

IN THE EXECUTIVE ETHICS COMMISSION  
OF THE STATE OF ILLINOIS

In re: TRESSA HOFFMAN ) OEIG Case # 10-00832

OEIG FINAL REPORT (REDACTED)

Below is a final summary report from an Executive Inspector General. The General Assembly has directed the Commission to redact information from this report that may reveal the identity of witnesses, complainants or informants and “any other information it believes should not be made public.” 5 ILCS 430/20-52(b).

The Commission exercises this responsibility with great caution and with the goal of balancing the sometimes competing interests of increasing transparency and operating with fairness to the accused. In order to balance these interests, the Commission may redact certain information contained in this report. The redactions are made with the understanding that the subject or subjects of the investigation have had no opportunity to rebut the report’s factual allegations or legal conclusions before the Commission.

The Executive Ethics Commission (“Commission”) received a final report from the Governor’s Office of Executive Inspector General (“OEIG”) and a response from the agency in this matter. The Commission redacted the final report and mailed copies of the redacted version and responses to the Attorney General, the Governor’s Executive Inspector General and to Tressa Hoffman at her last known address.

These recipients were given fifteen days to offer suggestions for redaction or provide a response to be made public with the report. Certain information contained in the proposed public response may have been redacted in accordance with the Commission’s determination that it should not be made public. The Commission, having reviewed all suggestions received, makes this document available pursuant to 5 ILCS 430/20-52.

FINAL REPORT

**I. Allegations**

The Office of the Executive Inspector General (“OEIG”) received a complaint alleging that Illinois Department of Natural Resources (“IDNR” or “Department”) employee Tressa Hoffman used State equipment for personal use and to solicit contributions from local businesses. It was further alleged that Ms. Hoffman violated the Gift Ban provisions of the Ethics Act by soliciting a contribution from International Coal Group, which is regulated by the Department.

## **II. Background**

Tressa Hoffman is an Executive Secretary 2 employed in the Abandoned Mine Land Reclamation Division in the Department's Office of Mines and Minerals. The Division is responsible for coordinating the use of federal funds to clean-up mine land that was abandoned prior to enactment of the Surface Mining Control Act in 1977.<sup>1</sup> The Office of Mines and Minerals' Division of Mine Land Reclamation regulates the reclamation plans of mines that are or have been active since 1977. A company called International Coal Group operates Viper Mines in Williamsville, Illinois, and is regulated by the Office of Mines and Minerals.

## **III. Investigation**

### **A. Interview of [a DNR official]**

On August 30, 2010, OEIG investigators interviewed [a DNR official]. [Identifying information redacted.]

[The official] stated that, in his opinion, Ms. Hoffman was not a very good employee. [The official] said that Ms. Hoffman makes mistakes in all her work assignments, and receives poor evaluations from her supervisors. [The official] is aware Ms. Hoffman has been previously disciplined for misuse of State property.

### **B. Review of Tressa Hoffman's Computer Records**

OEIG investigators obtained and reviewed Ms. Hoffman's e-mail account and network folder. An analysis of Ms. Hoffman's network folder revealed significant non-work related materials, including the following: 9 non-work related video clips; 137 non-work related photographs, clip art, and sketches; 12 documents regarding the Illinois Central School Club Soccer League; and, 125 documents related to the Boy Scouts of America, 109 of which were letters dated November 30, 2009, from Ms. Hoffman's son [redacted] to area businesses. The letters to area businesses were solicitation letters seeking donations to [her son's] Eagle Scout project, which was to erect a pavilion near the Athens High School soccer field in remembrance of his brother [name redacted] who had been killed in a car accident. One of the solicitation letters was addressed to International Coal Group in Williamsville, Illinois.

