



MEDIA PACKET

Tuesday, October 15, 2024

Window Rock, Arizona, Navajo Nation





President Buu Nygren

WRITTEN PRESS STATEMENT

Tuesday, October 15, 2024

Yá'at'ééh and Good Morning,

I am going to read a prepared statement and will end with questions from the press.

Thank you for joining me today for this press conference. I first want to share some updates on recent accomplishments of this administration. I then want to address, briefly, the recall effort, and I am going to conclude by discussing my decision to terminate the authority of the vice president to work within this administration.

I am happy to announce that our continuing effort to bring water and power to Navajo homes is ahead of schedule. NTUA connected over 550 homes to electricity using ARPA funds, and we will soon have 1,799 more connected homes. Under our current plan, we will bring power to a total of over 2,300 homes.

We have completed over 320 cistern and waterline connections. We added over 100 bathrooms, with 272 more in progress. We have also approved a waterline for Kin Da Lichee, Rock Point, and Rough Rock, and broke ground on a \$20 million To'hajiilee waterline for 16,000 residents. When completed, the To'hajiilee project is expected to be one of the most significant water projects in Navajo history.

To ensure that we will be able to deliver water to all of these homes, we continue make progress on water rights settlement talks. I testified before Congress on Sept. 25 on four bills totaling over \$6 billion in settlements including the Northeastern Arizona Indian Water Rights Settlement Act, the Navajo-Gallup Water Supply Project Amendments and the Navajo Nation Rio San José Stream System Water Rights Settlement. With congressional support and President Biden's approval, I hope to announce the passage of an historic water settlement which ensures a steady supply of water to the Navajo people.

The living conditions of veterans remains a key priority of my administration.

I signed a \$31.7 million contract with BITCO, a Navajo-owned construction company, to build 95 homes for veterans. The Southwest Indian Foundation will construct 40 homes, eight have been completed while 21 more homes are under construction. We've also recently turned house keys over to two veterans in Northern Agency. The two homes were constructed by a Navajo-owned construction company.

I am concerned that some have falsely reported that veterans' funds are endangered.

I assure everyone that the Veterans Administration Trust Fund remains intact and will be protected for the duration of my administration.

Although veteran's programs and services continue to be funded, I must emphasize that the Veterans' Office, which administers the programs, could fall short of funding because of the recent continuing resolution passed by the Council. This means that if the Veterans' Office falls short of funds, things like staff processing your documents and overall operations of the office, could be negatively impacted, which then impacts the delivery of services to our veterans. I have urged the Council to begin working toward a comprehensive budget for FY2025, which started October 1. Through a comprehensive budget, the Council and I will work to add additional funds for the veteran's administration.

We have also opened the Chinle Veterans Clinic and Kayenta, and we are planning a Tuba City facility. I testified before Congress advocating for better healthcare for veterans, including treatment for PTSD and chronic conditions. I also had two meetings with the U.S. Secretary of Veteran Affairs in Washington D.C. and in Tuba City. These are just a couple recent accomplishments that benefit our veterans.

I am happy to announce that I am making progress with the Council toward a comprehensive budget. As a Nation, we are currently using a "continuing resolution" to temporarily fund the government without a comprehensive budget. I have been working with the Council, and I am optimistic that we will have a comprehensive budget soon.

Some have incorrectly shared with community members and chapter officials that Chapter stipends were line-item vetoed. This is not true. Chapter officials will still receive their stipends. In addition, delegates will continue to have funds to attend chapter meetings, committee meetings and Naabik'iyati' and Council meetings.

I did veto the Council's off-reservation travel budget. Right now, our priority needs to be passing a comprehensive budget, because we cannot continue to piecemeal a spending plan.

I sent a letter inviting the Speaker of the Council, Chief Justice and the full Council to join me at the table again to discuss a new Three Branch Chiefs Agreement. We met yesterday, and we are making significant progress.

Those are just a few things that I want to highlight for our people. These accomplishments are a result of me and my administration working with the Navajo Council to get things done. When we collaborate, listen to each other, and put the needs of the people first, we can continue to accomplish these things for our Nation as we collectively represent the people. But we can do more with a comprehensive budget in place.

Now, the last time I did a press conference, I told you I was committed to keeping Navajo employees safe. I am also committed to holding people within my administration accountable.

My office rolled out procedures, using our current laws and policies, to address harassment complaints filed by employees against other employees and elected leaders. This was shared with all OPVP staff and our Division Directors. This was an effort to ensure that all Navajo Nation employees work in a safe environment that is free of hostility or harassment.

When we rolled this out, I received several harassment complaints. Among those accused was Human Resources Director Debbie Nez Manuel. In fact, we received more complaints about Ms. Manuel than anyone else. I cannot state to the Navajo people that I will take harassment complaints seriously, and then turn a blind eye toward numerous harassment complaints against my Human Resources Director.

After much deliberation and thought, I made the difficult decision to terminate Ms. Manuel's political appointment on June 27, 2024, for two reasons. This was not an easy decision, as I considered her a friend and a key part of my campaign. I promised the Navajo people I would be different, that I would make hard choices for the betterment of our Nation.

First, my office received written complaints that Ms. Manuel was abusing and mistreating her employees. These complaints were put in writing by four of her employees and totaled 26 pages. My office provided copies of these complaints to Ms. Manuel and to the Navajo Nation's Health Education and Human Services Committee (HEHSC).

I found the complaints against Ms. Manuel to be credible and disturbing. These employees alleged bullying, harassment, retaliation and intimidation. Her actions against our employees not only instilled fear in them but also had a negative impact on their mental health and well-being. I was advised that the employees under her supervision were threatening a walkout due to the hostile work environment she created.

My office took measures to mitigate the situation, including moving the Department of Personnel Management under OPVP. I did this to protect those employees who were being

abused by Ms. Manuel. I promised the Navajo people that I would keep our employees safe, and I intend to keep that promise.

Violent rhetoric comes with serious consequences. Last week, a disturbed person, enraged by Ms. Manuel's words, charged into our office in response to Ms. Manuel's statements. My staff worked hard to calm her down. Ms. Manuel has no regard for the safety of our Navajo employees.

