

On 7-27-00 (Thursday) Chris Roller asked me to talk. As we talked Chris asked if he could be monitored. I asked him what "monitored" meant. He asked if his desk could be put under video surveillance. He said he felt someone was slipping something in his drink. He didn't know who it was and that is why he wanted to have a hidden camera so he could find out whom. I told Chris that I was leaving for Chicago tomorrow and I'd take care of him when I got back. I also told Chris to call me if he needed to talk. I then asked him what he thought about the GE announcement. He said "it all starting to make sense, GE owns NBC and NBC is involved in the whole Truman Show". I didn't say much except reiterated for him to call if he needed to talk.

On 7-28-00 (Friday) while checking voicemail I found that Chris had left a message for me stating that he wanted to talk. I called Chris the first chance I had, as I was in Chicago this day. Chris and I briefly talked. He asked if I had installed the cameras. I told him I'd take care of everything and he and I would talk when I got back. I asked him if everything was ok. He said it was that he just wanted to know if they video surveillance was installed. I didn't want to go into it with Chris so I told him to not worry, just stay focused on the Catalyst 1.1 bugs he was working on.

On 7-28-00 (Friday) I talked with Kelly Drake about this situation. I informed her of the above and we decided to discuss this further on Monday. She informed me that we do have the legal right to ask if he is taking his medication.

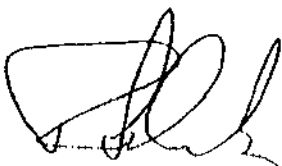
On 7-29-00 (Saturday) Chris called me again, saying he wanted to talk. I asked if everything was ok. He said it was just wanted to know if he could see the surveillance tapes. He stated that he felt on Friday about 11:30 he like someone had "slipped" something in his drink again. I wasn't in a very good place to talk and was on my cell phone. I told him I couldn't show him anything and that I'd talk with him beginning of next week.

On 7-30-00 (Sunday) Chris called me again. I again asked if he was ok. He said he just wanted to talk. The conversation what different but didn't contain any real content. I asked Chris during the conversation if he had been taking his Medication as he promised he would. He said he had not been taking it for a while but promised he take it right away and make sure it he took it regularly.

On 7-31-00 (Monday) I talked with Kelly Drake about the above incidents. We looked over his employee file and decided we'd both talk with Chris on Tuesday. No action was taken at this point.

On 7-31-00 (Monday-evening) Chris called me on my cell phone. He said he wanted to talk. He asked if I had a chance to look over the surveillance tapes from Friday. I told him we don't have any cameras installed and we don't intend to install any cameras. I further went on to explain to Chris how I was concerned for his well being that I had looked over his medical reports from last June and found he might be experiencing similar delusional episodes. I went on further to ask him if he had been taking his medicine. He said he was and that he had quit but only over the last 4 days. He told me he was feeling better again. I asked Chris if he was seeing his doctor in Sioux Falls. He told me he had seen him 2 weeks ago, but only for about 15-20 minutes. Just long enough to briefly talk and get a refill. He said at that time he was feeling as if everything was ok. He also went on to say that over the last year he had felt as if everything was good for him. I told Chris that I do care about him as an employee of MMS and if there is something within my control I would like to help him. The conversation ended with me saying "I'll see you in the morning?" Chris said he'd be there.

On 8-1-00 (Tuesday) Kelly and I met and discussed this situation. Chris is here today and he seems to be in a good mood and place. Kelly and I decided to monitor Chris today and talk with him tomorrow.



8/1/00

GEMS IT 0025