



KNOX COUNTY SHERIFF'S OFFICE

Tom Spangler
Sheriff

April 4, 2020

Westley Neal Keck
[REDACTED]

Mr. Keck,

I am in receipt of your letter of April 4, 2020 purportedly responding to your termination letter of April 1, 2020. The letter you provided, fails to justify your actions or provide any additional information in support of your conduct.

In accordance with my letter and for reasons therein, your termination with the Knox County Sheriff's Office is effective April 8, 2020.

Sincerely,

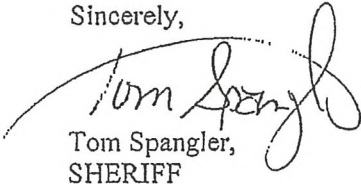

Tom Spangler,
SHERIFF

EXHIBIT
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3-1-23