In addition, Ms. Manuel was tasked with some very important projects. Every day, we hear complaints that our employees are not making enough money while working at the Navajo Nation or that staff is overworked and need additional help. We also hear that the Nation has hundreds of vacant positions, while at the same time that our employment application process is burdensome, and we are turning young professionals away because they are "overqualified." To address this, I signed Executive Order 01-2024. Ms. Manuel was tasked with implementing the Executive Order, which was aimed at streamlining the hiring processes and working to make it easier for our Navajo people to apply for jobs with the Navajo Nation. She refused to work with her staff and to move these efforts forward, which only hindered the goals of the Administration.

My office has also been working with the Navajo Department of Justice to update and strengthen the Navajo Personnel Policies Manual, or the PPM. This effort is substantially behind schedule, and we have not had a revision to the PPM since the pandemic. The PPM amendments went before HEHSC for their review and approval. Debbie lied to the Committee Members and stated that she had no part or no say in the proposed amendments to the PPM. In fact, she was deeply involved in the process, and I found her dishonesty to be very troubling.

Based on all of these issues, I made the decision that the Navajo people would be better served with another person in that position. Her staff felt unsafe and abused, and they were planning a walkout. She also refused to implement an Executive Order that would have streamlined hiring for the Navajo Nation and filled vacancies. She then went before HEHSC members and lied to them. This is unacceptable behavior for a Division Director.

Just within the Executive Branch, there are nearly 4,000 employees. My job is to protect all of our employees. I cannot protect these employees if my Human Resources Director is one of the primary persons guilty of creating a hostile work environment.

After Ms. Manuel's departure, the interim HR director immediately began implementing Executive Order 01-2024. As a result, the Navajo Department of Personnel Management (DPM) announced on Sept. 13, 2024, that it launched its new job application portal, designed to make it easier to fill vacancies within the tribal government. This is a first-of-its-kind program for DPM and the Navajo Nation government. It allows potential applicants to create a profile including the uploading of their degrees, credentials and supporting

documents, and enables divisions and departments to learn more about an applicant's skills and experiences.

I had waited six months for Ms. Manuel to implement this Executive Order – and she failed to it. The new HR director implemented this within weeks.

Rather than accepting responsibility for her behavior, Ms. Manuel has spearheaded a recall effort with Greg Bigman. Mr. Bigman ran against me and lost in the last presidential election. In addition, he has attempted to take over the Naat'aanii Development Corporation as the CEO. NDC is a federally chartered corporation created in 2018 to boost economic opportunities for the Navajo Nation.

In this position, Mr. Bigman has refused to explain what happened to the over \$2.5 million dollars that the Navajo Nation gave to NDC. Community members and Navajo leadership have repeatedly asked – “What happened to the \$2.5 million dollars?”

When I started requesting information, Mr. Bigman started circulating chapter resolutions for my removal. When his effort stalled, he joined forces with Ms. Manuel in trying to push for a recall. But again, I ask Mr. Bigman, “Where is the \$2.5 million dollars?”

My office is now looking into legal action against Mr. Bigman and anyone else who has not accounted for the Navajo people's money. The Attorney General has also requested for this information and is demanding an accounting of these funds. Still, Mr. Bigman has ignored the AG's requests. He must be held accountable for the missing funds, and I will continue to demand accountability.

Obviously, I am demanding accountability with everyone in this administration, and that includes the Vice President. I continue to ask the Vice President to submit to me her daily schedule and submit progress reports. She has refused all of these requests. Instead, she has only given me travel request forms for events that have nothing to do with this Administration's priorities.

Her travel requests have not addressed the work she was given to help the Navajo people, instead they are to attend film festivals, fashion shows, and sporting events. Although these are important events to our people, it cannot be the sole job of the Vice President to attend these events. The Vice President would rather use the people's money to fund trips that do not benefit the Nation and collect a salary for doing little to no work. Everyone in my administration is held accountable, including myself. The Vice President is no exception.

At the beginning of this administration, I entrusted the Vice President with projects and initiatives that were very important to me. One of those was the Diné Action Plan, which was created to address the many social ills that plague our people such as violence, substance abuse, suicide and mental health issues. She also had oversight authority over the Office of Miss Navajo, the Diné Youth Council, and the Navajo Band. She made no progress on these

initiatives. Accordingly, I reassigned those initiatives to others to ensure that these programs are not neglected.

The Vice President was also tasked with four other priorities including Chapter projects, a review of our customer service practices within the tribal government offices, MMIR issues and the Responsible Pet Initiative. Again, she has refused to provide progress reports since my memo to her on June 17, 2024. I was forced to reassign the chapter projects so those projects wouldn't be neglected.

Today, I have informed the Vice President that I have reassigned all of her remaining projects and priorities to other staff members. I have no idea what progress has been made on these important projects and I cannot allow them to be neglected any further. The Vice President is free to attend events unrelated to my priorities of delivering basic needs to our people, but she will have to do it at her own expense from here. I made the commitment to provide her more staff with the new comprehensive budget but given that she has not made progress on any of her projects, I don't see the need to provide her with any new staff.

Lastly, I believe the Vice President signing the recall petition was her announcement to the Navajo people of her formal break from this Administration. It is her way of saying she no longer supports this Administration. I would welcome her resignation to make room for someone who wants to be a part of this administration and will work with me toward the betterment of the Navajo people.

There is so much work ahead to address the pressing issues facing our Nation. We need a Vice President who is committed — someone who is willing to roll up their sleeves and tackle these challenges head-on — not someone more interested in collecting a paycheck or traveling to events that do not move the people's priorities forward. I sincerely hope the Vice President will do the right thing and step aside and allow someone who is ready and willing to dedicate themselves fully to the work of our people.

All of my actions have one thing in common – I have asked that these individuals be accountable to the Navajo People and the Nation. Instead of being accountable for their actions, these three people have sought my recall. While our Navajo people suffer and are in dire need of homes, roads, and social services, these individuals and their followers selfishly seek power for themselves. Their tactic to gain political power and the Navajo Nation presidency are disgraceful and shameful.

Our communities have been shaken in fear with the recent stabbing at Window Rock High School, and threats of shootings at McKinley County Schools and Chinle High. The recall committee and sadly, the Vice President, are in complete disregard of our serious concerns over public safety and that of our people. They have used dangerous rhetoric to incite political violence and to threaten me and my staff. This is dangerous for our people and communities and should not be tolerated by the Navajo people.

