

RECEIVED

DEC 27 2011

STATE OF IOWA
AND
JUDY DAVIDSON

IA DEPT. OF
ADMINISTRATIVE SERVICES

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Human Services, hereinafter the State, and Judy Davidson, hereinafter the Grievant, enter into the following Agreement in full and final resolution of the grievance filed by the Grievant, DAS-HRE No. 12-0465, that alleged a violation of Iowa Administrative Code 11-60.2(BA) Disciplinary Actions.

This settlement arose out of a situation in which the Grievant's employment was terminated on November 28, 2011.

The parties have agreed to the following:

1. The termination letter will be removed from the Grievant's file and replaced with this Agreement, which will constitute a voluntary resignation effective November 28, 2011, upon execution of this Agreement.
2. The Grievant agrees to no future application to or employment with the Iowa Department of Human Services.
3. In consideration of the foregoing, the Grievant will withdraw the above referenced grievance and the Grievant waives any and all claims, demands, actions, liability, damages, or rights and causes of action of any kind whether known or unknown, foreseen or unforeseen, against the State of Iowa, its current or former officers, employees and agents arising out of or resulting from the State of Iowa's employment relationship with the Grievant. These claims include, but are not limited to, all claims arising under federal, state, and local statutory or common law, and all demands, claims, damages, liabilities and causes of action at law or equity, whether known or unknown, which the Grievant has, had, or claims to have against the State of Iowa or its employees, in their personal or official capacity, with respect to any demands, claims, damages, liabilities and causes of action at law or equity based upon or directly or indirectly arising out of her employment relationship.
4. The Grievant hereby agrees not to disclose the terms of this Agreement and not to discuss this matter, including the investigation resulting in her discharge, with anyone other than her legal representative.
5. The Grievant agrees to refer any and all reference checks to the Iowa Department of Human Services, Bureau of Employee Services, and knows that any such reference checks will be limited to confirmation of her dates of employment, last position held, rate of pay, the amount of accrued vacation and sick leave, and the amount of accrued vacation and sick leave that was used. The obligation under this paragraph is separable and any failure by the State of Iowa and the Iowa Department of Human Services to perform the obligation in this paragraph will only give rise to an action to enforce this paragraph.
6. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
7. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or

cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE

Stephanie L. Reynolds 12/28/11
Stephanie L. Reynolds Date
Labor Relations Specialist
DAS-HRE

FOR THE GRIEVANT

Judy Davidson 12/28/2011
Judy Davidson Date
Grievant

Marc Baty 12/28/11
Marc Baty Date
Service Area Manager
Iowa Department of Human Services

12-0486

RECEIVED

JAN 5 2012

STATE OF IOWA
AND
TERRY MCALLISTER

IA DEPT. OF
ADMINISTRATIVE SERVICES

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services, Human Resource Enterprise, and Department of Human Services, hereinafter the State, and Terry McAllister, hereinafter the Grievant, enter into the following Agreement in full and final resolution of the grievance filed by the Grievant, DAS-HRE No. 12-0486, that alleged a violation of Iowa Administrative Code 11-60.2(8A) Disciplinary Actions.

This settlement arose out of a situation in which the Grievant's employment was terminated on November 28, 2011.

The parties have agreed to the following:

1. The termination letter will be removed from the Grievant's file and replaced with this Agreement, which will constitute a voluntary resignation effective November 28, 2011, upon execution of this Agreement.
2. The Grievant agrees to no future application to or employment with the Iowa Department of Human Services.
3. In consideration of the foregoing, the Grievant will withdraw the above referenced grievance and the Grievant waives any and all claims, demands, actions, liability, damages, or rights and causes of action of any kind whether known or unknown, foreseen or unforeseen, against the State of Iowa, its current or former officers, employees and agents arising out of or resulting from the State of Iowa's employment relationship with the Grievant. These claims include, but are not limited to, all claims arising under federal, state, and local statutory or common law, and all demands, claims, damages, liabilities and causes of action at law or equity, whether known or unknown, which the Grievant has, had, or claims to have against the State of Iowa or its employees, in their personal or official capacity, with respect to any demands, claims, damages, liabilities and causes of action at law or equity based upon or directly or indirectly arising out of her employment relationship.
4. The Grievant hereby agrees not to disclose the terms of this Agreement and not to discuss this matter, including the investigation resulting in his discharge, with anyone other than his legal representative.
5. The Grievant agrees to refer any and all reference checks to the Iowa Department of Human Services, Bureau of Employee Services, and knows that any such reference checks will be limited to confirmation of his dates of employment, last position held, rate of pay, the amount of accrued vacation and sick leave, and the amount of accrued vacation and sick leave that was used. The obligation under this paragraph is separable and any failure by the State of Iowa and the Iowa Department of Human Services to perform the obligation in this paragraph will only give rise to an action to enforce this paragraph.
6. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in this grievance.
7. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or

cite the same as precedent in any grievances, arbitration, litigation or other proceedings
in the future.

