

CLERK OF THE COURT
CHRISTY TRAMMEL
P.O. BOX 229
MARLIN, TEXAS 76661

ATTORNEY FOR PLAINTIFF OR PLAINTIFF
C. MARK STRATTON
Attorney at Law
Austin TX 78701

THE STATE OF TEXAS

NOTICE TO DEFENDANT:

YOU HAVE BEEN SUED. YOU MAY EMPLOY AN ATTORNEY. IF YOU OR YOUR ATTORNEY DO NOT FILE A WRITTEN ANSWER WITH THE CLERK WHO ISSUED THIS CITATION BY 10:00 A.M. ON THE MONDAY NEXT FOLLOWING THE EXPIRATION OF TWENTY DAYS AFTER YOU WERE SERVED THIS CITATION AND PETITION, A DEFAULT JUDGMENT MAY BE TAKEN AGAINST YOU.

TO: PAMPLIN, TRENT
1084 STATE HWY 6
REAGAN, TX 76680

DEFENDANT - GREETING:

You are hereby commanded to appear by filing a written answer to the Plaintiff's **ORIGINAL** petition at or before ten o'clock a.m. of the Monday next after the expiration of twenty days after the date of service of this citation before the Honorable District Court of Falls County, Texas at the Courthouse of said County in Marlin, Texas.

Said O R I G I N A L petition
was filed in said court, on the 17th day of April A.D., 2012 in
this cause, numbered CV38182 on the docket of said court & styled:

RICHARD M SCAMAN

VS

LARRY PAMPLIN

The nature of this demand is fully shown by a true and correct copy of the petition, accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and mandates thereof, and make due return as the law directs.

Issued and given under my hand and seal of said court at Marlin,
Texas, this the 17th day of April A.D., 2012 .

CHRISTY TRAMMEL, Clerk
82ND DISTRICT COURT
FALLS COUNTY, TEXAS

BY

, Deputy

OFFICER'S RETURN

CV38182
82ND JUDICIAL DISTRICT COURT
FALLS COUNTY

Came to hand the 17th day of April, 2012, at 12:30 o'clock Pm.,
and executed on the 18th day of April, 2012, at 11:30 o'clock Am.,
at Texas Pumps & Regs in Falls County
by delivering to each of the within-named defendant(s)
in person, a true copy of this Citation, having first endorsed thereon the
date of delivery, together with the accompanying times and places to-wit.

Name	Day/Month/Year	Hour/Minute	To Address Served
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Not executed for the following reasons:

Information received as to the whereabouts of the said defendant(s):

LARRY PAMPLIN : TRENT PAMPLIN :

ALAN RAY STEEN : being _____

I am a disinterested person competent to make oath of the fact.

I actually and necessarily traveled _____ miles in the service of this
Writ in addition to any other mileage I may have traveled in the service
of other process in the same case during the same trip.

FEES: Serving _____ \$ _____
Mileage _____ miles \$ _____
Total \$ _____

Subscribed and sworn to _____ before me, the undersigned
authority, this the _____ day of _____, 20____, at _____ o'clock ____m.

Sheriff
County,
State of _____
By _____, Deputy

COMPLETE IF YOU ARE A PERSON OTHER THAN A SHERIFF, CONSTABLE OR CLERK OF THE COURT.

In accordance with Rule 107: The officer or authorized person who serves, or attempts to serve, a citation shall sign the return. The return must either be verified or be signed under penalty of perjury. A return signed under penalty of perjury must contain the statement below in substantially the following form:

My name is _____, my date of birth is _____
First, Middle, Last
and my address is _____
Street, City, State, Zip

I DECLARE UNDER PENALTY OF PERJURY THAT THE FOREGOING IS TRUE AND CORRECT.
Executed in _____ County, State of _____, on the _____
day of _____.

Declarant/Authorized Process Server
(Id# & expiration of certification)

CAUSE NO. 38182

RICHARD M. SCAMAN
Plaintiff,

vs.

LARRY PAMPLIN, TRENT PAMPLIN
AND ALAN RAY STEEN,
Defendants,

§
§
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§
§
§
§

IN DISTRICT COURT OF

FALLS COUNTY, TEXAS

82nd JUDICIAL DISTRICT

PLAINTIFF'S ORIGINAL PETITION

TO THE HONORABLE JUDGE OF SAID COURT:

Richard M. Scaman, Plaintiff, and files this it's Original Petition, complaining of Larry Pamplin, Trent Pamplin and Alan Ray Steen, Defendants herein, and for cause of action respectfully shows the court the following:

A. PARTIES & DISCOVERY

1. Plaintiff, Richard M. Scaman ("Scaman"), alleges that pursuant to Rule 190 of the TEXAS RULES OF CIVIL PROCEDURE, discovery in this cause of action should properly be conducted under a Level 2 Discovery Control Plan.

2. Plaintiff, Richard M. Scaman, is an individual who resides in Falls County, Texas and whose social security number ends in 0157.

3. Defendant, Larry Pamplin, is an individual and resident of Falls County, Texas, and may be served with citation at his place of residence located at 1403 Lorene Lane, Marlin, Texas 76661.

4. Defendant, Trent Pamplin, is an individual and resident of Falls County, Texas, and may be served with citation at his place of residence located at 1084 State Highway 6 South, Reagan, Texas 76680.

FILED
At 9:25 o'clock A M

APR 17 2012

CHRISTY TRAMMEL, DISTRICT CLERK
FALLS COUNTY, TEXAS
BY [Signature] DEPUTY

5. Defendant, Alan Ray Steen, ("Steen") is an individual who resides in Williamson County, Texas and may be served with citation at his place of residence 350 County Road 167, Georgetown, Texas 78626-2268.

