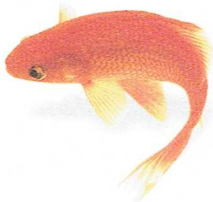


Michael Siemaszko
Site Developer
Interactive Media

Addison

Branding and Communications



79 Fifth Avenue, New York, NY 10003
Voice 212 229 5000 Fax 212 929 3010
msiemaszko@addison.com www.addison.com

Strategy Made VisibleSM

Addison

Branding and Communications

Michal Siemaszko
373 68th Street, #3
Brooklyn, NY 11220

79 Fifth Avenue, New York, NY 10003
Voice 212 229 5000 Fax 212 929 3010
www.addison.com

June 16, 1998

Dear Michal:

I am very pleased to confirm our offer of employment with Addison. I am confident that it will be a successful and rewarding relationship. This letter is by necessity a little formal in parts and sets out the terms on which we would like you to join us.

Your job title is Site Developer. You will report to me. Roger Byrom will work with you on operational matters.

We would like you to start June 21, 1999.

Your work hours will be 9 am to 6 pm daily. Addison, as a client focused company, works to do what it takes and this will inevitably require you to work longer hours. Your starting remuneration will be \$35,000 per annum with your first performance evaluation and salary review next January. Thereafter, you will receive evaluations and salary reviews annually. Your employment with Addison is at will. Should you decide to leave us we would expect that you provide us with the standard two weeks notice.

You will be eligible for 2 weeks of vacation a year plus Addison holidays, details of which are on the attached schedule. This should be taken at mutually convenient times, which I will agree with you in advance. You will be eligible for an additional day of vacation for each year of employment up to a maximum of 15 days. In 1999 you will be eligible for 5 vacation days. Addison's vacation year is calendar and we do not allow vacation to be carried forward.



Addison

Addison's benefits package includes medical and life insurance cover. If you need more information Mike Lee, our Controller is the best person to ask. You will be eligible to join our medical plan 3 months after your start date. We ask for a modest contribution based on the following: \$35 per month for individual employee; \$75 per month for employee and spouse; and \$100 per month for employee and family.

We also operate a 401k plan, which you will be eligible to join in July 2000. We will match 25% of your contribution up to 6% of your salary. The maximum employer match is 1.5% of your salary.

Addison operates a profit sharing policy based on merit. This recognizes the profit performance of the Company and your contribution to this. The pool is usually determined each July. You will be eligible to participate in the pool starting in 2000.

As an Addison employee you will be required to enter into a standard non-compete and non-solicit contract which we all have. I attach a copy of the agreement for your review.

Best regards.

Sincerely,



Nancy Slome
Managing Director, Interactive

COVENANT AND AGREEMENT NOT-TO-SOLICIT

June 16, 1999

KNOW ALL MEN BY THESE PRESENTS THAT:

In consideration of the relationship of the undersigned with Addison Design Company, a Delaware corporation ("Company"), and for other good and valuable consideration:

1. **Non-Solicitation Covenant.** The undersigned hereby covenants and agrees, for the period set forth in Section 2, that he will not, directly or indirectly, individually or on behalf of any other person or entity (except the Company or an "Affiliate" (as defined in Section 8)), solicit or divert any business, activity or service of the type then being conducted by the Company or an Affiliate in the business of communications, corporate identity consulting and the design and production of Annual Reports and Interactive, from any person, partnership, corporation or any entity who is then a client or customer of the Company or an Affiliate, or who has such a client or customer during the 12-month period immediately prior to such solicitation or diversion, or who the Company or an affiliate has made a presentation to become a client or customer during the 18-month period immediately prior to ceasing to be an employee with the Company, or who is listed in the Company's records as an active prospect. In the event that the undersigned and the Company disagree as to whether such solicitation or diversion has occurred, the Company may contact the client or customer to determine the circumstances under which the undersigned accepted business from such client or customer.

2. **Period of Non-Solicitation Covenant.** The undersigned does hereby covenant and agree that the Non-Solicitation Covenant contained in Section 1 shall be effective during the period he is an employee with the Company or an Affiliate, and for a period of two years after the date he ceases to be an employee of the Company.

3. Entity In Which The Undersigned Is An Owner or Which Employs The Undersigned. A corporation, partnership or other entity in which the undersigned owns, directly or indirectly, a 1% or greater interest shall be treated for all purposes the same as the undersigned under Sections 1 and 2. A corporation, partnership or other entity which employs the undersigned or with which he becomes associated in any capacity whatsoever shall be treated for all purposes the same as the undersigned under Sections 1 and 2.

