

From: Keegan Young <Keeganyoung@cmc.org>
Sent: Friday, February 12, 2021 6:09 PM
To: Keegan Young <Keeganyoung@cmc.org>
Cc: Jacob McCracken <jacobmccracken@cmc.org>
Subject: Colorado Mountain Club: Incident Notification

Good evening all,

We have an important update for you regarding an issue affecting the Colorado Mountain Club and team members. A Golden Police Department detective is working a criminal investigation into possible illegal activities committed on our property that involve a former employee. It appears there could have been multiple cameras covertly placed around the American Mountaineering Center to illegally photograph several adult women over a number of years, likely from 2016 to 2019. These alleged actions are not only disgusting, they are illegal. We want to inform you, as a former employee of CMC, of the situation and assure you that we have zero tolerance for this kind of behavior.

Detectives from the Golden Police Department are working directly with victims and will reach out directly to any additional victims identified through the course of their investigation. While they informed us of the investigation, we have only limited knowledge of details. CMC is cooperating fully with the detective on the case.

This is a disturbing development for everyone at CMC today and those of you who worked for CMC in the last few years. We will share more information as it becomes available to the extent it is legal to do so, while protecting the privacy of anyone victimized by actions of the suspect under investigation.

We know this news is likely coming as a shock. We are all grappling with this gross violation of our friends and peers. CMC has zero tolerance for any harassment of others and certainly any criminal behavior that threatens our staff and others visiting the American Mountaineering Center. If you have any questions, please don't hesitate to reach out directly to me or to our Director of Operations and Finance Jacob McCracken at any time:

- a. Keegan cell 918-640-5157;
- b. Jacob cell 520-235-5040.

Please know that I and the CMC leadership's first priority is the health, safety, and wellbeing of our amazing community. Please take care of yourselves and each other as we work through this situation together and provide support for victims.
Thank you.

Keegan

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A Passion for the Mountains