

August 4, 2023

To Whom It May Concern:

As a dedicated employee of six years, you must understand how difficult it is to write this letter. However, I feel that I cannot remain silent any longer. The Visit Bastrop workplace has become extremely toxic and hostile environment to work in and I am requesting the necessary measures be taken to remedy this situation.

I have always strived to maintain a positive and professional relationship with all my colleagues. However, Susan's behavior towards the staff (and previous staff) is unprofessional, unethical, and unacceptable.

I have, for years, witnessed numerous unprofessional encounters with various staff members (including myself) and Susan. As a director and senior staff member, I often get approached by other staff looking for guidance and clarity on these situations and I, unfortunately, do not feel that I have the tools I need to advise them. This leaves me feeling inadequate as a director/leader within this organization.

A few of our major concerns include:

- Workplace intimidation
- Workplace retaliation
- Absence of True Leadership
- Unethical practices

I also want to express concern about the amount of time Susan is out of the office. Rarely, she is in the office five days a week. When she is present, she is merely that, she stays distracted with personal and political conversation during office hours. Dealing with this lack of accountability has led to a lack of trust and respect. A workplace environment where the rules apply to everyone but the boss discourages the team's motivation and as a small staff, we cannot afford this. Motivated and committed employees are inspired by motivated and committed leaders. The constant disruptions in the office make the staff uncomfortable and ultimately it affects our productivity.

I have explored the options of reporting these issues to the board of directors as well as our internal HR team, but none of those conversations have yielded any results.

I respectfully request that these issues be addressed to create a better, more professional work environment at Visit Bastrop.

Thank you for your time and understanding. I hope to hear a resolution regarding this issue soon.

Ashton LaFuente

Employee Statement, August 4, 2023

Name: Cherry Kay Abel

Position at Visit Bastrop: Director of Sales

Employee Statement, August 4, 2023

Name: Cherry Kay Abel

Position at Visit Bastrop: Director of Sales

An employee of Visit Bastrop, this is my witness statement of the actions of our CEO/President, Susan Smith.

I have been employed for almost 4years and I have witnessed numerous accounts of retaliation and hostility.

As an employee, I have reached out to our board of directors' numerous times about my frustration, and I have not had any feedback or response. I have been told by Susan that I am not allowed to talk to anyone, and she is the organization, so I need to come to her with any issues.

Recently, I was in trouble because of a text message to Becki Womble on how I responded. This text message was the result of poor communication on Susan's part. When Susan saw the text message she said, "That Bitch" then she proceeded to say, "That money-grabbing whore". I was shocked that she would say those things about one of her board members and in front of her staff as well.

The following Monday, she sat me down with HR to inform me that I need to be a better Director and I need to be cautious of who I speak to, and I need to stay in my lane. I let her know that I am under personal attack and the full staff knows it. She immediately got up and asked the staff to walk into her office to discuss further. She put everyone in a very inappropriate setting. Then later in the day, she asked all of us to go have drinks on VB's dime.

During this HR conversation, she said that I would need to come back to the office three days a week so she can monitor my work and help me be more efficient. She made me a makeshift office in the storage area right outside the bathroom. I have been working from home for almost two years with no issues and my work has always exceeded her expectations.

When attending out-of-town conferences, she picks and chooses (after the fact or during) what she considers a business expense. There is no defined outline of what will be out of pocket on the trip. She denied my Starbucks purchase listed on my expense report, but she will buy everyone cocktails on a whim whether it be at a conference or a normal day in Bastrop.

On numerous occasions, I have witnessed Susan using extremely offensive words toward a board member and I felt uncomfortable hearing the content. I let her know that I don't think that is appropriate.

EXHIBIT "F"

This behavior has not changed since I started, and she has fired numerous employees prior to me for no reason.

She hired me and wanted me to fire the previous Director of Sales, but she did not let me follow through, so she fired her during COVID. Now, she wants to hire her back to work with me and I let her know that I was uncomfortable with that decision. We are supposed to discuss this next week.

She continually discusses my private conversations with other staff members and then she tries to say things that are untrue, so she plays us against each other.

These actions are not consistent with that of a leader and her preferred method of communication is ordering everyone around with an emotional hostile tone especially if there is something said by one of the staff that she doesn't like. She consistently belittles the staff to the point where we don't want to work here or always live in fear of being fired. She has no qualms about letting us know that we all are replaceable. The office environment with her there is counterproductive with the lowest overall morale I have witnessed since I started with Visit Bastrop.

Stephanie Doradea
Business Manager
Visit Bastrop

August 4, 2023

Re: Susan Smith

To whom this may concern,

My name is Stephanie Doradea and I have been employed with Visit Bastrop since September 12, 2022. The purpose of this letter is to inform you of things I have personally witnessed which have caused me great concern about my leadership.

On July 10, 2023, Cherry Kay Abel came into the office after a meeting she had with a potential customer at the convention center. Cherry Kay made a remark that she had received a text message from Becki Womble letting Cherry Kay know that Susan Smith had "thrown her under the bus." This set Susan off, and she yelled "that bitch!" Susan was very angry and told the office that she was going to get Becki thrown off Visit Bastrop's Board of Directors and she was going to pull our Chamber membership. In this conversation, Susan Smith expressed Becki as a "money grubbing whore."

On July 11, 2023, Susan Smith had a scheduled meeting with Cherry Kay Abel and Corina Saenz, our Human Resources Consultant. As we were waiting for Cherry Kay to come in for her meeting, I overheard Susan Smith take a personal call with Mayor Lyle Nelson. During this phone call, I heard Mayor Nelson tell Susan Smith that he had a conversation with City Attorney Alan Bojorquez regarding phone records and text messages for city council members. I also heard Mayor Nelson mention City Council Member Crouch and City Council Member Plunkett regarding phone records and text messages. I heard Susan Smith and Mayor Nelson discuss this subject for several minutes. During this phone call, I heard Susan Smith tell Mayor Nelson [REDACTED]

The meeting with Susan Smith, Cherry Kay Abel, and Corina Saenz commenced shortly after the phone call with Susan Smith and Mayor Nelson took place. During this meeting, Susan Smith stormed out of her office directly into Megan Garcia and my office. Susan demanded the entire staff join the ongoing meeting. As we walked into this meeting, I was immediately intimidated and felt a hostile environment. Susan very angrily asked everyone to elaborate on a comment that Cherry Kay had made before the entire staff was brought into the meeting. It made me very uncomfortable to be placed in that situation out of Susan's emotional outburst.

Later that afternoon, Susan Smith called the entire staff into her office to discuss the events of Cherry Kay's meeting. This furthered my feeling of discomfort because Susan wanted to inform the team that everything was okay with Cherry Kay and herself and that no one was in trouble. Shortly after letting us go from that meeting, Susan Smith walked out of her office and said, "who would like to go out for a drink - on Visit Bastrop." I told Susan that I had work to do and still needed to make up an hour from a doctor's appointment my children had earlier that pay period. I truly did not feel comfortable going out for drinks with her after the emotional rollercoaster I had experienced that morning. Susan did not take no for an answer and told me I could make up my time by going for drinks.

On July 13, 2023, Susan walked into my office and asked me if I was okay and if it was weird that she asked us to go out for drinks after dragging the team into Cherry Kay's meeting. She began the conversation by telling me she was not going to apologize for bringing the staff into Cherry Kay's meeting

EXHIBIT "F"

with her and Corina because "it had to happen." I told her that it was weird for me. I told her that after such an emotional event, I personally need to be left alone to process my feelings on what I have experienced. She continued to talk to me for several minutes until she could tell I was still uncomfortable and asked me if I was ready for her to leave. I told her yes; I was ready to end the conversation and continue with my work.

