

14 August, 2000

MEMORANDUM

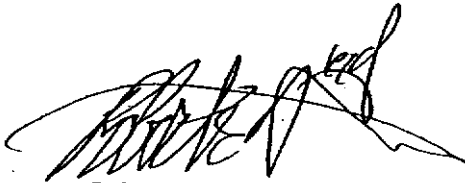
From: Bob Moore
To: Rich Adcock

Re: Chris Roller's e-mail of 11 August, 2000 Subject 'IVote' survey

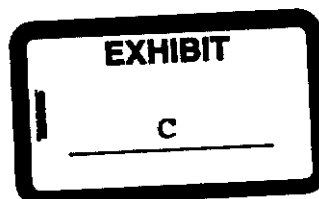
1. I spoke to Chris on Friday, 11 August, 2000, shortly after he sent out the subject e-mail and told him that sending an e-mail with such content to 'All Sioux Falls' was not a good idea. Upon further reflection and after speaking with you, I spoke to him again Monday, 14 August, 2000, and explained that his actions potentially constituted harassment or may have considered obscene by a recipient, were in poor judgement, and could result in disciplinary action by company management.

2. In my judgement Chris in no way intended to offend any recipient of the e-mail. He was reacting to a personal situation in a way that was not appropriate to the workplace, but his actions were not negatively directed at any MMS employee, partner firm, or customer. He is fully aware his actions were inappropriate, and in my opinion no further action should be necessary.

Sincerely,



Bob Moore
Lead,
User Interface Development Team



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