Further, OEIG investigators reviewed Ms. Hoffman's state e-mail account. The OEIG's review of e-mails dated between January 1, 2010, and August 1, 2010, revealed the account contained at least 2,671 messages that appeared to be non-work related. Due to the volume of e-mail message in Ms. Hoffman's account, the OEIG did not review every message in the account. Therefore, the total number of personal messages could be substantially greater than, but not less than, 2,671 for this seven-month period. Ms. Hoffman sent or received approximately 381 non-work related messages a month, on average.

---

<sup>1</sup> The Surface Mining Control and Reclamation Act, 30 USCA §1201 *et seq.*, first passed in 1977, obligates mines that were operational as of 1977 or later to prepare for and fund the reclamation of mine lands once mining operations have ceased. Mines lands abandoned prior to the passing of this legislation are reclaimed using federal funds.

**C. Interviews of [International Coal Group employee]**

On December 2, 2010, OEIG investigators interviewed International Coal Group employee [name redacted]. [Identifying information redacted]. [The employee] stated that the mine received a solicitation letter dated November 30, 2009, from [Hoffman's son] seeking donations for his Eagle Scout project. [The employee] said that in response to [the son's] solicitation, Viper Mines made a \$200 donation to the project. In a follow-up interview on January 6, 2011, [the employee] indicated that the only correspondence he had regarding the Eagle Scout project was the November 30, 2009, letter and specifically indicated that he did not speak to anyone about the solicitation or subsequent donation.

**D. Interview of [Boy Scout official]**

On December 3, 2010, OEIG investigators interviewed [an official of the Boy Scouts of America]. [The official] stated that, while the Boy Scouts of America is a 501(c)(3) charitable organization, donations to individual Eagle Scout projects are not considered donations to the Boy Scouts of America and therefore are not tax deductible unless the Eagle Scout finances his project through a 501(c)(3) charitable organization like a church or school.

**E. Interview of [DNR employee]**

On December 20, 2010, OEIG investigators interviewed [DNR employee] [identifying information redacted]. [Identifying information redacted]. During that time, [the employee] saw Ms. Hoffman spending a substantial amount of time performing non-work related tasks. Specifically, [the employee] has heard Ms. Hoffman having telephone conversations regarding her involvement in scouting and soccer. [The employee] was unsure whether these calls were made on her cellular phone or her State phone. [The employee] stated that the frequency of the calls was a distraction to those who worked around Ms. Hoffman.

**F. Interview of [another DNR employee]**

On January 4, 2011, OEIG investigators interviewed [employee name and identifying information redacted]. [Identifying information redacted]. [Identifying information redacted]. [Employee] reported that Ms. Hoffman received multiple unsatisfactory evaluations [identifying information redacted], noting that Ms. Hoffman makes multiple errors in her work and has other performance issues. Specifically, [employee] was informed that from 2007 through 2010, over half of the vouchers Ms. Hoffman completed contained errors. [Employee] believes that Ms. Hoffman has the ability to accurately complete her work, but does not put in the appropriate time to complete tasks correctly.

[Employee] said that Ms. Hoffman has many distractions and needs to focus on her work during State time rather than personal business. In the past, when [employee] approached Ms. Hoffman's desk, he would see her "push a button and her screen would immediately change." This led [employee] to believe she was on the internet or sending personal e-mail, although he never saw anything specific. When shown the results of the OEIG's analysis of Ms. Hoffman's

computer and e-mail use, [employee] stated that the amount of time Ms. Hoffman devotes to non-work related tasks “certainly interfere[ed] with her work.”

### **G. Review of Tressa Hoffman’s Disciplinary Records**

OEIG obtained and reviewed documents relating to discipline of Ms. Hoffman. The records contain a June 1, 2010, memorandum scheduling a pre-disciplinary meeting based on substandard performance; a May 24, 2010, memorandum documenting a counseling for conducting non-work related activities during work time, and documentation of November 3, 2005, oral reprimand for personal use of State resources.