On July 14, 2023, Susan Smith, Ashton LaFuenta, Megan Garcia, and myself were at the convention center preparing Visit Bastrop's information table for Corvette Invasion. Susan asked us to place more visitor guides on the table. I opened 3 more boxes, and we emptied the guides onto the table. Once we finished, Ashton had a meeting she had to prepare for and left. Susan asked Megan and me to walk through the convention center with her. I picked up the empty boxes to throw them away. Susan extended her arm out to take the boxes from me to which I handed them to her. We take a couple steps, and she sees Steve Ballard walking towards us from setting up outside. She extends her arm straight towards Steve holding the boxes but does not say a word. Steve understood what she was intending and walked up to her and took the boxes. She says nothing to Steve but turns to me and says, "and that's how that's done" and walks away. I felt incredibly embarrassed about the way Steve was treated and apologized and thanked him for all his help.

On August 4, 2023, Mayor Lyle Nelson came to the Visit Bastrop office to retrieve Bastrop Homecoming Rodeo armbands from Susan Smith. Susan asked Mayor Nelson if he would go into her office to read an email, she had just sent to City Manager Sylvia Carrillo and him. Mayor Nelson walked around Susan's desk to read this email over her shoulder. They were both out of my sight as I heard them discussing the contents of this email. I then see Mayor Nelson walk back around the opposite end of her desk and within my line of sight. Susan's office door perfectly conceals my vision from her desk. I see Mayor Nelson lean over Susan's desk. I heard Susan's heels and chair indicating that she had stood up from her chair. [REDACTED]

These are just a few instances that I can pinpoint that truly portray the hostility and unethical behavior I have witnessed from our CEO. For the past month, I have kept a record of all the time Susan Smith spends away from the office. In the last 31 days, Susan has been in the office from 8:30 am to the end of business for a total of nine days. The rest of those days, there have been a multitude of excuses from "working from home" to "I'm home sick. Won't be in." Keeping in mind that four of those nine days were spent at a convention in Dallas. I do not feel comfortable being led by a person whom I question their leadership and moral values. I come to work because I love working with our great team, but I get anxiety of having my own voice in fear of retaliation from my boss. I would like to thank you for your time and understanding through this.

Respectfully,
Stephanie Doradea

EXHIBIT "F"

To whom it may concern.

I would first like to make it clear that I absolutely love my job and what I do. When I moved to Bastrop I fell in love with the community and instantly knew this is where I wanted to put my roots down. With my role here at Visit Bastrop I am able to contribute to the growth and economic vitality of the city which is where my passion is.

Since being employed with Visit Bastrop I have witness many unethical behaviors from our C.E.O. Susan Smith. Her emotional based decisions and comments has made our working environment very distracting and triggering. As a person who genuinely cares for her community, I believe Susan is a poor representation of our organization as it's leader.

She has made myself feel very uncomfortable with her unprofessional discussions about certain board members. For example she yelled out loud to the entire office "That Bitch" in regards to Becki Womble, she then continue to call her a money grubbing whore.

Susan also had a H.R. Meeting with another employee in which she very aggressively called in all the other employees and tried to get us against Cherry Kay, this was very triggering as her emotions were high and confrontational. After this emotional meeting she asked us to go have drinks with her on Visit Bastrop's dime. Due to fear of her retaliating if I say no I went, even when I made it clear to her I didn't want to go because I wanted to finish my project. (receipt attached)

She will come back from board meetings or meetings with city officials and based off her emotion, give us inaccurate information. This would lead us into projects Susan thought was necessary to fit her agenda of saving her own reputation.

She has told the employees that we are not to speak to board members or anyone at the city and go straight to her with any issues.

She will give us deadlines on projects that we have designed and come up with just to throw one of her projects in that only benefit her agenda. We then have to deal with her hostile attitude towards us for not getting the original project done. Most of the time these original projects are waiting on more data to ensure it is getting done correctly.

I have witness many different forms of retaliation with the her and the other employees. She took away Ashton's opportunity to get her CDME because she applied to a different opportunity for work. She took away Cherry Kays work from home benefit because she didn't like her attitude during the H.R. Meeting.

I can't count the amount of times she changes what she says of just forgets.

During my very first convention that I was very excited about, she completely deserted the team and did not lead or encourage us in any way, then requested we leave early.

She has made me feel uncomfortable with her relationship with the mayor. During the Big Bang Celebration she snuck away with him in the corner of the IBIH brewery to watch the fireworks. She also paid for their drinks using the private account (receipt attached) .

At the end of the day I just want to be able to come to work and do my job, she makes it almost impossible because it always feels she is emotionally unstable and our work is based on Susan's emotion of the day. Please help.

Megan Garcia
Marketing Manager

A handwritten signature in black ink, appearing to read 'M. Garcia', with a stylized, cursive script.

EXHIBIT "F"

ROSCOE BANK
A DIVISION OF CORNERSTONE CAPITAL BANK, SSB
MEMBER FDIC
PO BOX 609, ROSCOE, TX, 79545
325-766-3311

STATEMENT OF ACCOUNT
Use reverse side for reconciling your account

BASTROP DESTINATION MARKETING ORGANIZA
DBA VISIT BASTROP
1408 B CHESTNUT
BASTROP TX 78602

Private Acct.
PUBLIC FUNDS CHECKING
[REDACTED]

----- STATEMENT PERIOD -----
7/01/23 BALANCE \$ 50,791.23
7/31/23 BALANCE \$ 49,921.30

PAGE 1

PUBLIC FUNDS CHECKING		597473		
DATE	DESCRIPTION	DEBITS	CREDITS	BALANCE
6/30	BALANCE LAST STATEMENT.....			50,791.23
7/03	[REDACTED] POS IST* Neighbors Kitchen 601 Chestnut St C Bastrop TX	7540 24.36		50,766.87
7/11	[REDACTED] POS LinkedIn Pre 847578795 2029 Stierlin Court Mountain View CA	8300 75.76		50,691.11
7/11	[REDACTED] POS IST* Neighbors Kitchen 601 Chestnut St C Bastrop TX	7560 115.12		50,575.99
7/12	[REDACTED] POS IST* Piney-Creek Old T 931 Main St. Bastrop TX	7540 42.96		50,533.03
7/13	[REDACTED] POS CASA CHAPALA BASTROP 1800 WALNUT ST BASTROP TX	7560 42.71		50,490.32
7/17	[REDACTED] POS SQ *JEAN LANG 717 Chestnut Street Bastrop TX	7540 14.40		50,475.92
7/17	[REDACTED] POS EL NUEVO MEXICO RESTAU 201 CHILDERS DRIVE #101 BASTROP TX	7540 45.28		50,430.64
7/18	DEPOSIT		20.00	50,450.64
7/18	DEPOSIT		50.97	50,501.61
7/20	[REDACTED] POS PEGASUS BAR OMNI DOCH 555 S LAMAR ST DALLAS TX	8350 47.51		50,454.10
7/25	[REDACTED] POS YSI*BENSO 1502 W 6TH S AUSTIN TX	151.32	-FRAUD	50,302.78
7/28	[REDACTED] POS CHILI'S BASTROP 734 HIGHWAY 71 BASTROP TX	7560 112.49		50,190.29
7/31	[REDACTED] POS FTD*THE WOODLANDS FLOW 421 E DAVIS ST CONROE TX	7540 86.60		50,103.69
7/31	[REDACTED] POS FLOWER SHOP NETWORK 103 MONROE ROAD 8773767363 AR	7540 90.43		50,013.26
7/31	[REDACTED] POS TLF*BASTROP FLORIST 806 CHESTNUT ST BASTROP TX	7540 91.96		49,921.30
7/31	BALANCE THIS STATEMENT.....			49,921.30
TOTAL CREDITS (2)		70.97		
TOTAL DEBITS (13)		940.90		

- - - - - A V E R A G E B A L A N C E - - - - -

* * * C O N T I N U E D * * *

EXHIBIT "F"

Megan Garcia

From: Neighbor's Kitchen & Yard - Harmony Ridge on the River <no-reply@toasttab.com>
Sent: Monday, July 31, 2023 4:14 PM
To: Megan Garcia
Subject: Tell us how we did! Receipt for Order #202 at Neighbor's Kitchen & Yard - Harmony Ridge on the River

You don't often get email from no-reply@toasttab.com. [Learn why this is important](#)

CAUTION: This email originated outside the City of Bastrop, TX email system. Please maintain caution when opening links or attachments.

