

MEMORANDUM

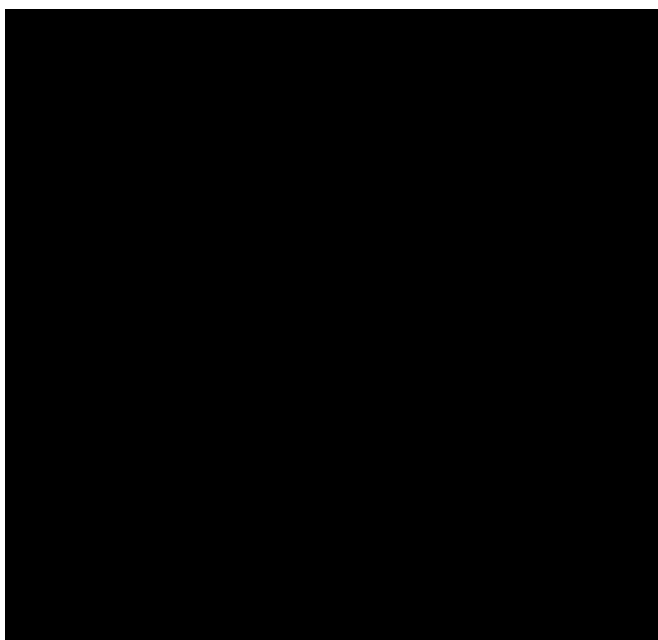
To: Annie Noonan & Tim Lueders-Dumont
From: Kristina R. Brines & Kerin E. Stackpole
Re: ACSAO Investigative Report
Date: January 16, 2026

The Vermont Department of State’s Attorneys and Sheriffs (the “Central Office”) has received a variety of complaints about the conduct of Addison County State’s Attorney Eva Vekos.

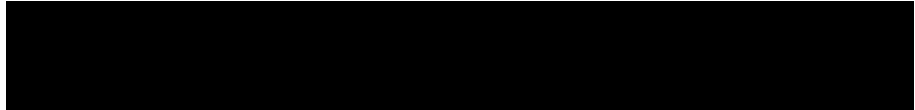
We were engaged to conduct a fact investigation regarding the complaints about SA Vekos. Below is a summary of the investigative process, the allegations, and our findings.

I. Investigative Process

During the course of the investigation, we interviewed the following individuals on the following dates.



Date	Interviewer
June 3	KES
June 4	KES
June 9	KES
June 6	KRB
June 16; Oct. 8	KRB
June 12	KRB



[Redacted]	June 13; July 7	KRB
[Redacted]	June 11	KRB
[Redacted]	July 7	KES
[Redacted]	June 10	KRB
[Redacted]	June 6	KES
[Redacted]	June 5	KES

SA Vekos declined to be interviewed.

In addition, witnesses provided us with various email communications from SA Vekos. Additional documents that we reviewed are as follows:

- News articles in the Addison Independent and VT Digger.
- Written complaints to Central Office from employees of ACSAO and partner agencies.

II. Allegations & Findings

SA Vekos began as the Addison County State’s Attorney in December 2022. Since that time, there have been numerous resignations of staff and attorneys in the ACSAO, multiple complaints to the Vermont Professional Responsibility Board and extensive coverage in the media regarding SA Vekos’ conduct towards crime victims and more generally. The common themes regarding treatment of employees and partners, conduct related to crime victims, and conduct that potentially relates to ethical obligations are each discussed in turn below.

a. Treatment of Employees & Partners

SA Vekos is variously described by witnesses as an angry person; someone who has no ability to control her temper; and someone who does not want to learn. Multiple witnesses reported that rather than engaging in conversation with co-workers, she will “snap” at others and not give them the opportunity to respond, sometimes walking away immediately. She is sharp in her communications and makes demands rather than asking. Comments attributed to SA Vekos include “no, this isn’t right, what are you thinking?” When staff members have raised questions about decisions made related to particular cases, SA Vekos has made comments such as “you are not a lawyer”; “your opinion doesn’t matter”; and “there’s a new sheriff in town.” These types of comments regularly include profanity. The tone is described as condescending and

[REDACTED]

disrespected, with an elevated volume. Others perceive the manner of speaking as inappropriate for a work environment.

