

MEMORANDUM

CALFO EAKES & OSTROVSKY PLLC

TO: Stephen Teply, John Wilson, Al Dams
FROM: Patty Eakes and Alicia Cullen
DATE: April 23, 2018
RE: Investigation of Concerns Regarding Mr. Stober

I. Scope of Investigation

We were asked to investigate the sexual harassment and general conduct allegations regarding Mr. Stober that arose in connection with his former role as Chair of the King County Democrats ("KCD"). We subsequently were asked to expand the scope of our investigation to include any instances in which Mr. Stober consumed alcohol during the day and then returned to work at the King County Department of Assessments ("KCA").

II. Summary of Investigation:

- We interviewed twenty-three witnesses, and interviewed two of those witnesses twice. Eight of these witnesses were identified by Mr. Stober. We also contacted five other individuals who did not respond or who declined to be interviewed.
- We reviewed written statements provided to us by two witnesses regarding the events under investigation. We interviewed one of these witnesses; the other witness declined to be interviewed.
- We reviewed text messages and social media selected and provided by witnesses, as well as conducted our own independent analysis of available social media posts from the witnesses involved in this investigation.¹
- We reviewed press, with emphasis on reporting by Erica C. Barnett.
- We reviewed the written Code of Conduct complaint submitted to the KCD regarding concerns about Mr. Stober.
- We reviewed KCDCC Fact Finding Investigative Report, authored by Afton L. Larsen (the "Larsen Report").
- We reviewed a KCD Expense Reimbursement Request Report and available receipts.
- We reviewed Mr. Stober's KCA Leave Analysis, Calendar, and Parking Garage Report.

¹ We received screenshots of excerpts from an extended Facebook chat entitled "Dream Team." Mr. Stober was one of the three participants, as were two other witnesses that we interviewed, including Ms. Koss Vallejo. Ms. Koss Vallejo provided us with selected screenshots, but declined to provide us with the full conversation. The other witness reported that he/she does not believe he/she currently has access to it. Mr. Stober also represented that he checked his records but no longer has access to this conversation.

III. Summary of Findings

This report is a summary of our factual findings relating to the allegations against Mr. Stober. We have not been asked to determine, and did not determine, whether, based on the facts, there were any violations of KCA policy. Our report recounts some of the information obtained during the course of the investigation to illustrate and support our findings, but it does not contain all of the information received, due to volume. This report also summarizes information, as opposed to stating it verbatim.

In summary, we find that in his role as KCD Chair and as an employer, Mr. Stober engaged in conduct that was outside the bounds of an appropriate employer-employee relationship, including (i) his use of derogatory language about his employee, Ms. Koss Vallejo; (ii) juvenile behavior directed toward Ms. Koss Vallejo; and (iii) the frequency of after-work social events and the amount of alcohol consumed at these events.

Outside of this employer-employee context, we find that Mr. Stober engaged in a pattern of using inappropriate and/or derogatory language, both toward and about men and women associated with the Democratic party.

There are two allegations for which we did not find factual support. First, as to Ms. Koss Vallejo's termination, the timeline does not support a finding that Mr. Stober's termination of her was retaliatory and motivated by his knowledge that a Code of Conduct complaint had been lodged against him based on his interactions with Ms. Koss Vallejo. Second, based on the evidence that was available to us, we did not find that Mr. Stober consumed alcohol at KCD-related mid-day events and subsequently returned to conduct business on behalf of the KCA.

We do find that some of Mr. Stober's conduct was not necessarily singular or outlier conduct — particularly among young members of the KCD. Many witnesses also found him charismatic, energetic, and a positive contributor to the party. However, he is a public figure and held an important, public-facing role at the KCA. He exercised extremely poor judgment, at best, and in certain circumstances, engaged in wholly inappropriate and immature behavior. Moreover, as Mr. Stober is a communications professional, we find that he should have known that his behavior was not appropriate.

