

**IN THE UNITED STATES DISTRICT COURT FOR THE  
WESTERN DISTRICT OF MISSOURI  
WESTERN DIVISION**

<b>UNITED STATES OF AMERICA,</b>	)	
	)	
Plaintiff,	)	
	)	
v.	)	No. 08-00297-07-CR-W-FJG
	)	
<b>STEVEN M. SALAS,</b>	)	
	)	
Defendant.	)	

**PLEA AGREEMENT**

Pursuant to Rule 11(c)(1)(B) of the Federal Rules of Criminal Procedure, the parties described below have entered into the following plea agreement:

**1. The Parties.** The parties to this agreement are the United States Attorney’s Office for the Western District of Missouri (otherwise referred to as “the Government” or “the United States”), represented by Matt J. Whitworth, Acting United States Attorney, and Linda Parker Marshall, Senior Litigation Counsel, and the defendant, Steven M. Salas (“the defendant”), represented by Roger J. Rosen and Susan M. Hunt.

The defendant understands and agrees that this plea agreement is only between him and the United States Attorney for the Western District of Missouri, and that it does not bind any other federal, state, or local prosecution authority or any other government agency, unless otherwise specified in this agreement.

**2. Defendant’s Guilty Plea.** The defendant agrees to and hereby does plead guilty to Count One of the indictment charging him with a violation of 18 U.S.C. § 371, that is, conspiracy. [A copy of the indictment setting forth the charge in Count One is incorporated by reference.] By entering

into this plea agreement, the defendant admits that he knowingly committed this and is in fact guilty of this offense.

**3. Factual Basis for Guilty Plea.** The parties agree that the facts constituting the offense to which he is pleading guilty are as follows:

Beginning about February 2005 and continuing through about May 21, 2007, at Lee's Summit and Raymore, in the Western District of Missouri, and elsewhere, defendant Salas conspired with others including co-defendants Angela Clark, Jerome Howard, Cynthia Jordan, and others including Jerry Emerick, to obtain money from mortgage lenders and title companies, and to retain the money obtained, by means of material false and fraudulent pretenses, representations and promises, and by the concealment of material facts, and in the execution of the scheme to commit the offenses of interstate transportation of funds obtained by fraud, in violation of 18 U.S.C. §§ 2314 and 2, and wire fraud, in violation of 18 U.S.C. §§ 1343 and 2.

The defendant does not dispute that as part of the scheme, the co-conspirators:

- a. agreed that new homes in Lee's Summit and Raymore, Missouri, could be sold at inflated prices in order to obtain loan proceeds in excess of the actual sales prices;
- b. determined the actual sales prices wanted for the new homes;
- c. agreed to structure the sales of the new homes in such a way that the buyers would receive money from the loan proceeds;
- d. solicited potential buyers, representing that the buyers would receive from the loan proceeds the difference between the actual sales prices and the inflated prices, less closing costs;

e. agreed to purchase and obtain loans to purchase the new homes in excess of the actual sales prices to be paid to the seller, by material false and fraudulent representations and promises, and omissions of facts;

f. prepared and caused to be prepared loan applications and supporting documentation, containing material false and fraudulent representations and omissions of fact, all for submission to mortgage lenders;

g. obtained and used fraudulent social security account numbers;

h. submitted and caused to be submitted the material false and fraudulent loan applications and supporting documentation to mortgage lenders;

i. created and caused to be created entities, and bank accounts in entity names, in order to receive loan proceeds;

j. prepared and submitted to title companies closing the loans, material false and fraudulent documentation, and made material false and fraudulent material representations, in order to receive funds from the loan proceeds;

k. caused mortgage lenders to approve the loan applications in reliance on the material false, fraudulent and misleading representations and omissions of facts contained in the mortgage loan applications and other documentation; and

l. obtained and attempted to obtain personal financial and other benefits as a result of the scheme.

Defendant Salas purchased three properties during and as part of the conspiracy, in each instance making material misrepresentations upon which the lenders relied in making the mortgage loans totaling \$1,645,390.00. From the purchase of these properties, as part of the scheme

and unbeknownst to the lenders, entities under the control of co-defendant Howard received \$429,538.38, from which Howard paid Salas a total of \$255,000.00.