Thank you for your order. Below is a receipt for your recent visit to Neighbor's Kitchen & Yard.
[trouble viewing this email?](#)



Neighbors & Iron Bridge Icehouse
601 Chestnut Street
Bastrop, TX 78602
512-988-7036

Server: Sophia G
Check #202
Ordered:

Visit Bastrop Tab
7/1/23 6:09 PM

How was your visit?



Bluebonnet	\$10.00
Classic Margarita	\$8.00
Subtotal	\$18.00
Tax	\$1.49
Tip	\$4.87
Total	\$24.36

Input Type	C (EMV Chip Read)
Debit MasterCard	xxxxxxx [REDACTED]
Time	7/1/2023, 9:31 PM

Transaction Type	Sale
------------------	------

RCVD 7/31 APPD 7/31/23
INITIALS MG INITIALS [Signature]
CODE 7540 CLASS [Blank]
PUBLIC [Blank] PRIVATE ✓
DEBIT CARD NAME Susan Smith
DATE UPLOADED [Blank]

Casa Chapala
Customer Copy

Casa Chapala

Current Batch: 07112023
Tue 7/11/2023 5:23:03 PM
Check 75 Table 32
Arlene S.
Station pos3

18% 20% 25%
(6.41) (7.12) (8.90)

MasterCard XXXXXXXXXXXX
Approval 665241

BASE \$35.59

TIP

7.12

TOTAL

42.71

Customer Copy

Thank you for your business

RCVD 7/11/23 APPD 7/11/23
INITIALS INITIALS
CODE 7560 CLASS
PUBLIC PRIVATE X
DEBIT CARD NAME Susan
DATE UPLOADED

RCVD
INITIALS
CODE
CLASS
PRIVATE
PUBLIC
DEBIT CARD NAME
DATE UPLOADED

Casa Chapala

Check 75
Arlene S.
Guests 5

Table 32
7/11/2023
5:17 PM

Ranch Water 10.00
Soda 3.00
Pepino Rico 11.00
Table Guacamole 7.99

Subtotal 31.99
Tax 2.64
Processing Fee 0.96

TOTAL 35.59

18% (5.76)
20% (6.40)
25% (8.00)

BALANCE DUE 35.59

Gratuity Included groups 5 or more
Service Fee will only be
assessed on Credit Card payments.



N8H2-WCVU-D7KQ-JTM5

8/9/2023

Ashton LaFuente, Director of Marketing. I head up the marketing efforts for Visit Bastrop. I supervise Megan Garcia. I report to Susan Smith. I've been here almost 6 years.

MAIN CONCERNS

Non-HOT Fund Account, Excessive Spending, No oversight/accountability, Vague policies

NON-HOT FUND ACCOUNT (PRIVATE ACCOUNT):

1. Why it was set up in the first place.
 2. How it is currently being used.
 3. Where the money comes from to deposit there.
1. Susan said there were concerns about how some of the HOT funds were used, so this "side" account seems to circumvent the protocols that govern the spending of HOT funds. We weren't set up this way initially.

I think Rebecca Gleason took issue with HOT funds being passed back and forth between Visit Bastrop and the City into the same bucket. For example, there was an issue with us buying tickets for Table on Main because it was from our HOT fund account to the City's HOT fund account.

2. For example, revenue generated from visitor guide sales and website sales go into the private account. It seems like it would be better used reinvested into marketing. The "side" account gets used for random things, like the 5-year birthday party (entertainment, catering, gifts). It's used more like a personal account than a business account. Susan is the named person on the account although the card gets passed around for purchasing.

During previous strategic meetings, there were giant, extravagant gift bags from Vermont and it felt like it should've been a personal gift and not spent with HOT fund money.

3. I'm not sure where the money comes from and how to justify what gets deposited in there. The balance is A LOT. We don't have dues and subscriptions from accounts, so it's probably advertising sales. But it seems too high for the amount we sell.

For example, we have an extra Simpleview membership that we pay \$300 for (out of HOT funds), yet we invoice the city \$450 for this membership and put it into the private account. I specifically asked if we could do that. When I brought it to Susan's attention that Kathy wasn't utilizing the system, she responded "As long as they're paying the invoices, we'll continue sending them the invoice." Upcharging for services always felt weird, since the city already gives us HOT funds. And then putting it into a different account.

Another example that was almost problematic, when we built the microsite for Downtown Bastrop, the Simpleview charge was going to be 4K but she wanted to upcharge the City when we invoiced them. Simpleview ended up billing them 4K directly.

EXHIBIT "F"

EXCESSIVE SPENDING

For example, Lee Harle approached her about an idea to develop the river, and she spent \$200 at Piney Creek Chophouse to talk about a project that could have been talked about at the office. We're gonna take on this 12K project to develop information about the river, but this could have come in the form of a HOT funds application with more oversight.

[REDACTED] She took us there a lot, like at 3 or 4pm when we were still on the clock, not having to make up the time elsewhere.

[REDACTED] . All paid for by Visit Bastrop.

The meetings with Becki felt like more of a happy hour they were so frequent – once a week, once every other week, sometimes twice a day at Guadalajara. Somehow they always ended up on the VB card.

Every time she meets with someone, it's out of the office and over lunch.

Christmas gifts – everyone exchanges gifts, but her gifts are paid for by VB. They're very personal, like gifts from Vermont, but they're paid for by VB.

Goodie bags for Board of Directors – They're still excessive but they used to be even more excessive.

Departure gifts - she's given departure gifts before. She threw previous board member Rick Bracket a departure party at Piney Creek ([REDACTED]).

Susan's excessive spending at conferences seems odd because "we" are the clients at conferences, and suppliers want to pay for our meals and perks. When Susan goes, why does she spend so much \$ on "clients" when she's the client?

Have you seen VB spending going toward relationships?

Sizzlin Summer Nights Concert Series in August of 2022. She picked up the tab for everyone. Staff (at the time) Christy Hunn paid for her own drinks. Lyle and her drove together, and she paid for his tab as a part of that bigger tab. Most recently on July 1, 2023, Lyle showed up to the Big Bang Festival and she bought them a round of drinks with the private account. She doesn't have a problem throwing the card out.

VAGUE POLICIES

Is there a policy to know when you're allowed to use the card or not?

Somehow there are always issues with the policies, so they keep changing. We just signed a new policy and I'm not sure what we signed. I know that anticipated charges need to be submitted on a form, which works 80% of the time.

