

10:00am

Marty: Initial things I've been asked because written complaints have been filed with county human resources concerning Commissioner Chuck Poling and the manner in which he interacts with people at the government workspace. I'm an attorney and outside investigator engaged by the direction of Commissioner Shane Middlesworth and Commissioner Ron Stewart in consultation with the county legal department to investigate those written complaints and other related allegations involving Commissioner Poling. You're one of many, many witnesses, at least 17, identified as possibly having information relevant to this investigation. Information provided by you and others might become public at some point, including if the allegations involving Commissioner Poling are determined to be credible or if disclosures otherwise advisable or required by law. But as part of this investigation, Commissioner Poling will be given an opportunity to respond to the allegations. You are not the subject of this investigation. Commissioner Poling is the subject of the investigation. You're being interviewed as potential witness. I'm going to ask that you be honest and candid and cooperative in the information that you provide. The county's prohibited by law from retaliating against you for providing testimony, information, or evidence in connection with the investigation. If you think you're experiencing retaliation, and I know you're no longer working there, but you can contact the county human resources director, who will inform the legal department. Commissioner Poling has been instructed not to contact potential witnesses, so if he does reach out to you, please let us know. If possible, it's helpful for you to be as specific as you can regarding any dates, times, locations, and what occurred. It's understandable though, if you don't remember every detail today, but if at some point in the future, there's something else you remember that you want to share with me, I'll get you my—you have my email and phone number information to contact me about it. I am recording the interview so I can prepare the most accurate report possible. Today's date and time is 8/13. It's about 10:00 AM. Can you state your name and what position you had held with the county?

Justin Saathoff: Justin Saathoff. I was the county administrator and HR director.

Marty: OK, and Justin, how long had you been in that role?

Justin Saathoff: Five and a half years.

Marty: OK, and is that the full length of time that you had worked for the county?

Justin Saathoff: Yes.

Marty: OK, and have you observed or experienced any conduct by Commissioner Poling in the county government workplace that you think might have been unlawful, questionable, intimidating, or inappropriate?

Justin Saathoff: Sure, yes.

Marty: Can you describe that for me?

Justin Saathoff: Oh, where do you—where should I begin? I think—yeah, the main instance that sticks out to me is what I would describe as a verbal assault against Tara Street that works in the health department. I'm sure you're aware of the incident.

Marty: Yeah, I—I mean, I've interviewed Tara Street. Can you tell me your recollection of the situation and what you observed?

Justin Saathoff: Yeah, it was a while ago, but Tara had, I believe, come up to talk to me about — and I don't remember what she was talking to me about — and Chuck pretty much just started, you know, verbally assaulting her in a threatening manner.

Marty: Did you actually observe any of that or did you just hear it?

Justin Saathoff: Oh no, she was standing at the doorway of my office and he was just outside my office. He was standing just right on the other side of the door.

Marty: How close was—how close was he to her?

Justin Saathoff: Uh very. I mean, he had his, you know, pointing his finger in her face and yelling and screaming and I do recall her asking him to, you know, back up a few times.

Marty: Did he back up?

Justin Saathoff: At times, but then, you know, he would continue to —

Marty: he'd move back in...

Justin Saathoff: and back in her face....

Marty: Yeah, how long did this ...

Justin Saathoff: ... and I honestly ...

Marty: go on?

Justin Saathoff: can't even remember what the incident was about?

Marty: But you remember the tone and how loud it was?

Justin Saathoff: Oh yeah, yeah.

Marty: Were any swear words used, if you recall?

Justin Saathoff: Yeah.

Marty: Like what?

Justin Saathoff: I recall him saying, "You can't bullshit me, Tara. You can't bullshit me." Yeah, I, I don't recall any specifics but it was, it was definitely not appropriate for the workplace.

Marty: What was, umm, Tara's reaction besides asking him to back up?

Justin Saathoff: Uh, she stood her ground and tried to defend herself.

Marty: Was there anyone else around during this — during this encounter?

Justin Saathoff: Uh, yeah, there are quite a few people, I believe, uh, April Ailes was at her desk, which Chuck would be standing in like right in front of her desk, basically. I can't remember the lady's name, her and her husband were there, she worked in the assessor's office. Do you know who I'm talking about? I cannot recall her name right now.

