

STATE OF MAINE OFFICE OF THE STATE AUDITOR

66 STATE HOUSE STATION AUGUSTA, ME 04333-0066

TEL: (207) 624-6250

Pola A. Buckley, CPA, CISA State Auditor B. Melissa Perkins, CPA Deputy State Auditor

March 30, 2020

Honorable Janet T. Mills Governor of the State of Maine

Honorable Troy Jackson President of the Senate

Honorable Sara Gideon Speaker of the House

I am pleased to submit the State Auditor's Fraud Hotline Quarterly Report for the period October 1, 2019 to December 31, 2019.

A summary of the complaints is attached.

Sincerely,

Hola A. Buchley Pola A. Buckley, CPA, CISA

State Auditor

04A 1901

STATE OF MAINE OFFICE OF THE STATE AUDITOR

66 STATE HOUSE STATION AUGUSTA, ME 04333-0066

TEL: (207) 624-6250

Pola A. Buckley, CPA, CISA State Auditor B. Melissa Perkins, CPA Deputy State Auditor

March 30, 2020

Honorable Janet T. Mills Governor of the State of Maine

Honorable Troy Jackson President of the Senate

Honorable Sara Gideon Speaker of the House

STATE AUDITOR'S FRAUD HOTLINE – Quarterly Report http://www.maine.gov/audit/fraud/reports.html
For the Period 10/1/2019 to 12/31/2019

A list of the complaints received from October 1, 2019 to December 31, 2019 begins on page four of this report. Details of the complaints are included. These complaints have been modified by OSA personnel to maintain the privacy of the individuals involved, but not for grammar.

This report is a quarterly report prepared in accordance with 5 MRSA § 244-E.4. It is prepared in addition to the semi-annual report.

All referrals are also sent to the Office of the Attorney General and the Office of Program Evaluation and Government Accountability.

Number of:

Complaints received (Number 502 to 516)	15
Complaints that were closed for not meeting requirements, or not allegations of fraud	2
Referrals made to the Office of the Attorney General	9
Complaints managed by Office of the State Auditor personnel	2
Referrals to the Office of Program Evaluation and Government	
Accountability	0
Referrals to the Department of Health and Human Services:	
Fraud Investigation and Recovery Unit	1
Referrals to Federal Bureau of Investigation	1

The types of complaints Office of the State Auditor personnel investigate include

- illegal acts affecting State government such as theft, fraud, and financial conflict of interest,
- financial fraud depleting resources or increasing expenditures of the State,
- significant abuse of State equipment or property,
- clear misuse of State property, programs, or work time for personal gain,
- gross misconduct with significant financial effects,
- consistent, wasteful conduct with significant financial implications, and
- kickbacks or similar acts involving return payments to State workers or vendors.

The types of complaints Office of the State Auditor personnel do not investigate, but the Office does generally refer these complaints to other State agencies or other government authorities:

- personal conflicts between individuals or domestic or other threats of violence,
- alleged improper acts by federal officials,
- personal gripes against State employees about personal matters,
- mistakes made by State personnel,
- insignificant matters or complaints without sufficient factual basis, and
- matters handled by other specific State investigation units.

The Office of the State Auditor does not have enforcement power. However, we work with governmental entities that do have enforcement power. This includes, but is not limited to, the Office of the Attorney General and the District Attorneys' Offices.

A legend for the abbreviations used in this report appears on page three.

Agency acronyms that may be used in the report:

AG - Office of the Attorney General

BMV – Bureau of Motor Vehicles (a bureau of the Department of the Secretary of State)

DAFS - Department of Administrative and Financial Services

DHHS - Department of Health and Human Services

DOL – Department of Labor

FIRU – Fraud Investigation and Recovery Unit (a division within DHHS)

FBI – Federal Bureau of Investigation

MRS – Maine Revenue Service (a bureau of DAFS)

OPEGA - Office of Program Evaluation and Government Accountability

OSA - Office of the State Auditor

Complaint number

Office, Bureau or Division within the Department or Agency that is subject to the complaint

Potential cost savings (ND for Non-determinable)

Recommended action (actual action taken, usually a referral)

Statement regarding the degree to which the complaint has been substantiated

502
None, Private Fraud alleged
N/A
Referred to AG

To be determined by AG

Complaint

My debit card information has been compromised I am in possession of my debit card and transactions were going through remotely on a fake card. I have contacted _____ PD to speak with them let them know whats happening and how to proceed. I have disabled transactions and submitted a stolen card request to the provider. I have submitted multiple emails explaining whats happened and will be contacting the at 7 AM eastern time tomorrow the 25th to speak with someone but the remainder of my money stolen and Im left with nothing. There was a 100.00\$ and a 8.00 transaction at a _____ that I do not have the location of yet. Its scarey because Im in possession of my card so that would warrant me thinking that someone stole my identity or information for illegal purposes. Please advise how to move forward.

