

LEECH TISHMAN
LEECH TISHMAN FUSCALDO & LAMPL

August 8, 2022

Erica M. Pietranton
epietranton@leechtishman.com

*Via FedEx Overnight
And Hand Delivery*

Re: Persad Center, Inc. and Martin Healey

Dear Ms. Stanley:

Enclosed please find two letters dated August 6 and August 7, 2022 respectively, that were emailed to [REDACTED] and [REDACTED]. It is unclear whether the emails were received. As such, we are forwarding hard copies of the letters via FedEx Overnight and in-hand delivery.

Thank you for your attention to this matter.

Sincerely,

LEECH TISHMAN FUSCALDO & LAMPL, LLC

Erica M. Pietranton

Erica M. Pietranton
EMP/jem
Enclosure

August 6, 2022

Erica M. Pietranton
epietranton@leechtishman.com

VIA EMAIL ONLY:

[REDACTED]; [REDACTED]
Ms. Dena Stanley
[REDACTED]

Re: Persad Center Inc.

Dear Ms. Stanley:

My name is Erica Pietranton, and I am an attorney with LEECH TISHMAN FUSCALDO & LAMPL, which is proud to serve as legal counsel to Persad Center Inc. ("Persad"). We write to address negative in-person and online unsubstantiated personal attacks that you have levied against Persad and its employees, as well as social media posts targeting Persad and its representatives, which we view as harmful to an organization that, since its inception, has had as its sole goal nothing more than to serve the LGBTQ+ community in the Pittsburgh region.

As you're aware, since 1972, Persad has served our community, of which I am a proud member. Persad is dedicated to providing counseling services to all individuals in the LGBTQ+ community, especially those most at-risk, with mental health and/or substance abuse issues. Considering the important work Persad does to improve the well-being of the most vulnerable members of the LGBTQ+ community, it is imperative that Persad's employees, especially its therapists, are able to perform their important work without fear for their own personal safety and unwarranted attacks on their reputations.

Equally, if not more important, is that Persad's LGBTQ+ clients must always have safe and secure access to Persad and its services. As you know, members of the LGBTQ+ community encounter an alarmingly high number of situations in which they fear for their safety and negative and unwanted public attention. Through the pandemic, especially, Persad's staff has worked tirelessly, and your continued attacks on Persad is threatening to not only their self-care, but also to their personal relationships and livelihood.

Your recent actions in approaching employees with criticisms of Persad and its leadership has been viewed as intimidating, and as a result, it is undermining their ability to provide vital care to members of the LGBTQ+ community. Because of your actions, Persad's employees now work in fear and apprehension of experiencing a negative encounter with you upon entering their workplace, or when representing Persad at various functions in Pittsburgh and surrounding

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communities. Persad's employees work every day to serve, uplift, and protect members of the LGBTQ+ community, and Persad welcomes anyone who wishes to access its mental health services or to apply for employment. Notably, it is against the law to discriminate when hiring anyone based upon their sexual orientation, gender identity, or gender expression.

Moreover, Persad's LGBTQ+ clients who observe or experience your negative encounters with Persad's employees no longer have safe and secure access to Persad. Additionally, members of the LGBTQ+ community whose lives may, in fact, depend upon the services they receive at Persad now face additional fears and apprehension – due to your repeated attacks of Persad on social media.

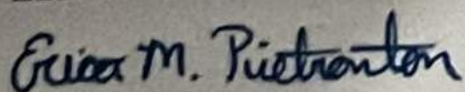
This cannot continue. The mental health and wellness of members of the LGBTQ+ community must be paramount.

Persad is well-aware of your personal differences and disagreement with certain officials associated with the organization. This disruptive and divisive behavior is to no one's benefit. To the contrary, your personal attacks and unilateral demands, are severely harming Persad's ability to provide vital care for LGBTQ+ individuals. Persad is – and has always been – committed to serving the LGBTQ+ community and improving the ways in which it achieves that end. Persad is demanding that you cease your personal attacks on the organization, its employees, and its leadership. These actions are only harming the LGBTQ+ community.

It is Persad's sincere hope that, at some point in the future, you and representatives of Persad can once again engage in a civil and productive dialogue about any differences of opinion, or support that can benefit the LGBTQ+ community. I welcome the opportunity to speak with you further about this situation; I can be reached at 412-261-1600. Thank you.

Sincerely,

LEECH TISHMAN FUSCALDO & LAMPL



Erica M. Pietranton, Esq.

August 7, 2022

Erica M. Pietranton
epietranton@leechtishman.com

VIA EMAIL ONLY:

[REDACTED]; [REDACTED]
Ms. Dena Stanley
[REDACTED]**Re: Martin Healey**

Dear Ms. Stanley:

LEECH TISHMAN FUSCALDO & LAMPL serves as legal counsel for Martin Healey. It has come to Mr. Healey's attention that, on multiple occasions, you have made false and defamatory statements about Mr. Healey to others – both in person to employees of Persad and in social media posts published on Facebook and elsewhere. You have falsely stated that Mr. Healey is racist, discriminatory toward people of color and in the trans community, and that he has used racial slurs. None of this is true; indeed, it is all far from the truth. We write to demand that you cease publication, whether orally, written, or otherwise, of all false statements about Mr. Healey.

As you know, Mr. Healey has dedicated nearly his entire life to working for and with organizations that serve the LGBTQ+ community in the Pittsburgh area. To be clear, Mr. Healey has always endeavored to serve all members of the LGBTQ+ community. Surely, as a former colleague and friend of Mr. Healey's, you know that Mr. Healey is not, nor ever has been, discriminatory or racist toward any minority or historically underrepresented group, especially people of color, trans, or non-binary individuals.

I know that you and Mr. Healey have known each other for several years, and Mr. Healey cannot and will not remain silent as you attempt to destroy his reputation and harm the essential LGBTQ+ organization that he serves. The false and defamatory statements you have made and continue to make about Mr. Healey are not only harmful to him, but perhaps more importantly, they are also extremely harmful and toxic to people of color and members of the LGBTQ+ community with whom Mr. Healey works.

Your relentless personal attacks on Mr. Healey's character and your false statements attributing racist and discriminatory qualities to Mr. Healey must cease. Your unfounded, baseless, and continued attacks do nothing to facilitate productive and useful conversations about the LGBTQ+ community. Rather, they sow divisiveness in our community.

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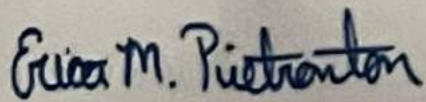
Stanley, Dena
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As a member of the community myself, I know that it is vital for all LGBTQ+ organizations to collaborate for the common benefit all members of our community.

We hope that you will discontinue these divisive attacks immediately; otherwise, we may be required to pursue other remedies. I welcome the opportunity to speak with you further about this situation; I can be reached at 412-261-1600. Thank you.

Sincerely,

LEECH TISHMAN FUSCALDO & LAMPL

A handwritten signature in blue ink that reads "Erica M. Pietranton". The signature is written in a cursive style with a large initial "E".

Erica M. Pietranton, Esq.