B. VENUE & JURISDICTION

1. This Court has personal jurisdiction over the Defendants because they are residents of Falls County, Texas, or Travis County, Texas and all or a substantial part of the events that give rise to this litigation occurred in Falls County, Texas. The Court has subject matter jurisdiction over this controversy because the damages sought by Plaintiff are within the jurisdictional limits of the Court.

2. Venue is proper in Falls County, Texas pursuant to Chapter 15 of the TEXAS CIVIL PRACTICE AND REMEDIES CODE because all or a substantial part of the events and omissions giving rise to this claim occurred in Falls County, Texas.

C. BACKGROUND OF THE PARTIES

1. Richard M. Scaman.

Scaman studied Criminal Justice at Columbia College in Ft. Worth. He holds a Master Peace Officer's License from the Texas Commission on Law Enforcement Officer Standards and Education. Scaman has been employed with the Texas Alcoholic Beverage Commission ("TABC") since 2005. Not only was he an employee, he was an employee whose accomplishments were recognized by the TABC on a number of occasions. For instance, in 2008 he was nominated and awarded the Allan Shiver Award for Excellence. According to the Agency, this award is given to four TABC employees per year and recognizes "outstanding performance and accomplishment of agency employees." In 2008 the commission "accepted nominations in four categories using the agency's four cornerstones. The cornerstones are Courtesy, Service, Integrity and Accountability." Scaman was awarded the 2008 award for **Integrity**. (Exhibit "1") In fact the award brochure provided at the award ceremony noted that

Scaman "demonstrates integrity in both his professional and personal life." (Exhibit "1") Steen himself made the announcement in a July 27, 2009 email that was sent to all employees of the TABC. (Exhibit "2") Scaman was also recognized for his work in the community. He regularly made presentations to children in his area on the dangers of underage drinking and its consequences. (Exhibit "3") When disaster struck Scaman was there to assist in any way possible for those who had their lives disrupted. (Exhibit "4") In fact, he was appointed to the TABC Special Response Team after being nominated by his supervisor and confirmed by his Captain. He was praised by his supervisor for making "our office run at its best." (Exhibit "5") As late as August 19, 2011, his supervisor wrote, "I appreciate the fact that you stepped up to the plate and become [sic] an invaluable part of the southwestern area of our team." (Exhibit "6") He received a confidential survey response from a Licensee who wrote, "our agent, Ricky Scaman, is very responsive and conscientious. He explains the regs & follows up to ensure we have the info we need." (Exhibit "7") Because of this survey response, Scaman received a personal note from Rod Veneer, the Assistant Chief of Enforcement, telling him "I think this says a lot about you & how you conduct your business every day! Thanks Rod." (Exhibit "8") Scaman was a breath of fresh air given the current reputation of the TABC and the Public Relations nightmares the agency has had in recent years. Even the Defendant, Steen, recognized Ricky's accomplishments and made it a point to send him a personal note on his birthday every August the latest being in August 2011. (Exhibit "9") In his latest Personnel Evaluation Form he was given high marks by his supervisor. (Exhibit "10") Those high marks include several areas such as record keeping, where his supervisor described his reports as "detailed and accurate." (Exhibit "10") This section went further to state that during check rides Scaman has demonstrated that he understands the Agency's mission, vision, principles, cornerstones, and philosophies. (Exhibit "10") Finally this Personnel Evaluation mentions Agent Scaman's involvement in the deportation of an illegal alien, Surjit "Gill" Singh, who was suspected of being involved in a foreign money laundering

scheme in Falls County, Texas. This was cited as demonstrating "the cooperative effort that Agent Scaman implements in working with various other agencies." (Exhibit "10") Scaman was up until September 2011 a model TABC officer who had aspirations of running for Sheriff of Falls County, Texas in the November, 2012 elections.

2. Larry Pamplin

Larry Pamplin is a former Falls County Sheriff who stood before the 33rd Judicial District Court in Burnet County on February 13, 1998 and stated in open court that he was not contesting the 3rd Degree Felony charges the State of Texas had brought against him. This crime involved alleged pocketing of over \$23,574 in fake expenses. Pamplin was given deferred adjudication and ordered to pay \$15,000 in restitution, surrender his certification as a peace officer and never attempt to hold any public office in Falls County, Texas. (Exhibit "11") The court specifically stated that it had heard all the evidence and "finds that the evidence substantiates the Defendant's guilt." (Exhibit "11") A man who had used his badge and position to finger print thousands of people in his twenty year tenure as Sheriff of Falls County himself placed his fingerprint and signature on the judgment containing this language. (Exhibit "11")

3. Trent Pamplin

Trent Pamplin is the brother of Larry Pamplin who has been arrested convicted of Driving While Intoxicated. Because of this he had to give up his Peace Officers' License for ten years. He and Larry are the sons of the former Sheriff of Falls County, Texas, Brady Pamplin. Trent thought about running for Sheriff himself in 2012 but realized that he had no support for this position. Trent Pamplin previously worked with Defendant, Steen when Steen was the administrator of the Texas Youth Commission lockup in Falls County, Texas. According to Steen, Trent Pamplin was fired from that position for sleeping on the job.

