

To: National Board and Legal Advisors,

Subject: **Mr. Over's Settlement**

It appears in reviewing a series of events that there may have been some serious breaches of ethical standards concerning Steve Over's departure as executive director of the National Ski Patrol. The result of these breaches is the payment of 1 ½ years wages to Mr. Over unnecessarily paid for by the members through a dues increase.

It is my understanding that Mr. Over was due this payment ONLY if he was terminated for cause by the organization. If this is the case it would appear that this termination was a manufactured termination in order to make this payment to him and punish the membership.

Please consider these facts: In the board minutes dated September 20, 2005 it was stated that the employment agreement with the executive director was amended with one of the changes being that December 31, 2005 will be his last day of employment with NSP. This does not sound like termination with cause! No one would fire an employee for cause and allow him to continue to work in that type of position for another 2 ½ months.

Also consider the news release posted on the web site, dated September 26, 2005, which notified the membership of Mr. Over's decision to leave the organization. It stated Attributing the administrative change to what had become "an untenable working environment for Over" NSP National Chairman Bill Sachs said, "We are saddened by Stephen's departure". Again this hardly sounds like Mr. Over was leaving by termination for cause!

In both documents it appears it was Mr. Over's decision to leave not, any action by the board. If this is true it appears to been the board's idea to call it a termination for the express reason of unnecessarily spending the organization's (member) money for the exclusive benefit of Mr. Over. This seems to be a very unethical move and perhaps even a fiduciary misuse of the organizations funds.

If any of these facts are untrue please respond publicly to the members and fully explain why Mr. Over was terminated and then allowed to work another 2 ½ months after announcing his termination. What type of terminal offense could allow this to happen?

If the facts are true those responsible should resign at once for this unethical use of the organizations funds and member dues.

Sincerely,

Larry Murton