



October 8, 1992

John New
Software Developments International Pty Limited
Forest Corporate Park
Level 4, 28 Rodborough Road
Frenchs Forest, NSW 2086
Australia

Dear John:

Congratulations! As a result of your outstanding contribution to a team effort, you have been selected to receive a team President's Award.

You are an integral part of the HAWK Team that planned, designed and implemented the Nonstop NET/MASTER product. This was a landmark event! You played an important role, working effectively with others in our offices around the world to accomplish this common goal. We are grateful for the sacrifices you made to reach this aggressive goal.

Nonstop NET/MASTER will become a key component of the management of our customer's Tandem systems throughout the world. You no doubt take great satisfaction from your participation in the creation and development of this product.

John, as a token of appreciation, please accept the enclosed check for \$200 (which has been grossed up to cover tax liability). It is indeed a pleasure to recognize your contribution to the Company.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert E. Cook", written over a white background.

Robert E. Cook
President and
Chief Executive Officer

Enclosure