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**halunenlaw**

EMPLOYMENT · CONSUMER · WHISTLEBLOWER

**VIA ELECTRONIC & U.S. MAIL**

November 1, 2017

Joseph M. Windler  
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**RULE 408 CONFIDENTIAL COMMUNICATION**

***Re: Theodore Haugland v. Viracon, Inc.***

Dear Joe:

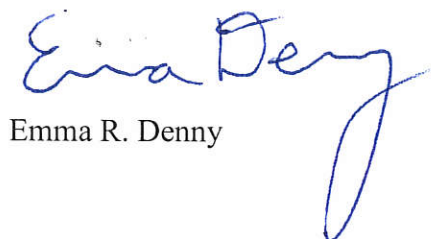
Thanks for speaking with me yesterday regarding the above-referenced matter. While it's apparent our respective clients have much different views of the value of this matter, my client does feel it would be beneficial to explore the possibility of a negotiated resolution, as to avoid the time and expense of litigation.

At this time, he has authorized me to offer to settle this matter in exchange for a payment of \$250,000. Once the EEOC has concluded its investigation and issued a determination, this offer will be off the table, and any future offers of settlement will necessarily be higher, to reflect my client's ongoing damages and attorneys' fees and costs.

Let me know if your client has a substantive response to this offer. Alternatively, we would be open to discussing the engagement of a mutually agreeable mediator to help facilitate resolution. Thank you and I look forward to hearing from you.

Best Regards,

**HALUNEN LAW**



Emma R. Denny