IN THE EXECUTIVE ETHICS COMMISSION
OF THE STATE OF ILLINOIS

IN RE: ANDRE STEWART ) OEIG Case #14-01497

OEIG FINAL REPORT (REDACTED)

Below is an amended final summary report from an Executive Inspector General. The General Assembly has directed the Executive Ethics Commission (Commission) to redact information from this report that may reveal the identity of witnesses, complainants or informants and “any other information it believes should not be made public.” 5 ILCS 430/20-52(b).

The Commission exercises this responsibility with great caution and with the goal of balancing the sometimes-competing interests of increasing transparency and operating with fairness to the accused. In order to balance these interests, the Commission may redact certain information contained in this report. The redactions are made with the understanding that the subject or subjects of the investigation have had no opportunity to rebut the report’s factual allegations or legal conclusions before the Commission.

The Commission received this report from the Governor’s Office of Executive Inspector General (“OEIG”) and a response from the agency in this matter. The Commission, pursuant to 5 ILCS 430/20-52, redacted the final report and mailed copies of the redacted version and responses to the Attorney General, the Governor’s Executive Inspector General and to Andre Stewart at his last known addresses.

The Commission reviewed all suggestions received and makes this document available pursuant to 5 ILCS 430/20-52.

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FINAL REPORT

I. ALLEGATIONS

On August 11, 2014, the Office of Executive Inspector General (OEIG) received a complaint regarding Illinois Department of Employment Security (IDES) Human Resources Division Trainer Andre “Antonio” Stewart. The complaint alleged that Mr. Stewart would leave work early when his supervisor, IDES [Manager 1], was out of the office, but would not record this fact on his timesheets. In addition, the complaint alleged that Mr. Stewart “has also been counseled about using his State computer to view . . . pornography.”

After conducting its investigation, the OEIG concludes that Mr. Stewart did violate IDES policy by engaging in highly inappropriate conduct when, as Mr. Stewart admitted, he viewed pornographic images and videos belonging to him on his State computer during work hours. The OEIG also concludes that Mr. Stewart abused State time and failed to cooperate with this
investigation. Accordingly, the OEIG recommends that Mr. Stewart be immediately terminated from State employment.

II. BACKGROUND

A. Andre “Antonio” Stewart

Andre “Antonio” Stewart is an IDES Human Resources Division Trainer at the IDES office located at 33 South State Street, Chicago, Illinois 60603. He has been a State employee since September 2002 and earns about $85,000 per year. As a Human Resources Trainer, Mr. Stewart’s duties and responsibilities include training IDES employees on, among other things, IDES policies and procedures, including the allowable use of State property.

Mr. Stewart’s work hours are 7:30 am to 4:00 pm with an assigned lunch hour from 1:00 pm to 2:00 pm, Monday through Friday. Mr. Stewart is assigned two State computers, one of which is an HP Compaq dc58001 (hereinafter “HP computer”). IDES policy requires Mr. Stewart to maintain a unique password and to not share that password with any other individuals.2

B. Rules Governing Employee Conduct

The Guidebook for IDES Employees, IDES Procedures Manual, and IDES Code of Ethics establish various procedures and a code of conduct by which all employees must abide. Specifically, IDES employees must report to work and return from all breaks on time,3 are prohibited from falsifying documents,4 and must only use office computers for official State of Illinois business.5 IDES employees must conduct themselves in an ethical and professional manner and are prohibited from engaging in conduct that brings IDES into disrepute.6

III. INVESTIGATION

The following summarizes the OEIG’s investigation as it pertains to the allegations that Mr. Stewart: (1) viewed pornographic images and videos on his State computer; (2) engaged in time abuse; and (3) failed to cooperate.

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1 (S/N: 2UA9291709 CMS tag #L0555).
A. Investigation Regarding Pornographic Material on Andre “Antonio” Stewart’s State Computer

1. Interviews ofIDES [Manager 1]

OEIG investigators interviewed IDES [Manager 1] on August 12, 2014 and November 14, 2014. During her interviews, [Manager 1] stated that she had counseled Mr. Stewart about being away from his desk and about not using his State computer to view pornography.

In light of [Manager 1’s] statement, investigators obtained a copy of Mr. Stewart’s personnel file and began taking steps to seize his State computers and analyze them.

2. Andre “Antonio” Stewart’s Personnel File

OEIG investigators obtained and reviewed Mr. Stewart’s personnel file. The file contains evidence that Mr. Stewart had been previously counseled regarding use of “sick time.”

