



## RESOLUTION #2395

**SUBJECT:** Termination of Employment Contract of VRE Chief Executive Officer

**WHEREAS:** The Northern Virginia Transportation Commission (NVTC) and the Potomac and Rappahannock Transportation Commission (PRTC) entered into an employment agreement with Doug Allen dated September 13, 2012, appointing Doug Allen as the Virginia Railway Express Chief Executive Officer;

**WHEREAS:** The Commissions delegated to the VRE Operations Board responsibility for oversight and evaluation of the performance of the VRE Chief Executive Officer;

**WHEREAS:** By resolution dated October 18, 2019, the Virginia Railway Express Operations Board recommended that the employment agreement with Doug Allen as the VRE Chief Executive Officer be terminated without cause; and

**WHEREAS:** By the aforesaid resolution, the VRE Operations Board placed Doug Allen on administrative leave with pay pending action by the Northern Virginia Transportation Commission and the Potomac and Rappahannock Transportation Commission on the Operations Board's aforesaid recommendation, and further delegated to the VRE Deputy Chief Executive Officer all duties and responsibilities of the VRE Chief Executive Office until further action by the Commissions.

**NOW, THEREFORE, BE IT RESOLVED** that the Northern Virginia Transportation Commission hereby terminates the employment agreement with Doug Allen as the VRE Chief Executive Officer, without cause, effective 11:00 P.M. on November 14, 2019.

**BE IT FURTHER RESOLVED** that NVTC hereby appoints the VRE Deputy Chief Executive Officer as the Acting Chief Executive Officer effective 11:00 P.M. on November 14, 2019, until further action by the Commissions.

**BE IT FURTHER RESOLVED** that the Acting Chief Executive Officer shall have all of the duties and responsibilities of the Chief Executive Officer, including all authority delegated to the Chief Executive Officer by the Commissions or the Operations Board, and the authority to sign documents, instruments, and the like to the extent the Chief Executive Officer has been authorized to do so.

Approved this 14<sup>th</sup> day of November 2019.

A handwritten signature in black ink that reads "Matt Letourneau". The signature is written in a cursive style and is positioned above a horizontal line.

Matthew F. Letourneau  
Chairman

---

Sharon Bulova  
Secretary-Treasurer