Staff members have attempted to train SA Vekos on various systems and processes. In some instances, when they have provided her with information, she has initially ignored it or said that she did not want it and then gotten upset later because she did not understand the task. In one instance, she told a staff member months after the information had been provided that it “would have been helpful” to have it earlier. When told that it was provided earlier, SA Vekos responded that it did not happen and that she had never seen the information.

On some occasions, SA Vekos has gotten upset with staff or partners for performing their position functions, asking “why do you need to be there” or the like. She has refused to approve staff timesheets because she was not aware what the staff member was doing. She has refused to listen to staff member input on processes and how burdensome or inefficient certain functions are when done according to SA Vekos’ directives.

Staff members in the ACSAO have attempted to assist SA Vekos in managing her calendar and scheduled events. There was one incident when the court was calling at the time that a hearing was scheduled, and a staff member approached SA Vekos about it. SA Vekos responded to the effect of “why are you wasting my fucking time” and started slamming doors. Another staff member was present and asked whether SA Vekos talks to her like that all the time.

Staff meetings at the ACSAO have significantly changed, and diminished, since SA Vekos took office. Current and former staff expressed frustration based on an inability to get the State’s Attorney to guide them as to how to proceed with various cases. Many expressed that they felt like they were left on their own, with little guidance or support from SA Vekos. External partners used to be invited and would attend meetings with staff, but SA Vekos modified that practice. It has been unclear to internal staff members as well whether they are invited to participate.

Witnesses articulated that this lack of coordination impacted the overall effectiveness of the office (as not everyone was informed or on the same page) and that it made staff – including attorneys – feel less prepared than they would have liked to be. Also, because many of the employees preferred a collaborative approach to taking on and prosecuting cases, this lack of opportunities for coordination and collaboration made their work harder.

Numerous witnesses reported that they left employment with the ACSAO based on their experience with SA Vekos. While we did not interview all individuals who have worked at the ACSAO since SA Vekos took office, most who were interviewed expressed their belief that most – if not all – former employees in that time period departed because of the office environment and/or the poor quality of legal work being performed. Others expressed concern about SA Vekos’ adherence to the rules of professional conduct, deciding to leave in part because of ethical concerns. Many of the attorneys that we interviewed were early in their legal careers


[REDACTED]

when they worked at the ACSAO. Many voiced concerns about how the office's reputation and conduct would impact their own reputation in the legal community. Numerous employees expressed that they did not want to be associated with SA Vekos, who they believed had a poor reputation as to judgment and ethical issues. In some situations, SA Vekos has reacted to news of planned resignation with crying, screaming or throwing items in the office. These behaviors also impacted staff, as they began to fear the reaction they may get based on any actions they took or opinions they expressed.

SA Vekos' conduct towards other members of the bar and the community has also raised concerns. During a criminal bench-bar meeting in November 2024, there was discussion about why citation dates were so delayed. Judge Katims was talking about the issue when SA Vekos arrived late. Once settled, SA Vekos began to respond to Judge Katims about why the dates were appropriate, and the judge pushed back about the reason for the delay. SA Vekos stood up, gathered her belongings, and walked towards the door. She opened the door and as she was exiting the room, she yelled "fuck you." This disrespectful interaction with Judge Katims was reported by numerous witnesses. Many expressed not only shock, but embarrassment about being associated with someone who would act this way towards a judge before whom they had to regularly appear. This incident was cited by many as one of the reasons they chose to leave the office and seek employment elsewhere.

We received numerous reports that SA Vekos' communications with staff and other departments that provided support to crime victims were confrontational. Numerous witnesses described her communication style as rude, combative and/or completely incomprehensible. She was prone to angry outbursts, which most staff tried to avoid by limiting their contact with her directly. During the winter of 2024-2025, SA Vekos had another outburst during a "sex rounds" meeting.¹ The attendees were those from ACSAO, law enforcement, the Department of Corrections ("DOC"), and victim advocates who assisted in the handling of cases regarding sex crimes. The topic turned to a particular case, and there was discussion about why the State was not agreeing with DOC's recommendations regarding the conditions for probation. Others in the meeting respectfully challenged SA Vekos' decision regarding probation instead of a more stringent outcome. SA Vekos then said something to the effect of "I can only do what I can do and this is the way this is going to be handled and I don't have any staff." She then slammed her computer shut, stood up, slammed her chair into the table, and walked out of the meeting. This type of angry outburst was reported by witnesses as being a frequent occurrence, and in fact was cited as a reason that staff members were leaving the office. One witness to this particular meeting, who worked closely with SA Vekos, expressed the opinion that part of the underlying issue relating to

