

Dear Colleagues,

I'm heartbroken. If you're receiving this letter, I'm letting you go — effective immediately. I've made this difficult decision after yet another week without funds from USAGM. I see now twists and turns in our legal process going forward but, unfortunately, no sign that the disbursement owed to MBN will arrive anytime soon.

As you know, Congress approved our funding in March. That funding was abruptly, irresponsibly, and unlawfully cut off by the so-called Department of Government Efficiency and by Kari Lake, special adviser to the agency that oversees us. As Ms. Lake steadfastly declines to speak with us, I'm left to conclude that she is deliberately starving us of the money we need to pay you, our dedicated and hard-working staff.

You've done everything right. You've been passionate about the MBN mission. You've been creative, curious, open to growth and devoted to craft. You've risked and you've sacrificed. You have been loyal to this company in the toughest of times — and you're fully deserving of American taxpayer support. Those of you who live in the United States *are* taxpayers.

What's happening is a disgrace. You deserve better and I bear responsibility for not resolving this crisis in time to keep you. For a year now, you've shown me nothing but warmth and kindness, character and poise. I'm in awe of your talent.

With a sharply reduced staff of a couple dozen, we'll keep a digital flame burning. We need time to further push Congress and American courts to do their job. It makes no sense to silence America's voice in the Middle East. Congressionally-approved funding for MBN and its vital mission must be released.

Be in touch with me anytime. Count on me for support.

With utmost respect,

Jeff