Marty: Anyone by the name of Cami?

Justin Saathoff: That's it, maybe Cami Savage — is it Tammy Savage or Cami Savage or something? OK.

Justin Saathoff: I, I think that's what her name is. Yeah. Her and her husband was there. I'm pretty sure Cassie Corporal was there from the Sheriff's Office.

Marty: How long did this encounter happen? I mean, when he's saying "I, I, I, I," you know, when he kept yelling at her and "You can't bullshit me".

Justin Saathoff: Probably 2 to 3 minutes.

Marty: How did it finally end?

Justin Saathoff: Shane Middlesworth came up...

Marty: another Commissioner? ...

Justin Saathoff: and I'm sorry?

Marty: he was another Commissioner? ...

Justin Saathoff: Yes, he was, and kind of, I think, pulled Chuck away a little bit, and I remember Shane even saying like I told him not to do that, I told him, you know, not to confront her.

Marty: Did you hear, umm, Chuck at any point threaten Tara's position or job?

Justin Saathoff: During that specific moment? Uh, you know, I can't recall but I had heard him in the past — yeah, he, he, he doesn't care for her.

Marty: And what have you heard him say about Tara's job?

Justin Saathoff: You know, that he wanted her gone.

Marty: Did you, did you ever hear him talk about who he wanted in that role?

Justin Saathoff: Yeah, his wife, I believe.

Marty: OK, and would this have been something you'd have — would have heard him say 'cause you were on the same floor as the Commissioner's Office?

Justin Saathoff: Yeah.

Marty: Why did he not care for Tara? Do you know?

Justin Saathoff: No.

Marty: Have you gotten along with Tara?

Justin Saathoff: I have, yes.

Marty: Had you ever had, umm, issue with Tara in terms of being able to work with her?

Justin Saathoff: No.

Marty: Had umm, you ever observed anything else by Chuck Poling in terms of the way he's treated people or interacted with people that you felt was intimidating or threatening or inappropriate?

Justin Saathoff: Oh yeah, I mean all the time, that's just his character. I mean he does it in, in public meetings, that's — it's recorded.

Marty: Right. What kind of public meetings do you believe he's behaved that way in?

Justin Saathoff: I can think of two examples--one having to do with Megan Glickfield and another one with Pam Harris.

Marty: Tell me about the Megan Glickfield one.

Justin Saathoff: She basically confronted the Commissioners on the, I guess, the way the courthouse is as far as maintenance and structure. She had put together a report basically saying, you know, room by room, floor by floor, like we can't even — you know, you can't even sit on this toilet and this sink leaks and we've got, you know, ceilings that leak and are busted, this is broken, blah blah blah. And she presented that in public.

Marty: Yeah. And how did Chuck respond?

Justin Saathoff: You know, his typical, his typical, you know, defense, and he's just very — not very professional in, in those types of situations.

Marty: Did he have any communications or interactions regarding that in — on the 6th floor after the meeting, or what is your recollection of the aftermath of that Megan Glickfield encounter?

Justin Saathoff: Not much, they fired me shortly after that.

Marty: Why did they fire you?

Justin Saathoff: That's a great question. They wanted their own people in my position and in the HR position. Their excuse was that I wasn't performing to their standards, which is, you know, laughable, but.

Marty: In terms of — did they, did they — is that all they said to you, that you weren't performing to their standards?

Justin Saathoff: Yeah, yeah, pretty much. There was a, you know, the— I had a conversation with Shane, you know, prior to that, Ron Stewart hadn't called me. A couple weeks before happened and he basically said, hey, I've, I've been talking to Shane and they're going to fire you and you know, the writing had been on the wall and that was perfectly fine, it's what I expected because they had ousted a co-worker of mine that was a part-time HR.

Marty: Who was that?

Justin Saathoff: Nancy Bender.

Marty: When did she get let go?

Justin Saathoff: If I remember correctly, it was in March, they, they “forced her to retire” ...

Marty: of 2025?

Justin Saathoff: Yes.

