

December 26, 2012

To Mrs. Kania and Mr. Campbell,

There have been several incidents recently that are very concerning to me and several members of the fire department. On December 14, 2012, the department had its annual Christmas party at Friend's Café. I was not involved with the call that took place on this evening, but I'm writing in regards to the events I personally witnessed.

Upon arriving at Friend's Café this evening, I witnessed Captain Steven Wood consuming an alcoholic beverage just outside the business. My wife and I joined the party and ate. I had a few drinks myself, and a couple hours later eventually left the party. I left the party with a designated driver (my wife). I was informed of the structure fire that occurred later this evening.

I came in for my shift several days later on December 19, 2012 and I was approached by FF/PM D. Snyder and FF/EMT R. Turkish. I was advised by both that they witnessed Captain Wood responding in TW-11 to the fire that occurred the evening of the Christmas party. FF/EMT R. Turkish also witnessed Captain Wood on scene of this fire call operating this highly expensive piece of equipment. These two firefighters came to me in an attempt to follow our informal chain of command.

Both firefighters voiced their concerns of safety, perception, and complete disregard for our department's standard operating policies. I explained to each firefighter that I was not at the scene or involved with it in any way and this would be an issue to be discussed with the Fire Chief. Both firefighters did have a meeting with the Fire Chief and voiced their concerns and a need of consequences. I was later approached by the chief and we discussed the meeting. I explained to the chief I was in agreement with the Firefighters Snyder and Turkish and that I had directed them to his office. The Fire Chief advised me he had given Captain Wood a verbal reprimand and he was confident that Captain Wood would never attempt anything like this again.

On December 25, 2012, FF/PM D. Snyder and I arrived for shift. We met with Assistant Fire Chief Wood and FF/EMT Bissonnette for a daily pass down. This conversation carried the four of us down to the kitchen area. Assistant Fire Chief Wood requested FF/EMT Bissonnette join him in the kitchen, FF/PM Snyder and myself followed, still involved in discussing the events of the previous shift. Assistant Chief Wood and FF/EMT Bissonnette retrieved two jars out of their shift's refrigerator. Through a conversation between Assistant Chief Wood and FF/EMT Bissonnette, FF/PM Snyder and I realized the content of the jars was apple moonshine. Assistant Chief Wood and FF/EMT Bissonnette proceeded to consume a portion of the contents of the jars, while still in the department's kitchen and still in their uniforms.

Later this same day, FF/PM Snyder and I were in the department's training room preparing the room for a Christmas dinner to take place later that night when Captain Steven Wood arrived. Captain Wood came to the station to ice down a cooler full of beer he had. Captain Wood inquired into what FF/PM Snyder and I were working on. I explained the Christmas dinner to take place later. Captain Wood

asked what we would be drinking at this dinner. I listed the beverages available to the crew members and families to attend (soda, tea, and water). Captain Wood stated that didn't sound very fun and that he had a cooler full of beer. I explained that we (all crew members) would not be drinking beer at the station and certainly not on shift. Captain Wood went on to say he was headed over to Shane's house (Assistant Fire Chief Wood) to drink beer. Captain Wood also stated he would be listening for any significant call and that he would be responding.

I'm documenting these events in addition to several other department members in true concern for safety and a complete disregard of department policies. In just a few short days, several infractions have occurred by multiple members. I would hate to think that these kinds of acts have become common place, or by any means acceptable. The proper channels were explored with no recourse. It is my hopes that by coming to the city's administration, the next step in our chain of command, the proper action will take place for multiple infractions by multiple members.

Sincerely,

A handwritten signature in black ink that reads "Robert Pace". The signature is written in a cursive, flowing style with a large, prominent "R" and "P".