Complaint nu	ımber	503
,	u or Division within the or Agency that is subject to the	None; Private Fraud alleged
Potential cost determinable	savings (ND for Non-	N/A
Recommende usually a refe	ed action (actual action taken, erral)	Referred to AG
	garding the degree to which the s been substantiated	To be determined by AG
	Dear Maine.gov,	
	I received three IRS impersonation rob at 9:56 am, at 10:45 am and at 11:06 ar	ocalls on my mobile phone on October 23 m from
Complaint	I blocked that number after the third ca	all.
	Thank you.	
	Best wishes,	

Complaint nu	ımber	504
	ou or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cost determinable	t savings (ND for Non-	N/A
Recommende usually a refe	ed action (actual action taken, erral)	Referred to AG, BMV
	garding the degree to which the s been substantiated	To be determined by AG, BMV
Complaint	States Inventory address as, stating it ships from zip code and the state of Maine has no record of and the state of Maine has no record of Employees at the Town Office to one office visit from people who came trailer from, but could not locate number. The customers had paid in add Local horse enthusiast recustomer. "I tried to pretend I wanted to buy a trained back and basically said they want ysaid She looked over the price www, and said the prices were conclude the company is operating a second of the state of Maine has no record of	recently responded to one phone call and to because they had purchased a e their address. The website lists no phone vance. The ached out to the company posing as a miler, so I inquired about it and they wrote you to buy the trailer without seeing it," catalog of trailers listed on their website, too good to be true, leading to cam. The for \$4,500," said "If there were bought one yesterday." said trailers

An email sent by this newspaper on Friday, Nov. 1 received a reply from _____ citing their ____ costs from zip code ____, and stating that their ____ warehouse is only open once per month, and will next open Nov. 30 from 10 a.m. to 5 p.m.

Anyone concerned about a transaction with this business should contact the Maine Office of the State Auditor by calling (207) 624-6250, or by emailing fraud.stateauditor@maine.gov, or by completing a web-based fraud report form at www.maine.gov/audit/fraud/form.html

Complaint nu	ımber	505
	u or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cost determinable	savings (ND for Non-	N/A
	cecommended action (actual action taken, sually a referral) Closed from State handling a response to informational required forwarded to FBI	
	garding the degree to which the s been substantiated	To be determined by FBI
Complaint	stays at for four and five star hotels? We deal made? The founder and his spouse were lodge one example. Did loans pay for the villa, the leboard? They return yearly. They haven't been asked to leave and respecienced where I live by factor factor factor frequently. I already understood my longevity and significantly since then. Especially in relocates to frequently. Again: Were the luxury hotel properties such as hot water? This includes the this is not a factual example for we now watching. The who comprise 99 there are to sustain the level of Students should assert the option to state coursework. I know I should have. It's study, where less than a week's stay is	not return. Unlike the invasion I ulty, staff, students, and ph.d. candidates. I my work options diminished my state of residence, es paid for the rooms, food, and services in on-traditional students and anyone of the student cohort perhaps think travel and luxury. ay elsewhere and attend the residency not my dream to stay at any property to greater than airfare I afford. oic in 2016. And I'm on for the first

Complaint nu	ımber	506
	ou or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cost determinable	t savings (ND for Non-	N/A
Recommende usually a refe	ed action (actual action taken, erral)	Referred to AG
· ·	garding the degree to which the s been substantiated	To be determined by AG
Complaint	issues with online use. The 'agent' told to my computer. I have done this many After 10-15 minutes he told me he fou would cost \$199 to fix it. Being suspic 'agent' was not from because he that doesn't fix Windows issues that he wasn't asking me to sign up for	

