



Jim Nussle
President & CEO

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July 25, 2023

Dear Robert,

As you know, CUNA hired you as Chief Advocacy Officer in January 2023 due to your stellar record and talent as a government lobbying professional.

Though you and CUNA parted ways in February 2023, I would like to take this opportunity to thank you for your work at CUNA. I would also like to reiterate the regard I continue to hold for your work as a government lobbying professional. I recognize that certain statements and reports in the media may have mischaracterized the reasons for your departure. So, I would like to take this opportunity to make my and CUNA's views of your departure clear.

As you know, your departure from CUNA was in no way performance related. It also was not due to any dishonest or immoral conduct on your part. Specifically, you were not engaged in any unlawful conduct whatsoever at CUNA, including with any CUNA employees.

I hope this counters earlier communications that may have caused concern regarding your departure.

I have every expectation that you will provide excellent service to future clients and organizations.

Sincerely,

A handwritten signature in black ink that reads "Jim Nussle". The signature is fluid and cursive, with the first name "Jim" being particularly prominent.

Jim Nussle
President & CEO