Marty: And why? They just wanted their own people in that position?

Justin Saathoff: Uh huh. And once they fired her, they — Chuck brought Beth in, and she took Nancy's role except for it was full-time. So at that point, I knew, you know, I was training my replacement....

Marty: on borrowed time...

Justin Saathoff:yep, it was just a matter —

Justin Saathoff: Yeah, it's a matter of time.

Marty: Had anyone else come in to complain to you about Chuck Poling or his conduct towards them?

Justin Saathoff: Officially, like formally? No, like a written complaint?

Marty: ...No. OK, but informally....

Justin Saathoff: almost the entire building. I do remember, there were complaints of it's, it's I apologize, it's been a year since I haven't worked there. A lady in the in the recorder's office Aubrey, Audrey (I think it's Aubrey), I do recall her complaining about a couple of incidents.

Marty: Was that Aubrey Fuller?

Justin Saathoff: Yes, yes.

Marty: OK and the again this stuff was off the record because people, were they afraid to go on the record?

Justin Saathoff: Uh huh.

Marty: Is that a yes?

Justin Saathoff: Yes.

Marty: Yeah, and what was Aubrey's complaint if you recall?

Justin Saathoff: Something about, something about the elevator. They startled each other-- one was coming off the elevator, and another one was going on. Chuck made some comment about a gun.

Marty: Did she feel intimidated by that?

Justin Saathoff: I'm sorry?

Marty: Did she feel intimidated by that?

Justin Saathoff: Uh huh.

Marty: And did you ever, was Chuck ever confronted about that complaint?

Justin Saathoff: Yeah, yeah he was.

Marty: What happened there?

Justin Saathoff: I think counsel at that time was Connor Sullivan. He was aware of the issue they discussed, and I don't recall being part of that discussion.

Marty: OK, but you think, he was, it was broached with him by the council.

Justin Saathoff: Yeah yeah.

Marty: OK. Did you have any other employees-- I mean you mentioned off the record just about the whole building had complained to you about Chuck Poling—what, what did people say to you about him?

Justin Saathoff: Just, you know, the way he is, he's got a reputation.

Marty: What is the reputation?

Justin Saathoff: Well, I mean, you know, he had his record expunged before he even ran for Commissioner.

Marty: What do you understand his record was-- you're talking about his criminal record?

Justin Saathoff: I think I think he, he was a felon?

Marty: Do you have any information or any recollection, or did anybody talk to you about what his record involved, like what he had been accused of doing?

Justin Saathoff: I don't recall. I'm sure that discussion has taken place, yes, in the past, but I don't, I need to be honest with you.

Marty: OK do you recall ...

Justin Saathoff:no specific charges...

Marty: Yeah. Do you recall Commissioner Poling, and you mentioned the Pam Harris situation that he engaged in a confrontation with her in a public meeting-- can you elaborate on that at all?

Justin Saathoff: It had to do with conflict of interest forms. Prior to him being Commissioner, he was in the council, County Council, and he does a lot of work for the county itself....

Marty: with his plumbing business?

Justin Saathoff:uh huh... and I if I remember correctly, he had filled out the conflict of interest form for '25 but then he tried to slide through, I think '23 and '24 or maybe '22 and '23, I don't remember, but there were a couple of years that he didn't do it, and he tried to blame it that the clerk Pam Harris had lost them. And she even said in a public meeting, I remember her saying it, that you know she never received them. So he "had copies" that he tried to file at later, you know, in '25 for those past years. I don't believe she ever accepted them.

Marty: So he had an issue with her over on these conflict of interest forms. Do you remember and that you think there was a communication regarding that in a public meeting-- would it have been a County Council meeting, or was it a, do you remember what meeting that was it?

....

Justin Saathoff: ...no, it was in a Commissioner meeting....

Marty: a Commissioner meeting. OK, was it when he was a Commissioner?

Justin Saathoff: Yes.

Marty: OK. Would it have been around the time that he tried to bring them in in 2025 like, you think?

Justin Saathoff: I couldn't tell you, you'd have to ask....

Marty: yeah....OK...

Justin Saathoff: damn.....

Marty: And So what are you aware of him having any other confrontations with Pam Harris?