I want to assure the Navajo people that these people who fear accountability and transparency are not distracting me from the priorities I was elected to address. We are still building homes, ensuring water rights, connecting power, building roads, connecting water line, assisting our veterans, expanding cell phone coverage, and so much more. We will not be hindered or delayed by self-seeking power chasers who do not want to be held accountable for their actions and care more for their own promotion than they do for the betterment of the Navajo people. Me and my team remain committed to building a Navajo Nation that we can all be proud of.

I am open to any questions. Thank you.





Nygren Administration

ACCOMPLISHMENTS

Over the past year, my team - Division Directors, OPVP Staff, and Navajo Nation employees have worked hard to advance our initiatives. I am proud of their dedication.

Below are some 2024 Accomplishments we would like to share.

HOUSING

I signed seven IDIQ contracts, allocating \$128 million in ARPA-funded housing. Of 957 applicants, nearly 60% have home site leases, bringing us 300 homes closer to our 1,000-home goal. The Housing Improvement Program also completed two homes for applicants waiting seven years.

The Navajo-Hopi Land Commission Office is working with 28 chapters to use \$14 million in IDIQ funding. I signed the 2025 Indian Housing Plan, listing 30 projects worth \$97.2 million, doubling spending from \$42.9 million in 2024 to \$113.2 million. Quarterly meetings with HUD and NHA keep us on track.

Bird Springs is using \$1.2 million to renovate 65 homes. Other chapters, including Bodaway Gap and Dennehotso, have invested \$14.5 million in housing. Kaibeto allocated \$500,000 for unhoused support.

Veterans

I signed a \$31.7 million contract with BITCO to build 95 homes for veterans. Eight homes are complete, with 21 more under construction. The Southwest Indian Foundation started 40 homes, and NNVA donated eight FEMA homes.

A highlight was the key-turning ceremony for Code Talker John Kinsel, where we added modern amenities while preserving his log home.

We've opened the Chinle Veterans Clinic and are planning a Tuba City facility. I testified before Congress advocating for better healthcare for veterans, including PTSD and chronic conditions.

INFRASTRUCTURE

NTUA connected over 550 homes to electricity using ARPA funds, with 1,799 more planned. This past summer, we celebrated "Light Up Navajo" crews who connected 300 homes.

NTUA, DCD, IHS, and NECA completed over 320 cistern and waterline connections. We added over 100 bathrooms, with 272 in progress. We also approved a waterline for Kin Da Lichee, Rock Point, and Rough Rock, and broke ground on a \$20 million Tohajilee waterline for 16,000 residents.

WATER RIGHTS

We are moving forward with water rights settlements. I testified before Congress on four bills totaling \$5 billion in settlements:

- H.R. 8940 – Northeastern Arizona Indian Water Rights Settlement Act
- H.R. 3977 – Navajo-Gallup Water Supply Project Amendments
- H.R. 8945 – Navajo Nation Rio San José Stream System Water Rights Settlement
- H.R. 6599 – Technical Corrections to Water Projects Acts

I testified before the U.S. House and Senate to support Water Rights Settlement Acts. I thank our federal advocates for pushing these legislations forward.

COMMUNITY

Our chapter governments are central to our communities. I signed legislation committing \$4.8 million for the Cameron Chapter House and \$7.7 million for St. Michaels Chapter renovations. Mariano Lake is bidding for a contractor, and Nageezi is working on its design. In Crownpoint, we broke ground on a building to reduce travel to Window Rock for services.

EDUCATION

We invested in education, awarding \$30.2 million in scholarships to 5,517 students. NTU President Dr. Elmer Guy is expanding NTU's programs to include space industry training, windmill construction, and battery production. We are working on renewing the Diné Higher Education Grant Fund for 20 more years, supporting NTU, Diné College, and ONNSFA.

At the high school level, we helped fund a \$10 million dormitory at Navajo Prep and supported the groundbreaking at Tohatchi High School. We also supported students' right to wear traditional regalia at graduation.

HEALTHCARE

We are strengthening our healthcare system alongside our education initiatives. In September, we celebrated the opening of the \$177 million Sage Memorial Hospital.

In February, we broke ground on a \$200 million plus Echo Cliffs Healthcare Center in Bodaway-Gap, in Western Navajo. After approving the 44-acre surface lease in March, I mandated agencies to expedite water line installation to avoid costly delays. This facility will provide healthcare services, 92 staff quarters, and have a \$1 billion economic impact. It's set for completion by 2026.

We finalized site selection for the new Gallup Indian Medical Center in Gamerco after years of delays. We also invested \$8.1 million in the Chinle Airstrip to improve emergency transportation and employed local Navajos for the asphalt work.

We signed MOUs with the University of Arizona and Johns Hopkins University to enhance medical research and public health initiatives.

ELDERS

We invested \$5 million in the Tuba City Senior Center, opening next spring. The Tselani/Cottonwood Senior Center opened in June, and the Mexican Springs Senior Center is near completion. Other completed centers include Ganado, Smith Lake, and Thoreau.

We applied for a \$54.2 million U.S. Dept. of Veterans Affairs grant to complete the Chinle Warriors Nursing Home, a 60-bed facility for elderly Navajo veterans.

To ensure accessibility at the Dean C. Jackson Arena, we provided ADA-compliant areas and walkways. Elders, who are the backbone of our communities, continue to mentor students through MOUs, sharing cultural knowledge.

AGRICULTURE

Our elders have taught us respect for the land and animals. This year, the Department of Agriculture, Diné College, and the USDA hosted a wool and mohair purchasing event, offering a \$0.70 per pound incentive.

We hired Dr. David Manuelito as a large animal veterinarian to assist with livestock management. A new MOU with the University of Arizona will help train young Navajo veterinarians.

The Navajo Nation Department of Fish and Wildlife secured \$1.1 million for a new hatchery project, supplemented by a \$3 million federal grant.

We reinstated the equine reward program to manage feral horses, which number over 80,000. The USDA will open an office in Window Rock this fall to streamline services for Navajo farmers and producers.

ECONOMIC DEVELOPMENT

To fund community investments, we need revenue-generating projects. On Sept. 27, I signed a business site lease for the \$700 million Horseshoe Bend Development in LeChee, Ariz., which will include a resort, conference space, and cultural center, focusing on Navajo culture.

