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Municipal Law • Investigations • Neutral Services

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December 20, 2023

Ms. Kristin Anger
Summit Law Group
315 Fifth Avenue South, Ste 1000
Seattle, WA 98104

Re: Investigation of complaints arising from Walla Walla County Fair

Dear Ms. Anger:

At your request, I investigated multiple complaints arising from the 2023 Walla Walla County Fair, alleging that County Commissioner Jenny Mayberry, Fairgrounds Manager Greg Lybeck, and some members of the Fair Board engaged in inappropriate conduct shortly before and during the fair.

In the course of the investigation, I interviewed the following people on the dates indicated:

- Commissioner Jenny Mayberry on November 8 and December 19, 2023
- Greg Lybeck, Fairgrounds Manager, on November 8, 2023
- [REDACTED] Employee Human Resources and Risk Manager, on November 20, 2023
- [REDACTED] Employee, Clerk for the Board of County Commissioners, on November 21, 2023
- Commissioner Todd Kimball on November 28, 2023
- [REDACTED] Employee complainant, other accuser and/or Fairgrounds Office Coordinator, on November 29, 2023
- [REDACTED] Employee, Fair Board President, on December 4, 2023
- Commissioner Gunner Fulmer on December 5, 2023
- [REDACTED] Employee complainant, Fair Board Member, on December 5, 2023
- [REDACTED] Employee, Fair Board Treasurer, on December 5, 2023
- [REDACTED] Employee complainant, other Seasonal Security Employee, on December 6, 2023

- [Employee], Fair Board Past President, on December 7, 2023
- [Employee complainant], Seasonal Security Employee, on December 7, 2023

This report constitutes a summary of the evidence, the witness interviews, and the conclusions I draw therefrom. It is not intended as a full recitation of the facts gathered. I base my conclusions on a preponderance of the evidence standard, under which I accept an allegation as fact when it is more probably true than not true based on the available evidence. An appendix of documents that are pertinent to the investigation is attached to this report.

SUMMARY OF COMPLAINTS AND EVIDENCE

Background

The 2023 Walla Walla County Fair and Frontier Days took place from August 30 to September 3, 2023. Fairgrounds Manager Greg Lybeck oversaw setup and operations. Commissioner Jenny Mayberry, who is also the Board of County Commissioner's Chair, was the liaison to the Fair Board, which consists of volunteer members appointed by the County Commission. The liaison acts as an intermediary between the Fair Board and the Commission, primarily on budgetary issues. A liaison does not have authority to direct fair operations.

Shortly before the fair, Lybeck received extremely bad news in his personal life. Commissioner Mayberry and Lybeck agreed that if Lybeck was called away or could not tend to his duties, Mayberry would step in and assist. On August 14, 2023, the County Commissioners unanimously approved a motion "to authorize the Chair of the Board of Commissioners to assist the Fairgrounds Manager at his request, and, if necessary, to act with the full capacity of the Fairgrounds Manager upon the Fairgrounds Manager's request."

The witnesses differed on the extent to which Lybeck delegated authority to Mayberry. Many witnesses, including Lybeck, said Mayberry was only asked to handle the removal of an unauthorized bleacher structure on the arena platform. Mayberry said she had broader authority and accused some staff and Board members of "going around" her. On August 31, 2023, Mayberry sent an email to [Employee], [Employee], and Jesse Nolte stating:

I guess i didn't know I had to let everyone of you guys know that Greg asked me to be in charge of anything risk or HR related things this year at the fair. I did tell [Employee] that I was in charge of this a couple days ago. But moving forward we are all on the same page now and I have a phone if you need an answer to something so we don't keep going around me. Thanks

Comments concerning derby car check-in - August 30, 2023

At a Fair Board meeting on August 30, Commissioner Mayberry proclaimed that security staff should not search vehicles. Traditionally, security officials search cars entering the destruction derby for alcohol or drugs. Mayberry said that the previous year, a rodeo participant had a gun confiscated from his truck. Staff responded that only derby cars were searched, and Mayberry replied that was not accurate. [Employee] interrupted Mayberry and asked the County Prosecutor to provide legal advice. Some witnesses perceived Mayberry as being pushy or directive, while others thought she was merely asking a question.

Posting of sign on breakroom door

On September 1, 2023, Mayberry asked [Employee] to make a sign stating that use of a breakroom was limited to law enforcement and Tri-Cities Monitoring (TCM). The intent was to exclude seasonal security employees as well as the employees of a security contractor. Mayberry posted the sign on the breakroom door.

Mayberry claimed [Employee] authorized her to post the sign. [Employee] denied this. He said Mayberry had asked him if law enforcement officers had to share their "area" with security, and he said no. However, he thought Mayberry was asking about the check-in and dispatch area and not the breakroom.

Mayberry claimed law enforcement officers had told her that some security employees were criminals, and therefore they did not want to share the breakroom with them. She told me an employee of a security contractor had a physical altercation with a cash runner at the security gate. Multiple witnesses confirmed that this did occur, and that the contractor had not background-checked this employee.

Mayberry claimed the contractor's employee came back after the contractor dismissed him and assaulted the courier a second time. I did not find evidence to corroborate this. Mayberry also claimed that after the incident, [Employee] berated the contractor for not background-checking employees. [Employee] admitted he raised his voice at the contractor, but this was unrelated to the assault—rather, the contractor was not ensuring that the entry gates were monitored, and people were getting in for free.

When they saw the sign, [Employee complainant, other accuser and/or] and [Employee] asked [Employee complainant,] if use of the breakroom was restricted. [Employee] said that to the best of his knowledge, it was not. [Employee complainant,] from TCM and Undersheriff [Employee] then told [Employee] and [Employee] that they did not mind sharing the breakroom and had not asked for the sign to be posted. [Employee] took the sign down.

It is undisputed that when Mayberry saw the sign had been removed, she lost her temper. Witnesses said Mayberry demanded to know who removed the sign and stated, “Oh hell no!” and “You want a fight, I will give you a fucking fight.” Commissioner [Employee] came to assist when he heard Mayberry “screaming and yelling” and told Mayberry to leave. Mayberry and [Employee] drove away in a golf cart.

Mayberry admits she was “very ticked off” at the sign being removed, but she regrets losing her temper. She said she did not recall making the exact statements quoted above, but she did not strongly deny it. Mayberry acknowledged she uses profanity when she is upset. She admitted raising her voice; however, she said the normal volume of her voice is loud.

Incident at VIP gate – September 2, 2023

It is undisputed that on September 2, 2023, Commissioner Mayberry disregarded the direction of a gate attendant and walked through the VIP gate without a wristband. The attendant, [Employee], was a new employee and did not know who Mayberry was. [Employee] had told [Employee] that a wristband or an all-access badge with a picture on it was required to enter the VIP gate.

When [Employee] saw that Mayberry did not have a wristband or a photo badge, she told Mayberry she could not come in. Mayberry responded by stating she is a commissioner and that she has an all-access badge. [Employee] again told Mayberry she could not enter. Mayberry then opened the gate and walked past [Employee]. [Employee]’s written statement alleges that Mayberry walked through while [Employee] was trying to hold the gate closed. Mayberry claims she walked through when [Employee] turned to talk to someone else.

Mayberry said that when [Employee] told her she could not enter, she showed her badge and said, “I have this, sweetie.” She said she was perfectly nice to [Employee] and was wearing a shirt that identified her as a commissioner.

Most witnesses said that in recent years, wristbands have been required to access the VIP area. Witnesses said wristbands are easy to spot and difficult to fabricate because the colors change every day. In addition, wristbands provide a way for vendors to keep track of who could eat the food served in the VIP area. A separate wristband, in a different color, was required to access the viewing platform.

Mayberry insisted that commissioners can go through any gate at any time, with or without wristbands. She also said she received mixed messages as to whether she needed to wear one. She said [Employee] confirmed that her all-access badge allowed her to enter the VIP area; yet the gate attendants were told not to let her in. A few witnesses said there was a lack of clarity over whether a person with an all-access badge could walk through the VIP area if

they did not linger and eat food. However, witnesses saw Mayberry eating in the VIP area each night.