The file, however, did not contain any evidence that he had been previously disciplined or counseled for using his State computer to view pornographic images or videos, or otherwise inappropriate material.

3. The OEIG Seizes and Searches Andre “Antonio” Stewart’s State Computers and Discovers Inappropriate Material

Again, in light of the allegation that Mr. Stewart viewed pornography on his State computer and [Manager 1’s] statement that she had counseled Mr. Stewart for such activity, on October 8, 2014, OEIG investigators seized Mr. Stewart’s two State desktop computers and the State laptop computer.

Thereafter, an OEIG forensic investigator conducted a forensic review of the computers to determine if any inappropriate material was stored on or accessed with the computers. Specifically, the OEIG: (1) disassembled the devices, which included photographing and recording serial numbers; (2) created forensic images of hard drives; (3) sorted, classified, and indexed all of the files on the forensic images; and (4) reviewed the contents of the files.

The OEIG’s review revealed the discovery of multiple highly inappropriate images and three highly inappropriate videos on the hard drive of Mr. Stewart’s HP computer and in particular:

- two highly inappropriate images of [Redacted], one of which Mr. Stewart later admitted was his own [Redacted];
- two highly inappropriate images of [Redacted], one of which Mr. Stewart later admitted was his own [Redacted]; and
- three highly inappropriate videos of [Redacted], two of which Mr. Stewart later admitted were of him. [Redacted]

[Redacted] The forensic computer search also revealed numerous other inappropriate and non-work related images. However, because of time constraints, this report focuses solely on the sexually explicit images and videos.
Given the above material, the OEIG sought to determine whether Mr. Stewart’s State computers contained evidence of child pornography; there was no such evidence. On November 10, 2014, the OEIG scheduled Mr. Stewart’s interview, but because of Mr. Stewart’s schedule, he did not appear for his interview until November 13, 2014.

4. Interview of Andre “Antonio” Stewart

On November 13, 2014, OEIG investigators interviewed Andre “Antonio” Stewart. During his interview, Mr. Stewart stated that he was familiar with IDES policies regarding the use of State computers and that he was responsible for training IDES employees on, among other things, IDES policies and procedures, including the allowable use of State property. Mr. Stewart also stated that he was familiar with IDES policy regarding password technology. Mr. Stewart stated that he had never given the password to access his computer to anyone else. When initially asked by investigators if he had ever used his State computer for something inappropriate or viewed images and videos that were unrelated to work, Mr. Stewart stated that he had not. However, during the course of his interview, Mr. Stewart said that he used his State computer, during State time, to access and view:

- a highly inappropriate image of a
- a highly inappropriate image of his own
- a highly inappropriate image of a
- a highly inappropriate image of his own
- a highly inappropriate video of a
- a highly inappropriate video of him
- and
- a second highly inappropriate video of him

When asked by investigators about the above-referenced pornographic images and videos found on his State computer, Mr. Stewart stated that he did not want to give “a definitive answer,” so he was just going to say that he did not recall whether he used his State computer, during State time, to look at two videos of himself. However, Mr. Stewart later admitted that he did view the videos of himself using his State computer during State time.

Mr. Stewart stated the above-referenced activities were “unacceptable” and “inappropriate.” He further stated that “switching over and glancing at it or whatever, for only a second, it was a bad thing,” and that “he did know that.” At the conclusion of his interview, Mr. Stewart stated “I try to do my job, I enjoy my job,” this has been a “learning experience” and that he did not “intentionally try to break the rules.”

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8 2013 IDES Procedures Manual, 4000 Automated System, Section .60 Security Requirements, Subsection .601 User Requirement states that “[p]asswords are confidential and protected by individual users . . . a password is known only to the user. Staff must guard their password as they would any other confidential information. It is a violation of IDES policy for an employee to give another employee his/her password . . .”

9 Notably, at the beginning of the interview, when OEIG investigators asked Mr. Stewart if he had any medical condition affecting his ability to answer questions, he stated, “no.” However, Mr. Stewart later said that his inability to recall certain facts was due to a stroke he suffered in September 2013.
B. Investigation Regarding Whether Andre “Antonio” Stewart Had Been C counseled For Viewing Pornographic Material On His State Computer

In light of the allegation that Mr. Stewart “has also been counseled about using his State computer to view ... pornography,” investigators sought to confirm whether Mr. Stewart had in fact been counseled.

