

Because SEC is charged with employment discrimination, because of Trustee Wagner's alleged improper conduct, SEC is entitled to submit

"A Statement of Position or Evidence Regarding the Issues Covered by This Charge."

As SEC's Attorney, I believe a committee of trustees should immediately investigate the charges and with the Company Attorney, compose a "Position Statement" which should be submitted to the State Human Rights Bureau and EEOC to show that the conduct of Mr. Wagner, if true, will not be tolerated.

I further believe that the Board should consider offering Kathy Torres an employment contract for a period of years. The contract can be worked out by Ms Torres, her attorney, the Board Committee and the Cooperative Attorney, subject to Board approval.


As further proof of the Company's good faith, Charles Wagner should agree to stay away from Ms. Torres and stay out of the Co-op's Headquarters Office while she is on duty.

Further sanctions against Mr. Wagner can be considered if he refuses to stay away from Ms. Torres.

I have given the Board some options on how to precede. Something positive and definite needs to be done by the Board and sent to EEOC. At the same time, Ms. Torres deserves respectful treatment in an attempt to mollify her concerns. The Cooperative should seek a settlement agreeable to all concerned.

Thank you for your prompt action.

Very truly yours,

  
DENNIS R. FRANCLISH  
Attorney at Law

DRF/djg

Encl: As Stated