4. Alan Steen

Alan Ray Steen has been the Administrator at the TABC since 2003. He owns property in Falls County, Texas. He is the auctioneer at the Falls County Youth Fair yearly. During his years as an auctioneer he has sold livestock belonging to the Pamplin's children and grandchildren. According to him "he has dealt with the Pamplins for many years." During his tenure at the TABC, the TABC has been involved in a number of scandals including car chases, alleged rapes of minors, shootings, violent bar raids and at least one sexual harassment lawsuit. In 2005, with Steen at the helm of the TABC, the Sunset Advisory Commission issued a sharply worded report on the TABC's failure to keep up with the times. The Sunset board concluded that TABC "does not manage its enforcement activities to best protect the public safety," and TABC "does not prioritize its enforcement activities to focus on the most serious public safety issues." One policy initiated under Steen's direction was the SIPS program. It resulted in a woman being arrested for public intoxication in a bar at the hotel where she was staying. Steen admitted SIPS was a failure stating the enforcement division was "doing the same thing in the same old way." Steen himself was the subject of a February 8, 2010 Williamson County, Texas Sheriff's report. According to the report, Irvin King, a repairman who Steen had called out to work on his parents' motor home, told the deputy Steen said "he was going to kick his ass if he did not take his service contract and leave." According to the report this dispute arose because the repairman wanted to be paid for the work he had undertaken. Most recently, on March 27, 2012 the TABC had a meeting of the commission. One item on the agenda was an Executive Session wherein the performance of the Administrator was to be discussed. Within two weeks of that meeting, Steen announced his resignation effective June 1, 2012.

C. The Current Dispute Between the Parties

1. As the evidence attached reflects, Scaman was until late September 2011 a valued and decorated employee of the TABC. On September 19, 2011, Steen came to the Waco office

of TABC and met with Scaman's supervisor. Scaman was then summoned to meet Steen in Marlin later that afternoon. Scaman drove his TABC vehicle at the direction of Steen to Marlin where he was ordered to get into Steen's TABC vehicle. Steen then drove the two around Falls County, Texas for several hours. The ride included a trip over to Steen's property there in Falls County and eventually ended back where they had started. At the beginning of this drive, Steen presented Scaman with an unsigned list of ridiculous and far-fetched allegations against Scaman. Steen told Scaman that this list had been given to Steen personally by Larry Pamplin. As it was unsigned it is not even to be considered a complaint pursuant to Tex. Gov. Code § 614.022. Steen told Scaman that he did not want the TABC involved in this type of political mud-slinging and that Scaman should not run for Sheriff of Falls County, Texas. Scaman was adamant that this was his dream and stated respectfully he was going to run for Sheriff. The meeting ended with Steen telling Scaman that his decision to run for Sheriff could have a direct effect on his family. It should be noted that Steen's use of his State issued vehicle to go look at his property is a violation of TABC policy that can result in termination.

2. Scaman left that meeting with an ominous feeling. Was he being threatened for invoking his First Amendment Constitutional right to seek public office? Surely not! It seemed odd to him that a non-supervisory agent would have been summoned to meet personally with Steen the Administrator of the TABC. Steen later verified this meeting in a recorded telephone conversation and a recorded conference that was held at TABC headquarters in Steen's office. Based upon what next occurred it was apparent that Steen is involving the TABC in a political controversy. By doing so Steen has violated Section 39.03 of the Texas Penal Code.

3. Scaman learned the next day that he was going to be punished for running for Sheriff of Falls County. On September 20, 2011 Sergeant Kuykendoll, Scaman's supervisor, informed him that he had received word from Headquarters that he could no longer be employed by the Falls County Sheriff's Office as a Deputy Sheriff because his Off-Duty Employment

request previously approved had not been approved. This seemed odd to Scaman. When he asked for an explanation, he was given no explanation. This made no sense to Scaman as he had been working there for quite some time. Rather than being disruptive, Scaman put in another Off Duty Employment request for Lorena Police Department. (Exhibit "12") Scaman's request was left pending for over six months with no action. The TABC, at Steen's direction, failed to follow its own policies when dealing with the revocation of the Off Duty Employment request for Falls County Sheriff's office and the non-approval of the Off Duty Employment request for Lorena Police Department. (Exhibit "13")

4. Steen's injurious activity and attempts to thwart Scaman's run for Sheriff did not stop there. On October 21, 2011, Scaman's supervisor, Victor Kuykendoll, called Scaman into his office. Kuykendoll alleged that Scaman had submitted DAR reports that were incorrect and that he had not undertaken several inspections he set forth on his DAR reports for September 2, 2011. Scaman explained that he had in fact done the inspections but that he needed to see the documentation of those inspections, his notes and other documentation, prior to responding to the allegation as he had handled over 160 complaints and inspections since that DAR was completed. Rather than allow him to look at his notes and the inspection reports, Kuykendoll explained that Major Robert Cloud and Lieutenant Gene Anderson were there to terminate Scaman.

5. Sure enough, Major Cloud and Lieutenant Anderson were there. Cloud exclaimed, "I am not leaving here today unless you resign or are terminated." This is in total disregard of the Policies, Procedures and Forms governing Employee Miconduct, Complaints & Investigations, Policy Number HR-3.06 that was in effect on the date of this meeting. (Exhibit "14") According to this policy, if an employee is accused of misconduct it should be resolved through an administrative inquiry or formal investigation. (page 1, Exhibit "14") In addition, it is

totally out of compliance with the way that Disciplinary actions are to be handled. (Exhibit "15")

In fact, the TABC policy provides as follows:

TABC:

considers employee discipline a serious action to be undertaken with care, objectivity and full consideration for the rights and interest of the employee and the agency.

administers disciplinary action judiciously to ensure equitable and consistent treatment of all employees

supports a fair, consistent and impartial system of discipline that establishes a set of penalties up to and including termination.

determines the level of discipline on a case-by-case basis that takes into consideration the seriousness of the offense, past conduct, previous disciplinary action for similar offenses, and recurrence of offenses.

