**Subject:** Formal Complaint Regarding EXEC2 Interference in the TN Division

**To:** IVAO Board of Governors

Dear Members of the Board,

On behalf of the Tunisia Division Staff, we wish to raise a formal complaint regarding the repeated interference of Mr. Mohammed Al Ahmed (EXEC2) in the internal affairs and future of the TN Division.

Most recently, Mohammed removed our Division Director (TN-DIR) without prior notice or transparent justification. What is particularly concerning is that just minutes before executing this removal, he sent a request for a meeting with the TN staff an action that strongly suggests premeditation and a lack of genuine dialogue.

This decision, and several preceding actions, indicates a clear conflict of interest. Mohammed Al Ahmed appears to be acting in defense of Mr. Majdi Boutaba (IVAO-FOA1) rather than in accordance with IVAO’s regulations, governance procedures, and the interests of our division. Such behavior undermines the credibility and impartiality expected from an IVAO Executive member.

The consequences of these actions are severe: they are destabilizing our division, obstructing our development, and creating a toxic atmosphere where staff cannot operate effectively or peacefully. If this situation continues unaddressed, we regret to inform you that the TN staff will collectively resign. Furthermore, our active members are prepared to transfer to other divisions, or even to another network (such as VATSIM), where their contributions may be valued and respected.

We respectfully request the following immediate actions from the Board of Governors:

1. The reinstatement of our Division Director to his rightful position.
2. A formal investigation into the actions of Mr. Mohammed Al Ahmed and his collaboration with Majdi Boutaba in relation to the TN Division.

We strongly believe in IVAO’s mission and values, but we cannot continue under a leadership dynamic that prioritizes personal relationships over fairness, transparency, and proper governance.

We trust the Board will address this matter urgently and with the seriousness it deserves.

Respectfully,  
**TN Division Staff**