IV. Factual Findings

A. Treatment of Ms. Koss Vallejo Within the Employer/Employee Context

1. *Derogatory Language*

We investigated the allegation that Mr. Stober repeatedly called Ms. Koss Vallejo a stupid bitch. Mr. Stober denied referring to her as a bitch other than in a December 27 text message where he acknowledged using "[n]ah bitch" as a slang expression. *See Exhibit 1.*

Based on our investigation, we find that Mr. Stober called Ms. Koss Vallejo a bitch both verbally and in writing. A number of witnesses offered corroborating accounts regarding Mr. Stober's use of this language at or about Ms. Koss Vallejo. *First*, one member of the KCD

identified by Mr. Stober (and viewed by others as aligned with Mr. Stober) directly recalled him calling Ms. Koss Vallejo a bitch.² *Second*, a witness who worked out of the KCD office, and who also was identified by Mr. Stober, confirmed that Mr. Stober called Ms. Koss Vallejo a bitch. He/she believed this term was used in a sarcastic or friendly way but did not believe it was appropriate language for an employer to use. *Third*, a KCD officer recalled that in January 2018, after the Bellingham incident, Ms. Koss Vallejo accidentally sent out fundraising letters without stamps. Mr. Stober reportedly asked the KCD officer for details about what had occurred, and then called Ms. Koss Vallejo a "dumb bitch" for having forgotten the stamps. While Mr. Stober generally denied having done so, we found the KCD officer to be credible, particularly given the number of other witnesses who recalled Mr. Stober using this language in reference to Ms. Koss Vallejo. *Finally*, two other witnesses reported that this language was common for Mr. Stober, but did not recall specific examples relating to Ms. Koss Vallejo.

To a certain extent, as we were told by multiple witnesses, the term "bitch" can be viewed as "millennial language." In some of the contexts, such as the above-described text message, the evidence suggests that Mr. Stober did not intend to degrade Ms. Koss Vallejo, particularly as they both acknowledged having a casual relationship. This conclusion also is supported by Ms. Koss Vallejo, who told us that she was not offended by the term "bitch." However, Mr. Stober was Ms. Koss Vallejo's employer during the relevant time period, and notwithstanding any casual relationship, it is inappropriate for an employer to refer to an employee as a bitch.³

We also investigated the allegation that, on Ms. Koss Vallejo's birthday, Mr. Stober called her a stupid bitch and stupid cunt because she was reluctant initially to go out for drinks and/or have shots with him that evening. We interviewed three of the four individuals who reportedly were present when the incident occurred and obtained a written statement from the fourth. Ms. Koss Vallejo and one individual reported that Mr. Stober used this language. Another witness did not recall the comment but could not say for certain whether it was made, as his/her recollection was impacted by the consumption of alcohol. This witness also reported that Mr. Stober was intoxicated at the time. Mr. Stober denied making the comment and further reported that the word "cunt" is entirely outside of his vocabulary. He reported to us that he was memorably chastised by his mother when he was fifteen years old and has never since used the word.

Based on our investigation, we find it more likely than not that Mr. Stober does use the term "cunt" and that Ms. Koss Vallejo had no reason to lie when she said Mr. Stober called her a cunt for not coming out earlier on her birthday. First, we found Ms. Koss Vallejo credible. Ms. Koss Vallejo also raised this as an issue to multiple witnesses well before she was terminated, and we find no reason for her to have been untruthful with those witnesses. In addition, we obtained a written statement from a person who was present at the time of the incident, and which corroborates Ms. Koss Vallejo's claim. Finally, a number of witnesses, including those identified

² This witness further recalled Ms. Koss Vallejo coming to him/her with concerns about this language. He/she said Ms. Koss Vallejo appeared to shrug off the comments and they ultimately did not seem to bother her.

