

December 1, 2007

Mr. John Ray, President
ComLinks
314 Porter Road
Malone NY 12953

We the undersigned employees of ComLinks are taking the extraordinary step of writing this letter to express our complete lack of confidence in the CEO and Board of this agency. We love our work, and are fully committed to the mission of ComLinks. However the impact of malicious and incompetent management on the work and reputation of the agency has left us with no choice but to act.

The CEO continues to act with complete disregard for employees. Her behavior has created a hostile work environment that we can no longer tolerate. She behaves as though all of the assets and resources of the agency, including its staff are her personal possessions to be used as she finds convenient.

- She displays favoritism in decisions affecting the terms and conditions of our employment. Decisions about who receives pay increases and how large are made in an arbitrary and capricious way. Employees who are not in her favor may not receive cost of living adjustments that have been budgeted for and approved by program and finance. Work assignments are made without regard to either job descriptions or funding sources.
- She belittles employees in front of their peers. It is not unusual for her to be personally offensive to staff.
- She is furnished with a company car for her business and personal use and the company pays for all gasoline, regardless of the use. Staff most often must use their personal vehicles to carry out program business, and are often not properly reimbursed for months.
- She uses staff labor to work on projects at her home, and they do not feel that they can refuse.

- She ignores provisions of the Agency Personnel Policy Manual, causing material harm to employees when it suits her.
- She will single out employees who are not in her favor, harasses them and retaliates against anyone who she feels has offended her.

The disregard that she has for staff was never more clear than her behavior in the aftermath of the recent arrest of an employee in the Gleaning program. He had been videotaping people in the bathroom for some time. Staff had been violated by the perpetrator, and yet the CEO did not have the simple courtesy to speak to staff about what had happened. She told one staff person who had been directly affected that the investigation was about a theft. People who had worked in the building found out what had happened *in the press*. This in spite of the fact that the State Police who investigated said that there would be no problem with such conversation.

The CEO is responsible for the catastrophic mismanagement of the Agency. We believe that funds are being misappropriated, and the Board has either been deceived or is complicit. It is well known that the Agency has a dangerously large deficit and that management is always shifting money from programs to pay for costs that are not in any way associated with those programs.

- Staff must deal regularly with vendors in the community who have not been paid for extended periods of time in spite of having completed their work properly.
- Staff are often told that because of "Cash Flow", expenditures that are necessary to carry out the programs cannot be made.
- Grant funded staff positions are left vacant because the funds to support them have been diverted for other purposes thus endangering the ability of the programs to meet their goals.

We are aware that complaints have been filed over the years utilizing the Agency's internal grievance procedure. Because the Board of Directors is riddled with serious conflicts of interest it has never properly redressed issues and has failed to uphold its fiduciary responsibilities. ComLinks is not a private business. We do the public's business, with public money. That business must be done with integrity and transparency. We regret to say that we have no faith in the integrity of the Agency's current leadership or governance.

This letter is written with the support of 84% of all agency staff, including all but two program directors. The names and signatures of all are on record. They are not being released because of the CEO's longstanding history of harassment and intimidation of subordinates, people are afraid for their jobs. Many who took this step are struggling to support themselves

and their families on inadequate wages and can ill afford the consequences of the CEO's inevitable retaliation.

All are in agreement that this time, management and the governance structure that has perpetuated this environment must be changed.

Sincerely,

The ComLinks Staff

cc:

Richard Ellis

Joseph Brusco

Stuart Nichols

Robert Karp

William Kinsley

John Parent

Richard Hunter

Carol Leary

Raymond Susice

Fred Mueller

Shirley Morris

Guy Smith

Daniel Crippen

Gordon Crossman

Earl J Lavoie

Paul Maroun

Timothy Burpoe

Franklin County Department of Social Services

New York State Department of State

New York State Division of Housing & Community Renewal

New York State Health Department

New York State Office of Children and Family Services

New York State Division of Criminal Justice Services

New York State Crime Victims Board

New York State Energy Research and Development Authority

New York State Office of Temporary & Disability Assistance

Small Business Administration

New York State Department of Law

New York State Office of the Comptroller

Michel Associates