

Dear CAO Hayes.

November 3<sup>rd</sup>, 2021

We the undersigned do hereby notify the County of Humboldt that County staff are in the process of organizing and forming a group (i.e., during its own time, not on county property, and using its own personal resources), to explore certain priority and action areas related to:

1. Improving Humboldt County's auditing and accounting practices.
2. Protecting county employees from adverse work conditions caused by inaction or failures of leadership and elected officials.
3. Safeguarding County programs which provide critical services to Humboldt County residents.
4. Safeguarding the interest of county taxpayers and program recipients.
5. Exploring solutions related to grievances against the county, i.e., particularly against the Auditor Controller.
6. Exploring other options which include but are not limited to further grievances in claims, protest, organizing, political action, and/or litigation against the county, the Board of Supervisors, or against elected officials individually.

We bring this matter to your attention prior to taking substantive or further action in the hope that the County of Humboldt officials understand the severe and critical nature of the growing and looming fiscal crisis which threatens the county organization.

The inability of the County to properly resolve its own fiscal and fiduciary shortfalls, or to protect the organization, staff, and the taxpayer, threaten the organization, its employees, and Humboldt County residents as a whole and are a result of failures and financial missteps caused by the County Auditor Controller, Karen Paz Dominguez, as well as tolerance of her behaviors by the Board.

To avoid retribution or undue attention we hereby execute this document in anonymity and will make our identities known at the proper time.

Jane Doe, Department Director for the County of Humboldt  
John Doe, Department Director for the county of Humboldt  
Jane Doe, Department Deputy Director for the County of Humboldt  
John Doe, Department Deputy Director for the County of Humboldt  
John Doe, Division Director for the County of Humboldt  
John and Jane Doe's (other County staff), and eat al.