

ACKNOWLEDGEMENT OF OCFEC EMPLOYMENT POLICIES

I _____ certify and acknowledge the following:
[print name]

- I have been made aware that the OC Fair & Event Center (OCFEC) has published employment policies on "OJ", the OCFEC intranet site. I understand that these policies are subject to change or may be revised with or without notice at OCFEC's discretion. OCFEC will make reasonable efforts to inform employees of changes in a timely manner.
- The policies contain important information about my employment at OCFEC. I understand that I must contact my supervisor or the Human Resources Department with any questions regarding these policies, as it is my responsibility to read, understand and comply with the policies and any revisions made to them.
- Department supervisors and the Human Resources Department will provide computer access to employees who work in the field or are not assigned computer work stations, so they may review the policies. Printed copies of the policies will be made available upon request.
- I understand that any violation of these or any OCFEC policies may result in disciplinary action, up to and including termination of my employment.
- OCFEC is an employment at-will organization. Although it is desirable for employees to form long-standing employment relationships with OCFEC, either the employee or OCFEC may terminate the relationship at any time, with or without cause, and with or without notice. This at-will employment relationship exists regardless of any other written statements, policies, practices, employee handbooks or any other OCFEC documents or any verbal statement to the contrary.

Employee's Signature

Employee's Printed Name

Date

From: Bianca Kulback <bkulback@ocfair.com>

To: "ALL OCF Users (OFF INC.)" <OCFUsersandOffsite@ocfair.com>

Date: Thu, Jul 23, 2009 6:58 pm

Due to the recent activity of employees from various departments sending emails to all users for a variety of reasons, we have revised the Corporate Communication Policy and the Computer, Email and Internet Policy to include the following language:

Email communications addressed to "all employees," "all civil service employees" or "all onsite or offsite users," must be pre-approved through the Communications Department with the exception of those sent by the Executive Management Team, the Human Resources Department, the Communications Department, and any other pre-approved user or department. The Technology Department is authorized to email these groups as needed to communicate critical information related to computer systems.

The policies in their entirety will be posted on OJ within the next 24 hours.

This is being done to help control the amount of emails we receive and to make sure the content of emails sent applies to the audience being addressed. The Announcement Page on the OJ is available for those who wish to post information for the general OCFEC audience and does not require pre-approval.

Thank you for your cooperation with this and please pass on the information to those who do not have an assigned OCFEC email address.

Bianca Kulback
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32nd District Agricultural Association, State of California
88 Fair Drive, Costa Mesa, CA 92626
<http://www.ocfair.com>

Save our county fair

Public corruption hits harder at the orange county fairgrounds

First it was the board of directors of the fairgrounds that were giving themselves more than \$400,000 worth of perks to the fair and concerts.

Now they have hired a new CEO who is making that look like pocket change!

Since the new CEO Steve Beazley took office (7 months ago) here are some of the unbelievable results.....

- Spent over **3 MILLION DOLLARS** of our money (public funds) on the production of a **10 MINUTE MOVIE** to be shown during the fair.
- Violated California public contracting laws requiring a competitive bid process for the production of this **3 MILLION DOLLAR - 10 MINUTE MOVIE**.
- Cancelled the ever popular cattle drive held during the fair due to money needed for the new **3 MILLION DOLLAR - 10 MINUTE MOVIE**.
- Increased what it costs to attend the fair and charged new parking fees to pay for the new **3 MILLION DOLLAR - 10 MINUTE MOVIE**.
- Food prices increased during the fair to pay for the **3 MILLION DOLLAR - 10 MINUTE MOVIE**. **How much more do we need to pay for a corn dog?**
- **BROKE THE LAW** – Steve Beazley violated the California Fair Political Practices Commission law by accepting a first class airline ticket on a trip with the fairgrounds multi-million dollar tenant – (swapmeet owner – Jeff Teller) - while in negotiations for an extension of their contract and a reduction of more than 25% (**OVER 1 MILLION DOLLARS LESS PER YEAR**) of the rent they pay the State of California. **WAS LOBSTER SERVED IN THE FIRST CLASS CABIN AS THE NEGOTIATIONS TOOK PLACE BETWEEN BEAZLEY AND TELLER?**
- **BROKE THE LAW** – Violated California public contracting laws requiring a competitive bid process for contracts. **MUST HAVE BEEN GOOD LOBSTER!**
- Eliminated 75% of the public meetings held monthly open to the community. **PERFECT WAY TO HIDE HOW THEY SPEND OUR MONEY WITHOUT PUBLIC OVERSIGHT!**
- Plan to eliminate one of the last available equestrian center's in Orange County from the fairgrounds to replace with a parking lot. **THEY NEEDS THE MONEY THAT WOULD COME FROM THE ADDITIONAL PARKING FEES TO PAY FOR THE 3 MILLION DOLLAR - 10 MINUTE MOVIE**