³ Mr. Stober also admitted calling Ms. Koss Vallejo a hoarder, and there is a text message in which he does so. We do not find this comment to be inherently derogatory nor wholly outside language appropriate for use in the employee-employer setting. Moreover, Ms. Koss Vallejo did not identify this term as concerning to any witness that we interviewed, nor did it appear to be particularly offensive to her during her interview. Instead, she agreed that she attempted to secure free resources for the KCD.

by Mr. Stober, reported hearing Mr. Stober use the term “cunt” on other occasions. Therefore, we conclude that the term is not wholly outside Mr. Stober’s vocabulary as he reported.

2. *Juvenile Behavior*

We investigated allegations that Mr. Stober engaged in inappropriate and juvenile behavior with an employee — Ms. Koss Vallejo. As described below, we find that Mr. Stober engaged in at least two instances of juvenile behavior, both of which were inappropriate, particularly in the employer-employee context.

First, Mr. Stober accessed Ms. Koss Vallejo’s personal Facebook account from her personal device and publicly posted: “I shit my pants.” See **Exhibit 2**. Mr. Stober acknowledged doing so and admitted that, in hindsight, it was a stupid joke that was not funny. We conclude that it is inappropriate for an employer to (i) access an employee’s social media account without permission and (ii) post an embarrassing and/or offensive post on an employee’s personal social media account.

Second, Mr. Stober is alleged to have sprayed Ms. Koss Vallejo with silly string while she was driving and posted a video of the incident to his Instagram account. See **Exhibit 3**. The witness accounts differ as to the context surrounding the incident. Ms. Koss Vallejo reported that she was driving her vehicle and was about to turn onto a busy street. She said that Mr. Stober created a potentially dangerous situation by distracting her and obstructing her vision. For his part, Mr. Stober said he sprayed Ms. Koss Vallejo “on the way out” of a dollar store, that he and Ms. Koss Vallejo both laughed hysterically, and that she did not raise any concerns about his conduct.

We have not been provided with a copy of the video — only a screenshot of the Instagram post.⁴ However, the screenshot does show Ms. Koss Vallejo in a vehicle, which corroborates her recounting of the event. In addition, we note that the Larsen Report provides: “Video footage of Stober spraying Koss Vallejo in the face with silly string while car was [*sic*] engine was engaged. Though at a stop in a parking lot, there was the potential for physical harm to have occurred.” That report indicates the neutral investigator hired by the KCD was able to view the video and confirm its contents.

Based on the foregoing, we find it more likely than not that Ms. Koss Vallejo was driving her car at the time of the incident and not “on the way out” of the dollar store. This created a potentially dangerous situation. Moreover, Mr. Stober posted a reasonably embarrassing video of his employee on his personal social media site without her permission.

3. *Pressure to Drink Alcohol*

We investigated allegations that Mr. Stober frequently and inappropriately consumed alcohol with an employee — Ms. Koss Vallejo. During her interview, Ms. Koss Vallejo told us that approximately eighty percent of her meetings with Mr. Stober involved alcohol and included meetings both at the KCD office and after-work meetings at bars. Mr. Stober agreed that he drank

⁴ Mr. Stober looked for the video on his cell phone during our interview of him but reported that he was unable to locate it.

the entire time. He/she was adamant that Mr. Stober never made the comments and was not drunk. A third witness also attended the social events in Walla Walla. He/she did not recall the comments but said they could have occurred outside of hearing range or in a different location of the hotel. He/she also did not observe Mr. Stober intoxicated but said he/she would be surprised if Mr. Stober were not drinking. A final witness also reported being at dinner with Mr. Stober. He/she did not recall Mr. Stober using this language while at dinner.

In this case, we are able to reasonably harmonize the seemingly inconsistent witness statements. Mr. Stober could have changed locations throughout the night. Two of the witnesses who did not hear the comments reported being with Mr. Stober at a restaurant, and one said there were a few dozen people socializing together. The witnesses who reported hearing the comments said they were with a smaller group of people at the bar. Moreover, the two witnesses who heard the alleged comments did not identify the other witnesses as among the members of the smaller group present at the bar. Thus, it is entirely possible that each of these witness accounts is correct and that Mr. Stober later moved to the bar, where he said that Republicans could “suck his cock” and used the word “motherfucker.”

