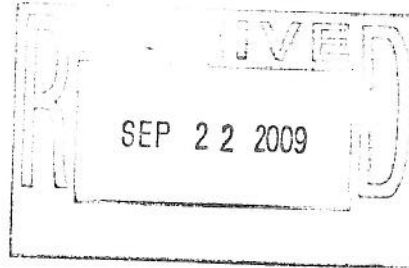


CONFIDENTIAL

MICHELE PUIGGARI
HR CONSULTING SERVICES

September 21, 2009

City of Bozeman
c/o City Council
P.O. Box 1230
Bozeman, MT 59771



Dear Commissioners:

Enclosed is the Confidential Investigation contracted for on July 27, 2009. The report addresses the issues requested in the contracted for Scope of Work.

The contract requested I determine if any statements made by employees before the Commission in the June 22, 2009 meeting contained false or misleading statements as alleged in an e-mail to the Commission dated June 25, 2009, and if so whether those statements were made with knowledge of their falsity or misleading nature.

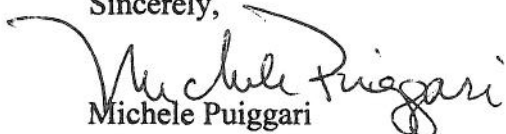
In summary, I did find that there were some inaccurate and misleading statements made to the Commission during the June 22, 2009 meeting. I did not find any of those statements were made with knowledge of their falsity or misleading nature. The facts show those statements were made due to misinformation given to the City Manager, incorrect assumptions of the process by certain people and ignorance of the process involved.

I also found that although the Commissioner's had the assumption they had been informed in the June 22, 2008 meeting the process was voluntary that this was not the case. The Commissioners were told this was voluntary from conversations with City employees and an interview given by the Assistant City Manager, in which he stated the process, was voluntary. The investigation found the process of the background checks, including revealing Websites and Passwords, was not voluntary.

Specific details and the other items the contract required I examine are fully explained and discussed in the Investigation Report. I am available to address any questions you may have regarding the enclosed.

Thank you for the opportunity to assist in this issue. If you have any questions or would like to discuss this further please contact me at your convenience.

Sincerely,


Michele Puiggari

3801 Milwaukee Ct.
Missoula, MT 59808
505-690-4052