

12:13



36

< 64



Dr Filstein >



This area is warm

All her other incisions are closed except the one in between the crack

She also fell 3 days ago in that area

It looks like fat is coming out

Is she taking antibiotics?

If it feels warm
She needs to take antibiotics

No she is not

Does she have a fever?

No fever

It looks very nice though

She said thank you

Is she your friend?

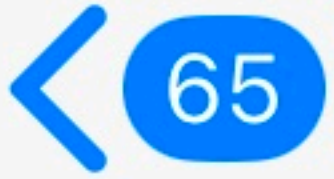
Yes



iMessage



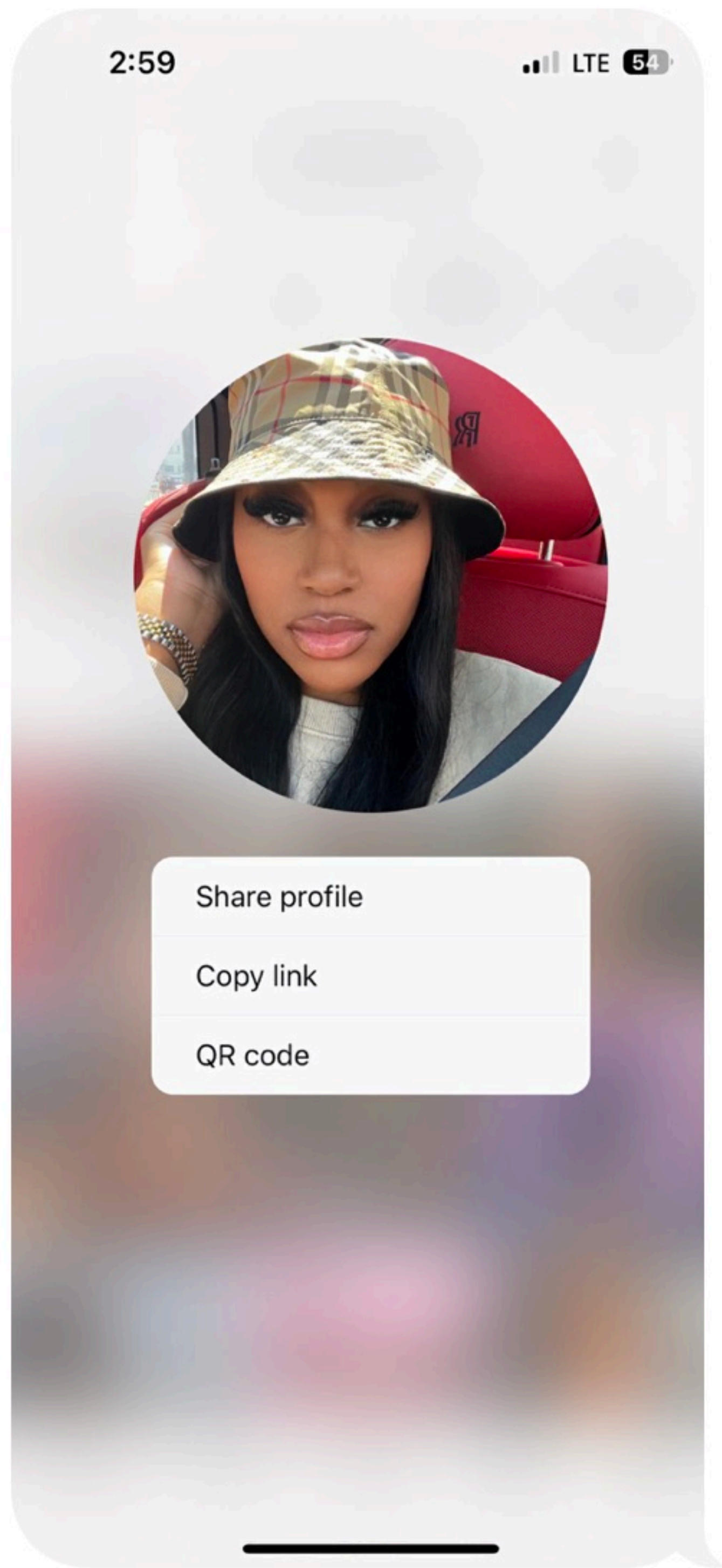
12:23



Dr Filstein >

You have a photo with her?

Of her face



What's her name?