Justin Saathoff: Uh, yeah I believe he got thrown out, escorted out of the courthouse. I think that was just after I left. And I don't know what that was about.

Marty: Did when they let you go, did they say anything to you about the Megan Glickfield situation?

Justin Saathoff: Specifically when they let me go?

Marty: Yeah.

Justin Saathoff: I mean they tried to blame me not sending an email to her as as part of my reasoning for being fired.

Marty: Tell me about that.

Justin Saathoff: She had lodged, emailed a complaint over before she went public with it. They had me draft a response. They didn't want to address the issue-- I told him that should be addressed. I had drafted a response. I think later towards the week, let's see that Commissioner meeting would have been on a Monday, so probably Wednesday or something, I showed my response to Chuck, and he's like yeah, that's great, send it. And I said, well I can't because I need thumbs up from, you know, all the Commissioners because it has, you know, signed by the Board of Commissioners. So I think I sent it to Shane and didn't get a response. I believe I called him late Friday afternoon saying, hey you know what do you think about that, you know, should I, what do you want to do-- should I send it, should I whatever, and he's like I don't know. Yeah I guess I guess you can go ahead and send it. And wrapping up the day, I forgot to send it and she showed up at the meeting Monday and I remember saying something to Shane like hey, I didn't have a chance to send that off, and he's like well, you know, that's fine, don't worry about her, she's here now. So that's all I remember and they just said, you know, my failure to do that and some of the pushback that I've had on, you know, them firing IMG as our insurance people and bringing Chuck's people in, you know--that I was resistant to that. They just didn't think my performance was up to par.

Marty: Well tell me about that IMG firing--so that was the insurance carrier that the county had worked with?

Justin Saathoff: For years, yeah, their local insurance management group.

Marty: Sure and why did the Commissioners want to move off of them?

Justin Saathoff: Chuck had his own people that he wanted in there that he dealt with-- I'm assuming through his business—I'm trying to remember their name. I don't recall who they have right now. I'm sure you can easily find that.

Marty: OK but they basically.....

Justin Saathoff:if I remember....

Marty: they had connections with Chuck...

Justin Saathoff: Yes ...

Marty:OK. Did...

Justin Saathoff: and Shane, I think wanted IMG out because something to do with the election and he believed that the president of IMG was on the other side for the other Commissioner, so in his head he didn't like IMG anymore.

Marty: OK do you know whether the, I know the former treasurer, Tiffany, went over there to IMG, ...

Justin Saathoff: uh huh....yep....

Marty: Do you know if there was any conversation or communication regarding her being there as a factor?

Justin Saathoff: Uh no I don't believe so. No, I would say not.

Marty: And you believe the people there that the county's currently using have umm worked with Chuck's plumbing business.

Justin Saathoff: Yeah, he's got some connection with them.

Marty: OK umm have you, do you think that Commissioner, umm that Commissioner Poling ever threatened or intimidate you, you personally, physically, professionally or reputationally?

Justin Saathoff: No.

Marty: OKhad you think

Justin Saathoff: ... maybe after I was gone...

Marty:how so?

Justin Saathoff: I heard through the grapevine-- that I don't have Facebook-- I don't I don't do social media and all that stuff-- but he had gotten on, I don't know if it's a podcast or he was interviewed, he mentioned my name a couple times that, you know, he didn't like the way I was doing things, and things weren't just being done right and blah blah blah, trying to I guess publicly justify, you know, getting rid of me. Because there were questions, I mean I know that the paper-- it was it was headline news one day-- I mean it was the top story...

Marty: ... of your being let go? ...

Justin Saathoff: ... that I was fired, yes. And they just provided their typical, 'we don't, we don't comment on personnel issues'.

Marty: But yeah you think that he went onto a podcast or something--was it the Ed Bounds podcast?

Justin Saathoff: Yeah, there you go.

Marty: Did that impact your ability to find other employment?

Justin Saathoff: Oh no, absolutely not.

Marty: Had, are there any other interactions or conduct of Commissioner Poling outside of work that you thought was inappropriate or concerning that you haven't already talked about?

