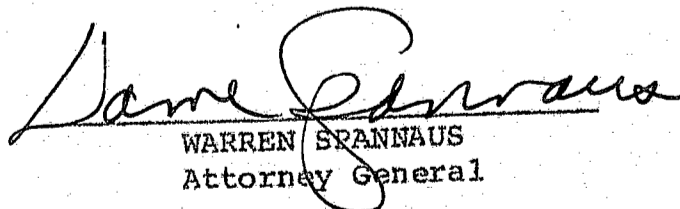


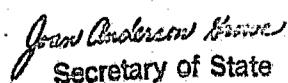
TERMINATION OF APPOINTMENT OF SPECIAL ATTORNEY

The appointment filed with the Secretary of State on  
February 4 \_\_\_\_\_, 1977, of Donald J. Heffernan  
of St. Paul, Minnesota, as special attorney for the  
purpose of providing legal services to the Mn. Dept. of Human Rights  
in litigation jointly filed by the Dept. of Human Rights & the Equal  
Employment Opportunity Commission alleging employment discrimination in  
violation of the Minnesota Human Rights Act, Minn. Stat. § 363.03,  
subd. 1 (1974)  
is hereby terminated.

Executed in St. Paul, Minnesota, this 10th day of  
April, 1978.

  
WARREN SPANNAUS  
Attorney General

STATE OF MINNESOTA  
DEPARTMENT OF STATE  
FILED  
APR 13 1978

  
Secretary of State

STATE OF MINNESOTA  
OFFICE OF THE ATTORNEY GENERAL  
SPECIAL ATTORNEY APPOINTMENT

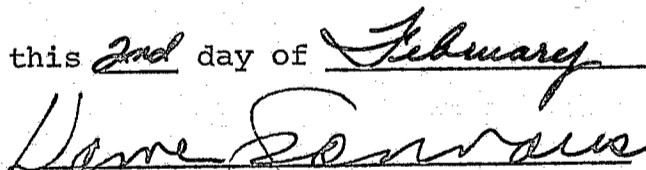
KNOW ALL MEN BY THESE PRESENTS, That I, WARREN SPANNAUS, Attorney General of the State of Minnesota, by virtue of the authority vested in me by statute, and upon the written request of the Minnesota Department of Human Rights (a copy of which is attached), do hereby constitute and appoint

DONALD J. HEFFERNAN

of St. Paul, Minnesota, as Special Attorney for the purpose of providing legal services to the Minnesota Department of Human Rights in litigation jointly filed by the Department of Human Rights and the Equal Employment Opportunity Commission alleging employment discrimination in violation of the Minnesota Human Rights Act, Minn. Stat. § 363.03, subd. 1 (1974), and to serve at the pleasure of the Attorney General. Specific cases will be assigned by the Attorney General after consultation with the Department of Human Rights. This appointment shall be effective November 3, 1976, and is subject to the terms and conditions hereinafter set forth:

1. REPORTS. The Special Attorney shall submit a monthly report setting forth in detail his activities regarding this appointment.
2. COMPENSATION AND EXPENSES. As compensation for satisfactory performance of the duties herein described, the Special Attorney shall be compensated on a \$30.00 per hour basis. The Special Attorney shall be reimbursed for reasonable disbursements and for travel expenses in accordance with the rules and regulations promulgated by the State of Minnesota, Department of Personnel governing the travel of state officers and employees. All compensation and expenses shall be paid from funds appropriated to the Department of Human Rights.
3. STATUS. The Special Attorney shall not be considered a state employee, shall not be eligible for the state's life insurance or basic health benefits coverage and shall not accrue vacation or sick leave or any benefits other than those expressly provided herein.

Executed in St. Paul, Minnesota, this 2nd day of February, 1977.

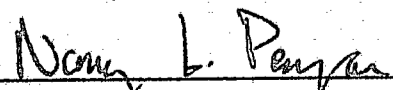
  
WARREN SPANNAUS  
Attorney General

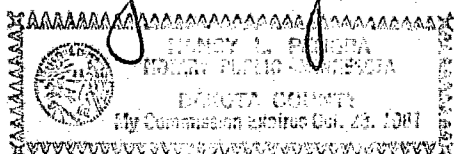
STATE OF MINNESOTA )  
                                  ) ss.  
COUNTY OF RAMSEY )


I, DONALD J. HEFFERNAN, do swear that I will support the Constitution of the United States and of this State and that I will faithfully discharge the duties of the position of Special Attorney under the terms and conditions of this appointment to the best of my judgment and ability, so help me.

  
DONALD J. HEFFERNAN

Subscribed and sworn to before me  
this 31 day of January, 1977.

  
\_\_\_\_\_



STATE OF MINNESOTA  
DEPARTMENT OF STATE  
FILED  
FEB 4 - 1977  
  
Secretary of State



STATE OF MINNESOTA  
DEPARTMENT OF HUMAN RIGHTS  
200 CAPITOL SQUARE BUILDING ◦ (612)296-5663 ◦ SAINT PAUL, MINNESOTA 55101

May 10, 1976

Warren Spannaus  
Attorney General  
State of Minnesota  
102 State Capitol  
St. Paul, MN 55155

Re: Appointment of Special Attorneys for EEOC Litigation Pilot Program

Dear Warren:

The Department of Human Rights is developing a litigation pilot program to present to the Equal Employment Opportunity Commission. The program is designed to persuade EEOC to make funds available to the Human Rights Department to resolve through the Department's administrative hearing process charges which have been filed both with the Department and EEOC. The Department would like to utilize the services of outside attorneys to assist our staff attorneys in this program. Would you be willing to appoint several special attorneys for this purpose? If so, I would appreciate it if you would consider the following people:

Kathleen Graham  
Donald Heffernan  
Bruce Okney  
Delores Orey  
~~Charles Williams~~

If you wish information about their qualifications, please get in touch with me. Thank you for your assistance.

Sincerely,

William L. Wilson  
Commissioner

WLW:JS:lg

