



Silver Creek Township Board  
Attn: Mr. Bill Saunders, Supervisor  
PO Box 464  
Dowagiac, MI 49047

Dear Mr. Saunders & ILIA Board,

October 1, 2020

As you are aware, the dedicated scientists at Restorative Lake Sciences (RLS) work very hard on our lake projects and work closely with individual lake board members. We have thoroughly enjoyed working with the Indian Lake Improvement Association Board (ILIA) over the past decade for the betterment of Indian Lake. The lake has made many significant improvements over the years and we could not have accomplished that without the support of the ILIA Board and the Township. We also are grateful to work on many other lakes in the area and have excellent relationships with the leaders and officers on those individual boards.

Over the past two years, the ILIA Board leadership has changed. RLS has worked very hard to communicate clearly with this leadership with very weak results. Most recently, RLS scientists looked into the possibility of water inputs from the Indian Lake Golf course and brought this to the ILIA Board's attention at the annual meeting (in person) on August 22, 2020. At that meeting, I specifically brought up this potential issue to the ILIA Board and they agreed to fund some testing if needed. A staff of RLS mis-spoke about the effluent being a positive (not potential) source and I immediately clarified this to the public after the mis-speak. The staffer felt terrible about the mis-speak and agreed to write a formal letter of apology to both the Indian Lake Golf Course and the ILIA Board. The ILIA Board chair refused to accept the apologies in written form. RLS plans to still create them as we are about full transparency. This is very concerning as such action could bring relief to all parties. RLS also agreed to ground truth the areas to verify sources.

On Wednesday, September 30, 2020, the Board chair became argumentative with RLS on this issue and will not put the issue to rest despite the offer from RLS to offer public apologies for the mis-speak. The Board chair has created a hostile work environment for RLS and has impacted the health of RLS staff. It is very unfortunate that RLS must resign from the Indian Lake project after completing the current contractual deliverables (i.e. the annual report due Jan 31, 2021). RLS would certainly welcome an opportunity in the future if Board leadership changes and the Board desires to continue once again working with RLS.

Thanks for your understanding and support,

Sincerely,

RESTORATIVE LAKE SCIENCES

A handwritten signature in black ink, appearing to read "Jennifer L. Jermalowicz-Jones". The signature is fluid and cursive, with the first name being the most prominent.

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