In sum, we find that Mr. Stober did state that Republicans could “suck his cock” and used the word “motherfucker.” While many witnesses reported that profanity is not uncommon among party members, the language that Mr. Stober used in a very public location is inappropriate and unbecoming of the public face of any organization.

3. *Comments About a Senior State Party Officer*

Witnesses, including a senior party member, overwhelmingly reported to us that there is political animosity between Mr. Stober and a senior state party officer. Three witnesses further reported that Mr. Stober used inappropriate or derogatory language to describe this senior state party officer, including bitch, cunt, and “Waddles.” While Mr. Stober has denied using this language — and said that the word “cunt” is entirely outside of his vocabulary — we find it more likely than not that he used inappropriate and derogatory language about this senior state party officer. First, the language is consistent with the overwhelming reports of political animosity that Mr. Stober apparently harbors toward this senior state party officer. In addition, a witness identified by Mr. Stober (and viewed by others as aligned with Mr. Stober) corroborated what other witnesses reported to us regarding Mr. Stober’s language, including that he used the word “cunt” in reference to this senior state party officer.

4. *Other Comments About Women*

Additionally, we conclude that Mr. Stober made inappropriate and offensive statements about women when communicating with others associated with the KCD. See **Exhibit 8**, **Exhibit 9**, and **Exhibit 10**. The first two comments relate to the Women’s March and, again, took place within the “Dream Team” Facebook conversation. We were told that KCD had been attempting to plan an event, but ran into scheduling and logistical challenges given a previously planned Women’s March. In **Exhibit 8**, Mr. Stober commented: “YEAH WTF[.] THEY GONNA BAKE COOKIES ALL DAY TO PROTEST? CLEAN THE HOUSE?! JESUS[.]” He further commented: “We gave them the right to vote what else do they want[?]” In **Exhibit 9**, Mr. Stober

wrote: "Why are you all surprised there is this much drama? WOMENS March and we all know women are drama." He then included an emoticon of a manicure followed by three laughing faces. Finally, **Exhibit 9**, is a series of text messages from Mr. Stober, which first shows a photograph of a female, followed by the comment: "How'd you get that ass in dem jeans[.]"⁷

When we asked Mr. Stober about these Facebook conversations and text messages, he did not offer that his comments were inappropriate or derogatory (until we directly asked the question) and instead attempted to offer an explanation or told us he did not recall the comments. His approach was in contrast to another participant in the Facebook conversation, who immediately acknowledged that the messages were inappropriate and took accountability for his/her conduct. We conclude that the comments Mr. Stober made about women in these exhibits are inappropriate and may be considered offensive to some individuals.

C. Termination of Koss Vallejo

We investigated concerns that Mr. Stober's termination of Ms. Koss Vallejo was retaliatory and motivated by his knowledge that a Code of Conduct complaint had been lodged against him based on his interactions with Ms. Koss Vallejo. For her part, Ms. Koss Vallejo told us she thought she was terminated because Mr. Stober had misspent party funds, leaving insufficient funds to pay her salary. Mr. Stober denied a retaliatory motive and instead explained that an incident at a state party meeting in Bellingham was the tipping point, but that there were two prior issues, including job performance/fundraising, that contributed to his decision to terminate Ms. Koss Vallejo.

As an initial matter, there is no dispute that on January 27, 2018, at a state committee meeting in Bellingham, Ms. Koss Vallejo dumped the remainder of her iced coffee onto the hood of a car, which had an ICE hat on the dashboard.⁸ Nor is there a dispute that less than one week later, on February 2, Mr. Stober terminated Ms. Koss Vallejo. We also understand that Mr. Stober learned about the formal, written Code of Conduct complaint on February 2.

