



April 2, 2025

To Whom It May Concern,

This letter expresses our concern regarding the recent leadership decisions made by President Seidel, his advisors and the Board of Trustees, particularly those regarding the dismissal of the Dean of the College of Engineering.

The manner and lack of transparency in which business was conducted diminishes the confidence and trust that are foundational to our commitments as a donor. Without these fundamental elements, it becomes increasingly challenging to effectively steward the funds of the Ellbogen Foundation. Therefore, in an executive session of the John P. Ellbogen Foundation Board of Directors, we elected to pause consideration of UW grant requests for our spring 2025 funding cycle as well as future grantmaking. We will also further evaluate continued funding for grants committed prior to the spring of 2025.

Sincerely,

DocuSigned by:  
*Mary Garland*  
Mary Ellbogen Garland

DocuSigned by:  
*Spencer Garland*  
Spencer Garland

DocuSigned by:  
*Theresa Ellbogen*  
Theresa Ellbogen

Signed by:  
*James Garland*  
James Garland

Signed by:  
*Nancy Nease*  
Nancy Nease

DocuSigned by:  
*Jason Roesler*  
Jason Roesler

*James Haass*  
Jamie Haass

Signed by:  
*Kent Noble*  
Kent