1. The November 13, 2014 OEIG Interview of Andre “Antonio” Stewart

In light of the initial allegation that Mr. Stewart had been previously counseled about using his State computer to view pornography, the following exchanges occurred:

<table>
<thead>
<tr>
<th>Investigator:</th>
<th>“Has anyone ever seen you looking at what I’ll call inappropriate or pornographic material on your computer?”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Stewart:</td>
<td>“No.”</td>
</tr>
<tr>
<td>Investigator:</td>
<td>“At work?”</td>
</tr>
<tr>
<td>Mr. Stewart:</td>
<td>“No.”</td>
</tr>
</tbody>
</table>

* * * *

<table>
<thead>
<tr>
<th>Investigator:</th>
<th>“Have you ever had discipline proceedings initiated against you?”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Stewart:</td>
<td>“Never.”</td>
</tr>
</tbody>
</table>

* * * *

<table>
<thead>
<tr>
<th>Investigator:</th>
<th>“Did [Manager 1] ever have a conversation with you about [the computer policy]?”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Stewart:</td>
<td>“No.”</td>
</tr>
</tbody>
</table>

2. The November 14, 2014 Interview of IDES [Manager 1]

Given Mr. Stewart’s denial of the fact that he had been counseled regarding viewing pornography on his State computer, investigators asked [Manager 1] whether she had in fact counseled Mr. Stewart. [Manager 1] stated that she recalled counseling him sometime in early August 2014 and also told the OEIG that:

- She saw Mr. Stewart “viewing [a] pornography on his computer assigned to him by IDES.”
- She asked Mr. Stewart what he was doing and he replied, “watching video to gather additional information for sexual harassment training.”
- She directed Mr. Stewart, “to turn off the YouTube video,” and go to her office.
- While in her office, [Manager 1] told Mr. Stewart, “watching . . . pornography was inappropriate for training purposes and is against State/Ethics Agency Policy” and explained why his behavior was inappropriate.
According to [Manager 1], Mr. Stewart “was unresponsive to the counseling of his use of State property . . .”

C. Investigation Regarding Andre “Antonio” Stewart’s Time Abuse

1. First Interview of IDES [Manager 1]

In [Manager 1’s] first interview, she stated that Andre “Antonio” Stewart has reported to her for approximately one year and that and he has been an IDES Human Resources Division Trainer for the past ten years. She stated that IDES employees are required to manually sign-in using an IDES timesheet form when they arrive at and leave work each day. [Manager 1] further stated that employees are not allowed to alter their lunch hour without her permission.

2. The OEIG Conducts Surveillance of IDES Human Resources Division Trainer Andre “Antonio” Stewart

In light of the allegations that Mr. Stewart would leave work early when [Manager 1] was out of the office, OEIG investigators conducted surveillance of Mr. Stewart on August 15, 18, and 19, 2014—dates when [Manager 1] was out of the office. Surveillance revealed that over the three days, Mr. Stewart did arrive late to work, did take extended lunches, and did depart early from work.

3. Andre “Antonio” Stewart Admits His Time Records Were False

Investigators then obtained Mr. Stewart’s signed timesheets\(^\text{10}\) for each date that surveillance was conducted: August 15, 18, and 19, 2014. For each of these dates, Mr. Stewart’s timesheets state that he arrived at 7:30 am and departed at 4:00 pm.\(^\text{11}\)

During Mr. Stewart’s November 13, 2014 interview, he stated that his normal State work hours are from 7:30 am to 4:00 pm.\(^\text{12}\) When OEIG investigators initially asked Mr. Stewart if he ever left work early without telling [Manager 1], he stated that he had not. Mr. Stewart further stated that he always signs-in and signs-out when he arrives and departs from work. Mr. Stewart also stated that by affixing his initials to his timesheets, he is certifying that the hours reported are true and accurate. After investigators presented Mr. Stewart with photos of him arriving to work, returning to work after lunch, or leaving work, on August 15, 18, and 19 2014, Mr. Stewart stated:

- his timesheet entries on August 15, 18, and 19, 2014 were false and “I lied.”

\(^\text{10}\) These documents include Mr. Stewart’s signed “Time and Attendance Reports” and “Time Distribution and Attendance Reports.”

\(^\text{11}\) IDES timesheets do not require an employee to indicate when they take breaks or lunch. Mr. Stewart’s timesheets did not reflect that he used any compensatory or other benefit time on the relevant dates.

