

**MEMORANDUM**

FC 14 (02-08-19)

TO: Board of Directors**FROM:** Tony Estremera, 2021 Board Chair
Nai Hsueh, 2020 Board Chair**SUBJECT:** Joint Memorandum from Current Board Chair
Tony Estremera and immediate past Board
Chair Nai Hsueh Regarding Rev. Moore's
Complaint – 1/11/22 Board Agenda Item 4.1**DATE:** January 7, 2022

We have reviewed the investigator's report of Amy Oppenheimer pursuant to our respective positions. In addition to other findings, she found no evidence to "support a finding that Keegan's or LeZotte's actions were due to Callender's race." We therefore accept her conclusion that there is no basis for recommending the imposition of any admonition, sanction nor censure against either director.

In addition, we recommend that the Board effectuate policies covering the recruitment and hiring processes of our Board Appointed Officers in order to obviate any future controversy.

Finally, we recommend that the Board review and amend our current Board Complaint Process in order to address concerns raised during our current process.

A handwritten signature in black ink that reads "Tony Estremera".

Tony Estremera
2021 Board Chair

A handwritten signature in blue ink that reads "Nai Hsueh".

Nai Hsueh
2020 Board Chair

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