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**Boone County Regional Sewer District
Members of the Board of Trustees
1314 N. 7th Street Columbia, MO 65201**

June 13, 2021

Dear Members of the Board,

My name is Spencer Nichols and I am writing to submit a formal request to be considered for employment with Boone County Regional Sewer District. I was previously employed with BCRSD from March 2013 to November of 2018. During my 5.5 years with BCRSD I was a hardworking, reliable employee. I did my best to work as a team, actively learn new skills, and accept correction when needed.

In November of 2018 my employment was terminated after an incident for which I immediately took full responsibility. I was using the camera trailer to inspect a line for a customer when the camera became stuck. The customer insisted on entering the manhole to help retrieve the camera and did so, despite my objections that this was against procedures that I was expected to follow. The customer was unable to retrieve the camera and insisted on entering to try again. I was concerned for his safety and decided to enter the manhole myself to prevent the customer from entering. Though my intentions were good, I did realize that I handled this inappropriately and deeply regret the choice I made. I knew this was a dangerous decision and that I should have called for backup instead of trying to handle this myself. Because I value honesty and integrity I did report the incident to Virgil Farnan immediately, fully aware that the consequences for my choice would likely be termination.

I would like to be considered for employment at BCRSD again. I fully respect the standards and safety protocols in place and will never make such a dangerous safety violation again. I also understand that as an employee of BCRSD my conduct is a reflection of the BCRSD community and will do my very best to represent the professional and safe standards that BCRSD upholds. I will return with the same work ethic, loyalty, and honesty that I have done my best to display in every job I have held. Not only did I enjoy the job with BCRSD, but I felt like a part of a family that values the customers and the employees. I want to be a part of that family again. My personal goal is to establish a career where I can contribute to a team and be challenged to learn new skills. I have always seen BCRSD as the place where I want to reach that goal. I thank you for your time and appreciate your consideration of this request.

Sincerely,

Lonnie Spencer Nichols