FOR THE STATE

Stephane L Reynolds 1/5/12
Stephanie L Reynolds Date
Labor Relations Specialist
DAS-HRE

FOR THE GRIEVANT

Terry McAllister 1/3/12
Terry McAllister Date
Grievant

Marc Baty 1/3/12
Marc Baty Date
Service Area Manager
Iowa Department of Human Services

SETTLEMENT AGREEMENT AND RELEASE

PAM DEICHMANN NON-CONTRACT GRIEVANCE

This Settlement Agreement and Release ("Agreement") is made and entered into, by and between the State of Iowa, Department of Public Health ("State") and Pam Deichmann ("Deichmann") (collectively "the Parties").

Following her layoff with State, Deichmann filed a non-contract grievance on July 5, 2012 with the Iowa Department of Administrative Services, DAS No. 12-0928/NC 1221 and appealed to the Public Employment Relations Board ("PERB") on September 7, 2012, PERB No. 13-MA-01 (the "Grievance" which is attached hereto as Ex. 1)

In consideration of the mutual promises and covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. Purpose of Agreement. This Agreement shall serve as a full, final and complete settlement of any and all claims and damages contained in and related to Grievance.

2. Denial of Liability. The Parties agree this is a no-fault settlement. This Agreement shall not in any way be construed as an admission of liability or wrongdoing whatsoever on the part of State. Deichmann acknowledges the payment described in this Agreement is made in compromise of a dispute and that said payment shall not to be construed as an admission of liability or wrongdoing on the part of State. State expressly denies any liability or wrongdoing.

3. Dismissal by Deichmann. Deichmann shall take any and all steps required to dismiss with prejudice Grievance and any and all known or unknown claims Deichmann may or might have against State arising from her employment relationship with State. Upon completion of such, Deichmann shall promptly forward a copy of all such documents to PERB and Mike Carroll, Director of Administrative Services, Hoover Building, 3rd Floor, 1305 East Walnut Street, Des Moines, IA 50319.

4. Payments. Upon satisfaction of all conditions precedent by Deichmann, including but not limited to dismissal of Grievance, State, on behalf of all Released Parties, will pay Deichmann the amount of twenty thousand dollars and no/100 (\$20,000.00), by warrant made payable to Deichmann and delivered to Deichmann's attorney, without deduction or withholding, for non-wage compensatory damages for alleged emotional distress related to Deichmann's layoff. Deichmann shall therefore be responsible for any and all taxes which thereafter may be due on account of this payment and shall hold State and all Released Parties harmless and indemnify them from any and all liability thereon.

Because this payment is not for salary continuation, severance pay, back pay, front pay, or any other form of wage payment, the State of Iowa will not withhold any taxes or other withholdings from this sum and State will provide Deichmann with a form 1099 for this amount.

Deichmann shall be solely responsible for any and all taxes which thereafter may be due on this payment and shall hold the State of Iowa and the Released Parties harmless and indemnify them from any liability thereon.

Deichmann and State acknowledge this settlement and the payments described herein are made in compromise of a dispute and shall not be construed as an admission of liability or wrongdoing by the State of Iowa, any Released Parties or Deichmann, and the State of Iowa, Released Parties and Deichmann all expressly deny any such liability or wrongdoing.

5. No Further Consideration. Deichmann acknowledges no promises for other or future consideration have been made by anyone. Deichmann agrees to accept and understands the consideration described in Paragraph 4 is all she shall receive from State, Department of Public Health, their employees, board members, officers directors agents, and attorneys in exchange for her release of all claims and potential causes of actions and suits arising from her employment at State.

