

June 7, 2015

Gary Reedy  
250 Williams Street  
Atlanta, GA 30303

Dear Mr. Reedy:

My name is Dave McGrath and I am proud to say I have been the Night Manager at the Worcester Hope Lodge since 2007. As a 23-year brain cancer survivor (diagnosed in 1992 when I was 18), my job at Hope Lodge has given my cancer experience purpose and allowed me to pass on the lessons I have learned to guests facing a life challenge similar to the one I overcame when I was 18. Words really cannot describe how much Hope Lodge means to me, but I do what I can to express my appreciation in my actions.

One of the first things I did when I started as Night Manager was contact the Worcester Sharks hockey team. I spoke with Mike Myers on the phone, and he told me that guests could go to any Sharks game they wanted to, and he would leave them complimentary tickets at the box office. I was elated and excited to tell all of the guests about this.

That winter, we had a 17-year-old guest with a brain tumor. He really wanted to go to a game, but the Sharks did not have a game on the schedule during the time he and his parents were staying here. I told Mike Myers this, and he visited the guest at Hope Lodge with a Sharks player, Riley Armstrong. I wrote an article about this experience that was published on the AHL website (See attached article from <http://theahl.com/shark-therapy-helps-teen-ice-his-battle-with-cancer-p134099>).

My family could see how much Hope Lodge meant to me, and supported the Lodge in any way that they could. They came to our holiday open houses where my dad played the piano, my mother cooked Irish bread and gave me other snacks to bring for the guests, and my sister donated several items she bought with the word “Hope” on them. My family also came to the Relay for Life events, and cheered me on during the survivor lap.

Although working at Hope Lodge, fostering a relationship with The Sharks, and supporting the events with my family made me very happy, I wanted to do even more to show my appreciation for my work with the guests and how valuable I knew Hope Lodge was to them.

The idea came to me in 2009 while I was ice skating at a local rink with my friend. The rink manager let us skate beyond the regular public skating time, and we skated for almost four hours. As we were skating, I asked my friend if she thought we could keep it up for 24 hours. When she answered yes, the idea came to me: Skate for 24 hours to raise money to help Hope Lodge. I wanted it to be like a Relay for Life, but at a hockey rink. Skating for Hope was born, and I told myself I would do whatever it took to make it happen.

I spent the rest of 2009 trying to find a rink that would donate the 24 hours needed for the event. The best offer I found was from the same FMC rink (Buffone Arena) that I was skating at when I came up with the idea of Skating for Hope. They said they could provide a 24-hour rental at half price, which ended up costing around \$2000 – not an amount I could afford.

Still, I was determined to get Skating for Hope off the ground. At the end of 2009, one of my best friends was moving from Massachusetts to Oregon. Before he moved, he gave me his old iPhone, MacBook, snowboard, and various other items. His kind act made me think about all the “stuff” I had, and how it really wasn’t what made me happy.

Over the years, I had gathered a big collection of Star Wars memorabilia and t-shirts of all kinds. I often joked that I wanted to be able to wear 365 different t-shirts in a row, and when my cousin gave me a t-shirt for Christmas that year, I knew it was time to part with both of my collections. I decided I would start wearing a different t-shirt each day for 2010 and my sister gave me the idea of blogging my experience. When I ran out of t-shirts, I would take donations for them to raise money for the \$2000 rink rental.

The blog post for one of my many Star Wars t-shirts included links to Ebay listings for most of my Star Wars memorabilia, and I ended up raising about \$200 selling many vintage items which I knew would get me closer to my goal.

Towards the middle of the summer, I counted the t-shirts I had left in my collection and knew I would not be able to make it through the entire year wearing a different one each day. Family, friends, and about 20 websites and businesses donated enough shirts so I could make it through 2010 and complete my t-shirt blog.

In 2011, my sister set up a website so I could take PayPal donations for the t-shirts. By early March, I had raised enough money to rent the FMC rink for 24 hours. Because of the hockey season, the only time we could get the rink for such a long time was in late July. We scheduled the first Skating for Hope event from 10:00AM July 30, 2011 until 10:00AM July 31, 2011.