We allocated \$7 million for small businesses through the Change Labs incubator. Over 10 years, the Navajo Nation will provide \$87 million to Diné business owners through the federal State Small Business Credit Initiative. We've already received the first \$26 million.

The Artisan and Small Business Relief Fund provided over \$8 million in grants, and we celebrated the new Shiprock flea market for artisans.

As the new owners of Goulding's Lodge in Monument Valley, Navajo Nation Hospitality Enterprise will manage the lodge, providing \$7.4 million annually in profits and taxes.

We partnered with NTUA and Erthos to build "NavajoPoly," a polysilicon manufacturing project in Nenahnezad. This will create 1,250 construction jobs and secure 550 full-time positions.

ROADS

We broke ground in Dennehotso on an \$18.8 million road project funded by the Federal Highway Administration. The N8095 road in Chinle Chapter will receive 670 tons of gravel, benefiting 250 residents.

We saw extensive work on US 64 from Shiprock to AZ/NM state line, which will continue through 2028 with an \$81 million investment.

Highway 264 from Gallup to Window Rock has undergone roadwork since summer, following a visit by New Mexico officials. NM invested \$26 million in this project.

Navajo DOT has authorized \$52.7 million in projects this past year, with a goal of releasing \$150 million in FY 2025. We also celebrated the completion of the 7-mile road in Birdsprings and the Carrizo Pit project. I signed an MOU with Sandoval County, N.M., to collaborate on roads, police, emergency services, and the Torreon library

PUBLIC SAFETY

On June 24, we broke ground on the \$16.8 million Shiprock Incident Command Center, a 25,500-square-foot substation for police, fire, EMS, and emergency management programs.

Modular facilities in Fort Defiance have been completed, pending inspection. The Navajo Department of Corrections is on track to spend \$15,722 in New Mexico grant funds, including funds for the Tohatchi substation and Tsehootoosi Justice Center.

We expanded emergency services by boosting responder connectivity through FirstNet with NTUA and Broadband. Next month, two modular jails will open in Shiprock and Window Rock.

To combat domestic violence, contracts were awarded to:

- Ama' Do'o' Alchi'ni' Bigha'n Inc. (\$743,386),
- Navajo United Methodist Center (\$100,000),
- Alice's Place, Winslow (\$133,000),
- Family Crisis Center, Farmington (\$307,629),
- Roberta's Place, Grants (\$77,367),
- Battered Family Services (\$652,244),
- Tohdenaasha Committee Against Family Abuse (\$1.2 million).
- UNHS Gentle IronHawk Shelter received \$1,015,177.

Three Victim Services contracts were signed for crime victims, totaling \$2.3 million.

My administration acted quickly during the Shiprock floods. Our expert in emergency response is helping lead recovery efforts. Public safety officials prioritized clearing clogged culverts that caused the floods, with BIA support.

EMPLOYMENT

In January, I signed an executive order streamlining the hiring process. Job seekers can now apply online without submitting multiple applications or documents. This addresses issues like the backlog of background checks, which caused 1,400 vacancies.

On June 26, Chinle signed an MOU with the Department of Self Reliance to subsidize 22 new hires, allocating \$408,202. TANF subsidies help offset wage and employment costs. NDOT is partnering with local programs to fill CDL positions.

In April, I signed legislation preserving 105 ARPA-funded positions. We also renewed our agreement with the United Mine Workers of America, extending union protections as an option to tribal employees.

URANIUM

I marched with tribal representatives to urge Congress to pass the RECA Amendments, supported by \$40,000 raised by the Navajo Nation Washington Office. I worked with AG Ethel Branch, and Delegate Casey Allen Johnson to strengthen the 2012 Radiation Materials Transportation Act, extending notification time from four to seven days. On August 13, I signed an MOU with the U.S. Department of Energy to address orphan wells. We protested against illegal uranium transport across Navajo land. I also called on the federal government to protect tribes from uranium mining near the Grand Canyon.

CHILDREN & FAMILIES

A \$24.2 million contract was awarded to replace playground equipment at 16 childcare centers. Upgrades include durable rubber surfaces for 28 childcare centers across Navajo. In September, we opened the Crownpoint Youth Complex and look forward to the Chinle Youth Facility.

To support youth employment, \$2.2 million was allocated. I also settled an outstanding bill to 4-H youth for released cattle and signed an MOU to expedite tribal membership determinations for Navajo children in state custody cases.

OUTLOOK

We are involved in a decades-long project where Navajo Nation earns money from California for keeping our forests healthy, which helps fight climate change. I worked with the Department of the Interior to join the program, and our forests are now being evaluated to determine earnings. I will provide an update next year.

My administration has been working with various departments to create Operation Diné School Safety, a website hub that connects students, parents, law enforcement, and schools. It will help report harmful behavior, provide resources, and offer post-traumatic support.

BROADBAND

Over the past year, we built four broadband towers and issued an RFP for 78 more. We also issued an RFP for fixed wireless access, which uses radio waves to connect homes and businesses.


The Broadband Office worked with the Navajo Land Department and RDC to draft Telecommunications and Broadband Regulations. Once the Telecommunications Regulatory Commission is established, they will finalize these rules.

The Broadband Office installed LTE 4G and 5G-ready radios at 26 sites, installed E-Rate fiber network equipment at 28 chapters, and completed fiber construction for 300 Ramah Navajo families.



MEMORANDUM

To: Vice President Richelle Montoya
The Navajo Nation

From: 
President Buu Nygren
The Navajo Nation

Date: October 15, 2024

Re: Reassignment of Tasks, Tribal Resources

I have previously sent you memos outlining my requirements of you as Vice President. In my prior memos, I stated three very specific expectations. I was to receive a daily schedule from you, you were to attend all monthly meetings with OPVP staff and Division Directors, and you were to give me regular status reports on the projects that I have given you. Other than the two OPVP meetings you have attended; you have refused all other directives.

I am saddened by your constant refusal to have any accountability to the Navajo people. You accept a salary from this Administration, and yet you take no action whatsoever to further its initiatives. Because I have no status reports from you, I am forced to conclude that you have nothing to show for your time in office. This is a great disappointment. Although I have not seen any tangible progress on any of your assigned initiatives, you have continued to turn in travel requests that are completely unrelated to this Administration. Instead, I have received requests for the Navajo people to pay for your attendance at film festivals, fashion shows, and sporting events.

