

From: Jeffrey Epstein <jeevacation@gmail.com>
To: Cecile de Jongh <[REDACTED]>
Subject: Re: Termination Letter
Date: Tue, 20 Mar 2012 21:27:25 +0000

ok

On Tue, Mar 20, 2012 at 9:53 PM, Cecile de Jongh <[REDACTED]> wrote:

Good afternoon Jeffrey,

This is the draft letter that we would like to give to Leon and Loretta. Please let me know if it is ok.
Thanks.

Mr. Leon Casey
XXXXXXXXXX

Dear Leon:

As previously discussed with you on March 12, 2012, your position at Financial Trust Company, Inc. (the "Company") has been terminated as of March 23, 2012. Your termination is based solely upon general cutbacks that must be made at the Company due to economic hardship resulting from the general decline in the economy in recent years.

In consideration of your employment with the Company and your acceptance of this severance agreement ("Agreement"), you will receive a lump sum payment on or about March 23, 2012 in the amount of _____.

This amount represents:

- Payment for vacation days accrued in 2012 and not used;
- Payment for accrued comp time not used
- three (3) months of severance pay which represents one week of severance for each year of service to the Company; and
- a lump sum payment of Five Thousand Dollars (\$5,000.00) in recognition of your dedicated service to the Company.

In addition, your life insurance premiums have been paid through the end of the year, i.e. December 31, 2012. Unfortunately, due to certain restrictions, we are unable to provide you with an option to continue your existing health insurance coverage. Therefore, your existing health care benefits with United Healthcare will terminate as of March 23, 2012.

By signing this document, you are confirming that the foregoing payments by the Company represent payment in full for your services and in full satisfaction of all obligations to you, of the Company, or any other person or entity, relating in any way to your employment and services with the Company and your separation from employment. You hereby voluntarily and irrevocably release and forever discharge the Company and its directors, officers, members, agents, and employees from and against any and all claims, obligations, debts, liabilities, demands, or causes of action of any kind whatsoever. You understand and agree that this Agreement constitutes a full and final bar to any and all claims of any type, including claims under the Virgin Islands Wrongful Discharge Act, that you may now have against the Company, of and from any and all actions, causes of action, damages or demands of whatever name or nature arising out of any and all incidents or matters which have arisen or may arise from the beginning of time to the Termination Date of this Agreement.

In addition, by signing this document you acknowledge that the provisions of the confidentiality agreement you signed when you commenced employment remain in full force and effect. Should you violate the terms of the confidentiality agreement, the Company reserves the right to maintain an action for breach of contract and may seek all sums advanced to you pursuant to this Agreement. Please confirm your agreement by signing below.

The decision to eliminate jobs is a very difficult one. We place the highest value on the commitment and hard work that you have dedicated to Financial Trust Company, Inc. and we regret having to take this action. We sincerely wish you all the best in your future endeavors.

Sincerely,

Received and accepted this 23rd day of March, 2012

Name: _____ Signature: _____

With warm regards,

Cecile

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"Nearly all men can stand adversity, but if you want to test a man's character, give him power." ~ Abraham Lincoln

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