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*Admitted in Kentucky and Ohio
 **Admitted in Indiana, Illinois and Ohio
 ***Admitted in Colorado, Kentucky and Ohio

April 20, 2010

VIA U.S. CERTIFIED MAIL - RETURN RECEIPT REQUESTED

Mr. Barry Porter, Mayor
 Wyoming City Council
 800 Oak Avenue
 Wyoming, Ohio 45215

Ms. Pamela Kamm
 Wyoming City Council
 800 Oak Avenue
 Wyoming, Ohio 45215

Mr. Jim O'Reilly, Vice Mayor
 Wyoming City Council
 800 Oak Avenue
 Wyoming, Ohio 45215

Ms. Jenni McCauley
 Wyoming City Council
 800 Oak Avenue
 Wyoming, Ohio 45215

Ms. Lynn Crider
 Wyoming City Council
 800 Oak Avenue
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Mr. Will Papp
 Wyoming City Council
 800 Oak Avenue
 Wyoming, Ohio 45215

Mr. Walter Cordes
 Wyoming City Council
 800 Oak Avenue
 Wyoming, Ohio 45215

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Re: Jennifer Chavarria/City of Wyoming

Dear Mayor, Vice Mayor, and Council Members:

Our firm has been retained to represent Jennifer Chavarria in connection with her employment with and constructive discharge from the City of Wyoming.

Ms. Chavarria was employed as the City's Finance Director for over 5 years at the time of her constructive discharge. During her employment with the City, Ms. Chavarria was a loyal, dedicated, exemplary employee who was the recipient of numerous accolades and enjoyed many career successes, including, but not limited to, consistent merit-based salary increases, positive performance reviews, receipt of the "Certificate of Excellence in Financial Reporting" award in 2004, 2005, 2006, 2007, and 2008, a Standard & Poor's debt rating increase from AA to AA+ in 2006, a Standard & Poor's debt rating increase from AA+ to AAA in 2009 - an increase that makes the City's debt rating the highest in the State of Ohio, and receipt of the "Auditor of State Making Your Tax Dollars Count" award in 2005, 2006, and 2007. Additionally, Ms. Chavarria earned an 8.97% salary increase in January of 2009, and as recently as July of 2009, Ms. Chavarria's performance was praised by City Manager Bob Harrison, who told her that he believed that Ms. Chavarria would eventually be known as the best Finance Director in the State of Ohio. Along with that praise, Mr. Harrison gave Ms. Chavarria longevity pay, which is a merit-based bonus based on her performance.

Nevertheless, a month later, after Ms. Chavarria refused to engage in conduct which was inappropriate, unethical, deceitful, and unlawful at the demands of Mr. Harrison, Ms. Chavarria was informed by Mr. Harrison that due to alleged issues with her performance, Ms. Chavarria had six months to find another job, or she would be fired. Prior to August of 2009, Ms. Chavarria was never informed by Mr. Harrison or anyone else that there were issues with her performance.

Throughout Ms. Chavarria's employment with the City, she was subjected to gender based discrimination by Mr. Harrison, which includes, but is not limited to, Mr. Harrison treating her differently than similarly situated male employees, Mr. Harrison making unusual demands that often included unethical behavior, when he did not make the same demands of male employees, Mr. Harrison constantly trying to bully Ms. Chavarria into engaging in unethical activities in her job, which she refused to do, and Mr. Harrison repeatedly making sexist comments.

With respect to Mr. Harrison's sexist comments, on one occasion, Mr. Harrison told Ms. Chavarria that he and the another department head knew Ms. Chavarria was pregnant before she announced her pregnancy at work, because they noticed that her breasts were bigger. On another

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occasion, while Ms. Chavarria was at a work lunch with Mr. Harrison, he commented that the server's gluteus maximus was so tight that he knew he could bounce a quarter off of it, and proceeded to remove a quarter from his pocket and throw it at the server's backside. On another occasion, when the City had a vacancy for the job of Communications Coordinator, Mr. Harrison told Ms. Chavarria that Mr. Harrison was glad that the City did not hire an attractive female for the job because Mr. Harrison would be "hitting it" all day.

The most recent inappropriate demands of Mr. Harrison which Ms. Chavarria refused to agree to entails Mr. Harrison directing Ms. Chavarria to change Ms. Chavarria's evaluation score of a civil servant applicant, Lori Donnelly, who was friends with Mr. Harrison, so that Ms. Donnelly would make the top ten of candidates for the City's Accounting Specialist position. In another instance, Mr. Harrison demanded that Ms. Chavarria ignore IRS law which mandates that fringe benefits, such as cell phones, be taxed. On another occasion, Mr. Harrison demanded that Ms. Chavarria change her evaluation of a proposed depository for the City's funds so that the bank, whose Board of Directors the City's Mayor formerly sat on, would get the City's business, which was a conflict of interest.

Mr. Harrison was also aware that Ms. Chavarria knew that he frequently ordered his assistant, Lynn Tetley, to run Mr. Harrison's personal errands, while Ms. Tetley was being paid by the citizens of Wyoming to do her job with the City. Such errands include Ms. Tetley cleaning Mr. Harrison's office, taking him to and from the hospital following the birth of his daughter, driving him around when his car is in the shop, and running numerous other personal errands for Mr. Harrison on City time.

Due to the facts and circumstances regarding Ms. Chavarria's constructive discharge from the City, we have grave concerns that Ms. Chavarria has been the victim of discrimination in her employment with the City. Therefore, we plan to file suit on Ms. Chavarria's behalf if we are not able to resolve this matter amicably.

However, in the interest of avoiding the time, expense and uncertainty of litigation, Ms. Chavarria has authorized me to make a settlement proposal on her behalf. Specifically, she will execute a waiver and release of claims in exchange for a lump-sum payment of \$120,000.

We feel this proposal is very reasonable considering Ms. Chavarria's exemplary work record, the facts and circumstances of her termination, the cost of litigation, and Ms. Chavarria's likelihood of success at a trial of this matter, including her potential for recovery of attorney's fees, emotional distress damages, and punitive damages, all of which we estimate to be in excess of \$400,000.

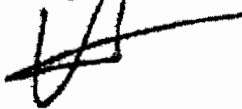
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Please consider this proposal and contact me as soon as possible, but by no later than April 30, 2010 with the City's response. In the interim, we will refrain from filing suit against the City on Ms. Chavarria's behalf.

I look forward to hearing from you and hope we are able to resolve this matter amicably.

Regards,



Heather M. Schisler

cc: Jennifer Chavarria