

March 6, 2019

Jerry Shipman
President
Clinica Sierra Vista Board of Directors

Mr. Shipman;

I am submitting my notice of resignation from the Board for Clinica Sierra Vista to be effective immediately. I appreciate the opportunity to serve and value all of the hard work done by a dedicated staff that provide health services to the rural communities of the Central Valley.

I had expected to serve a full term but under the circumstances, I feel that I must resign now. I am deeply troubled by the last meeting of the Board in refusing to investigate the disturbing allegations made by now former employees against the current CEO. This was despite my reporting to the Board of my meeting with a local attorney that advised that even though these allegations were made almost a year ago, the Board and CSV still could be held liable in a subsequent allegation.

Second, I don't approve of an early modification of the CEO's contract to increase benefits or salary. As I mentioned above, the allegations by then employees needs to be investigated prior to any increases in benefits and/or salary. Also, the CEO is now proposing to provide compensation to CSV administrators without salary surveys to determine if CSV is paying comparable salaries and benefits. This was brought up at the last meeting and I believe this board will automatically approve it. All of this is tax dollars, whether from the state or federal government, and requires prudence and a rationale.

Next, I believe that the first year of our current CEO has been incredibly chaotic and without direction. Major decisions were made by the CEO without taking them to the Board and requesting approval. The CEO fired a number of CSV administrators for reasons unknown to the Board. We didn't even know how many were terminated and given severances despite my request. Very little information was given to the Board and very few votes by the Board on major items.

Sincerely,



John M. Means