Robert Pace FF/EMT

December 25, 2012

To Mrs. Kania and Mr. Campbell,

On December 14, 2012, the Flagler Beach Fire Department had its Christmas party at Friend's Café in Flagler Beach. While I was attending this Christmas party, there were numerous people consuming alcoholic beverages. Towards the end of the party, Engine 11 was paged out to a residential structure fire just north of the city. Engine 11's crew, who was on standby at the Christmas party, began making their way out to the engine so they could respond. E11 crew had 2 paid personnel and 3 volunteers. The five of them knew consuming alcoholic beverages was not permitted while on duty and had only been drinking water and soda. Before leaving, David Kennedy (Engine 11's officer in charge that night) told Fire Chief Martin Roberts not to let anyone who had been drinking respond to the fire. I was singing Karaoke while this was happening. Before anyone had left for the fire, Robert Wiemann (volunteer firefighter) yelled across the restaurant for me to go to the fire with him. I spoke into the microphone that I had been drinking and would not be going to the fire. He then yelled across again asking how drunk I was. Into the microphone, for everyone to hear, I told him I wasn't drunk at all and that I had only had 2 beers since I had been there, but alcohol was in my system and if anything happened that I would be held liable and would no longer have a job. He then yelled across the room again saying that was a good point and he would be staying at the party. While this conversation was going on, Fire Police Captain Steven Wood, who I had seen drinking beer and what appeared to be apple pie moonshine (apple juice colored liquid from a mason jar) throughout the night, was making his way outside. Steven Wood then went to the fire station to pick up Tower 11 (the fire department's aerial truck), and then drove it to the fire.

The morning of December 17, 2012 I was getting off shift and the two career fire fighters, Stephen Cox and David Kennedy, who had been on shift the night of the fire were coming in to begin their shift. Myself and the two of them began discussing how we all disagreed with how Chief Roberts had allowed personnel under the influence of alcohol to respond to the fire on Friday night. The three of us had also witnessed Captain Steven Wood consuming multiple beers and several sips of what appeared to be moonshine. We all felt it was wrong for a Fire Chief to allow what had happened and that we would discuss our thoughts with Chief Roberts.

December 19, 2012 was my first day on shift that I saw Chief Roberts after the events of December 14. Firefighter Ray Turkish was on shift this day with me well. Firefighter Turkish had also been part of Engine 11's crew the night of December 14. We both had similar feelings about personnel under the influence of alcohol responding to the structure fire and wanted to bring it up. Following the chain of command, we then talked with Robert Pace (Engine 11's officer in charge this day) about our feelings and wanting to make sure that Chief Roberts knew he had someone on scene Friday night that was under the influence of alcohol. Firefighter Pace agreed with our concerns and allowed myself and Firefighter Turkish to continue up the chain of command with our concerns. With Assistant Chief Shane Wood being next in the chain of command and his father, Captain Wood, being the person we had

issues with, I felt in this instance that it would be acceptable to bypass Assistant Chief Wood and go to the next in the chain of command (Fire Chief Roberts). Firefighter Pace had the same feelings and allowed myself and Firefighter Turkish to go straight to Chief Roberts with our concerns. As soon as Chief Roberts came into work this day, myself and Firefighter Turkish went to his office to talk with him. We discussed how both of us with Engine 11's crew from the night of December 14, plus a few other people at the party had witnessed Captain Wood consuming multiple beers and what appeared to be moonshine prior to driving Tower 11 to the structure fire. We discussed that not only as someone who is associated with Captain Wood through the fire department, but also as a former resident of Flagler Beach and someone who still frequents the town regularly on my days off, and that has family members and close friends coming into town regularly as well, that I don't feel safe knowing that members are allowed to respond to emergency calls under the influence of alcohol. Chief Roberts then advised that he had given Captain Wood a verbal reprimand, but he was unable to do anything further due to the fact that Captain Wood is one of only a few members certified to drive Tower 11. Chief Roberts told me and Firefighter Turkish that Captain Wood told Chief Roberts that he was feeling fine and had no problems when he drove Tower 11 to the fire. Chief Roberts then admitted to me and Firefighter Turkish that it was apple pie moonshine that Captain Wood had been drinking. Chief Roberts then told us it was ok that Captain Wood was drinking the moonshine because he had been sipping on it too. Chief Roberts also said he was also feeling fine while responding to the fire and there was nothing to worry about. Chief Roberts assured me and Firefighter Turkish that these events would never happen again. Chief Roberts then advised that if he removed Captain Wood from the fire department that he was worried he wouldn't have enough personnel to drive Tower 11 when needed.

