

From: Wayne.M.Cassard@kp.org <Wayne.M.Cassard@kp.org>
Date: Dec 15, 2006 5:16 PM
Subject: Re: Fw: Request for Meeting
To: [Justen Deal]

Dear Justen,

As you know, you currently are on administrative leave with full pay from SCPMG. As your employer, SCPMG expects you to cooperate with this investigation and comply with its instructions while you remain on paid administrative leave.

KFHP and SCPMG are conducting the ongoing forensic investigation and I am working at the behest of both entities. The interview that we have scheduled for Tuesday, December 19 is an investigatory interview. SCPMG expects that you will make yourself available, in person, for that interview. It is not appropriate to conduct the interview in writing, as you suggest, by providing you with written questions.

Please tell me not later than Monday, December 18 at noon if you will attend the requested interview at Walnut Center at 1 p.m. on December 19.

If you elect not to cooperate with this request, you will have refused to comply with an instruction from your employer and, as such are not entitled to remain on paid administrative leave. Should you elect not to appear as instructed, we will discontinue the paid status of your administrative leave. Paid administrative leave status only continues so long as you comply with your employer's requests during paid leave. Absent such compliance, your administrative leave status will be converted to that of unpaid.

In addition, if you elect not to appear at this investigative interview, we will conclude the investigation based upon the facts and information we have gathered in good faith, and come to a decision on appropriate next steps, without your input.

I look forward to hearing from you soon.

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