


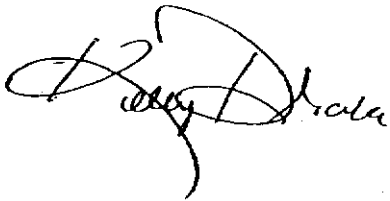
9/28/99

After receiving an e-mail from Russ regarding Jen DeJong feeling uncomfortable with certain comments from Chris Roller, Rich and I met with both Jen and Chris separately in regard to the situation.

We informed Jen that we would be speaking with Chris. She stated that if there were any other incidents, she would let us know.

In speaking with Chris, he was surprised and stated that his intention was not to make her feel uncomfortable, but that he was only trying to "fit in." He stated that he would be conscience of his remarks to keep them in line with the professional environment. He was informed of the consequences of further actions including possible termination.

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