Complaint nu	ımber	507
,	u or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cost determinable	savings (ND for Non-	N/A
Recommende usually a refe	ed action (actual action taken, erral)	Attempted to obtain further information from complainant
	garding the degree to which the s been substantiated	Closed
Complaint	fraudulent "Department of Labor Uner	in, contacted me concerning a nployment Claim" filed in my name. She _ address and they referenced the last 4

Complaint nu	umber	508
•	u or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cost determinable	savings (ND for Non-	N/A
Recommende usually a refe	ed action (actual action taken, erral)	Referred to AG
Statement regarding the degree to which the complaint has been substantiated To be determined by AG		To be determined by AG
Complaint	written in the month of October to a le (ph). First check was dated 10/15/2019 in the am dated 10/17/2019 in the amount of \$25 filed a report on their end and was able set up a new account. I also contacted aware she has received stolen/falsified numbers and amounts. She was able to name of (my guess is a false na	cent bank statement. These checks were git company called, owner

Complaint n	umber	509
,	au or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cos determinable	t savings (ND for Non- e)	N/A
Recommend usually a ref	ed action (actual action taken, erral)	Referred to DHHS
	egarding the degree to which the as been substantiated	To be Determined by DHHS
Complaint	of is providing false info miners from africa in order to receive visa.	rmation to human services on behalf of benefits. These kids are here on students

Complaint nu	ımber	510
,	ou or Division within the or Agency that is subject to the	None, Private Fraud alleged
Potential cost determinable	t savings (ND for Non-	N/A
Recommende usually a refe	ed action (actual action taken, erral)	Referred to AG
	garding the degree to which the s been substantiated	To be determined by AG
Complaint	official, as though it is from a government agency and does not have	al Report for LLC's. The form looks very nent agency, but it does state that it is not a a contract with a governmental agency. a disturbing phishing scam that has the

Complaint	number	511	
,	reau or Division within the it or Agency that is subject to lint		
Potential c determinal	al cost savings (ND for Non-inable)		
	nded action (actual action ally a referral)	Under review	
	regarding the degree to which int has been substantiated	Not yet determined	
		of fraud in the workplace is not an easy one. with a brief statement that I still don't want to e wrong.	
	But my timeline of events in the workplace at suggests to me a pattern of fraud. At minimum, the probability for fraud is occurrent; and at maximum, likely several occurrences, several (perhaps tens) of thousands of dollars, and over a sustained period of time (months).		
Complaint	It's not my first rodeo. I remember my first job when I was only 15, I had just started working at Marshall's retail department store as a cashier in the summer of 1985, who trained me how to operate the cash register, was beloved by everyone, her coworkers, and frequent customers loved her. She was friendly, gregarious, outgoing worked there for over 10 years, a longtime model employee - which was why they had me train with her. I remember the morning, just two weeks after I started, I came into work, to start my shift at 10:30am, walked up the stairs to the break room, where about 5-6 of my coworkers sat in silence, which was unusual, around the break room table, and their eyes were downcast at the tabletop, and I could tell something wasn't right. I remember I asked what was wrong and they told me was arrested that morning at 9am, she was fired, and led out in handcuffs and put in the back of a police car (PD). Quarters. Dimes too. Mostly quarters. Over \$10,000 over eight years she had been stealing. So small to seem insignificant every day and week, to fly under the radar of corporate fraud department. And this was in '85 before we had cameras in the ceilings. But significant enough over time that she was able to buy that red sporty new car she showed off, take a trip to Hawaii, and get a new kickass stereo sound system everyone		
	was so surprised she could afford. I learned an early lesson that year: not to always trust your coworkers.		

And then, in 1989, when I was 19, I was working in the cash office, at and my duties included reconciling all the day shift's cash register drawers, counting the credit card transaction slips, counting the checks, counting all the cash. Separating out the pennies, nickels, dimes, and quarters. The ones, fives, tens, twenties, fifties, and the occasional one hundred dollar bills. I had a dozen reports to fill out. I subtotaled e verything, totaled the checks and cash and placed them into !a bag for next mornings' daily bank deposits. Procedurally, the store's night manager came in to sign off on my work. But the newest manager, who no one trusted, had me wait outside while he inside behind the closed cash office door, counted and signed off. He was pocketing \$20 or \$40 in cash 2-3 times a week. And he was stealing clothes in his knapsack he had every night. He got caught sooner, he didn't last a year. I don't remember his name, and I don't care to. And that's when I learned I can't trust my managers either. And then, when I was hanging out with my new group of friends, 1993 at USM in college, my friends were mostly part of the , or , and on the Student Senate which was a kind of student government. Well, the Student Senate had a Business Office and the office had a Business Manager, and his had embezzled over \$70,000 in student funds over a one and a half year period between 1991-92. His son had leukemia. In late April 2018, I began documenting my observations and concerns about behaviors I witnessed in the workplace. Thinking I was tracking a veiled pretext