(page 1, Exhibit "15")

Contrary to following TABC's policies and procedures, Cloud, without even asking Scaman for an explanation of a simple record keeping item, threatened Scaman with termination in an attempt to get Scaman to resign. When Scaman refused to resign, Cloud told him he was suspended and had Scaman's supervisor begin collecting and inventorying TABC property in Scaman's possession. Then after driving Scaman to his home to get his personal car and other TABC property, Scaman was advised that "a terrible mistake had been made and he was not suspended." One must ask, why was TABC attempting to terminate Scaman at this time? He had been a model employee whose supervisor had said his record keeping was "detailed and accurate." Even Scaman's ex-supervisor Tom Dickson believes the DAR system is difficult to operate. He believes that "there was confusion" on how to allocate time under the DAR System, and the method on how to allocate time was constantly changing. (Exhibit "16") Even after the Cloud encounter, Victor Kuykendoll, Scaman's supervisor, sent an email telling people "do not show daily driving as a "Field Selected/Exterior Surveillance. Divide your drive time between the locations to the actual tasks that caused them." (Exhibit "16") There is only one possible

answer. Because he had disobeyed Steen's request that he not run for Sheriff, he was being targeted for termination in violation of his First Amendment Rights.

6. After realizing that their intimidation tactics would not force Scaman to resign, the management at TABC at the direction of Steen undertook to terminate Scaman under the guise of legitimacy. First they filed a formal complaint against him that included the following items:

for failing to fill out his DAR properly;

for wearing his personal handgun instead of his state issued handgun when the inventory was conducted after he was threatened with termination.

for allegedly lying to his supervisor when initially confronted about the DAR

Scaman responded to each of the allegation and explained that he had been told this was the way to fill out the DAR, that he did have his personal had gun on because he had ordered a holster for the state issued hand gun and that he did not lie to his supervisor. He provided a letter from his prior supervisor confirming this DAR issue was confusing and ever changing. He provided the email from Kuykendoll clarifying how to fill out the DAR. He provided a receipt for his order of his new holster for his state issued hand gun. He denied that he lied to his supervisor. One must ask how Scaman could have lied about the DAR when he was not even given a chance to investigate the allegation before being threatened with termination. Even taking these allegations as true, which they are not, these violations would not rise to the level of termination given Scaman's service to the TABC. Clearly other agents improperly filled out their DAR and received only an email as discipline. Why was Scaman being threatened with termination without even being given a chance to explain? What was TABC to do to terminate Scaman for these minor, trumped up infractions? No. They had to find another reason so they went searching.

7. One of the accounts that Scaman had been assigned to in Waco was a bar called "Two Minnies." This is a licensed establishment that is also a topless bar although the dancers wear "pasties" Tom Dickson had assigned this bar to Scaman because the TABC had changed the way it wanted to obtain compliance by establishments. Rather than threaten them with legal action, the TABC wanted to obtain voluntary compliance through education. Scaman had a knack of dealing with troubled locations. One day, upon entering the establishment, he was grabbed by a visiting performer and his picture was taken by the manager. The performer had pasties and the bar was in compliance with TABC regulations. Rather than object to the photograph, in an effort to work with rather than alienate the establishment, Scaman simply took control of the Polaroid photograph. Upon his return to the Waco office the photograph was turned over to his supervisor. He was told at this time not to let this happen again and that was the end of this inquiry. This all occurred in 2008 the year Scaman received the previously mentioned award for integrity.

8. Under TABC disciplinary guidelines this should have been the end of this inquiry. However, when Steen and the TABC personnel under Steen realized that Scaman would not resign under pressure a directive was sent out to all agents who had worked with Scaman. One of the agents remembered the photo and that another agent had used his cell phone to take a picture of the Polaroid. Cloud on Steen's direction ordered the agent to produce the photo if it could be located. Unless you know the people in the photograph as produced they are unrecognizable. (Exhibit "18") Steen and the TABC used this photo as the final excuse to terminate Scaman and did so on March 15, 2012. In reality, Scaman was terminated because he wanted to pursue his lifelong dream of being Sheriff of Falls County.

9. During the disciplinary process, Larry and Trent Pamplin, began telling people in Falls County, items that could only have been known if there was a leak at the TABC. For instance, the week before the final disciplinary disposition of the TABC complaints were

completed, Larry or Trent Pamplin told Michael Baker that "something bad was going to happen to Scaman this week." Amazingly the Pamplins were correct. TABC terminated Scaman that week. Shortly after this termination, Trent Pamplin began telling people at the Post office and at a local salon that "he and Larry had Scaman terminated at the TABC." Either Pamplin was lying about this or he and Steen were conspiring together to impede Scaman's First Amendment Right to seek public office and to tortiously interfere with his business relationship with the TABC. Based upon all of the evidence attached, the later appears to be more accurate.

D. CAUSES OF ACTION

1. Based on the foregoing, Plaintiff brings this suit against the Defendants in their individual capacity on the following grounds:

2. **Tortious Interference with Scaman's right to seek elected office under the 1st Amendment of the United States Constitution.** Under the U.S. Constitution Scaman has a right to seek elected office. Steen and the Pamplins conspired together to prevent Scaman from running for Sheriff of Falls County, Texas. Steen and the Pamplins used Steen's position as Administrator at the TABC to retaliate against Scaman for running for Falls County Sheriff. They did this by bringing false and overblown disciplinary charges against Scaman after he disregarded Steen's warnings about running for Sheriff. As a result of this Scaman has suffered damages in excess of the minimum jurisdictional limits of this court.

3. **Tortious Interference with Scaman's business relations.** Scaman and the TABC had a business relationship as did Scaman and the Falls County Sheriff's Department. Scaman also had a prospective business relationship with the Lorena Police Department. Steen and the Pamplins tortiously interfered with these business relationships or prospective business relationships. As a result of this Scaman has suffered damages in excess of the minimum jurisdictional limits of this court.

4. **Slander and Libel.** The Pamplins and Steen published information about Scaman that they knew to be false and was slanderous and libelous per se. Scaman has been damaged as a result of these false statements and publications.

