

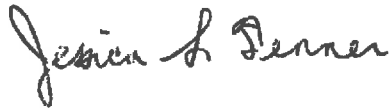
September 24, 2014

To: ECTS Operating Committee

From: Jessica Fenner

I am writing this letter to request an uncompensated leave of absence for up to 4 months to care for my child. I am requesting this leave because I am due to have a baby around October 30, 2014. I am planning on having the leave of absence start when the baby is born. If you have any questions feel free to contact me at [REDACTED]

Thank you very much,

A handwritten signature in cursive script that reads "Jessica L. Fenner". The signature is written in dark ink and is positioned above the printed name.

Jessica Fenner