The three properties are follows:

408 SE Snaffle Bit Court, Lee's Summit, Missouri

On March 27, 2007, co-defendants Howard, Salas, and Emerick caused to be submitted to First Magnus Financial loan applications for loans totaling \$584,900.00 for the purchase of 408 SE Snaffle Bit Court, Lee's Summit, Missouri, in which they caused to be made false and fraudulent representations and omissions, including income, employment, occupancy, and use of proceeds. The same representations were made in documents signed by Salas as part of the loan closing.

On March 19, 2007, Howard and Salas caused a letter dated January 12, 2007, to be submitted to First Magnus Financial Corp., verifying Salas' employment, stating that a business would be opening a subsidiary in Missouri, that Salas would be "Vice-President Mid-West Operations," and would have to relocate to the Kansas City area no later than March 2007.

On March 19, 2007, Howard and Salas caused a verification of employment to be submitted to First Magnus Financial Corp., verifying the employment of Salas, stating that Salas was in marketing, that he had been employed since January 15, 2004, and that the probability of his continued employment was excellent.

Salas does not dispute that on March 29, 2007, the title company closing the purchase of 408 SE Snaffle Bit Court, Lee's Summit, Missouri, sent \$124,300.00 from the loan proceeds by wire from Heartland Bank, Leawood, Kansas, to Bank of the West, Irwindale and Anaheim Hills,

California, in reliance on the irrevocable demand for payment from Dream Homes Management (one of co-defendant Howard's companies).

On March 29, 2007, Howard wrote a check payable to Y & S Management (Salas' company) in the amount of \$85,000.00, for his purchase of 408 SE Snaffle Bit Court, Lee's Summit, Missouri. On March 30, 2007, Salas deposited the check into an account of Y & S Management at Wells Fargo Bank, Claremont, California.

404 SE Snaffle Bit Court, Lee's Summit, Missouri

On March 19, 2007, Salas and Jordan submitted and caused to be submitted to Stonecreek Funding, signed loan applications for loans totaling \$535,900.00 for the purchase of 404 SE Snaffle Bit Court, Lee's Summit, Missouri, in which they caused to be made false and fraudulent representations and omissions, including income, employment, assets, liabilities, rental agreement, occupancy, and use of proceeds. The same representations were made in documents signed by Salas as part of the loan closing.

In April or May 2007, Howard and Salas caused a fraudulent letter dated April 3, 2007, to be submitted to Stonecreek Funding, stating that a company would be opening a subsidiary in Missouri and that Salas was to head the operation for that region, with the title "Vice-President Mid-West Operations," that Salas would be responsible for the hiring and management of eight to ten employees, and that he would have to relocate to Kansas City no later than mid May 2007.

Salas does not dispute that on April 17, 2007, the title company closing the purchase of 404 SE Snaffle Bit Court, Lee's Summit, Missouri, sent \$125,000.00 from the loan proceeds by wire from Hillcrest Bank, Overland Park, Kansas, to Bank of the West, Irwindale, California, for credit to the account of Jerome Howard, d/b/a Dream Homes Management and Infinite Link

Communications, in reliance on the irrevocable demand for payment from Dream Homes Management. Salas also does not dispute that on April 18, 2007, Howard purchased a cashier's check payable to Y & S Management in the amount of \$85,000.00, for Salas' purchase of 404 SE Snaffle Bit Court, Lee's Summit, Missouri.

On April 19, 2007, Salas deposited the check payable to Y & S Management in the amount of \$85,000.00 into an account of Y & S Management at Wells Fargo Bank, Claremont, California.

500 SE Snaffle Bit Court, Lee's Summit, Missouri

On April 23, 2007, Salas caused to be submitted to SunTrust Mortgage signed loan applications for loans totaling \$524,590.00 for the purchase of 500 SE Snaffle Bit Court, Lee's Summit, Missouri, in which he caused to be made false and fraudulent representations and omissions, including income, employment, assets, liabilities, occupancy, and use of proceeds. The same representations were made in documents signed by Salas as part of the loan closing.

Salas does not dispute that on May 7, 2007, the title company closing the purchase of 500 SE Snaffle Bit Court, Lee's Summit, Missouri, sent \$152,800.00 from the loan proceeds by wire from Heartland Bank, Leawood, Kansas, to Bank of America, Richmond, Virginia, for credit to the account of Alpha/Omega Properties, in part in reliance on the irrevocable demand for payment from Alpha/Omega Properties. Salas also does not dispute that on May 7, 2007, Howard caused a check to be written on the account of Alpha/Omega Properties at Bank of America, payable to Y & S Management, in the amount of \$20,000.00, for Salas' purchase of 500 SE Snaffle Bit Court, Lee's Summit, Missouri.

