

November 12, 2018

Dear Sandpiper Owners:

The Board of Directors advises you that effective today, Randy Teagarden was notified of our need to terminate his employment contract with the Association as our Sandpiper property manager/maintenance manager. The Board gave thorough and thoughtful consideration to this decision, made for two reasons. First, as you know, Randy has had health challenges for many months, with no schedule foreseen for his recovery, causing him to be absent from the property on many days over an extended period. While we have supported Randy during this difficult time by paying his full compensation hoping he would fully recover, and having contact with him for continued support, his continued inability to give full-time efforts to the job requirements weighed in this decision. Second, Randy has experienced recent personal issues impacting his ability to perform his job requirements in the manner Sandpiper Owners expect, including proper oversight of the Sandpiper business and operations, including staff.

Per Randy's contract, he will be paid full compensation for the next 30 days. But he has been advised that it would be best that he not come onto the property except to pick up his personal effects and return his Sandpiper items, including computer, keys, etc.

The Board will commence a search for a new manager. We will keep you advised of those efforts. In the meantime, our remaining staff and the Board will undertake the current management of Sandpiper business and operations. Thank you for your continued patience as we make this change. Hopefully, it will be a seamless transition.

We advised Randy that the Board and all other Owners appreciated his many years of loyal service to Sandpiper, and wished him the best for his future. And he asked us to thank all the Owners and staff for their support during his years at Sandpiper, including during this challenging time for his health.

If you have any questions regarding this notice, please contact any Board member. Thank you.

Sandpiper Board of Directors