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October 21, 2011

**VIA ELECTRONIC MAIL**

Ian Johnson  
Chief Executive Officer  
Out Now Consulting  
[Ian.Johnson@OutNowConsulting.com](mailto:Ian.Johnson@OutNowConsulting.com)

**RE: Notice of Ground for Revocation of Membership, Filed under Articles 6 and 7 (and Appendix A "IGLTA Professional Code of Conduct") of IGLTA By-Laws (as revised 14 December 2009 per <http://iglta.org/bylaws.cfm>) ("Complaint")**

Dear Mr. Johnson:

We represent the International Gay and Lesbian Travel Association ("IGLTA"). IGLTA has provided the above referenced Complaint to us for appropriate action pursuant to the direction of the Board of Directors ("Board").

The Board reviewed your Complaint at its recent meeting in accordance with Article 7.3 of the By-Laws. The Board has determined that the Complaint raises very complex legal and factual allegations that are more appropriately addressed in a legal forum as opposed to the IGLTA. The IGLTA does not have the resources nor the ability to resolve the difficult factual and legal issues presented in your Complaint. As a preliminary matter, there is no process available to IGLTA to ascertain the factual issues. In addition, it would be extremely costly for IGLTA to review and to interpret the various laws that the Complaint alleges have been violated. The Complaint includes various allegations of breach of contract as well as numerous violations of law. It would be more appropriate for a tribunal with jurisdiction over such matters to resolve the factual allegations and to determine the legal issues. After such a determination, if a party wanted, it could then file an appropriate complaint with the IGLTA alleging a violation of the Professional Code of Conduct. At that point, IGLTA would have the benefit of the findings of fact and conclusions of law of the tribunal and could pursue appropriate action under its By-Laws.

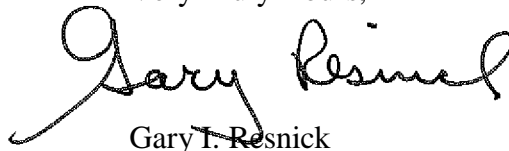
Accordingly, if such a tribunal determines that there has been a violation of law, of course you would be able to submit another complaint to the IGLTA for action pursuant to the By-Laws. However, at this point the Board has determined that it will take no further action on the Complaint.

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In addition, the IGLTA has determined that all further communications on this matter should be directed to my attention and not to the IGLTA staff or Board members. Further, pursuant to the Board's authority under the By-Laws, Out Now Consulting will be responsible for all legal fees and costs incurred with respect to any further efforts on this Complaint.

If you have any questions, please feel free to contact me.

Very Truly Yours,

A handwritten signature in black ink, reading "Gary Resnick". The signature is fluid and cursive, with a large initial "G" and a stylized "R".

Gary I. Resnick

GIR/js