Justin Saathoff: I don't believe I've ever been in contact with him outside of that position outside of work hours.

Marty: Do you think that he's ever had you followed or spied on?

Justin Saathoff: No, probably, you know, who knows, I mean, inside the building, sure.

Marty: How so inside the building?

Justin Saathoff: They have control over all the cameras. They have access I should say to all the cameras inside all the county buildings, and I know prior to, prior to them letting me go things weren't right with my computer, so I know they had IT, you know, remoted into my computer. I know they were duplicating my emails to go to not just me but to Beth as well....

Marty: how, how do you how did you...

Justin Saathoff: ... I guess that would a form of spying.....

Marty: yeah did you experience that where you felt someone else was remoted into your compute?

Justin Saathoff: No but I noticed things were changed, like on my desktop...

Marty: and you didn't do it...

Justin Saathoff: Yeah and I know the..... I witnessed the email thing.

Marty: How did you, tell me about that?

Justin Saathoff: I was having a conversation with Beth, standing at her desk and an email came through-- she had her email up, and it was specifically to me, and I don't remember who it was from ...

Marty: And she wasn't....

Justin Saathoff: whatever

Marty:she wasn't copied on it but it was coming to her anyway?

Justin Saathoff: Uh huh, yeah. And you know that was just part of, of them getting her used to what she's gonna be doing, you know.

Marty: Yeah but there could be situations where somebody didn't, may not want that email going to other people and just want to communicate with you as the HR person...

Justin Saathoff: ... sure...

Marty: right?

Justin Saathoff: ...uh huh...

Marty: Did you ever had any experience with Commissioner Poling telling people not to go to HR and just to go to the Commissioners?

Justin Saathoff: Not that I recall and that's sure, I'm sure it's possible but specifically I don't recall any instance.

Marty: OK and I know you talked about hearing Commissioner Poling talking about a desire to have his wife work in the health department, are you aware of him asking or, or talking about attempting to have any other friends, relatives or other associates hired by the county?

Justin Saathoff: I mean a lot of the people that they're bringing in are their friends, whether it's people that campaigned with them and or were part of like the non-solar movement, you know, I know he brought in a maintenance guy to head over the maintenance department, and that was one of his friends. That was one of his guys and.....how they knew each other, I don't know?....

Marty: was it someone that had worked for the plumbing company?

Justin Saathoff: I couldn't tell you. I don't know if he had worked for Chuck before or they were just friends, or no clue....

Marty: is that Mike Sim...

Justin Saathoff:there's a lot of people that....

Marty: is that Mike Simison?

Justin Saathoff: Uh huh.

Marty: OK. Has, do you think anyone's, do you think Commissioner Poling's ever appeared to be under the influence of any drugs or alcohol in any interaction you've had with him?

Justin Saathoff: Umm, I I don't think so. I really couldn't tell you. He's, uh definitely has a what I wanna say like a quick to, quick to be aggressive and and umm I mean that's just his, that's just his character.

Marty: So kind of a hair trigger temper?

Justin Saathoff: Uh huh.

Marty: Is that a yes?

Justin Saathoff: Yes.

Marty: Yeah. Umm has anyone ever intimidated you on behalf of Commissioner Poling?

Justin Saathoff: No.

Marty: OK . Have you ever, has he ever made physical contact, Commissioner Poling, with you or entered your personal space the way you described he did with Tara Street?

Justin Saathoff: No, no, I mean he has a tendency to--- what do you want to say-- be a 'close talker' so I, you know, I I would say I don't I'm not sure if it's disrespectful but and that's just the way he is, he kind of gets in your personal space.

Marty: Has he done that to you?

Justin Saathoff: He's never done that to me in like a threatening or manner or anything like that...

Marty: but he just comes, he comes up close to you, even if he's not yelling or anything, he just comes up close to you...

Justin Saathoff: ... right right right. Well he's never been, you know, threatening with me or aggressive, or I mean, I just wouldn't tolerate it, and he probably knew that.

Marty: Right but you saw him doing that with Tara Street where he-- how loud was he when he was, had that encounter with her?

Justin Saathoff: Just screaming at the top of his lungs.

Marty: Wow OK and how far, and he was only a few inches away from her?

