



May 28, 2021

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

Email via Board Secretary (BoardExecutiveSecretary@mwdh2o.com)

Dear Chairwoman Gray and the Board of Directors,

I write to offer my congratulations on your selection of Mr. Adel Hagekhalil to become the next General Manager for the Metropolitan Water District of Southern California. I have known and admired Jeff Kightlinger for many years and believe he has led MWD to international prominence. Adel Hagekhalil is the right person to take the reigns of this fine organization.

Mr. Hagekhalil was one of the first water leaders I met when I was selected to become the General Manager of the District of Columbia Water and Sewer Authority in 2009. Although I had devoted my career to environmental and water issues, I was new to the utility world. From the onset, I learned to lean on Adel as a good friend and wise advisor. He is experienced and dedicated public servant and offers a helping hand to his colleagues and friends yet is also open and welcomes opportunities to learn new ideas and approaches.

For this reason and many others, I believe that Mr. Adel's exceptional skills and experiences will lead the Metropolitan Water District to a new and exciting tier of excellence and world class performance. Adel will employ the approaches that have helped him succeed in the past such as empowering staff, building inclusive partnerships, driving innovative investments, and fostering creative solutions. He also brings a special awareness of the important changing needs of the workforce – including strength that comes from diversity and inclusion.

Through working with Mr. Hagekhalil on many programs and initiatives, I believe he is someone who leads with his mind, and as importantly, with his heart. His approach will serve him well as he works with the Board to face extraordinary current challenges with climate change and extreme weather, which are creating difficult obstacles for every water utility – none more so than those in Southern California and the Southwest. All of us in the water sector look to MWD to learn what can be done in our own regions and utilities.

May 28, 2021



Gloria Gray, Chair
Metropolitan Water District of Southern California
700 North Alameda Street
Los Angeles, CA 90012
(sent via email: BoardExecutiveSecretary@mwdh2o.com)

RE: Selection of Adel Hagekhalil as the next General Manager

Dear Chair Gray and Members of the Board of Directors:

On behalf of the Natural Resources Defense Council (NRDC) and NRDC Action Fund, which have over 3 million members and activists, nearly half a million of whom are Californians, I am writing to congratulate the Board of Directors on its selection of Adel Hagekhalil as the next General Manager of the Metropolitan Water District of Southern California, as publicly reported by the Los Angeles Times on May 26, 2021. NRDC agrees with the Board of Directors that Mr. Hagekhalil is the right person to lead Metropolitan at this critical juncture.

Mr. Hagekhalil has a long and distinguished track record of public service, successfully leading numerous agencies and initiatives addressing water, infrastructure, and the environment. This includes leading efforts on the city of Los Angeles' 2040 One Water LA Plan, bringing together numerous agencies with competing missions to advance collaborative water recycling projects, installing stormwater capture projects, reducing sewage spills, and tackling numerous other water challenges, both large and small. In his work, he has successfully built bridges and partnerships between agencies, stakeholders, and communities; created inclusive cultures; and demonstrated a commitment to transparency and open dialogue. These leadership skills are critical to the success of Metropolitan and its member agencies, given the external and internal challenges that it faces.

We are pleased Mr. Hagekhalil is supported by a broad range of stakeholders, including labor organizations and many water professionals who have worked with him. While NRDC has not always agreed with the policy decisions that Mr. Hagekhalil has made, and we recognize that he will make decisions in the future that we do not agree with, he has always been willing to talk with us fairly and honestly about those decisions – and we will expect nothing less in this new role. We are confident that he will follow through on his commitment to improve the working environment for Metropolitan's employees and improve the relationship between the Board of Directors and staff.

For all of these reasons, we congratulate the Board of Directors for its decision to select Adel Hagekhalil as the next general manager. We look forward to working with him and the Board in the coming years.

Sincerely,

A handwritten signature in black ink, appearing to read "SFL", is positioned below the word "Sincerely,".

Steve Fleischli
Senior Director for Water
People & Communities Program

NATURAL RESOURCES DEFENSE COUNCIL

1314 2ND STREET | SANTA MONICA, CA | 90401 | T 310.434.2300 | F 310.434.2399 | NRDC.ORG



June 1, 2021

Board of Directors
Southern California Metropolitan Water District
via Board Secretary (BoardExecutiveSecretary@mwdh2o.com)

RE: Congratulations on Selection of General Manager of MWD

The undersigned environmental, social justice, and Tribal* organizations write to congratulate the Southern California Metropolitan Water District (MWD) Board of Directors on your selection of Mr. Adel Hagekhalil as the next general manager of the agency. This is the right choice during this time to heal the organization and prepare our region in the face of persistent drought and changing climate. We look forward to partnering with you and the new GM on creating a healthy, safe and collaborative work environment at MWD.

