

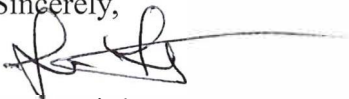
November 21, 2025

Ms. Jennifer Hibit
Secretary to the Authority
Erie County Water Authority
295 Main Street
350 Ellicott Square Bldg.
Buffalo, NY 14203

Dear Jennifer,

I'm excited to announce that I will be retiring from my role as Senior Analytical Chemist with the Erie County Water Authority, effective January 10th, 2026. This is a milestone I've been looking forward to, and I'm eager to embrace the adventures ahead! Working here for the past 30+ years has been an incredible journey—full of learning, accomplishments, and the joy of collaborating with such a talented team, and a great boss. I'm truly grateful for the opportunities and support that have made my career so fulfilling. Over the next few weeks, I'll focus on ensuring a smooth transition so the team can continue thriving. Thank you to all for making my time here such a rewarding and energizing experience!

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Figler', with a long horizontal line extending to the right.

James Figler

Senior Analytical Chemist
Erie County Water Authority
Office: 716-685-8576

cc: Sabrina A. Figler

Director of Water Quality