

From: John Wallace

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To: Binker, Mark

Raleigh, North Carolina

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I represent the North Carolina Democratic Party and have done so for a number of years. In the late Fall of 2011, I undertook representation of the Democratic Party in a personnel matter arising from certain contentions made by a former employee. I addressed the matter in a manner that was professional and respectful of the interests of the former employee. As with most personnel matters, particularly matters arising from assertions of a former employee, the parties saw matters differently. In this type of situation, it is difficult, if not impossible, to ascertain the truth. My task was to address and resolve the matters presented to me equitably and appropriately. I did so. I engaged in a polite, respectful negotiation with the complainant, resulting in a mutually agreed resolution satisfactory to both parties. The parties contemplated that the terms of the agreement would remain confidential, but at the same time, explicitly contemplated that the dispute between the parties would not be prejudicial to the former employee nor to my client. The former employee has acknowledged that he had a satisfactory working relationship with the Democratic Party.

An EEOC charge was filed arising from this dispute. A copy of the charge is attached. Matters of this sort are routinely negotiated and settled confidentially. In fact, the processes of the federal agency with jurisdiction over employment disputes, the Equal Employment Opportunity Commission (EEOC), are confidential. The EEOC's mediation and settlement processes are confidential. The system put in place

by the EEOC promotes compromise and settlement, as was done here. I am surprised at the eagerness with which the press and others would seek to have the parties violate the terms of their agreement.

Beyond this statement, I cannot and will not comment.

John R. Wallace

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