Justin Saathoff: At times yes.

Marty: OK umm and you mentioned that he had his finger-- he was pointing it at her-- he didn't touch her, but he had it pointed at her chest?

Justin Saathoff: Uh her face....

Marty: her face OK.

...Justin Saathoff: yeah he he never touched her, I mean, I would have stepped in at that point but, I do remember it being in her face.

Marty: What.... do you know whether there were any cameras or any recording of that encounter at that time?

Justin Saathoff: Not that I'm aware of--not that I'm aware of. At that time, and again, I'm I'm just saying, not that I'm aware of, 'cause there could have been cameras up there that I didn't know about, that's very possible 'cause they're sneaky like that, but yeah as far as I know, at that time, there were not cameras up on the 6th floor....

Marty: OK are you aware of ...

Justin Saathoff:besides

Marty: right, besides the elevator?

Justin Saathoff: the conference room and ...

Marty: OK. Are you aware of any, any videos recordings, documents related to any of this conduct other than the commissioner meetings that you talked about?

Justin Saathoff: No, no. I think there are recordings of the courthouse incident. Someone had said that they were on Facebook or something. I never saw them.

Marty: Again you're not you're not on Facebook so.

Justin Saathoff: No no and at that point in time, anything I, pretty, I washed my hands of the county, you know, and I tried not to invest any energy or thought or or anything that way. I just kind of packed up and move on.

Marty: Right. Did, had Commissioner Poling ever shut you in your office or in your room to confront you about something and refused to let you leave?

Justin Saathoff: No.

Marty: OK. Did his conduct like that interaction with Tara, did that impact your ability to work?

Justin Saathoff: Sure I mean that, he turned it into a very hostile environment, you know, personally it didn't bother me but I knew it it shook a bunch of people that witnessed it...

Marty: and and just so I understand

Justin Saathoff: I mean April was quite frightened ...

Marty:yeah just so I understand your background---had you worked in HR before this position?

Justin Saathoff: No.

Marty: OK. Are you, do you, how do you think his, what what impact did Commissioner Poling's presence have on the work environment generally within county government?

Justin Saathoff: I think there was an intimidation, you know, factor there. I know a lot of the women, you know, they feared him. I think it's quite evident, you know, with the way he treats. I think he's more aggressive with women in general would be my take ...

Marty:and that's based on your observations of misconduct towards people generally

Justin Saathoff: ...sure

Marty: at the county?

Justin Saathoff:Yeah.

Marty: Are there other people that you think might have relevant information regarding this situation?

Justin Saathoff: Which, which situation?

Marty: Well any any of the conduct of Commissioner Poling that we haven't already talked about? ...

Justin Saathoff: In general?

Marty: yeah.

Justin Saathoff: I'm sure you have probably have spoken to most of the key players. I'm assuming I'm one of the last few.

Marty: Are you are you aware of other any other incidents we haven't talked about that you observed in terms of Commissioner Poling yelling at, screaming at, trying to be, you know, trying to intimidate anybody?

Justin Saathoff: Yeah I would say he was, I remember specifically he was pretty hostile with Vince Beneke.

Marty: Who's Vince Beneke.

Justin Saathoff: So Vince at that time, he had been in charge of maintenance.

Marty: So he was the former maintenance person.

Justin Saathoff: He's still there; they just put him--they put Mike above him and made Vince #2.

Marty: Why was he upset with Vince...

Justin Saathoff: in the way that he..... I'm sorry go ahead ...

Marty:why was he upset with Vince?

Justin Saathoff: You know I can't I can't remember, I just remember that he was pretty aggressive as far as the conversation, uh basically essentially demoting Vince. I can't specifically remember; I just didn't like the way it was handled.

Marty: Had you ever observed any other county elected official treat, you know, yell at people like that--yell at employees, and get in their personal space like that, just Chuck?

Justin Saathoff: No. I've never seen that in my professional life. Maybe at a bar. Maybe in an alley. But not not

Marty:not in a workplace...

Justin Saathoff: not in a in a business format, no.

Marty: And when did this encounter that you remember with Vince happen? Was it was it shortly after Chuck became the Commissioner?

