

February 24, 2007

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Re: Formal Response to perceived inadequacies of me, as requested.

You called me at 5:54pm on Friday, 2/23/2007, and told me you wanted to discuss a couple things that would only take 5-10 minutes of my time. But instead you verbally assaulted me for almost 40 minutes, during which time you shouted at me, threatened me with termination, degraded me by speaking of me as being a complete idiot, as well as ridiculing and demeaning me by demanding that I discuss my emotional inadequacies as a human being. You said I am a horrible office manager and an embarrassment to you, and that if I did not respond to your previous letters of reprimand by Monday 2/26/2007, I would be fired. You also told me that from this point forward, if I responded to any future verbal reprimand from you by either reacting in a defensive manner or with any rude or arrogant remarks whatsoever, that I would be fired on the spot.

You have preyed upon my emotional issues and human vulnerabilities deliberately during times of undue stress and duress for many months now. Most of your extreme verbal abuse episodes are brought on by your own anger and frustration about your current situation, not because I am an incompetent Office Manager. Ridiculing me, screaming at me, and threatening me for hours upon hours, day after day, has definitely stressed me out emotionally, now to the point of having continual suicidal thoughts. Under the constant stress of being your Office Manager, I have responded with fear, confusion, frustration and embarrassment, just as those before me who were also unable to handle the intensity of these unscrupulous methods and deliberate psychological attacks. As you put me under your microscope and prey upon my innocent emotions, I ask that you realize that your unloving and demanding approach toward me is harmful to my nervous system, my health and my spiritual well-being, and appears to have no practical wisdom, positive intention or good purpose.

To see the photographs of Pat Cole is so disheartening and frightening that my compassionate heart goes out to her, naturally responding to her pain, as I am no stranger to the many damaging affects of abuse, whether spiritual, psychological, or physical. In addition to my first hand experience, I observed Pat being treated in the most inhumane fashion, being humiliated and denigrated relentlessly for several months. This abuse had the affect of polarizing and terrifying Pat and the entire staff with dreadful displays of rudeness, humiliation, degradation, and sometimes even violent behavior, causing fear and paranoia among the ranks. I find this spiritual and emotional cruelty to be repulsive, creating a hostile and oppressive atmosphere in the work place. This sets an unhealthy precedent for everyone in what would otherwise be a sacred and

inspirational space at best and a safe, functional and comfortable working environment, at the very least.

No decisions of any kind can be made without first getting your approval and even then I am never sure that your final decision will not be revised at any moment, crippling every effort at its inception. Frustration is always present because I never know from one moment to the next what you expect of me, kept off balance by your constant rearranging of priorities and directives. Because of this lack of coordination and direction, things are done either incompletely or incorrectly, later found to be either unnecessary or duplicated, which is a direct result of the inherent difficulties of each of us receiving contradictory, inconsistent or mixed messages.

Geoff, Brett, and I are afraid to answer the phone because we never know what your mood will be or what reaction you may have to current affairs. When you are aggressive or rant and rave on a regular basis it makes me nervous from fear and stress, paranoid from the desperation of co-workers, and disillusioned due to the lack of clarity and direction in the longer term. I have heart, and good talents and abilities, but you make me feel like an idiot. You are continuously verbally abusive to me, using the lowest forms of negative language, blaming and curses, which I find invasive spiritually and harmful psychologically. As I am now the focus of almost limitless hostility, I am even more afraid that I will become the next Pat Cole, and that like many others before her, I too may have to suffer more of the same emotional battery, psychological injury, and potentially even bodily harm. I am unsure what will happen now even if my suggestions are heard and advice is heeded, simply trying to fulfill what must be done in the interest of proper, ethical, and legal office procedure.

In addition, it is very stressful to contend with your multiple lawsuits and financial issues, this having consumed the majority of my time since being hired May 1st, 2006. I have seen several employees suddenly quit due to the constant yelling about these two issues within the office environment for all to hear or witness first-hand. This creates a stressful atmosphere of chaos, dysfunction, and negativity, making ordinary administrative tasks practically impossible. My attitude is mostly fueled by your volatile nature and lack of consistency of focus, and I fail to see how this approach is in the best interest of you, your staff, your resources, higher purpose or spiritual growth.