Mayberry said that on September 1, [Em] told her a wristband was required, and she disagreed. Mayberry said it was a “civilized conversation;” however, at the end she stated that they could “agree to disagree” but that [Empl] could not “change the rules.”

[Emp] does not recall talking with Mayberry about wristbands; however, he said he never would have told her a wristband was not required. [Emp] got the impression that Mayberry did not wear a wristband because she did not want to, not because she was confused about the rule. [Empl] said she stated words to the effect of, “I’m not going to fucking wear 15 wristbands. I’m a commissioner and I can go where I want to.”

Commissioner [Employee] and Commissioner [Employee] insisted the requirement was unambiguous, and both said they wore wristbands to enter the VIP area. Commissioner [Empl] stated that if a gate attendant had stopped him and told him he needed different identification, he would have cooperated. Both commissioners emphasized the importance of elected officials setting a good example by following the rules.

Confrontation with [Employee] – September 2

Mayberry told me that after the incident at the VIP gate, [Employee complainant] said she owed the gate attendant an apology because she was just doing her job. Mayberry was taken aback and went to the fair office to look for [Empl]. She told the office staff a gate attendant had said she could not access the VIP area without a wristband or badge with a picture on it. She stated that [Empl] had “changed the rules.”

[Empl] said that when he entered the office, Mayberry stated, “Just the person I’ve been looking for!” and then launched into a “profanity laden tirade.” He said she was “explosive” and “screaming.” [Emp]’s written statement states:

She proceeded to verbally attack me in front of staff and a volunteer with screaming, yelling and profanity-laced accusations stating that “I had no fucking right to make up rules”, “I had no fucking authority” and she stated, “I’m the boss”. I asked her to lower her tone, which she disregarded. I believe that had the front counter not been between us, she would have been right in my face. Finally, after several more minutes of expletive loaded statements and realizing it was obvious her behavior was not going to stop, I stated to her that this was not productive, and I left the building.

The incident was witnessed by four office employees and a member of the rodeo committee. They all stated Mayberry was yelling at [Emp] at full volume, using copious profanity, and stating that she is a commissioner and can do what she wants. [Employee] statement says:

Commissioner Mayberry kept yelling profanity at [Emplo] and even prevented someone from entering the office so she could continue her rant. [Emplo] attempted to defend himself but was constantly interrupted. Eventually [Employ] informed the Commissioner a couple of times that the conversation was not being productive, and he attempted to end it but she would not. This went on for another minute until finally [Employ] was able to stop the conversation and leave. ... I felt trapped at my desk as an unwilling participant and was left feeling shaken and shocked by such an unprofessional display by an elected official.

Mayberry reviewed the five witness statements and admitted that they are accurate. She said [Em] was initially rude to her, and she became increasingly frustrated. She said words to the effect of, "Why are you telling everyone I can't go through a stupid gate?" She admits she raised her voice to an increasing extent as the confrontation went on, used swear words, and said [Emp] was lying. She said she leaned on the counter and pointed at [Empl] but stayed a good distance away from him.

Mayberry expressed regret for her behavior. At 12:18 a.m. on September 3, Mayberry texted [Em], "I'm sorry for being an asshole." On September 6, she sent an apology email to the office staff:

I just wanted to send this email to apologize for putting you guys in an uncomfortable situation on how I delivered my frustrations with [Emplo] on Saturday night. I do not think you guys deserve to feel this way at all and I feel horrible that something I did made you feel this way. You guys worked your butts off during the fair and I very much appreciate all your hard work. I appreciate your honesty in your letters, and I respect your opinion. I had already decided to resign from the fairgrounds liaison on Sunday and already sent an email to the clerk of the board notifying her of my decision. Again, I am truly sorry for how I made you guys feel and I hope you guys can forgive me for my unprofessionalism Saturday night.

Comments to [Employee] and [Employee] - September 3, 2023

[Employee] and [Employee] said that on September 3, Mayberry asked to speak with them after the daily recap session. Mayberry stated that as a commissioner, she is their "boss." She held her hand high and stated, "I'm up here," then lowered her hand and said,

“Greg is here.” Mayberry added that if she is Lybeck’s boss, then that makes her their boss and they must follow her directives.

Mayberry does not recall mentioning the chain of command in her discussion with [Empl] and [Employee]. She claimed that each time she brought up the chain of command, she stated that the *commissioners* (not just her) were above Lybeck, who was above everyone else.

Incident at Fair Board meeting – September 3, 2023

At the conclusion of a daily recap session on the morning of September 3, Mayberry asked the Board members to stay behind so she could talk to them. Some witnesses assumed Mayberry intended to apologize for her behavior the previous day.

Witnesses said Mayberry again stated she did not need a wristband and that [Empl] was lying. She used “multiple f-bombs” and raised her voice. She said the chain of command is her at the top, then Lybeck, then the Board. [Employee] said Mayberry was “yelling and screaming.” He de-escalated the situation by stating they’d had a good fair and they should finish it and leave the conflicts behind.

[Employee] commented that the Board members are all volunteers and work very hard, and in [Empl]’s opinion, county representatives should not drink alcohol during the fair. Mayberry claimed [Employee] accused her of being drunk. Some witnesses said they saw Mayberry with alcohol, but no one, including [Employee], said they saw her drunk. Other commissioners also consumed some alcohol at the fair.

Mayberry told me [Employee] led her to believe the gate access issue would be discussed at the recap meeting. She became frustrated when [Employee] did not introduce the topic. When she asked the Board to stay behind, [Employee] commented along the lines of, “Can you hurry up? I have somewhere to be.” Mayberry then asked [Employee] if he was going to bring up the issue, and he said no. She said at that point, it “clicked” that [Employee] was “undermining” her.

Mayberry admits stating words to the effect of, “You guys are so disrespectful and rude,” and “I’ll make it very clear—the commissioners all wear a badge and can go through any gate any time.” She said she was referencing commissioners in general and not herself specifically. She admits she characterized the “chain of command” as commissioners on top, then Lybeck, then the Fair Board. This was at odds with the other witnesses, who said Mayberry clearly stated that *she*, not the commissioners as a whole, was the head of command.

Request for removal of Mayberry as liaison

On September 5, [Employee] and [Employee] sent letters to the County Commission asking for Mayberry to be replaced as the liaison to the Fair Board. [Employee]'s letter indicated that several people had approached him with complaints about Mayberry's behavior. The letter attached statements from Board members, security personnel, and office staff. By then, Mayberry had already signaled her intention to resign as liaison.

Allegations against Greg Lybeck and Fair Board members

Incident at T-Post Tavern – August 16, 2023

On August 16, 2023, business owner Dan Thiessen held a grand opening of the T-Post Tavern, which is immediately adjacent to the fairgrounds. Thiessen timed the opening to coincide with the fair. He invited up to four fair representatives to attend. The invitation stated:

Dust off your boots and saddle up for some boot-scootin' fun! We're downright thrilled to holler out the Grand Opening Party of T-Post Tavern. Yessiree, on Wednesday, August 16 from 6-9pm, we're throwin' open the doors exclusively for our construction team, VIP's, friends and family. Git ready for a rootin'-tootin' good time with a full tour and experience that'll have you hollerin' for more! Take a spin on our buckin' mechanical bull, try your hand at pool tables and darts, enjoy some live entertainment, and dance if you dare!

And that ain't all, folks! We've got plenty of food lined up, and a no host cash bar of our whole beverage list that'll have you feelin' like a real cowboy or cowgirl.

But hold on to your hats, 'cause we're keepin' it cozy and exclusive. Yup, you heard it right, seats are limited to you and your pardner/youngins. We'll be waitin' to welcome you with open arms and a heap of country hospitality. See y'all there!

On September 11, 2023, Thiessen spoke during citizens comments at the County Commission meeting. He stated that certain county employees and volunteers had engaged in unprofessional behavior at the T-Post opening. Thiessen described himself as a "partner" with the fair, due to his close affiliations with 4-H and his sponsorships and promotion of fair events. He told the commissioners that the persons who engaged in inappropriate behavior "need to be held accountable."