Not surprisingly, my family rallied around and supported me with the planning of the first Skating for Hope. My mother, father, sisters, and cousin all came to as many event planning meetings as they could. My boss Debra Aharonian also came to the meetings, and we had most of them in the dining room at Hope Lodge. It was a great feeling to have people help me bring to life the vision I had for the event.

I reached out to the American Cancer Society to see if they could help with a website or fundraising page, but they told me they could only help people who were raising money for the ACS in general and not a specific Hope Lodge. The only guidance I received from the Society was that I had to fill out a third party event form, which I did. Even without much help from the ACS, I was determined to make Skating for Hope a success.

I set up a website through myevent.com, and starting taking donations for my 24-hour skate. Like Gordy Klatt had done at the first Relay for Life, I was planning on skating and playing hockey for 24 hours straight. My goal was to not only make back the \$2000 I had raised for the rink, but to double it and raise \$4000. .

From March through July, the Skating for Hope event committee met and brainstormed ideas on getting food, raffle items, skaters, and volunteers to the event. I started training for the event, skating and playing hockey for up to six hours at a time at Buffone Arena. That May, my t-shirt blog was awarded the Best Local Blog Award by Worcester Magazine. I also spoke during the open ceremonies of that year's Worcester Relay for Life event at Holy Cross, and many people came to ask me about Skating for Hope afterwards.

When mid-July arrived, we had volunteers and skaters signed up using the Myevent website. In addition to my family, we also received a lot of support from local hockey organizations and people. The Worcester Sharks and Worcester Tornadoes scheduled to bring their mascots to the event. The Boston Bruins scheduled time for Blades and the Ice Girls to make an appearance. I contacted former Boston College hockey players, and a few of them (Bobby Allen, Blake Bellefeuille, and Jamie O'Leary) said they would come and play in a game...they also brought a former Boston University captain Carl Corazini with them. Paul Stewart (a cancer survivor and former NHL referee) agreed to come and officiate one of the

games. Although Paul D'Amato (a Worcester native who played Dr. Hook in the movie Slap Shot) could not make it, he donated signed memorabilia and t-shirts to the raffle. I was relieved that before the event had started, we had already raised the \$2000 that it cost to rent the rink.

At 10:00AM on July 30, 2011, I started skating at Buffone Arena with my family, friends, and Skating for Hope supporters with me. The event went really well, especially considering it was the first attempt. There were no injuries, the hockey games went well, and a lot of people came out in support. The Worcester Shark mascot Finz made an appearance, as did the Bruins Blades and Ice Girls. The Star Wars 501<sup>st</sup> arrived, and every kid there made a mob scene around Darth Vader. After Paul Stewart officiated a game, he stayed and shared his cancer story with a group of children on the ice. We played a high school alumni game between my hometown of Westboro, MA and my Alma Mater Saint John's of Shrewsbury, MA, in memory of two of my friends who passed from cancer at an early age (Danny Manning, Jr, in my class at Saint John's, died from leukemia at age 19, and Greg Montalbano, from Westboro, three years behind me in my brother Tom's class at Saint John's, died from cancer at 31). Although it was a lop-sided win for Westboro, I was happy to have so many people come and play in it in their memory.

At around 5:00AM, when there was five hours left to go, I started questioning if I was going to be able to make it through the whole 24 hours. Then, my cousin Matt joined me on the ice, and I knew I was going to be fine. I skated until 10:00, only stopping for bathroom breaks, and completed my goal of skating for 24 hours straight to raise awareness and money for Hope Lodge. After all the donations, and money raised through the event were totaled, the first Skating for Hope raised

\$13, 740.34 for Hope Lodge – far beyond what I was hoping for. I was very thankful for all the support I got from my family and friends, and very proud when I presented the checks to Debra Aharonian at a Hope Lodge staff meeting. Many of the staff had volunteered at the event, and helped make the event a success, so it was a proud moment for us all.