WHEREFORE, PREMISES CONSIDERED, Plaintiff, RICHARD M. SCAMAN requests that Defendants, Alan Ray Steen, Larry Pamplin and Trent Pamplin, be cited to appear and answer and that on final hearing hereof the Court enter judgment in favor of Plaintiff and against Defendants, as follows:

1. Judgment against Defendants in an amount to be determined by the jury;
2. Pre-judgment interest at the highest rate allowed by law;
3. Post-judgment interest at the highest rate allowed by law;
4. Costs of court; and
5. All such other and further relief to which Plaintiff may be justly entitled.

Respectfully submitted,

SHANNON, GRACEY, RATLIFF & MILLER, L.L.P.

BY:



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ATTORNEYS FOR THE PLAINTIFF
RICHARD M. SCAMAN

C:\DOCUMENTS AND SETTINGS\STRATM\My Documents\RICKY SCAMAN\PETITION.DOC

Attachments can contain viruses that may harm your computer. Attachments may not display correctly.

Richard Scaman

From: Kimberly Vela
To: Victor Kuykendoll; Richard Scaman
Cc:
Subject: Employee of the Year
Attachments:  [Emp Year.docx\(22KB\)](#)

Sent: Fri 7/24/2009 2:14 PM

Kimberly Vela

Administrative Assistant I

Texas Alcoholic Beverage Commission

Waco District Office

(254) 776-7626 office

(254) 776-7628 fax

EXHIBIT

tabbles

1



The employee of the year program began in 1995 under the leadership of Allan Shivers, Jr. After Mr. Shivers retired from the Commission, TABC's governing board renamed the annual awards program in his honor in February 2003. The Allan Shiver's Award for Excellence recognizes the outstanding performance and accomplishments of agency employees. This year, the Commission accepted nominations in four categories using the agency's four cornerstones. The cornerstones are Courtesy, Service, Integrity and Accountability. We received numerous nominations. The 38 employees that were nominated are listed in the program.

The 2008 winner of the award for **Integrity** is:

Richard Scaman

Richard began his employment with TABC as an agent trainee in October 2005 in Waco. Richard has a Bachelor's degree in Criminal Justice from Columbia College in Fort Worth. Prior to joining TABC, Richard was employed as the Chief Deputy Sheriff by the Falls County Sheriff's Office.

Richard was nominated for Integrity because of his honesty and because he does not succumb to negative pressure or influence. Agent Scaman is never dishonest even if it has a negative impact on him. He has the ability to look at the big picture when confronting issues. He also has the ability to separate his personal feelings from his work and affords everyone the same level of consideration from beginning to end. Even when agent Scaman has a history with someone or knows someone's history, he gives them a chance to prove that they should not be judged on their past. Agent Scaman doesn't get caught up in the emotional aspects of law enforcement and abides by a principle that "you don't arrest anyone while you're angry." Agent Scaman demonstrates integrity in both his professional and personal life. He doesn't do something because he has the right to do so, he does what is right.

Richard Scaman

From: Renee Johnston on behalf of Alan Steen
To: employees
Cc:
Subject: Allan Shivers, Jr. Awards for Excellence in Public Service
Attachments:

Sent: Mon 7/27/2009 3:34 PM

The Allan Shivers 2008 employee of the year awards were announced at the Administrator's Conference. Our award winners are:

Award for Service: Jason Cannaday
 Award for Courtesy: Linda McLeod
 Award for Accountability: Sergeant Steven Carnes
 Award for Integrity: Richard Scaman

Please join me in congratulating our winners. Below is the background of the awards program and information on the award winners.

The employee of the year program began in 1995 under the leadership of Allan Shivers, Jr. After Mr. Shivers retired from the Commission, TABC's governing board renamed the annual awards program in his honor in February 2003. The Allan Shiver's Award for Excellence recognizes the outstanding performance and accomplishments of agency employees. This year, the Commission accepted nominations in four categories using the agency's four cornerstones. The cornerstones are Courtesy, Service, Integrity and Accountability. Each winner received 24 hours of administrative leave, a star plaque, and a \$100 gift card. A total of 38 nominations were received.

Jason Cannaday - Award for Service

Jason Cannaday began his career with TABC in March 2008 as a Network Specialist in the Information Resources Division. He received a Bachelor's degree in Mathematics (Computations) from the University of Texas at Austin. Prior to being employed at TABC, Jason performed technical support and systems administration in the private sector.

Jason was nominated in the category of service because he has gained a reputation throughout the agency as a person who can be counted on to provide an answer or solve a problem in the role of IT support. He has been involved in upgrading and applying software as well as testing the network. Jason's customers continually give feedback on how he provided "the fix" and or made the suggestion that helped them move forward with their duties, thereby providing an invaluable service to the agency.

EXHIBIT

2

Linda McLeod - Award for Courtesy

Linda McLeod began her career with TABC in September 2006 as the agency's Benefit Coordinator in the Human Resources Division. Linda received a Bachelor of Science degree in Management/Human Resources from Park University in Austin, Texas. She is certified as a Senior Professional in Human Resources (SPHR). Prior to TABC, Linda was employed by Texas Medical Foundation as the Human Resources Director. She is married to Grey McLeod and together they have 3 sons and 1 grandson.

Linda was nominated in the category of Courtesy because no matter the day or the situation, Linda remains calm and positive. As Benefits Coordinator, she often receives phone calls from frustrated employees seeking assistance in navigating processes relating to family medical leave, worker's compensation and benefits administration. She always exhibits consideration and patience in dealing with agency employees. She is a top-notch communicator, resourceful and mindful of the way she conveys information. When she interacts with employees, she presents herself in a courteous, ethical and professional manner.

Sergeant Steven Carnes - Award for Accountability

Steve began his career with TABC in February 2002 as an agent trainee in the Houston District Office. As an agent, he transferred and served in the Lubbock District Office and the San Angelo Outpost. He was promoted to a Sergeant in Abilene in March 2008. Steve is currently stationed in the Abilene District Office where he supervises the district including San Angelo. Prior to joining TABC, Steve was employed by the Bastrop Police Department as a Sergeant. He is certified as an Advanced Peace Officer by the Texas Commission on Law Enforcement Officer Standards and Education. He is married to Jodi Carnes and has one 7-year-old son, Bradley.

