



Case 2022-10669

Printed on September 29, 2022

Status	Approved
Report Type	Incident
Primary Officer	Noah Litteer
Investigator	Grady Epps
Reported At	08/03/22 11:12
Incident Date	08/01/22 10:00 - 08/01/22 11:41
Incident Code	SIG22 : ADVISORY CALL
Location	CLEMSON BLVD, ANDERSON, SC 29621 (STARBUCKS BESIDE ARBYS)
Beat	SO BEAT 3
Court	None
Ereferral County	None
Disposition	Ex Cleared- Prosecution Declined
Disposition Date/Time	09/12/22 10:54
Review for Gang Activity	None
Status Indicator	Administrative Filler
Status Change Date	8/3/22

Offense Information

Offense	3414 - Assault / Assault & Battery 3rd degree
Statute	16-03-0600(E)(1)
SCIBRS Code	13B - Simple Assault
Counts	1
Date	8/3/22
Include In NIBRS	Yes
Completed	Yes
Bias Motivation	None (no bias)
Location	Restaurant
Entry Forced	No
Forces Used	Unknown

Offense	95 - Kidnapping / Kidnapping
Statute	16-03-0910
SCIBRS Code	100 - Kidnapping/Abduction
Counts	1
Date	8/3/22
Include In NIBRS	Yes
Completed	Yes
Bias Motivation	None (no bias)
Location	Restaurant
Entry Forced	No
Forces Used	Unknown

Complainant

MORRIS, MELISSA
Female, DOB
HARBOR DR
ANDERSON, SC 29625
Cell

16-03-0910 - 95 - Kidnapping / Kidnapping
16-03-0600(E)(1) - 3414 - Assault / Assault & Battery 3rd degree

Offender

HUDSON, JON
Male

16-03-0910 - 95 - Kidnapping / Kidnapping
16-03-0600(E)(1) - 3414 - Assault / Assault & Battery 3rd degree

TRIPATHI, ANEIL
Male, DOB
ALGRAVE WAY
COLUMBIA, SC 29222

16-03-0910 - 95 - Kidnapping / Kidnapping

Victim

MORRIS, MELISSA
Female, DOB
HARBOR DR
ANDERSON, SC 29625
Cell

16-03-0910 - 95 - Kidnapping / Kidnapping
16-03-0600(E)(1) - 3414 - Assault / Assault & Battery 3rd degree

Other

TRIPATHI, ANEIL
Male, DOB
ALGRAVE WAY
COLUMBIA, SC 29222

Mentioned: 16-03-0600(E)(1) - 3414 - Assault / Assault & Battery 3rd degree

Primary Narrative By Noah Litter, 08/03/22 11:43

I Deputy Litter, spoke with the complainant/victim Melissa Morris, who is the manager at the Starbucks located at Clemson Blvd. She stated that her employees on 08/01/22 would not let her leave until they got a raise. She stated that one employee also assaulted her. This incident was captured on video.

Morris was issued a case number.

Supplemental Narrative By Noah Litter, 08/03/22 11:53

I Deputy Litter, while working the desk, made contact with the complainant/victim Melissa Morris, who is the manager at Starbucks located at Clemson Blvd. She stated on 08/01/22 at approximately 1000, she was doing admin work when the following employees surrounded her.

Aneil Tripathi

Natalie Mann

Jon Hudson

Braden Terrill

Skyler Blume

Virgil Dowis

Lauren Ellisor

Sarah Mobley

Morgan Stalling

Charlie Thrasher

Rhi Greer

Ashely Cook.

Morris stated the leader Aneil Tripathi gathered the above named employees and surrounded her and stated that they were doing a "March on the Boss". Morris stated that Tripathi said that Morris could not leave until the demands were met. Morris stated Tripathi then handed her a letter with multiple demands. Morris stated that she tried to be cooperative and tried to stand up and move when she heard "Dont let her leave" from the group and thats when the employee Jon Hudson pushed her against the wall. Morris said that she was able to get a hold of "Nicole" who is the General Manager of the location. Morris said that Nicole and Tripathi were able to come to some sort of agreement and Morris was allowed to leave. Morris stated that this incident was captured on video footage and would call back when she was able to get it from corporate.