In the spring of 2012, the Skating for Hope event planning committee started meeting to plan the second annual event. Although because of the first event's success I was hoping they could donate the rink time, FMC said like before they could only provide a 24-hour rental at Buffone for 50% of the normal rate, around \$2000. Even though Skating for Hope had no money in the account after making the donation, I was determined to figure out a way to raise the money again.

After downsizing my t-shirt and Star Wars collection, I thought having a yard sale could be a way to raise the money for the rink rental. Along with my family and the Hope Lodge staff, we had a yard sale to benefit Skating for Hope in June of 2012. The event raised \$450, and along with donations from organizations like Columbia Tech and Harper's Payroll, we raised enough and scheduled the second annual event at Buffone Arena, July 31 – August 1, 2012.

The Skating for Hope event committee continued to have meetings at Hope Lodge, and I continued to have Skating for Hope as one of my professional development goals as an employee of the American Cancer Society. At one of the meetings, an event planning member said she had found a grant (Webster Five) worth \$2000 that she thought Skating for Hope qualified for. Debra Aharonian volunteered to write the grant application with the help of ACS employee Meggan Ayres, and we were approved for the grant. The committee agreed that the money from the second annual event would not be donated in a check form, but would be used to purchase something to improve Hope Lodge. After talking to the guests, there was a consensus that new

televisions were something that every room needed. We also agreed that we would make sure we had enough money left over to rent a rink for the 3<sup>rd</sup> annual event in 2013.

The second annual event was a success, and we were able to buy flat screen high definition TVs for every room at the Lodge. At our post event meeting, Debra Aharonian told the group that Webster Five had sent the \$2000 to the American Cancer Society office in Framingham, not to Hope Lodge. When I called the office they told me that the money had already been deposited into the Hope Lodge account, there was no way to access this money or choose what it was used for, and that Skating for Hope had not even been mentioned on the grant application. This was very upsetting to me and others on the committee, but we tried to focus on the success of the event.

In November of that year, my father and I met with the Holy Cross athletic director (Richard Regan at the time) to discuss moving the event to Holy Cross. He thought it was a good idea, but we would have to discuss it with Bob Neville, who was the director of athletic facilities at the school. In January of 2013, we met with Bob Neville and he told us that Holy Cross would be able to host the event and donate the 24 hours of rink time. He also was able to schedule a date with us, September 19, 2013 – September 20, 2013. I was excited to announce the date online (which I did on January 18, 2013), and looked forward to planning the event at Holy Cross.

The event went well at Holy Cross, and raised over \$10,000 for Hope Lodge. That year, Hope Lodge guests had requested a massage chair be purchased from the money raised. The Skating for Hope Board met and agreed to spend the money raised on a massage chair for Hope Lodge, and a donation towards the Hope Lodge heating bill.

Unlike 2013, we did not set a date for the 4<sup>th</sup> annual event in mid-January. Bob Neville had retired from his position at Holy Cross, and Nic Ryan took over. I contacted Nic in the third week of January 2014, hoping to meet and set a date for that year's Skating for Hope event. On January 23, 2014, Nic emailed me and said *"I can't schedule out that far yet since we haven't started talking rink schedule or have an idea on home team schedules. Once I have a better grasp on schedules I can get back to you."* I did not hear back from Nic, so we did not know if we were going to have the event at Holy Cross or not.

In February, Skating for Hope purchased a massage chair worth almost \$3000 for Hope Lodge. Debra Aharonian asked me about the rest of the money raised, and when Skating for Hope would be donating. I explained to her that the board had decided that after buying the chair, Skating for Hope would also make a donation towards the Hope Lodge heating bill. The board couldn't determine the amount of the donation until there was a date confirmed at Holy Cross. If, for some reason Holy Cross couldn't have the event, Skating for Hope would need money to rent a rink elsewhere.

I emailed Nic Ryan again on March 20, 2014, and he replied, *"We have yet to sit down and work on our schedule for next year. When we start to figure it out I will get back to you."* I again explained the situation to Debra Aharonian, who explained to me that the American Cancer Society was wondering where the second donation was. I told her a few times that I had not heard back from Holy Cross, and therefore the board could not make a decision about the amount of the donation.