We spoke with several senior members of the State Democratic party about the basis for Ms. Koss Vallejo's termination. Each of these witnesses provided us with consistent accounts that Mr. Stober sought their advice and/or recommendations regarding Ms. Koss Vallejo's conduct on the same day of the Bellingham incident. Each of these witnesses also concurred with Mr. Stober's view that Ms. Koss Vallejo's behavior warranted termination. Finally, these witnesses also consistently reported that Mr. Stober was disappointed that he would need to terminate Ms. Koss Vallejo. These accounts support (i) Mr. Stober's statement that the Bellingham incident was the tipping point that caused him to terminate Ms. Koss Vallejo; (ii) that the Bellingham incident necessitated Ms. Koss Vallejo's termination; and (iii) that Mr. Stober made his decision to terminate Ms. Koss Vallejo while still in Bellingham on January 27. In sum, we conclude that Mr. Stober was not motivated by retaliation and that he did not know of the Code of Conduct complaint before making the decision to terminate Ms. Koss Vallejo.

⁷ We were told that the individual pictured in Exhibit 10 is a senior staff member of the Washington State Democrats.

⁸ **Exhibit 11** (<https://www.youtube.com/watch?v=m9sGR7Sq7Pk&feature=youtu.be>).

D. Daytime Alcohol Usage

During our investigation, we were told that a large percentage of the meetings between Ms. Koss Vallejo and Mr. Stober involved the consumption of alcohol. We also were told that, at times, Ms. Koss Vallejo and Mr. Stober would meet for lunch to discuss KCD business. Given that Mr. Stober was a full-time employee of the KCA, we were asked to investigate whether Mr. Stober consumed alcohol during the workday while on the KCA clock. Mr. Stober denied drinking alcohol during the day and subsequently returning to KCA business. Our investigation has not found evidence that Mr. Stober did so. However, as described below, our investigation was somewhat limited with respect to the evidence available to us to investigate this allegation.

We investigated this allegation by discussing it with witnesses during our interviews. However, only one witness other than Ms. Koss Vallejo recalled attending a lunch meeting with Mr. Stober. He/she said Mr. Stober did not consume alcohol during this meeting. We also reviewed KCD expense reports. However, we did not have access to itemized receipts for many of the claimed expenses. Thus, we were unable to tell with certainty whether certain events involved alcohol or whether they occurred during the work day. Instead, we relied on the general descriptions provided by Mr. Stober in submitting expenses as well as the few non-itemized receipts we were able to obtain. This review, though limited, did not suggest that Mr. Stober drank alcohol during the day and then returned to work at the KCA. In addition, we reviewed Mr. Stober's KCA calendar and Parking Garage Report. These records provided limited visibility into the time that Mr. Stober likely was working at the KCA office. While Mr. Stober sometimes left the KCA for the day in the early afternoon or left the KCA office for the lunch hour, more often than not, we did not see departure times that would signal any concerning pattern. Finally, we note that our investigation was limited by the fact that we did not have access to Mr. Stober's financial records. Therefore, we were not able to determine whether he used his own funds to purchase alcohol during the day.

We also investigated allegations that Mr. Stober consumed alcohol when he interviewed Ms. Koss Vallejo for the KCD Executive Director role. Mr. Stober admitted consuming an alcoholic beverage during this interview. However, both Mr. Stober and a KCD witnesses agreed that the interview took place in the late afternoon, after the work day. Ms. Koss Vallejo also recalled the interview taking place later in the day. Therefore, we conclude that there is insufficient evidence to support the allegation that Mr. Stober drank alcohol during this interview while on the KCA clock.

V. Conclusion

Our investigation is now closed. Thank you for the opportunity to investigate this matter. Should you have any further questions or would like any further assistance, please do not hesitate to contact us.

Exhibit 1

Staff - "I'm going to Linda's at like 10pm tonight :)"

Staff - "I've got company coming soon! Star trek party!"

Me - "Ew."