In his 32 years of public service in the management of water, environmental and infrastructure initiatives, Mr. Adel Hagekhalil has proven to be a visionary and inclusive leader. He led the award winning LA integrated water resources plan and the 2040 One Water LA plan. His stakeholder-driven integrated water planning led the way to the implementation of the ongoing large water recycling projects and the stormwater capture efforts in the City of Los Angeles. He helped lead several successful water measures, including groundbreaking Measure W and Prop O stormwater measures that were overwhelmingly approved by voters in LA County and the City of Los Angeles, respectively. He led the resolution of the litigation over sewer system overflows, overseeing the creation of a world-class sewer system and reducing sewer overflows by more than 90% in the City. He has also led many climate adaptation efforts including integrating shade, shelter, equity and stormwater capture into active transportation projects. And he has done this while engaging and building trust with nonprofit groups and local communities.

With the serious allegations of a hostile and discriminatory work environment at MWD that have recently come to light, it is imperative to bring aboard a leader that is willing to tackle these issues head-on. On this front, we are moved by the support from Local 721 of the Service Employees International Union, which represents over 10,000 City of LA workers (including the workers in the City's Bureaus of Sanitation and Streets Services), who called Hagekhalil an "exemplary leader" who has "worked to build a culture of inclusion, respect, and fairness", as well as AFSCME Local 1902, which represents the water professionals of the Southern California Water Districts, who have said that they

are “thrilled” with Mr. Hagekhalil’s selection. With these votes of confidence from the very people he has been working with, and will be working with now, we are confident that Mr. Hagekhalil will follow through on his pledge to a better working environment at MWD. And we will hold Mr. Hagekhalil to that pledge, and to the same standards that we have held Mr. Kightlinger and other MWD staff - there is no room anywhere for misconduct or discrimination at the workplace.

Mr. Hagekhalil’s visionary and consensus-based leadership is well recognized by the community, environmental advocates, local, state and federal officials and industry professionals. He made “one water”, green infrastructure, stormwater capture national initiatives and models. For this, Adel’s accomplishments have been recognized by Heal the Bay, LA Waterkeeper, Sierra Club, and Climate Resolve, to name a few.

We are encouraged and excited about the future of MWD under Mr. Hagekhalil’s leadership, and we expect to be submitting subsequent letters leading up to the June 8 MWD board meeting that will indicate how broad support is for this critical selection.

**Correction: In the letter we sent you on Friday, we did not include the word “Tribal” but we have added it to this letter because there are Tribal organizations involved. Additionally, Andrea Leon-Grossmann was listed as the Director of Climate Action, but she is the Climate Action Director of Azul.*

Sincerely Yours,

Craig W. Cadwallader, Policy Coordinator
Surfrider Foundation South Bay Chapter

Kyle Roerink, Executive Director
Great Basin Water Network

Gary Wockner, Executive Director
Save the Colorado

Anna Christensen
Puvunga Wetlands Protectors

Dave Hamilton, President
Residents for Responsible Desalination (R4RD)

Leslie Mintz Tamminen, Legal Director
7th Generation Advisors



CITY OF CARSON

May 28, 2021

The Metropolitan Water District of Southern California
Attention: Honorable Chairwoman Gray, Honorable Board of Directors, via Board Secretary
P.O. Box 54153
Los Angeles, CA 90054-0153

RE: Selection of Mr. Adel Hagekhalil for the Next General Manager for MWD

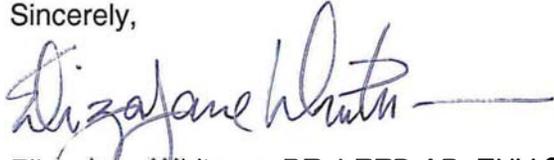
Dear Honorable Chairwoman Gray, Honorable Board of Directors, via Board Secretary,

Please accept my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Adel Hagekhalil for the position of General Manager. I am so excited for him to be selected in this role. I have known Mr. Hagekhalil for almost 30 years. His willingness to contribute to our work at the Inland Empire Utilities Agency (IEUA) as an Advisor when I was Deputy Manager of Engineering and Manager of Planning on several of key water programs is reflective of his willingness to contribute to the profession in general. At that time, we were facing a drive for new development with a shrinking water supply, and we needed to capture and infiltrate stormwater and recharge recycled water. I also worked with him on the City of LA's One Water LA 2040 where he built bridges and partnerships throughout southern California, as this program was regional in scope. For this effort as well as many other efforts, he has been well-recognized in the water sector and across many of our communities in California and the nation.

