

JOSEPH H. CHIVERS
ATTORNEY-AT-LAW
SUITE 600
312 BOULEVARD OF THE ALLIES
PITTSBURGH, PA 15222-1923
(412) 281-1110
FAX (412) 281-8481

VIA TELEFAX AND FIRST CLASS MAIL

October 19, 2001

John O'Connor, Esquire
Legal Department
AK Steel Corporation
703 Curtis Street
Middletown, OH 45043-0001

Re: Joseph G. Myers v. AK Steel Corporation;
Settlement Demand

Dear Mr. O'Connor:

This is to follow up on our telephone conversation regarding Mr. Myers and his claim against AK Steel. In accordance with Pennsylvania law, this letter and its contents may be used strictly for purposes of settlement.

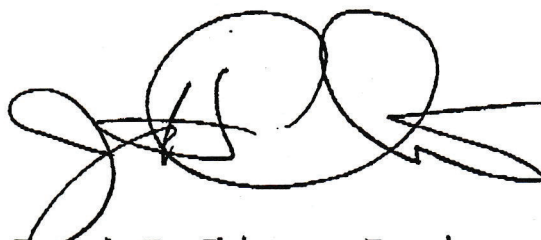
It is my opinion Mr. Myers has a bona fide claim for wrongful discharge as against public policy. The PA Supreme Court's decision in Shick v. Shirey in 1998 is illuminating on this point. The court made it clear that there is no formulaic determination or listing of situations giving rise to a wrongful discharge claim, but rather the question is whether the discharge is so contrary to a statutory or broad-based public policy as to require an exception to the general rule of employment-at-will. I believe this is just such a situation. Mr. Myers was terminated as a result of his unwillingness to violate the state motor vehicle code and the manufacturers' design loading limits for the vehicle in question. It is also apparent he was given an order directly at odds with safety instructions given to him and the other drivers merely days before his termination.

I am making an alternative demand for Mr. Myers: either reinstate him, with a cash settlement of \$40,000.00 (representing lost wages plus fees); or, pay him \$150,000.00 in exchange for a permanent resignation. Please advise at your earliest convenience, but no later than October 26, 2001. If the matter cannot be resolved amicably at this time, it is my intent to

proceed quickly to court and take any other action necessary to bring attention to AK Steel's practices.

I look forward to your response.

Yours very truly,

A handwritten signature in black ink, consisting of several loops and a central vertical stroke, positioned above the printed name.

Joseph H. Chivers, Esquire

cc: Joseph G. Myers