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RE: Appointment as Special Assistant Attorney General

Dear Mr. McGuffey, Mr. Peeler, Ms. Horne, and Mr. O'Brien:

This letter appoints you as a Special Assistant Attorney General. Under this appointment you will provide legal services in connection with the independent investigation of factual allegations raised by Colorado Department of Public Health and Environment employees Rosendo Majano, De Vondria Reynolds, and Bradley Fink in their letter dated March 30, 2021 to the U.S. Environmental Protection Agency's Inspector General Sean W. O'Donnell ("the Investigation"). You will be working under the direction of Natalie Hanlon Leh and others, as directed. Your appointment is effective immediately, and will continue until final resolution of the Investigation or until revoked in writing, whichever comes first.

Your appointment is a limited one. It does not authorize you to act on behalf of or represent the State or any of its agencies in any other capacity. You may not, on behalf of the State of Colorado or the Attorney General, receive any notices, documents or papers of any kind not related to your duties in connection with the Investigation.

You will report directly to Anne Mangiardi and will work under her direct supervision.

Finally, working in a legal capacity on behalf of the citizens of Colorado is a privilege that is accompanied by several important responsibilities. For this reason, several topics and admonitions are addressed in the memorandum enclosed with this letter. Please review this memorandum carefully. Please ensure that your actions representing Colorado conform to its directions at all times.

Sincerely,

FOR THE ATTORNEY GENERAL

/s/ Eric R. Olson

ERIC R. OLSON
Solicitor General

MEMORANDUM FOR SPECIAL ASSISTANT ATTORNEYS GENERAL

Service to the people of the State of Colorado as a Special Assistant Attorney General is a privilege. This privilege is accompanied by important responsibilities. This memorandum sets forth several requirements that you are to follow as you discharge your duties to the State and its citizens.

The Colorado Department of Law fully supports the principle of civility in the practice of law. Whether in litigation or in a transactional context, Special Assistant Attorneys General are expected to represent the State vigorously. Nevertheless, Special Assistant Attorneys General are also expected to interact with the Courts and other counsel in a civil, professional manner.

During your representation of the State of Colorado, your activities must conform, at all times and in all respects, to the highest ethical standards of the legal profession. Through your direct supervisor at the Department of Law, we are available at all times to consult with you if your work for Colorado may pose an ethical difficulty. Please be sure to consult with us before such a matter actually arises.

We recognize that conflicts of interest often arise in the practice of law. We expect you to bring to our attention immediately any potential for conflicting interests in the work you perform as Special Assistant Attorney General. Please report any such matters to your supervising attorney immediately and in writing.