



1020 North State St.
Bellingham, WA 98225

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www.nwys.org

August 8th, 2022

Hello Paula,

NWYS has carefully reviewed your June 8, 2022 letter detailing your concerns about the organization's direction, and Mr. McGill's personnel decisions in particular. NWYS has carefully considered your position and specifically investigated (through Rajeev D. Majumdar) your allegations that Mr. McGill discriminated against you in his decision-making. Based on the investigator's findings, NWYS will not reverse Mr. McGill's determination about your employment and concludes that Mr. McGill did not discriminate against you based on your age as alleged.

NWYS takes seriously its obligation to create a workplace free of illegal age discrimination. NWYS retained an independent third-party investigator to ensure a thorough and unbiased review of your discrimination complaint against Mr. McGill. NWYS provided the investigator access to its employees as well as any and all information that he deemed relevant. The investigator also talked with you about your perceptions. The investigator found no evidence NWYS discriminated against you as alleged in your correspondence. NWYS accepts the investigator's finding on that topic.

NWYS recognizes your passion for the organization, and also that you have worked very hard during your employment and were involved in many important projects. NWYS, however, is not willing to reverse or revisit Mr. McGill's decision to end your employment based on his assessment of operational needs. NWYS has continued to pay your salary during the investigation period, as you know, and will treat this entire period as paid administrative leave. NWYS will not deduct any of your paid leave hours during





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this period. NWYS will pay you through today and provide you a final paycheck and its standard closing materials in its normal course.

NWYS recognizes your past contributions to NWYS, and wishes you well moving forward. We also are aware that you have retained counsel and threatened to initiate a lawsuit against the organization. We hope that you reconsider that approach.

Sincerely,

Northwest Youth Services Board of Directors

