



EXECUTIVE SUMMARY

COUNTY OF HUMBOLDT – COMPLAINT AGAINST REX BOHN

March 5, 2026

KRAMER WORKPLACE INVESTIGATIONS

PO Box 266 • Danville, CA 94526 • Tel 925.838.6435 • Fax 925.838.7564 • karen@kramerlaw.net

Attorney-Client Privileged Investigation Report

Pursuant to the request of the County of Humboldt, Kimberlie Revai, Senior Associate at Kramer Workplace Investigations, conducted a fact-finding investigation concerning the complaint made against County Supervisor Rex Bohn. The County retained Kramer Workplace Investigations on or about July 24, 2025, to investigate a complaint that Bohn acted in a hostile manner. Specifically, the complaint alleges that during a virtual meeting on June 24, 2025, Bohn engaged in hostile and abusive conduct toward County employees.

The undersigned interviewed four witnesses as part of this investigation.¹ The undersigned also reviewed relevant documents that she relied upon to make her findings.

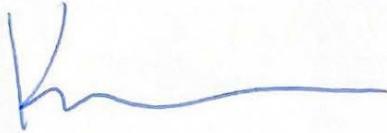
The undersigned did not draw any legal conclusions or assess whether any County policies or State laws were violated. The following factual finding was made by carefully analyzing the documentary and testimonial evidence gathered as part of the investigation.²

It is undisputed among the witnesses interviewed that on June 24, 2025, during a virtual Ad Hoc Committee meeting, Bohn acted in a disrespectful and aggressive manner toward County employees, which included the use of profanity. It is also undisputed that the County employees who participated in the meeting all perceived that Bohn scheduled the meeting to influence the staff members to quickly take action to create a waiver or an amendment to the Tobacco Retail License ordinance to ensure that Bohn's friend was able to transfer all of his tobacco retail licenses when his friend sold his gas stations.

The allegation that Bohn used an intense tone, an elevated voice, and exhibited body language that indicated he was frustrated, angry, and/or irritated with County employees for failing to take action regarding a waiver or amendment to the Tobacco Retail License during the meeting on June 24, 2025 is sustained.

If any further assistance is needed, please do not hesitate to ask.

Respectfully Submitted,



Kimberlie Revai
Kramer Workplace Investigations



Karen Kramer
Kramer Workplace Investigations

¹ Bohn declined to participate in the investigation.

² The facts are assessed using a preponderance of the evidence (more likely than not) standard of proof. What might be considered hearsay in a legal proceeding was considered and given appropriate weight in this investigation