

April 16, 2020

To: UScA Secretary Michelle Clubb

Re: BOI investigation of VP Mark Scarberry

Charges/Investigation

Charges were filed on January 9, 2020 by Michelle Clubb that Vice President Mark Scarberry on 10/17/19 visited the office of UScA in St. Louis, MO and conducted an investigation of financial wrongdoing involving but not limited to, President Vadim Plotsker, Treasurer James Alloway, UScA Judge Frank Phillips and member Kjersti Daabakk.

The charges also state that the unauthorized investigation took up to 4 hours of “company business” time away from the staff’s duties without proper clearance by UScA President Plotsker.

Because of these charges and the actions therein VP Scarberry is also charged with “conduct unbecoming” of an Executive Officer, that is, conduct prejudicial of the interest of the Organization.

Michelle Clubb is seeking upon sustaining the charges that VP Scarberry be removed from office and prevented from further seeking any position of authority in UScA.

The BOI conducted interviews of UScA staff Deb Sweeney and Jody Donaldson as well as Executive Board members Plotsker, Alloway, Clubb and respondent Scarberry.

Based on these interviews and review of VP Scarberry’s past behavior (removal of committee membership Track Layers/Helper) we, the BOI unanimously, find the following:

- 1) Scarberry was less than truthful in his interview. It was determined this investigation was solely done to benefit Scarberry and not in the best interest of UScA.
- 2) Scarberry could have easily asked for or assembled himself, a committee to look into any potential improprieties. The information was easily obtainable through other responsible and professional means, thus avoiding any conflict with the office staff.
- 3) Scarberry showed poor judgement and leadership skills in conducting an unauthorized investigation based on rumors. (Scarberry was asked who provided the information and refused.)
- 4) Scarberry did damage the reputation of the Executive Board by conducting the investigation.
- 5) Scarberry did distract staff from their assigned duties without proper authorization.

- 6) Scarberry's past behavior clearly has shown poor judgement, poor leadership and conduct unbecoming of an officer.
- 7) Scarberry by his actions has damaged the working ability and trust of the Executive Board.

The BOI has unanimously concluded that Scarberry has shown extremely poor judgement with this and prior behavior and because of this, the BOI is recommending Scarberry be immediately removed from his current position on the Executive Board and further be denied the opportunity to run for any position of authority in UScA for a period of three years from the date of this decision.

Sincerely,

John P Horan
Acting Chair, BOI