On May 8, 2007, Salas deposited the check payable to Y & S Management in the amount of \$20,000.00 into an account of Y & S Management at Wells Fargo Bank, Claremont, California.

Salas does not dispute that on May 24, 2007, Howard purchased a cashier's check payable to Salas in the amount of \$65,000.00, for his purchase of 500 SE Snaffle Bit Court, Lee's Summit, Missouri. Thereafter, Salas deposited the cashier's check payable to himself in the amount of \$65,000.00 into an account of Y & S Management at the Credit Union of Southern California, Whittier, California.

**4. Use of Factual Admissions.** The defendant acknowledges, understands and agrees that the admissions contained in Paragraph 3 and other portions of this plea agreement will be used for the purpose of determining his guilt and advisory sentencing range under the United States Sentencing Guidelines ("U.S.S.G."), including the calculation of the defendant's offense level in accordance with U.S.S.G. § 1B1.3(a)(2). The defendant acknowledges, understands and agrees that the conduct charged in any dismissed counts of the indictment as well as all other uncharged related criminal activity may be considered as "relevant conduct" pursuant to U.S.S.G. § 1B1.3(a)(2) in calculating the offense level for the charges to which he is pleading guilty.

**5. Statutory Penalties.** The defendant understands that upon his plea of guilty to Count One of the indictment charging him with conspiracy, the maximum penalty the Court may impose is not more than five years of imprisonment, a \$250,000.00 fine, three years of supervised release, an order of restitution, and a \$100.00 mandatory special assessment which must be paid in full at the time of sentencing. The defendant further understands that this offense is a Class D felony.

**6. Sentencing Procedures.** The defendant acknowledges, understands and agrees to the following:

a. in determining the appropriate sentence, the Court will consult and consider the United States Sentencing Guidelines promulgated by the United States Sentencing Commission; these Guidelines, however, are advisory in nature, and the Court may impose a sentence either less than or greater than the defendant's applicable Guidelines range, unless the sentence imposed is "unreasonable";

b. the Court will determine the defendant's applicable Sentencing Guidelines range at the time of sentencing;

c. in addition to a sentence of imprisonment, the Court may impose a term of supervised release of up to three years; that the Court must impose a period of supervised release if a sentence of imprisonment of more than one year is imposed;

d. if the defendant violates a condition of his supervised release, the Court may revoke his supervised release and impose an additional period of imprisonment of up to three years without credit for time previously spent on supervised release. In addition to a new term of imprisonment, the Court also may impose a new period of supervised release, the length of which cannot exceed three years, less the term of imprisonment imposed upon revocation of the defendant's first supervised release;

e. the Court may impose any sentence authorized by law, including a sentence that is outside of, or departs from, the applicable Sentencing Guidelines range;

f. any sentence of imprisonment imposed by the Court will not allow for parole;

g. the Court must order restitution to be paid to victims of the offense to which he is pleading guilty, the conduct charged in any dismissed counts of the indictment, and all other uncharged related criminal activity;

h. the Court is not bound by any recommendation regarding the sentence to be imposed or by any calculation or estimation of the Sentencing Guidelines range offered by the parties or the United States Probation Office; and

i. the defendant may not withdraw his guilty plea solely because of the nature or length of the sentence imposed by the Court.

**7. Government's Agreements.** Based upon evidence in its possession at this time, the United States Attorney's Office for the Western District of Missouri, as part of this plea agreement, agrees not to bring any additional charges against defendant for any federal criminal offenses related to the conspiracy alleged in the indictment for which it has venue and which arose out of the defendant's conduct described above. Additionally, the United States Attorney for the Western District of Missouri agrees to dismiss Counts Thirteen, Fourteen, Twenty-six, and Thirty-four at sentencing.

The defendant understands that this plea agreement does not foreclose any prosecution for an act of murder or attempted murder, an act or attempted act of physical or sexual violence against the person of another, or a conspiracy to commit any such acts of violence or any criminal activity of which the United States Attorney for the Western District of Missouri has no knowledge.