### **H. Interview of Tressa Hoffman**

On January 6, 2011, OEIG investigators interviewed Tressa Hoffman. Ms. Hoffman stated that the Office of Mines and Minerals regulates currently operating coal mines, but her division does not. Ms. Hoffman said that she does not have contact with active mines except when someone from an active mine mistakenly calls her number, in which case she would transfer the call.

Ms. Hoffman said that she does not use the State phone for personal business, but that she does use the State computer for personal business. Ms. Hoffman explained that she “cannot say no” when people ask her for help with personal stuff and that “it gets her in trouble.” Ms. Hoffman stated that, while she did not know whether she has violated Department policy by conducting personal business at work, she does not see a problem making a few copies for something personal when she has nothing to do at the moment. Ms. Hoffman said that, approximately five years ago, then [redacted] informally talked to her about her use of State equipment after he found some non-work related documents at the copier. Ms. Hoffman does not recall any other supervisor talking to her about personal use of State equipment.

When shown copies of personal messages discovered on her State e-mail account, Ms. Hoffman confirmed that the e-mails were not related to her work and were probably not acceptable under the Department’s policies. Ms. Hoffman also confirmed that the photos and other items discovered on her State computer were not related to her job. Ms. Hoffman stated she understood that she should not have taken these items to work, but that she has “so much time at work and so little time at home” that she ends up doing personal things at work. Ms. Hoffman said that she does her job in a timely manner, and that when she gets it done she takes time “for me.”

Ms. Hoffman stated that the solicitation letters she kept in her computer were related to her younger son’s Eagle Scout project, which includes a memorial for her oldest son who was killed in a car accident. Ms. Hoffman said that her son, [redacted], set up the bank account at Athens State Bank, which is identified in the solicitation letters. Ms. Hoffman explained that she created the list of businesses to which solicitation letters were sent by looking in the phone book and the newspaper, and specifically included businesses that had previously given to Athens, Illinois, schools. Ms. Hoffman said that she composed the letters on her home computer and then brought the letters to work on a floppy disk so she could print them on the State printer.

Ms. Hoffman stated that the only communication with International Coal Group was the solicitation letter from her son. Ms. Hoffman said that she did not call the mine regarding the solicitation and does not recall ever calling Viper Mines or International Coal Group for any reason. Ms. Hoffman also stated that she never has identified herself to a mine as a DNR employee unless she is transferring a business call.

#### IV. Analysis

##### A. **Gift Ban Violation**

The State Officials and Employees Ethics Act, 5 ILCS 430 *et seq.*, (“Ethics Act”) prohibits a State employee or an immediate family member of a State employee from intentionally soliciting any gift from an entity that conducts activities regulated by the employing State agency. 5 ILCS 430/10-10; 5 ILCS 430/1-5. As Ms. Hoffman acknowledges, International Coal Group is an entity regulated by DNR’s Office of Mines and Minerals. Ms. Hoffman also acknowledges that she helped her son solicit a monetary donation from International Coal Group for his Eagle Scout project. Ms. Hoffman was aware that the solicitation went to International Coal Group, as she compiled the list of businesses to which letters were sent, did the word processing for the letters, and printed the letters to be sent.

Furthermore, the gift solicited by Ms. Hoffman’s son does not fall within any of the exceptions to the gift ban. Also, because the donation was not made to a charity that is exempt from income taxation under Section 501(c)(3) of the Internal Revenue Code of 1986, Ms. Hoffman is not entitled to the safe harbor provided in 5 ILCS 430/10-30. Accordingly, the allegation that Ms. Hoffman violated the Ethics Act when she intentionally solicited a gift from a prohibited source is **FOUNDED**.

##### B. **Use of State Resources and Personal Business on State time**

Department policy dictates that all “employees are expected to conduct personal business on their own time.” DNR Policy and Procedure Manual (“Manual”), Section 3D-1(9). Further, Department information technology resources, “including data processing hardware, storage media including software, data and accessories or peripherals; and the information stored, processed or transmitted from, to or through them” are to “be used only for the benefit of the State.” Manual, Section 2-2. The Department allows employees to make reasonable use of the e-mail system. Department policy directs that e-mail use is considered reasonable if it meets two criteria: (1) “Use of the e-mail system does not adversely affect the performance of official duties by the employee or the employee’s organizational unit, and (2) It is of reasonable duration and frequency.” Manual, Section 2-2, V.

