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January 14, 2003

Marvin Krislov, Esq.  
General Counsel  
University of Michigan  
503 Thompson, Suite 4010  
Ann Arbor, MI 48109

Re: Peter J. Hammer

Dear Mr. Krislov:

I am writing on behalf of my client, Peter Hammer, and contacting you directly because I do not know whom within your office has had contact with the Law School on this matter. You are probably aware that Mr. Hammer was denied tenure despite a unanimous recommendation by the Ad Hoc Committee and despite a majority vote in favor of his grant of tenure by the tenured faculty participating.

Without getting into the other reasons for this result, which we believe to be contrary to his rights as guaranteed by Ann Arbor City Ordinance as well as the United States and Michigan Constitutions, we are concerned that there has been no hearing granted to Professor Hammer on the issue of *de facto* tenure under 5.09 of the By-Laws of the Regents. We would respectfully request that a hearing on that issue be convened. Mr. Hammer did not receive a written notice of his terminal year and was allowed to work well beyond the so-called "fish or cut bait" year. My reading of the Regents By-Laws leads me to conclude that Mr. Hammer has achieved tenure as a result.

Kindly advise us as to the University's position as soon as possible. While we are not anxious to litigate any of the issues and are hopeful that some manner can be found of resolving this dispute, that is not to say that we are apprehensive of litigating the issues involved in this matter.

Yours very truly,

**GREEN, GREEN & ADAMS, P.C.**

A handwritten signature in black ink, appearing to read "Philip Green", with a long horizontal flourish extending to the right.

Philip Green

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