

November 30, 1995

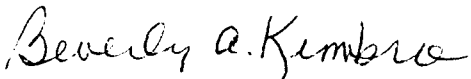
Ms. Heather Salome
Yale Center for International and Area Studies
Council on Latin American Studies
34 Hillhouse Avenue

Dear Ms. Salome:

By this letter and effective immediately, your services with Yale University are terminated because of continued insubordination.

On November 21, 1995, I met with you and your union steward to discuss your failure to complete work as directed by me, dating back to June 30, 1995. As of 5 p.m., November 29, 1995, which was the deadline for the report requested by Professor David Jackson, neither the Kempf Fund nor Professor Jackson's report were completed. Your actions reflect your unwillingness to follow a clear directive and show your disregard for policies and procedures within the framework of YCIAS.

Sincerely,



Beverly A. Kimbro
Assistant Director for Finance
and Administration

/bak

cc: K. David Jackson, Acting chair, LAS
Gaddis Smith, YCIAS, Director
Beth Anderson, Labor Relations
Local 34
File