



HAND DELIVER

February 27, 2026

Brittany D. Reynolds  
[REDACTED]

Brittany Reynolds:

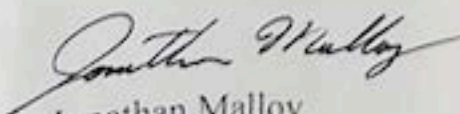
The purpose of this letter is to inform you that after careful consideration, the decision has been made to terminate your employment effective immediately.

On or about 9 February 2026, at the Distribution Building of Central Alabama Water, you engaged in hysterical behavior disrupting on-going operations of the corporation. After being removed to a separate room, you made loud complaints requiring two other employees to console you. Though you were to be escorted to your vehicle, you refused an escort claiming to be too distraught. When you walked out of the building you immediately assumed a calm posture. You then called to three other employees and engaged in complaints about corporation processes and procedures. Your behavior is misaligned with the expectations of Central Alabama Water, and violates the Employee Handbook, paragraph 6.8.1, subbullet 4; para. 6.8.4, subbullets 10 & 11; and para. 6.13.h.

Attached to this letter is a Benefits Summary Memo that provides information related to your benefits. If you have any questions about your benefits, please contact Sonja Patterson in Human Resources at [REDACTED].

If you wish to appeal this decision, you must do so by contacting Brian Lewis, CPO, at [REDACTED], within two business days of receiving this letter. If the CPO upholds the termination of your employment, the decision will be final, and Central Alabama Water does not provide any further avenues or means to appeal your termination.

Sincerely,

  
Jonathan Malloy  
Senior Manager, Water Operations