



Case Postale 2500
1211 Genève 2
Suisse

PERSONAL AND CONFIDENTIAL

26 May 2004

Dear Cynthia, Cynthia,

Last Saturday Naveed came to see me. He clarified what happened since 18 December 2003.

This was useful. I started to understand better the course of events; not only during the meeting, but also afterwards. It became clear to me that my intention to ask you out in a warm and friendly way was understood differently by you and I feel sorry for that.

I also started to understand that your recollection of what happened in my office probably became influenced by what happened to you afterwards. While this falls as well under my responsibility, I feel also sorry for that.

At an appropriate moment, I will inform all staff accordingly. So far, my part.

Whatever you experienced - and I do feel really sorry for that - a fact of life is that you chose not to approach me - either directly or indirectly aiming at reconciliation. I know that at some stage you looked into this possibility. However, eventually you decided to go for an OIOS procedure.

Obviously, you counted on integrity and confidentiality of that procedure. By now you know that things went differently; in fact terribly wrong.

Last Saturday, Naveed signalled to me that there was still room for reconciliation as a consequence of which I would restore with you a normal relationship with mutual respect. To make this possible, you would drop the complaint.

It would in fact mean that the alternative procedure of finding a solution without OIOS would still be practised.

It is now "two minutes before twelve": either we clear the air or we close the doors.

Ms. [REDACTED]
c/o UNHCR Headquarters
Geneva