The City of Carson has already benefited from Mr. Hagekhalil's collaborative nature focused on building bridges and partnerships. As Carson's Director of Public Works, I recently reached out to Mr. Hagekhalil and he offered to assist our City in so many ways including working collaboratively on common projects to create efficiency's and save public monies. For example, we are currently working on MOU's with the City of LA that will have direct benefits to the residents of Carson. It is because of Mr. Hagekhalil's 32 years of public service experience in the management of water, environmental and infrastructure programs and initiatives that he immediately understood the needs of our community even though we are outside the sphere of his direct organizational structure.

I have always thought of Mr. Hagekhalil as a transformational leader that fosters innovation and creates inclusive cultures. Today these skills are particularly needed. I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. We look forward to working closely with Adel and MWD to increase the public benefit of water infrastructure.

Sincerely,

A handwritten signature in blue ink that reads "Eliza Jane Whitman" followed by a horizontal line.

Eliza Jane Whitman, PE, LEED AP, ENV SP
Director of Public Works
City of Carson

Public Works
701 E. Carson Street, Carson, CA 90745
Cell: 626-689-9992

From: [Eleanor Allen](#)
To: [Board Executive Secretary](#)
Subject: Mr. Adel Hagekhalil's GM Appointment
Date: Tuesday, June 1, 2021 6:47:18 PM
Attachments: [image001.png](#)

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

via Board Secretary (BoardExecutiveSecretary@mwdh2o.com)

Re: Selection of Mr. Adel Hagekhalil for the Next General Manager for MWD.

Dear Board Secretary:

Please accept my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Adel Hagekhalil for the position of General Manager. Mr. Hagekhalil is a seasoned professional with a large network in the water sector. This network is essential for achieving MWD's objectives. Further, Mr. Hagekhalil will bring vision, transparency, excellence, quality, and passion, which are all essential to successfully lead the MWD. I have seen Adel present, and have personally shared the stage with Adel, at many events addressing climate change, circular economy, and one water. His global leadership is invaluable to MWD and the California water sector.

Our community stand in support of this wise selection, which is a win for California and the water sector.

Sincerely,

Eleanor Allen ([she/her/ella](#))

CEO

Water For People

100 East Tennessee Avenue

Denver, CO 80209

waterforpeople.org

O 720 488 4547

C 787 423 7360

Tw @EleanorH2O

See my [TEDx](#) talk and spread the word!

[30 Reasons to give today!](#)



Honorable Chairwoman Gray

Honorable Board of Directors

The Metropolitan Water District of Southern California via Board Secretary
(BoardExecutiveSecretary@mwdh2o.com)

May 31, 2021

SUBJECT: Congratulations on the Selection of Mr. Adel Hagekhalil as the next General Manager for the Metropolitan Water District of Southern California

Please accept my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Mr. Adel Hagekhalil for the position of General Manager. Mr. Hagekhalil is the right person for the job of leading the MWD and Southern California into the future as we face changing climate conditions and shrinking water supplies.

Mr. Hagekhalil has over 32 years of public service experience in the management of water, environment, and infrastructure programs and initiatives. He is well recognized in the water sector for his leadership and innovation, and has the respect and support of public works agencies across many of our communities, up and down the state of California, and the nation.

Mr. Hagekhalil is a proven water and organizational manager, as well as a transformational leader who builds bridges and partnerships, leads innovation, and creates inclusive cultures. These are the skills needed today to respond to the multi-faceted issues confronting the MWD. As an example, when our team was tasked with providing a report on racial equity at our agency, Mr. Hagekhalil insisted we hold multiple listening sessions and allow staff to participate during working hours so everyone had an opportunity to provide input on this pivotal document for our agency.

I applaud your selection of Mr. Adel Hagekhalil to serve as General Manager of MWD.

Sincerely,

Chi Ming Gong, PE



Retired General Superintendent, City of Los Angeles

June 1, 2021

Honorable Chairwoman Gray

Honorable Board of Directors

The Metropolitan Water District of Southern California

via Board Secretary, BoardExecutiveSecretary@mwdh2o.com

RE: Adel Hagekhalil Selection for MWD General Manager

Sincere compliments to the Metropolitan Water District of Southern California for selecting Adel for the General Manager position. Considering the current and future challenges Southern California may face, Adel is the right man for this position.

As a colleague over the last two decades in the City of Los Angeles Bureau of Sanitation, I witnessed his exceptional talent in leading diverse organizations and building consensus within the city establishment and in national water environment groups. His vision for clean water standards, source control, and watershed of our region has been an exceptional contribution to the city.

I have come to know Adel and have had the opportunity to observe his work culture and inclusive attitude as I managed a division tasked with enforcing both federal and City of Los Angeles water quality standards. Again, well done MWD Board of Directors.