Kiya

Beautiful girl

Not as beautiful as you
Obviously 🙄

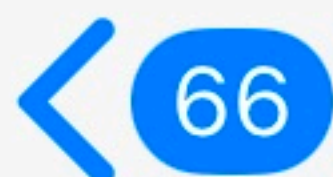


iMessage



11:46

5:02



Tracey Work >

This nigga keep touching

Who??

Dr filstein

Bitch i told to been say something, after he grabbed your tits

They not gonna get rid of him shit sad

Bro everyday, it's getting annoying i be having to run away

Report his ass bro

I tell them all the time , they do nothing im pissed grabbing all on my ass

Just relax and tell management again

Tell management for what when nothing ever gets done

I know shit is sad, they let him touch on us



iMessage

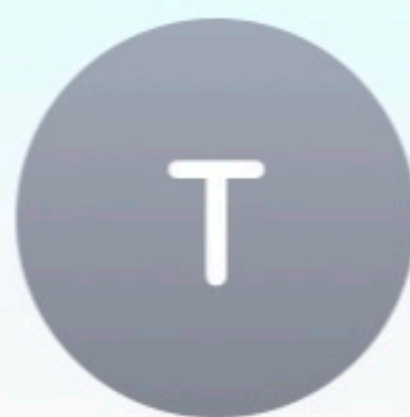


11:46

5:10

77

< 66



Tracey Work >

Tell management for what when nothing ever gets done

I know shit is sad, they let him touch on us

They wont fire him. They wont do shit

I started crying to shameeka when he grabbed my breast

Wdf that's crazy

He makes them money so they wont fire him

You need to make a report or get someone outside of MIA

Edited

Management was told and nothing was done

Other people done said its pointless to say anything because a girl before reported him and HR didnt do anything

Like its a fucking joke



iMessage



11:46

5:18



77

< 66



Tracey Work >

Like its a fucking joke

Smh still say something right now

When people tell you stuff like that it gets discouraging

I dont think mia aesthetics really gives a fuck about their workers

They just care about the money that flows in

Tell jeanie now & tell me what she said

They were told about 4 times im done

Who did you tell the last time?

Jeannie and kat were notified

When you told them?

How many times?

Months ago

Like 4 times



iMessage



4:05

79

< 2  Ana Pelegrin >
In a meeting



needed a recap on why i cant get the position. Solely because i am currently training 3 new hires.

April 7, 11:11 AM

Hi Kayla, on Thursday, April 3, 2025 you reached out to me via Teams asking me for feedback pertaining to a Field Trainer position. You stated in your Teams message that I had said you were qualified for the Field Trainer position. I never said you were qualified for the Field Trainer position. In this conversation you reference, I addressed the ongoing behavioral issues that have been observed and documented for which you acknowledged and recognized. As a separate matter, we then spoke about your interest in the Field Trainer position. Any discussions regarding your job duties as Clinical Operations Specialist and any discussions regarding job opportunities should be discussed by your Counsel and Mia Aesthetics Counsel as that is a product of discussion between Counsels. Thank you.



Type a message



12:34



Ana Pelegrin

Apr 30

To You



Good morning, Kayla,

This morning, you came up to me at the front desk and told me that you were going to be out for vacation for the next three days, [starting tomorrow](#). I was very surprised and told you that I had not seen any approved PTO in Paylocity for these requested vacation days. You told me this morning that you had just had a verbal conversation with the former Clinical Manager, Jazmine, about your requested PTO. I responded to you that you were already on the schedule and that I needed to look into this further. As you know, the schedule for this week was published last Friday, which shows that you are scheduled to work [5:45am - 2:45pm](#) for the remainder of the week. You saw this published schedule which shows that you are scheduled to work the remainder of the week and never said anything. In addition, the schedule for next week was already created and is set to be published today, which will show that you are scheduled to



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work [on Monday from 9:00am - 6:00pm.](#)

You are not a new employee here and you know the process for requesting PTO. You know that Paylocity, the system by which you clock in and out, is the only and official channel through which to request and log your PTO. There is no other way to track PTO if it is not input into Paylocity. You also know that you are required to submit any PTO requests (through Paylocity) at least 2 weeks before any requested PTO. You know this process and have followed this process. In fact, a little over one month ago, on 2/27/25, you had submitted a request for PTO through Paylocity to take PTO on 3/13/25, 3/14/25 and 3/17/25. This recent request for PTO followed the proper protocol, both in terms of the advance notice and the means by which to request the PTO. As a result, your PTO request was approved.

