

May 6, 2011

Dear IBE Board Member:

Over the past three years IBE staff has developed deep concerns and difficulties maintaining good morale due to working in a consistently hostile work environment that includes being disrespected, disregarded, and demeaned or having to observe fellow co-workers experiencing these behaviors demonstrated by the IBE President & CEO. The president also frequently criticizes staff members to their co-workers which creates an uncomfortable environment filled with doubt and mistrust. She intimidates several staff members with overly aggressive, rude remarks. She is a perfect example of a bully. She repeatedly changes her mind on various projects for which staff has invested considerable time and effort. She continually demonstrates a lack of respect for our time and, therefore, for the limited resources of the organization. Absenteeism is very high and people report going home and crying over working conditions at IBE. We have concluded that the president's intended leadership style is to manipulate her staff in order to maintain a position of power and control. This is a clear demonstration of insecurity and weak leadership.

Additionally, for approximately 9 months staff had to tolerate a clear conflict of interest for the president that was very demoralizing. Employees had to tip-toe around the IBE President's niece who was temporary full-time employee brought in by the president. This employee often dressed inappropriately, often watched pornographic material on the Internet on the IBE computer in the lobby and let the switchboard ring when she was on personal calls on her cell phone. Staff members were chastised by the IBE President & CEO for attempting to correct the problem and for attempting to give her niece very basic, simple tasks typically handled by the receptionist. The niece complained and refused to perform tasks requested by anyone other than the IBE President & CEO. This incompetent temporary employee was paid \$8 an hour which is the same rate paid to previous receptionists who did all the work expected of a full-time receptionist.

Numerous complaints and negative comments have been made to staff by sponsors and a variety of stakeholders in the community. She has been observed outside of the office acting unfriendly, rude and unprofessional by several staff, sponsors and members of the public. Several staff members continually try to clean up her messes and apologize to others for the hurt feelings and insults she leaves behind. The harsh editorials written about her in the *Indianapolis Recorder* in 2008 do not seem as harsh today as they did at the time when her tenure was still new. Her reputation does not lend itself to a positive impact on the organization.

Perhaps, more importantly, some staff members have witnessed the IBE President & CEO changing figures in various financial documents. There are numerous examples and emails that were provided at the request of IBE Board Personnel Committee Chairman Karen Perry Lloyd with whom the entire full-time staff of IBE met on Sunday, March 20 at 4:00 pm. to discuss and to seek remedies for their complaints. Ms. Lloyd asked many questions and stated she would look into the problems and get back to us. We have not received a response from her as of yet; however, we know that she met with Board Chairman Thompson who met with the IBE President on Tuesday, March 22, 2011.

Subsequent to the April 26, 2011 board meeting, various reports to staff members indicate that the IBE Chairman reported to the IBE Executive Committee that there has been one formal complaint

filed against the IBE President & CEO. A more accurate statement would be that one formal collective complaint was filed by the entire full-time staff of IBE.

There is very broad, deep concern and even fear amongst the staff of IBE over the success of the 2011 Summer Celebration following (1) a significant drop in our 2010 attendance, (2) disinterest demonstrated by the IBE President in brainstorming ideas with minimum fiscal impact to increase attendance and (3) most importantly, the significant increase in competition for leisure time and cultural tourism from the events listed below.

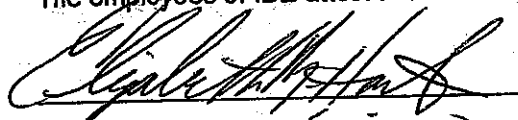


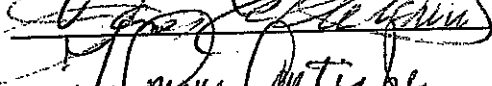
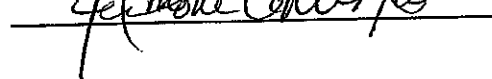
1. 100th Anniversary convention of Kappa Alpha Psi, whose attempt to partner with IBE was dismissed by the IBE President & CEO; July 2 – July 10; Motown Crimson Cabaret, jazz concert on the canal, Steppers Gala, white linen parties, etc.
2. Sade concert on July 8 in Conseco Fieldhouse
3. Jennifer Hudson concert in Indianapolis on Tuesday, July 19 at the Murat
4. New Ohio Black Expo on June 29 – July 3 when their jazz concert features Gerald Albright, David Benoit, Alex Bugnon and Hiroshima; also featuring an Eddie Griffin Comedy Show
5. National Baptist Congress on Education, June 20 - June 24



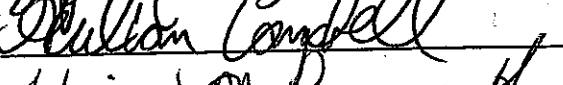
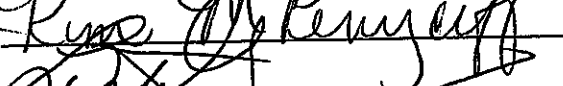
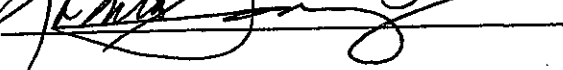
There was a time when outside groups and promoters would respect the Summer Celebration schedule and would attempt to collaborate with IBE. Clearly, the organization no longer commands such respect.

The staff of IBE is dedicated and committed to propelling the organization forward. Many staff members have attempted to share creative ideas, implement strategies, processes and policies that would keep IBE alive and successful. All of our attempts have been thwarted, denied and/or declined by the IBE President & CEO because they were not in line with her own ideas. She demonstrates tunnel-vision to her staff. *Where the people have no vision, they shall perish.*

Something must be done to rectify this situation to eliminate or significantly diminish the hostile working environment. Furthermore, if we do not put creative initiatives and plans in place to increase traffic into the convention center this year, then we will lose additional sponsors and exhibitors in the future which could easily seal an unexpected end for IBE whose financial success depends on the success of Summer Celebration each and every year.

The employees of IBE attest to the facts and opinions expressed in this document.

Quin Alphon
Carla Lombard
Collin Taylor
Nedie Ferg

By
Peggy L. Hines
Lynna L. Townsend