

August 21, 2023

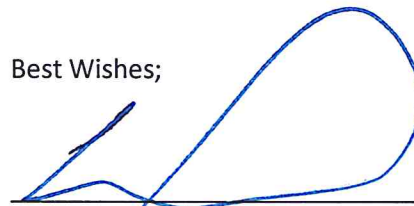
Haley Gluhanich
Foundation for Individual Rights and Expression
510 Walnut Street, Suite 1250
Philadelphia, PA 19105
Sent via electronic mail at haley.gluhanich@thefire.org

Dear Ms. Gluhanich;

Thank you for your letter dated August 16, 2023.

As SIUC is represented, you will kindly direct any future correspondence to the Office of General Counsel. The Board of Trustees has a duty, and right, to investigate alleged misconduct of its employees and will continue its investigation. To take your claim to a logical conclusion, SIUC or any employer would be prohibited from taking disciplinary action against its employees for misconduct that occurs in the scope of their employment. I'd advise you to remember, this is currently only an investigation. SIU will continue to follow the parties Collective Bargaining Agreement and its policies pursuant to the state and federal law.

Best Wishes;



E. Ryan Hall
Senior Associate General Counsel

Office of the General Counsel
Anthony Hall
1265 Lincoln Drive Room 318 Mail Code 4307
Carbondale IL 62901