

5 To Whom It May Concern:

I have been an employee for the Village since October 22, 2015, a few months shy of a year. My time at the Village has been good so far, but a problem has progressively gotten worse over my time here.

This letter is regarding the behavior of the Village Administrator Kim Foutz and other employees. Since the beginning of my time here and for some reason of Ms. Foutz's own, she has singled me out to harass.

Ever since I was hired, she has threatened my job security, talked down to me, belittled me and bullied me. She has managed to find some fault with me, even if there are none. I am constantly accused of not completing my daily work despite me meeting and completing all of my daily tasks assigned to me.

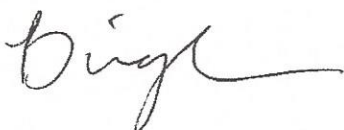
I have been kept out of all team meetings since I have started working here. Ms. Foutz and the other employees conveniently forget to inform me about changes in schedules or with the Village, so that she and others have a reason to point fingers at me.

I have never faced such problems from my previous jobs. I have been left feeling hurt, confused and insecure about job security by Ms. Foutz's attitude towards me, and it has affected the quality of my work. I even spoke openly to my supervisor Chrissy Lee on this issue regarding me, but she denied any kind of indifferent behavior towards me and again my job would be threatened by her and Ms. Foutz.

Finally, I have taken this step to inform you about his behavior, which has been causing me distress because now I am being let go or laid off from my position due to budget cuts or to what I truly believe to be is a personal bias. Ms. Foutz has been heard on occasion to say things such as "if I had known you were in the military and would be gone for two weeks, I would have never had hired you."

I have invested time and hard work into the Village and I have faith that you will help me sort out this issue with Ms. Foutz, and we may be able to find a way to co-exist until my position is eliminated in a short few weeks time.

Sincerely,



Birgit Ashley Bingham