Steve was nominated for Accountability because he initiated a program working with the Goodfellow Air Force Base in San Angelo and local bar owners to reduce underage drinking and over-consumption of alcohol by military personnel. The program includes educating every new airman that is assigned to Good Fellow Air Force Base on the state alcoholic beverage laws. The alcohol related incidents around the base were reduced by 50% the first year and is currently at an all time low.

Steve has been instrumental in rebuilding and fostering a spirit of cooperation between TABC San Angelo outpost and local law enforcement agencies. Building personal relationships with community leaders and law enforcement officials has greatly enhanced TABC's ability to enforce the Texas Alcoholic Beverage Code with specific improvement in identifying public safety violations or bad operations.

Richard Scaman - Award for Integrity

Richard began his employment with TABC as an agent trainee in October 2005 in Waco.

He is 7 hours away from a Bachelor's Degree in Criminal Justice from Columbia College in Fort Worth. Prior to joining TABC, Richard was employed as the Chief Deputy Sheriff by the Falls County Sheriff's Office. He is a lifelong resident of Falls County and began his career in the criminal justice field in 1996 as a jailer at the Falls County Sheriff's Office. Richard is married to Linda, and they have four children: step-son Justin, who is studying at the University of Texas to become a doctor, step-son Stephen who attends Blinn College in Bryan, 13-year-old daughter Kayla, and 6-year-old son Daniel. In his spare time, Richard enjoys spending time with his family.

Richard was nominated for Integrity because of his honesty and because he does not succumb to negative pressure or influence. He is never dishonest, even if it has a negative impact on him. He has the ability to look at the big picture when confronting issues. He also has the ability to separate his personal feelings from his work and affords everyone the same level of consideration from beginning to end. Richard doesn't get caught up in the emotional aspects of law enforcement and abides by a principle that "you don't arrest anyone while you're angry." Richard demonstrates integrity in both his professional and personal life. He doesn't do something because he has the right to do so, he does what is right.



2006 Progressive Agriculture Safety Day



Kim Miles ▶ 420 North 6th Street, Waco, TX. 76701 ▶ 254-757-5180 ▶ kamiles@ag.tamu.edu

May 8, 2006

Texas Alcoholic Beverage Commission
Agent Ricky Scaman
6001 West Waco Drive, Suite 8
Waco, TX. 76710

Dear Agent Scaman:

Wednesday, May 3, was a great day for the 2006 *Progressive Agriculture* Safety Day at the Heart of Texas Fair Complex. The 5th graders and their teachers were eager to learn and the weather was nice and warm. Attendance at the safety camp was 225 McLennan County students and teachers with 80 volunteers.

Each session imparted important safety information that these students can put into use immediately. The demonstrations were hands-on, age-appropriate and fun; just what 5th graders enjoy, and when kids enjoy a presentation, they retain that information.

Thank you for your part in making McLennan County's seventh annual *Progressive Agriculture* Safety Day a positive experience for the students and their teachers, the safety demonstrators and speakers, and the camp's sponsors. Your efforts are greatly appreciated.

If I can be of any assistance, please do not hesitate to call me. Thanks again.

Sincerely,

Kim Miles
Coordinator
2006 *Progressive Agriculture* Safety Day

Enclosure(s)





CITY OF LACY-LAKEVIEW
POLICE DEPARTMENT

P.O. Box 154549 • Waco, Texas 76715-4549

(254) 799-2479

503 East Craven • Waco, TX 76705

FAX (254) 799-8790

DENNIS A. STAPLETON
Chief of Police & Fire Services

August 18, 2010

RE: Thank You

Texas Alcohol Beverage Commission
Attn: Ricky Scamun
6001 West Waco Dr. Suite 8
Waco, TX 76710

Dear Ricky Scamun,

National Night Out 2011 again exceeded expectations and we had great attendance in spite of the high temperatures. This was our tenth time to provide this community based program. On behalf of the men and women who serve at the Lacy Lakeview Police Department, I would like to express our sincere appreciation to your organization for their participation. In today's society, law enforcement officers are needed to provide positive role models to our youth. By your participation, you have helped us make this happen in our community. We appreciate your willingness to help out and promote your program. We have already begun preparing for next year's program and hope to continue to have this kind of success. Again, thank you.

If I can be of any assistance to you, please feel free to contact me at 254-799-2479 or dennis_stapleton@lacy-lakeview.org.

Sincerely,

Dennis A. Stapleton
Chief of Police and Fire Services

Shattered Dreams
Mexia High School 2011
DECA

April 8, 2011

Dear Mr. Scaman,

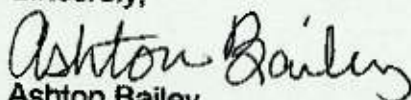
A project such as the Shattered Dreams event of last week takes a tremendous amount of planning and support. Your support, time and help were instrumental in making the event successful.

When we first began this project "Driving and Surviving", we knew our primary goal was to make an impact on the student of Mexia High School. We believe this goal was accomplished beyond our expectations. Thank you for your part in helping accomplish this goal.

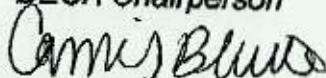
We may never know the full impact or success of Mexia High School's "Shattered Dreams" 2011. We do know that drinking and driving did not occur at last week's prom. We hope the message will be in everyone's minds from now on.

Again, thank you for all you did!