4. Disclosure of Information. The undersigned agrees that at no time hereafter will the undersigned divulge, furnish or make accessible to anyone any confidential information or trade secrets with respect to clients, customers or business operations of the Company or an Affiliate, including, without limitation, the Company's database of clients, prospects and potential clients.

5. Non-Solicitation of Employees. The undersigned does hereby covenant and agree that the undersigned, from and after the date hereof, will not entice or induce, directly or indirectly, any employee of the Company or an Affiliate to work with the undersigned or with any person or entity with whom the undersigned is or becomes affiliated.


6. Reasonableness of Scope and Duration. The undersigned understands that the Company intends that the covenants contained herein are to be construed by the Company as a series of separate covenants. If any court or other tribunal of competent jurisdiction refuses to enforce any covenant contained herein, then the unenforceable covenant shall be deemed to have been deleted to the extent necessary to permit the remaining covenants to be enforceable. The undersigned agrees that the covenants and agreements contained in herein are, taken as a whole, reasonable in their scope and duration, and the undersigned will not raise any issue of the reasonableness of the scope or duration of any such covenants in any proceeding to enforce any such covenants.

7. **Cumulative Remedies; Enforceability.** The undersigned agrees that the Company may not be adequately compensated by damages for a breach by the undersigned of any of the covenants and agreements contained herein, and that the Company shall, in addition to all other remedies, be entitled to all injunctive relief and specific performance. The covenants and agreements contained in this Agreement shall be construed as separate covenants and agreements, and if any court shall finally determine that the restraints provided in any such covenants and agreements are too broad as to the area, activity or time covered, said area, activity or time covered may be reduced to whatever extent the court deems reasonable, and such covenants and agreements shall be enforced as to such reduced area, activity or time.

8. **Affiliate.** As used herein, the term "Affiliate" shall mean a corporation or other entity controlled by, controlling or under common control with the Company, including Addison Seefeld and Brew and Digital Temporary Services Inc.

9. **Venue.** The undersigned agrees that the proper venue for proceedings seeking to enforce the provisions contained herein may lie in the jurisdiction or jurisdictions where is it alleged that the Company may allege that it is at the time being damaged by such alleged breach or violation.

IN WITNESS WHEREOF, this instrument has been duly executed by the undersigned as of the date first above written.



Michal Siemaszko

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 06/30/1999
Pay Date: 06/28/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33	335.42	1,076.92	
Gross Pay			\$1,076.92	1,076.92

(6/21 - 6/30)

2 / 1122.91
2245.82

Deductions	Statutory		
Federal Income Tax		-110.61	110.61
Social Security Tax		-66.77	66.77
Medicare Tax		-15.62	15.62
NY State Income Tax		-32.85	32.85
New York Cit Income Tax		-22.49	22.49
Net Pay		\$828.58	

Your federal taxable wages this period are
\$1,076.92

248.34
~23%

\$1122

- \approx \$346.71

(BME - \$107.70
MANDAY re PAREWIE - \$50
CONEDSON - \$27.96
BELL ATLANTIC - \$161.05
(ONE MANDAY NEWLIZONE)

→ restyle \approx \$775

- WOUTEN Cldy \$300
+ living \$100...
(all new?)

- WOODSTOCK (same
bullet
2 x \$150
+
stuffy
+
redline
+
pinned...)
 \approx \$500

- DOZARD de Pater
+
JAPANESE

14/07 → \$1122

28/07 → \$1122
→ \$850 re rent 1 sleepers
→ restyle \approx \$272

14/08 → \$1122

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 07/15/1999
Pay Date: 07/14/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	2,535.25

385.85

Deductions	Statutory		
	Federal Income Tax	-179.75	290.36
	Social Security Tax	-90.42	157.19
	Medicare Tax	-21.14	36.76
	NY State Income Tax	-57.74	90.59
	New York Cit Income Tax	-36.80	59.29
Net Pay		\$1,072.48	

Your federal taxable wages this period are
\$1,458.33

CO. FILE DEPT. CLOCK NUMBER
UGM 080450 900 0000300282 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 07/31/1999
Pay Date: 07/28/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	3,993.58

Deductions	Statutory		
Federal Income Tax	-179.75		470.11
Social Security Tax	-90.41		247.60
Medicare Tax	-21.15		57.91
NY State Income Tax	-57.74		148.33
New York Cit Income Tax	-36.80		96.09
Net Pay	\$1,072.48		

Your federal taxable wages this period are
\$1,458.33

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 08/15/1999
Pay Date: 08/13/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	5,451.91

Deductions	Statutory		
	Federal Income Tax	-179.75	649.86
	Social Security Tax	-90.42	338.02
	Medicare Tax	-21.14	79.05
	NY State Income Tax	-57.74	206.07
	New York Cit Income Tax	-36.80	132.89
Net Pay		\$1,072.48	