I feel that a verbal reprimand for someone operating a fire truck in an emergency situation is not a sufficient disciplinary action. I also feel that a fire chief responding to and operating on an emergency scene under the influence of alcohol, and allowing other personnel to do the same is unacceptable. I have talked with other members of the Flagler Beach Fire Department and they feel the same. Not only is it a safety issue for other fire personnel on the scene, but it's a danger to other drivers on the road and a huge liability for the city itself. Luckily, there was nothing negative that occurred as a result of these events, but what if the Fire Chief or a fire truck had swerved off the road or into oncoming traffic and side swiped another vehicle? Or even worse, what if they had misjudged a corner and ran off the road, running over or killing a pedestrian? It's challenging enough being sober and responding to emergency calls at night with decreased visibility and the emergency lights making it even harder to see. In regards to Chief Roberts being worried about not having enough personnel to drive Tower 11, Not including Captain Wood, there are at least 9 other members certified to drive Tower 11. Also, attached with this letter are some of the fire departments SOP's that I have found that pertain to the events the night of December 14, 2012.

Another alcohol related event occurred the morning of December 25, 2012. While I and Robert Pace were coming on shift, we were bringing food inside for a family Christmas dinner we were planning to have at the fire department. We ran out of room for our shift's assigned refrigerator and had to use the other 2. Upon opening the refrigerator assigned to "A" shift, we saw 2 mason jars identical to the

ones seen at the Christmas party and both agreed they contained what appeared to be apple moonshine. We continued bringing in our food without saying anything to the members of "A" shift (Assistant Chief Shane Wood and Firefighter Jacob Bissonnette). As soon as the off-going shift gave us a pass down and Firefighter Pace and I began our shift (0800 hours), Asst. Chief Wood and Firefighter Bissonnette said they "have something good to get to in the fridge". They then took the mason jars out of the refrigerator, told us they had some apple pie moonshine, and each took a couple sips. They were still in the kitchen of the fire station and still in uniform. They then closed the jars and went out to their vehicles to go home. This same day, around noon, Firefighter Pace and I had just returned to the fire station from a medical call when Fire Police Captain Steven Wood walked into the custodial room and began filling a cooler with ice. Upon completion of filling his cooler he said he had some ice cold beers in it and offer one to me and Firefighter Pace. We both said no. As Captain Wood was leaving, he told me and Firefighter Pace that he was headed to Shane's house to have some beers and that he would be listening up on the radio in case there were any fires in the city and that he would be responding with the tower (Tower11).

In just 11 days, December 14 to December 25, there have been 2 fire department personnel consuming alcohol and then responding to a fire, 2 personnel consuming alcohol inside the fire station while in uniform, and one person openly admitting that he would be consuming alcohol but still responding to a fire if one occurred. With the exception of Firefighter Bissonnette, all the other personnel hold officer positions within the fire department. If a chief or other officer was to see someone with the position of Firefighter committing these offenses, the firefighter would be fired on the spot. But because it's the Chief, Assistant Chief, Fire Police Captain, and their close friend, does that make it acceptable? What if the Chief or Assistant Chief were responding to an emergency call and got into some sort of accident while under the influence? How would that make the fire department look? How would it make the city look? The Fire Chief may be liable for allowing his employees to work under the influence of alcohol. But when it's the Fire Chief that's under the influence of alcohol, the city is held liable. Not only do these events make the city look bad, they're a huge safety issue. With these events occurring, I do not feel safe working my shifts at the fire department and am also uncomfortable even being in the city knowing these events have become a practice acceptable by the city and the fire administration.

Thank you for addressing these critical issues accordingly,

Firefighter/Paramedic, Flagler Beach FD

December 28, 2012

To whom it may concern,

My name is . I am a volunteer firefighter/EMT with the Flagler Beach Fire Department. I am writing this letter to express concern over a situation that has happened concerning current Fire Chief Martin Roberts and Fire Police Captain Steven Wood. On Dec 14th 2012, I was riding the fire engine for the evening with C shift career firefighters David Kennedy and Stephen Cox as well as Volunteers James Moses (firefighter/EMT) and Corey Butts. This evening was also the evening of the Flagler Beach Fire Department Christmas party hosted by Friends restaurant. At the event were members of the department both career and volunteer. Also present at the event were alcoholic beverages. Both shift officer Kennedy and Firefighter Cox told myself and the other volunteers riding on the engine that if we were going to consume any form of alcohol that we could not ride on the apparatus per the zero tolerance policy in the department Standard Operating Procedures (SOPs). I along with the other 2 volunteers assured the two that we would not consume any alcohol because we were there to ride. At one table, I saw both Capt. Steven Wood and Chief Roberts sitting with others with several open alcoholic containers on the table.