\(^\text{12}\) Mr. Stewart said his assigned lunch hour was from 1:00 – 2:00 pm.
Finally, Mr. Stewart said there were times that he came in early and stayed late, but failed to accurately record that on his timesheets.

IV. **ANALYSIS**

A. **Andre “Antonio” Stewart Engaged in Unethical and Unprofessional Conduct**

IDES policy requires employees to conduct themselves in an ethical and professional manner so as to not bring IDES into disrepute. As previously detailed, the OEIG’s investigation revealed that Mr. Stewart accessed and viewed four highly inappropriate pornographic images and three highly inappropriate pornographic videos on his State computer on State time. Accessing and viewing such images on State computers and on State time is unethical, unprofessional, and entirely unacceptable.

Therefore, the allegation that Mr. Stewart violated IDES policy regarding employee conduct by accessing and viewing a highly inappropriate image of a [REDacted] on his State computer on State time is **FOUNDING**.

The allegation that Mr. Stewart violated IDES policy regarding employee conduct by accessing and viewing a highly inappropriate image of his own [REDacted] on his State computer on State time is **FOUNDING**.

The allegation that Mr. Stewart violated IDES policy regarding employee conduct by accessing and viewing a highly inappropriate image of his own [REDacted] on his State computer on State time is **FOUNDING**.

The allegation that Mr. Stewart violated IDES policy regarding employee conduct by accessing and viewing a second highly inappropriate video of himself [REDacted] on his State computer on State time is **FOUNDING**.
B. Andre "Antonio" Stewart Violated IDES Property Use Policy

IDES policy requires computers to be used only for official State of Illinois business.\textsuperscript{13} However, as detailed above, the OEIG’s investigation revealed the Mr. Stewart misused IDES property by accessing and viewing highly inappropriate pornographic images and videos via his IDES computer during work hours.

Therefore, the allegation that Mr. Stewart misused IDES property when he accessed and viewed a highly inappropriate image of a [REDACTED] on his State computer is **FOUND**ED.

The allegation that Mr. Stewart misused IDES property when he accessed and viewed a highly inappropriate image of his own [REDACTED] on his State computer is **FOUND**ED.

The allegation that Mr. Stewart misused IDES property when he accessed and viewed a highly inappropriate image of his own [REDACTED] on his State computer is **FOUND**ED.

The allegation that Mr. Stewart misused IDES property when he accessed and viewed a highly inappropriate video of himself [REDACTED] on his State computer is **FOUND**ED.

The allegation that Mr. Stewart misused IDES property when he accessed and viewed a second highly inappropriate video of himself [REDACTED] on his State computer is **FOUND**ED.

C. Mr. Stewart Failed to Cooperate with the OEIG’s Investigation

Section 20-70(c) of the State Officials and Employees Ethics Act (Ethics Act) provides that “[i]t is the duty of every . . . employee under the jurisdiction of an Executive Inspector General . . . to cooperate . . . in any investigation . . . Failure to cooperate includes . . . intentional omissions and knowing false statements.” In addition, IDES policy requires employees to be truthful during investigations conducted by the OEIG.\textsuperscript{14}

During Mr. Stewart’s interview, among other things, the following colloquy occurred:

**Investigator:** “Has anyone ever seen you looking at what I’ll call inappropriate or pornographic material on your computer?”

**Mr. Stewart:** “No.”

\textsuperscript{13} Guidebook for IDES Employees, page 18 and 2013 IDES Procedures Manual, 1000 Administration and Management, Section .55 Personal Conduct, Subsection .554 Official Use of Department Property.

\textsuperscript{14} IDES Procedures Manual, 2013 1000 Administration and Management, Section .55 Personal Conduct, Subsection .558 Making False Statements.
Investigator: “At work?”
Mr. Stewart: “No.”

The OEIG finds that Mr. Stewart’s responses to the above questions were knowingly false because [Manager 1] stated she saw Mr. Stewart “viewing [ ] pornography on his computer assigned to him by IDES.” Further, [Manager 1] said she asked Mr. Stewart what he was doing, he responded that he was “watching video to gather additional information for sexual harassment training,” and she directed Mr. Stewart to turn off the YouTube video and go to her office. Finally, [Manager 1] said that while in her office, she told Mr. Stewart that “watching . . . pornography was inappropriate . . . .”

The OEIG finds that [Manager 1] was credible and truthful, and that Mr. Stewart lied.

