

Doug Hampton

From: Doug Hampton [dhampton@novemberinc.com]
Sent: Thursday, July 10, 2008 11:14 AM
To: 'Slanker, Mike'
Subject: RE: hey man

Mike,

Thank you for this follow up letter and your honesty. I want to address all of your thoughts and concerns.

First of all, thank you for all your thoughts and prayers for me and my family. To give you an update, the Lord has recently introduced us to a new counselor we have been seeing who is very experienced and proactive in helping couples who have gone through similar situations as ours. With a lot of hard work on our parts, the counselors help and guidance from the Lord I believe we are headed in the right direction.

Secondly, I am truly sorry for anything I have said or done to hurt you and Lindsey. It was not my heart or intention to do so in anyway. Cindy and I are terribly sorry that you have been brought into the middle of this situation that has so deeply affected you and your daily lives. In regards to me and our discussion about how much you are reading and studying, I have terribly communicated my thoughts with you somehow causing you to feel judged. It pains me to know I came across that way and I want you to know that my intent was to reveal or discuss what God is teaching me about the leader he is calling me to be knowing the terrible husband and person I have been, not to judge you in any way at all. Again, please forgive me for coming across that way.

I do need to tell you that I don't understand the comments and thoughts about Cindy and her ability to talk with Lindsey and assumptions about her needing space. I truly feel that Cindy has been remarkable in her attempts to take responsibility for her choices as well as reach out in a deeper way to Lindsey. We both have stated the awkwardness about the whole situation. It was never our intent to ask you and Lindsey to change your relationship with John, we just expressed our concern if there was a possibility it could come between us. This is something we would never want to see happen. With that said, we do not want to put pressure on you to spend time with us, knowing how hard this has been on both of you. We want to be sensitive to your difficult situation and in no way shape or form keep you in the crosshairs.

We have at your request reached out to you and included both of you in some of our deepest thoughts, concerns, cares, fears and hardships. You have stated or questioned why Cindy and I tend to throw each of you "long balls", this is truly perplexing in light of each of you continually encouraging us to share our hearts with you. If you only knew how bad Cindy feels about what has taken place, she would do anything to go back and make different choices. The one conclusion we have come to is that when John finally admitted to having feelings for Cindy that started over year ago and then acted on them this last December, no matter how Cindy would have responded the relationship was forever changed. For instance, if Cindy has said no to him he would have never accepted that answer and either would have pursued her harder or would have most likely distanced himself from her. If Cindy would have told me or Darlene it would have forever changed our relationship with the families. It was a no win situation.

The unfortunate part is that we had brought you and Lindsey into our circle, we all worked together and now you have had to be a part and witness firsthand the destruction of a close, lifelong friendship. That is the reason we never wanted you and Lindsey to find out in the first place. Not because we didn't want to tell you, but because of how you both are feeling now is exactly what we were afraid of. Cindy wanted to tell Lindsey several times, but did not want to be selfish and bring her into all this knowing she had to work so closely with John every day. She was also counseled that is wasn't just her story to tell. It is John's also and the more talking that was done could result in the story getting out and publically causing even more damage than it already has. So when Lindsey finally confessed knowing after several weeks and was angry and disappointed at Cindy for not telling and even threatened our relationship and business relationship it was hurtful to us. We honestly only had your best interest in mind. The part we wrestle with is how were

you any different when I came to you and told you Cindy wasn't able to work anymore and you didn't share what you already knew with me. I could be just as upset with you as Lindsey was at Cindy, but I choose to believe the best and realize you were in disbelief, shock and didn't know what to do or say.

Lastly, in regards to the business front I completely understand how you and Lindsey would like to keep November Inc. running. You have made it a successful company and you have a lot to be proud of in that regard. In talking to you and reasoning together I was only giving you my thoughts and concerns in going forward and I am terribly sorry if I have offended you and Lindsey in any way. I am also trying to understand where you both see all of this going and how I fit into the equation. With everything that has transpired I am wondering if you even want me to be a part of November Inc. anymore. I understand that right now you are both buried at the NRSC and cannot give a lot of thought or concern to what I am doing right now. One of my biggest frustrations is that I am working hard on getting more clients, but I have no internal control as far as the invoicing for the clients I have now of which you asked me to let Rebecca handle. As you both know I have only been paid once and we are already in our third month. With all of this said I hope you will both be honest with me and tell me if you would like me to move on and look for employment elsewhere.

I hope this clarifies some of our thoughts and answers most of your concerns. We also love you both very much and want to be a part of your lives. However, we too don't want to hurt either of you and cause you more pain and difficulty in your life in any way.

Love you brother

From: Slanker, Mike [mailto:mslanker@nrsc.org]

Sent: Thursday, July 10, 2008 8:04 AM

To: Doug Hampton

Subject: hey man

Just wanted to take a moment and follow up on our last two conversations.

First, know that our thoughts and prayers are with you and your family. We wish there was more we could do. Please, if you are in need of something we can provide all you have to do is ask.

Second, I have thought a lot about something you have said to me a few times lately. About leading our respective families and not letting divisive situations come about due to our lack of leadership or attention. Lindsey and I are in the middle of something that we wrestle with every day--we are so close to it all that it has affected our day to day life and our relationship. We believe that God has put us in this place to help and love and we are doing all we believe that we can to do both.

I'm asking you to understand that this is tough for us sometimes. When Cindy can't talk to Lindsey, or you ask me why our business is constructed the way it is or how much I'm reading and studying day to day--we struggle with how we should respond. While we can't possibly understand what you may be going through we do struggle with being in the crosshairs.

On the personal front, we are happy to give Cindy space if that helps things. We love her and want her to bounce back from this. If our relationship with John makes that more difficult then we won't pressure her to spend time with us. Her relationship with you is most important and we don't want to be in the way of the work you are doing.

On the business front I just need to explain how we see things. November Inc. will always be Lindsey and Mike as partners. That does not necessarily mean only Lindsey and Mike into the future but it does mean we will have equal say at the table for company decisions. The company was founded on a shared approach to business and we believe that we each provide a different expertise and source of income. We are comfortable with that model and have no intentions of changing it. We also feel that we cannot commit to who our clients will, or will not be, and feel like we need to reserve the right to make those decisions on our own. I don't say that just in response to Ensign Inc. as a client but to all decisions that will need to make moving forward.

I hope this does not come off terse because it is not meant to be. We love you both very much and want to be a part of your lives. In the same respect, we don't want to hurt either of you by making your life more difficult in any way.