The defendant recognizes that the United States' agreement to forego prosecution of all of the criminal offenses with which the defendant might be charged is based solely on the promises made by the defendant in this agreement. If the defendant breaches this plea agreement, the United States retains the right to proceed with the original charges and any other criminal violations established by the evidence. The defendant expressly waives his right to challenge the initiation of the dismissed or additional charges against him if he breaches this agreement. The defendant expressly waives his right to assert a statute of limitations defense if the dismissed or additional charges are initiated against him following a breach of this agreement. The defendant further understands and agrees that if the Government elects to file additional charges against him following his breach of this plea agreement, he will not be allowed to withdraw his guilty plea.

**8. Preparation of Presentence Report.** The defendant understands the United States will provide to the Court and the United States Probation Office a government version of the offense conduct. This may include information concerning the background, character, and conduct of the defendant, including the entirety of his criminal activities. The defendant understands these disclosures are not limited to the count to which he has pleaded guilty. The United States may respond to comments made or positions taken by the defendant or the defendant's counsel and to correct any misstatements or inaccuracies. The United States further reserves its right to make any recommendations it deems appropriate regarding the disposition of this case, subject only to any limitations set forth in this plea agreement. The United States and the defendant expressly reserve the right to speak to the Court at the time of sentencing pursuant to Rule 32(i)(4) of the Federal Rules of Criminal Procedure.

**9. Withdrawal of Plea.** Either party reserves the right to withdraw from this plea agreement for any or no reason at any time prior to the entry of the defendant's plea of guilty and its formal acceptance by the Court. In the event of such withdrawal, the parties will be restored to their pre-plea agreement positions to the fullest extent possible. However, after the plea has been formally accepted by the Court, the defendant may withdraw his plea of guilty only if the Court rejects the plea agreement or if the defendant can show a fair and just reason for requesting the withdrawal. The defendant understands that if the Court accepts his plea of guilty and this plea agreement but subsequently imposes a sentence that is outside the defendant's applicable Sentencing Guidelines range, or imposes a sentence that the defendant does not expect, like or agree with, he will not be permitted to withdraw his plea of guilty.

**10. Agreed Guidelines Applications.** With respect to the application of the Sentencing

Guidelines to this case, the parties stipulate and agree as follows:

a. The Sentencing Guidelines do not bind the Court and are advisory in nature. The Court may impose a sentence that is either above or below the defendant's applicable Guidelines range, provided the sentence imposed is not "unreasonable."

b. The parties believe the applicable Guidelines Manual is the one that took effect on November 1, 2007, but agree that the determination is for the Court and the Probation Office.

c. The applicable Guidelines section for the offense of conviction is U.S.S.G. § 2B1.1, which provides for a base offense level of 6.

d. While the precise loss amount is as yet undetermined, the Government believes the amount of loss from the offenses of conviction and relevant conduct may be more than \$400,000.00 but not more than \$1,000,000.00. The defendant reserves the right to contest this amount of loss. If the total loss is more than \$400,000.00 but not more than \$1,000,000.00, there will be a fourteen-level increase in the offense level.

e. The Government contends that the offense involved sophisticated means, resulting in a two-level increase pursuant to § 2B1.1(b)(9)(C); the defendant reserves the right to contest this.

f. The defendant has admitted his guilt and clearly accepted responsibility for his actions, and has assisted authorities in the investigation or prosecution of his own misconduct by timely notifying authorities of his intention to enter a plea of guilty, thereby permitting the Government to avoid preparing for trial and permitting the Government and the Court to allocate their resources efficiently. Therefore, he is entitled to a three-level reduction pursuant to § 3E1.1(b) of the Sentencing Guidelines. The Government, at the time of sentencing, will file a written motion with the Court to that effect, unless the defendant (1) fails to abide by all of the terms and conditions of this plea agreement and his pretrial release; or (2) attempts to withdraw his guilty plea, violates the law, or otherwise engages in conduct inconsistent with his acceptance of responsibility.

g. There is no agreement between the parties regarding the defendant's criminal history category. The parties agree that the Court will determine his applicable criminal history category after receipt of the presentence investigation report prepared by the United States Probation Office.

h. The defendant understands that the estimate of the parties with respect to the Guidelines computation set forth in the subsections of this paragraph does not bind the Court or the United States Probation Office with respect to the appropriate Guidelines levels. Additionally, the failure of the Court to accept these stipulations will not, as outlined in Paragraph 9 of this plea agreement, provide the defendant with a basis to withdraw his plea of guilty.

