

1082 Chapel Street

New Haven, CT 06510

203-776-4040

November 25, 2015

Basilio Santiago Vazquez
368 Ellsworth Avenue, 1st Floor
New Haven, CT 06511

Dear Basilio:

As we have discussed with you, this Letter Agreement (“Agreement”) confirms the details of your separation of employment with TPA Books Inc., dba Atticus Bookstore and Café (“Atticus”) and explains the severance and benefits that we will provide to recognize your service and to assist in your transition to other employment. We thank you for your service to Atticus. This Agreement will become effective on the dates explained below.

1. Your employment was terminated on November 9, 2015 for the reasons we have explained to you.
2. On November 10, 2015, you received payment in the amount of \$600.00 for your unused Paid Time Off.
3. We have not contested your application for unemployment compensation.
4. In exchange for the promises you give in this Agreement, Atticus will pay you \$1,500.00, [which is three weeks of pay], less taxes and deductions.
5. (a) In exchange for the benefits and promises provided to you in this Agreement, you hereby release and forever discharge TPA Books Inc., dba Atticus Bookstore and Café, Chabaso Bakery and any affiliated partnerships or entities, predecessors, successors and assigns, and past, present and future employees, officers, directors, stockholders, Board members and agents (“the Releasees”) from any and all claims, charges, complaints, causes of action, covenants, contracts, controversies, agreements, promises, demands or obligations of any kind whatsoever arising out of or relating to your employment, your separation from employment or any action or failure to act that occurred before the Effective Date of this Agreement as defined below.

(b) The waiver and release contained in this paragraph 6 includes, but is not limited to, any and all claims asserting, alleging violations of, or arising under the Constitution of the United States; the Constitution of the State of Connecticut; tort law (for example, negligence, defamation, infliction of emotional distress, breach of privacy, retaliation or wrongful discharge); express or implied contracts; federal, state or local statutes (for example, the Age Discrimination in Employment Act, the Older Workers Protection Act, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Connecticut Fair Employment Practices Act, the

National Labor Relations Act, the federal and state wage and hour and wage and payment laws; and any other source of legal rights, including claims for attorneys' fees and expenses. Notwithstanding the foregoing, you are not waiving any claim you may have against Atticus for breach of this Agreement.

- (c) You represent that you have not and will not initiate any legal proceedings against Releasees on the basis of any claim within the scope of this waiver and release, and you agree not to accept any monetary damages or other personal relief in connection with any administrative claim or legal proceeding brought by any person or entity. Nothing in this Agreement shall be construed to prevent you from filing a charge or claim with the Equal Employment Opportunity Commission or the Connecticut Commission on Human Rights and Opportunities, or from participating in any investigation conducted by any such agency. However, you understand and agree that if a charge is filed by you or on your behalf with an administrative agency, you will not be entitled to any personal or monetary relief arising out of or relating to your employment, your separation from employment, or any action or failure to act that occurred before the Effective Date of this Agreement as described below.
6. You accept the payments and benefits provided in this Agreement in full and final satisfaction for any past, present or future claim you might have against Atticus up to and including the Effective Date of this Agreement.
 7. You represent that you have returned all property in whatever form belonging to Atticus.
 8. You acknowledge that **confidentiality is of the essence of this Agreement**. Therefore, you represent and agree that except as to your immediate family, accountant, financial or tax advisor, your attorney and as you may be required by law, you will not disclose, directly or indirectly, to any third party, any information whatsoever regarding this Agreement or the events that have led to this Agreement. We agree that you can inform the representatives of Unidad Latina en Accion that you have signed this Agreement. Neither party to this Agreement admits any failure of performance, wrongdoing or violation of law.
 9. We agree that neither party will make any statement or issue any communication, written or otherwise, that disparages, criticizes or otherwise reflects adversely on the other, except when required to testify truthfully under oath pursuant to any lawful court order or subpoena or otherwise responding to disclosures required by law.
 10. You will have 21 days to consider the terms of this Agreement and seven days after signing to revoke it. The Agreement will become effective after the expiration of the seven day revocation period ("Effective Date").
 11. You acknowledge that: (a) you have been advised of your opportunity to consult legal counsel about this Agreement; (b) you have had at least 21 days to consider the terms of this Agreement; (c) you are receiving benefits under this Agreement that you would not otherwise be entitled to but for this Agreement; (d) you have read and fully understand the terms of this Agreement, including the waiver and release; (e) there are no promises or representations that have been made to you to sign this Agreement except that are written in the Agreement; (f) you are signing this Agreement freely and voluntarily; and (g) you may revoke this Agreement within seven days after you sign it by providing notice in writing to me.

12. This Agreement is the full agreement and entire understanding of the parties. It supersedes any and all prior agreements and understandings between you and Atticus. This Agreement shall be interpreted and enforced in accordance with Connecticut law.
13. If any one or more of the provisions of this Agreement shall be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision of this Agreement.
14. Please return this Agreement to me within 21 days, no later than December 15, 2015. Our offer will be withdrawn after that date.

Please sign and date below to indicate your understanding and agreement.

Sincerely,

Charles Negaro, Jr. / MMA
Charles Negaro, Jr.
President

Accepted and agreed this ___ day of December, 2015.

Basilio Santiago Vazquez