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January 12, 2008

Mr. Richard Smith
6901 Los Volcanos Road N.W., #N206
Albuquerque, NM 87121

Dear Richard:

Your employment at the Journal is being terminated as part of a restructuring and reorganization brought about by economic conditions.

You leave the Journal in good standing and we appreciate your efforts and professionalism. We wish you the best in your future endeavors.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kent Walz', written in a cursive style.

Kent Walz
Editor

KW/sgo