I have also offered Peacemaking to try to resolve differences between us in the Navajo way. I have forgiven your efforts to undermine, discredit and humiliate me; and the lies you have told the Navajo Council and the Navajo people. I have also received many complaints of your disrespect and shaming of our OPVP staff members, division directors, and others such as the former Miss Navajo Nation. My offer to go to Peacemaking with you was a sincere effort to “talk things out” and restore hózhó between us. Your refusal of this offer reveals a desire for further hostility, instead of seeking restoration of our relationship for the good of the people.

I am forced to conclude that you have no intention of working on the projects given to you by this Administration. Your decision to sit back, draw a paycheck, and do nothing productive must come with consequences. Effective immediately, I am reassigning every initiative that I have previously given to you. You will no longer represent to the public that you speak for this Administration. No further travel will be approved. Since you have no further responsibilities for this Administration, your vehicle must be returned immediately to fleet management as this office will no longer pay the vehicle rental. Executive Protection Services will still be made available to you for your safety and travel from your tribal house to the office. Lastly, your assistant, Josie Bowman, will be terminated effective immediately.

In conclusion, your decision to sign the recall petition represents to me not only a formal break from my Administration but also your desire to ascend directly to the Presidency without a vote by the people. I am happy to accept your resignation to make room for someone who wants to do the work.



Recall Navajo President Buu Nygren

September 24 at 11:35 AM · 🌐

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Navajo Nation Vice President Richelle Montoya Signs the Recall Petition Sending a Strong Message To Empower Navajo Women

Window Rock, AZ (Navajo Nation) — In a significant development, Vice President Richelle Montoya has signed the Recall Petition aimed at removing President Buu Nygren. Ms. Montoya is the first Navajo woman to be elected to the Executive Office. Her decision to sign the Recall petition comes five months after reporting she was sexually harassed during an August 2023 meeting in the Office of the President.

During an April 16th live video on Facebook, Ms. Montoya detailed that on August 17, 2023, she was sexually harassed during a meeting in the President's office. She did not name her perpetrator but revealed she was made to feel powerless to leave the room in that meeting. President Nygren took to his own Facebook live video on May 28 admitting that he was the perpetrator and denied the allegations.

The Navajo Nation personnel manual states: "It is the policy of the Navajo Nation to protect all employees, male or female, against unwelcome and unsolicited behavior of a sexual nature."

Ethel Branch, the Navajo Nation's Attorney General, attempted to have the matter resolved through Navajo Peacemaking — a tactic widely viewed as an attempt to pressure the Vice President into dismissing her legitimate sexual harassment claims. This tactic has been criticized for its unethical nature as it was aimed to circumvent a formal grievance process and placed undue pressure on the Vice President.

On April 20, Ms. Branch issued a press release announcing that she had hired Eric Dahlstrom, an attorney with the law firm of Rothstein Donatelli, to independently investigate the Vice President's sexual harassment claims. However, after five months, no findings have been released. This raises more concerns about the Attorney General's handling of the situation.

Vice President Montoya's public support of the Recall effort is a monumental statement for all Navajo women. Her decision to step forward resonates deeply with other women who have experienced or are currently facing harassment and misogyny in the workplace. It underscores a growing sentiment that Nygren's leadership has become untenable, both due to allegations of misconduct and concerns over fiscal irresponsibility and incompetence.

The Recall effort, which has been steadily gaining traction, now has the backing of many current and former elected leaders, further strengthening calls to remove Nygren from office. Navajo voters, stakeholders, and the public will be closely watching how President Nygren and Attorney General Branch respond to these serious accusations and the growing momentum for new leadership.


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MEMORANDUM

To: Vice President Richelle Montoya
The Navajo Nation

From: 
President Buu Nygren
The Navajo Nation

Date: June 17, 2024

Re: Projects, Progress Reports, Travel and Accountability Issues

I have not received a text from you since April 5, 2024, so I appreciate your text from yesterday on Father's Day. I am informed that you have rejected my offer of Peacemaking. Your decision is regrettable, as the Navajo people deserve to see us striving to restore *hozhó* between us. Nevertheless, we still have to address the matter of your accountability to me as President of the Navajo Nation, to the Navajo people and the Office of the President and Vice President moving forward.

When I asked you to become my running mate, you committed yourself to the achievement of the agenda of my administration. That commitment was critical to my decision to add you to my ticket. I am concerned that recent events may negatively impact our collective responsibility to the Navajo people, and our ability to achieve the goals that they elected us to pursue.

In the past, I gave you oversight authority over the Office of Miss Navajo, the Diné Youth Council, the Diné Action Plan, and the Navajo Band. I did not see any efforts by you exercising this oversight. Regrettably, I had to reassign this oversight authority to others to ensure that these programs and important issues were not being neglected.

At present, I have assigned the following projects to you:

- a. Chapter projects. This includes meeting with Chapter officials, assisting Chapters with their objectives, Title 26 amendments and policy changes.
- b. A Review of our Customer Service Practices within the tribal government offices
- c. The Responsible Pet Initiative

I consider all of these responsibilities to be very important, and I asked you to take on these projects because of my great respect for you. Unfortunately, I am unaware of what, if any, progress you have made with these issues. You have not attended vital meetings with Division Directors and staff, and you have not reported your progress to me. If asked, I cannot give the Navajo people an answer as to where we stand with these tasks.

Going forward, I will need written reports detailing your progress on these projects. Additionally, I will need a copy of your schedule on a daily basis. I never have a copy of your schedule, and most often I have no idea where you are. By contrast, OPVP knows where I am almost

constantly, with the exception of leave or family time. I receive many travel requests from you, but these requests do not appear to be connected in any way with the achievement of the administration's goals.

Accountability is critical for both of us, as the Navajo people elected us to work for them. You may not feel that submitting your schedule is important, but we are elected officials, and our time is the Navajo people's time.

Effective immediately, I am setting the following expectations of you.

