

# EXHIBIT R

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TONY GUY  
BEAVER COUNTY SHERIFF  
Beaver County Courthouse  
Beaver, Pa 15009

January 4, 2015

Bernard J. Rabik, Esquire  
Chief County Solicitor  
Beaver County Courthouse  
Beaver, PA 15009

**RE: Notice of Intent to Invoke Act 1620 Rights**

Dear Mr. Rabik:

This is in follow-up to my December 30, 2015 letter to you. As stated in that letter, as Sheriff of Beaver County, I am immediately invoking the rights to hire, discharge, fire and maintain all the supervising rights and obligations with respect to any and all employees of the office of Beaver County Sheriff granted to the Sheriff and guaranteed under Section 1620 of the County Code, 16 P.S. § 1620.

Pursuant to that authority vested in me by 16 P.S. 1620, effective January 4, 2016, the following employees are discharged from their duties and positions with the Office of Sheriff for the County of Beaver and their commissions for their positions shall be revoked:

- Lieutenant Thomas Ochs
- Lieutenant John J. Frantangeli
- Deputy Paul Clark
- Deputy Tanya A. Kuhlber
- Deputy Curt Larrick
- Sergeant Michael Tibolet
- Deputy Kayla D. Stevenson

My plan is to meet with each of these individuals, if they are available, during the early morning hours of January 4, 2016, to orally carry out the exercise of my rights under 1620.

Further, I am this day revoking the previous appointment and commission of Jay Alstadt as Chief Deputy and I hereby appoint and commission Dean Michael as Chief Deputy Sheriff. Deputy Alstadt will remain on the force at rank of Captain. Both of the actions referenced in this paragraph are taken pursuant to the 1620 rights mentioned above and pursuant to authority granted to the Sheriff of Beaver County in 16 P.S. § 1203.

Bernard J. Rabik, Esquire  
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The next action is to revoke the appointment of Deputy James McGeehan from the rank of Captain and to appoint him at the rank of Lieutenant.

A copy of this letter shall also be served on each person impacted by these changes so that appropriate arrangements can be made to return all County equipment and property to this office. Further, by copy of this letter, each impacted individual is being directed to the Human Resources Department of Beaver County so that all other post-employment issues can be handled through that office.

Finally, please advise if the Office of the County Solicitor will follow through with the documents that must be recorded to revoke any prior commissions of the discharged employees or whether that is an action that you require to be completed by the Solicitor for the Sheriff who I am this day appointing, Mitchell Shahan.

Thank you for your consideration and I look forward to working with you.

Very truly yours,

Tony Guy  
Beaver County Sheriff

MPS/mlm

- cc: Richard Darbut, Human Resource Director
- Beaver County Deputy Sheriffs Association
- Chief Deputy Jay Alstadt
- Captain James McGeehan
- Lieutenant Thomas Ochs
- Lieutenant John J. Frantangeli
- Sergeant Michael Tibolet
- Deputy Paul Clark
- Deputy Tanya A. Kuhlber
- Deputy Curt Larrick
- Deputy Kayla D. Stevenson