¹ The rounds meetings were organized in the fall of 2023 because sex cases had not been getting enough attention since Deputy State's Attorney McManus had left in March 2023. Community partners were frustrated and victims were angry. There was little to no communication with SA Vekos on these cases, and SA Vekos was non-responsive to emails regarding same. When partners would sit down to speak with her, there was no follow through – and sometimes no recollection of – what they had discussed. After the rounds meetings started, others felt as though they had the same meeting repeatedly. SA Vekos would say that she would take some action in follow up, and then nothing was done by the next meeting. SA Vekos eventually stopped attending rounds in 2024.



the case being discussed was that SA Vekos was not familiar enough with the case and she was not prepared for the discussion among staff regarding same. She could not justify why she wanted the resolution she was seeking. Some witnesses also speculated that SA Vekos may have been going along with the proposal requested by the defense attorney in this situation. Several witnesses indicated that SA Vekos, who had done defense-side work as a private practitioner, had a viewpoint on cases that tended to favor outcomes that were more lenient on defendants than supportive of victims. While this could not be quantified, it was articulated by numerous witnesses as a concern.

The above examples are consistent with descriptions of SA Vekos as very defensive about her policies or decisions. Her behavior did not foster collaboration or discussion of cases amongst the numerous types of professionals that were available, including but not limited to victim advocates.

In another instance, the Addison County Public Defender had made a comment on the attorney listserv about SA Vekos and her drinking. This attorney came to the ACSAO for weekly meetings. In order to return to the office for the meetings, SA Vekos required him to apologize to her in front of all ACSAO staff. She had him stand in front of all staff in the conference room and asked him questions like “it was rude, right?” and “it was sexist, right?,” requiring him to answer in the affirmative before accepting his apology. Many witnesses described the event as very uncomfortable and one former employee identified this as the final reason for leaving employment with ACSAO.

In yet another instance, at a court hearing in November 2023, SA Vekos was proposing what the assigned victim advocates thought to be a “lackluster” plea agreement. One of the victim advocates read a statement from a survivor. SA Vekos followed up the next day with an email to the victim advocates reprimanding them for “what [they] did yesterday” and noting that they had made a “grave and colossal mistake.” There was no further discussion, just harsh criticism which left the victim’s advocates feeling unsupported and disrespected. The victim advocates involved felt that SA Vekos’ behavior towards them significantly changed following this hearing.

In May 2025, SA Vekos actually banned the two crime victim advocates who primarily worked with the ACSAO from the office. She told her staff that no one was permitted to speak with at least one of them. The victim advocates had filed complaints with the Professional Responsibility Board regarding disclosure of juvenile information in open court and the disclosure of medical information. SA Vekos has told the victims working with such victim advocates that it is not a “good idea” to have the victim advocate at any meeting about the case because she is “not getting along with them.” The victim advocates have recommended to crime victims that they instead get private representation where possible. The impact of this behavior on the victim advocates, other staff, and the victims themselves has been profound. Victim advocates fear for their own jobs, and fear about outcomes for victims that are not informed by best practices. The concerns about these issues in particular were repeatedly expressed to these

investigators. The office atmosphere for immediate legal staff and for those who support advocates is simply unbearable. The main themes about the atmosphere of the office are that the SA is rarely present or available; and when she is, she is abusive to staff, victims and victim advocates.

b. Conduct Related to Crime Victims

The ACSAO has internal victim advocate positions and also works with partner organizations such as Atria Collective and the Addison County Unit for Special Investigations (ACUSI) when a victim is already working with that organization. SA Vekos has refused to work with the external victim advocates on her criminal cases. Staff has attempted to institute systems to ensure that victims are getting statutory notices, but SA Vekos has not been interested in engaging in that process. She then got upset with staff for sending out letters without her authorization, after SA Vekos had simply told staff to “use common sense.” In connection with the statutory notices, SA Vekos has insisted that the ACSAO only communicate with victims’ attorneys, but not creating any system or process for those victims without counsel.