In late April 2018, I began documenting my observations and concerns about behaviors I witnessed in the workplace. Thinking I was tracking a veiled pretext for an unannounced organizational change. Along the way, over the ensuing 18 months, I stumbled across something I did not expect to find. But something I nonetheless recognized. The potential for fraud can be high in any workplace.

The ACFE (Association of Certified Fraud Examiners) defines fraud, citing Blacks Law Dictionary, as: "a knowing misrepresentation of the truth or concealment of a material fact to induce another to act to his or her detriment." (ACFE, "What Is Fraud?")The ALGA (Association of Local Government Auditors) also defines fraud, citing again Black's Law Dictionary, as: "...all multifarious means which human ingenuity can devise, and which are resorted to by one [or more] individuals to get an advantage over another by false suggestions or suppression of the truth. It includes all surprise, trick, cunning, or dissembling, and any unfair way [by] which another is cheated. (Black, 1979, p. 468)."

(Brewington, Germaine. "Identifying and Dealing with Fraud")

And there are different kinds, or categories, of fraud. Specifically, occupational fraud, also known as a kind of internal fraud, is defined by the ACFE as: "the use of one's occupation for personal enrichment through the deliberate misuse or misapplication of the organization's resources or assets." Simply stated, this type of fraud occurs when an employee, manager, or executive commits fraud against his or her employer." (ACFE, "What Is Fraud?")
I learned that "Organizations lose approximately 5% of their revenues to fraud," per the Association of Local Government Auditors (Brewington, Germaine. "Identifying and Dealing with Fraud"), citing the ACFE's 2014 Report to the Nations on Occupational Fraud and Abuse.
is not immune. "Vendor fraud by government contractors has been a significant problem for years, due in large part to the difficulty in identifying troublesome vendors prior to awarding multi-million dollar contracts. Furthermore, the very nature of government auditing programs is not a real-time process, but lags by months or years, which allows fraudsters a significant head start on crafting their schemes." (Knudsen, Carl R. "Combating Government Vendor Fraud")
The potential for fraud is often described in terms of a three-pointed triangle: Pressure: health/medical and financial pressure, for example. Or pressure to be successful. Rationalization: "Everybody does it," It's human nature," or "harmless". Opportunity: A Project, that can be manipulated by key personnel who are in a position of trust within the organization had relatively loose financial controls, funded by a, that did not flow through
Multiple "red flag" warning signs were present. Close long-term, ongoing, relationship between senior contractor (who used to work for vendor) and described as historically having anger and control issues. Control issues being a behavioral red flag marker for fraud.
''s indulgences of high-risk behaviors, putting internal personnel and external customers at risk. Multiple absences of any communication about significant organizational changes.
and given wide latitude over decisions for asset, equipment and inventory, procurement and fulfillment. Both contractor and are in significant positions of trust within the
organization. Complaints from external customers, as well as from internal coworkers,
reported about outage impacts and inappropriate behaviors of contractor. Contractor has made himself indispensable, irreplaceable, and

