

RELEASE OF ALL CLAIMS

I, Marie Foote, President of Association Law Enforcement Allied Services Personnel, Local 218 (ALEASP), for and in consideration of the promises contained in the settlement agreement of which this release is made a part, hereby waive and release any and all claims which ALEASP may have, up through the date of this release, under the Age Discrimination in Employment Act (ADEA), and the Older Workers Benefit Protection Act (OWBPA), against the City of Milwaukee, the Fire and Police Commission, and any and all other City departments or officers, arising from status of Police Service Specialists relative to the City's group health insurance plans, or their exclusion therefrom, including any claims for damages, attorney fees, costs. This release includes any claim arising out of the facts and circumstances which gave rise to the complaint and charge of discrimination under the ADEA and OWBPA, alleged in EEOC Charge No.260A10699; ERD Case No.CR2001-01280, which was filed on March 27, 2001 by ALEASP on behalf of its members.

This release and waiver is made knowingly and voluntarily. I specifically acknowledge receipt of a copy of the settlement agreement. I have been advised to consult with an attorney, and have had an opportunity to consult with an attorney, prior to signing this release. I have had a reasonable period of time within which to consider the settlement agreement of which is release and waiver is a part.

In witness whereof, I have hereunto set my hand and seal at Milwaukee, Wisconsin, this _____ day of _____, 2001.

Marie Foote, President, ALEASP, Local 218
Subscribed and sworn to before me

Marie Foote, President, ALEASP, Local 218

Subscribed and sworn to before me
This ____ day of _____, 2001.

Notary Public, State of Wisconsin
My commission:_____

SHNEIDMAN, HAWKS & EHLKE, S.C.

By: JEFFREY P. SWEETLAND
Attorneys for ALEASP, Charging Party