

Dear Mrs. Somers:

Counsel advises that the circumstances surrounding my termination of employment with SAIAT produced a prima facie case for age discrimination. Furthermore, he holds that the associated Release of Claims presented by you and **SJ** is invalid in that it did not comply with the requirements of the Federal Age Discrimination in Employment Act.

I therefore have prepared a case for presentation to the Civil Rights Division of the Office of the Arizona Attorney General and to the US Equal Employment Opportunity Commission.

You may possibly share my concern regarding engaging in such a detailed and expensive procedure. Accordingly, please accept my offer to release both you and the SAIAT Board of Directors from liability regarding this and any subsequent claim in return for the payment of four additional months of base pay to serve as final severance.