

# MEREDITH

COLLEGE

May 21, 2010

Eddie Wheeler  
Police Captain  
Office of Campus Police

Dear Eddie:

As we have discussed, because of the need to decrease the College's budget, it is necessary to eliminate your position effective immediately. Please know that this decision is based on College need and a reorganization of duties that will allow the College to remain financially stable. This decision in no way reflects on your job performance.

We realize that this situation is a very difficult one, and we want to assist you as much as we can in your search for other employment. Please know that we will be as flexible as possible with time off to allow you to attend interviews or address other needs. Counseling, career counseling, and chaplain services will also be available to aid you in transition or to assist you with resume preparation or interviewing skills. If you would like to take advantage of any of these options, please contact Beth Meier (760-8427), Marie Sumerel (760-8341), Sam Carothers (760-8346), or Pam Davis (760-8760).

Contingent upon your return within five days of weapons, keys, badges, ID card, Meredith Police ID card, uniforms, remaining equipment and any other college property, you will be paid through June 30, 2010, for your regular hours (36 per week). Between now and June 30th, you will continue to accrue and use vacation hours as usual. Upon separation from employment, you will be paid for any unused, accrued vacation.

Eligibility for unemployment insurance benefits is determined by North Carolina state law. You may use this letter if you decide to apply for unemployment insurance benefits through the North Carolina Employment Security Commission.

The Office of Human Resources will send you information regarding continuation of health, dental and other benefits through COBRA. Benefit coverage for you and any covered dependants will end on the last day of the month in which you cease to be eligible for coverage, which will be June 30, 2010. If you wish to take advantage of this option, continuation of benefits must be elected within 60 days from the date of loss of coverage.

Life and long-term disability are not part of this COBRA package; however, there are options that will allow you to convert your current policy to a non-group policy. If

you are interested in this option or have any questions regarding your benefits, please contact Maripat Plocki, Benefits Administrator, at 760-8360, for assistance.

You may request to withdraw available funds from your retirement plan, including those made on your behalf by the College. Please be aware that there can be significant tax penalties for doing so. You may also elect to leave those funds in place or roll them over to a qualified IRA or other acceptable fund option.

While there is no recall right available to you, if you are rehired at Meredith for a benefit eligible position within a one year period, your time in service and accrued sick leave will be restored to the amounts you had prior to this termination.

We sincerely regret the necessity for this action. We would not take these measures were it not absolutely necessary for the financial stability of the College. Please let me know if there is anything that I can do to help make this difficult transition easier.

Sincerely,

A handwritten signature in black ink, appearing to read "N. Jean Jackson", with a long, sweeping flourish extending to the right.

N. Jean Jackson,  
Vice President for College Programs

cc: David Kennedy, Chief  
Human Resources