

Len—

I am so sorry to have dropped such sudden and unexpected news on you this morning. Please know it was not easy and that I have lost a lot of sleep in arriving at my decision. I can't tell you how bad I feel about leaving you and the District in such an untenable temporary position. I have never left undone a project or commitment I've undertaken, but I hope you can begin to understand the perspective I have attempted to express in the attached letter. The significant amount of even fundamental ramp-up time that I still need convinces me that staying on even briefly has no benefit. I am firm in and at peace with my difficult decision.

I have a few ideas and thoughts that I hope could possibly help:

- I think Rickey Hull has the knowledge and experience to run the PD temporarily.
- Lynn Wolter is amazing. She is exceptionally experienced, knowledgeable and beyond competent. I think she could serve as Acting (if not permanent) General Manager quite easily.
- Perhaps Adam Benson or someone else from PMG could serve as Acting General Manager. Adam is already far more knowledgeable about the District than I could become in the short term.
- Perhaps Kevin Hart can step back in temporarily. I believe that he does not desire or intend to remain retired. He has initiated and/or already invested considerable time in the many pending issues that exist and can bring them to conclusion far more efficiently.
- There are several public sector Executive Recruitment firms that can help with permanent and interim placements. One in particular that I am familiar with is Bob Murray and Associates. See bobmurrayassoc.com. Joel Bryden is a VP of the firm and is quite local (Walnut Creek). I know he has facilitated many interim placements.

Again, my sincere apologies.

Respectfully,

Kevin