This doesn't work when traveling and for conventions. We are all unclear on the travel policy. We get the microscope. We felt abandoned at the DI conference. We were told that breakfast,

lunch, and dinner were included at the conference, and we were told to bring a refillable water bottle because there would be free water jugs. But we arrived the night before and it was really hot, and the staff was thirsty. I was unsure if I could buy them water on the card, so I just put it on my personal card and expensed it, and then I got questioned about it since 2 water bottles were provided in the room.

Is there a reimbursement process?

There is a reimbursement process, so the new staff without cards could have paid for it and expensed it, they were just unsure. Basically, the only rule we're sure about is – if you want to use it, apply ahead of time.

At a staff meeting, Susan jokingly requested that we turn in the un-itemized receipts when alcohol is involved. She said, "it worked at my last job."

Hot fund applications – there have been 2 times she approved them before the group meeting like she gave them her blessing. One of TJ's events and the Cult Classic. The group agreed to fund it for a separate amount, but she wanted to give them a different amount, so she did.

NO OVERSIGHT / NO ACCOUNTABILITY

She has no oversight. Spending, or otherwise. She has an excessive amount of lunch and dinner appointments. I question whether it's a proper meeting when it's a Sunday morning at Anita's with bloody mary's. That doesn't feel like it should be a work expense.

Also her "client development" expenses don't seem like they're being used on real clients. For example, relationships like Rebecca Gleason and Becki Womble, I don't see these as client development. She swipes the card with no regard, for general friends.

She frequently references her contract and her own set of rules. And it feels like the rules are getting broken.

Her daughter McClane did some summer "volunteering" one summer. She was told she couldn't pay her, so she bought a \$500 gift card and gave them to her, to override the system. Maybe it was summer of 2021.

FINANCIAL ODDITIES

We operated with an American Express credit card under Dale's number until 2022 and he left in 2018. Someone expressed concerns that it should be cleaned up. Dale was surprised when learned. Seeing his name on cards long after he was gone, was weird. Everyone had AMEX Credit Cards – somehow tied to Dale personally.

GENERAL COMPLAINTS

The problems we experience here aren't our own, but we have to deal with them.

Things are unnecessarily messy here.

She's not present much, and when she's here, she's distracted. Always on her phone.

"Do as I say, not as I do" does not breed good morale.

NOTES:

Previous staff:

Christy Hunn

Kristi Davis

Carrie Zimmerman

April Lewandowski

Katherine Whites Lang

Most of the turnover has been in Susan's assistant position – they get frustrated quickly.

Cherry Kay takes a lot of heat. Cherry Kay's position was hired to fire Katherine. Katherine was the director of sales. Susan wanted to get rid of Katherine. She was "released" during Covid, but the intention to fire her was prior to Covid. It was premeditated that she was trying to fire her, and then it was presented to the board and council that we needed PPE because we couldn't afford to keep her. She secured a PPE loan, but I'm not sure where it got deposited.

I've been here almost 6 years and I've seen it managed under 2 different leaders, very different. She abides by a different set of rules, and she reminds us all the time.

Staff doesn't do working business lunches.

TMRS

TMRS is a whole other hot topic. I can play any game so long as I know the rules. I was told that if I put in my 5 years, that money would be mine to keep. The song and dance that we've been doing to get that money back has been a slow burn for me. My hard-earned 40K could go away.

It's been made very clear to us that legally VB doesn't have to pay us for the employer portion. She's probably told us 40 times. She said it could be given as a retention bonus. I don't know what that means.

I think the other people who left didn't get the employer share. Christy Hunn worked here for 4.5 years, and after a year of being separated, she's still being retaliated against. Christy got labeled as a "Disgruntled employee" and was annoyed for a long time that we didn't speak up to support her. I'm in no position to let 1 person ruin this job for me. We're only doing now what she was brave enough to do then.

Are you aware of anything illegal happening? – nothing completely illegal. I bet if you added it all up – it's illegal. Everything feels unethical and we're not being good stewards of our dollars.

Last thing, at the end of our 5th year, I wanted to put together a marketing playbook to bring together the success of our 4 years, like a big picture movement storytelling. The estimate was 10K. At the same time, Susan was putting together a presentation for end of the year to present to council. Susan ended up wanting to use the playbook idea as the presentation. She was giving Augustine different directions than I was. She changed the direction all the time and we never finished it – 10K down the drain. It was chaotic.

I don't look at accounts, I don't gather statements, so I don't see specific accounting things.

Edited and Approved by Ashton LaFuente August 10, 2023

EXHIBIT "F"

8/9/2023

Cherry Kay Abel, Director of Sales & Servicing.

I bring in visitors to Bastrop for meetings and conventions. I am responsible for outside sales involving the convention center and handling room nights. I now handle the servicing aspect (service requests – contracts, catering, transportation, and just added permitting – like food vendors, pyrotechnics, setting up inspections for food, etc.). Susan is my direct supervisor. I've been here for 4 years.

MAIN CONCERNS

Work environment, Excessive spending

WORK ENVIRONMENT

This inconsistent hostile environment and constant change have been progressing. When things change, the team gets reprimanded, and then goals change again, with threats of "your review is coming soon" being used. It's a detriment to the team.

Everything is dependent upon her mood. Everyone cues everyone about her mood. She thinks it's her organization and it's her money. It's an ongoing problem. Numerous employees couldn't handle it, got fired, or quit. She's always saying, "You're replaceable." She also says, "We're going to go out for drinks," "I'm going out for drinks." She's gone for 3 or 4 hours during the day, to drink, to get her hair done, and brags about being away. We never heard from her the week of 08/01/2023. She was supposed to be working from home and we didn't hear from her at all.

She always says, "Let me know if I'm doing something wrong." When I say she can't use that tone, she'll use profane words. I've requested she not talk that way in front of me.

We can't reach out to board members. It's severe. Heartbreaking at times. My saving grace is being able to work from home for the past few years. I get more than my share. I took CEO leadership classes, and it's probably threatening to her.

She's super strict with us, and nitpicky. We don't have a per diem. She questioned my 2 coffees from the convention since they are specialty coffees and more expensive. I have gastrointestinal issues and can't drink regular coffee. She asked for a doctor's note, and I got one to satisfy her.

We never have her complete attention. She's always on the phone and never present. I question if we're even wanted here. I've never been disrespectful. She tells me I need to be "thick-skinned", but I get my work done and I'm a team player. I want to be someone they look up to and try to be better.

We just want to be a team. We're all afraid of losing our jobs. Previous employees like Christy Hunn, and Kristi Davis – it was always a case of she said/he said.

EXHIBIT "F"

[REDACTED]

Is there any sense that the money is tied into that relationship? I don't have concrete evidence, but how convenient we got 1.86M for our revised budget.

The dog is vicious and shouldn't be here at the office. It's not a good look. She growls and barks and scares everyone. It's not a good look, delivery folks are nervous.

EXCESSIVE SPENDING

It's unethical the ways funds are spent. Like a slush fund. If it's legal, then act like it's legal. Don't make jokes about it. Her jokes make everyone feel suspect. She says she's the face of Visit Bastrop. She brags about being able to spend from a private account.

To a less of a degree for HOT funds. One year she gave 65K to Lisa Rose for the Cult Convention Hot fund application. There are specific criteria, and you must fit the criteria. It was totally up to her discretion. Why would we give more to a hot fund applicant in the 2nd year of the application? That's not the point. The staff agreed to a lesser amount, but she gave 65K. We must keep pushing against that wall, and she has memory problems.

Sizzling Summer Nights Concert Series at Community Gardens in the Summer of 2022 – I heard from a previous employee she paid for the whole tab.