At approximately 9:40pm, Flagler County Communications dispatched a working structure fire on the north end of the city off of Northbound A1A. Those of us riding the engine made our way to the apparatus and responded to the structure fire. As I made my way out of the structure to refill my air bottle, I noticed that Ariel Tower 11 was on scene being operated by Capt. Steven Wood. I was puzzled and concerned about this because Capt. Wood was sitting at the table with several open alcoholic containers and I was unsure if he had been drinking or not. We finished operations and returned to quarters at approximately 12:00am.

On Wednesday, Dec 19th 2012, I was at the Station to complete my weekly 24 hour shift. The Career shift on duty was B shift, with Shift Officer Bobby Pace, and Firefighter Paramedic Dustin Snyder, both were also present at the Christmas Party. Firefighter Snyder and I were talking about our concerns of Capt. Wood operating a piece of fire apparatus while under the influence. We expressed our concerns with Firefighter Pace in which he suggested we express our concerns to Chief Roberts. Both FF Snyder and I went into Chief Roberts's office and expressed our concern of the incident. Chief Roberts had said that Capt. Wood was drinking that evening but said he was fine to operate Tower 11. Chief Roberts also admitted that he himself had a few drinks while at the party and said that he had given Capt. Wood a verbal reprimand for the incident. His reasoning for only giving a verbal reprimand was because he "was not going to cut his nose to spite his face" and that Capt. Wood was one of only a few people with the department able to operate the Tower.

I do not feel that the above action, a verbal reprimand, is enough of a disciplinary action for operating a large piece of fire apparatus while consuming alcohol. Our job is dangerous enough as it is, and I do not feel comfortable or safe knowing that this situation has happened and having to wonder if Capt. Wood has been drinking or not because he responds from his personal home and does not usually pull a station shift. I feel it is also unsafe for the city of Flagler Beach to have something like this happen because any incident involving a large piece of apparatus like the Ariel Tower can be catastrophic to the citizens of the town. It is both unprofessional and unsafe to allow

actions like this to occur without disciplinary actions and I feel something must be done to make sure this does not happen again.

Sincerely,

Volunteer Firefighter/EMT Flagler Beach Fire Department

To whom it may concern:

My name is _____ y on December 14th, 2012 I was on working as the shift leader for Flagler Beach Fire Department. My crew for the day was FF Steve Cox, and Volunteers R. Turish, C. Butts, J. Moses. That evening we attended the department's Annual holiday party. Prior to attending I informed the volunteers with me that if they wanted to consume any alcoholic beverages at the party they would need to be out of uniform and will not be able to respond to any calls per department SOP. At approximately 9:40pm station 11 was dispatched to a structure fire at the north end of the city. While leaving the restaurant I had concerns about members responding to this incident that had consumed alcohol during the party, so I advised Chief Roberts do not let anyone who has consumed any alcohol walk out this door and respond to this incident! While responding to the fire I heard radio traffic from Capt. Woods to Chief Roberts asking permission to respond to the fire in the tower. The reply from the Chief was go ahead, come on. I expected Chief Roberts to tell him to stand down but to my dismay he did not. After the fire was out and Engine 11's crew was outside waiting for another assignment I noticed Captain Wood was on the tower with it elevated toward the structure. I advised my crew do not go on or near that tower! On the way back to the station a discussion was started about why Chief Roberts would allow Capt. Steve Wood to respond to this call after knowing he had consumed alcoholic beverages. I explained to them that it would be looked into.



To whom it may concern,

This letter is to inform you about a significant incident that occurred on December 14th, 2012. The Flagler Beach Fire Department Volunteer's association had held its annual Christmas party. The crew on duty was "C" shift and members of Engine Company 11 consisted of shift supervisor David Kennedy, jump seat firefighters Ray Turish, Corey Butts, and Lames Moses. As we attended the event it was noted that there was alcohol at the event and it was made very clear by shift leader David Kennedy that anyone who had been drinking shall not respond to calls. Hours into the event, Engine 11 was dispatched to a residential structure fire at the north end of Flagler Beach. As Engine 11 crew began to respond, David Kennedy stood at the doorway and clearly stated in a loud voice to Chief Roberts not to let anyone who has been drinking walk out the door. En Route, dispatch advised it was a confirmed structure fire and there were reports of flames through the roof. At that time I heard Chief Martin Roberts responding. Seconds later, I heard Steven Wood ask Chief Roberts if he wanted Tower 11 to respond. Chief Roberts told him to go ahead and respond. Tower 11 responded emergency to the structure fire with Steve Wood driving. I did witness Steve Wood drinking beer at the Holiday party as he was seated at the same table with Asst. Chief Wood and Chief Martin Roberts. On scene of the structure fire, Tower 11 was being raised and operated by Steve Wood. Several volunteers and career members asked why such violations were being allowed in the department and I ensured them that it would be handled appropriately. These actions violate city policy and procedure, state laws, and it imposed a great risk to the life safety of myself, my department, and the general public.

