



January 30, 2014

Mr. Stan Miller
[REDACTED]

RE Notice of Discharge

This letter is written notification that you are discharged from employment at Little Rock Wastewater effective 01/30/14.

Following your suspension on 12/10/13, a number of your management practices were brought to LRW's attention in addition to the reports regarding the locating of your camper/trailer on LRW property.

These practices include:

- Use of LRW personnel to perform personal tasks for you while on the clock;
- Permitting a non-employee access to LRW's facilities;
- Using profanity and intimidation in carrying out your management of personnel;
- Allowing personnel under your supervision to consume alcohol during working hours while on the clock at Christmas celebrations sponsored by you at a shooting club; and
- Ignoring the personal protective safety rules and thus undermining the enforcement of these safety rules for the personnel you supervisor.

These practices are unacceptable for a manager and also violate LRW's policies.

Enclosed is your final paycheck which includes your Paid Time Off (PTO) hours. You will receive separately notifications for your benefits and Cobra.

Please contact Michael Kline at 688-1468 concerning the return of any company property you may have in your possession, as well as to make arrangements to pick up any personal belongings.

LITTLE ROCK WASTEWATER

A handwritten signature in cursive script, appearing to read "Lynn Luther".

Lynn Luther, SPHR
Human Resources Administrator