

 **THOMCAST**
COMMUNICATIONS Inc.

COMARK DIVISION

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August 25, 1999

Dear Chris:

I believe I can speak for the whole company in saying that it has been a pleasure having you aboard this summer. I find you to be an individual with very rare talents. You have proven yourself to be very motivated and a self starter, capable of getting the job done. You keep your focus very well on your projects. You also have been very resourceful in researching and getting the information you need to solve the problems at hand.

We have watched you develop a proficiency in areas which you had no previous knowledge. I sincerely hope you will take the lessons and experiences you have learned here at Thomcast Communications, Inc. and use them to your advantage in the upcoming school year. I fully expect you will be very successful. To that end, I am authorizing a bonus to you for a job well done.

We very much could use your talents in the future. I understand you have a desire to work off site while attending school and we would very much like to be a part of your academic success. However, we could only entertain a relationship like this with an agreed upon minimum grade point average. I think that a 3.0 GPR evaluated on a quarter by quarter basis would satisfy this requirement for Thomcast. The details will be worked out between Jerry Wawrzeniak and Bob Chase.

Once again, it has been a pleasure having you as part of the Thomcast team

Sincerely,

Wayne R Hoffman 25 Aug 99

Wayne Hoffman
Vice President Engineering