

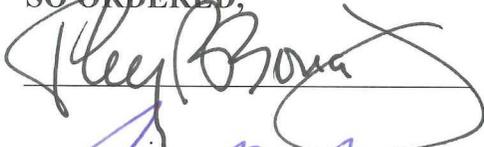
THE STATE OF NEW HAMPSHIRE  
PERSONNEL APPEALS BOARD

In Re: Appeal of Michael Laughlin  
Docket #2010-T-006

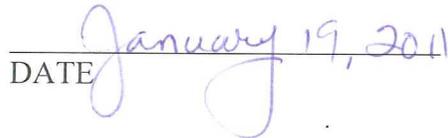
**ORDER REGARDING SETTLEMENT**

1. The parties have agreed to settle the above captioned appeal, the terms of which are contained in a document executed by the parties, which is hereby incorporated into this order.
2. The settlement amount is agreed to as an equitable resolution of any and all claims in this case in the amount of three thousand eight hundred fifty-six dollars and thirty-six cents (\$3,856.36).
3. Mr. Laughlin accepts and the State will tender \$3,856.36 as a lump sum to Mr. Laughlin.
4. The State shall issue an IRS Form 1099 to the appellant for the purposes of tax reporting.
5. Mr. Laughlin shall be responsible for the payment of any taxes on the amount received in this settlement.

SO ORDERED,


DATE



**GENERAL RELEASE AND SETTLEMENT AGREEMENT**

In Re: Appeal of Michael Laughlin (Docket# 2010-T-006)  
Appeal Before the New Hampshire Personnel Appeals Board

WHEREAS, the parties have agreed to settle this matter for a specific net cash settlement of **three thousand eight hundred fifty-six dollars and thirty-six cents (\$3,856.36)**.

Now, therefore, the State of New Hampshire, **Department of Health and Human Services**, (DHHS) by counsel, and **Michael Laughlin**, by counsel, do hereby agree to settle and resolve any and all matters relative to the personnel actions which took place on or about July 30, 2009, and agree and say as follows:

That in consideration of payment of **three thousand eight hundred fifty-six dollars and thirty-six cents (\$3,856.36)** to be issued within 45 days of the execution of the last required signature on this agreement, Michael Laughlin hereby does remise, release and forever discharge, and by these presents does for his heirs, executors and administrators remise, release and forever discharge, the State of New Hampshire, DHHS, its employees, both individually and in their official capacity, successors and assigns, of and from any and all manner of action and actions, cause and causes of action, suits, damages, judgments, executions, claims for arbitration, claims for personal injuries, complaints of discrimination, grievances, property damage and demands whatsoever, in law or in equity, which he ever had, now has or which her heirs, executors, or administrators, hereafter can, shall, or may have against the said State of New Hampshire, Department of Health and Human Services, for, upon reason of his dismissal from employment which took place on or about July 30, 2009.

Michael Laughlin shall be issued an IRS Form 1099 by the State of New Hampshire for the purposes of tax reporting.

This release shall apply to any and all personal injury, negligence, libel, slander, tort, civil rights, physical injury actions of any kind Michael Laughlin has or might assert against the State of New Hampshire, Department of Health and Human Services, its employees, both individually and in their official capacity, successors or assigns; and to any presently-pending or contemplated charge of discrimination or other action before any body, agency or entity; any and all such pending cases or charges shall be withdrawn forthwith and with prejudice. The parties settle these matters without any admission of fault, liability, wrongdoing or violation of law or administrative rule.

It is agreed that Michael Laughlin will not have to repay any unemployment compensation received between July 30, 2009 and September 28, 2009, as a result of his separation from employment from the Department of Health and Human Services.

It is agreed by the parties that Michael Laughlin will be allowed to resign from state service, effective July 30, 2009, based on the following:

Michael Laughlin will tender a resignation to be effective July 30, 2009. The State of New Hampshire, Department of Health and Human Services will void the letter of dismissal dated July 30, 2009. His separation from the State of New Hampshire, Department of Health and Human Services will be legally and factually considered a resignation.

Mr. Laughlin certifies that he understands that his resignation may not be resolved through the settlement of disputes, pursuant to Per 205 or by appeal to the Personnel Appeals Board pursuant to the provisions of RSA 21-I:58. Neither this agreement, nor any other documents referred to herein, shall be considered an admission by Mr. Laughlin or the State of New Hampshire, Department of Health and Human Services, its employees, officers or agents, of any fact or allegation not expressly contained herein.