On May 15, 2014, I still had not heard from Nic Ryan to confirm a date, so I contacted Nathan Pine, the new head of athletics at Holy Cross. I explained the situation to him, and the urgency, and he forwarded my email to Nic Ryan. That same day, when I started my shift at

Hope Lodge, Debra Aharonian handed me a print out that contained a time and list of employees for a conference call. She explained to me that the American Cancer Society wanted to talk to me about the Skating for Hope money, and the call was the next morning at 8:00AM, at the end of my 14-hour shift. Because some of the Skating for Hope board members (including Paul McGrath, who was the treasurer) were away on vacation, the board agreed to tell the American Cancer Society that because of the situation, I shouldn't participate in the conference call, but the board would be happy to meet with the ACS to discuss the matter. The evening of May 15, 2015, I emailed Debra Aharonian and Jean Johnstone and said:

*Hi Debra and Jeanne,*

*I discussed the conference call with Skating for Hope board members, and we agreed that without the board available for tomorrow morning, I should not participate in the call.*

*We would be happy to set up a meeting in person to discuss Skating for Hope with you.*

*Thank you and have a great weekend,*

*Dave McGrath*

The following afternoon, I received an email from Jean Johnstone that stated:

*“The intent of the call originally scheduled for this morning was to review a potential conflict of interest, as defined by the ACS code of Ethics and Conflict of Interest Policy, regarding your involvement with Skating for Hope.”*

*“As an ACS employee, it is a condition of your employment that you meet with us to discuss this matter. Moreover, please be advised that non-ACS personnel will not be allowed to participate in our discussion, including the Skating for Hope board members.”*

On Tuesday, May 20, 2014, at 8AM, there was a conference call including me, Jean Johnstone, and Chris Bolt from the ACS Compliance group. During this call, Chris asked me many questions about Skating for Hope, and most of them had to do with the finances and not the possible conflict of interest. Chris asked me how much money was in the Skating for Hope bank account. When I told him I didn't know, he replied, "How can you not know that?" and I told him that not only was the treasurer out of the country, but that it was my understanding the conference call wasn't about money. Chris also read the mission of Skating for Hope to me and stated that it was similar to the mission of Hope Lodge. I'm not sure if Chris is familiar with setting up non-profit organizations, but in order to help the people you'd like to help (in this case Hope Lodge guests), you have to create a mission statement that will let you do so. For example, if the mission of Skating for Hope was to help people with Crohn's Disease, Skating for Hope would not be able to help Hope Lodge guests. Chris also mentioned that most of the Skating for Hope board were members of my family. My only "defense" was to tell him that my family is very supportive with anything I do that will help other people. I was surprised he didn't seem to know that most non-profits start as family-based organizations. He asked me if any of the board members were salaried and I told him that everyone was a volunteer. I explained the situation with not hearing back from Holy Cross to Chris, as well as Skating for Hope being the first non-profit I had ever started (and the fact that when I came up with the idea to skate for 24 hours, being the head of a non-profit was not even on my radar). Chris also asked me if I remembered that the Occupancy Agreement I had signed in 2007 (7 years before) stated that I "shall not conduct any business or trade from the Premises" and I told him I did not remember that clause. Chris did not offer any solution, and just told me it was in there.

On May 27, 2014, Chris wrote a letter to me that started:

*“Dear Mr. McGrath:*

*IRS Publication 3079 requires all tax exempt organizations to maintain records for all events.*

*Please provide the American Cancer Society (ACS) a detailed accounting of the Skating for*

*Hope event held on September 20 and 21, 2013...”* I cannot recall learning about any form of

letter (personal or business) that did not include some form of greeting, or reference as to what

the letter was about (ie, our conference call). It continued *“I am requesting you immediately turn*

*over the funds you raised for to benefit Hope Lodge...”* *“Please consider this our final request*

*that those funds be delivered to us immediately upon your receipt of this letter. Checks can be*

*made out to the American Cancer Society.”* It also stated *“This is something that ACS takes very*

*seriously as an organization. As such, we will take any and all necessary steps to regain these funds.”*

I’m not sure why Mr. Bolt used the term “regain these funds”, because these were Skating for

Hope funds that the Skating for Hope Board needed to meet and vote on how it was going to use

them to benefit Hope Lodge. To me, regain means the funds were taken away from the

American Cancer Society, which was never the case.

