



February 2, 2012

To: Mr. Pedro Amador

Via e-mail

Dear Mr. Amador-

As you know from the prior email correspondence between you and 2011 ICF Global President Ed Modell, the ICF Spain Chapter has asked that global ICF expel you from global ICF membership based upon a series of actions you took during 2011. After carefully considering all of the information, correspondence and documents submitted by ICF Spain and by you, the ICF Global Board of Directors has determined that cause exists to expel you from global ICF. Rather than expelling you at this time, however, the ICF Global Board of Directors has determined that you may continue to maintain your global ICF membership if you comply with the following terms and conditions:

1. Within 15 days from the date of this email, you will send an email to María López Herranz, apologizing for your threatening and menacing conduct towards her on or about June 17, 2011. You will also send a copy of that email to ICF Global President Janet Harvey.
2. Within 15 days from the date of this email, you will place a statement on Facebook and all other social media where you placed derogatory remarks about ICF and ICF Spain and its officers and members, retracting those statements. You will also send to Janet Harvey a link to all such statements on Facebook and other social media.
3. You will not make any public statements in 2012 criticizing the leaders of ICF Spain.
4. During 2012, you will not apply for or otherwise seek membership in any other ICF chapter.

If we do not receive an email from you within 10 days from the date of this letter confirming your agreement to comply with the above four terms and condition, or you otherwise fail to comply with any of such terms and conditions, you will be expelled from global ICF.

A copy of this email is being sent to the President of ICF Spain.

A handwritten signature in black ink that reads "Janet M. Harvey". The signature is written in a cursive style and is positioned above a thin horizontal line.

Janet Harvey, MCC
ICF President

A handwritten signature in black ink that reads "Magdalena N. Mook". The signature is written in a cursive style.

Magdalena N. Mook
ICF CEO