Guadalajara – I've seen the bar tab being racked up while not discussing VB business – there's no policy about it. I'm always volunteering to help write policies and procedures. I used to do that at my other job. If she writes a new policy, it's what she wants it to say.

Client Development is partly for me to use for "fam" trips, to use for attracting clients. Never have I been allowed to do that. I've been promised that. "We will have a fam tour." The client development fund seems to be for Susan. The "fam" trips could bring so much business, but it doesn't ever come to fruition. That client development code is basically used for entertaining "her people."

Have you seen anything illegal? It's unethical how she uses her credit cards. I feel it's inappropriate when I hear her say, "Let's put it on the private fund". We come up with non-dues revenue like magnet money and visitor guide sales are in there. All that needs to go in the same pot. We also have other Visit Bastrop products.

I saw her go to a conference for 1 day and charge it to Visit Bastrop, and she didn't need to be there.

The private account is for "fun stuff". I'm not privy to bill.com system, but I hear a lot about the client development code being used a lot.

NOTES

I get paid commission for sales but it's only 15%-30%. I have a base and commission on advertising, sales, and savings cards (that haven't been paid) It's like \$1 per card (I'm not going to pursue that one, I pick my battles.) Go Bastrop cards were going to be sold at a discounted rate, but now she gives them out for free to whatever groups she picks, so I don't get my commission on them (Also, not a battle I'm going to pick). I'm not getting the compensation that's listed on my commission statement. I don't have an employment contract.

Susan wrote a note to Cherry Kay that Becki could qualify for \$2500 HOT funds. And then she took it back and said there was confusion, but she couldn't qualify for that much. This turned into an explosive situation. Becki texted me "Susan threw you under the bus." I wrote, "Of course." I showed her the text thread and she yelled "She's an effin bitch, that money-grabbing whore." She's always calling me a liar.

If she comes back here, I can't keep working here. For my health.

8/9/2023

Gladys Stephanie Doradea, Business Manager. I keep operations running and I'm Susan's assistant. I handle Board of Directors and billing. I've been here since September of 2022.

MAIN CONCERNS

Excessive spending, Inconsistent & Vague policies

EXCESSIVE SPENDING

I'm submitting Susan's expenses toward restaurants and eating out in the past year.

I don't have any particular judgments with any specifics, just the quantity. It's disheartening to see how much is spent on eating when our need for water at the DI convention was ignored.

Nothing stands out as specifically illegal, but we are a nonprofit and should be good stewards of our money. For example, when someone is asking "us" for money, should we be taking them to the fanciest restaurant in town to discuss it? For example, Piney Creek Chophouse meeting with Lee Harle cost \$150.

INCONSISTENT & VAGUE POLICIES

We were told that food would be provided at the conference so there was no need for credit cards. She told us, "If you can't find something to eat there, there's something wrong." Staff went to lunch during DI and weren't allowed to submit our receipts for food. I had to ask Ashton to buy water for me at DI.

There are inconsistencies regarding when expenses are eligible for reimbursement. In the employee handbook – all the policies always lead back to "at the CEO's discretion", it's not specific to a dollar amount. Since everything is CEO's discretion, I have to work around her moods to get things approved. We walk on eggshells around policies.

There is vagueness around spending policies, when to use the HOT funds account versus the private account. Office décor and lunches sometimes go on HOT funds, sometimes it's private. It's inconsistent.

Anytime alcohol is consumed, it has to go on the private account.

I truly don't know where the Non-HOT fund funds come from. From what I see, ornaments and cards sold, and advertising sales go into the private account.

Christmas gifts are bought by Susan using the VB account. VB paid for Susan's AT&T upgrades, the cost beyond her \$100/month stipend. VB purchased phone and accessories and upgrades - \$600+ and accessories. When questioned, Susan says "Those are not my rules. I have a different contract."

Susan hand writes the coding for receipts where staff wasn't involved. Staff does same thing. Everybody scans their own receipts and codes them. "Staff events" & "client development" & "office supplies" are all general – all those categories exist in both accounts. Sometimes there's a note (like "interview" or "BOD") but more often there's not a note on there.

Many receipts are not itemized.

NOTEWORTHY ITEMS

Susan now has 2 phones. Stephanie believes the 2nd phone appeared after the AT&T trip to upgrade (?) the other phone. (Receipt from 6/22/23 submitted for \$666.63 upgrades to the 4444 number and \$87.99 in accessories.)

The staff was issued work phones, so we carried double phones for 1-3 months. The CEO was unhappy with AT&T service, so we had to send phones and accessories back. She wanted "fun" numbers and it took too long, and the billing wasn't what she wanted. I got Susan's preferred fun number assigned to me and had to give my SIM card to Susan. When the work phone arrived, the stipend stopped. Getting the phones and plans took a significant amount of time for me to arrange, but since she wasn't getting what she wanted, she canceled everything, and we sent it back.

Bill.com is where the invoices are uploaded to be billed. Bill.com is also where expense reports are submitted and paid.

Basecamp is our record of expenses. Checks are uploaded here too. You'll notice many receipts are not itemized.

Monthly cell phone stipends are paid as:

\$25 manager allowance

\$50 director allowance

\$100 CEO allowance

*On Susan's expense report it appears she got paid 2x cell phone stipend for January.

The stamp and coding procedure:

2 places for initials – receipt, invoice, code, class, which account (private and HOT)

Susan has 1 debit card for HOT funds, Cherry Kay has 1, Ashton has 1.

Susan has 1 debit card for private account (Last 4 for private account debit card is [REDACTED])

Megan & Stephanie didn't have credit cards while at DI.

Stephanie's new BENTO card has been ordered. It's tied to the HOT fund account, but it's not direct like a debit. It can be loaded with a pre-authorized amount.

There's not a travel or expense log, but I recently started an excel sheet that tracks the allotted 2K per year for Professional Development Expense Tracker (2K per year is staff limit.)

Edited and Approved by Stephanie Doradea August 10, 2023

EXHIBIT "F"



Bastrop Retail Store
747 Hwy 71 West Bldg A, AT&T Store
Bastrop, TX 78502
(512) 360-3030

Store No. H230
OM Tablet No. 63

Customer:

SUSAN S

802-309-4444

4342R ATC 15M CQMACSAF LTHR 23.99
1 @ 23.99

(Includes \$5.00 Buy 3 Accessories Save
20% Discount)

4186R CAS 15M CQCLRHAG IPH14 28.00
1 @ 28.00

(Includes \$7.00 Buy 3 Accessories Save
20% Discount)

4684R SEP 746 AT GLASNN IPH1 36.00
1 @ 36.00

(Includes \$9.00 Buy 3 Accessories Save
20% Discount)

SUBTOTAL 87.99

TAX (State Exempt) 0.00

TOTAL AMOUNT DUE 87.99

COMMITMENT SAVINGS - \$0.00

CORPORATE ACCESSORY DISCOUNT \$0.00

MASTERCARD TENDERED 87.99

Acct No. XXXXXXXXXXXX

Auth No. 391895

CHANGE DUE 0.00

YOUR TOTAL SAVINGS \$22.00

Acct. No. XXXXXXXXXXXX4401

Mode: Issuer

Card Entry Mode: Chip Read

CVM Verification Method: SIGNATURE



Bastrop Retail Store
747 Hwy 71 West Bldg A, AT&T Store
Bastrop, TX 78502
(512) 360-3030

Store No. H230
OM Tablet No. 63

Customer:

SUSAN S

802-309-4444

Your Installment Plan ID: \$666.63
130000011408250 is paid in full.
Thank you.

