

Sam Lahood, Regional Country Director
27th Mohammed Mazhar Street, 2 Fl
Zamalk, Cairo-Egypt

CC: Scott Mastic, MENA Regional Director
1225 Eye Street NW, Suite 700
District of Colombia

October 17, 2011

Dear Mr. Lahood,

Please accept this as a formal notice of our resignation from the IRI division in Egypt, which will take effect from Tuesday October 18, 2011.

In accordance with IRI Codes of Ethics, we will continue to work until we complete our assigned tasks. This means that each one of us would be present at the office on time until his/her work is done. Our resignation is a result of many different practices we have been witnessing that seems suspicious and unprofessional. The points below exemplifies our concerns and demands:

1- Mismanagement:

IRI Resident Program Officers seem to be ignorant about the culture of the country, unprofessional, and unprepared to take such a task such as, Jessica Keegan and John Tomaszewski.

2- Miscommunication:

IRI Expats do not communicate well with their local staff. Example, When Jessica Keegan, the new Resident Program Officer for the Civic Education Program had decided to conduct a training or a workshop, the flow of information about it usually do not go to her staff directly, instead the information remain with her until the last day before the event.

3- Data Flow:

- I- The polling is an unanswered matter so far; we do not understand who benefits from our polls if it is not sent out to the public. Although we understand that the Egyptian Ministry of Foreign Affairs is restricting the publication of our conducted polls on our website, alternative solutions could be found. Party members could be handed the poll results without the name of the IRI.
- II- Some sensitive and unacceptable questions had been put on polls making us question the benefiter out of it. These questions have been set confidential even for the rest of the IRI staff.
- III- We feel it's a sign of discrimination and hypocrisy that the DC office requests the religion of participants.
- IV- Reports about parties that we do not deal with shouldn't be sent over to the D.C office as information and furthermore should not be collected by our IRI team. The IRI pays money through the trainings it provides to those it's working with and so deserve to know their performance. We understand an analysis of strengths and weaknesses of the parties we are working with but disagree on such an analysis for parties/CSOs that are not working with the IRI.
- V- As we all understand from the IRI policy and frame of work it is a neutral organization that doesn't seek to strengthen an ideology, party or group over another. The IRI had not got in contact with any Islamist groups so far and we find this a discriminatory policy. The IRI shouldn't be working with some parties or CSOs and not others.
- VI- We cannot find an answer to why we register some party members as independents and not members of their original parties as have bee the case with the Freedom and Justice party and El Noor party (Islamists).

4-Transperency:

From lower ranking to higher ranking expats we never receive a direct nor clear answer which adds to our suspicious concerns about our

practices here in Egypt. Any institution should have a clear policy that is understood by all its staff members.

5-Discrimination:

Why do Expats feel that they have the upper hand in every decision that has been made within the Organization? Why local staff cannot make decisions based on their judgment of each case they address?

6- Suspicious instructions:

The 17th of October Instructions: On the 16th of October the political parties program received an email from Sam with instructions of scanning and documenting all papers. On the 17th of October the orders were changed to the packaging of all documents regarding political parties programs. No one gave us a clear and direct answer for these documents to be sent to the D.C office. Although we are aware of the Military Officer who attended one of our trainings and the problem that this has caused in Luxor yet we still find this as an unclear and unacceptable matter. This material could have been shredded if there was any kind of "danger" on the IRI activity but still this we wouldn't have comprehended, as we are supposedly not doing anything wrong. Moreover, John Tomasweski sent an email to all Political Party Staff instructing the staff to send their emergency contact. We know this is a common practice by all organization and working places. However, the timing and the language of the email created more suspicious concerns to us. Also, we were asked "Political Parties Team" by John Tomasweski to destroy all the data we have on our laptops. To be more precise, John decided that by next week all laptops should be under his custody to destroy some data and then return it to us to destroy the rest. If the IRI is not conducting any illegal activities why are we feeling threatened under this suspicious environment that JT created for us.

7- Registration and Financing:

We know that the IRI is hindered from being registered as an NGO in Egypt. Maybe because it is seen that the IRI is conducting "illegal

practices" in Egypt. This is directly linked to our above concerns as well as our newly known piece of information that Part of IRI funding is received directly from the US Congress along with USAID. This piece of information has been mentioned several times by IRI Expats such as John Tomasweski and Charles Greenleaf "International Consultant for IRI".

8- JT's leave:

Due to the unacceptable performance of Mr. John Tomasweski, Director of Political Parties, we believe that he is incompetent for the position and therefore should leave the IRI division in Egypt.

We declare our resignation to be in effect starting the 18th of October unless all our justified concerns were resolved.

- 1) Marwa Salah - Program Advisor
- 2) Dawlat Soulam - Program Officer "T4"
- 3) Amira El Refaei - Program Assistant "M&E"
- 4) Aya Salem - Program Assistant "Civ Ed"
- 5) Dina Negad - Program assistant "Political Parties"
- 6) Hany Nasr- Program Assistant "Political Parties"
- 7) Doaa El Amrousi - Assistant Program Officer "Public Opinion"

* Please be advised that our signatures will be attached and sent in a hard copy by tomorrow.