

Good Afternoon...

My name is Elaine Lincoln and I was an employee of the Airport Dining and Retail team from January of 2001 until August 28, 2015. I have an excellent performance record and was considered by most to be the resident expert and historian when it came to the past, present and future Sea-Tac Airport Dining and Retail Program.

My job was to create successful business partnerships, protect the interests of the public when administering the program and to increase the non-airline revenue. I loved my job. I loved the people I worked with. And I loved the tenants that I served. I took ownership in my work and showed a true commitment to the organization, the tenants and the citizens of King County.

However, my outstanding performance and commitment were not enough. In 2012, the Port of Seattle Commissioners instructed staff to provide non-competitive leases to certain ACDBE tenants who vocalized their discontent with the Port over their current lease and locations while all of their claims were unfounded on the facts.

Even though the Commissioners were told that the FAA guidelines did not allow this and received formal notification, they still pressured to get the leases done. Over the following three years, the pressure from the Commission, the ACDBE tenants and their supporters escalated to a point where my integrity and professionalism was questioned over and over again and I still refused, consistently and vocally, to break the law.

Throughout this time, I always believed that the system would work. I believed that when I used the options made available to me like the Port Ethics Hot Line, notifying Executive Leadership and HR, the right thing would be done. And specifically, that the responsible parties would be held accountable for their actions. Instead, I was fired because of emails deemed inappropriate. The system failed me and it failed the public that voted for each of you. My only other option was to file a whistleblower complaint, which I have now done.

It was hard to be questioned and personally attacked. I admit that I sometimes failed to keep my frustrations in check. But, I was an excellent employee who brought in millions of dollars to this airport. I could not be involved in extending a gift of public funds worth more than \$8 million to political allies of certain key Commissioners. I should not have been fired for following the law and I am requesting my job back.