

MEMORANDUM

To: Stephen Worsham, City Attorney

Brittany Hoskins, City Attorney

From: Jason Quick, City Administrator

Date: September 11, 2025

Subject: Documentation of Recent Interactions Regarding Job Performance

Dear Mr. Worsham and Ms. Hoskins,

On **Thursday, September 4, 2025**, I scheduled a meeting with Mayor Lynn Sebourn for the purpose of discussing the TAEDC agreement with the City. Instead, the Mayor arrived to address his personal assessment of my performance as City Administrator. At the Mayor's request—and without prior notice to me—City Attorney Mr. Worsham was also directed to attend.

During this meeting, the Mayor expressed concerns regarding my performance. However, the tone, comments, and manner of his statements were confrontational, hostile, and inconsistent with established oversight protocols for my position. I believe this conduct was also inconsistent with the City of Tullahoma's Personnel Rules and Regulations (Section 8).

The Mayor's behavior included repeated attempts at intimidation, beginning with the unannounced presence of the City Attorney, which transformed what I had anticipated would be a collaborative discussion into an adversarial one. These actions left me feeling harassed and threatened, and in my assessment, were intended to undermine my ability to serve effectively as City Administrator. I further believe they represent a violation of my employment contract and conflict with the City's policy assurances of a safe and healthy work environment for all employees.

At my request, a second meeting was held on **Tuesday, September 9, 2025**, to allow me the opportunity to factually respond to the concerns raised by the Mayor during the previous meeting. To mirror the structure of the earlier discussion, I asked Mr. Worsham to attend. At the outset of this meeting, Mayor Sebourn informed me that he would be recording the proceedings. This action, in my view, continued the pattern of intimidation and confrontation from the prior meeting.

As I attempted to respond to the Mayor's stated concerns with evidence to the contrary, he objected, abruptly left the meeting, and concluded the discussion within approximately five minutes.

I remain faithfully committed to fulfilling my duties in accordance with the City Charter and the direction of the Board. However, I must also notify you that I am currently evaluating my legal options in response to these incidents. The purpose of this memorandum is to ensure that the City's legal counsel is formally informed and that these matters are documented in the official records of the City.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "J. Quick", with a stylized, cursive script.

City Administrator

Cc: Lori Ashley, Human Resource Officer

Personnel file for Jason Quick