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June 8, 2017

VIA EMAIL AND U.S. MAIL

Hon. Don Kendrick
Mayor, City of La Verne
Hon. Tim Hepburn
Mayor Pro Tem
Hon. Robin Carder
Hon. Charlie A. Rosales
Hon. Muir Davis
Council Members

Mr. Robert Russi
City Manager
Mr. J.R. Ranells
Personnel Officer
Robert L. Kress, Esq.
City Attorney
Mr. Pete Jankowski
Fire Chief
3600 "D" Street
La Verne, CA 91750

Re: Cease and Desist All Forms of Retaliation and Harassment Against

Hon. Mayor, Mayor Pro Tem, Council Members, and Messrs. Russi, Ranells, Kress, and Jankowski:

Our law firm represents the La Verne Firefighters Association, its Executive Board, and each of its members (collectively, "LVFA"). Our representation includes responding to what we believe are retaliatory actions of and harassment by the City and its employees against the LVFA both before and after its May 8, 2017 Vote of No Confidence involving Chief Jankowski. These actions include, but are not limited to, the disciplinary investigations against LVFA members.

The LVFA notified Mr. Russi on May 28, 2017 that it was interested in meeting with him and Mr. Ranells, without Chief Jankowski, since the Chief was one of the primary sources of issues. That same day, Mr. Russi replied that he wanted the Chief included in any meeting, but agreed to meet initially without the Chief "for the sole purpose of understanding [the LVFA]

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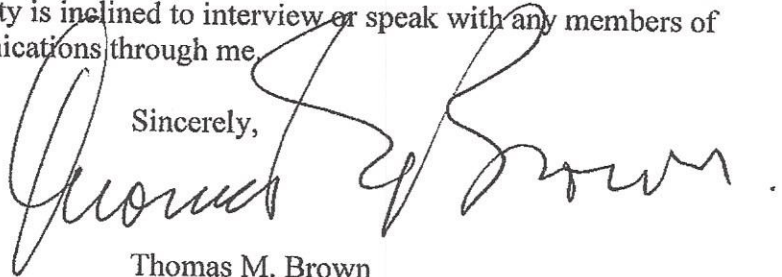
June 8, 2017

Page 2

membership's perspective" The LVFA is interested in meeting with Messrs. Russi and Ranells without the Chief, with their counsel present.

Finally, in response to Mr. Ranells' May 8 request for information from the LVFA, we will respond on behalf of the LVFA and you should direct all future communications to me on this matter. If you or anyone at the City is inclined to interview or speak with any members of the LVFA, please direct your communications through me.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas M. Brown", written over the typed name.

Thomas M. Brown

for BROWN WHITE & OSBORN LLP