Thiessen presented a letter alleging that Lybeck, who had attended the T-Post opening with [Employee] and [Employee identity], asked why Thiessen had not given them green

wristbands. Thiessen responded that the wristbands were for free drinks, which were to thank the construction crew for finishing on time. Thiessen's letter alleges that Lybeck stated three times that they should have received green wristbands. Thiessen admits he responded with "choice words."

The other witnesses admitted there was a confrontation at the T-Post but denied it was about free drinks. [Employee], who was there at the beginning but left before the confrontation, said they were greeted at the host station with words to the effect of, "You're from the fairgrounds? It's not that we don't love you, but you're outside." The temperature was over 100 degrees. The members of the construction crew were given green wristbands at the door and were seated inside in the air conditioning.

Thiessen spoke with Lybeck, [Emp], and [Emplo] at their table and the discussion became contentious. Thiessen mentioned the word "hospitality" multiple times, along the lines of "I know hospitality" (implying that Lybeck and his party do not). Lybeck responded that it was not good hospitality to seat them outside on a hot day, and Thiessen replied with insults and profanity.

Lybeck, [Em], and [Emplo] said they did not ask for, nor did they expect to receive, free drinks, because the written invitation stated there would be a "no host, cash bar." Shortly after arriving, Lybeck purchased a round of beers for the table. [Emplo] said he drinks very rarely and the single beer Lybeck had purchased was more than enough. The witnesses concurred they were frustrated with Thiessen for seating them outside and that Lybeck pushed back when Thiessen said he knows hospitality.

Facebook comments following T-Post incident

Dan Thiessen's September 11 letter complained that after the incident at the T-Post, Shane Laib and Darren Goble posted comments on their personal Facebook pages that were intended to dissuade fairgoers from going to a beer garden in the T-Post parking lot. After a musical act canceled, the fair unexpectedly landed country singer Bryan Martin to perform after the rodeo. The T-Post's beer garden, which featured local bands, overlapped with this.

On his personal Facebook page on August 25, Laib shared an announcement about the Bryan Martin concert and commented: "No need to head over to the parking lot after the rodeo on Sunday night . . . this show will be absolutely awesome!" Laib strenuously denied his comment was a dig at the T-Post. He said his intent was to encourage fair patrons to stay for the concert in lieu of heading to their cars immediately after the rodeo.

Darren Goble also shared the announcement with a comment: "There is no better place to be than at the Walla Walla County fairgrounds after the rodeo! We have the best

entertainment, hands-down in the city that night. This is going to be an awesome show!” Goble also denied that his comment was a dig at the T-Post. He said his sole intent was to promote the concert.

Many witnesses said the Facebook comments were not appropriate because the T-Post is a major supporter of the fair. [Employee] sent Laib a text stating, “You need to take down your post.” Laib did not immediately remove the comment; however, he removed it later after Lybeck called and asked him to.

[Employee complainant] said that even if Goble and Laib did not intend to undermine Thiessen’s event, “They should have thought it through.” [Employee] sent Thiessen a message stating, “I would like to apologize for any offense or confusion caused by the text regarding not going to the neighbors parking lot. It was inappropriate and does not reflect the values and professionalism we strive for at Walla Walla Fair and Frontier Days.”

Pushback on egress lanes

The viewing platform in the rodeo arena was divided into individual boxes, each of which could hold up to 16 people. Spectators of the demolition derby and rodeo rented the boxes as gathering spaces. Seating was not provided; spectators brought their own folding chairs, camp chairs, barstools, and/or lounge chairs. Each box was marked with tape or paint indicating an emergency egress lane, which had worn off or faded. Acting on advice from building officials, [Employee] informed Lybeck that the egress lanes needed to be re-marked.

Lybeck blew up. He told [Employee] the requirement was “bullshit” and that if [Employee] wanted it done, he should do it himself. At his investigative interview, Lybeck continued to insist that the request “made no sense.” He said that because the boxes are open, and most people stand in the boxes rather than sit, spectators could easily exit in event of emergency. He claimed the commissioners had said the egress lanes were not necessary¹ and that the prior building official said the requirement was “dumb.”

Commissioner [Employee] said Lybeck was agitated after his discussion with [Employee]. She said Lybeck stated words to the effect of, “I don’t have to fucking listen to him” (meaning [Employee]). [Employee] said she followed up with [Employee] and told him Lybeck had put her in charge of risk management. [Employee] took that on [Employee]’s word and did not confirm with Lybeck what he had or had not delegated.

¹ Commissioner [Employee] described the requirement as “ridiculous” and said the platform, which is constructed of concrete and steel, was unlikely to catch on fire.

Lybeck later apologized for losing his temper and explained that he was extremely stressed. [Employee] told me that while Lybeck's behavior had been inappropriate for a department head, his reaction was understandable due to the pressure in his personal and professional lives.

Alleged cash mishandling by [Employee identity -- Unsubstantiated]

Commissioner [Employee] claimed that [Employee] may not have handled cash transactions for fair merchandise appropriately. She stated that last year, the inventory did not balance, which raised suspicions about [E]'s handling of it. She said this year, [Em] took cash for merchandise when he was only supposed to take credit cards. All witnesses aside from [Employee] said that purchasers were welcome to pay by cash, check, or card. In addition, the inventory from this year did balance.

ISSUES PRESENTED

I was asked to investigate the following issues:

1. Did Commissioner Mayberry overstep her authority as an elected official? Conversely, did employees or Fair Board members interfere with her rightful authority?
2. Did Commissioner Mayberry engage in discourteous treatment of county employees or Fair Board members?
3. Did [Employee identity] [Employee identity --] or Greg Lybeck attempt to use their positions to obtain free alcohol at the T-Post Tavern?
4. Did Shane Laib or Darren Goble's Facebook posts violate Fair Board conduct rules? Did Commissioner Mayberry infringe on [Em]'s constitutional rights by directing him to take his post down?
5. Did Greg Lybeck engage in discourteous treatment of employees or contractors during the Fair?
6. Did [Employee] fail to follow protocols for the sale of merchandise?

CONCLUSIONS

Issue 1. Did Commissioner Mayberry overstep her authority as an elected official? Did employees or members of the Fair Board interfere with her rightful authority?

A preponderance of the evidence supports the allegation that Commissioner Mayberry overstepped her role as an elected official and liaison to the Fair Board. The issue is somewhat clouded because the Commission did authorize Mayberry to step in for Lybeck if needed, and the witnesses did not concur on the extent to which Lybeck delegated authority. But even assuming Lybeck asked Mayberry to broadly handle HR and risk management, that would not have given her permission not to wear a wristband, to tell staff she was over Lybeck in terms of authority, or to proclaim that security staff and contractors could not use the breakroom.

There is insufficient evidence that staff or members of the Fair Board interfered with Mayberry's rightful authority. As noted, the scope of Mayberry's authority was disputed and not clearly communicated. Staff and contractors reasonably understood that Lybeck and/or the Fair Board was in charge of daily operations, and that Mayberry's role as an elected official was limited.

Issue 2. Did Commissioner Mayberry engage in discourteous treatment of county employees or Fair Board members?

A preponderance of the evidence supports this allegation. Mayberry had well-documented outbursts at security staff, [Employee], and the Fair Board. Each time, she raised her voice and used profanity and confrontational language. While the County Commission has not adopted a protocol manual, it is reasonable to expect that elected officials will act in a respectful manner and refrain from attacking staff and volunteers.

Issue 3. Did [Employee identity], [Employee identity] or Greg Lybeck attempt to use their positions to obtain free alcohol at the T-Post Tavern?

A preponderance of the evidence does not support this allegation. Dan Thiessen may have interpreted them as pushing for free drinks, because the green wristbands entitled people to sit inside *and* to get free alcohol. However, the witnesses credibly explained that they did not expect free drinks; rather, they communicated displeasure with being seated outside on a hot day.

In addition, the alleged behavior does not rise to the level of an ethics violation. There is insufficient evidence that [Empl], [Empl], or Lybeck proposed or implied a quid pro quo. The county's code of ethics allows staff to consume food and beverages at hosted receptions, even where attendance is connected to their official duties.² With that said, it was not professional for Lybeck to engage in a confrontation with Thiessen over hospitality, regardless of who provoked it.