Thus, the allegation that Mr. Stewart failed to cooperate with the OEIG’s investigation, in violation of the Ethics Act, by knowingly making a false statement to the OEIG relating to others seeing him looking at inappropriate or pornographic material on his computer at work is FOUNDED.

Similarly, the allegation that Mr. Stewart violated IDES policy by providing false information to the OEIG relating to others seeing him looking at inappropriate or pornographic material on his computer at work is FOUNDED.

D. Andre “Antonio” Stewart Abused State Time

IDES policy requires employees to report to work on time and to return to work from breaks and lunch on time.\(^\text{15}\) As previously detailed, surveillance of Mr. Stewart revealed that he arrived late for work, took extended lunches, and departed early from work, without indicating the same on his timesheets.

Thus, the allegation that Mr. Stewart violated IDES policy regarding time by taking an extended lunch and departing work early on August 15, 2014 is FOUNDED.

The allegation that Mr. Stewart violated IDES policy regarding time by arriving late to work and taking an extended lunch on August 18, 2014 is FOUNDED.

The allegation that Mr. Stewart violated IDES policy regarding time by arriving late to work and taking an extended lunch on August 19, 2014 is FOUNDED.

E. Andre “Antonio” Stewart Falsified His Timesheets

IDES policy prohibits employees from falsifying any document used by the employee or IDES.\(^\text{16}\) IDES policy also requires IDES employees to be truthful in any work-related statement

\(^{15}\) Guidebook for IDES Employees, Time and Leave, Regular Days and Hours of Work, page 11.
\(^{16}\) IDES Procedures Manual, 2013 1000 Administration and Management, Section .55 Personal Conduct, Subsection .553 Falsification of Documents.
and further states that employees must not submit any knowingly false statements of misleading information in any report.\textsuperscript{17}

As previously detailed, surveillance of Mr. Stewart revealed that he did not arrive at work or leave at the times indicated on his timesheets. Moreover, during his interview, Mr. Stewart admitted that his timesheet entries on August 15, 18, and 19, 2014, with respect to his arrival and departure times\textsuperscript{18} from work, were false and that he “lied.”

Thus, the allegation that Mr. Stewart violated IDES policy regarding falsification of documents on August 15, 2014, by recording on his timesheet that he arrived at and departed from work on time, when he did not, is **FOUND**ED.

The allegation that Mr. Stewart violated IDES policy regarding falsification of documents on August 18, 2014, by recording on his timesheet that he arrived at work on time, when he did not, is **FOUND**ED.

The allegation that Mr. Stewart violated IDES policy regarding false statements on August 15, 2014, by recording on his timesheet that he arrived at and departed from work on time, when he did not, is **FOUND**ED.

The allegation that Mr. Stewart violated IDES policy regarding false statement on August 19, 2014 by recording on his timesheet that he arrived at work on time, when he did not, is **FOUND**ED.

V. **CONCLUSIONS AND RECOMMENDATIONS**

Following due investigation, the OEIG issues these findings:

- **FOUND**ED – Andre “Antonio” Stewart violated IDES policy regarding employee conduct by accessing and viewing a highly inappropriate image of a [redacted] on his State computer on State time.

\textsuperscript{17} IDES Procedures Manual, 2013 1000 Administration and Management, Section .55 Personal Conduct, Subsection .558 Making False Statements.

\textsuperscript{18} As previously detailed, investigators did not ask Mr. Stewart about his departure time on August 19, 2014, as surveillance had concluded prior to Mr. Stewart’s departure on that day.
- Andre “Antonio” Stewart violated IDES policy regarding employee conduct by accessing and viewing a highly inappropriate image of his own [REDACTED] on his State computer on State time.

- Andre “Antonio” Stewart violated IDES policy regarding employee conduct by accessing and viewing a highly inappropriate video of a [REDACTED] on his State computer on State time.

- Andre “Antonio” Stewart violated IDES policy regarding employee conduct by accessing and viewing a second highly inappropriate video of himself [REDACTED] on his State computer on State time.

- Andre “Antonio” violated section 20-70 of the Ethics Act by failing to cooperate with this OEIG investigation by knowingly making a false statement to the OEIG relating to others seeing him looking at inappropriate or pornographic material on his computer at work.

- Andre “Antonio” Stewart violated IDES policy by providing false information to the OEIG relating to others seeing him looking at inappropriate or pornographic material on his computer at work.

- Andre “Antonio” Stewart violated IDES policy regarding time by taking an extended lunch and departing work early on August 15, 2014.