6. Release and Discharge.

- a. This Agreement shall serve as a good faith settlement and final resolution of any and all claims Deichmann may or might have against State arising from or related to her employment, and represents a full, final and complete settlement of any and all alleged damages arising from or related to Grievance.
- b. In exchange for the consideration outlined in Paragraph 4, Deichmann, her agents, representatives, heirs, executors, administrators and assigns, whether in an individual capacity, official capacity, or any other capacity hereby irrevocably, completely and unconditionally releases, acquits and forever discharges the State of Iowa, Department of Public Health, and their officers, directors, employees, attorneys and agents, whether in an individual capacity, official capacity, or any other capacity, from any and all liability whatsoever from any and all claims, demands, obligations, causes of action, damages, costs, expenses and compensation of any nature whatsoever, be they direct or indirect, in law or in equity, whether known or unknown, which Deichmann may have had, presently has, or may have in the future, arising out of or resulting from Deichmann's recruitment, hiring, employment, and/or layoff/end of employment with State from the beginning of time to the date of this Agreement, including but not limited to:
 - 1) All claims arising out of Deichmann's employment with State;
 - 2) All claims for age, race, creed, color, gender, sexual harassment, national origin, religion, and disability discrimination or retaliation;

3) All claims made, or which could have been made, in Grievance.

7. Integration. This Agreement shall constitute the only and entire understanding between the Parties concerning Grievance and fully supersedes any and all prior agreements or understandings. Other prior or contemporaneous representations, inducements, promises, or agreements, oral or otherwise, between the Parties relating to the Grievance and not embodied in this Agreement shall not be of any force or effect.

8. Amendments. No modification of this Agreement shall be valid, binding or enforceable unless made in writing and signed by the Parties.

9. Severability. The provisions of this Agreement are independent of each other, and the invalidity of any provision or portion thereof shall not affect the validity or enforceability of any other provision. If any provision of this Agreement is held to be invalid, unenforceable, or contrary to public policy, whether in whole or in part, the remaining provisions shall remain valid, binding and enforceable.

10. Confidentiality. Subject to Iowa law, all facts, circumstances and terms related to and contained in this Agreement shall be confidential. Deichmann agrees that from the date of this Agreement and after, she will not discuss nor disclose this Agreement or the facts and circumstances giving rise to the Grievance. Deichmann may, however, discuss the terms and conditions of this Agreement with her immediate family, tax advisors, and legal advisors.

11. Non-precedent Setting. The terms of this Agreement are considered by the Parties to pertain only to the specific facts involved in this matter. Neither Party shall rely on this Agreement or cite the same as precedent in any grievance, arbitration, litigation or other proceeding in the future.

12. Binding Effect. This Agreement shall be binding upon, and shall inure to the benefit of, the Parties and to their respective heirs, executors, administrators, successors and assigns, and other legal representatives.

13. Fees and Costs. The Parties agree each of them shall be responsible for their own respective attorney fees and costs, including, if applicable, any court and administrative costs, incurred as a result of Grievance.

14. Applicable Law. This Agreement is made and entered into in the State of Iowa. The Parties approve this Agreement and all matters arising under or relating to this Agreement shall in all respects be construed, enforced and governed under the laws of the State of Iowa. The Parties also agree venue shall be exclusively in Polk County, Iowa.

PLEASE READ CAREFULLY. THIS AGREEMENT INCLUDES A RELEASE OF ALL KNOWN AND UNKNOWN CLAIMS. BY SIGNING THIS AGREEMENT, YOU AFFIRM YOU HAVE READ, UNDERSTAND, AND FREELY AND VOLUNTARILY ENTER INTO THIS SETTLEMENT AGREEMENT AND RELEASE.

FOR STATE:

Mariannette Miller-Meeks 6/12/2013
Date
Dr. Mariannette Miller-Meeks
Department of Public Health

FOR PAM DEICHMANN

Pam Deichmann 6/5/13
Date
Pam Deichmann
Grievant

Laura L. Mommisen 6/13/13
Date
Laura L. Mommisen
Department of Administrative Services

Theodore W. Craig 6/5/2013
Date
Theodore W. Craig
Attorney for Pam Deichmann

SETTLEMENT AGREEMENT AND GENERAL RELEASE

This Settlement Agreement and General Release (Agreement) is entered into by and between Farkhondeh Amin (Amin) and the Iowa Department of Natural Resources ("IDNR"), on behalf of the State of Iowa, Rick Hindman, Jeff Franklin, Christine Spackman and Beth Scrivner. This Agreement is effective as of the date it is fully executed by all parties.

WHEREAS, Amin is a plaintiff in a lawsuit currently pending before the Iowa District Court for Polk County, Case No. CL 114404, entitled *Farkhondeh Amin v. State of Iowa, Jeff Franklin, Rick Hindman, Christine Spackman and Beth Scrivner*.