The only information Morris was able to provided about the employees were their names. I was able to locate Tripathi in SCDMV. Morris did state that is a juvenile.

Cpl. Plumley was notified.

Supplemental Narrative By David Elgin, 08/03/22 13:24

Restricted Investigative Supplemental

*****RESTRICTED SUPPLEMENTAL

NARRATIVE*****

****DO NOT RELEASE****

Case Number: 2022-10669

Incident Date: 08/01/2022

Incident Type: Kidnapping

Incident Location: Clemson Blvd, Anderson SC, 29621 (Starbucks)

Supplemental By: Detective D.O. Elgin

On 08/03/2022, I, Detective Elgin, was assigned as the investigator for this incident. I attempted to make contact with the victim by telephone and had negative results. A voicemail was left for a return phone call and I will attempt back at a later time. I will print out a copy of the report.

On 08/03/2022, I, Detective Elgin, spoke with the complainant/victim Melissa Morris by telephone. Morris stated that on 08/01/2022, she was at work at the Starbucks located at 4686 Clemson Blvd, Anderson SC, 29621 when several employees formed a circle around her. Morris stated that the subjects first called it "Block The Boss". Morris stated that an employee gave her a list of demands refused to let her leave. Morris stated that during the confrontation, she attempted to leave the circle that she was in and someone yelled don't let her leave. Morris stated at that time an employee named Jon Hudson blocked her with his body, refusing to let her leave the circle. Morris stated that she was trying to reposition herself in the store so that she was under a camera inside of the business. Morris stated that when Hudson bumped his body into hers, forcing her up against a wall. Morris stated that one of the demands that the

subjects made was for her to call the district manager identified as Nicole Davis Morris stated that Davis was able to talk them into letting her leave the store. Morris stated that Davis asked them was they on strike and they told her no, that they were doing a "March On The Boss". Morris advised me that she had just got out of a meeting and Starbucks corporate advised her that the video surveillance was not operable at the time of the incident.

I then received a phone call from Steven Wood who is a threat assessor with the Starbucks threat assessment board for Starbucks North America. Wood stated that he is calling on behalf of the incident involving Melissa Morris. Wood stated that at the time of the incident, the video surveillance for that store was inoperable and seemed to be turned off by an unknown source. Wood stated that they do not have video surveillance for that incident. Wood advised me that one of the employees that was there at the time of the incident did post a video on Tiktok of the incident. Wood advised that he would send me that video and was provided with my county email address. I also asked Wood could he get me a complete list of the employees for that particular location and he stated yes. I also asked him to send me a list of the employees he knew was involved with the incident. Wood stated that he would send me all requested items to my email address.

On 08/04/2022, I, Detective Elgin, and Detective Bruce responded to Starbucks located at Clemson Boulevard in reference to a follow up investigation. Upon arrival. several of the employees who were on scene during the original incident was currently at work. Detectives first spoke with Aneil Tripathi (Tripathi stated that on 08/01/2022, the employees performed a "March On the Boss" on the current Manager identified as Melissa Morris. Tripathi stated that as a part of the NRLA Act, they have the freedom to protest for things that they want or deserve. Tripathi stated that this Starbucks location unionized and now Starbucks corporate will not give them the raises that they are entitled to. Tripathi stated that all employees at this location was supposed to get a raise at the beginning of August and Starbucks corporate advised them that they will not be getting the raise until the end of the month. Tripathi stated that he is the union representative for this Starbucks location. Tripathi stated that on the morning of 08/01/2022, all of the employees created a circle around the manager and presented some paperwork with the demands that they wanted. Tripathi stated that some of the items included the raise and also new machines to speed up efficiency and productivity in the store. Tripathi stated that after they presented the paperwork to the manager, she called the District Manager identified as Nicole Davis. Tripathi stated that while the manager was on the phone, she stood up and started walking towards the front of the store and employee Jon Hudson was standing in the line and the manager bumped into Hudson and pushed him out of the way to get by. Tripathi stated that after the manager walked to the front of the store, the employees followed her to be able to hear the conversation she was having with the district manager but never blocked her from being able to leave the business and also left all doors unobstructed so business could remain open as normal. Tripathi stated that a short time later, Morris left work for the day. I asked Tripathi about the video surveillance being turned off during the incident and Tripathi stated that the video surveillance has not worked for over a month and they sent in a request to Starbucks corporate to have it fixed. This interview was recorded by voice recorder.