SUBTOTAL 666.63

TAX 0.00

TOTAL AMOUNT DUE 666.63

COMMITMENT SAVINGS - \$0.00

MASTERCARD TENDERED 666.63

Acct No. XXXXXXXXXXXX

Auth No. 732409

CHANGE DUE 0.00

YOUR TOTAL SAVINGS \$0.00

Acct. No. XXXXXXXXXXXX

Mode: Issuer

Card Entry Mode: Chip Read

CVM Verification Method: SIGNATURE

Application Preferred Name: US DEBIT

AID: A0000000042203

Transaction ID: XH28C36N3FS1S

CASHIER: STEVEN R

50-34000014306820

06/22/2023 16:13:46

CUSTOMER COPY

Thank for choosing us!
We are here for you 24 x 7 at
att.com/support.

RCVD 6/22/23 APPD 6/29/23
INITIALS INITIALS SMS
CODE 8600 CLASS
PUBLIC 8600 PRIVATE X
DEBIT CARD NAME SMS
DATE UPLOADED

EXHIBIT "F"

8/9/2023

Megan Ray Garcia – Marketing Manager. I assist Ashton in marketing/advertising, I'm Ashton's assistant. I make marketing purchases, log invoices and stamp them, and sometimes I do accounting for a few hours. Ashton is my direct supervisor. Susan has made that clear to report directly to Ashton. I've been here since March of 2023.

MAIN CONCERNS

Excessive spending, Non-HOT Fund account, No oversight, High emotions

EXCESSIVE SPENDING

My biggest noticing is the excessive amounts of money spent on clients. I believe we could be using the money better. I haven't seen anything illegal. But this is clearly out of line with the way we understand our best practices. It's just not smart to go out and spend a ton of money in the public. I recommend setting a limit. Susan Smith's name carries a lot of weight. When she goes out so much, it doesn't look good on the organization.

I believe she uses money on non-business items, but I don't have anything to point to directly. When she goes for lunch, it seems like she's been drinking. She often says, "I'm going out – who needs a margarita?" or "I need to go get a margarita."

If Stephanie isn't here, Susan hands me receipts marked "private" to code. It didn't flag me as excessive until I visited the old paper files (stored in filing cabinet in room). 3 or 4 Guadalajara charges - \$60 on one statement. Currently there seems to be less of these, but previously there were a lot more. "Everything" is in those files, it's just all hidden and super unorganized. Stephanie is supposed to be working on scanning all the old files into basecamp.

NON-HOT FUND ACCOUNT (PRIVATE ACCOUNT)

1. When did this open?
2. Who opened it
3. How it is currently being used.

Everybody's biggest questions are - when did the private account open? Who opened it? I researched and found the documentation for when the account opened (papers submitted).

I only use the HOT fund account for marketing. For our 5th year celebration – the alcohol purchases came from the private fund. Private is used for anything that isn't in the marketing budget. The profits from the merchandise we used to sell feeds the private account. We're no longer selling merchandise.

I submitted the receipt from Big Bang Celebration on July 1, 2023 for 2 drinks. Visit Bastrop and Neighbors and Hyatt collaborated to rent out Neighbors for the night for the Hyatt guests. The mayor strolls in with Susan, they each order a drink on the private account. [REDACTED]

[REDACTED] It was awkward. [REDACTED]

[REDACTED] I think the position is unethical to have those relations. When the fireworks started,

they disappeared out of sight. The invoice for the rest of the night came out of HOT funds and was coded as “client development” but the drinks came out of the private account. The invoices are viewable in bill.com, the other receipt records are in basecamp.

NO OVERSIGHT

The expense reports & Roscoe accounts don’t have extra sets of eyes on them. There’s a lot that can slip through the cracks. We have 2 accounts – both at Roscoe. All the expense reports are on Bill.com. I think Susan got reimbursed 2 or 3 times in January for her phone stipend.

I worked for Ticket City for 7 years (entertainment industry), and I know how CEOs behave. I think she’s been given too much power, but there’s no checks and balances in place. There’s a lack of dual control, I have learned that these things come back on us. Who’s holding her accountable to make sure it’s the best way to spend our organizations money?

I question when and why does she go out so much with clients. We put everything on our calendars so usually lunches are marked. Sometimes dinners are marked. There seemed to be multiple receipts with Candice. I know Susan was thinking about hiring her. She seems to claim legitimate partners.

HIGH EMOTIONS

Emotional decisions don’t lead to the best outcome. Emotions drive the pace, the urgency, and it’s often the wrong message. It’s like we’re playing telephone and the messages get distorted when emotions are high. Panicked messages aren’t clear and get switched around. She’ll make emotional decisions that put us behind on other things.

For example, the message to staff has always been “We don’t want to ever promote events that are outside the city limits.” And then the board responded differently when it was brought up at the board meeting.

Another example, I submitted a receipt from Casa Chapala that was after “the HR meeting.” Cherry Kay had a disciplinary HR meeting. She made a statement, “I’m always in trouble.” This outraged Susan and she called everyone into the meeting with Corrina to see who said what. It was accusatory and emotionally triggering. Corrina didn’t stop it. If Susan wants to know what we said, don’t bring us into someone else’s meeting. Stephanie was visibly triggered. Then later she made everyone go to Casa Chapala for drinks. Cherry Kay didn’t want to go. Stephanie was very uncomfortable and didn’t want to go, but she was scared to not go. It seemed bully-ish and aggressive. Susan told Stephanie the drinking could count as work.

The next day, Susan was antagonizing Stephanie about it, asking her “Did I upset you? Was it uncomfortable?”

What’s your understanding of what’s allowable and what’s not – The financial isn’t that much of an issue. We’re not supposed to buy alcohol on VB’s dime.

Edited and Approved by Megan Garcia September 12, 2023

EXHIBIT "F"

8/10/2023 9:30 – 10:30

NOTES FROM MEETING WITH SYLVIA AND CHRISTY HUNN

Board Conversations:

Over a 4 year period Board Members came and went. Susan always told us that we were not allowed to have conversations with any Board Members or we would be fired. After I gave my resignation I talked to Tanya and Kerry Fossler. I was so worried about the backlash that the employees that were still there might receive. I went to the Board meeting the day after I resigned to see if anyone had any questions about me leaving and nobody asked me anything.

Sylvia: Did Fossler follow-up with you? No I told her everything and she never followed up.

Inappropriate relations between Susan and Mayor Nelson. [REDACTED]

Sylvia: What was your role at Visit Bastrop? I'm really not sure. I started as the Senior Administrative Assistant and was promoted to the Marketing position when it opened. Susan had a hard time keeping an Administrative Assistant so I was doing both roles.

Sylvia: Why did she have a hard time keeping Assistants? Because she's crazy.

Policy:

When we took the City of Bastrop Employee Handbook and Susan made changes she said that she was solely in charge of hiring and firing. We asked her who we would go to if we had concerns or an issue and she said we would go to HR. We asked if she meant the City HR Department and she said no, I'm HR and you will talk to me, not the Board or anyone else. Tanya is the only one we felt like we could go to and she supported us, but we were still worried about retaliation.

Sylvia: Is there a policy about alcohol? I don't know what it is, if there is one it's very muddy. When Dale was there he was Awesome! If we were at an event he had a strict policy of one drink for staff members. Susan on the other hand had a lush fund and would take people out all night to party. She was very fortunate that we don't have a paper here because she's been inappropriate and drunk in public.

