constantly on alert for strange cars or people in our neighborhood. My children away a college were taught to be extra vigilant. I agonized every time I left for work to fly a trip. All of this concern was not unfounded.

On May 21, 2018 while I was on an extended trip to Sardinian I received a call from a friend of the family who was living with us while she attended college. A box with no return address had

been delivered to our house and she was frightened. I told her to place the box outside and I immediately called our local police department long distance from Sardinia. They immediately dispatched officers to our home. Once they had seen the package they considered it a bomb threat. The police cordoned off the entire end of our block and the Fire Department dispatched both a fire truck and EMT rig. A Bomb Squad was called in from a neighboring jurisdiction. Our local school bus stop is on the same corner as our house and the busses had to be diverted. My neighbors were blocked from returning home at the end of their work day. My wife, an educator who works with at risk teens, had to leave work early. My wife and daughters were forced to shelter with neighbors. When our company was informed of what was happening, they spent thousands of dollars to immediately airline me home to my family. After several hours of testing and X-rays by the bomb squad, it was determined that the package was stuffed full of hundreds more vulgar post cards. The legal proceedings caused by this campaign of terror are still ongoing. The saddest thing about this whole horrible situation - Hundreds if not thousands of dollars were spent to print, label and mail these post cards. Countless hours went into secretly mailing them from multiple different post offices. Not one ounce of this money and effort went into campaigning and trying to sway our pilot groups' vote because not a single one of these post cards was sent to them. In fact our pilot group never even knew about the postcards being sent until after the Union was voted out. The cards were kept a secret to prevent the intimidation effect from spreading. **Thousands** of cards were sent to just me to terrorize the "Strawman" and his family. All of this effort was exerted just to lash out at and intimidate the single line pilot that was **forced to expose himself because of NMB rules.**

The Strawman rule allows Unions to attack an individual rather than actually stand on their own merits. Doxing, online intimidation, slander, and harassment can all be focused on the "Strawman". Terrorizing, tearing down, besmirching and slandering one individual who is **forced to expose themselves by the NMB** can be very effective. Nobody in their right mind would want to stand up as a Strawman knowing the full force of a Union will be brought to bear on them. I know this for a fact, Me, My Wife, My Children, and our Entire Neighborhood felt the "Lightning" **because our Government forced a "Strawman" to stand up and expose himself.**

A Union that cannot survive a simple up or down vote should not be allowed to survive by intimidation.

Frank Woelke

Captain, Flexjet