1. Your schedule will be available daily to the Office of President and Vice President. Unless you are on approved leave or personal time, OPVP will know where you are at all times. Submit your weekly schedule, via email, directly to me and to Deputy Chief of Staff Kris Beecher at 8 a.m. every Monday morning, or provide access to your calendar to Mr. Beecher.
2. You will provide detailed, written reports to me on your progress on each of the assigned tasks listed above (e.g. chapter projects, customer service and pet initiative). I expect the first report to be turned in two weeks from today – on July 1, 2024 by 5 p.m. Thereafter, submit weekly reports, via email, to me directly and copy Mr. Beecher. These reports are due every Friday by 5 p.m. Failure to report on your progress will result in more tasks being reassigned.
3. No travel will be approved that is not directly connected to the objectives I have set for my administration. Any travel request will have to demonstrate how the travel promotes the priorities I have set out for the Navajo people. If I am not satisfied that the travel is necessary and somehow connected to your official duties, it will not be approved. Vague descriptions of the purpose of travel will not be accepted. Also, I strongly encourage you to conduct meetings with chapter officials in Window Rock, as much as possible. Traveling out to various chapters is inefficient as there are numerous opportunities to meet with chapter officials from the OPVP office and through electronic means. The Agency Council meetings, for example, is an excellent and efficient opportunity to travel to the communities to meet directly with chapter officials.
4. You will attend all Division Director and OPVP staff meetings. If you cannot attend, I expect your absence to be explained. At such meetings, you will report on your progress on your various projects.
5. Any additional projects you would like to take on or that is not listed in this memo will need to be discussed with me to ensure that it aligns with the priorities of my administration.
6. Related to the Missing Murdered Indigenous/Diné Relatives issue, you are to work with First Lady Jasmine Blackwater-Nygren and Yolanda Azua, who was appointed in November 2023 as OPVP's MMIR Liaison. I expect that your work will complement First Lady and Mr. Azua's efforts.
7. All meetings and communications (e.g.: email or text) between us will have third persons present or copied.

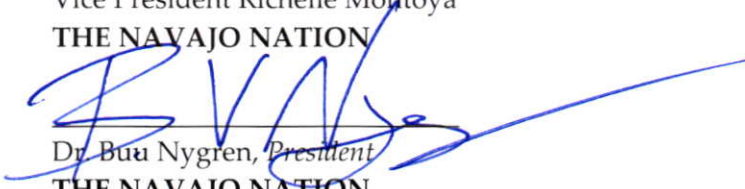
I find that by making my expectations clear, we can proceed in harmony. These expectations are tied directly to my desire to accomplish the mission the Navajo people have entrusted to me as President of the Navajo Nation. I sincerely hope that you are still committed to that cause.

cc: Kris Beecher



MEMORANDUM

TO: Vice President Richelle Montoya
THE NAVAJO NATION

FROM: 
 Dr. Buu Nygren, *President*
THE NAVAJO NATION

DATE: July 3, 2024

SUBJECT: Travel, progress reports and schedules

Thank you for attending this week’s Division Director’s and OPVP Staff meeting. I am issuing this memorandum as a follow up to my June 17, 2024 Memorandum regarding “Projects, Progress Reports, Travel and Accountability Issues,” which gave clear direction on how I would like to move forward to ensure accountability and to improve the communication within the Office of the President and Vice President. (See Attachment)

Weekly Schedules

Per the June 17 memo, I asked that you submit your weekly schedule via email every Monday morning to myself and Kris Beecher, Deputy Chief of Staff. I have yet to receive your schedule for the past two weeks. Again, submit your schedule via email to myself and Mr. Beecher on Mondays at 8 a.m.

Progress Reports, Weekly Reports on Assigned Tasks

In addition, I have requested a detailed, written report which outlines your progress on the tasks you have been assigned. Those include 1) Chapter projects (including meetings with Chapter officials, assisting Chapters with their objectives, Title 26 amendments and policy changes), 2) A review of our customer service practices within the tribal government offices, and 3) the responsible pet initiative.

Again, I did not receive a report by the deadline – on July 1, 2024 by 5 p.m – and still have not received this report to date. Submit that report by 5 p.m. today, Wednesday, July 3, 2024. In addition, I expect that you will submit weekly reports moving forward, via email, to me directly and copy Mr. Beecher. These reports are due every Friday by 5 p.m. As a reminder, failure to report on your progress will result in more tasks being reassigned.

Travel

Related to travel, the June 17 memo specifically stated that I will not approve travel that is not directly connected to the projects you have been assigned. You have not demonstrated in writing to me how your travel promotes the priorities I have set out for the administration, nor have you shown how your travel promotes and advances the projects you have been assigned. Again, any travel that does not align with the projects will not be approved.

In addition:

- Your travel authorization forms (“TA forms”) require my signature of approval prior to your travel taking place. Any travel that takes place without prior authorization will not be approved and you will be personally and financially responsible for the expenses incurred.
- If the travel does not advance or support the approved projects outlined above, it will not be approved.
- All requests for travel need to be accompanied with an agenda or supporting documents to justify your travel request. If travel is approved, TA forms that are submitted after your trip require a trip report, expense report and original receipts. If they do not include the required documents, it will not be approved. Again, you will be held personally responsible for these expenses incurred.
- You have already been informed that vague descriptions in your travel reports will no longer be accepted and will be denied.
- Any TA forms that are for “insurance purposes only” only cover trips within the Window Rock, AZ vicinity. Any trips outside the Window Rock area requires its own separate TA request form. In addition, there should be no costs associated for TAs submitted for insurance purposes.
- All future travel requests need to be submitted 14 calendar days prior to travel. Anything submitted after this will not be approved.

MMDR Issue

For issues related to Missing Murdered Diné/Indigenous Relatives, I have asked that you work with Yolanda Azua and that your work complement her efforts. Mrs. Azua has been appointed as OPVP’s official MMIR Liaison. For any travel related to MMIR, she is the appropriate person to attend meetings and consultations. If there are meetings you would like to attend, I encourage you to first inquire as to whether there is an electronic option to meet. If this option is not available, Mrs. Azua is the more appropriate person to attend in person to represent OPVP.

If you would like to attend meetings outside of the projects you have been assigned, I am happy to discuss. As I have stated before, we as leaders and members of the Navajo Nation’s highest political office, we need to be purposeful and thoughtful on when, why, and how we travel on official business and the use of all Navajo Nation resources supporting that travel.