I also spoke with employees Natalie Mann, Braden Terrill, Skylar Blume, and Caroline Fretwell all individually and they all stated the same information as provided by Tripathi in the first interview. Additionally all interviews were recorded by my voice recorder.

Employee Information:

Aneil Tripathi
Anderson Highway Apt
Clemson SC, 29631
Phone Number:
Title: Shift Manager

Natalie Mann
Arrowhead Drive
Central SC, 29630
Phone Number:
Title: Shift Supervisor

Braden Terrill
Weaver Way
Pendleton SC, 29670
Phone Number:
Title: Barista

Skylar Blume
Whitewater Ln
Anderson SC, 29621
Phone Number:
Title: Barista

Caroline Fretwell
Valorie Dr
Greenville SC, 29615
Phone Number:
Title: Barista

This incident will be presented to a magistrate.

Supplemental Narrative By Grady Epps, 08/10/22 10:01

Investigative Follow Up

On 08/10/2022, I was informed that this case has been re-assigned to me for follow up. I was briefed by Det. Elgin on the particulars of the investigation.

I then called Nicole Davis with Starbucks at [REDACTED] when I got her voice mail.

I left a message to give me a call back at [REDACTED]

On 08/11/2022, I returned Davis' call to [REDACTED] after getting a message from her that she had called. I left her another message to give me a call back at [REDACTED] in reference to this case.

On 08/16/2022, I was able to speak with Davis over the phone at [REDACTED] about this incident. She advised that when Melissa initially called her that she did not speak. Davis just heard individuals speaking loudly in the background. This went on for a little bit before Melissa started talking. She said she feels claustrophobic and could not talk because she was not alone or private. It sounding like something was wrong. The employees had surrounded Melissa at a table. They were demanding a pay raise.

It was around this time that Aneil got on the phone with Nicole and Melissa. He told them he was halting production until they get their raises. They were marching on the boss until that happened. The doors were not locked and Melissa was able to leave the store. (see recording)

On 08/30/2022, I attempted to make contact with Charlie Thrasher at [REDACTED] in reference to a card I had left on their door on 08/26/2022. I was unable to leave a message due to the voice mail not being set up at this time.

On 09/08/2022, I attempted to make contact with Charlie Thrasher at the [REDACTED] phone number after not getting a call back from him. I still got no answer and no voice mail set up.

I also attempted to make contact with a Antionette Bennett and/or Jenna Simpson at [REDACTED] in reference to obtaining the contact information on the VIXXO technician on scene during this incident. I was unable to get anyone at the [REDACTED] number. I then emailed the request for information to Mrs. Bennett at [REDACTED]

I later received a response from Mrs. Bennette in reference to the email I sent her about the information on the technician. This was her response:

The name of the company is Brew Tech Solutions and the phone number is [REDACTED]

I called the number for Brew Tech Solutions and got their voice mail. I left a message advising them who I was and what I was inquiring about. I also left my contact number of _____ for a call back.

I later spoke with Carly "Charlie" Thrasher _____ and Virgil Dowis _____ in their apartment breezeway at Hudson Court. Both Charlie and Virgil advised that this was a planned event and that no one laid their hands on Mrs. Morris nor prohibited her from leaving. They also advised that the other individuals seen in the video were friends of theirs who knew this was going to happen. They were Jody and Mark _____ and the video taker Hayden Camp _____. (See recording)

On 09/12/2022, I presented this case to Judge Devine for prosecution. She denied a warrant on this case based on the evidence we had.

I then notified Mrs. Morris: _____ and Steven _____ with Starbucks of this decision.