

ATTACHMENT 7

sender.

Hi Sarah,

I hope you are well. I wanted to write to you to express my sincere apologies for my behavior. It was wrong of me to avoid taking responsibility for my conduct and for not being straightforward and honest with you. I know that you were doing your job and expected me to do mine. You had every right to expect a good faith response to your investigation and I didn't provide that. I failed on many levels as you and I both know. I'm sorry for everything. I am working on things to improve myself and will work hard to make sure that something like this doesn't happen again.

Sincerely,
Bill

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- image001.jpg (931 KB)

William Cobb <william.cobb@comcast.net>

11/13/2023 6:26 PM

RE: Accountability

To Sarah Katz <sarah.katz@vermont.gov>

Hi Sarah,

I completely agree. A lot of good has come out of this. I started counseling recently, and learned that I have ADHD. When I shared this with my wife, she googled symptoms of ADHD and pretty much confirmed that the symptoms matched my personality. Interesting things that we can learn about ourselves when someone looks under the hood. Anyway, it's given me a lot of positive reasons to think that I can address some of my many weaknesses and make things better.

Hope your new job is working out.

Best,
Bill

On 11/13/2023 3:01 PM EST Katz, Sarah <sarah.katz@vermont.gov> wrote:

Hi, Bill,

Thanks for your email. Good luck with your reinstatement hearing. One of the many things I learned from my old job is that everyone makes mistakes, but what you do with those mistakes has its own big opportunities for some kind of impact.

Sarah Katz



Staff Attorney

Sarah.Katz@vermont.gov

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From: William Cobb <william.cobb@comcast.net>**Sent:** Friday, November 10, 2023 11:25 AM**To:** Katz, Sarah <Sarah.Katz@vermont.gov>**Subject:** AccountabilityYou don't often get email from william.cobb@comcast.net. [Learn why this is important](#)**EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the**