Me - "Trekkies aren't allowed in my bar"

Staff "They walk among you"

Me - "No"

Me - "Please see your snap chat"

Staff - "Omig this game takes forever"

Me - "Oh well we're waiting at Linda's to celebrate with you for maybe another 30 mins then we out"

Staff - "Ok well we're wrapping it up but I probably won't be there for at least half an hour"

Staff - "Have you been there all day? I told you I'd let you know when I was heading out!"

Me - "You said 10pm"

Me - "Wanna see the text?"

Me - "I'm going to Linda's at like 10pm tonight :)"

Me - "So I've rallied 3 people plus me to be here at 10 and you wanna make up lies about texting me when you're going out like I live in Seattle and can just jot down the street? LIA!"

Staff - "I expected to be done by 10! But the game is getting done now, at 10:09."

Staff - "SORRY"

Me - "I'm fine. You tried to give me shit and make up a lie about texting me when you were going out!!!! Nah bitch you said 10"

Staff - "Yesterday when we were talking I said I'd let you know! This thing doesn't have a hard stop time. Plus I know you just wanted to hang out at Linda's anyways!"

Me - "Lying sack of shit."

Me - "You texted today and said 10pm"

Staff - "Ok well you guys can go. Tell everyone hi."

Me - "Ok if that's how you feel I shall! Patiently waiting"

Staff - "No its ok just do your thing and have fun with everyone! It's just not in the cards tonight. This went on an hour longer than it was supposed to and getting people out of my house is going to be hard"

Me - "I thought they were coming with you? So confused"

Staff - "Things just went a lot longer and people still have drinks and its like herding fucking cats."

Staff - "And you said you'd be leaving at 10:30 so I figured this wasn't going to work out"

Me - "LOL when you come out let me know. We left Linda's but just rolling around the hill for a bit"

Me - "Listen I brought my old ass out to celebrate the greatness that is -employee name- so you need to come out at some point and let me know your location so I can purchase you an adult beverage to celebrate your punk ass. God bless. Love you."

Staff - "I love you too! But I may not come out tonight. Truth. My house situation is a mess."

Me - "Ok"

This was a conversation between two people who clearly thought of each other as friends. Nobody was called a derogatory name in an aggressive or direct way. The word "bitch" was used as it had been in several other references, from the staff to myself as "bitch please" like a slang term for "get outta here." It was not used as a derogatory term or aggressively. Just like the staff member's use of the word "fucking" - it was not offensive nor professional because it was a conversation between two friends that occurred around 10pm - well after work hours and out of a work context. I also think it is important to note the staff member invited me out - not the other way around.

1.5 hours later the conversation continues:

Staff - "Everyone *finally* left my house and I'm going out to krenworks!"

Staff - "DANCE PARTY"

Staff - "Cornell!"

Me - "Ok I'm coming"

Staff - "Yay!!!"

Exhibit 2



Exhibit 3

4:41

LTE



Video



bstober1

...



175 views • Liked by [redacted] and [redacted]

bstober1 My bad.

[View all 5 comments](#)

DECEMBER 26, 2017



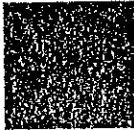
Exhibit 4

 Home

Dream Team



Give [REDACTED] whatever she needs. If it's votes, there you go.

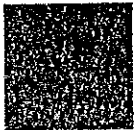


Bailey

I know... she balances out worry about me being young, irrational, partying etc. she's the old guard stability and I'm the young progressive



Well and... the fuck do I know about image making but...



Bailey



Lol what do you mean



If you selectively decide where to go easy on the wilder side that is innate to Bailey, she can spend some of that energy and goodwill elsewhere



You can't reply to this conversation. More options.

Exhibit 5

----- Forwarded message -----

From: **Natalia Koss Vallejo** <natalia@kcdems.org>

Date: Sat, Nov 25, 2017 at 5:47 PM

Subject: Plan

To: [REDACTED]

Here's my brain dump that I just unloaded when I got home. Thanks for letting me send this to you, it help me to feel like I have a plan and am accountable to something. I don't expect you to manage me (until I can afford to pay you to be my full time life coach, that is) but it helps to have someone to send this to all the same.

