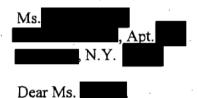


THE ASSEMBLY STATE OF NEW YORK ALBANY

ROOM 448m, CAPITOL ALBANY, NEW YORK 12248 (518) 455-4191 FAX: (518) 455-4103

December 19, 2011



I am sending this letter, which mirrors what I wrote to you in two emails on Thursday, December 15th, simply to ensure that you have received my response.

Please be advised that Bill Collins and I received a copy of the email message you sent to Assemblyman Vito Lopez on December 14, 2011.

While you have previously received a copy of the Assembly's Sexual Harassment/
Retaliation Policy, I am providing it to you again now in order to ensure that you have it before
you. As stated in the policy and reiterated in our employee training, the Assembly is committed
to providing our employees with a workplace free from sexual harassment. This is an obligation
we take very seriously. Please note that sexual harassment and retaliation in response to a sexual
harassment complaint are both prohibited. Complaints of sexual harassment are investigated as
discretely as possible.

In response to a concern you raised in your email, please be advised that we have not received any request to terminate your employment. Thus, as far as we are concerned, you continue to be employed by the NYS Assembly.

We would like to follow up with you regarding this matter. It is of particular importance that we understand whether it was your intention to file a formal complaint of sexual harassment by sending us a copy of the email to Assemblyman Lopez. Moreover, we are available to discuss with you any concerns you may have regarding your status and/or the availability of leave credits.

Please contact us at your earliest convenience.

Sincerely,

Carolyn Kearns

Deputy Counsel to the Majority

Encl.: Assembly Sexual Harassment/Retaliation Policy