Firefighter/Paramedic

To: Libby Kania From: James Moses
Human Resource Director/ Firefighter/First Responder
Project Manager Volunteer
City of Flagler Beach, FL Flagler Beach Fire Dept.

Dear Ms. Kania,

In light of the recent incident I feel that it is my duty to inform you of my lack of confidence in the management of the Flagler Beach Fire Department. I feel that the safety of myself as well as the safety of other EMS personnel has been negligently compromised recently. As an EMS volunteer I understand my professional obligations and follow them to the best of my abilities. I expect no less from those around me. I only aim to convey my concerns relevant to the few and not the whole. I have great respect for most of the members of this department. In the short time I have been affiliated with Flagler Beach I have grown to take great pride in being apart of such a skilled group of individuals. Thank you for your time.

Sincerely



12/27/2012

Documentation of conversation with Commissioner Marshall Shupe and Robert Smith:

This morning Commissioner Shupe came into my office and stated that there were complaints to him from some of the Firefighters that indicated that one of the volunteers had responded to a fire call in a City Vehicle after consuming alcohol at the Fire Department Christmas Party.

Commissioner Shupe stated that several of the paid firefighters and several volunteers were planning on writing letters of complaint concerning this issue. He went on to say that Chief Roberts was aware of the situation and had stated to him that he had already addressed the issue with the volunteer involved.

Per Commissioner Shupe he was told that during the Christmas Party the firefighters who were on duty were not drinking and when the call went out one of them took the microphone and announced that those who were drinking could not respond. Volunteer Steve Wood did respond with the Tower Truck and Commissioner Shupe stated that per the other firefighters he had been drinking.

He went on to state that a comment has since been made by a member of the County Fire Department regarding the "drunken FB Firefighter".

He also mentioned that there may have been drinking moonshine on premise by Shane Wood and Jacob Bissonnette who were going off duty after their replacements arrived. He also mentioned that Steve Wood came in with a personal cooler of beer to get ice and said if there was a call to let him know he would be at home.

I have spoken with Drew Smith and he advised we await the letters that we have been told will be here on Wednesday, January 2nd before proceeding with any investigation. He further stated that we could use in-house investigators if you prefer but that he would not have an issue with using the same investigator you used before if that makes you more comfortable.

Libby Kania

December 27, 2012

Bruce,

I had a conversation with Marshall Shupe this morning at about 9:30 in Libby's office about some incidences at the Fire House and with City firemen. There will be several volunteers and firemen who are documenting the events they've witnessed over the past two weeks and will give them to Libby.

One of these incidents occurred on December 14th, when the Firemen had their Christmas party at Friend's Restaurant. Some firemen had been drinking during the party and a call came in to respond to a fire. The on-duty firemen responded to the call. Marshall said they were not drinking. One of the individuals who had been drinking also responded to the call and later showed up at the scene. Marshall said the Fire Chief was at the scene and confronted the individual. This individual was operating a City vehicle. Marshall said it was Steve Woods. I'm not sure what transpired after that but Marshall said a county fireman also showed up at the scene and was aware of Steve's condition. Marshall said he hadn't seen or heard of any of this until December 19th when some of the volunteers told him. He related that the Chief supposedly had a disciplinary conversation with Steve and took care of the situation.

Then Marshall related another incident in the Fire House during change of shift on Christmas day. Shane and Jake were coming off duty and passing down to Bobby and another individual. After they passed along the previous shift events, Shane and Jake went to the refrigerator and pulled out fruit or mason jars and started doing shots. I believe Marshall said this was at 8 am. During this time, Steve showed up and had a cooler of beer he wanted to get ice for. He got his ice and left.

I believe this is the gist of the conversation and as I stated above, there will be documentation coming forward on Wednesday, January 2.

Bob

A handwritten signature in black ink, appearing to be 'Bob' with a stylized flourish.