The letter from Chris Bolt also stated, *“we also request that you immediately cease operation of*

*the nonprofit Skating for Hope using the address of the Hope Lodge, Worcester, MA as required*

*by paragraph 5 of the Occupancy Agreement dated July 3, 2007”*. This was something that was

brought up in the conference call, and I told him I did not remember this part of the agreement

that I signed 7 years before. After looking at the Occupancy Agreement, I saw this line and

quickly remedied it by changing the address of Skating for Hope. In looking over the agreement, I also was reminded that my required hours for working as Hope Lodge Night Manager were from 7:00PM – 7:00AM, even though since late 2008, I had been working from 6:00PM – 8:00 AM. This was a result of two things: My first week at Hope Lodge, Debra Aharonian told me that even though my hours ended at 7:00 AM, she did not come in to work until 8:00 AM, but that since I would “probably be sleeping” that shouldn’t be an issue. I had just started working at Hope Lodge, so I politely nodded and went along with it. Then, in late 2008, Debra Aharonian told me there was “an issue” with Jackie Kane’s (former Hope Lodge office assistant) hours and asked me if I would start work at 6:00 PM instead of 7:00 PM. Priding myself on being a team player, I agreed to start earlier, and have been working from 6:00 PM until 8:00 AM ever since.

On June 3, 2014, Nic Ryan emailed me and said that the rink at Holy Cross would be available for the 4<sup>th</sup> Annual Skating for Hope, at no cost. There was a Skating for Hope board meeting on June 8, 2014 to discuss what this meant with regards to a donation to Hope Lodge, as well as what to do with all the demands the American Cancer Society had made in the letter from Chris Bolt. In this meeting I reluctantly stepped down as president of Skating for Hope, the non-profit that I had created specifically to help Hope Lodge. Although I could not understand why the American Cancer Society was questioning my dedication to Hope Lodge and motives with Skating for Hope, I did this to remove any question that there was a conflict of interest with my involvement in Skating for Hope. We also agreed to officially change the address of Skating for Hope to a new address, as Paul McGrath took over the role of Skating for Hope president. Finally, we voted on how the rest of the money raised would be spent on Hope Lodge, and it would be a donation toward the Hope Lodge heating bill as well as wish list items.

With the American Cancer Society wanting me to stick to the word of my Occupancy Agreement, I decided I should let them know that I have been working beyond my required hours since at least 2009. On June 9, 2014, I sent Debra Aharonian a letter explaining the discrepancy with the hours stated in my agreement and the hours I actually worked, and in an email to Debra Aharonian explained that I had conservatively worked for 2600 hours at Hope Lodge without being paid for these hours, which came out to over \$47,000. Although I did not think the American Cancer Society would pay me for these hours, I wanted to make the point that I had been a dedicated employee since starting at Hope Lodge, and was obviously not doing this for money.

This email resulted in another conference call on June 17, 2014. This call included me, Debra Aharonian, Jeanne Johnstone, and Randy Schwartz. Randy explained to me that there was “no such thing as extra hours”, and I would not be compensated for any time that I had worked beyond my required hours. I was also told that I was “rude” when talking to Chris Bolt in my previous conference call, although no one could give me an example of this. My response was that I thought it was rude that the American Cancer Society had not thanked Skating for Hope once for all the generous donations they had made over the years. Although I do not do things to get “thank yous”, it was surprising to me that the Society had never formally thanked me or Skating for Hope.

On June 20, 2014, Randy Schwartz sent a letter to Paul McGrath, the new Skating for Hope president, that started with the following sentence: *“On behalf of the American Cancer Society Worcester Hope Lodge, I would like to extend our thank you for the funds raised by your organization to support the Hope Lodge. Per your request, the donations will be used to offset the Worcester Hope Lodge fuel costs as well as to purchase items on the Hope Lodge wish list.”*

A majority of the letter continued with similar statements and demands to the letter I received from Chris Bolt, what I think is a very strange way to thank an organization for their continued support of Hope Lodge. Over phone conversations, Mr. Schwartz told Paul McGrath that the only thing that mattered was Skating for Hope could not use the American Cancer Society logo – something that Skating for Hope has never done.

