



Saugeen First Nation

Administration

Directive to All SFN Employees and Committee members:

As we announced on November 10, 2021, we have settled the wrongful dismissal action brought by Cheree Urscheler.

As was stated in the announcement, Saugeen's Band Council has now completed its investigation into the issues raised in the draft audit report dated January 15, 2021 and has concluded that, at all times, while employed with Saugeen as Band Administrator Ms. Urscheler conducted herself appropriately and professionally.

Accordingly, we are directing all our employees without exception to refrain from making any disparaging, critical or otherwise negative comments, written or oral, about Ms. Urscheler as Band Administrator or her employment with Saugeen. This includes comments made on the internet, twitter, Facebook and all other forms of social media, and comments/statements that can be reasonably inferred to be about Ms. Urscheler.

A breach of this direction will render any employee liable to discipline up to and including discharge.

If anyone approaches you and tries to get you to comment about or discuss Ms. Urscheler's performance as former Band Administrator and/or her employment with SFN, simply say that you cannot make any comment. You should refer them to Trish Meekins, Band Administrator and also report the incident to Trish, that you have been approached.

As was stated in our announcement on November 10, 2021 the **wrongful dismissal action** with Ms. Urscheler had become an open wound within our community that must be healed. Your compliance with this Directive is a critical part of this healing process. We are counting on you to do your part in successfully completing this healing process.

Thank you for your assistance and cooperation.

Respectfully,

Chief Lester Anoquot
Saugeen First Nation

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