Ms. Hoffman admitted to conducting personal business on State time. Ms. Hoffman further confirmed that she used Department computers to store and view personal photographs and videos and to view, store, and print documents related to scouting and soccer, including the solicitations letters regarding her son’s Eagle Scout project. In her interview, Ms. Hoffman acknowledged that she should not have brought some of the personal items to work. Ms. Hoffman has previously been disciplined for personal use of State equipment and did not change

her conduct. Accordingly, the allegation that Ms. Hoffman misused State resources to conduct personal business on State time is FOUNDED.

While the Department allows reasonable use of the Department's e-mail system, Ms. Hoffman's use of e-mail exceeded what could be considered reasonable. OEIG investigators uncovered at least 2,671 items on Ms. Hoffman's e-mail account over a seven-month period that Ms. Hoffman confirmed were not related to her job. The sheer number of non-work related e-mails in such a short period of time exceeds reasonable use. Further, Ms. Hoffman's evaluations, as well as the interview of her supervisor, supports a finding that the amount of time Ms. Hoffman spends on personal e-mail has negatively affected her job performance. Ms. Hoffman's use of e-mail violated the Department's e-mail policy, because it was not of a reasonable frequency and interfered with her performance. Accordingly, the allegation that Ms. Hoffman misused the State e-mail system is FOUNDED.

#### V. Recommendations

Following due investigation, the OEIG issues these findings:

- **FOUNDED** – Ms. Hoffman violated the gift ban provisions of the Ethics Act by aiding her son's intentional solicitation of a gift from a prohibited source.
- **FOUNDED** – Ms. Hoffman violated Department policy when she conducted personal business on State time and used Department resources, including the computer, printer, and e-mail system, to do so.

The OEIG recommends that Ms. Hoffman be subject to discipline for her violation of the Ethics Act's gift ban provisions, performance of personal business on State time, and for misusing State resources to conduct personal business.

The OEIG also recognizes that Ms. Hoffman's actions violated the State Officials and Employees Ethics Act. However, the OEIG is also mindful of the fact that the solicitation to Viper Mines was one of 109 identical letters, 108 of which were not addressed to prohibited sources. There is no indication that Ms. Hoffman attempted to use her position with IDNR to pressure Viper Mines or any other business to donate money. Moreover, Ms. Hoffman did not stand to profit from the solicitation but rather was helping to raise money for a monument to her deceased son. In light of these circumstances, the OEIG has determined that requesting the Illinois Attorney General to file a complaint against Ms. Hoffman with the Illinois Executive Ethics Commission would not be a judicious use of State resources.

No further investigative action is warranted and this case is considered closed.



OFFICE OF EXECUTIVE INSPECTOR GENERAL  
FOR THE AGENCIES OF THE ILLINOIS GOVERNOR

32 WEST RANDOLPH STREET, SUITE 1900  
CHICAGO, ILLINOIS 60601  
(312) 814-5600

RICARDO MEZA  
EXECUTIVE INSPECTOR GENERAL

OEIGG RESPONSE FORM

Case Number:  
10-00832

Return By:  
30 Days After Receipt of Report

Please check the box that applies.

- We have implemented all of the OEIGG recommendations.  
(Provide details regarding action taken.)

---

---

---

---

---

---

---

---

- We will implement all of the OEIGG recommendations but will require additional time.  
We will report to OEIGG within 30 days from the original return date.  
(Provide details regarding action planned / taken.)

---

---

---

---

---

---

---

---

(over)

- We are implementing one or more of the OEIGG recommendations, however, we plan to depart from other OEIGG recommendations.

