



100 HIGH STREET S.E., Suite 200 | SALEM, OREGON 97301 | [www.mwvcog.org](http://www.mwvcog.org)  
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*An equal opportunity lender, provider, and employer*

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November 17, 2025

Beth Schmidt  
265 Sonora Way S  
Salem OR 97302

Dear Beth:

This letter is to notify you that your employment with the Mid-Willamette Valley Council of Government is terminated as of today.

Your recent action of wearing apparel displaying an offensive slur is a direct violation of MWVCOG's Equal Employment Opportunity (EEO) Policy, which strictly prohibits discrimination, harassment, or any behavior that compromises our commitment to a respectful and inclusive workplace. You also exercised poor judgment in wearing a controversial shirt while performing work on behalf of MWVCOG, and your conduct has caused a negative impact on team morale and the overall work environment. We have now received three complaints regarding your choice to wear that shirt. Due to the seriousness of this violation and its impact on the workplace I have made the decision to terminate your employment.

You will receive your final paycheck, including any accrued but unused vacation time, in accordance with state law. Information regarding your benefits and COBRA continuation coverage will be sent to you by CIS Benefits.

Please return all company property, including keys, credit cards, computer and parking pass. If you have any equipment off site, those materials need to be returned no later than **November 18, 2025**. If you have questions regarding your benefits, you may contact CIS at (855) 763-3829 or [contactcisbenefits@cisoregon.org](mailto:contactcisbenefits@cisoregon.org).

The enclosed check is for wages and unused vacation earned through the date of your termination.

Sincerely,

A handwritten signature in black ink that reads "McRae Carmichael". The signature is written in a cursive style with a small dot above the letter 'i' in Carmichael.

McRae Carmichael  
Interim Executive Director