MEMORANDUM

To: Vice President Richelle Montoya
The Navajo Nation

From: 
Dr. Buu Nygren, *President*
THE NAVAJO NATION

Date: August 2, 2024

Subject: **Response to July 12, 2024 Memo**

I am writing in response to your six-page memo dated July 12, 2024. Per your memo, you state: “I propose that we work together to create an Operations Plan for the Office of the President and Vice President (“OPVP”) that clearly outlines our roles and duties as elected leaders and those who work within our offices ...”

I believe that our roles, duties and authorities are clearly set out by Navajo law. I have outlined those below. I am concerned, however, that you have taken my two memos to you as an invitation to negotiate our respective roles. I assure you that this is not the case.

After the election, I gave you certain responsibilities as a courtesy based upon my belief that you supported the goals of this administration. Recent events have caused me to reevaluate that belief. As you will see upon review of the chart below, there are very few inherent duties given to the Vice President by Navajo law. Your assignments are very much contingent on your acceptance of the same responsibilities that are shouldered by every member of this administration, including me. My expectations of you are not negotiable.

For example, when I stated that you will provide your schedule to me, you chose to interpret this as giving you a bargaining chip to obtain for yourself a “scheduler.” My expectations of you are not conditional upon your demands, and your effort to initiate a “counteroffer” is rejected. All of my expectations stem from my desire to achieve the goals of this administration and to remain accountable to the Navajo people. These expectations will not be negotiated.

You also requested a “legal opinion from OPVP legal counsel outlining our respective roles, authorities and oversight as jointly elected officials.” It is not the role of OPVP legal counsel to issue a legal opinion in the manner you have requested. The Attorney General holds that authority

to issue legal opinions for the Navajo Nation and the Chief Legislative Counsel holds that authority to issue legal opinions for the Legislative Branch.

OPVP legal counsel did, however, respond to your request by providing sections (and page numbers) of the Navajo Nation Code that speaks directly to our roles, duties and authorities as President and Vice President (that can be found online at <https://www.nnols.org/navajo-nation-code/>).

These enumerated duties of the President and Vice President are found in the Navajo Nation Code, which are laws and statutes enacted through resolutions of the Navajo Nation Council.

| Statutory Authority | President | Vice President |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| §1002 related to President; p. 200 | B. There shall be one President of the Navajo Nation. | |
| §1003 related to Vice President | | A. There shall be one Vice-President of the Navajo Nation. |
| §1005 related to Powers and Duties (p201-202) | <p>A. The President of the Navajo Nation shall serve as the Chief Executive Officer (CEO) of the Executive Branch of the Navajo Nation government with full authority to conduct, supervise, and coordinate personnel and programs of the Navajo Nation. He/she shall have fiduciary responsibility for the proper and efficient operation of all Executive Branch offices.</p> <p>B. The President shall represent the Navajo Nation in relations with governmental and private agencies and create favorable public opinion and good will toward the Navajo Nation.</p> <p>C. The President shall have the following enumerated powers:</p> <ol style="list-style-type: none"> 1. Faithfully execute and enforce the laws of the Navajo Nation. 2. Negotiate and execute contracts subject to applicable laws. 3. Appoint supervisory executive personnel subject to applicable laws. 4. Appoint members of boards, commissions, and other entities subject applicable laws. 5. Report quarterly to the Navajo Nation Council on the state of the Navajo Nation. 6. Recommend to the Budget and Finance Committee an annual operating budget or amendments thereof for the Executive Branch and advise the Navajo Nation Council on the annual budget recommended by the Budget and Finance Committee. | D. The Vice-President of the Navajo Nation, during the absence of the President, shall exercise the powers and execute the duties of the President of the Navajo Nation. |

| | | |
|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>7. Recommend to the Navajo Nation Council supplemental appropriations for the Executive Branch.</p> <p>8. Recommend legislation, rules or regulations to the Navajo Nation Council or its Committees.</p> <p>9. Exercise such powers as may be lawfully delegated to the Office of the President of the Navajo Nation.</p> <p>10. Sign legislation passed by the Navajo Nation Council into Navajo law within ten calendar days after the certification of the legislation by the Speaker or Speaker Pro Tem.</p> <p>11. Veto legislation passed by the Navajo Nation Council subject to an override of the veto by two-thirds (2/3) vote of the membership of the Navajo Nation Council. The veto shall be exercised by the President by a letter to the Speaker specifying the reasons for the veto. The President's veto shall not be subject to an override by the Navajo Nation Council after the end of the next regular session of the Navajo Nation Council following the session in which the legislation was first passed by the Council.</p> <p>12. The President's authority to sign into law or veto legislation shall be deemed to be waived if not exercised within ten (10) calendar days after certification of the legislation by the Speaker or Speaker Pro Tem and the legislation shall be deemed enacted and become effective pursuant to 2 N.N.C. § 221.</p> <p>13. Speak and act for the Navajo Nation on any and all matters relating to the Navajo–Hopi land dispute subject to applicable laws.</p> <p>14. Issue executive orders for the purpose of interpreting, implementing or giving administrative effect to statutes of the Navajo Nation in the manner set forth in such statutes. Executive orders shall have the force of law upon the recipient.</p> | |
| <p>§ 1006 re Vacancy</p> | | <p>If a vacancy should occur in the Office of the President of the Navajo Nation or the President is unable to perform his/her powers and duties, the Vice-President of the Navajo Nation shall serve as President of the Navajo Nation and serve the remainder of the term or until the President's inability to perform his/her powers and duties is removed.</p> |

As the President, my role is to communicate the needs and priorities of OPVP and the Administration, oversee your performance, provide guidance and support, to identify your development needs, and ensure that progress is being made on priorities we ran on during the

election. I won the primary election and then I handpicked you to be my running mate for the eventual Vice President's position.

As Vice President, I asked that you focus on four priorities: 1) Chapter projects, 2) Pet Initiative, 3) Customer service for Navajo Nation employees, and 4) working closely with Yolanda Azua on MMIR issues. Again, Ms. Azua is the official appointment at OPVP for MMIR issues.

You have refused to provide me with progress reports for any of these projects since my first memo on June 17, 2024. Because of this refusal, I am reassigning Chapter projects to other staff members. Travel is not necessary for any of your remaining projects. All meetings are to be held at the OPVP where all staff can assist you. I do not anticipate approving travel except for unusual circumstances.

Please understand that your continued refusal to comply with my reasonable expectations of accountability would force me to reassign more of your responsibilities. This is not intended to be punitive. I have the responsibility of reporting to the Navajo people our progress on various issues, and I cannot do this if you refuse to give me progress reports.

