



Procedure 68, and evidence of this Offer is not admissible in any proceeding. If this Offer is not accepted in writing within ten (10) days after it is served, it shall be deemed withdrawn.

Dated this 1 day of July, 1999.

**JOHNSON, HEIDPRIEM, MINER,  
MARLOW & JANKLOW, L.L.P.**

BY 

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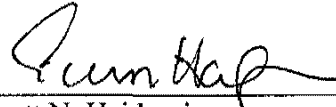
**CERTIFICATE OF SERVICE**

The undersigned hereby certifies that a true and correct copy of the foregoing **Offer of Judgment** was served by first class United States mail, postage prepaid, upon the following individuals:

Mia E. Bitterman, Trial Attorney  
Equal Employment Opportunity Commission  
Denver District Office  
303 East 17th Avenue, Suite 510  
Denver, CO 80203

Richard Casey  
Attorney at Law  
300 North Dakota Avenue  
Sioux Falls, SD 57104

Dated this 1 day of July, 1999.

  
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Scott N. Heidepriem