² The ethics code cites to RCW 42.52.150, which contains the exception for food and beverages.

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December 20, 2023
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Issue 4. Did Shane Laib or Darren Goble's Facebook posts violate Fair Board conduct rules? Did Commissioner Mayberry infringe on [Em]'s constitutional rights by directing him to remove his post?

A preponderance of the evidence supports the first allegation. The Fair Board's ethics code states that members shall not "violate the trust of those who appointed me to the Board of Directors or those we serve" and shall "exhibit total integrity and the maximum level of professionalism." Laib and Goble's posts were a thinly veiled dig at the T-Post's beer garden. The posts were not professional and eroded the trust of an important sponsor.

Whether Commissioner Mayberry infringed on [Employee]'s constitutional rights requires a legal determination that is beyond the scope of this investigation. Regardless, [Employee] voluntarily removed the post after Greg Lybeck asked him to.

Issue 5. Did Greg Lybeck engage in discourteous treatment of employees during the fair?

A preponderance of the evidence supports this allegation in two instances. Lybeck blew up at [Employee] when told to mark the egress lanes on the viewing platform, and Lybeck raised his voice at a security contractor who let people in the gate without paying.

Issue 6. Did [Employee] fail to follow protocols for the sale of merchandise?

A preponderance of the evidence does not support this allegation. All witnesses aside from Commissioner Mayberry indicated that cash was accepted for merchandise transactions, and this year's inventory did balance.

If you have any questions or need additional information, please let me know.

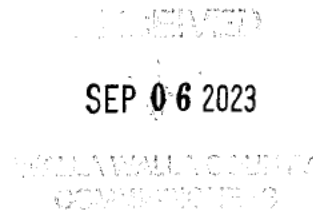
Sincerely,

HAGGARD & GANSON LLP



Kathleen Haggard

Walla Walla County Fair Investigation 1



September 5, 2023

Board of County Commissioners
314 West Main Street, Room 203
Walla Walla, WA 99362

Hand Delivered

Dear Commissioners:

We just finished the 2023 Walla Walla Fair & Frontier Days and I believe it was a great fair with most areas seeing increases. It was definitely the best fair in my time as general manager.

However, I have had several people contact me, either verbally, or in writing, to express their concern with some of Commissioner Mayberry's actions during the Fair.

As [Employee] has stated in his letter, I believe it may be the best course of action for all involved that there be a change in the fairgrounds' liaison.

Thank you for your continuing support of the Fair and fairgrounds.

Sincerely,

[Redacted]
Employee complainant, other accuser
and/or witness

[Redacted], CFE

Manager



September 5, 2023

Board of County Commissioners
314 West Main Street, Room 203
Walla Walla, WA 99362

Hand Delivered

Dear Commissioners:

As President of the Walla Walla Fair & Frontier Days Board of Directors, I am writing to express our request that County Commissioner Jennifer Mayberry's assignment as liaison to the fairgrounds be changed immediately.

This request comes after personal observations and interactions with Commissioner Mayberry, and comments from other Directors, staff, and volunteers.

Following a meeting on Sunday, September 3, in which Commissioner Mayberry spoke to our Board, throughout the day as I was visiting various areas of the fairgrounds, I was approached by each member of the Board that had been at the meeting and each individually indicated it was imperative that Commissioner Mayberry no longer be in the position of fairgrounds' liaison due to her actions and words.

I am available to discuss this matter further if you have questions.

Respectfully,

Employee complainant, other accuser and/or witness

Employee, President

Walla Walla Fair & Frontier Days

Phone: Employee address,

Walla Walla County Fair Investigation 3

On Saturday night around 10:45 pm, [Employee] and I walked into the office to get some rodeo tickets printed. When we walked in, [Em] [Empl] and Commissioner Jenny Mayberry were in the Main Office and [Empl] was in the ticket office side. At the time when we walked in, there were several Fair patrons sitting at the tables outside the office.

While printing the tickets, my back was to the main office side. [Empl] was standing next to me and [Empl] was counting money at the counter. I started hearing loud voices coming from right outside my office door and turned around to see what was going on. At that point, I got [Emp]'s attention because I realized it wasn't just excited conversation. It was an extremely escalated, loud, and heated conversation with profanities and finger pointing by Commissioner Jenny Mayberry directed toward Board Director [Employee]. I distinctly and repeatedly heard the words "fuck", "fucking", "I'm a commissioner and can go anywhere..."

In my position, I wasn't sure what to do. Whether to try to stop it? I felt uncomfortable witnessing this interaction. I was worried about the public perception by the patrons outside our office since our walls are so thin and our window blinds were open.

We weren't able to leave the room/office since this took place right next to the office exit. We stayed at the ticket counter until it was over.

During this time, I witnessed [Emplo] refraining from engaging in an escalated tone and ending the conversation by stating that the conversation was not productive.

Employee complainant, other accuser and/or witness

Walla Walla County Fair Investigation 4

Saturday night incident at WW Fairgrounds September 2nd, 2023, between Commissioner Mayberry and Fair Board member [Employee]

After the Rodeo was over, I do not know the time, but the office was still open to the public, Commissioner Mayberry came into the Main Office of the Fairgrounds soon after [Employee] came in, she was not happy about having to have a picture on her badge or a VIP wristband to get into certain areas of the Fair. They were in the walk-in part of the office, and I was in the ticketing area count cash with a noisy cash counter. After a few minutes Commissioner Mayberry was raising her voice and saying fuck very frequently. [Emplo] did not cuss or raise his voice that I could hear. I did not feel this was a situation I could get involved with as Commissioner Mayberry seemed to be very upset and I did not want to upset her further, I feel extremely bad that [Empl] had to deal with this and the other staff that were in the office. Honestly, I just kept running the cash machine to block it out.....

This office is old, and I am sure people outside the building could hear Commissioner Mayberry. She was disrespectful to a lot of people.

Employee complainant, other accuser and/or
witness

9-4-2023

Walla Walla County Fair Investigation 5

September 3, 2023

On Saturday, September 2, 2023 at approximately 10:00pm, Walla Walla County Commissioner Mayberry came into the Fairground's office looking for [Employee]. She proceeded to tell [Employee] and myself about an incident that happened to her earlier at the back entrance to the VIP area after the rodeo grand entry.

Earlier that afternoon a change in procedure had been made regarding entrance onto the platform area behind the arena. Only people wearing the appropriate wristband or with photos on their all-access pass could enter the platform area.

The established procedure to enter the VIP area until Saturday, September 2 was that all guests must be wearing a VIP bracelet.

Commissioner Mayberry explained that after the grand entry and she departed the arena, she attempted to enter the VIP area via the back entrance. A young girl, approximately 18 years old, was hired as security to watch this entrance to prevent anyone not abiding by the bracelet rule from entering the premises. The security person attempted to prevent Commissioner Mayberry from entering as the Commissioner was not wearing the appropriate bracelet. The Commissioner was also informed that she was not allowed to enter because her all-access pass did not have her photo on it. It's unclear who informed this security person that the pass must include photo ID. According to the Commissioner, she politely explained to the security person who she was and that she was allowed entrance even though she did not have the proper identification. The Commissioner said that an argument ensued between herself and the security person resulting in the Commissioner sidestepping security and entering the area. The security person then reported to Board Member [Employee] about the incident and said she felt that the commissioner had been very rude to her during the altercation. The Commissioner told us that Board Director [Employee] later approached her and said he felt she owed the security person an apology for her behavior, as she was just doing her job. Commissioner Mayberry did not feel she had been rude nor did she feel she needed to apologize.

