

**APPROVE SETTLEMENT AND MUTUAL RELEASE AGREEMENT  
WITH HAGER & SIEGEL, P.C.**

**THE GENERAL COUNSEL RECOMMENDS THE FOLLOWING:**

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concerning legal services provided by law firm Hager & Siegel, P.C. (H&S) at the arbitration hearing request  
ed by, Elizabeth Elizondo, the former Finkl principal. information SC) at the arbitration hearing request  
parties to this settlement is as follows

**ENTITY:** Hager & Siegel, P.C.  
55 West Monroe, Suite 500  
Chicago, IL 60603

Conflicts. The agreement shall not be legally binding on the Board if entered into in violation of the provisions

of the Board's Ethics Code adopted September 27, 1995, (95-0927-RU3), as amended from time to time. The agreement shall not be legally binding on the Board if entered into in violation of the provisions of the Board's Ethics Code adopted September 27, 1995, (95-0927-RU3), as amended from time to time.

and the year period following expiration or other termination of their terms of office.

Ethics - The Board's Ethics Code adopted September 27, 1995, (95-0927-RU3), as amended from time to time is hereby incorporated into and made a part of the agreement.

Contingent Liability - The agreement shall not be legally binding on the Board if entered into in violation of the provisions of the Board's Ethics Code adopted September 27, 1995, (95-0927-RU3), as amended from time to time. The agreement shall not be legally binding on the Board if entered into in violation of the provisions of the Board's Ethics Code adopted September 27, 1995, (95-0927-RU3), as amended from time to time.

Approved

*[Signature]*

*[Signature]*

MARILYN JOHNSON  
General Counsel

*[Signature]*

Witness:

*[Signature]*

KENNETH C. GOTSCH  
Chief Fiscal Officer