You are amazing. Thank you for being a mentor and a friend.

-Natalia

Objective:

Manage-up to improve Bailey and my professional relationship, and improve upon his existing leadership skills. Develop relationship with clear boundaries and mature, professional expectations.

Deliverables:

-Schedule 3-month mutual peer-review with Bailey. Since my 3 month anniversary at this job is days away, it's a convenient time to schedule a meeting where we "review" each other and talk about setting goals for the next 3 or 6 months, for both the organization and ourselves. This can be an opportunity to wedge in some conversation about "leveling up" as professionals together, and encouraging each other to grow as leaders.

-Identify and name bullying behavior when it happens. No more mean girl stuff - whether the target is myself or someone else in proximity, no longer assume that this is acceptable behavior or that it is "just joking around" and shut it down as it happens.

-Firm up boundaries. Ween off conversations about personal life. Fine in moderation, but this talk has overtaken most of our communication and it is time to re-focus our communication style so that it prioritizes professional goals.

-If Bailey is drunk, find an excuse to leave. Negative behavior has mostly happened when social drinking is involved. If he is going to do or say things that cross the line while drinking, I have the power to choose not to be there. Make an excuse and leave.

-Ask for support from Bailey's mentors ([REDACTED] & [REDACTED] will help with this). If he hears constructive feedback from them, he may be more receptive to it.

-Get suggested reading from <<Woman #2>> and [REDACTED] and implement strategies from those books.

-Package conversations and messaging around the theme of helping Bailey to grow as a professional. Limit calling out to when it is necessary in the moment.

Natalia Koss Vallejo
Executive Director, King County Democrats
Office: (253)-397-4145
Cell: (414)-426-4135

**KING COUNTY
DEMOCRATS**

Exhibit 6

Bailey

That's unfortunate

Bailey

I'll see if I can print off one
more certificate to recognize
[REDACTED] as party rapist of the
year so everyone feels better

[REDACTED]
Christ

Exhibit 7

● [REDACTED] is active now.

◀ Home (1)

Dream Team

😊 but fair enough.



Not strongly held at any rate,
just a thought; probs overkill.

Salley

Listen if you all want to clean
up the bad blood send [REDACTED]
[REDACTED] a chocolate covered
dildo and tell him to get
fucked. I have let go of multiple
people not doing their jobs and
they get a thank you for your
service letter. [REDACTED] failed to
do his job, he knows it, and I
don't feel bad for calling him on
it. You ran to be an officer, you
are held to a higher standard,
meet it or move along. He is a
50 year old man who has had a
job before - he knows how this
works. He is not at home
crying. Now suck it up and
move forward.



You can't reply to this conversation. More options.

Exhibit 8



< Home (2)

Dream Team

Bailey

YEAH WTF

THEY GONNA BAKE COOKIES
ALL DAY TO PROTEST?

CLEAN THE HOUSE?!



JESUS



They should be fucking happy
we bought the flavor of
cookies they like! JESUS!



Ugh. So annoyed.

Bailey



We gave them the right to vote
what else do they want



Exhibit 9

DEC 22, 10:51 AM

Aaaaaand I just brokered another compromise between a progressive activist group who wanted to do a thing on Sunday the 21st. They're going to hold off until February/March and support the GOTV event we're doing with Kali and Fuse that Sunday instead.

Details forthcoming.