When [Employee] entered the office some minutes later, Commissioner Mayberry confronted him in a very loud and unprofessional manner at the front counter, a few feet from the front door. She accused [Emplo] of telling the security person a lie about the id pass. She informed [Emplo] that due to her position with the County, she did not need to have a photo on her id badge or a bracelet to enter the VIP area or any other area of the fairgrounds. She said that she and [Emplo] had discussed this matter the previous evening and felt they had come to an agreement. Commissioner Mayberry kept yelling profanity at [Emplo] and even prevented someone from entering the office so she could continue her rant. [Emplo] attempted to defend himself but was constantly interrupted. At one point [Emplo] informed her that "Gunner" told the security person about the photo ID and Commissioner Mayberry felt he had lied to her making her become even more confrontational. Eventually [Employee] informed the Commissioner a couple of times that the conversation was not being productive, and he attempted to end it but she would not. This went on for another minute until finally [Empl] was able to stop the conversation and leave. The whole incident lasted about 5-8 minutes.

During this whole time, I was sitting at my desk. I briefly listened to the conversation, but it immediately became very intense and uncomfortable. The level of hostility is not something I have witnessed in some time. At one point I considered intervening to at least make them move out of the lobby area but was concerned about getting caught in the crossfire. I felt trapped at my desk as an unwilling participant and was left feeling shaken and shocked by such an unprofessional display by an elected official.

Signed: _____

Employee complainant, other accuser and/or
witness

Date: _____

9/3/23

Walla Walla County Fair Investigation 6

September 2, 2023

Witness Statement of [Employee]

I am a Walla Walla County employee working for the Walla Walla Fairgrounds. On Saturday, September 2, 2023, at approximately 10:40 p.m., County Commissioner Jennifer Mayberry entered the Main Fair Office.

After casual greetings, she said she was looking for [Employee complainant]; that she knew he was usually in the office around that time.

From there she started talking about an apparent incident that had occurred in the VIP Clubhouse where apparently she was told by the young woman at the entrance that she, Commissioner Mayberry, was required to have a photo ID and a wristband. *Wristbands are required for anyone entering the VIP Clubhouse as it indicates the individual has purchased or been provided with a purchased ticket for dinner.*

Commissioner Mayberry made comments to the effect that she had informed the young woman that she was a County Commissioner, she could go anywhere, and wanted to know who made the rule about the photo ID badge / wristband and that the young woman told her [Emplo] had "changed" the rule to this new policy.

Commissioner Mayberry then began speaking to those of us in the room about how [Emplo] had no right to make rules or changes to rules; that she could go anywhere she wanted on the fairgrounds, and additional comments to that effect.

[Employee] entered the Main Fair Office at approximately 10:45 p.m. and was just inside the door when Commissioner Mayberry confronted him about the photo ID and wristband rule. [Emplo] indicated it was the new rule and Commissioner Mayberry then became very, very angry and confrontational.

Commissioner Mayberry was yelling, very loudly, as in the top of her lungs loud, berating [Employ] and using the F word over and over – like about every fourth or fifth word. Her face was beet red, she seemed to be standing on tiptoe to get closer to [Emplo]'s face, and her diatribe was all about how she was who she was and could do whatever she wanted to do and go wherever she pleased.

As it was Fairtime, the Fair Office is open to the public the same hours as the Fair – meaning it was open until midnight on that Saturday. At one point during the incident, the Fair Office door opened from the outside, I couldn't see who had opened the door, but Commissioner Mayberry pointed at the person and said, "Wait a minute," and whoever it was, didn't enter the office.

Walla Walla County Fair Investigation 7

To: [Employee], General Manager, Walla Walla Fair & Frontier Days

From: [Employee], Board of Directors; Entertainment [Employee complainant, other accuser]

Date: September 5, 2023

Re: Daily morning Fair meeting of Sunday, September 3, 2023

On Sunday, September 3, 2023, at the 8:30 am daily morning meeting during the 2023 Fair, Commissioner Jenny Mayberry said that she would like to speak to the Board of Directors only, and not the entire group that had attended the meeting. After everyone else had left, Commissioner Mayberry said many things to the group, clearly getting more and more agitated as she went on. She started out by saying that she was a County Commissioner and could go anywhere and do anything she wanted on this campus. She said she was in charge of us, not us in charge of her. She said that she did not need a wristband to come into the VIP area or anywhere else she wanted to go. The gate person for the VIP area would not let her, or anyone else, in without the proper wristband, as they had been instructed to do. She repeated that she was a County Commissioner and could go anywhere she wanted, without a wristband.

She said that she had a closed-door meeting with [Employee] about this issue and then called [Employee] a liar, in front of the group.

[Employee] said that he had talked to [Empl] about the matter and would not have anything to say.

Dr. [Employee] spoke for many in the group asking what this was all about. We received an explanation.

[Employee] said that we all needed to work together and get through this otherwise very good Fair. [Employee] also said that he had been told by a former Fair Manager and Board member to not drink at the Fair, that it looked bad. Commissioner Mayberry bristled at that, saying that she had only had one drink, and that the rumor was that she was drunk, which she said was not true.

She again said that she was in charge but added that Greg was also in charge.

Commissioner Mayberry clearly kept getting more agitated and loud as this discussion went on. [Empl] spoke up and said we just needed to finish this Fair and get past this right now. He took Commissioner Mayberry and they walked off to the south.

That kind of display has no place in an open workplace environment or with a group of loyal hardworking volunteers.

She openly raised her voice at us and called [Empl] a liar.

Walla Walla County Fair Investigation 8

County Commissioners at our Fair in the past, have been a steady influence, shaking hands and thanking the workers and volunteers for all their hard work. Commissioner Mayberry clearly was not any of those things that morning. Commissioner Mayberry was angry and was only concerned about her own issues and experiences.

The Fair is not about one person. It is about the whole community, and how we entertain them, educate them and celebrate agriculture.

I was quite uncomfortable during this whole meeting, and I was not even a part of it. I can only imagine what those that this anger was focused on, had felt. As volunteers, we should not have to deal with that.

As a member of the Walla Walla Fair & Frontier Days Board of Directors, I would recommend that Commissioner Mayberry be replaced as our Fair Liaison, and another County Commissioner be named to replace her.

Sincerely,

Employee complainant, other accuser
and/or witness

Board of Directors

Employee

, Fair Manager

Employee

– Fair Board President

September 5, 2023

Dear **Empl
compla** and **Employee**

Our Sunday morning Fair Production Meeting was not at all productive. It was a terrible meeting, but not of your making. Commissioner Mayberry's behavior and profanity at that Sunday morning meeting was uncalled for and unprofessional, especially for an elected official.

At that morning meeting Commissioner Mayberry yelled at and swore (Fuck, Fucking...) at our Fair Board and our Fair Manager. She was extremely angry and animated and said she had been lied to and lied about. Commissioner Mayberry said the chain of command was from us to Greg and then her. She explicitly told us that she was the boss. Commissioner Mayberry told all of us that she was in charge, that Greg reported to her and that she could go anywhere, any time and no one could tell her where she could go on County property. This speech was made in increasing volume of voice, increasing anger and was meant to intimidate us.

Commissioner Mayberry's behavior was shocking. Being yelled at and demeaned by Commissioner Mayberry was insulting. I worry that her actions cast a dark shadow over and reflects badly on the Office of County Commissioner.

Please contact me for any further clarification or if you have any questions.

Sincerely,

Employee complainant,
other accuser and/or
witness

Employee complainant, other
accuser and/or witness

Fair Board Member and Rodeo Director.

Employee address, contact information

Recollection from Sunday, September 3, 2023.

I was in attendance of our daily recap session which is held in the 1866 VIP area. It includes representatives from fairgrounds security, WW Sheriffs Office, Fire Dist. 4, Davis shows, Oregon Beverage, [Emplo] with WW County Risk, available Fairboard directors, fairgrounds office staff, Fairgrounds Manager [Employee] and WW County Commissioner Jenny Mayberry.

At these sessions attendees give verbal updates of how their departments/areas performed the prior day and what is upcoming for that day.

At the conclusion of the Sunday session, Commissioner Mayberry told Fairboard members in attendance to stay behind.

