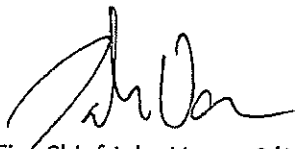


INCIDENT STATEMENT

On 9/12 or 9/13/2011 Chief Terry Korpral of the Southwest Fire Territory met with John Vance and Timm Schabbel regarding the attached text messages sent by DC Brian Kazmierzak to a Female Firefighter at the SWCFT. DC Kazmierzak saw this particular Firefighter at the drill conducted at the airport on 9/10/11 and then began contacting her via Facebook. Attached are the "conversations" that DC Kazmierzak initiated between himself and the Firefighter.

DC Kazmierzak was confronted with this incident and admitted to the conversation and the unprofessional/inappropriate nature of this type of action. See Last Chance Agreement for further.

A handwritten signature in black ink, appearing to read 'John Vance', written in a cursive style.

Fire Chief John Vance, 9/19/11