DEC 22, 11:32 AM

Bailey

Why are you all surprised there is this much drama? WOMENS March and we all know women are drama 🗡️😂😂😂 sorry been waiting to say that for awhile



Exhibit 11

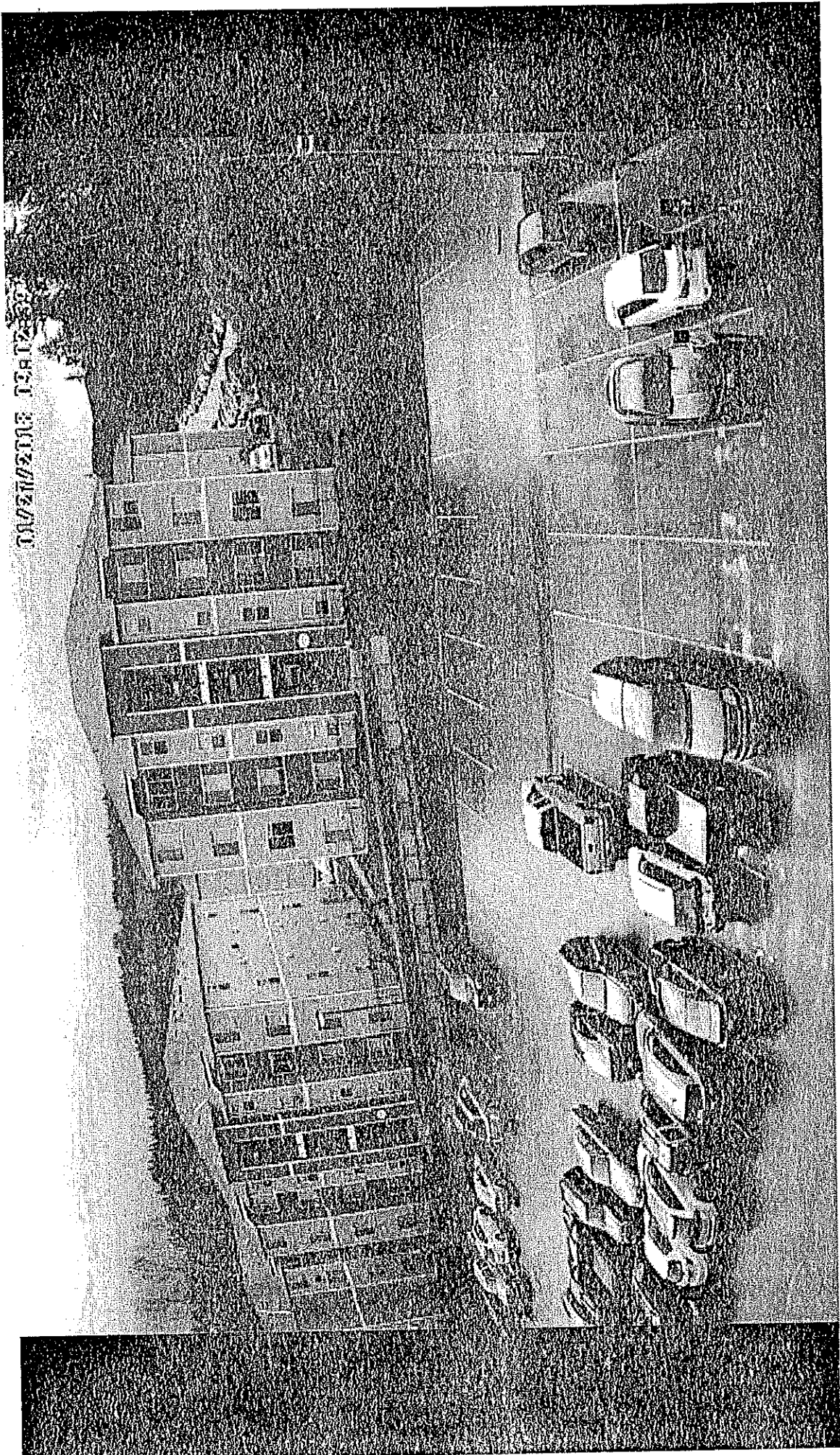


Exhibit 10

qr

6:17 AM 50% 12:00 AM

Bailey Stober

B

Their little precious privilege
shall not be challenged!

3:15 PM

3:27 PM lkr

Monday, December 11, 2017

B



"How'd you get that ass
in dem jeans"

MMS
4:15 PM

4:26 PM No body shaming!

qr

qr

qr