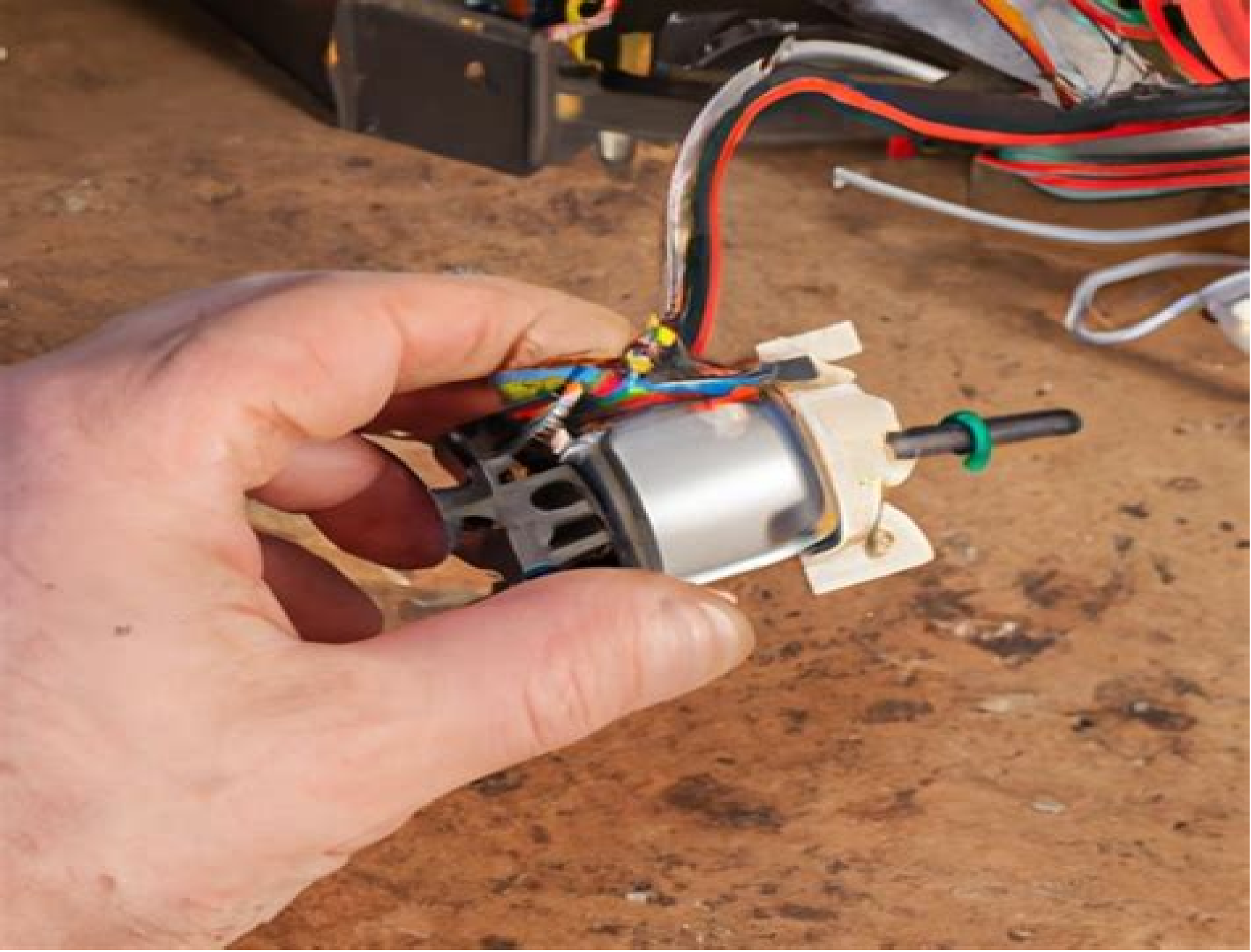




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gather details regarding the incidents of insubordination so it can describe them accurately in the letter focused on an facts inclusion what been spoken real that actions occurred be careful to concentrate with on the behaviors and not identity issues as to

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