

## Holly C. Lytle

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**From:** Wallace Hardgrove  
**Sent:** Wednesday, August 17, 2016 11:37 AM  
**To:** Veronica Escobar; Betsy C. Keller; Melissa M. Carrillo (Human Resources); Lee Shapleigh  
**Cc:** Ruben Vogt  
**Subject:** RE: Need feedback as soon as is possible

I will review this evening and have feedback and graphs to you first thing in the morning Judge.

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**From:** Veronica Escobar  
**Sent:** Wednesday, August 17, 2016 11:32 AM  
**To:** Betsy C. Keller; Wallace Hardgrove; Melissa M. Carrillo (Human Resources); Lee Shapleigh  
**Cc:** Ruben Vogt  
**Subject:** Need feedback as soon as is possible

Betsy, Wally, Melissa, Lee,

Attached is very rough draft (I just typed it out quickly yesterday and wrapped up this morning) of a newsletter I'd like to send out to constituents explaining the salary increases and putting them in the context of our compensation strategy and budget.

1. Betsy, Wally and Melissa, can you please help me fact check?
2. Wally, can you help me with the two graphs that I mention in there?
3. Lee, I want to make sure I'm not violating any rules with this. It's not political in nature at all; I'm simply explaining a vote and policy adopted by the court. However, I want to just make sure I'm not crossing any lines.

I know everyone is swamped, but if you have time today or this evening, could you review? I'd like to get this out this week while the topic is still being hotly debated. I want folks to at least have facts.

Thank you!