The State of New Hampshire, DHHS will ensure that the appropriate paperwork will be sent to the New Hampshire Division of Personnel so that Michael Laughlin's separation from employment will heretofore be considered and referred to as a resignation at both the State of New Hampshire, Department of Health and Human Services and the New Hampshire Division of Personnel. Michael Laughlin agrees not to apply for any position at DHHS that requires direct interaction with anyone under the age of eighteen (18) for at least five (5) years from the date of his signature on this agreement.

Mr. Laughlin will withdraw his appeal pending before the New Hampshire Personnel Appeals Board pending in this matter, and shall file no further appeals or actions of any kind against the State of New Hampshire, DHHS, its employees or officers resulting from his dismissal on July 30, 2009.

10/1/10  
Date

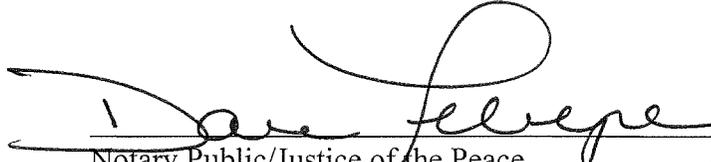
Michael Laughlin  
Michael Laughlin

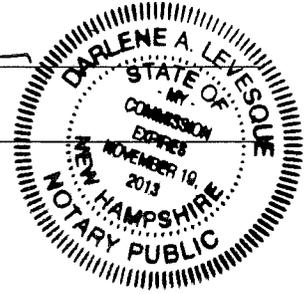
STATE OF NEW HAMPSHIRE  
COUNTY OF MERRIMACK

This instrument was acknowledged before me on this 1<sup>st</sup> day of October, 2010, by Michael Laughlin, whose identity was determined by **(check box that applies and complete blank line, if any):**

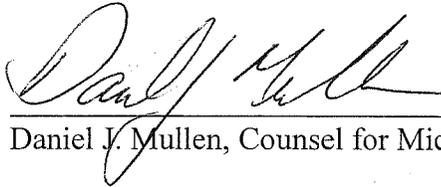
- My personal knowledge of the identity of said person **OR**  
 The oath or affirmation of a credible witness, \_\_\_\_\_ (name of witness), the witness being personally known to me **OR**

- The following identification documents:
  - Driver's License
  - Passport
  - Other: \_\_\_\_\_

  
\_\_\_\_\_  
Notary Public/Justice of the Peace  
My Commission Expires: \_\_\_\_\_



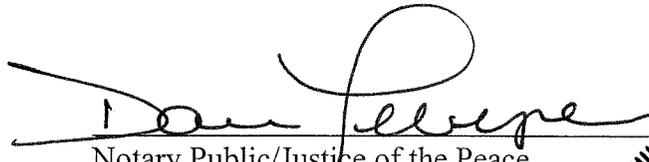
10/1/10  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Daniel J. Mullen, Counsel for Michael Laughlin

STATE OF NEW HAMPSHIRE  
COUNTY OF MERRIMACK

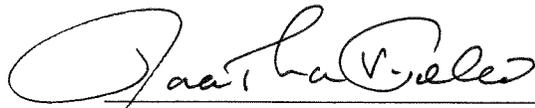
This instrument was acknowledged before me on this 1st day of October, 2010, by Daniel J. Mullen, whose identity was determined by **(check box that applies and complete blank line, if any)**:

- My personal knowledge of the identity of said person **OR**
- The oath or affirmation of a credible witness, \_\_\_\_\_ (name of witness), the witness being personally known to me **OR**
- The following identification documents:
  - Driver's License
  - Passport
  - Other: \_\_\_\_\_

  
\_\_\_\_\_  
Notary Public/Justice of the Peace  
My Commission Expires: \_\_\_\_\_

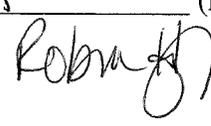


21 January 2011  
Date

  
Jonathan V. Gallo

STATE OF NEW HAMPSHIRE  
COUNTY OF Merrimack

This instrument was acknowledged before me on this 21<sup>st</sup> day of January, 2010 by Jonathan V. Gallo, whose identity was determined by (check box that applies and complete blank line, if any):

- My personal knowledge of the identity of said person **OR**
  - The oath or affirmation of a credible witness, Robin Hoyt (name of witness), the witness being personally known to me **OR**
  - The following identification documents:
    - Driver's License
    - Passport
    - Other: \_\_\_\_\_
- 

Rebecca M. Harty  
Notary Public/Justice of the Peace  
My Commission Expires: REBECCA HARTY, Notary Public  
My Commission Expires February 13, 2013