WHEREAS, the parties agree to settle Amin's claims against all defendants in accordance with the terms set forth below:

1. The IDNR agrees to pay Amin \$112,500 as follows:
 - a. \$100,000, less all applicable state and federal income taxes and social security taxes, commencing upon execution of this Agreement, and paid at Amin's normal bi-weekly and customary payroll amounts at the rate of \$62,379.20, per annum, plus the IDNR's share of withholdings, including FICA, Medicare, health, dental, and life insurance, contributions to IPERS, as well as the employer contribution of a state-of-Iowa-qualified deferred compensation program in which Amin is enrolled. As of the date that this Agreement is signed, the IDNR estimates the current value of these withholdings at \$35,770.90 annually, which amount may change depending on benefit/withholding changes. Once the \$100,000 amount due Amin is exhausted under this paragraph, IDNR shall have no further financial obligations to Amin (except to the extent it has any other obligations to Amin as a retiree or as otherwise outlined specifically below). Should Amin find other employment as set out herein and notifies the IDNR of such employment, or should Amin be deceased before the \$100,000 payments to her are exhausted, the IDNR shall accelerate the payments in one lump sum to her, and shall issue for the accelerated payment a form 1099.
 - b. \$12,500 for attorney's fees and costs. The State of Iowa will provide a State of Iowa warrant in this amount made payable to Babich Goldman, P.C. (tax i.d. no. 42-1414668).
2. Upon execution of this Agreement, the IDNR will remove disciplinary actions, including related documents, contained in Amin's official IDNR personnel file. The term "disciplinary action" means those actions taken to discipline Amin consistent with the meaning and use of that term in the IDNR employee handbook.
3. Amin agrees that upon execution of this Agreement, she will take/continue leave from the IDNR as follows: (1) she will exhaust her remaining vacation leave, (2) she

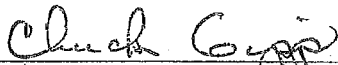
will exhaust her remaining sick leave, and (3) she will then be on leave with pay status from the IDNR. Upon execution of this Agreement, Amin agrees she will not return to the IDNR as an employee at any time provided the IDNR completes all payments as set out in paragraph 1, and will not, during the course of her leave, return to the IDNR as an employee.

4. The IDNR agrees that formal inquiries about Amin from prospective employers will be directed to an IDNR personnel assistant who will confirm Amin's employment with the IDNR, the dates of her employment, her position, and related objective information. The personnel assistant will not discuss Amin's performance at the IDNR, her disciplinary history, the nature of her lawsuit or the terms of this settlement. The IDNR agrees that no named individual defendant in this action will provide written or verbal responses to inquiries about Amin from prospective employers. The IDNR personnel assistant shall provide information to potential employers consistent with this paragraph whether the inquiries received are from within or outside state government. IDNR will provide Amin a letter of reference containing job information consistent with the terms of this paragraph.
5. Amin may remain on leave status until she secures other employment, or until the conclusion of her leave with pay status, whichever event occurs first. If Amin secures regular full-time employment while on leave from the IDNR, she shall submit her resignation to the IDNR prior to her new employment date. If Amin does not submit a letter of resignation to the IDNR prior to her employment date, her employment with the IDNR will terminate effective the first day of employment with her new employer. If Amin fails to secure other employment while on leave with pay, Amin's employment with the IDNR will terminate pursuant to this Agreement at the conclusion of her leave with pay status. "Regular full-time employment" consists of employment by Amin as an employee, agent or contractor that is not temporary or part-time, but is intended to provide Amin with ongoing income at a rate that is at least 70% of her regular DNR salary (not including benefits) at the time this Agreement is executed.
6. Amin and the IDNR agree that the extension of salary and benefits, and the extension of leave with pay permitted by this Agreement are solely for the purpose of allowing Amin to accrue benefits as described in Subparagraph 1(a). Amin agrees that upon execution of this Agreement, the only rights she retains as an IDNR employee are the rights specifically enumerated in this Agreement, and that the parties have agreed upon these limited rights to facilitate Amin's accrual of the benefits described in Subparagraph 1(a) in order to reach settlement of the claims described in Paragraph 8 and for no other reason. Therefore, Amin hereby releases all other employee rights, and agrees she may only protect those employee rights specifically enumerated in this Agreement. Furthermore, Amin agrees she will not seek reemployment with the IDNR at any time.
7. In consideration of the foregoing and of the agreements herein, and except as