You now told me this morning in person that you are taking PTO on 5/1/25 (i.e., tomorrow), 5/2/25, and 5/5/25. Yet, for some unknown reason, you did not follow the official and known process that you followed roughly one month ago, and instead are notifying me the day prior. There is no

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documentation to reflect that you ever requested or were approved PTO for these days. As stated above, and as you know, you were already placed on the schedule for the remainder of the week and for Monday. Additionally, you only have 1.54 hours of PTO available. As a result, you do not have sufficient PTO hours to cover any of these requested vacation days. If you log into your Paylocity account, this information is readily available to you (as you know).

Due to current staffing levels, business needs, and lack of available PTO hours, we are not able to approve your PTO request at this time. We expect that you will report to work on time tomorrow, Friday and Monday.

Moving forward, please ensure that you continue to follow the PTO request process that is already known to you and that you followed just recently in submitting your PTO request. Following the process will ensure that we are given sufficient and reasonable advanced notice to be able to accommodate your PTO request, and ensure that your request is logged within the Paylocity system (if you have available PTO hours).

← ∨ Reply



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 10m

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Kayla,

Thank you for showing up to work this morning. As follow up from my below email, it is unprofessional and violates the standard practice and policy to not follow the process for requesting PTO and just not show up to work. Your failure to show up for work when you are scheduled to work creates significant operational issues, makes you unreliable, and causes Mia to have to incur additional costs as a result.

Your decision to proceed with the time off despite clear communication that it was unauthorized created significant operational challenges for the clinic. We are still in the midst of our peak season, and the team was left short-staffed due to your unexpected absence. As a result, our newly onboarded staff members were required to take on full responsibility of all associated deliverables within the COS role alone which included opening and closing the clinic, handling patient requests, and managing all pre-ops—which led to a bottleneck in patient flow and longer-than-normal wait times. This directly impacted the patient's



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wait times. This directly impacted the patient's experience and added a significant strain on the team. Additionally, the company has had to incur additional payroll expenses based on your unreliability, and the company had to pay out overtime due to the unexpected short staffing.

These operational issues are the precise reason why there is a process to follow for requesting PTO, which you are well aware of (as detailed below). This allows the company to staff appropriately and create schedules that will not result in having to pay additional staff or overtime, and will not result in the operational downfalls that lead to a bad customer experience.

Moving forward, we expect that you will adhere to the policy and process for requesting PTO through Paylocity and with at least two weeks' advanced notice. We appreciate your future adherence to this important policy.

Thank you,

Ana Pelegrin

Senior Director of Operations - East



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 11m 40

Good morning Ana,

This email is particularly concerning because it eludes to me purposefully and defiantly taking time off which is not the case. This matter was discussed upon my return on April 17th with my manager Jazmine. She advised me to submit through Paylocity and when I told her that I didn't have enough PTO but that I'd take it unpaid. I told her at that time I needed to know because I would need to make arrangements for that time. At that time, Jazmine went around asking everyone if they intended on taking vacation so she can plan ahead for coverage

She came back to me midday to let me know the office would be fine with regards to coverage and that I was approved to take the time. She said that bc I did not have enough time, it wouldn't let her approve it on paylocity and that she'd mark it on her schedule on her end with the understanding that they would be unpaid time off.

Unfortunately last week in one day, the COS team lost two valued employees and a



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team lost two valued employees and a considerable chunk of available coverage. This seems to be what truly might have led to additional payroll expenses and operational issues. NOT me taking days my then manager approved. If she did not communicate that to you or if we now need to inform you, Latoya and the onsite manager that needs to be communicated but to frame me as an unreliable and unprofessional problem when the turnover at this clinic is extreme is quite a leap from reality. At the time of my request, Ashley and Jazmine would have still been here to avoid these "operational challenges" that you are associating with the time I got approved by my immediate manager.

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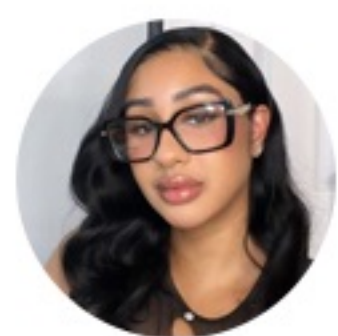
11m

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you are associating with the time I got approved by my immediate manager.

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You
To Ana Pelegrin

May 9



More over, i believe this is retaliation due to my sexual harassment complaint and the company is just trying to find reasons to get rid of me. This is not right. I urge the company to please stop trying to set me up for failure.

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