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Dear BID Board Members and Executive Committee Member Reilly:

It is with mixed emotions that I am providing you with notice of my resignation from my position as Executive Director with the Waukesha Business Improvement District (BID). My last day of employment will be Saturday, September 8, 2012, upon restoring Main Street to vehicle traffic after Art Fest concludes. Please know that my decision to leave the organization was not made rashly. It came after months of inexplicable conflict brought on by the BID's leadership. The disgraceful manner in which I, as well as others who work for or are a member of the BID, have been treated by the present BID leadership is clear to many individuals. In fact, I can thank a BID constituent for helping me find my new position. This BID constituent purposefully introduced me to my future employer, knowing that it was impossible for me to continue working for the present BID leadership. I have always taken great satisfaction in working diligently and faithfully for my prior employers, and I have always been told by my past employers that my work was a great benefit for the organization. Since the change in leadership at the BID, my ability to derive satisfaction in my work was unattainable due to the conflict brought about by the BID's present leadership. I am very excited to be joining an organization that deeply respects their stakeholders and values their workforce talent.

As I prepare for my departure from the BID, it is important for you to know that several months ago the City Attorney's Office initiated a conversation with me whereby I was encouraged to explore my options in regards to a hostile work environment. I thought about this possibility carefully, but I opted not to pursue action out of care and concern for a large number of committed business and property owners that work day-in-and-day-out to make the entire downtown thrive. However, I have concluded that it is in my best interest, both professionally and for my health, to sever ties with the organization.

It is my observation that the BID is very unhealthy. It cannot continue operating in its current state. As presently configured, the lack of civil discourse among the BID's leadership provides a playground for manipulation and excessive bullying. This, in my opinion, is why it has been historically difficult for the BID to retain Executive Directors, and it has poisoned the organization to such a degree that I no longer feel that there is any possibility for anyone to effectively administer the organization in this capacity.

Despite the BID's challenges, the downtown has much going for it and under no circumstances do I desire to undermine those achievements in any way. I recognize that my resignation will create further controversy and conflict, and my fear is that there will be a push to disband the BID. I appeal to the property owners, who have the legal ability to make this change, to first attempt to reorganize the BID prior to disbanding the agency. Since its formation in 1985, the organization has been a catalyst for the revitalization of our beautiful downtown. It would be a shame to hinder future progress when changes to the BID's structure could resolve many problems.

I am honored to have met and worked with many wonderful people in Downtown Waukesha. Regardless of how I have been treated during my employment with the BID, I will continue to shop, dine, and play here and I will encourage others to do the same.

Please know that in the next week I will arrange for a meeting with Downtown Environment Manager John Ward, BID Board President Norm Bruce, and another BID Board Member of my choosing to discuss current and future work priorities. After September 8, I respectfully request that you refrain from contacting me regarding BID business.

Always,



Meghan Sprager