

May 15, 2006

To: Lyle Engeldinger, Director of Human Resources Department
From: Jose L. Hurtado

I want to again state my intentions to retire as of May 25, 2006. Unfortunately, the total mishandling of my last attempt to retire still remains as a disturbing memory. When I read the e-mails and memos regarding this fiasco it reminds me of how poorly I was treated by your staff. I know you have repeatedly apologized for their "insensitive, unprofessional, and degrading behavior". But, the real test will be only if there is a total transformation in the ethical approach and operational style of Ohlone's Human Resources Department.

I would like to point out that recently I watched a roundtable discussion meeting of top business executives on the Charlie Rose Television Show. When the participants were asked what was the main reason for termination of any employee including high level managers, they all responded that the greatest transgression was showing a total lack of disrespect for a fellow employee or a customer. Since these remarks came soon after my horrible experience with our human resources department they deeply resonated with my own personal feelings of how important it is to treat all people fairly and with dignity. After 34 years of working at Ohlone, these employees have totally made me lose respect for the "Ohlone Way" of doing business.

Finally, in order to expedite my retirement, I would like the following materials sent to me ASAP:

- Kaiser insurance papers
- Statement regarding my last years salary from payroll which should reflect my total salary to STRS and not just my 60% salary (August 19, 2005-May 25, 2006).

