

# EXHIBIT J

## COMPLAINT REORT

24 JUL 2012

**Saturday 21 Jul 2012, approx.. 2030hrs, Deputy Curt LARRICK (off duty) contacted me (off duty) via cell phone and stated that he had been informed that on Friday 20 Jul 2012 at approx.. 1530hrs, Sgt. TIBOLET had been speaking with several deputies in the operations area of the sheriff's office and was criticizing LARRICK and his work ethic. Furthermore TIBOLET remained part of the conversation of LARRICK's removal from the Juvenile Detail and subsequent change in schedule. I advised LARRICK that I was at a graduation party and would address the issue as soon as possible.**

**Tuesday 24 Jul 2012, 1030hrs, I met with SSgt. Kevin LUPO and Sgt. Michael TIBOLET and advised them of the complaint filed by Deputy LARRICK. When questioned about the alleged incident TIBOLET stated that it never happened and he was not involved in any conversation concerning LARRICK. (LUPO was off duty at the time of the alleged incident).**

**Both sergeants were again reminded to continue to conduct themselves in a professional manner.**

  
**Jay R. ALSTADT, Chief**

## **COMPLAINAINT REPORT**

**16 JUL 2012**

**On Friday 13 Jul 2012, Deputy Curt LARRICK (off-duty) stopped at my residence (1204 Mayfield Vlg. Beaver Falls Pa) and requested to speak with me concerning an issue at work. Deputy LARRICK advised me that while on vacation Deputy Mathew JONES contacted him and stated that several deputies had been joking about LARRICK and JONES taking vacation together. LARRICK stated that according to JONES Sgt. Mike TIBOLET made some type of reference to them being gay. LARRICK was concerned that both Sgt. TIBOLET and SSgt. Kevin LUPO were not treating him with respect which may cause him problems on the job. I assured Deputy LARRICK that this issue would be handled first thing Monday morning.**

**Monday 16 Jul 2012, 0830hrs, I met with SSgt. LUPO and Sgt. TIBOLET in my office at the B.C. Sheriff's Office. LUPO and TIBOLET were advised of the complaint filed by LARRICK and if this was occurring it could not continue. SSgt. LUPO stated that he was unaware of the incident as he had not been in the office for several weeks. Sgt. TIBOLET stated that he had made a comment to Deputy JONES but was joking with him and did**

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**not believe he had taken it offensively. I requested that both sergeants set aside their personal feelings towards LARRICK (whatever they may be) and conducted business in a professional manner. END OF MEETING.**

A handwritten signature in black ink, appearing to read "Jay P. Alstadt". The signature is written in a cursive style with a large, stylized initial "J".

**Jay P. ALSTADT, Chief**

**Beaver Co. Sheriff Office**