With one less priority, I trust that you will be able to provide written progress reports on the other three priorities in a timely manner.


You continue to push the narrative that you have no staff – even going as far as to make false comments on social media. Again, I have openly directed OPVP staff and division directors to work with you. The OPVP staff has offered to make themselves available to you – it is you that has declined their assistance. Contrary to your memo, OPVP staff are staff of OPVP; there is not an “Office of the President,” nor an “Office of the Vice President,” only the “Office of the President and Vice President.” You have been offered executive security detail repeatedly and have declined that.

Lastly, contrary to your memo, I am not asking that you report to Deputy Chief of Staff Kris Beecher. I have asked that send your schedule and progress reports to me, and to carbon copy Mr. Beecher. We have both agreed that a third party will always be in the room during meetings and copied in correspondence. Mr. Beecher serves that role on my behalf, and Ms. Josie Bowman presumably serves that role on your behalf.

You state that you are still committed to Navajo Nation and the Navajo people, and that you are committed to working toward our goals and priorities. I am pleased to hear this. Please understand that this commitment must include a willingness to report on your progress of your responsibilities. I earnestly hope you will choose to maintain a more cooperative relationship in the future.



MEMORANDUM

TO: Vice President Richelle Montoya
FROM: 
 Dr. Buu Nygren, President
THE NAVAJO NATION
DATE: August 27, 2024
SUBJECT: TA Request forms

Thank you for submitting your Travel Authorization (“TA”) request forms. I have received eight (8) requests for travel that has taken place from July 23 to August 23, 2024, I have provided my decision for each below, which is based on timeliness of the TA request forms and on how each TA request relates to the projects you have been assigned.

You have been informed via two memos [(1) a memo dated June 17, 2024 titled “Projects, Progress Reports, Travel and Accountability Issues” and (2) a second memo dated July 3, 2024 titled “Travel, progress reports and schedules”] that TA request forms submitted for travel that has already taken place and that do not relate to your three priorities will be denied (*See Attachment A*).

Furthermore, your three priorities are the (1) Responsible Pet Initiative, (2) Customer service for Navajo Nation employees, and (3) MMIR issues. (*See Attachment B*). I have asked repeatedly that you provide progress reports to me on each, but I have not received a single progress report to date. Instead, I have only received travel request forms for travel that is unrelated to your priorities.

Your continued refusal to comply with my reasonable expectations of accountability has already forced me to reassign chapter projects to other staff. Again, travel is not necessary for any of the three remaining projects.

That said, see my decision and justification below:

1. TA No. 40839: Approved

Because I believe in the importance of early childhood efforts, I will approve this TA form despite the fact that:

- The travel request form was provided to me after your travel had already taken place, and
- The purpose of this overnight trip does not relate to any of your three priorities in any way.

- Future TA forms that are not within your three approved priorities will be denied and you will be held personal responsible for the costs incurred.

2. TA No. 41426: Approved

Because I believe in the importance of the educational efforts to help our students, I will approve this TA form despite the fact that:

- The travel request form was provided to me after your travel had already taken place, and
- The purpose of your trip was to attend the grand opening of the new student home at Navajo Preparatory School. The travel does not relate to your three priorities in any way.
- Again, future TA forms that are not within your three priorities will be denied.

It also appears you sought to undermine my requests and instructions related to travel by going directly to the Office of Controller without my knowledge and attempting to seek approval. All requests need to be approved by me *prior* to travel.

3. TA No. 41429: Approved

Because I believe in the importance of early childhood efforts, I will approve this TA form despite the fact that:

- The travel request form was provided to me after your travel had already taken place, and
- The purpose of this overnight trip does not relate to any of your three priorities in any way.
- Again, future TA forms that are not within your three priorities will be denied.

It appears again that you sought to undermine my requests and instructions related to travel by going directly to the Office of Controller without my knowledge and attempted to seek approval.

4. TA No. 41432: Approved

I will approve, despite the fact that:

- Travel request form was provided to me after your travel had already taken place, and
- The travel does not relate to your three priorities in any way. The purpose of your trip was to (1) attend a crossing guard program at Apache Elementary School in Farmington, N.M. and to (2) attend a public hearing on the budget in Crownpoint, N.M. Regarding the budget hearings, these hearings provide an avenue for the *public* to voice their opinions and to get involved in the budget process. I would encourage you allow the public to have their space and to voice their opinions.
- Future TA forms that are not within your three priorities will be denied.

5. TA No. 41433: Approved

I will approve, despite the fact that:

- Travel request form was provided to me after your travel had already taken place, and
- The purpose of your trip was to attend a BIA employee luncheon. This travel does not relate to your three priorities in any way.

- Future TA forms that are not within your three priorities will be denied.

6. TA No. 41430: Denied

Reason for denial:

- Travel request form was provided to me well after your travel had already taken place, and
- The purpose of your trip was to attend a fashion show in Santa Fe, N.M. This travel does not relate to your three priorities in any way nor does it relate to any governmental function.
- You are personally responsible for the costs incurred in amount of \$21.17.

7. TA No. 41434: Approved

Because the purpose of this particular tech conference falls within my priorities and you spoke on the Nation's behalf, I will approve this TA form despite the fact that:

- The travel request form was provided to me well after your travel had already taken place, and
- The purpose of this overnight trip does not relate to any of the priorities you have been assigned in any way.
- Future TA forms that are not within your three priorities will be denied.

8. TA No. 40841: Approved

- The purpose of your trip was to (1) attend the Central Navajo Fair parade and to (2) attend a public hearing on the budget in Chinle, AZ. Although I appreciate your attendance at the Central Fair parade, the public budget hearings were designed to give the *public* a chance to voice their opinions and to get involved in the budget process. I would encourage you allow the public to have their space and to voice their opinions.

As a reminder, provide at least two weeks of advanced notice of any proposed travel (special exceptions may be made for emergencies). Again, travel that has already taken place without prior authorization will be denied. Further, your travel must relate to your three approved priorities. Travel unrelated to these three priorities will be denied.

Your travel for these TA forms totals: \$\$392.91. In the future, you will be personally responsible for the entire amount.

CC:

Josie Bowman

Sean McCabe, Controller

Robert Willie, Assistant Controller