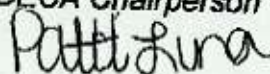
Sincerely,



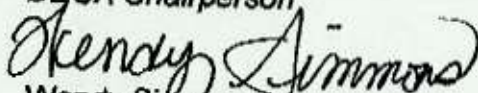
Ashton Bailey
DECA Chairperson



Camiry Bluit
DECA Chairperson



Patti Luna
DECA Chairperson



Wendy Simmons
DECA Advisor



INTER-OFFICE COMMUNICATION

September 22, 2008

TO: Agent Ricky Scaman, Waco District Office
FROM: Larry L. Linscombe, Jr., Sergeant, Victoria Enforcement
SUBJECT: Hurricane IKE Deployment to Brazoria County

Ricky,

I wanted to take a minute to express my sincere gratitude and thanks for you traveling to Brazoria County and assisting the Victoria District with the aftermath of Hurricane IKE.

I have heard nothing but positive remarks from our local officials regarding the professionalism and dedication to duty displayed by every agent of the Texas Alcoholic Beverage Commission during the deployment to Brazoria County.

You have helped to create a very positive image of the Texas Alcoholic Beverage Commission, an image that portrays the agency as a modern, professional law enforcement organization that will adapt to any situation and handle it well, for this I thank you.

Further, I would like to thank you for the sacrifices you made in being away from your family and enduring the long hours and unpleasant working conditions.

If I can assist you in any way, please do not hesitate to call upon me.

Sincerely,

Larry L. Linscombe, Jr.
Sergeant - Richmond Field Office

attachment



EXHIBIT

4

Courtesy, Integrity, Service

Certificate of Appreciation

In honor of your outstanding service and dedication to the
citizens of Brazoria County and the State of Texas

this certificate is hereby presented to:

Agent Ricky Scaman

for your Hardwork During the Aftermath of Hurricane IKE.

You are truly a Hurricane Hero!

Issued on this the 22nd. day of September, 2008



Larry L. Linscombe, Jr.
Sergeant Larry L. Linscombe, Jr.



Alan Steen
Administrator

José Cuevas, Jr.
Presiding Officer-Midland

Steven M. Weinberg, MD, JD
Member-Colleyville

Melinda S. Fredricks
Member-Conroe

November 21, 2008

Agent Richard Scaman
Waco District Office
6001 W. Waco Dr., Suite 8
Waco, Texas 76710

Dear Agent Scaman,

We want to express our personal gratitude to you for going above and beyond the call of duty to help those communities devastated by Hurricane Ike. The character and compassion you demonstrated defines this agency.

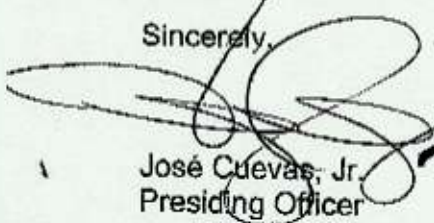
When Governor Perry asked TABC to deploy additional agents to the Houston area to help with law enforcement operations, you were ready and willing to serve. We are proud of the fact that, like you, at one point nearly 70% of your fellow TABC peace officers were working side by side with local law enforcement agencies in coastal area counties, assisting in the relief effort.

You and your fellow TABC peace officers helped enforce curfews and roadblocks, control desperate crowds at points of distribution, gas stations and grocery stores and comforted and reassured many evacuees who lost their homes and their hope.

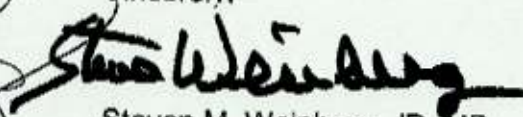
We are proud beyond words for the sacrifices you made to help those in need and for the risks you took to ensure the health and safety of the people of Texas. Your efforts exemplify one of the primary missions of this agency.

Thank you again for your service and commitment. You have our utmost appreciation and admiration.


Sincerely,


José Cuevas, Jr.
Presiding Officer

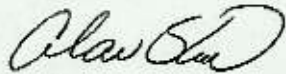
Sincerely,


Steven M. Weinberg, MD, JD
Member

Sincerely,


Melinda S. Fredricks
Member

Sincerely,


Alan Steen
Administrator

P.O. Box 13127, Austin, Texas 78711-3127 • (512) 206-3333 • www.tabc.state.tx.us
An Equal Opportunity Employer



TABC

TEXAS ALCOHOLIC BEVERAGE COMMISSION

service ★ courtesy ★ integrity ★ accountability

José Cuevas, Jr.
Presiding Officer-Midland

Steven M. Weinberg, MD, JD
Member-Colleyville

Melinda S. Fredricks
Member-Conroe

Alan Steen
Administrator

November 4, 2011

Agent Ricky Scaman
Texas Alcoholic Beverage Commission
111 E. Water Street
Belton, Texas 76513

Dear Agent Scaman,

It is with great pride that we have this opportunity to express our personal gratitude to you for the role you played in the recent historic wild fires that took place across our state. You and your fellow TABC agents worked tirelessly in assisting the devastated communities by protecting property and lives. You worked side by side with multiple other law, fire, rescue and community agencies assisting in the relief effort.

The compassion, guidance and reassurance that you showed the residents defined to all involved the character of this agency. We appreciate all the personal sacrifices you and your families made to ensure the health and safety of the people of Texas. Your efforts exemplify the guiding principles of this agency and reflect our cornerstones, "Service, Courtesy, Integrity and Accountability." You have shown who we are.

Thank you again for your outstanding service to the people of Texas during this time of need. You have our utmost appreciation and admiration.

Sincerely,

Sincerely,

Sincerely,

A handwritten signature in black ink, reading "José Cuevas Jr." in a cursive script.

José Cuevas, Jr.
Presiding Officer

A handwritten signature in black ink, reading "Steven M. Weinberg" in a cursive script.

Steven M. Weinberg, MD, JD
Member

A handwritten signature in black ink, reading "Melinda S. Fredricks" in a cursive script.

