

Peter Shahin
The Michigan Daily
420 Maynard Street
Ann Arbor, MI 48109

December 4, 2014

Mr. Mahmood:

I am writing today to inform you of your termination from *The Michigan Daily* effective immediately. Given that you have published a patently false piece about *The Michigan Daily* and your status within our publication on the conservative website *The Fix*, you have violated several articles within our bylaws that would merit your termination. Please note the pertinent sections below:

IV.1.B. Daily staffers should not make internal politics a subject of publication. They should not disclose internal editorial or administrative decisions made by the Daily or members of its staff unless obligated to by law. While staffers may discuss the Daily in private, they may not express their opinions — positive or negative — about the Daily in a public forum such as a newspaper, website, speaking engagement or mass e-mail without the express approval of the Editor in Chief or a two-thirds majority of Management Desk. Staffers may discuss and explain procedure, style and other processes of the Daily.

In addition, your association with *The Fix* further damages your credibility as a columnist and a contributor, which violates the following bylaw:

III.2. Remain free of associations and activities that may compromise integrity or damage credibility.

Since you were previously warned about your conduct, our best remediation at this point is your termination. Your employment in both the Arts and Opinion sections created an implied agreement to abide by our bylaws, which you have demonstrably violated. Should you wish to appeal this decision, please e-mail me at pjshahin@umich.edu to schedule a proceeding with the paper's Management Desk at their convenience to reconsider your termination. A successful appeal of this decision requires you to make a case for your employment and a 2/3 vote of the members present to rehire you. If you do not appeal, I will assume that you accept this decision and do not intend to seek to be employed by the Michigan Daily in the future.

Sincerely,
Peter Shahin
Editor in Chief