

Quattlebaum, Grooms, Tull & Burrow
A PROFESSIONAL LIMITED LIABILITY COMPANY
4100 Corporate Center Drive, Suite 310
Springdale, Arkansas 72762

Brandon B. Cate
bcate@qgtb.com
Licensed in Arkansas and Tennessee

Direct (479) 444-5205
Main (479) 444-5200
Facsimile (479) 444-5255

August 27, 2012

Northwest Arkansas Community College
Board of Trustees
c/o Ms. Miranda Smith
One College Drive
Bentonville, Arkansas 72712

Via Hand Delivery

Ms. Wendi Cadle
Director of Human Resources
Northwest Arkansas Community College
One College Drive
Bentonville, Arkansas 72712

Via Hand Delivery

RE: Notice of Appeal of Termination of Employment of Marty Parsons, Senior Vice President for Administrative Services/Chief Financial Officer

Dear Members of the Board of Trustees and Ms. Cadle:

Over two weeks ago, on August 9, 2012, our law firm submitted an appeal to the Board of Trustees on behalf of Marty Parsons concerning his termination as Senior Vice President for Administrative Services/Chief Financial Officer of Northwest Arkansas Community College ("NWACC"). To date, I have not received an acknowledgment of the appeal or any other communication from NWACC concerning the appeal. I write to reiterate Mr. Parsons' request for a hearing with the Board of Trustees pursuant to Section 2-7-4(1)(D) of the NWACC Human Resources Policy or, alternatively, any other available administrative relief.

If I do not hear back from NWACC within ten days, I will assume that NWACC does not intend to recognize Mr. Parsons' appeal and I will recommend that he move forward with his plan to pursue litigation for NWACC's wrongful termination of his employment. As I wrote to you before, Dr. Becky Paneitz did not have all the information before she improperly requested Mr. Parsons' resignation and then hastily terminated his employment without cause. Mr. Parsons' termination constituted a breach of his 2012-13 employment agreement.

As detailed in my August 9, 2012, letter, Mr. Parsons desires to be reinstated to his former position. Alternatively, if Mr. Parsons is not reinstated, he requests payment of all unpaid salary and benefits under his 2012-13 employment contract plus reimbursement of all legal fees incurred during this process. Mr. Parsons also requests that his name be cleared and that all allegations regarding the matters discussed herein be removed from his personnel file.

Northwest Arkansas Community College
Ms. Wendi Cadle
August 27, 2012
Page 2

I look forward to hearing from you.

Sincerely,

QUATTLEBAUM, GROOMS,
TULL & BURROW PLLC



Brandon B. Cate

BBC:saj

cc: Mr. Alex Vasquez (*via e-mail only*)
Mr. Joe Spivey (*via e-mail only*)
Mr. Randy Lawson (*via e-mail only*)
Mr. Mark Lundy (*via e-mail only*)
Ms. Joan Clifford (*via e-mail only*)
Mr. Ric Clifford (*via e-mail only*)
Mr. Johnny Haney (*via e-mail only*)
Ms. Hadley Hindmarsh (*via e-mail only*)
Mr. Mike Shupe (*via e-mail only*)
Ms. Erika Gee (*via e-mail only*)