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Thursday, August 28, 2025

VIA USPS CERTIFIED MAIL, RETURN RECEIPT REQUESTED &
REGULAR FIRST CLASS MAIL

Ms. Kimberly Pickett
[REDACTED]
Smithfield, NC 27577

RE: Town of Benson Tuition Reimbursement Agreement

Dear Kim,

The Board of Commissioners recently reviewed the attached Tuition Reimbursement/Compensation Agreement ("Agreement") approved by the Board effective October 26, 2017. The Agreement included a repayment ("claw-back") provision requiring full repayment of all tuition and education-related expenses paid on your behalf if you left the town's employ within 60 full months (five years) of completion of your MPA program. According to information provided to the Board by town staff, you completed your MPA program at UNC-Pembroke in December of 2020. Your departure from the Town's employment earlier this year was therefore prior to the expiration of the 60-month recapture period.

Having considered the matter fully, the Board has instructed me to request you reimburse the Town for the full amount of the tuition reimbursement paid on your behalf pursuant to the terms of the Agreement. According to the Town's records, the full \$10,000.00 was provided in reimbursement and/or direct payment for your education expenses pursuant to the Agreement between October 2017 and completion of the program in December 2020. If your records show a different amount was paid on your behalf by the Town, please provide that to me. Otherwise, please consider this as demand for full repayment of the \$10,000.00 paid on your behalf for MPA program tuition and related expenses pursuant to the agreement. You may remit payment either to my office or to Town Hall, payable to the Town of Benson, within fifteen (15) days of your receipt of this letter. If you wish to discuss this matter further, please do not hesitate to

contact me. With best regards, I am

Respectfully yours,

Isaac "Ike" Parker

Attachments: Tuition Reimbursement/Compensation Agreement
Minutes from Board of Commissioners of meeting of October 26, 2017