Exhibit C - SPJ Violations by Christopher Osher Across 4-Article Series

	SPJ Principle: Seek Truth and Report It	SPJ CODE	Details
1	Take responsibility for the accuracy of their work. Verify information before releasing it. Use original sources whenever possible.	VIOLATION	Osher failed to verify allegations by Baron or Segur before publishing them, leading to inaccurate reporting. Neither Osher, Griffin, nor Colacioppo took responsibility for the inaccuracies, including the facts about the specific families in the report who were never put in harm's way.
2	Remember that neither speed nor format excuses inaccuracy.	VIOLATION	The Denver Post rushed publication of inaccuracies without proper verification, prioritizing speed over accuracy. There was no justification for rushing. After reaching out to Baron and his lawyer to try to understand what had happened in his case, they rushed out his story only a few hours later without giving Baron or his lawyer a chance to respond.
3	Provide context. Take special care not to misrepresent or oversimplify in promoting, previewing or summarizing a story.	VIOLATION	The reporting oversimplified and misrepresented Baron's actions and intentions to an extreme, omitting critical context on material information.
4	Gather, update and correct information throughout the life of a news story.	VIOLATION	Osher and The Denver Post refused to correct inaccuracies even after Baron provided evidence. Each time they agreed to look into Baron's claims they disappeared or later refused. They never disagreed with Baron's evidence, they refused to look.
5	Be cautious when making promises, but keep the promises they make.	VIOLATION	The Policies and Procedures prominently advertised by the Defendants, including commitments to fairness, accuracy, and adherence to journalistic ethics, constitute explicit promises to consumers. These promises were knowingly violated with extremity, including a reckless disregard for the truth. By ignoring Baron's evidence, refusing corrections, and misrepresenting investigative integrity, the Defendants broke the promises outlined in their Policies and Procedures to an extreme degree.
6	Identify sources clearly. The public is entitled to as much information as possible to judge the reliability and motivations of sources.	VIOLATION	Osher was himself an anonymous source hidden in one of the information reports.
7	Consider sources' motives before promising anonymity. Reserve anonymity for sources who may face danger, retribution or other harm, and have information that cannot be obtained elsewhere. Explain why anonymity was granted.	VIOLATION	The anonymous source (Osher) was said to be a reporter who wanted to know where the money was that Segur alleged was stolen. Osher also failed to provide transparency about Segur's reliability or motives as a source. Also, the information that was sometimes described in the reports from "a volunteers", was Information that either came from Segur or a source that had already been named in the report.
8	Diligently seek subjects of news coverage to allow them to respond to criticism or allegations of wrongdoing.	VIOLATION	Osher did not adequately seek Baron's response or include his perspective in the reporting. Baron clarified that the most important point for the information report was to clarify that Segur quit and wrote that she cancelled her bank card, but did not, and began stealing money from the company bank account, and that she stole approximately $10,000.
9	Avoid undercover or other surreptitious methods of gathering information unless traditional, open methods will not yield information vital to the public.	VIOLATION	Osher leveraged his title as "Investigative Journalist" to gain access to company staff, records and confidential information under the guise of investigative work, despite failing to follow investigative journalism standards. This misuse of title constituted a form of surreptitious information gathering. Had Osher represented himself as a different type of reporter or from a different organization he wouldn't have been taken seriously by Baron or his staff due to Segur's extensive lack of knowledge and understanding.
10	Be vigilant and courageous about holding those with power accountable. Give voice to the voiceless.	VIOLATION	Osher's reporting targeted Baron, a relatively powerless individual in a startup, rather than holding more powerful actors accountable.
11	Support the open and civil exchange of views, even views they find repugnant.	VIOLATION	The reporting silenced Baron's perspective and failed to foster an open exchange of views.