(Provide details regarding action planned / taken and any alternate plan(s).)

The department has concluded its Pre-Disciplinary meeting. Ms. Hoffman will be issued discipline for misuse of state resources and personal business on state time which are violations of the Time Policy + Procedures. However, regarding the "Founded" violation of the State Officials and Employees Ethics Act specific to a Gift Ban, Soliciting a gift from a Prohibited Source, the AFSCME Council 31 argued the violation should be omitted and not considered for discipline due to the office Director acknowledging an error that Ms. Hoffman works in a division separate from the Permitting/Regulatory office as he first stated during his interview with the OETG. Management agreed. I have attached a Memorandum of Agreement, Suspension Dates and the Statement of Charges.

- We do not wish to implement any of the OEIGG recommendations.  
(Explain in detail why and provide details of any alternate plan(s).)

\_\_\_\_\_  
Signature

Gloria Williams

\_\_\_\_\_  
Print Name

Natural Resources - EO  
\_\_\_\_\_  
Print Agency and Job Title

June 10, 2011  
\_\_\_\_\_  
Date

Memorandum of Agreement

Employee: Tressa A. Hoffman  
Executive Secretary II

Work Location: Office of Mines & Minerals, AMLRD  
Springfield Headquarters

In full, final and complete resolution of the disciplinary action initiated on June 8, 2011, the parties agree as follows:

- 1) The Department, AFSCME Council 31 and employee, Tressa Hoffman agrees to a five (5) calendar day suspension effective June 29, 2011 through July 3, 2011 without loss of benefits.
- 2) The Department, AFSCME Council 31 and the employee agree that effective June 20, 2011, employee will NOT continue to participate in the 9-day work schedule and will return to a work schedule of Monday through Friday, 8:00 a.m. – 4:30 p.m. with a 1-hour lunch break.
- 3) The Union and the Employee agree to refrain from pursuing an appeal of the above mentioned discipline through both the contractual grievance process and/or the Personnel Rules grievance process.
- 4) This agreement is made without precedent or prejudice to either party and may not be used in any subsequent proceeding, except for the purpose of enforcing its terms.

\_\_\_\_\_  
For the Union

Date

6/8/11

\_\_\_\_\_  
For the Employer

Date

6/8/11

\_\_\_\_\_  
Printed Name (Union)

\_\_\_\_\_  
Printed Name (Employer)

\_\_\_\_\_  
Employee

Date

6-9-11



Illinois Department of  
Natural Resources

One Natural Resources Way Springfield, Illinois 62762-1271  
<http://dnr.state.il.us>

Pat Quinn, Governor  
Marc Miller, Director

June 8, 2011

Hoffman, Tressa A.  
SS# XXX-XX-

FIVE (5) DAYS SUSPENSION: June 29, 2011

SUSPENSION RETURN DATE: July 5, 2011

SUSPENSION IS FOR 5 CALENDAR DAYS  
SUSPENSION IS FOR 3 WORK DAYS

Pre-disciplinary Meetings Held: June 2, 2011

Marc Miller, Director

*me*

6/8/11  
Date

## Statement of Charges

Hoffman, Tressa A.  
SS# XXX-XX-  
Executive Secretary 2  
Office of Mines & Minerals - AMLRD  
Five (5) Work Days Suspension  
Effective Date: June 29, 2011  
2 -Pre-Disciplinary Meetings Held: June 2, 2011

Ms. Hoffman is being suspended for five (5) days for the following reasons:

- “Founded” Results of an official Office of the Executive Inspector General (“OEIG”) report for misuse of state resources and personal business on state time which are violations of the IDNR Policy & Procedures
  - Chapter 3, Section 3D-1: Work Rules, Subsection 9
  - Chapter 3, Section 3D-2: Rules of Conduct, Article V: Personal Conduct, paragraph a and Article VII: Property Owned by the State, paragraph d.