unapproachable within the organization - indispensability, irreplaceability, and unapproachability being behavioral fraud characteristics has been working as a contractor for for over four years, an unusually long time for a contractor. "Wheeler-dealer" characteristics exhibited by contractor		
Lack of checks and balances in the project's financial management and oversight.		
Missing assets, inventory and Recent statistics show that asset misappropriation happens in over 91% of fraud schemes." (Coenen, Tracy. "Three Basic Fraud Types" 2007).		
Purchases of unusually high quantities ofassets, inventory,		
No inventory control.		
Concern about potential payroll fraud.		
Concern about kickbacks to		
Demographic fraud profile matches to and		
Contractor bragging about getting kicked out of, banished, exiled, from, at, back to		
And the staff member's unauthorized workplace surveillance inside of		
I'll be the first to say the red flags do not amount to damning indicting outright proof that fraud exists. But the presence of multiple flagged behaviors over a sustained period of time indicates, at minimum, an increased probability that workplace fraud is existent; and, at maximum, it's embezzlement. And that needs to be looked at more closely. As articles I recently read make clear, "red flags can indicate the potential for fraud. Not necessarily proof that fraud exists. Simply that things may need to be looked at closer." (ACFE, "Report to the Nations on Occupational Fraud and Abuse"). And:		
"A red flag is a set of circumstances that are unusual in nature or vary from the normal activity. It is a signal that something is out of the ordinary and may need to be investigated further. Remember that red flags do not indicate guilt or innocence but merely provide possible warning signs of fraud." (Hancox, Steven J. "Red Flags for Fraud")		

I learned that 45% of fraud cases apparently come from employee tip: "fraud is identified 40+% of the time via anonymous tips." (Brewington, Germaine. "Identifying and Dealing with Fraud"). If not anonymous, then confidential. And "Fraud is most commonly detected through employee tips (almost three times as common as any other method of detection)" (ACFE, "Report to the Nations on Occupational Fraud and Abuse")
I am reporting the suspected fraud to the State of Maine Audit Office (OSA, Office of the State Auditor) for review. Whether they find merit, or not, in this report is up to and her office. If the matters disclosed in this report are referred to the State Attorney General, or a District Attorney, or OPEGA, or even DAFS, then what they do with this information is up to them. At least I have reported, as
Occurrences of workplace fraud go often underreported or unreported. Sometimes they may not be recognized. The questions arose, for me several times, over the course of my timeline: How is it we missed this? And how did we not see this? This, meaning multiple warning signs for embezzlement and workplace fraud. These questions may arise for other coworkers, too.
Part of the answer to these questions has to do with a lack of training in the workforce about how to recognize warning signs and red flags. Part of the answer has to do with putting a lot of trust in people who may be engaging in embezzlement or fraud. And part of the answer has to do with implementing procedures aimed at the prevention of fraud and abuse and waste.
My recommendation towould be to treat fraud as seriously as we try to approach Security, we are reminded, is everyone's responsibility in And my recommendation would include workforce training in fraud identification, detection, prevention, and planning.

Complaint number Office, Bureau or Division within the Various Judicial, and Law enforcement Department or Agency that is subject to the agencies, local, State, and Federal complaint Potential cost savings (ND for Nondeterminable) Recommended action (actual action taken, usually a referral) Complaints have been adjudicated.

Statement regarding the degree to which the

complaint has been substantiated

State . federal court proceeding false imprisionments , false hopitalizations, fourged court documents after complaints submitted to ____ manament, false probation separated me and my children and silblings wrounghful deaths infillicted against my Dad, mom brothers myself, daughter .son .service dogsX2, fraud billing to mainecare ,medicare false reports to credit agenices data breech in maine general data base attacks on my personal medical, mental records, continually homeless and my housing voucher voided cause of fraud owners of rental buildings, fraud investigation caused by Maine Human Rights Commission, denied investigation caused by fraud reporting from local lawenforcements and state police town ____, _____ maine denied vocrehab resources caused by fraud educational history involing attemped rape from teacher x2 one peer, fraud bank accounts fraud repo on 2 cars abuse by employees and bank atternoys fraud court documents on land despute caused by frau d will from office in ,false hospitalization caused by fraud disnoisises. fraud and abuse caused by court appointed Atternoys that lie and fraud my due process state and federal courts.

512

N/A

Closed

Legal matters that would require private

counsel

Complaint number		513
Office, Bureau or Division within the Department or Agency that is subject to the complaint		None, Private Fraud alleged
Potential cost savings (ND for Non-determinable)		N/A
Recommended action (actual action taken, usually a referral)		Referred to AG
Statement regarding the degree to which the complaint has been substantiated		To be determined by AG
Complaint	This afternoon, shortly after 2pm, I recieved a phone call from and a man in a Foriegn accent (unsure from where) stated that I needed to press 7 to be transfered to an agent to prevent having my social security number taken away. It sounded pretty obvious that this would become a fraud of some type, but, I simply hung up.	