Sylvia: When you processed the receipts where would you code that to? Wherever she told me to code it, usually client development, usually there was no client development going on. The Board questioned the Development Fund and Susan gave them an example of a client from 3 years ago at the Hyatt that needed Internet. It was an example from 3 years ago because that's probably the last time the funds have been utilized appropriately – came out of Hot Funds. Client Development comes from the 1.8.

The non Hot Fund started right before I left. Susan was trying to upscale Simple View (CRM data mgmt. for org). We sold ornaments, but not 60,000 worth, maybe a couple hundred.

We used FNB when Dale was here. He got an American Express and had all the checks and balances in place. When Dale left he left the credit card and Susan never changed anything over. I have all of the receipts for the American Express over at Visit Bastrop with all the information you need, top filing cabinet drawer.

We were told not to itemize receipts. Like you should put what client you are trying to develop.

When Rebecca Gleason's parents' home was destroyed by the hurricane, Susan wrote a thousand dollar check out to Rebecca. Someone stopped her and said you can't do that (think it was Tom). The voided check is still over there.

She bought Jesse Miga's baby shower gift with Visit Bastrop Funds.

She bought great Christmas gifts for Board Members and staff with Visit Bastrop Funds.

Non Hot Funds came about because Kevin Plunkett was pressuring her to raise revenue

PPE loan came from Rick Womble's bank, Prosperity and so did the non Hot Fund. Why 60,000 – I assumed it was the \$ to get staff through COVID.

She told us that we couldn't go to the Board Meetings. Sarah O'Brien fought her on Open Meetings and Susan just wouldn't do it.

75,000 Hot Fund was the second account opened at Prosperity. We had First National Bank and then she started opening accounts at Prosperity, eventually moving everything to Prosperity and out of First National Bank. There were no issues with FNB, but Susan used to be Buddy Buddy with Becki Womble back then.

75,000 Hot Fund account was supposed to have Policies & Procedures about how and who we would give the money to because the staff would vote on who would receive the funds. I wanted to set it up "like grants" because I used to write them and we could report on the funds and make sure that it was being used right. In the end she stopped asking staff to vote on it and just started allocating the money how she wanted to. No checks and balances.

She received tickets to events and special gifts all of the time. She too Mayor Schroeder to a concert at Circuit of the Americas, had passes from David _____ and everything.

Ashton questioned her on this. Tanya: For clarification you are saying that she received perks from people and in return gave them Hot Fund money? Yes

There were people trying to bring events in to town and she wouldn't allocate funds to them. I don't know if she was already out of money or what. Don't know why.

All of staff agreed that the 75,000 was not being reported to Council correctly. She would just plug false numbers in and say, "Fake it until you make it." She misrepresents the numbers about how many tourists, heads in beds, and economic impact. She puts whatever she wants in there

EXHIBIT "F"

to make the numbers look favorable, but they are not accurate. This industry has a way to track and maybe she used it after she got training, but I doubt it.

Carrie Zimmerman brought up misuse of funds with our Auditor from Medack & Oltman and nothing was ever done. Believe Medack is still our Auditor.

My TMRS funds (City's Match) was not distributed to me. I was told that she figured out a way to take the City's match from my account and distribute it to staff as bonuses. I was told this in confidence because she told them not to say anything or they would be fired. This pissed all of them off and I think that is when they decided to all come forward.

Julie.....(she's supposed to send me an email.

8/11/2023 12:55 – 1:30

NOTES FROM MEETING WITH BEN WILLIAMS

MAYOR NELSON AND SUSAN SMITH

I believe it was the Cult Convention, which was the latter part of February or the first part of March, 2023. The Caterer (Jean Lang) left some supplies at the Convention Center and had already gone to the Hampton Inn for the after party. I told her that I was about to get off and that my wife and I would bring the supplies to her. When we got to the hotel I texted Jean and we waited in the parking lot for her to come out. While waiting I noticed a couple walking toward our car, [REDACTED] They got in to a BMW in front of us and [REDACTED]. It was dark, but it looked to be Mayor Nelson and Susan Smith. [REDACTED] while my wife and I waited on Jean to come get her supplies. It was about 10 minutes before we left and they were still in the car when we were leaving.

I have visited with all of the girls at VB and I feel so bad for them!! It's like they have battered wives syndromes. They are scared.

Susan and I started at the same time and she is never at work. Ben then handed me a print out that he said he got off of Facebook from the "Check In" feature. He then said that he didn't know if all of those were conferences, but that she's never put in a full week of work.

See attached.

Name	South Burlington, Vermont
Location	Vermont
Date Visited	Visited on June 12, 2023

Bravo Zulu Lakeside Bar
North Hero, Vermont
Visited on June 11, 2023
Wind Cries Mary
Victoria, British Columbia
Visited on April 5, 2023
Il Terrazzo Ristorante
Victoria, British Columbia
Visited on April 5, 2023
High Tea At the Fairmont Empress Hotel , Vitoria, BC
Victoria, British Columbia
Visited on April 4, 2023
The Empress, Victoria, British Columbia
Victoria, British Columbia
Visited on April 3, 2023
San Juan Clipper
Seattle, Washington
Visited on April 3, 2023
Ivar's Pier 54 Waterfront Seattle
Seattle, Washington
Visited on April 2, 2023
ATX International Airport
Austin, Texas
Visited on April 1, 2023
Lulu's Myrtle Beach
North Myrtle Beach, South Carolina
Visited on December 28, 2022
Luray,VA-Shenandoah River Log Cabins
Luray, Virginia
Visited on December 27, 2022
Mountain Whisper Cabins
Luray, Virginia
Visited on December 25, 2022
Mountain Whisper Cabins
Luray, Virginia
Visited on December 22, 2022
Knoxville, Tennessee
Tennessee
Visited on December 20, 2022
Wiggle Butts Ranch - Vacation Rental
Fischer, Texas
Visited on August 30, 2022
Hyatt Regency Toronto On King

EXHIBIT "F"

Toronto, Ontario
Visited on July 18, 2022
ATX International Airport
Austin, Texas
Visited on July 18, 2022
Washington Dulles International Airport
Chantilly, Virginia
Visited on July 12, 2022
Patrick Leahy Burlington International Airport - BTV
South Burlington, Vermont
Visited on July 12, 2022
Cambridge, Vermont
Vermont
Visited on July 10, 2022
Shore Acres Inn And Restaurant
North Hero, Vermont
Visited on July 10, 2022
Ristorante Casa Capitano
Rouses Point, New York
Visited on July 9, 2022
Lulu's Myrtle Beach
North Myrtle Beach, South Carolina
Visited on July 4, 2022
Travinia Italian Kitchen & Wine Bar, Myrtle Beach
Myrtle Beach, South Carolina
Visited on July 2, 2022
Burlington Country Club
Burlington, Vermont
Visited on June 1, 2022
Blue Paddle Bistro
South Hero, Vermont
Visited on May 27, 2022
Burlington, Vermont
Vermont
Visited on May 25, 2022
Hotel Vermont
Burlington, Vermont
Visited on March 11, 2022
Patrick Leahy Burlington International Airport - BTV
South Burlington, Vermont
Visited on March 3, 2022
ATX International Airport
Austin, Texas
Visited on March 3, 2022
Myrtle Beach Airport
Myrtle Beach, South Carolina
Visited on November 23, 2021

EXHIBIT "F"