- Andre “Antonio” Stewart violated IDES policy regarding time by arriving late to work and taking an extended lunch on August 19, 2014.

- Andre “Antonio” Stewart violated IDES policy regarding falsification of documents on August 15, 2014, by recording on his timesheet that he arrived at and departed from work on time, when he did not.
➤ FOUNDED – Andre “Antonio” Stewart violated IDES policy regarding falsification of documents on August 18, 2014, by recording on his timesheet that he arrived at work on time, when he did not.

➤ FOUNDED – Andre “Antonio” Stewart violated IDES policy regarding false statements on August 19, 2014, by recording on his timesheet that he arrived at work on time, when he did not.

➤ FOUNDED – Andre “Antonio” Stewart violated IDES policy regarding false statement on August 19, 2014, by recording on his timesheet that he arrived at work on time, when he did not.

Based on the above findings and the serious nature of the misconduct revealed by this investigation, the OEIG recommends that IDES immediately terminate Andre “Antonio” Stewart, place a copy of this report in his centralized personnel file, and do not rehire Mr. Stewart.

No further investigative action is needed, and this case is considered closed.

Date:  November 14, 2014

Office of Executive Inspector General
for the Agencies of the Illinois Governor
69 W. Washington Street, Ste. 3400
Chicago, IL 60602

By:  Tara M. Grimm
Assistant Inspector General

Edward Escamilla
Investigator #137
Office of Executive Inspector General
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www.inspectorgeneral.illinois.gov

AGENCY OR ULTIMATE JURISDICTIONAL AUTHORITY
RESPONSE FORM

Case Number: 14-01497  Return 20 Days After Receipt

Please check the box that applies. (Please attach additional materials, as necessary.)

☐ We have implemented all of the OEIG recommendations. Please provide details as to actions taken:

☐ We will implement some or all of the OEIG recommendations but will require additional time to do so.
   We will report to OEIG within ___ days from the original return date.

☐ We do not wish to implement some or all of the OEIG recommendations. Please provide details as to what actions were taken, if any, in response to OEIG recommendations:

_________________________
Signature

Joseph P. Mueller
Print Name

LEGAL COUNSEL / ETHICS OFFICER

Print Agency and Job Title

Dec 4, 2014
Date

FORM 700.7
Revised March 2013
Case Number: 14-01497

Please check the box that applies. (Please attach additional materials, as necessary.)

☒ We have implemented all of the OEIG recommendations. Please provide details as to actions taken:

As of January 8, 2015, the Department placed Mr. Stewart on suspension pending discharge (without pay). He had previously been on administrative leave. His collective bargaining representative has raised the possibility of his being allowed to resign, with his resignation coded as "do not release".

☐ We will implement some or all of the OEIG recommendations but will require additional time to do so.
We will report to OEIG within ____ days from the original return date.

☐ We do not wish to implement some or all of the OEIG recommendations. Please provide details as to what actions were taken, if any, in response to OEIG recommendations:

[Signature]

Joseph P. Mueller

Print Name

Legal Counsel/Ethics Officer

Print Agency and Job Title

1/8/2015

Date
Thanks for the reminder.

Regarding OEIG 14-01497, IDES has settled the grievance filed regarding Mr. Stewart’s discharge. Under the settlement, Mr. Stewart was allowed to resign with a do-not-rehire code entered into his personnel record.

Please let me know if you need anything further.

Joe Mueller, Legal Counsel
Illinois Department of Employment Security
607 E. Adams, Ninth Floor
Springfield, Illinois 62701
217-785-5074

CONFIDENTIALITY NOTICE: This e-mail (and attachments) contains information that belongs to the sender and may be confidential or protected by attorney-client or attorney work product privilege. The information is only for the intended recipient. If you are not the named or intended recipient, please do not disclose, copy, distribute or use this information. If you have received this transmission in error, please promptly notify the sender of receipt of the e-mail and then destroy all copies of it. Receipt by an unintended recipient does not waive the attorney-client or attorney work product privilege or any other exemption from disclosure. Thank you.

Dear Mr. Mueller,

At your earliest convenience, could you provide our office updates on the following cases:

14-01497:
On January 8, 2015, your office informed us that Mr. Stewart was placed on suspension pending discharge. Our records indicate he was subsequently discharged for cause on January 30, 2015. Could you provide any documentation, including any arbitration or grievances in this case?

Thank you!