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July 27, 2020

VIA E-MAIL – SHERRI.GREENBERG@CENTRALHEALTH.NET

Sherri Greenberg
Chair, Board of Managers
Central Health
1111 East Cesar Chavez St.
Austin, TX 78702

Re: Larimen Wallace

Dear Ms. Greenberg:

I represent Larimen Wallace concerning an employment dispute with Central Health and related parties. The purpose of this letter is to notify you of Mr. Wallace's complaint and to propose a fair resolution. After investigating this matter, it is clear that Central Health wrongfully terminated Mr. Wallace in violation of 42 U.S.C. § 1981, the Civil Rights Act of 1964, and the Texas Labor Code.

Mr. Wallace, who is African American, first began working for Central Health in September 2005. For the duration of his employment, Mr. Wallace always gave his best efforts, had no disciplinary history, and had every intention of working for Central Health until his retirement.

In September 2019, Mr. Wallace attended the Equity Space Conference where he received an award. After Mr. Wallace received the award, he returned to his table where a board member asked to take a selfie with him. Mr. Wallace obliged. Later, to Mr. Wallace's surprise, the CEO, Mike Geeslin, Caucasian, told Mr. Wallace that the board member alleged that he touched her inappropriately. There is no truth to this allegation. However, Central Health told Mr. Wallace that he had to either quit or be terminated.

This action against Mr. Wallace is pretext for discrimination and retaliation. In fact, Mr. Geeslin had long sought to terminate Mr. Wallace. The real reason for terminating Mr. Wallace was unlawful race discrimination and retaliation.

In an effort to resolve this matter, Mr. Wallace offers to waive any and all claims he may have against Central Health in exchange for a severance of 2 years