Witnesses describe SA Vekos’ tone and attitude towards victims as condescending. Some relayed particular meetings between SA Vekos and victims in which SA Vekos would refuse to talk about certain issues, saying things such as “we’re not talking about it” or “that’s not why we’re here.” Some meetings with victims were described as “going sideways.” Essentially, SA Vekos lacks experience in working with victims, and is not supportive of efforts by others who do have that experience to work with victims. Her approach towards victims has also been the subject of significant public scrutiny and negative comment. See e.g. [These Vermont sexual assault survivors sought justice. Instead, one victim said the prosecutor’s approach was ‘like a screw you.’ - VTDigger \(2/8/2025\)](#).

The ACSAO has delayed action or failed to act in some cases where there are repeat offenses. Immediately after SA Vekos took office, partners on the team relating to sexual assault and domestic violence cases noticed that there were long delays in moving cases forward. In one case, partners had followed up about a matter that had gone to ACSAO for review without success; they eventually had to close the case. Law enforcement then received a call from the medical center noting that the same victim had been again assaulted by the same perpetrator. In June 2023, there was a sexual assault of child by an offender who lived in the home with the child. There was then inaction until August 2023, when SA Vekos informed the court that there was no action needed.

In one meeting with partners in late summer 2023, SA Vekos called a victim of sexual assault a “drug-addicted prostitute.” She stated that she did not think that the victim was traumatized by the sexual assault. Others at the meeting pointed out that the comments were offensive and that they should not be making decisions about other people’s trauma, and SA Vekos stormed out. In a subsequent conversation about the same case, SA Vekos told the partner advocate that “victims

lie” and indicated that she wanted to propose a deferred plea agreement. She said in another domestic violence case that “sometimes we hurt the ones we love.”

Several witnesses expressed their concern that SA Vekos does not treat adult sex crime cases as serious crimes. Those cases are described as regularly being handled with deferred prosecution, and generally not being prosecuted as punitively as they should be. Nearly all witnesses perceived SA Vekos as overly friendly with the criminal defense bar, with many believing that this dynamic could be impacting sentencing and pleas. Multiple witnesses raised the possibility that SA Vekos was motivated to resolve these cases quickly and easily so that she did not need to extensively interact with victim advocates.

SA Vekos sometimes expressed more concern about the impact of a case on a defendant than on a victim. She has expressed concern about a particular plea or sentence “ruining” the defendant’s life or “following” the defendant around. She does not express similar concerns about victims. In one case that involved particularly egregious sexual assault involving multiple defendants, SA Vekos wanted to resolve it with a two-year deferred sentence. The judge refused to approve multiple plea agreements because they were not sufficient. SA Vekos was worried about the severe and lasting consequences for the defendant. In the same case, she called the victim’s mother irrational and stated that if the victims “are half as strong as their mothers, they will be fine.” About a victim in another case, SA Vekos said “she doesn’t seem like a wallflower to me.”

SA Vekos also shows poor judgment in her direct communications with victims. In an email on June 9, 2025, SA Vekos informed a victim about detailed medical information of a defendant, noting the specific diagnosis. There was no need for the victim to know the particulars of the defendant’s hospitalization.

c. Conduct as Attorney

i. Competence/Advocacy

From the onset, SA Vekos has struggled with her calendar and details. She told staff to stop training her, as it was too confusing. When staff members have informed SA Vekos of scheduling conflicts or other coverage issues, she has responded by saying that she cannot tell her how to run her office, that she will not tell SA Vekos what her staff can and cannot do for her.

SA Vekos’ work habits and attendance have also negatively impacted the office. As the head of the office, it is part of her role to be available for the prosecutors and others who work for her. Numerous complaints were made about her lack of availability for support and supervision. It was reported that she typically reports to work between 10:00 a.m. and 11:30 a.m. If there is an 8:30 a.m. hearing, she may not appear. She has had at least one juvenile case dismissed due to

[REDACTED]

the State's failure to appear; and she has missed several hearings during her tenure. Her own absence is troubling to staff, but her failure to make sure that such hearings are covered demonstrates a bigger management issue.

When SA Vekos was on leave following criminal charges against her for driving under the influence, the Deputy State's Attorneys at the time handled the caseload in the office. When she returned, SA Vekos unilaterally lightened the sentences for some defendants without input from the Deputy State's Attorney who had been handling the case. In one instance, a settlement agreement was in place providing for incarceration for one year. When the assigned Deputy State's Attorney was out of the office on vacation or sick time, SA Vekos unilaterally changed the agreement to probation.