Belle W. Yohannes

Division Manager (Retired)

Bureau of Sanitation

City of Los Angeles



via Board Secretary - BoardExecutiveSecretary@mwdh2o.com

June 1, 2021

Honorable Chairwoman Gray
 Honorable Board of Directors
 The Metropolitan Water District of Southern California

Congratulations on the Selection of Mr. Adel Hagekhalil for the Next General Manager for MWD

Please accept my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Adel Hagekhalil for the position of General Manager.

Mr. Hagekhalil is the right person for the job to lead MWD and Southern California into the future as we face changing climate and shrinking water supplies.

Mr. Hagekhalil is a proven water and organizational leader. He is a transformational leader that builds bridges and partnerships, leads innovation and creates inclusive cultures. These are the skills needed today.

Mr. Hagekhalil's 32 years of public service experience in the management of water, environmental and infrastructure programs and initiatives. He has been well-recognized in the water sector and across many of our communities across California and the nation.

I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. We look forward to working closely with Adel and MWD to ensure continued success.

Sincerely,

Michael P. Carlin
 Acting General Manager
 San Francisco Public Utilities Commission

London N. Breed
 Mayor

Sophie Maxwell
 President

Anson Moran
 Vice President

Tim Paulson
 Commissioner

Ed Harrington
 Commissioner

Newsha Ajami
 Commissioner

Michael Carlin
 Acting
 General Manager



June 1, 2021

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

via Board Secretary (BoardExecutiveSecretary@mwdh2o.com)

Re: The Selection of Mr. Adel Hagekhalil for the position of General Manager of the Metropolitan Water District of Southern California (MWD)

I am writing this letter to wholeheartedly endorse and congratulate the decision made by the Board to select Mr. Adel Hagekhalil for the position of General Manager of the MWD.

As a project manager, I have had the pleasure of working with Mr. Hagekhalil for over 20 years to construct, rehabilitate, and repair the City of Los Angeles's wastewater and stormwater collection infrastructures, consisting of 10,000 miles of pipelines and costing over 2 billion dollars over the 20 years spanned. Throughout the course of our work, I have enjoyed the opportunity to observe his exceptional abilities as a leader, as well as his commendable character.

Mr. Hagekhalil possesses a varied skill set that will ensure his success in his new appointed position. As a leader, he is capable of providing and communicating a clear vision and direction for the pursuit of goals laid out by both smaller teams and larger departments. To anticipate potential difficulties and prepare possible solutions ahead of time, he brings together the various stakeholders in a given situation and addresses all concerns as progress is made on a project. When different interests create conflict, he is adept at resolving conflicts by making said different perspectives gain a sense of being acknowledged without creating roadblocks towards a goal.

In terms of tackling unanticipated and challenging problems, Mr. Hagekhalil quickly processes and understands key difficulties in the toughest challenges environment that he is presented with, and is willing to support the pursuits of forward-thinking applications to innovate new potential solutions. This willingness and out of the box thinking will allow him to meet the challenge of developing new way of doing business and open the possibility of anticipating future challenges to ensure the achieving of a successful goal.

Lastly, on a personal level, Mr. Hagekhalil continues to impress me with his honesty, trustworthiness, and strong sense of personal responsibility. His strong record of keeping promises and kindness in supporting staff through a myriad of troubling events is admirable. I look forward to seeing his successful contributions to the district in the future and congratulate the MWD on appointing a highly qualified fit for combating the challenges of our state's precious water resources.

Ba T. Vu
Retired Project Manager
City of Los Angeles
Department of Public Works
Bureau of Sanitation

June 1, 2021

Honorable Chairwoman Gray

Honorable Board of Directors

The Metropolitan Water District of Southern California

via Board Secretary, BoardExecutiveSecretary@mwdh2o.com

RE: Adel Hagekhalil Selection for MWD General Manager

I have worked with Adel Hagekhalil as an engineering colleague for over 25 years at the City of Los Angeles Bureau of Sanitation. I would like to express my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Adel Hagekhalil for the position of General Manager.

Adel is the ideal person for the job—fit to tackle any future challenges that may be brought upon us by climate change and the resulting dwindling water supply. He has proven himself to be leader in all aspects. He is creative, innovative, and dedicated. He has maintained a working environment that is diverse and inclusive. His strong leadership can bring out the best in others by challenging and inspiring those that work with him, while providing the necessary motivation and support that leads to phenomenal results. He never hesitates to recognize and acknowledge your efforts and hard work. Together, we have worked on projects and developed programs that benefited the constituents and improved the quality of life of the community.