12	Recognize a special obligation to serve as watchdogs over public affairs and government. Seek to ensure that the public's business is conducted in the open, and that public records are open to all.	VIOLATION	The reporting did not fulfill a watchdog role or focus on public affairs but rather targeted an individual through the use of harsh prosecutorial intent and powerful resources leading to inaccuracies.
13	Provide access to source material when it is relevant and appropriate.	VIOLATION	The Denver Post did not provide access to evidence Baron requested for the public to evaluate, including the recorded tape made by Osher that had only Osher and Baron speaking on the tape.
14	Boldly tell the story of the diversity and magnitude of the human experience. Seek sources whose voices we seldom hear.	VIOLATION	The reporting grossly ignored Baron's side of the story, failing to represent his experience accurately or boldly because it would disarm Osher's prosecutorial intent.
15	Avoid stereotyping. Journalists should examine the ways their values and experiences may shape their reporting.	VIOLATION	Osher's reporting relies on tired reductive and stereotypical narratives that harm both Baron and the public's trust in journalism. Baron is cast into the stereotype of a criminal mastermind through formulaic storytelling and false-light techniques, sensationalizing accusations of fraud without proper verification. Simultaneously, the accusers are presented as archetypal victims through staged photographs and emotionally charged narratives, reinforcing harmful tropes of innocence and betrayal. This binary framing oversimplifies the complexities of the case, ignoring conflicting evidence and failing to scrutinize the motivations of the accusers. By employing these stereotypes, Osher amplifies reputational damage to Baron while perpetuating unexamined biases, disregarding the obligation to examine how journalistic methods and pressures shape reporting.
16	Label advocacy and commentary.	VIOLATION	The investigative report blurred the line between journalism and advocacy, misleading readers about its purpose and intent.
17	Never deliberately distort facts or context, including visual information. Clearly label illustrations and re-enactments.	VIOLATION	Staged photos and distortions in the reporting misrepresented the facts and context of Baron' s situation
18	Never plagiarize. Always attribute.	N/A	No evidence of plagiarism was found in the reporting.
II	SPJ Principle: Minimize Harm	Reports on Baron	Details
	1. Balance the public's need for information against potential harm or discomfort.	VIOLATION	Osher's sensationalized reporting caused significant harm to Baron, including reputational damage and legal jeopardy, without serving any legitimate public need. His pursuit of a narrative disregarded Baron's personal and professional consequences.
	2. Show compassion for those who may be affected by news coverage.	VIOLATION	Osher displayed no compassion for Baron, disregarding the harm his stories caused. He exploited Baron's cooperation under false pretenses, portraying him in a false light to fit a narrative that would sensationalize accusations.
	3. Recognize that legal access to information differs from an ethical justification to publish or broadcast.	VIOLATION	Osher relied on publicly available but unverified claims, using the legitimacy of The Denver Post's investigative reputation to amplify baseless accusations. This undermined ethical reporting standards.
	4. Realize that private people have a greater right to control information about themselves than public figures and others who seek power, influence, or attention.	VIOLATION	Baron, as a private individual, was subjected to invasive reporting that misrepresented his actions and motives, with no regard for his greater right to privacy. The stories exploited personal details inappropriately.
	5. Avoid pandering to lurid curiosity, even if others do.	VIOLATION	The reports indulged in sensationalism, casting Baron into a fabricated criminal narrative and dramatizing the story to appeal to public curiosity rather than providing objective information.
	6. Balance a suspect's right to a fair trial with the public's right to know.	VIOLATION	By framing Baron as guilty in their investigative pieces, Osher compromised Baron's right to a fair legal process. The coverage prejudiced public opinion and contributed to his legal struggles.
	7. Consider the long-term implications of the extended reach and permanence of publication. Provide updated and more complete information as appropriate.	VIOLATION	The Denver Post failed to correct inaccuracies in their reporting, leaving misleading information permanently accessible, compounding harm to Baron's reputation and business.

III	SPJ Principle: Act Independently	Reports on Baron	Details
	Avoid conflicts of interest, real or perceived. Disclose unavoidable conflicts.	VIOLATION	Osher’s personal bias in crafting stories to fit a prosecutorial narrative demonstrates a conflict of interest that was neither disclosed nor addressed when he solicited Baron under the guise of balanced invetigative method of production. When Osher first contacted Baron, Osher had already essentially committed to a story about Baron which he knew would cause Baron harm, but pretended as if he wanted to underdtand Segur's complaints. He contacted Baron as the last step after infultarting his company secretly, even though Baron was available and open.
	Refuse gifts, favors, fees, free travel and special treatment, and avoid political and other outside activities that may compromise integrity or impartiality, or may damage credibility.	N/A	No evidence of direct gifts or favors was found, but Osher’s conduct suggests partiality and a lack of professional boundaries, potentially damaging the credibility of The Denver Post. For example, to a degree, Osher was attemptoing to assist others and used that to gain their trust.
	Be wary of sources offering information for favors or money; do not pay for access to news. Identify content provided by outside sources, whether paid or not.	VIOLATION	Osher heavily relied on Segur, a biased source with a personal vendetta against Baron, without adequately disclosing her motivations or credibility issues. Many of Segurs sources were just regurgitating what she had communicated to them and had.
	Deny favored treatment to advertisers, donors, or any other special interests, and resist internal and external pressure to influence coverage.	VIOLATION	The SPJ's extended notes include "Journalists – especially freelancers, bloggers and those at smaller news outlets – may be tempted to take advantage of opportunities to make money from their recognition as a journalist." Osher's reports came at a time when The Denver Post newsroom was going through upheaveal. Osher would need to justify his work to the new influential MediaNews executives who were on the hunt to cut staff and remove the investigative journslism department. These pressures were deep and effected coverage causing reporters to multitaks. After one of Osher's reports on Baron, we wrote an "Obituary" with a biline that was not an "Investigative Journslist", suggesting he wore many hats to mitigate the pressure, with less time available to do actual investigative work.
	Distinguish news from advertising and shun hybrids that blur the lines between the two. Prominently label sponsored content.	N/A	Though this clause is about advertising specifically, The Denver Post blurred the lines between genuine investigative journalism and biased narratives designed to sensationalize, misleading readers.
IV	SPJ Principle: Be Accountable and Transparent	Reports on Baron	Details
	Explain ethical choices and processes to audiences.	VIOLATION	The editors and journalists involved did not provide any explanation of their decision-making processes or ethical considerations to the public.
	Respond quickly to questions about accuracy, clarity, and fairness.	VIOLATION	The Defendants ignored Baron’s repeated attempts to provide evidence of inaccuracies and failed to address or respond to his legitimate concerns.
	Acknowledge mistakes and correct them promptly and prominently.	VIOLATION	Despite 120 documented inaccuracies, no corrections or clarifications were made, violating the policies outlined in their own ethical guidelines.
	Expose unethical conduct in journalism, including within their organizations.	VIOLATION	Editors failed to investigate or challenge Osher’s unethical practices, enabling his conduct to escalate unchecked.
	Abide by the same high standards they expect of others.	VIOLATION	The Defendants did not hold themselves to their stated ethical standards, failing to uphold fairness, accuracy, and accountability in their reporting.