



*THE METROPOLITAN WATER DISTRICT  
OF SOUTHERN CALIFORNIA*

**Date:** March 18, 2021  
**To:** All Metropolitan Employees  
**From:** Jeffrey Kightlinger, General Manager  
**Subject:** Los Angeles Times Article

This morning the Los Angeles Times published an [article](#) focused on the tragic suicide of Don Nash on July 15, 2019. Don was the Colorado River Aqueduct Unit Manager from 2012 to 2018 and a 28-year employee at the time of his death. Unfortunately, towards the end of Don's career his personal problems and management approach led to a series of misconduct complaints that resulted in progressive discipline leading to his discharge. A [memo](#) on these events was sent to the Board of Directors. Metropolitan created this [microsite](#) to ensure transparency and provide ready access to information regarding employee concerns and other related matters that have recently been raised.

This tragic event and the circumstances surrounding it can lead to an array of feelings and emotions. Please remember that the District is here to help any employee. Information about the Employee Assistance Program is available [here](#). To access the EAP website, click [here](#) and enter the company code: mwd. Our thoughts and prayers are with all those hurting out there, including Don's family. We are continuing our work to address the challenges faced at our desert facilities to ensure all employees feel safe, valued and supported.



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**Date:** March 18, 2021  
**To:** Board of Directors  
**From:** Jeffrey Kightlinger, General Manager  
**Subject:** Los Angeles Times Article

Today, the Los Angeles Times published an [article](#) focused on the suicide of our 28-year employee Don Nash on July 15, 2019.

We are sending a memo to all employees and providing information about our Employee Assistance Program for those who may need additional support after reading about this tragic event and the circumstances surrounding it. We are also informing our member agency managers so that they are aware of the article and the current issues.

More than two years ago, Metropolitan began implementing changes in the field to address employee concerns, including providing better tools to support employees and empower managers to enforce district workplace and performance standards. We await the conclusion of the Shaw Law Group's external review and your direction to take the necessary steps to further improve our policies and procedures related to harassment, discrimination and misconduct.

As referenced in yesterday's board memo, Metropolitan will be providing additional information at the April Organization, Personnel and Technology Committee meeting and will be prepared to answer questions.



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OF SOUTHERN CALIFORNIA*

**Date:** March 18, 2021  
**To:** Member Agency Managers  
**From:** Jeffrey Kightlinger, General Manager  
**Subject:** Los Angeles Times Article

Today, the Los Angeles Times published an [article](#) focused on the tragic suicide of our 28-year employee Don Nash on July 15, 2019. Mr. Nash was the Colorado River Aqueduct Unit Manager from 2012 to 2018 and a 28-year employee at the time of his death. Unfortunately, towards the end of Mr. Nash's career, his personal problems and management approach led to a series of misconduct complaints that resulted in progressive discipline leading to his discharge. A [memo](#) on these events was sent to the Board of Directors yesterday.

More than two years ago, Metropolitan began implementing changes in the field to address employee concerns, including providing better tools to support employees and empower managers to enforce district workplace and performance standards. We are committed to continuing our work to address the challenges faced at our desert facilities to ensure all employees feel safe, valued and supported.

We also await the conclusion of the Shaw Law Group's external review and our Board's direction to take the necessary steps to further improve our policies and procedures related to harassment, discrimination and misconduct.

Metropolitan will be providing additional information to the Board on these issues at the April Organization, Personnel and Technology Committee meeting.

Metropolitan created a [microsite](#) to ensure transparency and provide ready access to information regarding employee concerns and other related matters that have recently been raised. You can find these materials and other related information there.