Justin Saathoff: Yes.

Marty: Was it on the 6th floor there be where your office was?

Justin Saathoff: Yes I believe it was, in the conference room.

Marty: Was the door to the conference room closed or was it open?

Justin Saathoff: Closed.

Marty: But you could hear it?

Justin Saathoff: I was in there.

Marty: Oh you were in the conference room.

Justin Saathoff: Uh huh.

Marty: Was there anyone else present during that encounter?

Justin Saathoff: I don't recall to be honest with you.

Marty: OK how long did that that interaction with Vince happen-- how long was it, do you remember?

Justin Saathoff: I don't remember, I mean we're talking...

Marty: ... I know...

Justin Saathoff: we're talking two years ago...

Marty: ...it's been a while ago, I know, but...

Justin Saathoff: yeah sorry...

Marty: that's OK that's OK, but he was....

Justin Saathoff: I have trouble remembering what I had for lunch yesterday.

Marty: I know. Was he, but do you remember him, do you remember him yelling at Vince?

Justin Saathoff: Yeah I do.

Marty: Was there any swearing?

Justin Saathoff: I don't recall.

Marty: Was he was in Vince's personal space?

Justin Saathoff: No, across the table. No I don't think he would do that to Vince. Vince is a big guy.

Marty: OK. Is there anything else you'd like to share or any other, any other situations you'd like, you believe we should know about involving Commissioner Poling?

Justin Saathoff: Umm not really. I mean the only other thing that I can remember like really shaking my head at is the way that he went about doing repairs at the Salem bank building.

Marty: OK tell me about that?

Justin Saathoff: So under governmental projects like that there's, there's certain thresholds, right, so anything under \$25,000 is considered small project. They can basically, you know, pick who they want to pick to do things. And I may be, it's been a while since I looked at that, so I may misjudge the the numbers here. But I believe 25, above 25 up to 150,000, you've got to get 3 bids, and take the best and better bid. And then above 150, you've got to do a request for proposals and qualifications. And I just remember him-- they were redoing-- they wanted to redo the roof, and I think they moved like HVAC systems off of the roof down to the ground. There were three or four projects that were within umbrella'd within the whole thing, and what

he wanted to do was basically break'em up in which you're not supposed to do that because it's all one project.....

Marty: right, but that way you get under the threshold...

Justin Saathoff: Yes, you get to pick who you want to pick, and he was advised not to do that I remember counsel advising him not to. I advised him not to, and he did it anyway. And he awarded the project to the construction company that's right beside his company.

Marty: What's the name of that construction company?

Justin Saathoff: I knew you were going to ask me that? It's owned by Derrick Lewis.

Marty: Is that a supporter of Chuck's?

Justin Saathoff: I mean obviously they knew each other; they were neighbors, something, hold on, I'll be able to tell you here. Above All Construction.

Marty: OK and by splitting up these these different things, doing the roof, moving the HVAC down, and so on, he he doesn't have to do the bids, he can award it to who he wants. But it was really all part of 1 project trying to renovate that building right?

Justin Saathoff: Yeah.

Marty: And was this umm voted on in a Commissioners meeting at all?

Justin Saathoff: Yes. If my memory serves me correctly, yes, it was discussed in the meetings at different times, so that's the way he would you know break it up and present it and then.

[end of interview]

ADDENDUM:

Hey Marty. This is Justin Saathoff. I just did an interview with you re Chuck Poling and one thing just came to mind. You asked me why he was upset with Vince during the time they were demoting, and I did recall that and it had to do with something about the way Vince treated one of his staff members. So Chuck had brought--the guy quit, and Chuck had brought him back on the team when he became commissioner. And I can't remember the guy's name. But he was blaming Vince, saying that the way he was berating this individual caused him to quit -- the way he spoke to him, treated him, blah blah blah. And Vince denied that. I've never seen Vince be like that as a manager or a person. So that's the main reason that they were using to demote him. Of course, like I said, they brought this guy back on to the maintenance team and at that point it was under Mike Simmison. Just thought it might be useful to you. If you need anything else, please give me a call at 765/667-5375. Thank you much. Thank you much.

