

**To:** Jackson, Ryan[jackson.ryan@epa.gov]  
**From:** Jeffrey Sands  
**Sent:** Tue 10/3/2017 5:47:45 PM  
**Subject:** Thank you

Ryan,

I appreciate the call today and gladly accept your employment offer. Charles has touched base with me and I have submitted vetting paperwork. We are now looking to October 30 as a start date due to my personal calendar and payroll procedures.

I look forward to speaking with you again soon.

Best,  
Jeff Sands