As best as I can remember Commissioner Mayberry started out by saying something along the lines that she was fucking tired of rumors going around about her actions from the prior night with security personnel at the gate to our VIP area. She then called [Employee] a liar, possibly multiple times and that in the chain of command, she was the boss. She also stated that as county commissioner she could go any place she wanted regardless of our rules regarding the use of wristbands in the VIP. Some of us offered comments. I made it clear that we are all volunteers. Some of us work a lot and some of us work a lot a lot and that we should be nice to one another. I then tried to offer the advice that was given to me at my very first fair as a Director by a former fairgrounds manager as well as multiple former Fairboard directors. That advice was that we should not be drinking alcohol during the fair. Commissioner Mayberry loudly interrupted me stating that she had only had one drink and that I wasn't there that night before when the VIP incident happened. At that point I shut down as I observed Commissioner Mayberry was not there to listen to our concerns.

I believe it was at that point that [Employee] stated that we needed to get back to work, and the meeting came to an end.

Respectfully,
[Employee complainant]

Walla Walla County Fair Investigation 11

Employee complainant, (Security Personnel under Employee)

09/01/23

When I, Employee was working VIP coral for Security and making sure that no alcohol was going out of the gate, Jenny Mayberry refused to listen to my directive about not taking alcohol out of the VIP area. I had opened the gate for a group of guests leaving and let Jenny know that no alcohol was allowed beyond this point of the gate. She then walked faster with the group of guests leaving so I could not close the gate and told me "I know for a fact that I can take it over there (pointing at the trailer area) thank you very much." I repeated myself saying "I'm very sorry, I have orders saying it's not allowed anywhere beyond this gate, I'm going to need you to finish it here please." She said again "Nope I know I'm allowed thank you, thank you very much (raising her cup and laughing as she walked off)."

Employee complainant,
other accuser and/or

Walla Walla County Fair Investigation 12

Employee
complainant, other (Security member)

09/04/2023

Incident Report

Before I explain what happened in the incident, I want to point out that my instructions to follow at the VIP gate were to only let people in if they were wearing a Blue VIP bracelet or had an all access card pass with an image of themselves on it.

During the incident, Jenny Mayberry was quickly walking up to the gate and I had asked her if she had a bracelet or a pass. Miss Mayberry pulled out her pass to show me that she had all access to all gates, but there was no image on her pass. While she was already at the gate trying to go through, I Politely tried to tell her that she couldn't go through the gate due to not having an image on her pass. In the middle of me saying that, she said "Yes I can, yes I can, yes I can". As she was saying this there was a gentleman on the other side of the gate saying, "Yes she can, yes she can, yes she can". For a split second I looked to see who was telling me that she could go through the gate because I thought maybe it was [Empl]. It was not [Employ] but instead a man in a grey, plaid, button down shirt who did not have the right credentials to be in the gate as well but went and talked to [Empl] about getting a bracelet or a pass. I told the gentleman that I could not let her through the gate. While I had told him this, I had to grab onto the bar that keeps the gate closed to keep Miss Mayberry from opening the gate but when I did this Miss Mayberry twisted and opened the bar to the gate anyways and went on through along with another gentleman who held the same title and wore the same shirt. He was a tall man with facial hair. I could not fully say that the tall gentleman with facial hair showed me any credentials when he went through, but I did not see anything that would let him through the gate as well. I did not have time to read what title was on Miss Mayberry's pass and wasn't told what title she held until after she had gone through the gate. I believe it was the gentleman in the grey plaid shirt who told me who she was after she was through the gate. I didn't follow Miss Mayberry and the tall gentleman into the VIP area but explained the incident to [Employee].

There was an alcohol security personal, Miss laib, who had witnessed the incident.

On 9/2/2023 I was in the main office getting some passes & tickets squared away for some volunteers around 10:45pm. I heard yelling commence from the other end by Commissioner Mayberry towards director [Employee complainant,]. [Employee complainant] She was screaming at [Employee complainant] about a disagreement they had with ticketing, passes, etc. This carried on for about 5 minutes. In my opinion, this was very unprofessional and I know that some of the staff felt threatened by her actions and were shook up after she left. It created an uncomfortable & hostile environment for those people that were in the building. I saw Commissioner Mayberry later that night and she did apologize to me for her actions.

Employee complainant, other accuser and/or witness

9/4/2023

Employee complainant, other accuser and/or witness

- Rodeo Committee

Walla Walla County Fair Investigation 14

Employee

Security Supervisor under Security Fair Board Member Employee
09/06/2023

Statement of Facts regarding conduct during the 2023 Walla Walla Fair and Frontier Days

On Friday, September 1, 2023, I, Employee, noticed a sign on the Security break room door that read, TCM and Law Enforcement Only. I called my board member/supervisor Employee and asked him if there was a change in plans to allow our gate Security people to use the break room that Empl had created for us a couple years prior. Empl said no so I advised him about the sign on the door. Empl advised that he would find out what is going on and would let me know. Soon after, I saw Empl and Undersheriff Employee talking with Commissioner Jenny Mayberry so I went to see if Empl had figured anything out. When I approached, Commissioner Mayberry advised Empl that she did not want to continue their conversation with people around so Empl and Commissioner Mayberry they drove away in a side-by-side to talk amongst each other. I then asked Undersheriff Employee if he knew why the sign was on the door and he advised that he did not. Soon after, I saw Employee at the Security break room door, and she took down the sign. As Employee was walking towards me, While Undersheriff Employee and now Sheriff Employee were standing and talking, Employee was walking towards us at the same time that Empl and Commissioner Mayberry were driving back to our location. I did not have time to let Employee know that Empl and Commissioner Mayberry were discussing the sign issue before Commissioner Mayberry jumped off the side-by-side screaming, "Who took my sign down?" Employee then said, "I did because it is also for our gate Security". Commissioner Mayberry then screamed, "Oh, Hell No!" as I was trying to explain to Commissioner Mayberry that Employee did not know that she and Empl were out discussing things Commissioner Mayberry continued yelling saying, "I was going to compromise, not now!" She then got in her cart and yelled, "You want a fight, I will give you a fight". Once she drove away I noticed other fair patrons standing around who had to witness Commissioner Mayberry's conduct. Empl then advised not to put the sign back on the door and to continue using the break room as normal.

On Saturday, September 2, 2023, Security Gate personnel Employee advised me that she was scared because a person pushed past her gate and did not show the proper credentials to go to the V.I.P Club House. Empl stated that a few people behind this person also went in and that it all happened so fast that she was not able to see their credentials. She was worried that she was going to get in trouble with the fairboard member in charge of V.I.P Club House because there might be people in there that do not have the proper credential. Empl stated that the person said that she was a commissioner and allowed anywhere. Empl given the

directive not to let anyone in the V.I.P. Club House without a blue wristband or a name card with a photo I.D. of that person advised me that she was worried but could not leave her gate.

Emplo complai stated that she was trying to explain to the female commissioner that her directive was not to let anyone in without the proper identification. She stated that as she was trying to explain this the female commissioner was yelling at her saying, "Yes I can, yes I can, yes I can.

Emplo then advised that a person from within the V.I.P. Club House came to her gate and was trying to open the gate to let in the female commissioner. As he was doing so Emplo said this man distracted her and the female commissioner then grabbed the gate and twisted it open letting herself in along with the people behind her.

By the time Empl explained this to me I was not able to find the female commissioner in the Club House but I did see Commissioner Gunner so I approached him and asked him what credentials, if any, a commissioner must have to go through the V.I.P. Club House gate. He stated that commissioners were advised that they need to wear the proper bracelets and then showed me his on his wrist.

On Sunday, September 3, 2023, after the morning meeting Commissioner Mayberry advised Employee and me that she wanted to talk to us. During this meeting, Empl (Owner/Manager of TCM) was also present. Commissioner Mayberry advised us that she is the boss of all things regarding the fair. She stated that the hierarchy is she, Greg Lybeck and then the board members. She advised that makes her the boss of all regarding the fair, as she is the commissioner assigned to the fair. Commissioner Mayberry then stated that she apologizes for her behavior on September 1, but that we just have to realize that is her personality flaw and that she is well aware of that personality flaw. Commissioner Mayberry then stated that regarding the young girl at the V.I.P gate she was very nice to her. Employe then asked Commissioner Mayberry what information she receives regarding admittance to V.I.P Club House and Commissioner Mayberry said that she was sent wristbands and was advised they would get her into a gate without discussion but that she refused to wear them because she does not want to. Employee explained that if she would wear these bracelets there would be no need for the gate personnel to stop her and therefore negate these issues. Commissioner Mayberry stated that she does not care. She is the boss, she is not going to wear five different bracelets and a name badge, and that the fact that her shirt says Commissioner all over it should just be enough. Employe and I explained to her that not all personnel know whom or what a commissioner is and many people wear shirts similar to hers. Commissioner Mayberry stated that because she is the boss; all people had better learn who she is.