Impacts of these actions:

- Reckless spending of our money while other public agencies such as schools are faced with laying off our kids teachers
- County fair traditions are being eliminated in favor of becoming another commercialized amusement park

- Trust in our fair is lost – First the board of directors and now the new CEO they hired... **WHEN DOES THE CORRUPTION STOP?**
- Loss of much needed community space for equestrian and agricultural activities.
- Fairgrounds property may be sold and turned into another strip mall or homes
- **OUR MONEY** now goes towards the production of movies – **DISGUSTING!!!**
WHY IS OUR MONEY BEING WASTED ON MAKING MOVIES???
- Public servants of the fair are running our fairgrounds as their personal country club instead of for the good of us tax payers that own it – **UNACCEPTABLE!!!**
- According to recent financial documents, the fairgrounds have gone from a strong financial position of over 20 million dollars in reserves to close to nothing in reserves in less than 7 months! **HOW WAS THIS ALLOWED? COULD THE FAIRGROUNDS NEED TO DECLARE BANKRUPTCY? WILL THERE NEED TO BE ANOTHER BAILOUT BY US TAXPAYERS?**

What can we do to save our county fairgrounds?

- Contact your state, county and city public officials to demand change, accountability and transparency.
- Contact the board of directors of the fairgrounds to hold them accountable.

Julie Vandermost	David Ellis
Dale Dykema	Mary Young
Kristina Dodge	David Padilla
Gary Hayakawa	Joyce Tucker

- Contact the fairgrounds to let them know your concerns

Save our county fair from being the next institution to fall to corruption and financial ruin – Act now before it is too late!

From: Bianca Kulback
Sent: Fri 7/3/2009 7:06 PM
To: * Civil Service Full Time
Cc: Bob Mosley
Subject: Acknowledgement Page

Apparently there are civil service employees who are not comfortable signing the Acknowledgment Page because they feel the "At Will" statement violates their civil service rights. I can assure you that this was not our intention because I was solely responsible for drafting this document. The intent was to state that OCFEC policies do not, in any way, imply or promise continued employment with OCFEC.

The concerns surrounding the statement have taken away from the main purpose of the document, which is to have employees acknowledge that they are responsible for knowing and complying with OCFEC policies. For this reason, I have removed the statement entirely.

I am requesting that all employees sign the attached revised document and submit it to HR by Friday July 10th. Employees may pick up previous versions of the document that they have signed in HR sometime before Friday July 10th. After that, I will personally shred any previous versions that are left in HR, to eliminate any confusion.

I again ask that if anyone has issues of concern with the document, please come and see me. I am more than willing to address issues that concern employees before they escalate, but I can not correct a problem if I am not aware of it. I have been informed that some employees do not come forward because they fear retaliation for whatever reason. OCFEC maintains a zero policy on retaliation and I will personally investigate any reported cases that are brought to my attention.

I apologize for the confusion that this has caused and hope this will be the final version.

Thank you,

Bianca Kulback
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From: Bob Mosley
Sent: Friday, July 17, 2009 4:31 PM
To: *All OCF Onsite Users
Subject: Sale of Fairgrounds & Fourth Furlough Day

All SEIU & Maintenance Union Employees,

Just to keep you updated on two important issues for each of us working for the 32nd District Agricultural Association (OCFEC) I am working on the following: 1) Sale of the Fairgrounds: I am currently working with both Unions to insure if the Fairgrounds is sold to either a non-profit or profit organization the sale would be contingent upon insuring that each employee, Line or Management, be guaranteed their Civil Service Rights, PERS retirement and other benefits.

2) The Governor is purposing a fourth furlough day and both Unions are adamantly apposed to adding another furlough day. I am meeting with the District Labor Council this Tuesday night to discuss both issues.

Please make this email available to each Union employee.
Thanks, Bob

Bob Mosley
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