TO: Mayor Dale Cooke, Commissioner Courtney Reardon, Commissioner Diane Hanson, Commissioner Mike Dunmeyer, Commissioner Gary Persinger

FROM: Katrina White

DATE: July 10, 2017

SUBJECT: Town Manager Marc Appelbaum

I have read the complaints in the letter dated June 14, 2017. I experienced first-hand many of the things described in that letter and wished to voice my support for the suspension and termination of Marc Appelbaum. I voiced my concerns to Diane Hanson (who was then Mayor of the town), I am not aware that any action was taken to curb his behavior.

- I worked for the town of Dewey Beach seasonally off and on throughout the years since 1995 and began working fulltime in 2010 for a total of approximately 3 years.

- In my last 9 months, I worked as the Town Clerk under Mr. Appelbaum.

- Mr. Appelbaum often made racist comments. As a person of color, I was very offended by his behavior. He often referred to people of color as "the brown people." He thought it was funny and stated within the office that his plan was to blame all of the town's problems on the "brown people." I told him several times that these so-called jokes were offensive. He simply shrugged it off as "his way." On another occasion, he made a "brown people" comment when his wife was in the office and in my presence. This occasion was quite humiliating as well because it appeared to be directed to me and in front of someone who I did not really know.

- Mr. Appelbaum often used four letter words within the office and in front of people doing business with the town. He often shouted the F word. On at least one occasion, I recall a business owner coming to the town and Mr. Appelbaum yelling "look at this mother-f**ker here." I was embarrassed because I was certain at the time that the business owner heard him. This behavior is unprofessional has no place in a government office and certainly should not be the behavior of someone managing that office.

- Mr. Appelbaum would often come to work appearing as though he had just crawled out of his bed (his home is next door to the town's office). He would be in pajama pants and a t-shirt and his hair in disarray. On one occasion, he was meeting with representatives of a local bank on behalf of the town and he met them at the door wearing no socks or shoes. I was embarrassed that he was representing the town of Dewey Beach dressed this way.

- Mr. Appelbaum would routinely scream at employees or tell them to shut up. He would give them the finger and say F**k you. On one occasion in the front office I witnessed him giving Diane Hanson the finger. I felt this was very disrespectful as she was the Mayor at the time. This created quite a hostile environment for everyone working.

- Mr. Appelbaum was aware that I am a Christian. He would make mocking comments about my religion. I found this very disrespectful and offensive. He would simply laugh it off when I would tell him to stop it.

- Mr. Appelbaum brought a voo-doo doll and kept it in his office. He said it was for when the commissioners "pissed him off" and he would stick needles in it. This was bizarre and I felt it was inappropriate in a government office.

- I finally became so fed up with Mr. Appelbaum's behavior that I could no longer tolerate working at the town and resigned. If not for Mr. Appelbaum's behavior, I would not have resigned from my job. Mayor Hanson conducted an exit interview of me and asked about Mr. Appelbaum. I again gave her a full description of the problems that I witnessed and how it made me feel. I have never heard that anything was done as a result of my concerns.

I am prepared to testify under oath concerning the issues I am raising in this letter. I am also asking that this letter be directed to the State's Public Integrity Commission in further support of the complaint filed with that office.

Katrina White