

To: Stephen Worsham, City Attorney Brittany

Hoskins, City Attorney

From: Jason Quick, City Administrator

Date: October 27, 2025

Subject: Further Concerns of Recent Developments with the Board

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Dear Mr. Worsham and Ms. Hoskins,

On Thursday, September 11, 2025, a memorandum was submitted to you regarding the hostile, intimidating, and threatening treatment I received during two meetings with Mayor Lynn Sebourn (September 4, 2025, and September 9, 2025). Since then, an executive session for the members of the Tullahoma Board of Mayor and Aldermen was held on Wednesday, September 24, 2025.

According to Ms. Hoskins, the meeting allowed the Mayor to present his concerns to the members, and they requested that an executive session be held so I could respond to those concerns on Thursday, October 2, 2025. Unfortunately, at this meeting, I was not afforded sufficient time to address the Mayor's nameless, faceless complaints, as two additional aldermen had similar complaints to assail me with unknowingly. As with the prior complaints, the lack of specificity did not allow me to address these allegations properly, and the meeting ended with no resolution other than the Mayor stating he would continue his efforts.

On the Board of Mayor and Aldermen agenda for Monday, October 27, 2025, Item Number 25-118 is listed as a board request. The item asks the board to "...authorize the city attorney's office to hire a law firm to assist with the employee evaluation of the City Administrator...". It is understood that the city attorney's office will have sole authority to select the firm and to provide guidance thereafter, without oversight by the board. This issue raises further, alarming concerns about the true motives of several board members and others, as it appears a "fishing expedition" has begun to create for-cause violations to trigger termination proceedings as outlined in my contract.

I remain faithfully committed to fulfilling my duties in accordance with the City Charter and the direction of the Board. However, I must also inform you that I am continuing to evaluate my legal options in response to these incidents and actions. 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