

Timberlake Estates Property Owners Association
P.O. Box 452
Cypress, TX 77410-0452

MEMORANDUM

Date: December 31, 2019
To: Timberlake Estates Property Owners
From: Board of Directors of Timberlake Estates Property Owners Association (TEPOA)
Re: Vote of **CENSURE and TO REMOVE** Jeff Hellig from His Position as the Communications Person of the Board of Timberlake Estates Property Owners Association.

The TEPOA Board of Directors hopes that all of you had happy holidays and will have a Happy New Year.

For your information, at a Special Closed Executive Board Meeting of TEPOA, held in VFW Hall at 3:00 p.m. on Sunday, December 22, 2019, it was resolved (see attached Resolution) by a majority of the Board of Directors, to censure and to remove Jeff Hellig, effective immediately, from his position as Communications Person of the Board.

For the last several years that Jeff Hellig served on the Board, he has encouraged owners to violate the Deed Restrictions, spread false information to property owners, and created hostility among everyone in this subdivision.

Recently, he prepared and disseminated a December 2019 Timbergram insulting our neighbors, containing false information, a discriminatory photo and comments, and etc. The Board of Directors did not know about nor approve this publication; therefore, the Board condemns its contents and distribution.

Furthermore, a majority of the Board of Directors voted to officially request that Jeff Hellig is to turn over all email addresses; phone numbers; names and addresses of all property owners; any and all communications to and from property owners and others; and all meeting signs to **Dean Nichols, Board Member, on or before January 10, 2020.**

Timberlake Estates Property Owners Association
P.O. Box 452
Cypress, TX 77410-0452

**NOTICE OF CENSURE
and
VOTE TO REMOVE JEFF HELBIG**

Date: December 22, 2019
To: Timberlake Estates Property Owners
From: Board of Directors of Timberlake Estates Property Owners Association (TEPOA)
Re: Vote of **CENSURE and TO REMOVE** Jeff Hellig from His Position as the
Communications Person of the Board of Timberlake Estates Property Owners
Association.

At a Special Closed Executive Board Meeting of TEPOA, held in VFW Hall at 3:00 p.m. on
Sunday, December 22, 2019, there came to be considered the behavior and attitude of Jeff
Hellig, TEPOA Board member.

FACTS REGARDING MR. HELBIG'S BEHAVIOR AND ATTITUDE

Release of Confidential Board Correspondence to Residents:

Emails between board members.

Violations: 1.) Code of Conduct
2.) Privacy
3.) Code of Ethics

Unprofessional Correspondence to Residents:

Send email out accusing other members of malice. Inferences and conjecture. Very poor and insinuating
communications.

Violation: 1.) Code of Conduct

Indiscriminately Emailed Residents without Board Knowledge:

Misrepresented board response.

Violations: 1.) Code of Conduct
2.) Privacy
3.) Fraud

Use of Private Residential Information for Personal Use:

Residents' private emails sent out without Board approval were personal use violations, including
December Timbergram.

Refuses to provide the board with updated residential communication records.

Violations: 1.) Code of Conduct
2.) Privacy
3.) Fraud

Deception and Tampering with Election Material:

Tried to have property owners send Ballots to himself.

Tried to get election results from APM prior to and without board knowledge.

Accuses other members of hijacking election.

- Violation: 1.) Code of conduct
 2.) Election violations

Threatening Other Board Members:

Threatened other board members with ultimatums.

- Violation: 1.) Code of Conduct

TEPOA RESOLUTION

WHEREAS,

BE IT RESOLVED, by a MAJORITY VOTE of the TEPOA Board, the Board hereby declares the **CENSURE** and **REMOVAL** of Jeff Hellig immediately from his position as the Communications Person of the Board of Timberlake Estates Property Owners Association.

BOARD MEMBERS
Rasoul Saneifard
Axel Kirchgessner
Janice Shreckengaust
Dean Nichols
Trudy Dziadik
Patrick Traynor
Jeff Hellig