In one case, SA Vekos failed to ask witnesses to testify at a merits hearing. In an effort to fix the problem, she filed a motion to allow out of state testimony. The judge denied the motion and SA Vekos did not follow up to have the witnesses attend in person. The judge dismissed the case. Others involved in the case believe that it would have been easy to have the witnesses attend.

SA Vekos' lack of preparation, unreliable attendance and leniency regarding sentencing have definitely impacted numerous cases. In the fall of 2023, SA Vekos told a victim that an upcoming hearing would not address a change of plea when in fact it was set as a plea hearing. The victim was very upset. Once the sentencing went through in late 2024 or early 2025, SA Vekos miscalculated the days of credit that the defendant would receive and made a representation to the court that he had over twice the amount of credit than he actually had. She did not thereafter correct herself with the court and instead attempted to work with others to figure out how to allocate the increased credit.

These are some of the instances where lack of diligence, care and skill have negatively impacted outcomes of cases. There has also been a significant impact on staff – attorneys and victim's advocates alike. Former staff cited many of the examples above as reasons they sought other employment.

ii. Conflicts of Interest

Prior to taking office, SA Vekos was a criminal defense attorney with a private practice in Addison County. Staff at the ACSAO have been concerned about conflicts of interest arising from her prior representation of criminal defendants since she began in the role of prosecutor.

SA Vekos' reported philosophy towards conflicts was that if she represented an individual in her prior defense practice, she would not prosecute them as the State's Attorney. She otherwise did not believe that her prior practice presented conflict issues. Other attorneys in the office were inclined to create a wall by implementing password protection and/or sending cases to other State's Attorney's offices. SA Vekos did not put such a system in place.

Staff at ACSAO are not aware of any conflict searching system in the office. SA Vekos has informed staff that she does not have conflicts as a general matter. In cases where a conflict is somehow identified, the matter is assigned to a Deputy State's Attorney in the office. There have been instances in which SA Vekos will not recognize something as a conflict, and a staff member who worked with her in private practice identifies it because she remembers it.

The perception among some others in the office is that where there was a potential conflict in a case prosecuted by SA Vekos, the defense attorney would encourage the defendant to waive the conflict because SA Vekos was light on sentencing and it was in their best interest to have the case prosecuted by her.

A sexual assault victim in one of SA Vekos' cases filed a complaint with the Professional Responsibility Board alleging failure to meet statutory obligations with respect to victims' rights. SA Vekos refused to assign the case to another attorney when others raised the question of whether prosecuting the case constituted a conflict of interest.

iii. Recent Criminal Conviction and Imposition of Conditions

Prior to the commencement of this investigation, SA Vekos had been involved in an incident which resulted in her being charged with DUI. A criminal investigation of that matter was undertaken. She was ultimately convicted of a crime. Specifically, there was a finding of guilt entered and a sentence was imposed by the relevant Court. On December 16, 2025, SA Vekos was sentenced in Vermont Superior Court, Chittenden Criminal Division, after entering a plea of no contest to one misdemeanor count of DUI (23 V.S.A. § 1201(a)(2)). The Court (Judge John Pacht presiding) sentenced SA Vekos to a six-month deferred probationary sentence. While on probation, SA Vekos is subject to conditions. One of the specific conditions prohibits her from the use of alcohol to the extent it interferes with her welfare or her employment. Details regarding this matter were widely publicized. See [Addison County's top prosecutor gets deferred sentence on DUI charge | Vermont Public](#). Further details regarding this matter can be found in the official press release from the Attorney General's Office: [Eva Vekos Sentenced for Driving While Under the Influence of Alcohol](#).

III. Summary

SA Vekos has demonstrated significant failures in her ethical and legal obligations and in her professional and personal judgment. She has failed to diligently pursue matters in her office; she has failed to engage the assistance of non-legal resources within the criminal system – such as victim's advocates – to ensure the best possible outcomes for citizens who have been crime victims; and she has failed in her ethical obligations, including the expectation to treat the Courts, other members of the bar and her staff with appropriate professionalism and respect. She has, quite literally, created an environment hostile to collaborative effort and diligence, and she has failed to prevent injustice by her inaction or literal failure to be present and available as the

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leader of the State's Attorney's office. Her recent criminal conviction has only further negatively impacted her professional reputation and will likely be used as a tool to undermine her effectiveness as a prosecutor.

We hope this information has been helpful to you. Thank you for the opportunity to assist in this investigation.

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