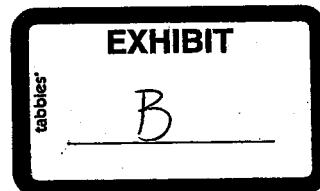


RELEASE OF ALL CLAIMS

The undersigned releasers, Nancy E. Grider and Lawrence P. Zieger, for and in consideration of the sum of Thirty Three Thousand and no/100ths Dollars (\$33,000.00), paid as Five Thousand and no/100<sup>th</sup> Dollars (\$5,000.00) less all appropriate deductions, as and for back pay, and Twenty Eight Thousand and no/100ths Dollars (\$28,000.00), as and for attorney fees and costs, and other good and valuable consideration and the promises contained in the settlement agreement of which this release is made a part, in full compromise and settlement of all claims, including claims for salary, lost wages, back pay, pension contributions or other employee benefits, compensatory damages, punitive damages, attorneys fees, costs and interest, do for themselves, their heirs, executors, administrators and assigns, forever release and discharge the City of Milwaukee, the Department of Public Works, Water Works Division, and the following individuals in both their official and individual capacities, James Kaminski, Carrie Lewis, A.J. Henry, Richard J. Regent, Henry Thomas, Dale Mejaki, George Greuttner, and Allan Therriault, and any and all other City departments or officers, together with their agents, employees, legal representatives, heirs, successors, and assigns, from liability for any and all complaints, claims, charges, demands and liabilities of any kind or nature, whether filed or unfiled (specifically included, but not limited to, any federal or state actions) for any statutory, constitutional or common law cause of action which could be filed for compensatory and other damages, and attorneys' fees and costs arising from Grider's employment or separation from employment by the City of Milwaukee, including, but not limited to, claims arising out of the facts and circumstances which gave rise to the complaints in Grider v. City of Milwaukee, et al,

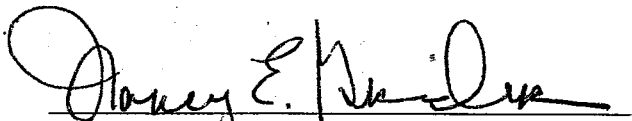


United States District Court Case No. 00-C-156, or EEOC Charge No. 260990579 and any state or federal action based thereon.

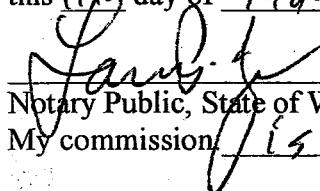
The foregoing release has been read and understood by the undersigned before signing thereof.

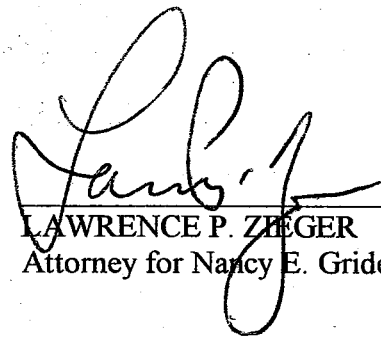
In witness whereof, I have hereunto set my hand and seal at Milwaukee, Wisconsin, this

19<sup>th</sup> day of March, 2001.


  
Nancy E. Grider

Subscribed and sworn to before me  
this 19<sup>th</sup> day of March, 2001.

  
Notary Public, State of Wisconsin  
My commission is permanent

  
LAWRENCE P. ZEIGER  
Attorney for Nancy E. Grider

Subscribed and sworn to before me  
this 19 day of March, 2001.

  
Notary Public, State of Wisconsin  
My commission: 3-31-02