What is being demanded of me is to create a plan that will facilitate sustainable success for your many enterprises, and achieve practical results for the implementation of infrastructure in the management of the office, given very limited funds and staff. I am prepared to offer what I consider to be my essential recommendations to you now, as follows:

1. You must immediately separate yourself from the office environment, in order that any remaining work can occur without undue interference or distraction from micro-management. This would allow you to focus completely on the writing, editing, updating, compilation and completion of current works.
2. It may be necessary to shut down the office completely, until the various legal and financial issues, present and pending, are sufficiently dealt with, paid, or resolved.
3. It may also be necessary to start from square one in order to create an environment which can function unhindered by current issues or problems, one that is inspired by and consistent with the

stated higher purposes of your enterprises, yet can meet the fiscal obligations to staff, students, investors, creditors, and regulatory authorities. This new structure must be put in place to stabilize the whirlwind of simultaneous forces and financial issues plaguing our current efforts. Federal and State Payroll Taxes and Workman's Compensation and other insurance, must be paid before any additional new hires can be initiated, and so work can continue legally.

4. Once work can be restored, the completion of the archives is imperative. The completed archives, chronology, and concordance must be the first order of business and of the highest possible priority, both in hard copy and in electronic data through servers. Any other focus or effort would be misplaced, premature, and ultimately doomed to failure. A complete change of focus and direction is essential to prevent recent history from repeating itself, because only an insane person expects a different result to come from using the same methods.

These changes are so essential that I am facing imminent and unavoidable ultimatums at every turn, from you personally as the head of this organization and its spiritual teacher and leader, from creditors and past benefactors, and from the legal authorities. I have my own doubts about the viability and immediate feasibility of current endeavors, given recent developments.

My concern is regarding unpaid overtime, at sixty hours per month and back dated to July '06, a bonus (\$10,000) and a raise (\$30,000 to 45,000), each to be paid immediately upon the arrival of funds, as agreed upon in September 2006. This compensation is justified by my work-load, requiring extensive over-time to include most evenings and weekends, throughout my entire tenure as Office Manager and other duties assigned: Administrative Assistant, Personal Assistant, Executive Secretary, Para-legal, Girl Friday, Saturday and Sunday, and Custodian, simultaneously trying to fill every new gap in scheduling, availability or competency of current staff.

In addition, I am missing a July paycheck, and have incurred finance charges for bounced payroll checks and 10% for each bounced payroll check are owed, as agreed upon in September 2006, as well as further damage to my credit rating due to sporadic pay. And so the worst ultimatum for me is both a personal and financial crisis, due to the reality that promises for wages, bonuses, and funding have not been fulfilled.

Ultimately, I know intuitively that this work environment is offensive to me as a human being and noxious to my higher source sensibilities. I am sensitive to the fact that others must be having a similar experience, most notably Geoff. All of our debts and operational expenses as well as your personal living expenses have been paid by Geoff since September 06' (\$230,000). How can any of us be expected to function here in good conscience knowing the degree of his liability with regard to his money, his liability for back due payroll taxes, fines and interest on bounced checks, and considering he has not been paid to date (since September '06). Regardless of any Karmic debt Geoff may owe you personally, this burden is too much to be shouldered by one individual and I am fearful for him and for his future security, given present circumstances, which include paying for your personal expenditures and accounts with over-draft charges and fines. Meanwhile the shadow of our \$1.5 million debt from your personal and for-profit ventures is looming behind us and seems to be gaining ground, not including non-profit debts, all of which are threatening to cause irreparable complications across the board.

Other past due or lost wages incurred by previous employees, who either quit or were fired and have still not been paid, nor received compensation for bounced checks (fines/interest): Rev. Chrysta Bourne - Executive Secretary, Wendy Stuart – Editorial Assistant, John Mark Young – Editorial Assistant, Don Thompson – Graphic Artist, Ray Solanki - Business Manager, Sheila Ira Parmar – Personal Assistant, Heidi Escalante – Marketing Administrator, Sara Jane Willis – Staff Management, Kyle Heineke – Personal Assistant, Geoff Reynolds – Financial Controller. Those who quit but were paid (with Geoff's funding) are Steven Gonzales – Graphic Artist, Mike Fulford – Finance/Tech Support, and Gail Duran – Personal/Administrative Assistant.