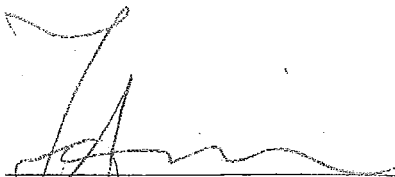
otherwise specifically provided in this Agreement, Amin hereby irrevocably and unconditionally releases, acquits, and forever discharges the State of Iowa, IDNR, Rick Hindman, Jeff Franklin, Christine Spackman, Beth Scrivner and all of their officers, directors, employees, agents and attorneys, from any and all liability, claims, demands and causes of action of every nature whatsoever which Amin may have or may ever claim to have which relate to or arise out of her recruitment, hiring or employment with the State of Iowa occurring prior to the effective date of this Agreement, including but not limited to:

- a. Any and all grievances and claims arising out of her employment with the State of Iowa;
 - b. Any and all claims for unlawful discrimination or harassment arising under federal or state law; and
 - c. Any and all damages, whether known or not, arising from events occurring prior to the effective date of this Agreement.
8. In further consideration, Amin agrees to dismiss, with prejudice, her claims contained in Iowa District Court for Polk County, Case No. CL 114404, entitled *Farkhondeh Amin v. State of Iowa, Jeff Franklin, Rick Hindman, Christine Spackman and Beth Scrivner* within thirty (30) days after this Agreement is effective.
9. In further consideration, Amin agrees that upon conclusion of her leave with pay status described in this Agreement, she is not eligible for, and will not seek, unemployment benefits regarding the termination of her employment with the IDNR. Notwithstanding anything in this Agreement to the contrary, nothing in this Agreement shall apply to any claims for statutory benefits under Iowa Workers= Compensation laws, claims for minimum wage or statutory overtime payments under the Fair Labor Standards Act, actions for vested pension or retirement benefits, or to actions for breach of this Agreement.
10. Amin agrees to not file any grievance, claim, action, or complaint with any administrative agency, state court, or federal court, which she may now have, known or unknown, relating to or arising out of her employment with State of Iowa.
11. With respect to the release for age discrimination claims, Amin shall have twenty-one (21) days after she has received this Agreement to consider whether the terms of this Agreement are acceptable to her.
- a. **Notification of Rights Pursuant to the Federal Age Discrimination in Employment Act (29 U.S.C. ' 621 et seq.).** Amin is hereby notified of her right to rescind the release with respect to claims arising under the federal Age Discrimination in Employment Act, 29 U.S.C. ' 621, et seq., within seven (7) days after the signing of this Settlement Agreement and General

IOWA DEPARTMENT OF
NATURAL RESOURCES



ROGER L. LANDE, Director



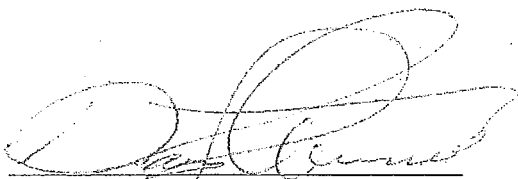
FARKHONDEH AMIN

DATE: 1/12/2012

DATE: 1-12-12

Approved as to form:

Approved as to form:



DAVID S. STEWARD, AT0007551

JACOB J. LARSON, AT0009804

Assistant Attorneys General

Lucas State Office Building

321 E. 12th Street

Ground Floor, Room 18

Des Moines, IA 50319

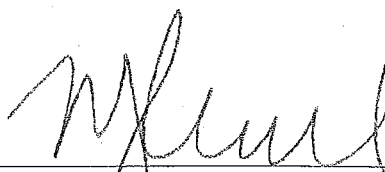
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Email: dstewar@ag.state.ia.us

jlanson@ag.state.ia.us

ATTORNEYS FOR DEFENDANTS



MICHAEL T. CARROLL, AT0001341

DAVID H. GOLDMAN, AT0001912

Babich Goldman, P.C.

