



KAY IVEY
GOVERNOR

STATE OF ALABAMA
BUREAU OF PARDONS AND PAROLES

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CHARLES A. GRADDICK
DIRECTOR

November 2, 2020

Governor Kay Ivey
Office of the Governor
State Capitol
600 Dexter Ave
Montgomery, AL 36130

Dear Governor Ivey:

Fourteen months ago, you requested I accept an appointment as your first Director of Pardons and Paroles. Since September 1, 2019, dramatic changes and transformations of the agency has been accomplished. The Bureau is in much better condition today, with greatly improved morale and more productive work culture.

I am filled with gratitude and appreciation for the faithful professionalism, integrity and hard work of our leadership team and understanding staff of dedicated public servants, despite historically difficult circumstances. I know that making difficult changes comes with a cost, especially in the environment in which we work.

I have known that my tenure as Director was not intended to be long-term. My intention has always been to stay in the job so long as my doing so was in the most service to you. I know now is the time to step aside.

Please accept this letter as my intent to resign November 30, 2020. I am heartened that in doing so, I'm leaving the Bureau much better than I found it, on firm footing and in the hands of some competent leadership.

Thank you for giving me the opportunity to once again serve the great people of Alabama.

With highest regards,

A handwritten signature in blue ink that reads "Charlie".

Charles A. Graddick