NOTE: OEIG Report also indicated a “founded” violation of the State Officials and Employees Ethics Act specific to a Gift Ban, i.e. soliciting a gift from a prohibited source. However, during the investigation, [redacted] stated that Ms. Hoffman has direct involvement with the permitting/regulatory function of coal mines within the Office of Mines & Minerals. This is not correct since Ms. Hoffman works in a division separate from the permitting/regulatory office. [Redacted] acknowledges the error. Therefore, the union argued this violation should be omitted and not considered for discipline. Management agreed.

- From March 2, 2011 through May 18, 2011, Ms. Hoffman arrived to work between 9 to 29 minutes late and fails to accurately account for her time. From April 26, 2011 through May 19, 2011 Ms. Hoffman has taken lunch periods longer than her allowed 1 hour. Ms. Hoffman’s actions are violations of the IDNR Policy and Procedures
  - Chapter 3, Section 3D-1 Work Rules.

### Prior Discipline

4/19/2010      Written Reprimand



OFFICE OF EXECUTIVE INSPECTOR GENERAL  
FOR THE AGENCIES OF THE ILLINOIS GOVERNOR

PAT QUINN  
GOVERNOR

607 E. ADAMS, 14<sup>TH</sup> FLOOR  
SPRINGFIELD, ILLINOIS 62701

RICARDO MEZA  
EXECUTIVE INSPECTOR GENERAL

CONFIDENTIAL

June 22, 2011

Marc Miller  
Director  
Illinois Department of Natural Resources  
1 Natural Resources Way  
Springfield, IL 62702

Re: **OEIG Case No. 10-00832**

Dear Director Miller:

The Office of Executive Inspector General ("OEIG") has received the Illinois Department of Natural Resources's ("IDNR") response, dated June 10, 2011, to our Founded report in the above-referenced case. The IDNR response, which includes the statement of charges against subject Tressa Hoffman, states that IDNR management agreed to omit the gift ban violation as a basis for discipline. IDNR management's agreement to omit this violation appears to rest on two points:

- (1) the OEIG relied upon a mistaken description of where Ms. Hoffman worked; and
- (2) the finding of a gift ban violation was erroneous because Ms. Hoffman did not work in the division regulating the prohibited source at issue.

Below is the OEIG's reply to each of these points.

**OEIG Reply Relating to Where Ms. Hoffman Worked**

The IDNR response correctly indicates that, during his OEIG interview, [redacted] worked in the IDNR division responsible for regulating active mines. The OEIG was aware that [redacted] was mistaken and that Ms. Hoffman worked in the *abandoned* mine land reclamation division, as stated in the Background section of the report. Therefore, the OEIG did not rely on [redacted's] misstatement, and in any event, the misstatement of fact did not affect the OEIG's findings.

OEIG Reply to Gift Ban Violation

The IDNR response states that it agreed with the Union to omit the gift ban violation from the disciplinary documentation because Ms. Hoffman did not work in the IDNR division responsible for regulating active mines. Section 10-10 of the State Officials and Employees Ethics Act (“Ethics Act”) states that no employee shall solicit any gift from a prohibited source. 5 ILCS 430/10-10. The term “prohibited source” is defined in Section 1-5 of the Ethics Act to include any entity that is regulated by the “State agency or other employee directing the employee.” 5 ILCS 430 430/1-5. Although Ms. Hoffman does not work in the division that regulates active mines, such as Viper Mines, she does work for the “State agency” that regulates Viper Mines—the Department of Natural Resources. Therefore, Viper Mines is a prohibited source as defined by the Ethics Act, and as such Ms. Hoffman’s solicitation of a gift from Viper Mines violated the Ethics Act.

In addition, as you know, there is no *de minimis* exception to a violation of the Ethics Act. However, in light of the unique circumstances of this matter, our Office exercised its discretion, pursuant to Section 20-50(c) of the Ethics Act, to not refer this matter to the Office of the Illinois Attorney General for the filing of a complaint with the Executive Ethics Commission.