Summary of information conveyed to me by City employees regarding Events of 12/14/12 to 12/29/12

December 14, 2012

Although the annual Christmas party for the members of Flagler Beach Fire Department was held on December 14, 2012. I did not attend. That evening I also chose not to have my fire department pager on so that I was not alerted to any calls.

December 15, 2012

While on a walk near our home and A1A North, Steve Wood, of the fire department, stopped to advise me that a fire had occurred "last evening" and would I want to see the house where it occurred. We drove up to the site and spent sometime observing and discussing the fire and how the firefighters had extinguished the blaze.

December 17, 2012

While on shift, firefighter David Kennedy and I talked about the fire and the part he and his partner played in the extinguishment of the fire. I believe we also talked about how I could help him fix his personal chain saw.

December 18, 2012

I received a phone call from firefighter Pace. He asked me if I had knowledge of what has transpired at the firehouse in the last few days. He told me of concerns that many of the personnel had come to him with regarding the fire and the way it had been handled by those in charge. I told him anything that has happened and is of concern to members should first go to the Chief. After that other steps may come into play as far as member concerns.

December 19, 2012

I received a phone call from firefighter Dusty Snyder. He proceeded to tell me about his and others' concerns about the consumption of alcohol at the department Christmas party. He told me that during the party when the fire alarm was identified on the pagers, that he "advised anyone that had been drinking" to stay at the party – don't go to the fire. He said several people sat back down.

His primary concern was who showed up at the fire and the part that they played in the event and the safety and liability of all. He asked for advice to address his concerns. I advised him to speak to the Fire Chief, Martin Roberts, and express all of his concerns and see where that meeting takes him. If that did not get the results he felt were effective for the department and the City then his next step would be Human Resources and/or the City Manager. I also advised him and any others, which I found out from him there are others that those involved should write up any and all conversations and concerns before anymore time passes.

December 26, 2012

Firefighter Pace called me at 6:37PM to fill me in on what has taken place in the last several days and ask for my advice on how to properly proceed. Several members of the department have put on paper their concerns and the parts they played during the fire event and the department Christmas party. He should have all these statements by Monday, December 31, 2012.

Firefighter Pace also told me of incidents that occurred during shift "pass down" at 8:00AM shift change on Christmas day (12/25/12) and another event later in the day. A large part of our 43-minute phone conversation hinged around what has happened since firefighter Snyder met with Chief Roberts on 12/19/12 and that several people are going to write up events as they personally were involved and

submit them to firefighter Pace. (Many of the paid and volunteer members look to firefighter Pace for his direction and understanding.)

Under the circumstances they feel it would be best to surrender these written statements to the human resources director. I explained to him that I believe if the Chief had been notified, and the members were still not satisfied, then the next step was City Hall. Changing roles from a department volunteer with 40-plus years experience, to my position as a City Commissioner, I first advised firefighter Pace that we must have full confidence in our fire personnel while on scene of an event. Also, the safety of our residents is of utmost concern to me. Lastly, as an elected official I am responsible to uphold and follow our City ordinances and policies.

December 27, 2012

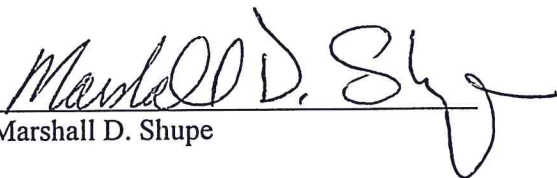
I met with Libby Kania, human resources director and Robert Smith, the Acting City Manager, to advise them of my concerns regarding the events as they have unfolded since December 17, 2012. I explained that I had been contacted by a couple of members of the department about the previous events.

I told Libby Kania and Robert Smith that I had advised the firefighters that called me, until everyone had put their concerns on paper, that they should follow a chain of command. If they felt the need to make City Hall personnel aware of the events as they unfolded, that I would brief City Hall that letters of concern would be available to City Hall on Monday, December 31, 2012.

December 29, 2012

I received a phone call from firefighter Pace and he told me that there were still some concerns by firefighters, and about new assignments that had been distributed to the paid personnel. This is something new and some members wonder if this came about as a result of conversations that had taken place between the Chief and certain paid personnel.

I was advised by the human resource director to document all of my involvement, which I have done on this 30 day of December, 2012.


Marshall D. Shupe