

## SEVERANCE AGREEMENT

APR 10 2000

This Severance Agreement ("Agreement") is made as of April 1, 2000 by the International Association of Industrial Accident Boards and Commissions, a nonprofit corporation (the "Employer"), and Jamie Beletz (the "Employee"). Collectively the Employer and Employee are referred to as the "Parties".

On November 5, 1999, the Parties entered into an Employment Agreement which entitled Employee to continued employment with Employer through December 31, 2001. In consideration of Employee releasing Employer from its obligations under the Employment Agreement, Employer agrees to the following:

1. Term. Beginning April 1, 2000, Employee will be placed on a paid administrative leave through and until July 1, 2000. During the Administrative leave, Employee shall avail himself to the Employer only upon the Employer's request upon reasonable notice to provide such services or consultation as may be required by the Employer. On July 1, 2000, if the Employer has satisfied all the terms and conditions of this Agreement, Employee's resignation shall become effective and his employment with the Employer shall be terminated.

2. Compensation. Employee shall remain on the Employer's payroll during the period of his paid administrative leave, April 1, 2000 through July 1, 2000. During this period, Employee shall continue to receive his regular salary on a bi-weekly basis at his current annual salary of \$75,000.00. Employee also shall continue to receive all other fringe benefits provided to him prior to April 1, 2000, including but not limited to coverage under the employee group health insurance plan, dental insurance plan, and life insurance policy. Employee also will be paid for his accrued but unused vacation leave as of April 1, 2000, of 25.25 days in three equal installments of \$2,427.89 payable on May 1, 2000, June 1, 2000 and July 1, 2000, for a total of \$7,283.65 in accrued vacation benefits.

3. Continuation of Health Insurance. Employee shall have the right to continue his and his family's health insurance coverage after the date of his resignation at the Employer's cost for that coverage for a period of 18 months from the effective date of Employee's resignation.

4. Vested Retirement Benefits. This Agreement does not affect Employee's right to any vested pension, retirement or other similar benefits that employee may have as of the effective date of his resignation.

5. Waiver of Claims. As further consideration for Employee waiving his rights under the Employment Agreement, Employer releases any and all claims, demands, liabilities, obligations, causes of action, and rights of actions for any past or future injury or damage of any type whatsoever, Employer may have against Employee as of the effective date of Employee's resignation.

6. No disparagement. Employer agrees that it and its employees, agents, officers and representatives shall not make disparaging comments either orally or in writing about Employee, whether true or false, nor shall Employer discourage any entity from employing Employee or utilizing Employee's services. Employer agrees that if it receives any inquiries regarding Employee's job performance, attendance, behavior, character, or employability,

Employer will report that Employee resigned voluntarily from his position, his job performance was satisfactory, he is eligible for rehire, and generally only favorable information about Employee.

7. Breach of Provisions. If on July 1, 2000 Employer has not fully performed its obligations under this agreement, Employee shall have the right to pursue any rights he may have under this Agreement in addition to rights under the Employment Agreement. The rights conferred upon Employee in those documents shall be cumulative of each other and not substitutions for each other. In the event Employee is required to seek the assistance of an attorney or institute any legal action to enforce the provisions of this Agreement or the Employment Agreement, and Employee is successful in so enforcing those provisions, Employer agrees to pay Employee's reasonable attorneys' fees and costs incurred in enforcing his legal rights in addition to any other remedies available to Employee.

8. Enforceability. Employer agrees that if any term contained in this Agreement is found by a Court to be unenforceable or invalid to any extent, that finding will not affect the validity or enforceability of any other term or provision of this Agreement.

9. Entire Agreement. This Agreement contains the entire agreement between Employer and Employee with respect to the matters contained therein. No modification or waiver of any provision of this Agreement will be valid unless in writing and signed by the Parties.

10. No Waiver. Employee's rights and remedies under this Agreement and the Employment Agreement are cumulative and not alternative. Neither the failure nor any delay by Employee in exercising any right, power, or privilege under this Agreement will operate as a waiver of such right, power or privilege, and no single or partial exercise of any such right, power or privilege will preclude any other or future exercise of such right, power, or privilege.

11. Governing Law. This Agreement shall be construed in accordance with the laws of the State of Kansas.

In witness whereof, the Parties have executed this Agreement at:

Jefferson City, Mo. on March 31, 2000.

Employee

Employer

Jamie Belotz  
Jamie Belotz

Jo Ann Karl  
Jo Ann Karl, President LAIABC