He has over 30 years of proven public service experience in the wastewater, water, stormwater, and environmental arenas. He is recognized throughout California and across the nation. He has developed partnerships and collaborative efforts to address and resolve ongoing challenges. He has championed his efforts to make Los Angeles sustainable and resilient. He not only considers all available options, but also thinks outside the box in terms of forging in a new direction.

Again, I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. I wish for the MWD's continued success in achieving long term sustainability and responsible use of natural resources.

Best regards,

Vlad Lorenzo

CAPRI MADDOX
GENERAL MANAGER

CITY OF LOS ANGELES
CALIFORNIA



ERIC GARCETTI
MAYOR

CIVIL + HUMAN RIGHTS AND
EQUITY DEPARTMENT

200 N. SPRING ST.
ROOM 1525 – CITY HALL
LOS ANGELES, CA 90012

(213) 978-1845

<https://civilandhumanrights.lacity.org>

May 30, 2021

Dear Honorable Chairwoman Gray and Honorable Board of Directors:

I am writing this letter of support for the Board of the Metropolitan Water District of Southern California's selection of Adel Hagekhalil for the General Manager position. I have worked with Mr. Hagekhalil over the last ten years in a variety of roles where he has been a proven water and organizational leader. Adel has great judgment, a strong work ethic, and a generous spirit. For these reasons, Adel is the right person to lead MWD into the future as we face a changing climate and shrinking water supplies.

In addition, Adel has 32 years of public service experience in the management of water, environmental and infrastructure programs and initiatives. He is well-recognized in the water sector and across many of our communities across California and the nation. Adel is a transformational leader that builds bridges and partnerships, leads innovation and creates inclusive cultures. All of which are needed skills to help meet vital water demands in our region.

Most of all, you should know that Adel has supported me in a variety of my leadership roles from serving as the President of the Board of Public Works to being the General Manager of the LA Civil Rights Department. He supports an equity agenda and enjoys serving the diverse and underrepresented communities in our region. In addition to being one of the hardest working people in government, he is known as one of the most thoughtful people in public service. Finally, although he's a kind, professional leader, I think that you'll appreciate Adel's servant leadership style. He gets things done, causes others to shine, and is an amazing thought partner.

I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. We look forward to working closely with Adel and MWD to ensure continued success.

Sincerely,

Capri Maddox, Esq., MPA
General Manager

Los Angeles City Civil + Human Rights and Equity Department



From: [Andy Lipkis](#)
To: [Board Executive Secretary](#)
Subject: Fwd:
Date: Tuesday, June 1, 2021 12:00:58 AM

June 1, 2021

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

via Board Secretary BoardExecutiveSecretary@mwdh2o.com

Congratulations on the Selection of Mr. Adel Hagekhalil for the Next General Manager for MWD

Please accept my enthusiastic congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Adel Hagekhalil for the position of General Manager. Mr. Hagekhalil is the right person for the job to lead MWD and Southern California into the future as we face changing climate and shrinking water supplies. Mr. Hagekhalil is a proven water and organizational leader. He is a transformational leader that builds bridges and partnerships, leads innovation and creates inclusive cultures. These are the skills needed today.

I write to you as the Founder of TreePeople, and in my current role as the founding Project Executive of Accelerate Resilience LA, (ARLA), a fiscally sponsored project of Rockefeller Philanthropy Advisors. I have both observed and worked side-by side with Adel for the past 21 years. Most importantly while he facilitated dramatic shared learning and consensus amongst a very diverse (politically, geographically, culturally and racially) and initially polarized group of 175 leaders representing communities across Los Angeles. Under his skilled and patient leadership, the LA Bureau of Sanitation ran a multi-year process that built deep understanding about the practical and economic dimensions of a sustainable multi-benefit urban water system. That built the foundation for the City Council's commitment to, and then unprecedented voter approval of funding for initial implementation of LA's first true Integrated Resource Plan and Program for water--Measure O.

Adel's clear vision and inclusive leadership over 32 years of public service, built from strength to strength as he earned a reputation as a national leader in the management of water, environmental and infrastructure programs and initiatives. His accomplishments are well known and too numerous to name in this brief letter. It is therefore both important and encouraging that the Board of the MWD has recognized Adel's impact in preparing, and readiness to help lead Los Angeles and Southern California to navigate through today's unprecedented urgent and complex challenges to achieve an equitably sustainable, resilient, and regenerative water supply.

I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. We look forward to working closely with Adel and MWD to ensure continued success.

Sincerely,

--

Andy Lipkis

Project Executive
Accelerate Resilience L.A. (ARLA)
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Accelerate Resilience L.A.™ is a sponsored project of Rockefeller Philanthropy Advisors

June 1, 2021

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

via Board Secretary (BoardExecutiveSecretary@mwdh2o.org)

Subject: Congratulations on the Selection of Mr. Adel Hagekhalil for the Next General Manager for MWD

Please accept my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your wisdom for the selection of Mr. Adel Hagekhalil for the position of General Manager.