Thank you for your attention to this letter. If you would like to discuss this matter further, please contact Deputy Director Neil Olson at 217-558-5600.

Sincerely,

Ricardo Meza  
Executive Inspector General

cc: Gloria Williams, IDNR Ethics Officer



OFFICE OF EXECUTIVE INSPECTOR GENERAL  
FOR THE AGENCIES OF THE ILLINOIS GOVERNOR

32 WEST RANDOLPH STREET, SUITE 1900  
CHICAGO, ILLINOIS 60601  
(312) 814-5600

RICARDO MEZA  
EXECUTIVE INSPECTOR GENERAL

RECEIVED

MAY - 4 2011

BY: \_\_\_\_\_

OEIGG RESPONSE FORM

Case Number:  
10-00832

Return By:  
20 Days After Receipt of Report

Please check the box that applies.

- We have implemented all of the OEIGG recommendations.  
(Provide details regarding action taken.)

---

---

---

---

---

---

---

---

- We will implement all of the OEIGG recommendations but will require additional time.  
We will report to OEIGG within 30 days from the original return date.  
(Provide details regarding action planned / taken.)

THE DEPARTMENT must abide by the Terms OF THE  
AFSCME Collective Bargaining Agreement. Therefore, A  
Pre-Disciplinary meeting will be Scheduled to Address the  
Founded Charges.

(over)

- We are implementing one or more of the OEIGG recommendations, however, we plan to depart from other OEIGG recommendations.  
(Provide details regarding action planned / taken and any alternate plan(s).)

---

---

---

---

---

---

---

---

---

---

- We do not wish to implement any of the OEIGG recommendations.  
(Explain in detail why and provide details of any alternate plan(s).)

---

---

---

---

---

---

---

---

---

---

\_\_\_\_\_  
Signature

Gloria Williams  
Print Name

Natural Resources-Ethics  
Print Agency and Job Title Officer

April 27, 2011  
Date

IN THE EXECUTIVE ETHICS COMMISSION  
OF THE STATE OF ILLINOIS

IN RE: Tressa Hoffman ) 10-00832

RESPONDENT'S SUGGESTIONS FOR REDACTION / PUBLIC RESPONSE

Please check the appropriate line and sign and date below. If no line is checked the Commission will not make your response public if the redacted report is made public.

Below is my public response. Please make this response public if the summary report is also made public; or

Below are my suggestions for redaction. I do not wish for these suggestions to be made public.

\_\_\_\_\_  
Respondent's Signature

\_\_\_\_\_  
Date

8-26-11

Instructions: Please write or type suggestions for redaction or a public response on the lines below. If you prefer, you may attach separate documents to this form. Return this form and any attachments to:

Illinois Executive Ethics Commission  
401 S. Spring Street, Room 513 Wm. Stratton Building  
Springfield, IL 62706

*Please see attached*

---

---

---

---

---

---

---

I would like to reiterate that the allegation of soliciting funds from viper mine is not founded, and the department states **unfounded**, as the information was easily obtained from the newspaper and I had no idea the DNR regulated this coal mine. There was only communication with a letter sent to the agency and they have given to the local schools in the past very generously. Thanks to viper mine a lot of children have benefited. I don't think that the punishment was founded. As far as state resources, it is no different then what everyone else does. Employees are late every day around me but I was always taught not to prattle. I know this sounds juvenile but it's tough being surrounded by hypocrites. There is no documentation for errors of which I believe I make any more than anyone else. Also, taking into consideration that I lost my son of 16 in 2007 when they seem to document the beginning. It is a life altering event losing a child at such a young age. And I must say that I have never fully recovered from this as I have had a tremendous amount of memory loss. I don't think the punishment was necessary and the daily egg shells I walk on, so to speak, from day to day, is grounds for a transfer as it has reached a point where I believe I am being harassed.