After this meeting, I advised the Gate Security what Commissioner Mayberry looks like and how to identify her as a Commissioner and then explained, to my knowledge, what the role is of a commissioner.

Walla Walla County Fair Investigation 16

Employee

Employee address,

Employee address,

To: Employee, Human Resources Director
Walla Walla County
314 W. Main Street, RM 215
Walla Walla, WA 99362

Delivered via email on 9/5/2023

Mr. Employ,

On the evening of Saturday 9/2/23 at the Walla Walla Fair & Frontier Days, as the director who oversees the 1866 VIP Clubhouse, I was made aware of a situation at the south Clubhouse check-in gate. The issue stemmed around Commissioner Mayberry and her husband not wearing the appropriate VIP wristbands to come through the checkpoint. The security staff person did not realize that the Commissioner's badge had all access printed on it and was under the impression that a rule had been made that only photo badges could come through the gate without wristbands. I was away from the VIP at the time, but I was informed by two different people that the commissioner ended up moving herself and her husband through the gate stating it was her right to do so.

Several hours later, I went into the Main Office and encountered Commissioner Mayberry. She proceeded to verbally attack me in front of staff and a volunteer with screaming, yelling and profanity-laced accusations stating that "I had no fucking right to make up rules", "I had no fucking authority" and she stated, "I'm the boss". I asked her to lower her tone, which she disregarded. I believe that had the front counter not been between us, she would have been right in my face. Finally, after several more minutes of expletive loaded statements and realizing it was obvious her behavior was not going to stop, I stated to her that this was not productive, and I left the building. I was absolutely emotionally shaken at the way she treated me, to the point I was ready to leave the grounds and not return for the balance of the fair.

I am deeply embarrassed and appalled by her behavior, not only for myself, but for the office staff (Emp
Empl, Employ and Empl) and a key volunteer (Employee) who were witness to the episode.

At 12:18am on Sunday 9/3/23, Commissioner Mayberry sent a text from her personal phone. I will attach it for reference.

Later Sunday morning at our operations meeting, towards the conclusion of the event, Commissioner Mayberry asked the directors and the manager to stay after, as she wanted a word with us. When Empl asked if we could hurry as he needed to get his area opened, Commissioner Mayberry immediately went on the attack and replied in a raised voice, "This is the fucking problem" and proceeded to state that she was in charge of the fair, not the board. She also stated that she was our boss, Greg's boss and that if things needed to be dealt with or rules made, the board needs to take it to Greg and she would help him remedy it. She also directly called me a liar in front of my colleagues, by stating that she and I had met privately where it was agreed that she didn't need to wear a bracelet...but I still told security staff not

Walla Walla County Fair Investigation 17

to let uncredentialed people in. I was asked by a board member to address her accusations, to which I stated I was working with the fair manager to come up with a resolution and I had no further comment. While I am not saying the private meeting didn't happen (exhaustion was winning at that point), I do not recall having that meeting.

Unfortunately at this time, I must state that Commissioner Mayberry has created a hostile work environment, not only for the Board of Directors, but also for the staff. Additionally, her behavior is unbecoming and disgraceful of a sitting elected official with her quick temper, screaming, yelling, and use of profanity. I would hope that a change could be made immediately to prevent us from working with her again.

Best,

Employ

[REDACTED]



Walla Walla County Fair Investigation 18

From: Employee
To: [Kathleen Haggard](#)
Subject: FW: T-Post Tavern Grand Opening VIP Party
Date: Thursday, November 9, 2023 6:28:59 AM
Attachments: [image002.png](#)
[image004.png](#)
[image001.png](#)

Good morning,

Here's the copy of the email invite to the T-post Grand Opening. See below.

After thinking about your question on security and police and if jenny ask me about it before and I said no.

- We did talk about the police area but were talking about two different areas.
- The police were not in the security building in 2022.
- When they were in the building at my first fair in 2021, they were in a little office in the front of the building. This was their check in and dispatch area.
- They were never in the back area that was remodel by our board member Employee for the blue shirt security. (Employ / Employe)
- Commissioner Employee did ask about the police area. She asked me about the police area and said she did not want the police to share their area with the other security. I didn't have a problem with that because when in that area at the 2021 fair they didn't share that area with other groups.
- So, we did talk but it was about something different than what happened.

I thought about this question after the call and wanted to make sure I cleared it up. If you need more information, please let me know.

Thank you,

Employee complainant, other

Fairgrounds General Manager
Walla Walla Fair & Frontier Days
509-520-3247
www.wallawallafairgrounds.com



From: Dan Thiessen <dan@denimhospitality.com>
Sent: Thursday, August 10, 2023 8:56 AM

Walla Walla County Fair Investigation 19

To: Gregory Lybeck <glybeck@co.walla-walla.wa.us>

Subject: T-Post Tavern Grand Opening VIP Party



Yeehaw, partners!

Dust off your boots and saddle up for some boot-scootin' fun! We're downright thrilled to holler out the Grand Opening Party of T-Post Tavern. Yessiree, on Wednesday, August 16 from 6-9pm, we're throwin' open the doors exclusively for our construction team, VIP's, friends and family. Git ready for a rootin'-tootin' good time with a full tour and experience that'll have you hollerin' for more! Take a spin on our buckin' mechanical bull, try your hand at pool tables and darts, enjoy some live entertainment, and dance if you dare!

And that ain't all, folks! We've got plenty of food lined up, and a no host cash bar of our whole beverage list that'll have you feelin' like a real cowboy or cowgirl.

But hold on to your hats, 'cause we're keepin' it cozy and exclusive. Yup, you heard it right, seats are limited to you and your pardner/youngins. We'll be waitin' to welcome you with open arms and a heap of country hospitality. See y'all there!

Reserve yer spot here: <http://sevn.ly/xeRGdBWw>

Dan Thiessen

Founder & Managing Partner

206-406-4437 • dan@denimhospitality.com



SEP 11 2023

Good morning esteemed Commissioners,

WALLA WALLA COUNTY
COMMISSIONERS

I come to you today as a parent of young boys about to enter the age of Fair participation through 4-H and FFA, a local business owner and Sponsor/Advertiser in our County Fair.

I grew up in agriculture, had animals in the county fair, was active in my local 4-H and High School FFA programs, Chapter Officer, Star-Greenhand my freshman year and top Ag Mechanics recipient my Senior year. My dad was active in the Cattleman's association, sponsored the cows for the Wild Cow milking for the Asotin County Fair. I talk about the past to simply highlight why the County Fair is so important to me from a values and beliefs perspective.

Today, we have created fund raising events to help support local 4-H and FFA programs. Over the last two years, we've raised over \$120,000. Those funds were used for:

Prescott School District-\$13,000 to support the rebuilding of the FFA and Agricultural Education program

Touchet FFA-\$5,000 to support travel and affiliate dues

Walla Walla County 4-H Council-\$8,000 to support increased livestock education

Walla Walla Public Schools Foundation- \$2,000 to support first grade field trips to the Wa-Hi FFA barn

Waitsburg FFA-\$16,000 to support the purchase of a new livestock trailer and leadership conference fees

W-M FFA Alumni and Supporters-\$5,000 to support FFA vocational contest fees

This year, we sponsored two bucking chutes for the Rodeo event, one for WW Steak Co and the other for T-Post Tavern. On Friday, we hosted a luncheon with all the Big 4 Rodeos Royalty, some of their Fair Board members along with Miss Rodeo America at T-Post Tavern. We had a blast with them putting their brands on our branding wall, practicing their line dancing presentation and relaxing and having fun with everyone riding the mechanical bull. All free of charge, hosted by us. We don't do these things for the press or the thank you, we do these things to be active participants in our community, hoping to foster better programs for our youth, because we believe to our core, that the better we can do for our youth, the better our communities will become and no matter what, we will continue to do these things.

