

# DAVID P. GRIFFIN

September 14, 2008

Ms. Leticia R. Voneida,  
Federal Investigator  
U.S. Equal Employment Opportunity Commission  
San Antonio, Field Office  
5410 Fredericksburg Road, Suite 200  
San Antonio, Texas 78229-3555

Dear Ms. Voneida,

Thank you very much for the phone conversation. After working for these people for the last three years I feel negotiations maybe futile. But, I am willing to under go the process in the hope that we can negotiate this quickly and to everyone's satisfaction.

Several of the conditions that I want to propose

1 – Linda Litowsky unprofessional conduct toward my personal hygiene and me is truly a large portion of the problem. Although I do not condone the illegal activity that I have pointed out, and since no apology could be considered sincere at this time, the best possible solution would be for Linda Litowsky resignation from PACT. I would settle for sensitivity training for Linda Litowsky, Garry Wilkerson, and Susan Harper.

2 – An HR person has to be appointed and have independent access to employee's, contractor's, management and the board of directors. There has to be a safe and anonymous communication between these three parties. Unlike the system that currently exists at PACT today. Management often says their doors are open, but the reality is their minds are closed.

3 – There has to be direct communication between the staff and the board of directors.

4 – The board of directors has to explain in writing why they did not follow the policies stated in the employee handbook? That clearly states, "If a staff member complains in writing about management to the board. The board will respond within five business days". Why did this not happen?

5 – Policy at Public Access Television has to be amended to insure that all Federal Laws concerning age, race, and disabilities (such as dyslexia) are being followed. That the hiring practices for the elderly be in place (i.e. more people over the age of 42 being hired) and disabled Americans are being given a fair and equal chance at

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employment and when they are employed they are given the tools that they need, such as dictation software programs. Will be made available if needed and if the cost of the tools are prohibited the employee is given the opportunity to share in the expense. As long as the employer makes a good faith effort to help and hire the disabled.

6 - Three years salary at \$ 32, 000.00 per year is \$ 96,000.00 this is the amount I would have made if I had been allowed to complete the contract that ends in 2011. The \$ 4, 0000.00 that was offered and the waiver to sign all my rights away were completely ridiculous. So, the employer needs to come up with a settlement offer closer to reality.

7 - I also would have been able to enjoy health insurance over the same time period and feel the employer should cover me for my insurance for the next three years either by carrying me in their employee program or pay for my Cobra.

8 - References - I need to be reassured that if I use Public Access for a reference that I will not be slandered. A prepared statement can be read that PACT will furnish to me that follows the guidelines of the law and a letter of recommendation that they prepare that I can show to a perspective employer that displays no malice.

- a. Garry Wilkerson has made many untruthful statements about me to the staff members. A list of all people that Garry has told mistruths to and what those mistruths where so that they can be corrected.

In return for all of this I will cease any legal activities for litigation against PACT the City, the Board of Director's, and individuals at PACT.

Also all News reports, documentaries, open records, and inquiries about PACT management and Board of Directors will cease. Any video's posted on any websites will be taken down and I promise never to talk to anyone about PACT, the people I worked with or anything that went on there ever again.

I wish to put these horrible 3 years of my life behind me and if I had anyway to erase it from my resume all together that would be preferable.

Feel free to share this with my former employer. I will be happy to email a copy to them the quicker they know there can be a resolution the better off we all will be.