

October 23, 2008

Ms. Maggie Brown, President
Columbia Association Board of Directors
10221 Wincopin Circle
Columbia, MD 21044

Dear Ms. Brown:

We are requesting information pertaining to salaries and bonuses approved for each officer during FY 2008 and the current fiscal year. We are also requesting the total amount spent on all other employee bonuses as well as the number of employees covered over the same time periods, categorized by size of the bonus. In order to ascertain the distribution of these benefits, it would be useful if you could organize the non-officer data into the following ranges: less than \$2,500, \$2,500 to \$5,000, \$5001 to \$10,000, and greater than \$10,000. We are not asking for the names of any individual employees other than officers, but rather the total number in each size class. Please inform us of any possible changes in the criteria used to determine the extent of any bonuses if they have changed since January 2007.

ABC also requests statistical information pertaining to any disputes involving current and former employees regarding alleged violations of their rights, including CA accusations that an employee has breached a confidentiality agreement of any type. Over the past five years, how many complaints, including informal complaints to the CA Board or to CA supervisors, actions instituted in court and formal or informal complaints to governmental entities, have been made by former and/or current CA employees? Of these complaints, how many are pending and how many resolved? Have any been settled via monetary payments (or some other form of compensation) to the complainant by CA? If so, what is the total cost to CA of all such settlements during this period? In addition, for employees who were either voluntarily or involuntarily separated during this period, have any agreed not to talk about the reasons they were separated from CA and, if so, was there any payment of money to the employee? Please indicate the number of employees and the amounts, if applicable.

Finally, ABC would like to know if any employee over the past five years has sought protection from retaliation for reporting instances of management dereliction, illegal acts, or abuses of authority under the Whistleblower Protection Policy. If so, how has CA management dealt with the problems reported by the employee and have the problems been resolved to the satisfaction of the employee? Has CA reprimanded or taken any other action against a manager for dereliction of duty, illegal acts or abuse of authority? If so, please describe these actions and what the organization did to prevent a repeat of these violations. Was any disciplinary action taken against a whistleblower after a complaint was filed? If no disciplinary action was taken, did any employee voluntarily resign within 24 months following his or her complaint?

Alliance for a Better Columbia
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(410) 730-0428

ABC

<http://www.ABetterColumbia.org>

Your cooperation in answering these questions would be greatly appreciated. We seek no information which could be used to identify individuals, so there should be no problem with confidentiality. In seeking this information, I can reassure you that ABC is motivated solely by a desire to improve CA's ability to serve the general community.

One last matter—I sent you a letter two weeks ago requesting some clarification of your initial response to our inquiries regarding fringe benefits provided by CA to its employees, specifically involving the use of cars, but have not yet received any acknowledgement of receipt. Did you in fact receive this letter?

Sincerely,

Joel Yesley
President