

Victim Impact Statement Letter – January 17, 2025

Good morning your Honor,

I address the court today on behalf of myself, my husband Paul, daughter Emily, son Kyle, and our family business that's known as Emily's Produce. I speak on behalf of a 7th generation farm family, and a 4th generation law enforcement family who's worked many years instilling and demonstrating hard working family values, validating a sense of duty to communities, and honoring a commitment towards building a sustainable future for the next generation of our family.

Your Honor, in this communication, our family hopes to convey how a significant breach of trust, how a brazen disregard for rules, how a pattern of unethical behavior, and how a deliberate and deceitful course of conduct by a once highly regarded member of our team has affected us physically, mentally, and financially. As we stand before the court today, we do so with disappointment, hurt, anger, disbelief, and discouragement, but also with confidence that our professionalism and resilience will guide us to better times. Over the past 11 years of affiliating ourselves with the defendant, we have done so with a considerable amount of compassion, trust, empathy and appreciation. We now realize that over the past 11 years, our judgment was clouded, feelings manipulated, and trust violated.

I address the court today knowing that there has never been a more important time in shaping the legacy of our family's small business. Over the past 25 years, we have shown our children, our community, and our customers that we stand by quality service, quality products and a work ethic that keeps our business expanding and improving. We have demonstrated that our employees are the backbone of our business and that we place our trust, admiration, and appreciation of them in the highest regard.

Over the past several months, we've had the unfortunate experience of watching hundreds of hours of video surveillance footage where the defendant's actions justify our feelings of hurt, betrayal, and disbelief. The actions that we've watched and the pieces that we've put together have caused us to become physically ill, caused us to lose sleep, and caused us to understand why our business has not experienced the financial health that we knew it could achieve. Over the past several months, we've realized the enormity of a situation that will have lasting consequences for years to come. All while processing this unbelievable reality, our family has additionally been forced to defend our reputation as the defendant has unfairly asserted herself as being victimized by our family and our business. The campaign that the defendant launched after her dismissal from Emily's Produce has caused additional damage to our business and her efforts to tarnish our reputation have been nothing short of insulting behavior.

While over the years, we've adjusted, adapted, and overcome many obstacles, we now have the complete understanding of why many of these actions were necessary. We now understand why in so many instances we've had to work harder, assume additional loans, extend lines of credit,

take on 2nd jobs outside of the family business, identify additional revenue options year after year, explain to our children that the business was not growing at the financial pace that we'd expected, deny worthy bonuses to our staff, and deprive our family the satisfaction that our family business was as successful as it could possibly be.

Today, as a family, we stand before the court in unity and speak about how this situation has affected our outlook on trust, goodness, honesty, integrity, and financial stability. The actions of one person have undoubtedly left us disadvantaged, and the physical, emotional, and financial effects will be long-lasting for each of us. Despite the lack of accountability, honesty, and integrity that the defendant has demonstrated throughout this situation, we hope that the reality of this enormous impact and the fact that we've supported her without prejudice for the past 11 years resonates, as she decides whether to truly take accountability for her actions – in their entirety.

We sincerely thank the court for allowing us to address our feelings and hope that you'll understand that this summary only begins to define how we feel and the effects that this has had on our family. Our business not only defines our heritage, but it also defines our morals, our passions, our dreams and our future. It also defines a workforce who has represented our community and our family in the best way possible. Today, we are sad to say that the defendant no longer deserves to stand alongside any of the things that Emily's Produce or our family represents, and we hope that the criminal justice system can understand.

Thank you for your time,

Kelly Testerman Jackson