Mr. Hagekhalil is the right person for the job to lead MWD and Southern California into the future as we face changing climate and shrinking water supplies.

Mr. Hagekhalil is a proven water and organizational leader. He is a transformational leader that builds bridges and partnerships, leads innovation, while creating inclusive cultures. These are the skills needed today to lead a great agency like yours.

Mr. Hagekhalil has 32 years of public service experience in the management of water, environmental and infrastructure programs, and major initiatives. He has been well-recognized in the water sector and across many of our communities in California and the nation as a pioneer in the water world.

On a personal note, I have known Mr. Hagekhalil for over 25 years and had the pleasure of working with him side-by-side as Assistant General Manager from 2007 till my retirement in mid-2015 in the City of Los Angeles, the Bureau of Sanitation. Among many programs that put our organization on the nationwide map was the creation of the Fats, Oils and Grease control program that has been a model for the entire nation to follow. Furthermore, he spearheaded the creation of the risk management and reduction plan for our \$10 billion capital improvement program that has substantially reduced vulnerabilities of the organization. I have further had the pleasure for assisting him in his role as the Executive General Manager for the City's Street Services Bureau in establishing and overseeing a strong strategic management program with him at the lead, every step of the way. All and all, he is extremely resourceful and a strong and pleasant leader.

Mr. Hagekhalil is highly educated and leads from the heart. He is charismatic and engages with front line workers to the appointed and elected officials with outmost respect and cordiality. He has been an amazing team player and has the wisdom that will lead any organization to greatness.

Mr. Hagekhalil has a strong vision in alignment with any organization he has served and has an unshakable commitment to the mission.

I applaud your wisdom for the selection of Adel Hagekhalil to serve as your upcoming General Manager of MWD.

Best regards,

Varouj Abkian

Varouj Abkian, P.E.

818-621-0552

vabkian@gmail.com

Former Assistant General Manager for LA City Bureau of Sanitation

Current MPA Professor for CSUN in Organizational Leadership and Strategic Management

From: [Hussam Ayloush](#)
To: [Board Executive Secretary](#)
Subject: Congratulations on the Selection of Mr. Adel Hagekhalil for the Next General Manager for MWD
Date: Friday, May 28, 2021 5:54:47 PM
Attachments: [image001.png](#)

May 28, 2021

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

via Board Secretary

On behalf of the Greater Los Angeles Area office of the Council on American-Islamic Relations (CAIR-LA) and the Southern California Muslim community, please accept my congratulations to the Board of the Metropolitan Water District of Southern California (MWD) on your selection of Adel Hagekhalil for the position of General Manager.

Mr. Hagekhalil is the right person for the job to lead MWD and Southern California into the future as we face changing climate and shrinking water supplies.

Mr. Hagekhalil is a proven water and organizational leader. He is a transformational leader that builds bridges and partnerships, leads innovation and creates inclusive cultures. These are the skills needed today.

Mr. Hagekhalil's 32 years of public service experience in the management of water, environmental and infrastructure programs and initiatives. He has been well-recognized in the water sector and across many of our communities across California and the nation.

I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. We look forward to working closely with Adel and MWD to ensure continued success.

Best regards,



Hussam Ayloush, M.B.A. | Executive Director
Council on American-Islamic Relations, California

Greater Los Angeles Area Office

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From: [Liz Amsden](#)
To: [DL-Board Support Team](#)
Subject: Adel Hagekhalil
Date: Monday, May 31, 2021 8:23:54 AM

To whom it may concern

My name is Liz Amsden. I work in the film industry dealing with budgets and production logistics and, in a volunteer capacity, have been Co-Chair of the Los Angeles Neighborhood Council Budget Advocates for the majority of the past seven years.

I am writing in support of the Metropolitan Water District board moving forward with Adel Hagekhalil's confirmation as the General Manager.

I first heard of Adel six years ago when interviewing Enrique Zaldivar, General Manager of the massive Los Angeles Sanitation Department. Adel then was the Assistant Director overseeing wastewater and storm water issues for the City.

Water conservation and resilience was and is a priority for me especially then in the middle of a west coast drought. My concerns revolved around what would happen if the water supplies to Los Angeles were cut off. Adel was helping move the City in a more sustainable direction to reduce its reliance on imported water.

A few years later, I was devastated to learn he was leaving Sanitation to move over to what was then Street Services, one of the most important and most dysfunctional departments in Los Angeles.

