

Dear Sirs/Madams

Please allow this letter to serve as my complaint of discrimination against the KCDC Board of Directors, City of Frankfort and Franklin County Fiscal Court. I have sent you many documents reporting instances of a hostile work environment, retaliation, slander, liable, harassment and stalking and have received no communications in response from any of you.

I am a 58 year old female with 30 years of experience, and success, in economic development. I have been in this position for 6 years and have been successful, as has been recognized by 6 years of job performance evaluations of 24 out of 25 possible points and job/business growth in both the city and county. Board members have stated that they wanted to give me a 25 out of 25 but were afraid the City and County would "raise hell" and they have stated numerous times that I deserved a raise/higher pay, but the city and county would not support it.

The men who occupied this position prior to me had much lower evaluations, if any at all, and were paid more than I make now... as far back as 2002...with less years' experience and less years in the position. Yet I was asked by a County Magistrate, in a public meeting, why I thought "I was worth more than the other women who work for the county".

My staff and I worked in the office every day between July and December 2020, but rather than providing our staff with the same \$1,300.00/\$650.00 premium pay that was provided the non-public safety staff, our budget was cut.

I have been subject to harassment, stalking, threats, slander, liable and a hostile work environment by the city and county elected individuals as well as local citizens who were being encouraged by those same elected individuals.

I have experienced retaliation and personal attacks for carrying out my job duties which, in some instances, interfered with the personal agendas of the elected officials. This is apparent to many others throughout the community as is evidenced in numerous letters submitted to the State Journal and the City and County elected bodies, calling it a "witch hunt", "personal attacks" and intentionally setting us up to fail.

Because of this toxic culture and long history of dismissiveness, harassment, discrimination and bullying, that infiltrates the community, evidenced by the number of discrimination lawsuits filed against the city, county, Commonwealth of Kentucky and KSU, we have already lost a number of other women (Cindy Steinhauer, Jennifer Jenkins, Kelly Everman, Britton Skinner, Wendy Kobler...) due to harassment, slander, defamation of character, wrongful termination, and being underpaid and bullied. An excellent example is the recent offer of the city manager position to a man who refused to accept the \$150,000 offer...so they in turn offered the job to an equally, if not more, qualified woman at \$10,000 less.

While I do not have a problem with getting response from the KCDC board of directors, I have reached out to the Fiscal Court and City Commission Members multiple times with no response.

I provide them with a Strategic Plan from which we work daily and a 50-page Annual Report that tracks the activities and accomplishments of KCDC in accordance with that Strategic Plan. I provide a 5-6 page monthly report on my activities and I provide the KCDC Board of Directors a report of daily activities by hour. Members of the elected bodies have recently complained that I am not being held accountable, yet there is not another department head or organization that provides near this amount of information and transparency... nor are they required to.

**[In this space, Bradshaw penned 50 dated anecdotes/observations. The State Journal has elected not to publish the full contents of Bradshaw's letter at this time pending further review of its allegations.]**

2018 – 2021 – I have sent hundreds of emails to elected officials (I have exact numbers and copies of every email sent and received from each commissioner and magistrate) with little or no response. And NEVER, not one time, has any elected official expressed any negative feedback about the activities of KCDC or my performance, until recently when they decided to do that in public meetings.

In short, I am being subjected to disparate treatment and a hostile work environment based on illegal factors and I am requesting such activities stop immediately. I have spent 40 years building a professional reputation of respect, transparency and hard work and will no longer sit idly by, while the elected officials for whom I work try to discredit me based on lies.

Sincerely,  
Terri Bradshaw