i. The United States agrees not to seek an upward departure from the Guidelines or a sentence outside the Guidelines range, and defendant agrees to not seek a downward departure from the Guidelines or a sentence outside the Guidelines range. The agreement by the parties to not seek a departure from the Guidelines is not binding upon the Court or the United States Probation Office and the Court may impose any sentence authorized by law, including any sentence outside the applicable Guidelines range that is not “unreasonable.”

j. The defendant consents to judicial fact-finding by a preponderance of the evidence for all issues pertaining to the determination of the defendant’s sentence, including the determination of any mandatory minimum sentence (including the facts that support any specific offense characteristic or other enhancement or adjustment), and any legally authorized increase above the normal statutory maximum. The defendant waives any right to a jury determination beyond a reasonable doubt of all facts used to determine and enhance the sentence imposed, and waives any right to have those facts alleged in the indictment. The defendant also agrees that the Court, in finding the facts relevant to the imposition of sentence, may consider any reliable information, including hearsay.

k. The defendant understands and agrees that the factual admissions contained in Paragraphs 3 and 4 of this plea agreement, and any admissions that he will make during his plea colloquy, support the imposition of the agreed Guidelines calculations contained in this agreement.

**11. Effect of Non-Agreement on Guidelines Applications.** The parties understand, acknowledge and agree that there are no agreements between the parties with respect to any Sentencing Guidelines issues other than those specifically listed in Paragraph 10, and its subsections. As to any other Guidelines issues, the parties are free to advocate their respective positions at the sentencing hearing.

**12. Change in Guidelines Prior to Sentencing.** The defendant agrees that if any applicable provision of the Guidelines changes after the execution of this plea agreement, then any request by

defendant to be sentenced pursuant to the new Guidelines will make this plea agreement voidable by the United States at its option. If the Government exercises its option to void the plea agreement, the United States may charge, reinstate, or otherwise pursue any and all criminal charges that could have been brought but for this plea agreement.

**13. Government's Reservation of Rights.** The defendant understands that the United States expressly reserves the right in this case to:

- a. oppose or take issue with any position advanced by defendant at the sentencing hearing which might be inconsistent with the provisions of this plea agreement;
- b. comment on the evidence supporting the charges in the indictment;
- c. oppose any arguments and requests for relief the defendant might advance on an appeal from the sentences imposed and that the United States remains free on appeal or collateral proceedings to defend the legality and propriety of the sentence actually imposed, even if the Court chooses not to follow any recommendation made by the United States; and
- d. oppose any post-conviction motions for reduction of sentence, or other relief.

**14. Waiver of Constitutional Rights.** The defendant, by pleading guilty, acknowledges that he has been advised of, understands, and knowingly and voluntarily waives the following rights:

- a. the right to plead not guilty and to persist in a plea of not guilty;
- b. the right to be presumed innocent until his guilt has been established beyond a reasonable doubt at trial;
- c. the right to a jury trial, and at that trial, the right to the effective assistance of counsel;
- d. the right to confront and cross-examine the witnesses who testify against him;
- e. the right to compel or subpoena witnesses to appear on his behalf; and

f. the right to remain silent at trial, in which case his silence may not be used against him.

The defendant understands that by pleading guilty, he waives or gives up those rights and that there will be no trial. The defendant further understands that if he pleads guilty, the Court may ask him questions about the offense or offenses to which he pleaded guilty, and if the defendant answers those questions under oath and in the presence of counsel, his answers may later be used against him in a prosecution for perjury or making a false statement. The defendant also understands he has pleaded guilty to a felony offense and, as a result, will lose his right to possess a firearm or ammunition and might be deprived of other rights, such as the right to vote or register to vote, hold public office, or serve on a jury.

**15. Waiver of Appellate and Post-Conviction Rights.**

a. The defendant acknowledges, understands and agrees that by pleading guilty pursuant to this plea agreement he waives his right to appeal or collaterally attack a finding of guilt following the acceptance of this plea agreement.

b. The defendant expressly waives his right to appeal his sentence, directly or collaterally, on any ground except a sentence imposed in excess of the statutory maximum or an illegal sentence, that is, sentencing error more serious than a misapplication of the Sentencing Guidelines, an abuse of discretion, or the imposition of an unreasonable sentence. However, if the United States exercises its right to appeal the sentence imposed as authorized by 18 U.S.C. § 3742(b), the defendant is released from this waiver and may, as part of the Government's appeal, cross-appeal his sentence as authorized by 18 U.S.C. § 3742(a) with respect to any issues that have not been stipulated to or agreed upon in this agreement.