100 Court Avenue, Suite 403

Des Moines, IA 50309

Phone: (515) 244-4300

Fax: (515) 244-2650

Email: MCarroll@BabichGoldman.com

DGoldman@BabichGoldman.com

ATTORNEYS FOR FARKHONDEH AMIN

12-0642

STATE OF IOWA
AND
AFSCME IOWA COUNCIL 61

SETTLEMENT AGREEMENT

The State of Iowa, Department of Administrative Services and the Iowa Veterans Home (IVH) hereinafter the State, and the American Federation of State, County, and Municipal Employees Iowa Council 61, hereinafter the Union, enter into the following Agreement in full and final resolution of grievances filed on or about January 20, 2012 that alleged a violation of Articles XI of the 2011-2013 Collective Bargaining Agreement between the parties and regarding the termination of a perfect attendance policy that had been implemented for RTWs and LPNs in the Nursing Department.

Background:

On or about January 1, 2012, according to a mutual agreement between IVH Management and AFSCME Local 2984 regarding Perfect Attendance for RTWs and LPNs in the nursing department, eligible employees were to be given the opportunity to take one (1) requested and accrued day of annual leave on any day the employee chose within the following quarter. Notification was distributed to eligible staff. Before the leave was taken by an eligible employee, the program was dropped and employees informed they would not be able to utilize the leave as accrued pursuant to the policy.

In full and complete resolution of these grievances, the parties have agreed to the following:


1. The Grievants and all other employees similarly affected shall be allowed to submit a list of their top five (5) choices for a day of accrued leave they wish to utilize between the period of January 31, 2014 and July 31, 2014.
2. The days requested will be granted as follows: one request per day and one request per shift with the most senior employee requesting that particular day/shift being granted their request. This process will continue for each day/shift requested until all affected employees have been granted a day of accrued leave per this process.
3. In consideration of the foregoing, the Union will withdraw the above referenced grievance.
4. This agreement is a good faith settlement of all issues arising from the facts alleged in the grievance. No promises of any other or further consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievants' claims in these grievances.
5. The terms of this settlement agreement are considered by the parties to pertain only to the specific facts involved in this matter and will be kept confidential to the extent allowable by Iowa law. Neither party shall rely on this agreement or cite the same as precedent in any grievances, arbitration, litigation or other proceedings in the future.

FOR THE STATE


 Neil A. Barrick
 Labor Relations Specialist
 DAS

12/2/13
 Date

FOR THE UNION


 Greg Lewis
 Staff Representative
 AFSCME Iowa Council 61

11/23/2013
 Date

12-0642

Penny Culler-Bermudez 12/1/13
Date
Iowa Veterans Home

Roxy West 12-2-13
Date
President-Local 2984

12-0642

12-0673	110783	AFS	IVH	Street, Debra
12-0665	110784	AFS	IVH	Hagey, Dena
12-0677	118714	AFS	IVH	Halverson, Linda
12-0662	122350	AFS	IVH	Orozco, Kim
12-0657	119884	AFS	IVH	Leeper, Ruth
12-0675	118718	AFS	IVH	Hinkle, Donnetta
12-0672	119571	AFS	IVH	Moler, Alex
12-0654	118670	AFS	IVH	Stalzer, Pamela
12-0652	119720	AFS	IVH	Fish, Kelly
12-0674	122351	AFS	IVH	Rickett, Shanuty
12-0669	118655	AFS	IVH	Bell, Walter
12-0642	119715	AFS	IVH	Perry, Jessica
12-0661	119885	AFS	IVH	Jung, Joyce
12-0678	118719	AFS	IVH	Bennett, Eui
12-0668	119875	AFS	IVH	Isaacson, Denise
12-0671	118666	AFS	IVH	Albee, Debbie
12-0656	118674	AFS	IVH	Mason, Diana
12-0663	119866	AFS	IVH	Garske, Vicky
12-0645	118668	AFS	IVH	Aldrich, Matthew
12-0650	118699	AFS	IVH	Williams, Roxanne
12-0647	119560	AFS	IVH	Buhr, Kathleen
12-0655	118712	AFS	IVH	Herold, Martin
12-0643	119722	AFS	IVH	Rewoldt, Jesse
12-0659	118675	AFS	IVH	Healey, Peggy
12-0651	119573	AFS	IVH	Anderson, Lynette
12-0649	110785	AFS	IVH	Hagey, William
12-0660	119883	AFS	IVH	Schmidt, Christen
12-0646	119721	AFS	IVH	Loewen, Cara
12-0648	118664	AFS	IVH	Behounek, Colleen
12-0653	119882	AFS	IVH	Betts, Sherry
12-0670	119783	AFS	IVH	Nodland, Sandrs
12-0664	118667	AFS	IVH	Milkutis, Janet
12-0667	122352	AFS	IVH	Vesely, Doreen

12-0679

12-0644

12-0666