He may have taken on an overwhelming challenge but, in retrospect, Mayor Garcetti was wise to put Adel in charge.

A few years in, he has transformed the department with a focus on safety, mobility, and sustainability using innovative techniques and partnering with instead of working against other city departments. He has attracted a passionate staff who work on the cutting edge of finding integrated solutions to the infrastructure challenges of our times.

What will be a huge loss for StreetsLA is a real opportunity for the Metropolitan Water District to gain a forward-thinking, goal-oriented and practical General Manager who will confront existing issues and move MWD into the future as the world grapples with climate change and political discord on multiple levels, much of it water-related.

While the City of Los Angeles has less than a quarter of the MWD's jurisdiction of 14 cities, 11 municipal water districts, and one county water authority providing water to 19 million people in a 5,200-square-mile area, he has proven his abilities to address complex problems and to quickly adjust to new circumstances. I really do not think you can go wrong with Adel Hagekhalil.

His experience and connections, his foresight, his commitment to the public interest and the environment as well as a very savvy management style, will bring a new culture of excellence to the

MWD.

The City of Los Angeles might not be averse to having Adel's expertise returned to them but it would be a great loss to the Metropolitan Water District and its stakeholders.

Sincerely,

Liz Amsden

LizAmsden@hotmail.com

From: [Doris Bittar](#)
To: [Board Executive Secretary](#)
Cc: [Talar Samuelian](#); [Doris Bittar](#); [Katya Bachrouche](#); [Rima Daouk](#); [Eman Doreen Kumar](#); [Florence Mattar](#); [nbettendorf](#); [Saleem Erakat](#); [Diane Shammass](#); [Nabhan Simaan](#); [Souhail Toubia](#); [George Majeed Khoury](#); [Ammar Qadan](#); [Wedad Schlotte](#); [Ojeni Touma](#); [Hiam Khaireddin](#); [Jim Rauch](#)
Subject: Congratulations to Mr. Adel Hagekhalil as General Manager for MWD
Date: Monday, May 31, 2021 9:43:41 AM

Dear Executive Board Secretary of the Metropolitan Water District,

We are Southern Californians active with the Southern California chapters of the American Arab Anti-Discrimination Committee - ADC SoCal. We are thrilled and rejoice in the selection of Mr. Adel Hagekhalil as incoming General Manager for the Metropolitan Water District. Mr. Hagekhalil's 32 years of public service in the management of water, environmental and infrastructure programs and initiatives are recognized across California and the nation. Clearly, he has earned and built trust for a broad group of constituents within his field.

Mr. Hagekhalil's talents as a judicious humanitarian and leader are broadly recognized by the regional community on several fronts. His leadership of the Metropolitan Water District and Southern California is a challenging one as we face climate change and shrinking water supplies. As a transformational leader who builds bridges and partnerships, leads innovation, solves problems and creates inclusive discussions, Mr. Hagekhalil's water and organizational leadership inspire deep confidence.

We applaud your recognition and selection of Adel Hagekhalil to serve as General Manager of MWD to bring skills urgently needed for today's and tomorrow's challenges. We look forward to his term to ensure continued success within the diverse communities of Southern California. Accept our community's congratulations to the Board of the Metropolitan Water District of Southern California for their definitive and wise selection.

With Elation and Gratitude,

Los Angeles County

Katya Bachrouche - ADC Los Angeles County Board
Rima Daouk - ADC Los Angeles County Board
Eman Doreen Kumar ADC Los Angeles County Board
Florence Mattar - ADC Los Angeles County Board
Doris Bittar - ADC Southern California Organizer

Orange County

Nadia Bettendorf - ADC Orange County Board
Saleem Erakat - ADC Orange County Board
Diane Shammass - ADC Orange County Board
Nabhan Simaan - ADC Orange County Board
Souhail Toubia - ADC Orange County Board
Talar Samuelian - ADC Southern California Organizer

San Diego County

George Majeed Khoury - ADC San Diego County Board
Ammar Qadan - ADC San Diego County Board

James Rauch - ADC San Diego County Board
Wedad Saleh Schlotte - ADC San Diego County Board
Ojeni Touma - ADC San Diego County Board
Hiam Khairuddin - ADC San Diego County Board

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From: [Judi Miller](#)
To: [Board Executive Secretary](#)
Subject: Adel Hagekhalil - colleague and friend
Date: Monday, May 31, 2021 3:49:58 PM

Dear Board Executive Secretary,

Please convey to the Board my wholehearted support for the selection of Adel Hagekhalil as the new General Manager of Metropolitan.