**16. Waiver of FOIA Request.** The defendant waives all of his rights, whether asserted directly or by a representative, to request or receive from any department or agency of the United States any records pertaining to the investigation or prosecution of this case including, without limitation, any records that may be sought under the Freedom of Information Act, 5 U.S.C. § 552, or the Privacy Act of 1974, 5 U.S.C. § 552a.

**17. Waiver of Claim for Attorney's Fees.** The defendant waives all of his claims under the Hyde Amendment, 18 U.S.C. § 3006A, for attorney's fees and other litigation expenses arising out of the investigation or prosecution of this matter.

**18. Defendant's Agreement to Destruction of Biological Evidence.** In accordance with 18 U.S.C. § 3600A(c)(2), the defendant knowingly and voluntarily waives his right to request DNA testing of any biological evidence which may have been obtained or seized by law enforcement in his case. Defendant agrees that all biological evidence which may have been obtained or seized may be destroyed by law enforcement authorities.

**19. Defendant's Breach of Plea Agreement.** If the defendant commits any crimes, violates any conditions of release, or violates any term of this plea agreement between the signing of this plea agreement and the date of sentencing, or fails to appear for sentencing, or if the defendant provides information to the Probation Office or the Court that is intentionally misleading, incomplete, or untruthful, or otherwise breaches this plea agreement, the United States will be released from its obligations under this agreement. The defendant, however, will remain bound by the terms of the agreement, and will not be allowed to withdraw his plea of guilty.

The defendant also understands and agrees that in the event he violates this plea agreement, all statements made by him to law enforcement agents subsequent to the execution of this plea agreement, any testimony given by him before a grand jury or any tribunal or any leads from such statements or testimony shall be admissible against him in any and all criminal proceedings. The defendant waives any rights that he might assert under the United States Constitution, any statute, Rule 11(f) of the Federal Rules of Criminal Procedure, Rule 410 of the Federal Rules of Evidence,

or any other federal rule that pertains to the admissibility of any statements made by him subsequent to this plea agreement.

**20. Defendant's Representations.** The defendant acknowledges that he has entered into this plea agreement freely and voluntarily after receiving the effective assistance, advice and approval of counsel. The defendant acknowledges that he is satisfied with the assistance of counsel, and that counsel has fully advised him of his rights and obligations in connection with this plea agreement. The defendant further acknowledges that no threats or promises, other than the promises contained in this plea agreement, have been made by the United States, the Court, his attorneys or any other party to induce him to enter his plea of guilty.

**21. No Undisclosed Terms.** The United States and defendant acknowledge and agree that the above-stated terms and conditions, together with any written supplemental agreement that might be presented to the Court in camera, constitute the entire plea agreement between the parties, and that any other terms and conditions not expressly set forth in this agreement or any written supplemental agreement do not constitute any part of the parties' agreement and will not be enforceable against either party.

**22. Standard of Interpretation.** The parties agree that, unless the constitutional implications inherent in plea agreements require otherwise, this plea agreement should be interpreted according to general contract principles and the words employed are to be given their normal and ordinary meanings. The parties further agree that, in interpreting this agreement, any drafting errors

or ambiguities are not to be automatically construed against either party, whether or not that party was involved in drafting or modifying this agreement.

Matt J. Whitworth  
Acting United States Attorney

Dated: 05/19/09

/s/ Linda Parker Marshall  
Linda Parker Marshall  
Senior Litigation Counsel

I have consulted with my attorney and fully understand all of my rights with respect to the offenses charged in the indictment. Further, I have consulted with my attorney and fully understand my rights with respect to the provisions of the Sentencing Guidelines. I have read this plea agreement and carefully reviewed every part of it with my attorney. I understand this plea agreement and I voluntarily agree to it.

Dated: 05/19/09

/s/ Steven M. Salas  
Steven M. Salas  
Defendant

We are defendant Steven M. Salas' attorneys. We have fully explained to him his rights with respect to the offenses charged in the indictment. Further, we have reviewed with him the provisions of the Sentencing Guidelines which might apply in this case. We have carefully reviewed every part of this plea agreement with him. To our knowledge, Mr. Salas' decision to enter into this plea agreement is an informed and voluntary one.

Dated: 05/19/09

/s/ Roger J. Rosen  
Roger J. Rosen  
Attorney for Defendant

Dated: 05/19/09

/s/ Susan M. Hunt  
Susan M. Hunt  
Attorney for Defendant