

Fred Webberking

From: Fred Webberking <fred@fredwebberking.com>
Sent: Monday, August 5, 2019 6:09 PM
To: 'Matthew Lewis'
Subject: RE: release agreement

From: Matthew Lewis [<mailto:matthew.lewis@fitesa.com>]
Sent: Monday, August 5, 2019 5:30 PM
To: fred@fredwebberking.com
Subject: release agreement

Fred –

I know today was not an easy conversation to hear, and I appreciate your professionalism throughout the process. Regarding your question about the discretionary payout and the option of your eligibility, I was able to have some conversation about that. The guideline for being actively employed at time of payout to trigger eligibility is firm and cannot be changed. We are not able to make an exception to that program. I was able to get approval to increase your lump sum payment amount. Your discretionary payout would have been equivalent to approximately \$7711.20 gross. I can increase your lump sum amount by \$3855.60 (50% of that amount) making your revised total \$11072.50. If this is acceptable to you, please let me know and I will send you a revised document with the new amount.

Please let me know if you have any questions or concerns about any topic -

Matthew Lewis
Human Resources Director



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