

Award
NASD Dispute Resolution

In the Matter of the Arbitration Between:

Citigroup Global Markets, Inc. f/k/a/ Salmon Smith Barney, Inc., Claimant v. Glenn A. Howard,
Respondent

Glenn A. Howard, Counter-Claimant v. Citigroup Global Markets, Inc. f/k/a Salmon Smith
Barney, Inc., Counter-Respondent

Case Number: 05-00612

Hearing Site: Portland, Oregon

Nature of the Dispute: Member v. Associated Person
Associated Person v. Member

REPRESENTATION OF PARTIES

For Claimant:

Brian C. Free, Esq.
Hillis Clark Martin & Peterson, P.S.
Seattle, Washington

For Respondent:

Frank S. Wesson, Esq.
Wesson & Anderson
Portland, Oregon

CASE INFORMATION

Statement of Claim filed: February 3, 2005

Answer and Affirmative Defenses to Counter-Claims filed by Claimant/Counter-Respondent:
June 4, 2005

Claimant/Counter-Respondent's Uniform Submission Agreement signed: January 27, 2005

Statement of Answer and Counterclaims filed by Respondent: April 18, 2005

Respondent's Uniform Submission Agreement signed: May 5, 2005

CASE SUMMARY

Claimant alleged that Respondent defaulted on a promissory note and breached his employment contract.

Respondent denied the allegations of wrongdoing set forth in Claimant's Statement of Claim and asserted various affirmative defenses.

In his Counterclaim, Counter-Claimant alleged breach of contract, inducement to quit his job and join Claimant's workforce, failure to provide training and support, hostile work environment, dismissal without just cause, breach of employment agreement, retaliation for exercising his right to request a hearing.

Counter-Respondent denied the allegations as set forth in the Counter-Claim.

RELIEF REQUESTED

Claimant requested \$51,463.12 in compensatory damages, prejudgment interest at prime plus 6% and post-judgment interest at the highest legal rate, and costs, including attorney's fees.

Respondent requested dismissal of the Claimant's Statement of Claim in its entirety, unspecified compensatory damages, an award of Claimant's shares of stock as promised at the time of hire, and costs, including attorney's fees.

OTHER ISSUES CONSIDERED AND DECIDED

The parties agreed that the Award in this matter may be executed in counterpart copies or that a handwritten, signed Award may be entered.

AWARD

After considering the pleadings, testimony, and evidence presented at the hearing, the Panel decided in full and final resolution of the issues submitted for determination as follows:

- 1) Respondent is liable to and shall pay Claimant the sum of \$21,000.00 in compensatory damages.
- 2) The parties shall bear their respective costs, including attorney's fees.
- 3) All other relief requested and not expressly granted is denied.
- 4) Respondent's Counter-Claim is denied in its entirety.

FEES

Pursuant to the Code, the following fees are assessed:

Filing Fees

NASD Dispute Resolution received or will collect the non-refundable filing fees for each claim as follows:

Initial claim filing fee	= \$ 750.00
Counterclaim filing fee	Waived

Member Fees

Member fees are assessed to each member firm that is either a party in the matter or an employer of a respondent associated person at the time of the events that gave rise to the dispute, claim, or controversy. Accordingly, the member firm Citigroup Global Markets Inc. f/k/a Salomon Smith Barney Inc. is a party and the following fees are assessed:

Member Surcharge	= \$ 1,100.00
Pre-Hearing Process Fee	= \$ 750.00
<u>Hearing Process Fee</u>	<u>= \$ 2,200.00</u>
Total Member Fees	= \$ 4,050.00

Adjournment Fees

The following adjournment fees are assessed:

January 26-27, 2006, adjournment requested by Respondent	Waived
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Forum Fees and Assessments

The Panel assessed a forum fee for each pre-hearing conference or hearing session conducted. A pre-hearing conference and hearing session is any meeting between the parties and the Chair or the parties and the Panel. The following fees are assessed:

(4) Pre-hearing conference sessions with the Panel @ \$1,000.00/session	= \$4,000.00
Pre-hearing conferences:	
June 10, 2005	1 session
September 9, 2005	1 session
October 11, 2005	1 session
January 9, 2006	1 session
(2) Hearing sessions @ \$1,000.00/session	= \$2,000.00
Hearings:	
February 13, 2006	2 sessions
Total Forum Fees	= \$6,000.00

1. The Panel assessed \$3,000.00 of the forum fees to Claimant.
2. The Panel assessed \$3,000.00 of the forum fees to Respondent.

Fee Summary

1. Claimant is charged with the following fees and costs:


Initial Filing Fee	= \$ 1,000.00
Member Fees	= \$ 4,050.00
Forum Fees	= \$ 3,000.00
Total Fees	= \$ 8,050.00
Less payments	= \$(5,800.00)
Balance Due NASD Dispute Resolution	= \$ 2,250.00

2. Respondent is charged with the following fees and costs:

Forum Fees	= \$3,000.00
Balance Due NASD Dispute Resolution	= \$3,000.00

All balances are payable to NASD Dispute Resolution and are due upon the receipt of the Award pursuant to Rule 10330(g) of the Code.

NASD Dispute Resolution
Arbitration No. 05-00612
Award Page 5 of 5


Robert E.L. Bonaparte
Chair, Public Arbitrator

2-17-06
Signature Date

Clyde Fahlman
Public Arbitrator

Signature Date

Michael John Scott
Non-Public Arbitrator

Signature Date

2/21/06
Date of Service

ARBITRATION PANEL

Robert E.L. Bonaparte

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Public Arbitrator, Presiding Chair

Clyde Fahlman

-

Public Arbitrator

Michael John Scott

-

Non-Public Arbitrator

Concurring Arbitrators' Signatures

Robert E.L. Bonaparte
Chair, Public Arbitrator

Signature Date

Clyde Fahlman
Public Arbitrator

Signature Date



Michael John Scott
Non-Public Arbitrator



Signature Date

2/21/06
Date of Service

ARBITRATION PANEL

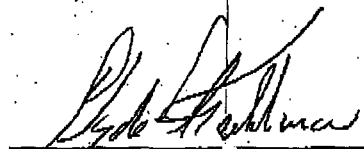
Robert E.L. Bonaparte
Clyde Fahlman
Michael John Scott

- ***Public Arbitrator, Presiding Chair***
- ***Public Arbitrator***
- ***Non-Public Arbitrator***

Concurring Arbitrators' Signatures

Robert E.L. Bonaparte
Chair, Public Arbitrator

Signature Date



Clyde Fahlman
Public Arbitrator

3/07/06
Signature Date

Michael John Scott
Non-Public Arbitrator

Signature Date

Date of Service