Office, Bureau or Division within the Department or Agency that is subject to the None, Private Fraud alleged complaint Potential cost savings (ND for Non-N/A determinable) Recommended action (actual action taken, Referred to AG usually a referral) Statement regarding the degree to which the To be determined by AG complaint has been substantiated This is meant as a summary, not a transcript. The complainant has only limited access to the internet. J. Paquette On 11/13/19, received a voicemail and returned the phone call to a male claiming to be from the Social Security Administration. Claiming that he owed a substantial balance to the SSA. That he was required to go to Walmart, not tell anyone, keep his phone on, and with him, and purchase a \$500 gift card, which he then provided the numbers to, and a text picture of the receipt. Pursuant to further conversation, ordered to go to Walgreens and purchase two more \$500 cards. This time, he left his phone in his vehicle, and explained the situation to the store staff. they determined this was a scam, and did not follow through. He has received 31 phone calls from these people. He went back to Walmart, and explained to their staff, but the value had already been wiped from the gift card. He filed a fraud complaint with Capital One, the issuer of his method of payment for the Walmart card. At first, they accepted the concern, but have since sent him a letter that they will not cover the expense as fraudulent use of his card. He filed a complaint with _____ Police Dept (officer _____) incident # __ **Complaint** The numbers he has received calls from are: ____ (original); ____ (used to text picture of receipt); _____; ____; He wanted to know if there was a way to recover the funds. I explained that I am not an attorney, and as such cannot and do not provide legal opinions, but that I am not aware of any, as there's high likelihood that the call came from overseas, and was therefore out of any jurisdiction to pursue, but that he could contact an attorney to see if there was anything that I am not aware of. I would send his complaint to the AG's office, and if they had anything further for him, they would reach out. We discussed several flags, that he sees now, but didn't in the moment. I suggested if he ever has any hesitancy if a call doesn't seem legitimate, to hag up, and call the entity by a known number from a trusted source and reconnect with the person that way. Due to his limited access to the internet, I provided

my direct line, and offered to confirm State employees for him, or to provide

State general lines if he needed them.

Complaint number

514

Complaint number		515
Office, Bureau or Division within the Department or Agency that is subject to the complaint		None, Private Fraud alleged
Potential cost savings (ND for Non-determinable)		N/A
Recommended action (actual action taken, usually a referral)		Referred to AG
Statement regarding the degree to which the complaint has been substantiated		To be determined by AG
Complaint	My incident is an unauthorized withdrawal from my checking account. It is from a company called ecloud, the amount was 45 dollars. I did not give this company my permission/ authorization to remove any amount of money. I have had to close my checking and open a new account. The incident took place on Dec 19, 2019. I have my bank statement as evidence. I use the in, Me. I was told by the head office of bank to report this incident. Sincerely,	

Complaint number

Office, Bureau or Division within the Department or Agency that is subject to the complaint

Potential cost savings (ND for Non-determinable)

Recommended action (actual action taken, usually a referral)

Statement regarding the degree to which the complaint has been substantiated

516

None, Private Fraud alleged

N/A

Will submit to DOL, MRS upon receipt of further information from complainant

To be determined by DOL, MRS

Complaint

Form 3949-A (Rec. 4-2016).pdf Failure to Withhold Tax, Failure to Pay Tax, Other: I was a manager of the business. The owner, _____, paid me and other employees as independent contractors, even though we were considered employees under the law. Also, the business paid dishwashers with cash or an in-house check in order to avoid paying taxes. On a few occasions, payroll was not processed through our payroll provider, _____, because there was not enough money in the bank account. Therefore, I was instructed to cut in-house checks to employees for the net amount. I was not a signer on the account, so either the owner, _____, or the chef, _____. This was done to avoid paying taxes as there was only enough money in the account to pay the net amount and not the taxes. Also, employee work bonuses were paid by in-house checks or cash at the end of the season. Taxes were never withheld by any checks cut in house. Also, the kitchen staff were paid from the sister restaurant, bank account to avoid paying state taxes in Maine. The cooks were also paid salary even though only the Chef was a supervisor. Thie was done to avoid paying overtime to the non-supervisory cooks. I have emails, text messages, and payroll reports to corroborate.