

6 Dec 2003

Dear Papang Mamang,

Last Dec 1, 2003 I have asked John to persuade Mae to voluntarily file her resignation in order to save a lot of pains in both the company and family.

I have explained that we have reached a point that it would be impossible for her and me to work harmoniously in the company. One of us has to go. I also explained why I can't fade out from the company more especially to the reason that ever since I resigned last March I have had this ugly impression from people even close to me that maybe I did something wrong financially. I believed that this point has been made very clear to her by John. I have also asked John and explained to him that it is best that my instruction to him be not known to you since definitely if she understood the situation and did her part voluntarily, things would be less painful for everyone. I even reduced my demand for her to resign to 9 months vacation leave and then after John told me that Mae mentioned to him that she will resign on Dec 31, 2003, I mellowed downed to just 3 months leave stating that maybe by that time my ill feelings for her would have subside and that we can work together again.

I have already prepared her dismissal letter to her and I faxed this to John last Dec 1 and advised him to fax to her only if she will not listen to reasoning.

It was made very clear to her that I wanted to avoid giving her the dismissal letter because as I have explained that I expected you and the family will side and protect her and consequently things will worsen.

Please don't take take my threat negatively. I have stated this for the reason that if Mae would still want that I make public my dismissal letter to her then I can prove that she has no concern whatsoever of what will happen to the company and the family. I don't need to execute my threat because it will already show what kind of a family person she is.

This morning I went to Culiman and submitted to Tio Ramon a folder containing letters and printed text messages which I hope would clearly explain my side. I have also requested from him to give it to Tio Gavino and Auntie Fidela or to whoever necessary.

I have done what was necessary. I have not abuse my position. On the contrary I can say Mae was the one who abused her closeness to Mamang. In a way she was drunk with power. She would not listen to reasonings. Now that she is out, she tries to win people with pity that she is the underdog. I stand by the content of the folder and I welcome anyone to write and point were I failed. I am human and I commit mistakes. But overall I believed that I did what was necessary and right and with compassion and fairness.

I know papang will see it the other way as he always do. Anyway, everything is in that folder and whatever the consequences of my action I stand by it with clear conscience.

I have asked John not to proceed to Zbga but this afternoon I learned that Papang had told him to come home. I presumed that he will want to have another meeting with John's presence and

predictably we will have the same unresolvable ending. At this moment I believe that it is not the best time to have such a meeting. It will be more effective for me to relay to John and him to you.

Lastly, I will be going back to Manila tomorrow morning for Stephanie's birthday on Tuesday. I understand it will be difficult for both of you (assuming you will go) to go with me on the same flight on Tuesday in relation with what I did to Mae. I hope mamang and you could come. It would also give you a chance to congratulate her for her passing her UP entrance exam and able to obtain her Private Pilot License which she had expected you would congratulate her the last time she was here. I hope, instead of spending too much time in office and/or business works, I suggest grandpa and grandma should spend more time with their grand children and their school accomplishments.

Your eldest son,

A handwritten signature in black ink, appearing to be 'Doy' or similar, written in a cursive style.