Debra Aharonian and I then met and discussed the discrepancy in my required hours and the hours I actually worked and agreed it was a fair compromise that the American Cancer Society could take out less money from each of my paychecks (Before I get paid from the American Cancer Society, \$9600 (\$800 x 12) is taken from my salary to cover rent and utilities) to make up for the hours I was working beyond what was required of me... We agreed that \$500 would be a good compromise.

On Wednesday, June 25, 2014 at 9:09AM, I received an email from Jean Johnstone with no subject. Inside, it had the time and code for a conference call on Thursday June 26 from 8:00 – 8:30 AM. Jeanne did not state the purpose of the call and did not address me at all, but just gave me the details of the call (that, like all the conference calls, was scheduled right after my 14-hour shift). In this call, Jeanne told me she had spoken with “people in accounting” and that there was “no way” less money could be taken from my salary. She continued to explain that if I wanted, the Society could reassess the “Fair Market Value” of my apartment, or in other words, take more money out. Although I thanked her for looking into this, I found it hard to believe that while we were both working for a company whose mission was to eliminate cancer, there was “no way” that less money could be taken out for my rent and utilities.

Even after stepping down as Skating for Hope president, changing the Skating for Hope address, and making donations with the money raised from the 2013 event, the American Cancer

Society was still not satisfied with my involvement with Skating for Hope. There were further conference calls with Jeanne Johnstone and Chris Bolt, and Jean Johnstone by herself (one on July 29, 2014) in which they both were attempting to convince me that I should change my answers on my American Cancer Society conflict of interest statement. After consulting my lawyer and accountant, they both agreed that there was no reason for me to change my answers. In particular, questions 3 and 5 were the ones that they wanted me to change my answer to “yes”. These questions are as follows: *3. Have you or any of your affiliated persons provided services or property to the Society in the past year other than your capacity shown in Your Society Position entered above and other than services or property you donated?*

*5. Have you or any of your affiliated persons had any direct or indirect interest in any business transaction(s) or other business relationship in the past year to which the Society or any volunteer officer or staff officer of the Society or its Divisions was or is a party?* After completing the American Cancer Society Conflict of Interest training year after year, I know what it means to have a conflict of interest, and there has never been a conflict with my creation and involvement with Skating for Hope since the beginning. In fact, from 2011 through 2014, Skating for Hope was included as one of my American Cancer Society professional goals. Everyone at Skating for Hope is a volunteer, and the only “interest” anyone gets from their involvement is the satisfaction of helping cancer patients who are in the middle of treatment.

After I refused to change my answers to the conflict of interest statements, I did not hear back from Jean Johnstone or Randy Schwartz and was hoping that the American Cancer Society was through with having any issues with how I did my job at Hope Lodge or that I was a volunteer at Skating for Hope.

In December of 2014, the Skating for Hope Board met and voted on how the money from the 4<sup>th</sup> Annual Skating for Hope event would be distributed. Even with all the difficulties with the American Cancer Society, the board voted to give \$2500 to the Hope Lodge heating bill as well as \$1000 to use towards an exercise bike (which was a suggestion from a Hope Lodge guest). When Debra Aharonian became aware that some of the money was to be used to get Hope Lodge an exercise bike she told me Hope Lodges were not allowed to have exercise equipment. I asked her why this was, when it became policy, and who informed her of this policy, and the only answer she had for me was exercise equipment was too difficult to maintain. She could not tell me who started the policy, when it was started, or any other reason why guests should not be exercising. I tried to find the answer online, and instead found several Hope Lodge locations that the American Cancer Society listed as having an exercise room (Birmingham, Lexington, Iowa City, Kansas City, Memphis, Minneapolis, Cincinnati, Nashville, Philadelphia, Rochester, NY) or said they needed new exercise equipment. I have also called these Hope Lodge locations and confirmed that they still had an operational exercise room or equipment for guests to use. I did not confront Debra regarding this issue, but wondered why she would tell me what she did, therefore preventing the Worcester Hope Lodge guests from getting the exercise bike that was suggested by a guest, backed by other guests, and could help them with their treatment.