We've also had some unfortunate interactions and displays of unprofessional behaviors that are not only disheartening, but more importantly go against the core values of what their roles in our community should be.

On August 16th 2023 we had our VIP Grand Opening party for our new T-Post Tavern where all of our contractors involved in the construction along with family, friends and some select VIP's were invited to come help celebrate the completion and opening. I invited Greg Lybeck, General Manager of the Walla Walla County Fairgrounds. He in turn showed up with Fair Board President [Employee identity --] and past President [Employee identity]. Well into the evening while I was making my rounds talking to people I was flagged down to come talk to the three of them. The conversation started off great, Greg offered support in any area that they could help out in and I talked about how we could become a great partner to the fairgrounds, maybe being a part of catering for their VIP events, offering VIP Service to the new platform areas over the bucking chutes, even just sharing ideas of how to increase the level of hospitality services offered around the fairgrounds annually and of course during the county fair, lots of great ideas were talked about!!

The conversation took a turn south, when Greg said he felt the need to tell me that they were offended that they didn't get the green wrist bands that others had. I asked them if they knew what the green wrist bands were for? They said they didn't know why some had them and others didn't but knew that those with them were getting free drinks and they should have been receiving free drinks too for who they were. I then informed them that the Green wristbands were for our construction crews and anyone who worked on the project and helped get us open on time, the General Contractor and I were buying their drinks for the night as a thank you. Greg then said for the third time that they should have had the green wrist bands. I disagreed with that statement of entitlement and let them know with a few choice words that they could continue enjoying the free food and live entertainment, but wouldn't be getting free drinks from me regardless. I could have handled the situation with a more professional response, but their sense of entitlement did not sit well with me.

Since voicing my concerns to others in the community about the actions of the Fair Board Leadership, we've had a member of the community post on the T-Post page about how I "chewed out the fair board folks at T-Post and that they wouldn't return." I reached out to her directly to clarify what happened, her response was that they were joking about the wrist bands and that I shouldn't choose to die on the hill in battle with the money bags on the board who talk to the whole town, and that it would be in my best interest to simply apologize to them and let it be. One thing that I've enjoyed in my 13+ years of sobriety, is remembering every conversation with clarity. They might claim to others that they were joking about the wristband, but after trying to explain a few different times what they were for, they were not joking about their sense of entitlement and being offended.

Long before the opening announcement for the new T-Post Tavern, we had been advertising our Back 40 Beer Garden parking lot event for over a month, had over 700 tickets pre-sold for the weekend. We chose to support 3 of the most popular local bands with huge followings to be a part of our first ever beer garden event.

The week leading up to the fair, new entertainment was announced for the Sunday night lineup at the fairgrounds after the rodeo and the following Fair Board members chose to take a swing at our Back 40 event on their personal pages.

Shane Laib posted out on Facebook the following info:

No need to head over to the parking lot after the rodeo next Sunday night...this show will be absolutely awesome! I replied to Shane's Facebook post, saying classy move for trying to undermine an advertiser and sponsoring partner of the Rodeo, he responded by blocking me.

Darren Goble also posted out the following on his FB page:

There is no place better to be then at the Walla Walla Fairgrounds on Sunday night after the rodeo! We have the best entertainment, hands-down in the city that night. This is going to be an awesome show!

I do want to add, that we've had great interactions with some of the Fair Board members, even receiving a text from Todd Stubblefield on August 25th, 2023 after Shane's FB posting was live.

Hello Dan,

I hope this message finds you well. I wanted to reach out and address a recent Facebook post by Shane Laib that has come to my attention. Firstly, I would like to apologize for any offense or confusion caused by the text regarding not going to the neighbors parking lot. It was inappropriate and does not reflect the values and professionalism we strive for at Walla Walla Fair and Frontier days.

I want to emphasize the importance of building strong relationships with all our partners, including the T post. Collaboration and open communication are vital in ensuring the success of our project. It is imperative that we maintain positive and respectful interactions with everyone involved.

Moving forward, I kindly request your assistance in promoting a culture of inclusiveness and respect within our team. Let us work together to strengthen our relationships with all partners, fostering a supportive environment where effective collaboration thrives.

Thank you for your attention to this matter, and I appreciate your ongoing commitment to the success of Walla Walla Fair and frontier days and the T Post.

Best regards,

Todd Stubblefield

We will continue to be active participants in our community, supporting local 4-H and FFA programs. We will also continue to try and partner with the fairgrounds, the annual county fair and rodeo events. But the leadership needs to be held accountable to their actions, their sense of entitlement is out of control and lack of professional decorum with representing the Fair while out in the community is reckless and unacceptable.

Referencing the Board of Director Bylaws:

Article VII – Attendance, Participation, and Removal

Any Director whose conduct shall be considered detrimental to the best Interest of the organization

1. I would submit that the conduct demonstrated by General Manager Greg Lybeck, President Darren Goble and Board Member Shane Laib to be detrimental to the best interest of the organization and should be removed from their positions.

Article VII

The Manager is responsible for overseeing all internal and external communications for the Fairgrounds, ensuring consistency. The Manager may ask Board members to promote the Fair in their respective areas of responsibility through various media sources. All communications must be approved by the Manager.

1. Did Greg ask Shane and Darren to post out info on the Sunday night entertainment?
2. Were the FB posts approved by Greg as required by the Bylaws?

I also have a public records request in for any Code of Conduct and/or Ethics that apply to the Fair Board and will follow up with any actionable items in regard to that request.

I look forward to hearing your response to that above complaint.

Dan Thiessen

September 11th, 2023

Redaction Log

Reason	Page (# of occurrences)	Description
Employee address, contact information	15 (1) 30 (1) 29 (2) 22 (1)	42.56.250 (d) The following information held by any public agency in personnel records, public employment related records, volunteer rosters, or included in any mailing list of employees or volunteers of any public agency: Residential addresses, residential telephone numbers, personal wireless telephone numbers, personal email addresses, social security numbers, driver's license numbers, identicard numbers, payroll deductions including the amount and identification of the deduction, and emergency contact information of employees or volunteers of a public agency, and the names, dates of birth, residential addresses, residential telephone numbers, personal wireless telephone numbers, personal email addresses, social security numbers, and emergency contact information of dependents of employees or volunteers of a public agency. For purposes of this subsection, "employees" includes independent provider home care workers as defined in RCW 74.39A.240;
Employee complainant, other accuser and/or witness	1 (7) 2 (6) 3 (15) 4 (14) 5 (14) 6 (15) 7 (14) 8 (3) 9 (1) 10 (14) 11 (4) 12 (1) 13 (4) 14 (3) 15 (2) 16 (10) 17 (5) 18 (14) 19 (8) 20 (12) 21 (1) 22 (6) 31 (6) 30 (1) 29 (9) 28 (9) 27 (33) 26 (5) 25 (5) 24 (4) 23 (5)	RCW 42.56.250(f) Investigative records compiled by an employing agency in connection with an investigation of a possible unfair practice under chapter 49.60 RCW or of a possible violation of other federal, state, or local laws or an employing agency's internal policies prohibiting discrimination or harassment in employment. Records are exempt in their entirety while the investigation is active and ongoing. After the agency has notified the complaining employee of the outcome of the investigation, the records may be disclosed only if the names of complainants, other accusers, and witnesses are redacted, unless a complainant, other accuser, or witness has consented to the disclosure of his or her name. The employing agency must inform a complainant, other accuser, or witness that his or her name will be redacted from the investigation records unless he or she consents to disclosure;
Employee identity -- Unsubstantiated allegation of misconduct	9 (5) 8 (2) 35 (2) 11 (7) 12 (5) 13 (1)	Appropriate to redact employee identity for unsubstantiated allegation of misconduct, as release of name would violate right to privacy in employment records under RCW 42.56.230(3). Bellevue John Does 1–11 v. Bellevue School District No. 405, 164 Wn.2d 199, (2008)