

From: Ax Feltenberger [faxf@aol.com]
Sent: Thursday, June 20, 2013 11:15 AM
To: Steve Paige; Linus Carroll; Leo Rolfes; Ken Dixon; Sharon Schlott; Jim Swanson
Subject: Susan

To All,

Late last evening I received a phone call from Susan. She and her attorney have settled her Workers Compensation claim but in doing so, she must sever her ties with The Islander. Steve Page and I talked about the situation last evening. Steve was going to contact a fellow agent who is more familiar with workers comp so we could explore options. This morning I had a long talk with Susan. I asked what she thought was best for her and what she wanted to do. For many reasons, she said she would like to retire.

In our contract committee discussions, we had discussed a severance package of ninety days pay plus vacation earned up to the point of severance. I would like your opinion of awarding Susan the previously mentioned severance package as we have no formal contract with her.

Susan has suggested a gentleman named Jack Chumley as a possible candidate for her position. I asked that she forward a synopsis of and points of contact for Mr. Chumley for our consideration. Since both Stephen and Megan have CAM licenses, I believe we can use them as a stop gap measure until a new GM can be determined. We also discussed check signing authority. Since it's necessary to have two signatures on checks, until we can get a new CAM, I can sign checks but I suggested Leo as treasurer, be authorized to sign checks as well. Susan has asked for a few days before she announces her decision to The Islander staff.

The situation is unfolding rapidly so expect changes. In the past years, Susan has done a wonderful job in many difficult situations on our behalf. It is with some regret I send this email as The Islander will have lost a valuable asset. I take some comfort in knowing the decision she made is in her best interest at this time in her life.

"Ax"=

EXHIBIT "A"