In March of this year, Debra Aharonian met with me and gave me my assessment as Hope Lodge night manager for the year 2014. Unlike previous years, I made it a point to include that during every shift I have been working at Hope Lodge, I have worked 2 more hours than what is required of me. In my self-assessment, I wrote *“For the sixth year in a row, I was at Hope Lodge for all of my shifts from 6PM to 8AM, 2 more hours that I am required to be in the*

*building as stated in my agreement with the American Cancer Society". My Manager's comment to this was "As a residential night manager, David is not required to be awake/working for his entire shift and as such spends part of his shift sleeping in the apartment provided by ACS in the HL building." I'm not sure why her comment was nothing but a description of my job, and made me wonder if I am not required to be awake during my shift, does that mean I can start my shift sleeping in the Hope Lodge living room?*

For my Performance Goal #4 (Skating for Hope), I wrote *"As a Skating for Hope volunteer, I helped raise \$7500 to heat Hope Lodge as well as \$2000 for Hope Lodge wish list items". Debra's response to this was "Although David's Skating for Hope event resulted in a donation to our heating costs and wish list, he failed to respond in a timely manner to my many requests for a status on the timing and amount of donation to ensure appropriate accounting for the fiscal year. He was also very uncooperative in working with out Internal Audit department to resolve this issue."* As stated previously, every time Ms. Aharonian asked me about the donation, I had explained the situation with Holy Cross to her, and how the Skating for Hope Board (not myself) could not make a decision regarding the amount or time of donation until we confirmed a date with Holy Cross. I asked Debra how I was uncooperative and she had no answer for me. She also told me that these were not her words in my review, but the words that Randy Schwartz told her she had to write. She apologized, and told me that she did it because she didn't want to lose her job. I told her we need to stand up to these people, and she replied that she couldn't and wanted to keep her job.

I also had issues with Debra Aharonian and her supervisor regarding my American Cancer Society professional goals for this year, but I can share these concerns with you in future correspondence.

Mr. Reedy, I am writing all of this to you in order to stand up for myself, to make you aware of some issues in the American Cancer Society that I feel you should know about, and to express my hope that we can find a way that Skating for Hope and the ACS Hope Lodges can both benefit instead of having friction between the organizations. For the last 8 years, I have dedicated my life to fighting cancer as Hope Lodge night manager, founding Skating for Hope, and volunteering as a speaker for the 15-40 Connection. I started Skating for Hope specifically to help Hope Lodge, and simply cannot understand the reaction from the American Cancer Society. I think the key to beating cancer is for all cancer-fighting organizations to come together, not compete with one another, and I'm hoping you share this view with me. I started Skating for Hope with the goal of raising \$1,000,000 to help the Worcester Hope Lodge and to have Skating for Hope events for every Hope Lodge that has a hockey rink nearby. I can only do this with the cooperation of the American Cancer Society, and I'm hoping you can and want to help me make this happen.

I would also like to add that even with all the instances described above that involve Debra Aharonian, I love working with her and think she is a wonderful Hope Lodge manager. She unfortunately has been caught in the middle of this whole situation and I believe for job security decided to side with her supervisors. Debra does an amazing job running Hope Lodge, managing me and the weekend staff, and unfortunately was put in a difficult situation due to the American Cancer Society's reaction to Skating for Hope.

I have also included articles that I am proud to say have raised awareness for fighting cancer, Hope Lodge, and Skating for Hope. I consider myself a leader in the fight against this horrible disease, and I am hoping you understand why I felt the need to share my story with you.

I thank you for your time, look forward to your response, and hope we can meet to discuss this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Dave McGrath", is centered on the page. The signature is written in a cursive style with a large initial 'D'.

Dave McGrath

Worcester Hope Lodge Night Manager

American Cancer Society