

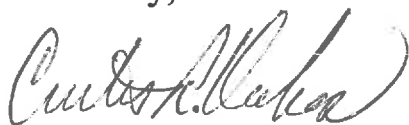
December 11, 2015

Terri Birchard
Business Manager
Erie County Technical School
Erie, PA 16509

Dear Ms. Birchard:

This letter is to inform you of my intent to retire during the 2016-2017 contractual school year.

Sincerely,

A handwritten signature in cursive script, appearing to read "Curtis R. Oakes".

Curtis R. Oakes