

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF KANSAS

| | | |
|--------------------------|---|-----------------------|
| SHIRLEY WILLIAMS, et al. |) | |
| |) | |
| Plaintiffs, |) | |
| |) | |
| AND ALL THOSE SIMILARLY |) | |
| SITUATED, |) | |
| |) | |
| Opt in Plaintiffs, |) | Civil Action File No. |
| |) | 03-2200-JWL |
| v. |) | |
| |) | |
| SPRINT/UNITED MANAGEMENT |) | |
| COMPANY, |) | |
| |) | |
| Defendant. |) | |

GENERAL RELEASE

I, _____, with a current address of _____,
expressly hereby voluntarily and knowingly release, acquit, and forever discharge, to the extent a
release of such claims is permitted by law, any and all claims, manner of actions, causes of action
(in law or in equity), suits, charges, judgments, debts, liens, contracts, agreements, promises,
liabilities, demands, damages, losses, fees, costs, expenses or disputes, known or unknown, fixed
or contingent, which I now have or may have hereafter, directly or indirectly, personally or in a
representative capacity, against Sprint and/or any of its past or present agents, attorneys, assigns,
affiliates, subsidiaries, successors, predecessors, directors, officers, employees, administrators,
committees, affiliates, parent and their respective directors, officers, agents and employees,
subsidiaries, fiduciaries, trustees, beneficiaries, participants, personal and/or legal representatives,

and Embarq (each a “Released Party” and collectively “Released Parties”) by reason of any act, omission, matter, cause or thing whatsoever, from the beginning of time to and including the date of execution of this release whether based on a constitution, statute, regulation, agreement or the common law (“General Release”). This General Release includes, but is not limited to, all claims, manner of actions, causes of action (in law or in equity), suits or requests for attorneys’ fees and/or costs under the Employee Retirement Income Security Act of 1974; Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act; the Age Discrimination in Employment Act of 1967; the Older Worker’s Benefits Protection Act; the Rehabilitation Act of 1973; the Family and Medical Leave Act; the Consolidated Omnibus Budget Reconciliation Act (“COBRA”); the Occupational Safety and Health Act; the National Labor Relations Act; 42_U.S.C. §§_1981 through 1988; any federal, state or local law regarding retaliation for protected activity or interference with protected rights; and any state or local law, state constitution; and all claims under state public policy or common law including, but not limited to, common law claims of outrageous conduct, intentional or negligent infliction of emotional distress, negligent hiring, breach of contract, breach of the covenant of good faith and fair dealing, promissory estoppel, negligence, wrongful termination of employment, interference with employment relationship, civil rights, fraud and deceit and all other claims of any type or nature, including all claims for damages, wages, compensation, vacation, reinstatement, medical expenses, punitive damages, and claims for attorney’s fees. The parties intend that this release shall discharge all claims against Sprint and all other Released Parties to the full and maximum extent permitted by law, but not in excess of that permitted by law. I have the authority to execute this General Release because I have not assigned any of these claims to anyone

else.

I also acknowledge that I may not now know fully the number or magnitude of the claims I may have, and that I may suffer some further loss or damage in some way connected with Sprint or any other Released Party, which occurred on or before any execution of this General Release. I have taken this risk and possibility into account and accept that, nevertheless, this General Release covers all claims I may have against Sprint or any other Released Party, which although unknown at the time of the execution of this General Release may be discovered later.

I also covenant not to sue any of the Released Parties for any claims released hereof. I recognize that should I do so in violation of this General Release, a Released Party shall be entitled to recover its damages as well as any fees and costs expended in defending any such action brought by me.

I specifically acknowledge that I have the right to consult an attorney at my own expense before signing this release and that I have been encouraged to do so, and that I have been given a reasonable period of time to consider the terms of the settlement agreement and this General Release of All Claims.

I understand that of the total amount of the consideration I will receive for giving this General Release and in full settlement of all of my claims against the Released Parties as provided for hereby is \$_____, which amount is more than I am otherwise entitled to.

[Plaintiff's Name]

Dated: