October 30th, 2017

Ref: 10/177/28

Iacopo Lorenzo Pazzi

AMEA Executive VP

Amplifon S.p.A.

Without derogation of rights and / or claims

By email: Federico.dalpoz@amplifon.com

Dear Iacopo,

Re: Company decision regarding complaint of sexual harassment and persecution by Mr. Asher Efrati and persecution by Dr. Motti Bechar

Reference: Dr. Bechar’s letter of October 24th, 2017

Dear Iacopo,

Further to Dr. Bechar’s letter (with your signature at the end), and his notification that Amplifon are considering sending their Human Resource director to Israel, I thought it best to contact you directly regarding this matter.

1. I would first like to note that although we are not personally acquainted, I hope that due to our professional acquaintance you will see fit to read what I have written, which pertain to the facts and to Israeli law, and give them the benefit of your judgment.
2. As I told you I have been working in the company for some twenty years, half of my life and most of my adult life. Throughout the entire period, despite the events under discussion, I considered – and still consider – myself lucky to be able to do the work I love alongside people I esteem and love. The company and its employees have been, and continue to be, a warm nest for me, a hothouse to flourish and develop in. As an audiologist, as a director, as a team member, I have been lucky over the years to do some good for my patients, my co-workers, my family and myself and I have never looked upon my work place merely as a source of income in which I am forced to be.
3. I have never become involved in irregular arguments, conflicts of interest, and internal wars and I have never been blamed or taken part in activities that were not solely for the benefit of the company and its patients. The opposite is true. Over the years I was lucky enough to grow, contribute, succeed and promote the areas under my authority stemming from joy of creation and determination, to grow with the company from a small apartment on Dizengoff St. in Tel Aviv to the strong, professional and esteemed entity that it is in Israel today. My superiors appreciated my work, I received positive feedback, I contributed my share lovingly and forged positive friendships with many dozens of company employees in all departments and at all levels.
4. During my years of employment, and even in my present position, which I have held since December 2015, it is only natural that from time to time I have had disagreements with my superiors and my colleagues. Personally, I always knew how to overcome conflicts of opinion together with my friends, due to considerations of the company’s benefit and the fact that I am a ‘team player’ by nature, which is a guiding principle for me. Even if I did not always agree with things, I never took any steps that were motivated by ulterior motives, motives that are sadly now ascribed to me in this affair.
5. To my credit are twenty years of successful activity, as I direct your attention to a simple statement that comes from my heart – even now I have done nothing or said anything that is untrue or was motivated by personal considerations or in order to receive any kind of benefit. All my achievements up to this moment are the fruit of hard work and were achieved by my own two hands.
6. After my conversation yesterday with Dr. Bechar, during which I was notified that Amplifon has decided to place me on paid leave during the time in which Amplifon considers how to continue, I found it right to turn to you directly and detail the chain of events over the years and particularly recently, and this in order to request that you take into consideration all the evidence and the full protocol, as well as my factual and legal position.
7. I’m afraid that over the past few weeks it has become clear to me that the complaint that I decided to expose has overturned everything. I found myself backed against a wall and I see how the truth is distorted beyond recognition, and how people who were my friends for many long years are taking all means necessary to present a picture that blackens my name and distorts reality.
8. I was sorry to read the company’s reply as presented in the letter, according to which the company chose to adopt the findings and recommendations of Adv. Gutterman Kaspi.
9. After years in which I kept silent I wanted to expose how I was sexually harassed by Mr. Asher Efrati, for years, and how he even began persecuting me recently, to impair my work for personal and ulterior motives.
10. The reason by which after years of sexual harassment I decided to raise the issue and expose myself, first before Dr. Bechar and later on in a formal complaint to the company, stems from the fact that recently I began to also suffer from persecution based on sexual harassment. As a result, on June 7th, 2017 I filed a formal complaint to the company.
11. On my lawyers’ advice, for the purpose of my complaint, the acts of harassment should be considered as from January 1st, 2012 at least, both factually and in the legal context.
12. I will not deny or hide the fact that many years ago (close to the beginning of my work at the company) a romantic relationship existed between Asher and me which lasted a few years. However, I hereby emphasize that this was not the reason for my complaint and not the reason why I now turn to you.
13. In recent years (the period beginning January 1st, 2017), there was no romantic relationship between Mr. Efrati and myself. This relationship had died many years previously. Despite this, and although it was clear that this relationship no longer existed, it seems that he refused to understand that he had no right to continue behaving towards me as he wished and that the relationship, which was without doubt a thing of the past, did not give him eternal rights to treat me rudely and physically against my wishes. Among other things, Mr. Efrati would take advantage of and / or create opportunities in which he was especially in my vicinity, and alone with me. On these occasions he would place his hands on my body. Without hesitation he would touch my chest beneath my shirt. He put a hand up my skirt, sometimes even in the presence of patients, and a very long list of sexual statements / behaviors, even especially crude ones, all invasive and offensive and constituting sexual harassment. As stated, all this against my will and despite my having asked him, again and again, to stop.
14. The harassment did finally end, yet only at the beginning of the current year, soon after it became known to Mr. Efrati that I was in a relationship with his friend Mr. Guy Havya, who is known to you as a company employee (with whom, as you know, he also had a work relationship and they were on good personal terms). The change took place without the topic having been raised between us. He suddenly stopped harassing me both physically and verbally and began addressing me correctly, formally and politely and it seemed that the new situation deterred him from addressing me and touching me sexually against my will, and to harass me, as my partner, his friend from work, was ‘just outside the door’. On two occasions he even turned to me with unclear statements such as: “I have all sorts of thoughts about you and I can’t detail them right now…”
15. It is important for me to note that my lawyers presented the examiner with the results of the polygraph tests I took at my own initiative, and which confirm that I speak the truth. I will further detail and emphasize that during this test I was asked the following questions –
	1. In recent years, did Asher Efrati touch your chest beneath your shirt against your will?
	2. In recent years, did Asher Efrati push his hands up beneath your skirt against your will?
	3. Did Asher Efrati continue to touch intimate parts of your body despite the fact that you had asked him to stop?