



MEMORANDUM

FC 14 (01-02-07)

TO: Board of Directors

FROM: Directors Tony Estremera,
Mai Hsueh and John Varela of
the Board Ethics & Conduct
Committee

Tony Estremera
Mai Hsueh
John Varela

SUBJECT: Committee's Recommendations:

Executive Summary of Investigation re: Director Gary Kremen

DATE: November 8, 2022

On October 24, 2022 the Board was publicly provided the Executive Summary produced by Ms. Jenica Maldonado (investigator). On November 2, 2022 the Board Ethics & Conduct Ad Hoc Committee met and conferred regarding the investigator's final report. On November 3, 2022, two members of the Committee met with Director Kremen to provide him an opportunity to address the investigator's findings.

At the end of this process, members of the Board Ethics & Conduct Ad Hoc Committee unanimously recommend that the Board accept the investigator's final summary report.

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