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3 July 2004

Mr. William Schneider
President
Evergreen Fire Company
2127 Babcock Blvd.
Pittsburgh, Pennsylvania 15209

VIA CERTIFIED MAIL

Dear Mr. President:

As you know, since the theft of funds from the April 2003 gun bash fundraiser, I have worked very hard to see a conclusion of the police investigation and have the perpetrator brought to justice. Unfortunately, not all members have worked as diligently to see justice done.

There is no question that funds were stolen from the fire company. An independent audit committee, the board of directors, and the police department have all reviewed the documents available and questioned individuals willing to cooperate, and all of established that more than \$8000 was stolen from that fundraiser. It should be in all of the members' interests to see that perpetrator is brought to justice. After all, trust is a key factor in both firefighting operations and in the funding of the fire company. Because firefighters go into burning buildings with each other, it is essential that those firefighters be able to trust each other during those operations. How can firefighters trust others who would steal from their own fire company and their own brother firefighters? The continuing operations of the fire company are also dependent on the trust of the community. Because the fire company financially depends on the community's generosity, breaching the trust of the community could lead to a significant decline in donations. If members do not properly handle a theft of funds situation, they jeopardise the trust of the community.

While the membership did take appropriate action last year to refer this matter to the insurance agency and to law enforcement, actions taken by some members and the failure of the leadership to adequately respond to these actions unfortunately demonstrates that members are not committed to deal with this situation appropriately and has demonstrated a failure of fiduciary responsibility on the part of fire company officers.

Specifically, there are three members who have refused to completely cooperate with the police investigation. While those members are within their constitutional rights to refuse to cooperate, their refusal to cooperate places the company in jeopardy, and should not be

JEFFREY JAMES BRYAN CARPENTER

Mr. William Schneider
3 July 2004
Page: 2

tolerated by the membership. In any case where there is a police investigation into missing funds from a non-profit organisation, the organisation cannot and should not accept members refusing to cooperate with the police investigation, because such refusal places the continued existence of the organisation in jeopardy. Those members place their own welfare before the organisation's welfare. Members who refuse to cooperate with the police investigation must be expelled by the organisation. Anything short of that is a breach of trust with the community. My attempt to raise this with the board of directors in December of 2003, when the police reported that members were refusing to cooperate, was rebuffed by other board members.

Additionally, other actions illustrate other serious management problems as a result of this crime committed last year:

- On numerous occasions, the Fire Chief Frank Mann has stated that all the funds he is responsible for have been accounted for. This statement is false. His continued repeating of the statement does not make it true. More than \$8000 from ticket sales in unaccounted for as demonstrated both in the documentation and in the recollections of others from the April 2003 fundraiser.
- The president's office was broken into last year during the investigation. This was not adequately addressed by the membership.
- You appointed one of the members refusing to cooperate with the police to a position of authority when you filled the position of vice president earlier this year.
- At the February board meeting, the fire chief stated that a recent report from an external auditor stated that no funds were missing from the April 2003 fundraiser. When I asked him to point to the exact sentence in the report that said that, he was unable to do so because it made no such statement. The auditor stated that there were insufficient documents to ensure that the revenues stated were ***all of the revenues*** the fire company actually (should have) received. Additionally, the auditor was not given a complete set of documents from the April 2003 fundraiser.

Unfortunately, I believe this problem along with information from previous events illustrates a pattern of abuse that has been ongoing for many years. I hope that the perpetrator is eventually brought to justice.

Because four of the members who strongly supported bringing the criminal case to a successful conclusion have already resigned from the fire company, I now see little hope that I can make a positive contribution to bringing the perpetrator to justice. I do not wish

JEFFREY JAMES BRYAN CARPENTER

Mr. William Schneider

3 July 2004

Page: 3

to continue to be associated with an organisation where this type of criminal activity is accepted or condoned. Therefore, I resign as a member of Evergreen Fire Company.

Yours truly,

/s/ Jeffrey James Bryan Carpenter