Biggio's Sports Bar
 Houston, Texas
 Visited on October 22, 2021
 Patrick Leahy Burlington International Airport - BTW
 South Burlington, Vermont
 Visited on October 9, 2021
 Jeff's Maine Seafood
 Saint Albans, Vermont
 Visited on October 8, 2021
 The Upper Deck Pub
 South Burlington, Vermont
 Visited on September 28, 2021
 ATX International Airport
 Austin, Texas
 Visited on September 28, 2021
 Doc's Seafood and Steaks
 Corpus Christi, Texas
 Visited on September 19, 2021
 Water Street Oyster and Sushi Bar
 Corpus Christi, Texas
 Visited on September 18, 2021
 Corpus Christi, Texas
 Texas
 Visited on September 18, 2021
 Bastrop Opera House
 Bastrop, Texas
 Visited on September 17, 2021
 Lake Conroe
 Conroe, Texas
 Visited on August 25, 2021
 Margaritaville Lake Resort, Lake Conroe
 Montgomery, Texas
 Visited on August 24, 2021
 Pelóns Tex-Mex Restaurant
 Austin, Texas
 Visited on July 24, 2021
 Oriole Park at Camden Yards
 Baltimore, Maryland
 Visited on July 13, 2021
 Miss Shirley's Cafe, Inner Harbor
 Baltimore, Maryland
 Visited on July 13, 2021
 Luna Del Sea
 Baltimore, Maryland
 Visited on July 10, 2021
 Austin-Bergstrom International Airport
 United States

EXHIBIT "F"

Visited on July 9, 2021

Plattsburgh International Airport

Plattsburgh, New York

Visited on July 4, 2021

Maquam Shore

Swanton, Vermont

Visited on July 1, 2021

The North Hero House Inn & Restaurant

North Hero, Vermont

Visited on July 1, 2021

Texas A&M University

College Station, Texas

Visited on June 14, 2021

San Marcos Regional Airport

San Marcos, Texas

Visited on May 29, 2021

Circuit of The Americas

Austin, Texas

Visited on May 23, 2021

Velocity Lounge VIP Cota

Austin, Texas

Visited on May 22, 2021

Travinia Italian Kitchen and Wine Bar

Myrtle Beach, South Carolina

Visited on April 7, 2021

Crooked Hammock Brewery

North Myrtle Beach, South Carolina

Visited on April 5, 2021

Austin-Bergstrom International Airport

United States

Visited on April 3, 2021

Bentley's Beer Garden

San Antonio, Texas

Visited on March 19, 2021

New Braunfels Elks Lodge #2279

New Braunfels, Texas

Visited on March 13, 2021

Huckleberry's

Comfort, Texas

Visited on December 27, 2020

Signor Vineyards

Fredericksburg, Texas

Visited on October 3, 2020

Hyatt Regency Lost Pines Resort and Spa

Cedar Creek, Texas

Visited on September 27, 2020

Luckenbach, Texas

EXHIBIT "F"

Gillespie County, Texas

Visited on September 20, 2020

Boerne, Texas

Texas

Visited on September 19, 2020

Shack 512

Volente, Texas

Visited on September 11, 2020

Stoweflake Mountain Resort and Spa

Stowe, Vermont

Visited on September 3, 2020

Baja BBQ Grill

Canyon Lake, Texas

Visited on May 16, 2020

Canyon Lake, Texas

Texas

Visited on May 16, 2020

The Lone Star Float House

New Braunfels, Texas

Visited on May 16, 2020

Cypress Creek Cottages

Wimberley, Texas

Visited on April 28, 2020

The San Antonio River Walk

San Antonio, Texas

Visited on March 4, 2020

L'Auberge Casino Resort Lake Charles

Lake Charles, Louisiana

Visited on March 1, 2020

Steamboat Bill's

Lake Charles, Louisiana

Visited on March 1, 2020

Golden Nugget Hotel and Casino - Lake Charles

Lake Charles, Louisiana

Visited on March 1, 2020

Ronald Reagan Washington National Airport

Arlington, Virginia

Visited on February 6, 2020

Capital One Arena

Washington D.C.

Visited on February 3, 2020

President's Sports Bar

Washington D.C.

Visited on February 2, 2020

Renaissance Washington, DC Downtown Hotel

Washington D.C.

Visited on January 31, 2020

EXHIBIT "F"

Charlotte Douglas International Airport - CLT
Charlotte, North Carolina
Visited on January 31, 2020

Patrick Leahy Burlington International Airport - BTW
South Burlington, Vermont
Visited on December 22, 2019

The Upper Deck Pub
South Burlington, Vermont
Visited on December 22, 2019

Twiggs - An American Gastropub
Saint Albans, Vermont
Visited on December 19, 2019

Austin-Bergstrom International Airport
United States
Visited on December 16, 2019

Bastrop, Texas
Texas
Visited on December 14, 2019

Estância Brazilian Steakhouse
Austin, Texas
Visited on December 6, 2019

Horseshoe Bay Resort
Horseshoe Bay, Texas
Visited on November 30, 2019

Flat Creek Estate Winery and Vineyard
Marble Falls, Texas
Visited on November 29, 2019

Lincoln Street Wine Bar
Fredericksburg, Texas
Visited on November 18, 2019

Otto's
Fredericksburg, Texas
Visited on November 18, 2019

Texas Wine Cellars Fredericksburg
Fredericksburg, Texas
Visited on November 18, 2019

Banff, Alberta
Alberta
Visited on October 9, 2019

Norquay Ski Resort
Banff, Alberta
Visited on October 8, 2019

Kinnear Centre For Creativity & Innovation
Banff, Alberta
Visited on October 8, 2019

Sulphur Mountain, Banff, Alberta
Banff, Alberta

Visited on October 7, 2019

Banff, Alberta

Alberta

Visited on October 7, 2019

Lake Louise, Alberta

Alberta

Visited on October 7, 2019

Banff, Alberta, Canada

Banff, Alberta

Visited on October 7, 2019

Banff Park Lodge Resort Hotel & Conference Centre

Banff, Alberta

Visited on October 5, 2019

Pierre Trudeau International Airport, Montreal

Dorval, Quebec

Visited on October 5, 2019

Mount Mansfield

Underhill, Vermont

Visited on October 3, 2019

Mill River Brewing BBQ & Smokehouse

Saint Albans, Vermont

Visited on October 2, 2019

BLVD Seafood

Galveston, Texas

Visited on September 16, 2019

Pier 19 Galveston Island

Galveston, Texas

Visited on September 15, 2019

Moody Gardens Hotel, Spa and Convention Center

Galveston, Texas

Visited on September 14, 2019

Shelburne Vineyard

Shelburne, Vermont

Visited on July 13, 2019

Jeff's Maine Seafood

Saint Albans, Vermont

Visited on July 12, 2019

Champlain Country Club

Swanton, Vermont

Visited on July 8, 2019

Austin-Bergstrom International Airport

United States

Visited on July 5, 2019

McGuire's Irish Pub

Pensacola, Florida

Visited on April 27, 2019

Phoenix West II

EXHIBIT "F"

Orange Beach, Alabama

Visited on April 24, 2019

Al's French Frys

South Burlington, Vermont

Visited on April 20, 2019

Texas State Railroad Rusk Depot

Rusk, Texas

Visited on March 24, 2019

Dale Jr's Whiskey River Charlotte Douglas International Airport

Charlotte, North Carolina

Visited on March 6, 2019

Burlington Country Club

Burlington, Vermont

Visited on September 13, 2018

South Burlington, Vermont

Vermont

Visited on September 10, 2018

Burger Bar

Colchester, Vermont

Visited on September 7, 2018

On Tap Bar & Grill

Essex Junction, Vermont

Visited on September 6, 2018