Melinda S. Fredricks
Member

Attachments can contain viruses that may harm your computer. Attachments may not display correctly.

Richard Scaman

From: Victor Kuykendoll

Sent: Sat 6/26/2010 7:18 PM

To: Richard Scaman

Cc:

Subject: At A Boy from HQ

Attachments:  [At A Boy.pdf\(130KB\)](#)

Good Job. How much did it cost you (lol).

Thanks for what you do to make our office run at its best,

Victor Kuykendoll, Sergeant

TABC Waco District Office



Richard Scaman

From: Victor Kuykendoll
To: Richard Scaman; Thomas Noble
Cc:
Subject: RE: Over Two year Unique List
Attachments:

Sent: Fri 8/19/2011 2:37 PM

Thanks to both of you for working together and helping everyone else out in our District, Sector, or whatever the heck we are now....

Anyways, I appreciate the fact that you have stepped up to the plate and become an invaluable part of the southwestern area of our team.

Respectfully and appreciatively,

Victor Kuykendoll, Sergeant

TABC Waco District Office

From: Richard Scaman
Sent: Friday, August 19, 2011 11:43 AM
To: Victor Kuykendoll; Thomas Noble
Subject: FW: Over Two year Unique List

Sgt Kuykendoll/Thomas

I have completed 2 of the 3 listed for Bell County. I completed inspection at Lake Belton VFW and Texas Thunder

Speedway. Also I went by Killeen PD to try and get that information for Doris and picked up a ton of papers regarding this report. It included the BAC and I am certain with this much stuff it includes where the guy was coming from. I will drop off when I come to Waco tomorrow (on my own time). Noble please do inspection for my complaints at U&I and Moonlight Club.

Thanks,



Ricky

From: Victor Kuykendoll

Sent: Thursday, August 11, 2011 3:42 PM

To: Michael Deans; Danny Pavlas; Doris Board; Marvin Montero; Richard Scaman; Ruben Suarez; Thomas Noble; Wayne Stovall

Cc: Gregory Holy; Clifford Stech

Subject: Over Two year Unique List

These locations have not been inspected since before 09/01/2009. Please get these done before the end of this month.

Thanks,

Victor.



Survey of Alcoholic Beverage Licensees & Permittees

Form 4-111.110

12/09/2019

The TABC expects its enforcement agents to be law key professionals who carry out their duties with a minimum of disruption and who are fair, reasonable, and courteous in their dealings with the public and regulated businesses. Please take a few moments of your time and tell us how well agents are meeting these expectations by completing and returning the following questionnaire.

During the last visit by TABC enforcement agents to your premises...

1. Was the disruption of your business minimal? (Circle one)	<input checked="" type="radio"/> Yes	<input type="radio"/> No
2. Did the agents treat you and your employees with courtesy and respect? (Circle one)	<input checked="" type="radio"/> Yes	<input type="radio"/> No
3. Did the agents treat your customers with courtesy and respect? (Circle one)	<input checked="" type="radio"/> Yes	<input type="radio"/> No
4. Were the actions of the agents fair and reasonable? (Circle one)	<input checked="" type="radio"/> Yes	<input type="radio"/> No
5. Did the agents seem as interested in helping you obey the law as they were in finding violations? (Circle one)	<input checked="" type="radio"/> Yes	<input type="radio"/> No
6. Overall, did the experience leave you with a favorable impression of the TABC and its enforcement agents? (Circle one)	<input checked="" type="radio"/> Yes	<input type="radio"/> No

Please tell us about yourself. The information provided will only be used for statistical purposes.

7. Which of the following best describes your business? (Circle One)

Convenience Store	Grocery Store	Hotel	Restaurant	<input checked="" type="radio"/> Nightclub/Bar	Big Box Retailer	Pkg Liquor Store
	Liquor Wholesaler		Beer Distributor		Other	

8. Which of the following best describes your own ethnic background? (Circle any that apply)

Black (Non-Hispanic)	East Asian/Pacific Islander	Hispanic	Native American	South/SW Asian	<input checked="" type="radio"/> White (Non-Hispanic)	Other
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9. Approximately how many telephone or face-to-face contacts have you or your employees had with TABC enforcement agents during the past year? (Circle One)

0	1-3	4-6	7-9	10+
---	-----	-----	-----	-----

Comments/Suggestions *Rickey Beaman*
Our agent is very responsive & conscientious. He explains the info & follows up so to ensure we have the info we need

Thank you for your participation!
 Please fold and tape as indicated on reverse side and drop in mail box.



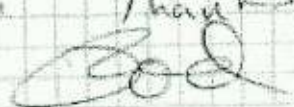


TEXAS ALCOHOLIC BEVERAGE COMMISSION

ROD VENNER
ASSISTANT CHIEF
ENFORCEMENT DIVISION

P.O. BOX 13127
AUSTIN, TEXAS 78711
rod.venner@tabc.state.tx.us
www.tabc.state.tx.us

5806 MESA DRIVE
AUSTIN, TEXAS 78731
(512) 206-3427
FAX: (512) 206-3449

Ricky,
I got this survey
commenting on how
helpful you were during
your inspection. They
call you "our agent" and
I think that says
alot about you & how
you conduct your business
everyday! Thanks,


EXHIBIT

8

tabbles

Wishing you a year filled with joy.

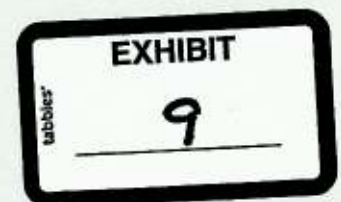
Ricky -

Happy Birthday

*I Appreciate what you
Do For TABC - You
Represent us well !*

Alan Steen
Alan Steen

Happy B Day



Best wishes on your
irthday and throughout the coming year.

Ricky

Keep Falls Co under
Control !

Happy B D



Alan Steen