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July 14, 2026

Rio Risbridger, Finance Director
Leelanau County
8527 E. Government Center Drive
Suttons Bay, MI 49682

Sent via Email

Re: Notice of Completion of Investigation Regarding Whistleblowers' Protection Act
Complaint and Related Workplace Governance Concerns

Dear Ms. Risbridger:

I am writing in response to your written complaint invoking the Michigan Whistleblowers' Protection Act to the Leelanau County Board of Commissioners, in which you raised concerns regarding wage payment procedures, benefit deductions, delinquent invoices, credit-card controls, contract issues, and issues relating to the termination of the former Finance Director and the absence of an adequate transition plan. The County takes concerns of this nature seriously, and your complaint was referred to this Office for review on behalf of the County.

The review is now complete, and the principal conclusions were presented to the Leelanau County Board of Commissioners on July 9, 2026. This correspondence provides notice of the completion of the County's review and its principal conclusions regarding the concerns raised.

Based on the information gathered, the review concluded that certain concerns raised in your complaint included protected activity under the Michigan Whistleblowers' Protection Act ("WPA"), MCL 15.361 *et seq.* In particular, the review identified concerns relating to potential compliance with the Michigan Wage and Fringe Benefits Act, MCL 408.471 *et seq.*, including concerns regarding final paycheck and wage deduction practices.

The information gathered supported certain of the concerns described. Separately, the review identified additional operational, communication, governance, and employee relations concerns. Those concerns, while not necessarily constituting violations of law, rule, or regulation under the WPA, may present risk to the County and have been documented for the Board's consideration. The County understands that certain identified concerns were promptly addressed, which mitigated potential risk to the County.

The County also prohibits retaliation against any individual, including current or former employees, for reporting concerns, participating in an investigation, or otherwise engaging in protected activity.

The County will continue to evaluate appropriate follow-up measures arising from the review, including any operational or governance related matters identified for the Board's consideration. This correspondence is not intended to alter the County's prior employment decisions or expand the scope of the conclusions stated above.

This correspondence is intended to provide notice of the completion of the County's review and its principal conclusions. Please contact me if you have any questions.

Sincerely,

COHL, STOKER & TOSKEY, P.C.

/s/ Sarah K. Osburn

SKO/gmk

cc: Steve Yoder, Board Chair
Jennifer Kain, Human Resources Manager