



discussions when questioned, you referred to your supervisor as a "liar".

Such behaviour is very serious and won't be tolerated in the workplace. As a result of your actions and your previous infractions of this nature, you are being given an additional three (3) day suspension without pay, which is to be served on June 21, 22 and 23.

Yours very truly,

A handwritten signature in black ink, appearing to read 'Nick Benkovich', written over a horizontal line.

Nick Benkovich
Director of Water/Wastewater Services