Those who remain are myself, Brett Jauhola – Technical Director, Charles Tapp – Graphic Artist, **Geoff Reynolds– Financial Controller**, Anna West – Administrative Assistant, and Jamie Haywood – Contract Custodian. This roster is being provided to illuminate the effect that your instability and explosive episodes of denigration, humiliation, and verbal assault have on all of us. This and your constant personal demands are causing chaotic turn-over of staff and is largely responsible for my intense work-load over the last ten months and the degree to which this undermines the chain of command and lowers my ability to function effectively within the office cannot be over-stated.

Julio Williams – long-term benefactor and Treasurer for S.A.I. and G.G.I. has donated generously in the past and \$150,000 is expected Feb.26, '07. **Previous to October 12 '07 when the physical altercation occurred with Pat Cole – President of S.A.I. and G.G.I., she sacrificed some \$315,000 from her personal funds, plus \$250,000 of other borrowed money and over \$350,000 of debt incurred from the Political Hill house. The authorities may view this transaction alone as extortion, since Pat has never occupied the home herself. In addition, I witnessed you intimidate Pat into selling her condo and personal vehicle to cover your expenditures and to meet payroll. The non-profits that you up started and their mission statements are designed to support you as the sole beneficiary, and are at an impasse now because, after Pat's altercation, there are insufficient Board Members to reach a quorum and affect any meaningful change. Meanwhile, both SAI and GGI owe significant debt and both Julio and Pat are potentially liable for debts from previous Na Ka Shela expenditures, upstart investments for Surya Institute, which also include back payroll taxes from the non-profits and many other miscellaneous expenditures.**

At the root of my frustration and stress, more than the lack of sufficient management structure and the dysfunction of policies and procedures, is concern over my personal liability under present circumstances. These practices conflict with my personal and professional ethics, and I find this hostile work environment to be untenable. Furthermore, in the face of legal action, I am unwilling to perjure myself or participate in acts of fraud or extortion. I would not want to be stressed and inconvenienced by subpoenas and the time lost involved in the legal entanglements of others. I am also unwilling to pursue celibacy, upgrade my home, and abandon all friendships as you have directed. I believe that my personal life should be off-limits and must remain beyond your control.

I have never seen an office under so much constant stress. The arbitrary assignment of tasks, which are not in the job description, and the chaos and confusion that comes from never being able to be prepared for the unexpected are crippling to morale. Even more damaging are your

outbursts of condemnation and anger, which is disruptive. Your inadequate or inconsistent direction denies us the simple satisfaction that comes from completing a given task.

This is due to your dictatorial management style, and cult-like following, which is a product of the pressure and control tactics used to induct potential benefactors and employees. All of this seems so duplicitous and is inconsistent with acceptable moral and ethical standards. Spiritually, this is a deliberate violation of that which is so precious in each of us: namely, our capacity to love and to trust. The loss of innocence and the subsequent humiliation and shame suffered by these victims is far greater than the actual monetary loss, however excessive or substantial.

Without sufficient clarity, consistency, and stability, and out of fear for my own physical and emotional well-being, I am not able to go on. I have reached this impending decision thoughtfully, and not without due consideration, along with the suffering that always comes from self-sacrifice. I ask that you lay me off in order that I may obtain unemployment benefits, as was your agreement with Wendy Stuart when Devra threw a book at her, cursed, and publicly humiliated her and then fired her on the spot last November. I also ask that you are forthright in making payment for the missing paycheck, overtime, bonus, and finance charges for bounced payroll checks and 10% for each bounced payroll check owed, as agreed upon in September 2006.

Respectfully, Withholding Any Judgment, and With All Hope and Love, Rebecca West – Office Manager, Surya Enterprises Unlimited Inc, Lakeside, Montana