



Earl Herr
11319 East Quartet
Mesa, Arizona 85212

July 15, 2009

Re: Unapproved Leave of Absence

Dear Earl

On **May 12th 2009**, Leave Management sent you a letter (**copy attached**) informing you that your leave of absence was denied for failure to provide medical certification.

As of today, you have failed to provide the required documentation, thereby resulting in an unapproved leave of absence. As a result, your employment has been terminated effective **July 15, 2009** and you are not eligible for rehire.

If you have concerns about the termination decision, please contact your HR consultant **Cyndi Kulp** at **612-667-3283**. Once your HR consultant has reviewed the matter, if warranted, it can be escalated to Employee Relations to determine whether a further review is necessary. If you have any questions regarding your final pay or benefits, please contact the HR Service Center at 1-877-HRWELLS (1-877-479-3557).

Also, please remember that our confidential Employee Assistance Consulting service is available 24 hours a day, seven days a week at 1-888-327-0027.

Verification of employment is handled by the Work Number and can be reached at 1-800-367-5690 or online at www.theworknumber.com using the Wells Fargo company code 10278. Verification information will include **your employment status, dates of employment** and **job title**. To verify salary information, **you** must first call the HR Service Center to obtain a 'salary key'. This additional step helps us ensure that your salary information is released only at your request.

Sincerely,

George Seto
Wells Fargo Bank, N.A.
480-437-7899
Cc: Employee Records, MAC S4101-166