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May 2, 2014

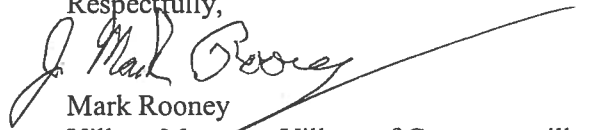
Marc Huber
Director of Community Development

Re: Indemnification

Dear Marc:

I understand that on April 30, 2014, you received correspondence from Linda Mogren in which she threatened to sue you, individually, because you conducted an investigation into her conduct on March 27, 2014. You conducted that investigation pursuant to a direction from me in my official capacity as the Village Manager. During your investigation, you acted at all times in the Village's interests. Because you were acting on behalf of the Village, I assure you that if Linda Mogren should file a lawsuit against you based on your investigation or your investigation results, the Village will indemnify you and cover all court costs, attorneys' fees, and damages (if any damages were awarded).

Respectfully,


Mark Rooney
Village Manager, Village of Carpentersville