

To: Mr. Dick Everett
cc: National Ski Patrol Board of Directors
NSP Division Directors

From: The Patroller Committee Team representing the thousands of Patrollers and Members who have registered and encouraged PC Efforts: Ken Anderson, Al Auten, Hal Froot, Tom Horak, Pete Hutchison, Karl Jurries, Bill Kirksey, Larry Murton, Terry Reed, Mark Rees, Hank Steiner, Dick Thalacker

Subject: **Mr. Everett's Performance and Heritage**

As acting Chairman, Chair of the Planning Committee and member of the Executive Committee, you have an obligation to direct NSP efforts, which are compliant with federal, state and local regulations. As the court has indicated, Members do have rights, so your efforts should include looking after the best interests of Members. Even without a court order, all Board members have always had a duty to act responsively to the requests from dues paying Members.

According to our research you have been on the Board since 1998, for a term of eight years, and have been a significant contributor to NSP providing much valued service. Your actions however to fight the Member Rights effort is a disservice to your own heritage and to the NSP. Because of this, **we request your immediate resignation**. A true leader is one who leads by example, demonstrating ethical behavior beyond reproach. A true leader represents the constituents served, ensuring that their message is carried forth and respected. Regrettably, you have failed to exhibit either of these qualities.

The following are only a few of the substantive reasons for this resignation request.

1. Under your leadership, especially as acting Chairman, you and the Board continue to make **secret meetings and unpublished agendas** the norm. This practice **jeopardizes NSP's non-profit status**, as **Federal Charter guidelines require enhanced fiduciary duty** for a non-profit board to operate "openly". As Chairman and member of the Executive Committee you are responsible for the activities of the '06 Mid-Winter Board meeting which **breached the court mandated "status quo"**. The secret Pre-Mid Winter Meeting on January 5 was not "open" and did not include the Division Directors, which is **in conflict with the Settlement Agreement**. No record of this Pre Mid-Winter meeting has been provided for the Members.
2. Under your leadership and tenure of duty, NSP has adopted changes to the NSP Mission and Vision that are **in conflict with the NSP Federal Charter, the Articles of Incorporation and maintaining NSP's non-profit status**. These actions are not in the best interest of Members and NSP. Bringing in Tax Council, Michael Shae at the Mid-Winter Board Meeting with a self serving agenda to address non-profit status in context of donations, while ignoring the real conflict between Mission and Vision and our Articles of Incorporation was poorly conceived and a recent example of your actions that are not in keeping with the best interests of the organization.
3. Under your tenure as Planning Committee Chair, Executive Committee member and now as Chairman, **NSP has spent \$100,000+ of Member money against the**

Members, with most of that spent *after* the September injunction and statement by the court that Members do have Member Rights.

4. The OEC program is the most valued asset of NSP which under your leadership has been compromised. Just recently you removed Larry Bost, the National OEC Supervisor from office for little more than expressing his concerns. Even if there was a justification Larry Bost's dismissal, this is yet another violation of the Court ruling to maintain the "status quo". Under your leadership a contractual agreement with a publishing company occurred where 90% of the OEC content rights was signed away, and a perfectly good and free OEC Instructors web based OEC resource data base was undesirably shut down and effectively no longer exists.

If these four substantive reasons are not enough reason for you to resign, then consider the fact that you are not legally entitled to be in office today. In 2004, you were illegally nominated and reelected to the Board. You should have not have run for office, as you knew that you were not eligible to run, after being a board member for six years, when the term limit at that time was six years.

Your poor leadership and misuses of lawful authority and breaches of fiduciary duty should justify your resignation alone, but your unethical and illegal reelection gives you no right to be in office today. Respectfully, we request your resignation immediately.