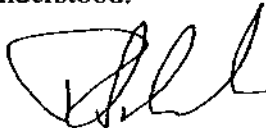


Friday February 02, 2001

Rich was called out of a conference call this morning by George (Empire Building Service) because someone had placed a plastic bowel movement in the men's restroom, that they had been working on. This was done by Chris and not the first time either.

Rich and I sat down to speak with Chris Roller about the email issue and the above mentioned item. The first comment Chris said as he entered the room was "are things okay with Bob and me". Chris was told that he would need to discuss that with Bob. It was strongly conveyed to Chris that he needs to be responsible for himself and his actions just as the rest of us are and that this is a professional work place and this type of behavior will no longer be tolerated. He was told to discontinue the fake farting, plastic bowel movement/vomit and sending emails that are against the Integrity policy that he signed when MMS was acquired by GE or it would be grounds for immediate dismissal.

Chris was asked if he understood everything and what questions he had, he said he understood.

A handwritten signature in black ink, appearing to be 'Chris Roller', written in a cursive style.