

Sent: Sunday, December 12, 2004 4:33 AM
To: 'allison anderson'
Subject: RE: wrapping it up

allison,

sorry i've taken so long to get back to you...it's been nuts here w/ camp and the kids this week.

i agree that it's best for us all to move onward and upward. to respond to your items below..

1. i'm uncomfortable doing this however i am fine w/ writing a letter of recommendation and helping in that way..
2. no problem.
3. no problem covering the cancellation and i will pay all costs relating to any business done on my behalf, i just need to see the bill to determine how much i owe.
4. sure, no problem.

one last thing, before i authorize these payments to go out, i need to get back all equipment that was ever in mike's possession during his time w/ me. we had asked for that some time ago and were not given much back. i'm thinking of the following items....yet, surely i'm forgetting some stuff.

- my cyclo-cross bike w/ wheels
- kristin's min bike. kristin doesn't have it nor do i.
- a pair of 26 inch ZIPP wheels that were purchased at the bicycle sport shop in may i believe.
- any other pairs of bontrager training wheels he may have.
- all other items bought at the bicycle sport shop within the last 2 years
- all items that were sent from any (and all) of my sponsors that was intended for me.

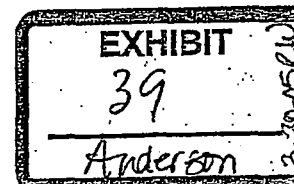
thanks for your help.

la

From: allison anderson [mailto:aanderson@hillcountrytx.net]
Sent: Wednesday, December 01, 2004 3:03 PM
To: Lance Armstrong
Subject: wrapping it up

Lance,

Please pass this on to Bart if he needs this instead of you. Thank you for calling last night and apologizing for not being more present in this process.



So, Mike would like to get this over with and move on, however there are a couple of things he would like in exchange for signing the non-disclosure agreement. He asked that I type this up.

1. an addition to the Termination of Employment letter stating that Mike was not terminated due to any wrongdoing, misconduct or even a question of misconduct.
2. since he was already paid this morning, a check or wire transfer, upfront, for the final 2 months of pay and health insurance.
3. A check/wire transfer to cover his November cell phone bill as well as \$175 to cover cancelling the Blackberry contract he recently entered into for work. He will return the Blackberry to you.
4. The non-disclosure agreement should be reciprocal and include protection for Mike as well as our family.

We think this is very reasonable. I hope you will too.

Also, just to clear the record, Mike and Steve spoke several times regarding the receipts for his expense account. Steve seemed to think it was not important to keep all receipts, esp. the small ones. I'm sure you have already thought of this, but it would probably make more sense to look at the bank statements so that you can see each and every transaction. Also, keep in mind that Mike had to take out cash quite a bit to pay Terrance and Shirley as well as re-imbursing me for shopping/working for you etc.. Please feel free to call if you still want to talk.

Allison and Mike