

**The following statement is being given by me freely and without coercion for official Commonwealth business and will be considered for all purposes, including actions under the Statutes of the Commonwealth, just as though it had been sworn or affirmed before a court of law or formal arbitration panel.**

to Andrea Lowery.

Emily then stated that it sounds like that was really the incident for me that seemed to start the degradation of that relationship between FNL and PHMC. I told her that it was further back than that. Upon Walter Rybicka's retirement, Charlie Fox, Walter Rybicka, Tyler Gum, and I were in the museum. Charlie Fox pulled me aside and said, "I'm bringing someone in here to piss people off." During a meeting with Tyler Gum and the FNL board president, I said that, of all the associate groups PHMC works with, I'm the only Executive Director. Tyler said, 'No, you're the last. And we're ~~going~~ trying to fix that.' Jim encouraged me to quit three times in the beginning. He would say things like, "It sounds like it's time for you to go."

Then, during the health and safety inspection, 14 FNL workstations were removed. They removed me from my office and put the Educator there for what they said were health and safety reasons. When Jim arrived, I said, 'I'm here to help – help you get integrated into the Erie community. I have lots off connections in town and can help Jim get acclimated.' Charlie Fox told me, 'Sounds like you should just give those positions over to Jim Hall.' To me, it was set in place in advance of Jim's arrival to make it adversarial between FNL and PHMC. Even though I was trying to make it constructive. The letter to Andrea, that's when things started getting interesting.

Emily then asked if the comment from Charlie Fox, that he was "bringing people in to piss people off," was a direct quote and I said yes. She then asked me to describe Charlie's tone when he stated that I told her it was matter-of-fact, that Tyler Gum was going to come in to piss people off. The idea of 'there's a new person who's going to clean house and get it up to snuff.' Maybe Walter wasn't doing it the way it should be done. If that was the case, I didn't know that. Melissa Mann asked me when she came to visit, "when did it all go wrong?" Referring to the relationship between FNL and PHMC, and I think it was that moment, when Charlie said he was bringing people in to piss people off.

Emily then stated that I mentioned that Jim encouraged me to leave my position. She then asked me to explain what that conversation would have looked like. I told her that it was a verbal conversation. I believe it would have

William Sabatini  
Signature

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Interviewer's Signature

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