I was fortunate enough to work closely with Adel in the development of the City of LA's first Integrated Water Resources Plan (IRP) and subsequent One Water LA Plan. These programs broadened the perspectives of the City's water, wastewater and stormwater planning approaches. The tremendous successes of these programs were largely due to Adel's vision and leadership, embracing the City's most ardent naysayers and transforming them into close friends and supporters. The support by these stakeholders turned out to be invaluable when the Bureau of Sanitation sought a rate increase subsequent to completion of the IRP.

Adel's unique blend of talents for building collaboration while guiding and steering the ship is unparalleled. He is an inspiring communicator, astutely considerate of both personal and political sensitivities. And his technical background grounds him in his ability to appreciate technical details while maintaining the broader, visionary perspective of what's possible.

I have also been fortunate to have been working directly as a consultant to Metropolitan's Engineering Services Group for many years. I am certain that my colleagues at Metropolitan will thrive under Adel's leadership, enhancing their abilities to advance Metropolitan's mission and goals.

Thank you for the opportunity to share with you and the Board some of my experience working with Adel and witnessing the tremendous impact he is capable of achieving. I look forward to continuing to support you all as we jointly face the water resource management challenges that lie ahead.

Respectfully,

~ Judi Miller, P.E.
judimiller0315@gmail.com

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JORDAN BRANDMAN
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DINA L. NGUYEN, ESQ.
KELLY ROWE, C.E.G., C.H.
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TRI TA
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ORANGE COUNTY'S GROUNDWATER AUTHORITY

OFFICERS

President
STEPHEN R. SHELDON

First Vice President
CATHY GREEN

Second Vice President
TRI TA

General Manager
MICHAEL R. MARKUS, P.E., D.WRE

Delivered via email to
BoardExecutiveSecretary@mwdh2o.com

May 28, 2021

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

Subject: Appointment of Mr. Adel Hagekhalil as General Manager

Dear Madame Chairwoman and Board Members,

Please accept my congratulations to the Board of Directors of the Metropolitan Water District of Southern California (MWD) on your selection of Mr. Adel Hagekhalil for the position of General Manager.

Mr. Hagekhalil is the right person for the job to lead MWD and Southern California into the future as we face changing climate and shrinking water supplies. Mr. Hagekhalil is a proven water and organizational leader. He is a transformational leader that builds bridges and partnerships, leads innovation, and creates inclusive cultures. These are the skills needed today. Mr. Hagekhalil's 32 years of public service experience in the management of water, environmental and infrastructure programs, and initiatives will provide MWD with the leadership it needs to meet its future challenges. He has been well-recognized in the water sector and many of our communities across California and the nation.

I applaud your selection of Mr. Adel Hagekhalil to serve as General Manager of MWD. I look forward to working closely with Adel and MWD moving forward in the future.

Sincerely,

Michael R. Markus, P.E., D.WRE, BCEE, F.ASCE
General Manager

Cc: OCWD Board of Directors

From: [Jim Stahl](#)
To: [Board Executive Secretary](#)
Subject: Re:Mr. Adel Hagekhalil
Date: Friday, May 28, 2021 5:48:12 PM

Honorable Chairwoman Gray
Honorable Board of Directors
The Metropolitan Water District of Southern California

I am writing to express my unqualified support for the selection of Mr. Adel Hagekhalil as the next General Manager for MWD.

In way of background I am the former Chief Engineer and General Manager of the Sanitation Districts of Los Angeles County and have been in the water environment profession for over 50 years.

I have known and worked with Mr. Hagekhalil for over 25 years. During that time I found him to be an inspirational leader who understands the intricacies and nuances of the water world and possesses the skills of listening to all points of views in forging strategic alliances and necessary agreements for the general good. He has outstanding and proven managerial skills, is technically astute and understands the priority of addressing climate change in an environmentally sound and cost efficient manner. Mr. Hagekhalil is a quick learner, a team player and ethically grounded. Importantly, he promotes and practices leadership based on the inclusion of all cultures.

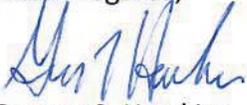
I firmly believe Mr. Hagekhalil would be an outstanding choice for the General Manager of MWD. I wish you the best in your decision making process.

Jim Stahl
4861 Browndeer Lane
Rancho Palos Verdes, CA 90275.

I applaud your selection of Adel Hagekhalil to serve as General Manager of MWD. My colleagues and I at Moonshot look forward to working closely with Adel and MWD to ensure continued success.

Please feel free to contact me at 202-770-7632 or george@moonshotmissions.org if I can answer any questions or be of service to MWD or the Board in any way.

Warm regards,

A handwritten signature in blue ink, appearing to read "George S. Hawkins".

George S. Hawkins
Founder and CEO
Moonshot Missions

Past GM and CEO, DC Water