

As an alternative to these formal proceedings and as a courtesy to you, the Administration would recommend that the Board accept your resignation if you tendered it effective immediately. If you choose to resign, you must tender your written resignation to me or Michael Rivera no later than noon, Tuesday, January 4, 2011.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert D. Haws". The signature is written in a cursive style with a large, stylized initial "R".

Robert D. Haws
For the Firm

RDH:pjs

Enclosure

cc: Michael Rivera (w/encl.)

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