Your federal taxable wages this period are
\$1,458.33

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 08/31/1999
Pay Date: 08/27/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	6,910.24

Deductions	Statutory		
	Federal Income Tax	-179.75	829.61
	Social Security Tax	-90.41	428.43
	Medicare Tax	-21.15	100.20
	NY State Income Tax	-57.74	263.81
	New York Cit Income Tax	-36.80	169.69
Net Pay		\$1,072.48	

Your federal taxable wages this period are
\$1,458.33

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 09/15/1999
Pay Date: 09/14/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	8,368.57

Deductions	Statutory		
	Federal Income Tax	-179.75	1,009.36
	Social Security Tax	-90.42	518.85
	Medicare Tax	-21.14	121.34
	NY State Income Tax	-57.74	321.55
	New York Cit Income Tax	-36.80	206.49
Net Pay		\$1,072.48	

Your federal taxable wages this period are
\$1,458.33

Earnings Statement



ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Period Ending: 09/30/1999
 Pay Date: 09/28/1999

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
 373 68TH STREET
 APT #3
 BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	9,826.90

Deposits	
Account No.	047077682665
Transit/ABA	0210 0002
Pending	

Deductions	Statutory		
Federal Income Tax	-179.75	1,189.11	
Social Security Tax	-90.42	609.27	
Medicare Tax	-21.15	142.49	
NY State Income Tax	-57.74	379.29	
New York Cit Income Tax	-36.80	243.29	
Net Pay	\$1,072.47		

Important Notes
 YOUR BANK WAS NOTIFIED OF YOUR REQUEST FOR DIRECT
 DEPOSIT. IT WILL BEGIN AFTER ACCOUNT VERIFICATION.

Your federal taxable wages this period are
 \$1,458.33

Earnings Statement



ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Period Ending: 10/15/1999
 Pay Date: 10/14/1999

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	11,285.23

Deductions	Statutory		
	Federal Income Tax	-179.75	1,368.86
	Social Security Tax	-90.41	699.68
	Medicare Tax	-21.15	163.64
	NY State Income Tax	-57.74	437.03
	New York Cit Income Tax	-36.80	280.09
	Other		
	M	-17.50	
	W	-1,054.98	
Net Pay		\$0.00	

Your federal taxable wages this period are
 \$1,458.33

ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Advice number: 00000410052
 Pay date: 10/14/1999

Deposited to the account of
 MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,054.98

THIS IS NOT A CHECK

NON-NEGOTIABLE

CO. FILE DEPT. CLOCK VCHR. NO.
UGM 080450 900 0000430052 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 10/31/1999
Pay Date: 10/28/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	12,743.56

Deductions	Statutory		
Federal Income Tax	-179.75	1,548.61	
Social Security Tax	-90.42	790.10	
Medicare Tax	-21.14	184.78	
NY State Income Tax	-57.74	494.77	
New York Cit Income Tax	-36.80	316.89	
Other			
M	-17.50		
W	-1,054.98		
Net Pay		\$0.00	

Your federal taxable wages this period are
\$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000430052
Pay date: 10/28/1999

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,054.98

THIS IS NOT A CHECK

NON-NEGOTIABLE

Earnings Statement



ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Period Ending: 11/15/1999
 Pay Date: 11/12/1999

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	14,201.89

Deductions	Statutory		
	Federal Income Tax	-179.75	1,728.36
	Social Security Tax	-90.42	880.52
	Medicare Tax	-21.15	205.93
	NY State Income Tax	-57.74	552.51
	New York Cit Income Tax	-36.80	353.69
	Other		
	M	-17.50	
	W	-1,054.97	
Net Pay		\$0.00	

Your federal taxable wages this period are
 \$1,458.33

ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Advice number: 00000450050
 Pay date: 11/12/1999

Deposited to the account of	account number	transit ABA	amount
MICHAL M. SIEMASZKO	047077682665	0210 0002	\$1,054.97

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Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 11/30/1999
 Pay Date: 11/26/1999

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	15,660.22

Deductions	Statutory		
	Federal Income Tax	-179.75	1,908.11
	Social Security Tax	-90.41	970.93
	Medicare Tax	-21.14	227.07
	NY State Income Tax	-57.74	610.25
	New York Cit Income Tax	-36.80	390.49
	Other		
	M	-17.50	
	W	-1,054.99	
	Net Pay	\$0.00	

Your federal taxable wages this period are
 \$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000470052
 Pay date: 11/26/1999

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,054.99

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Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 12/15/1999
Pay Date: 12/14/1999

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	17,118.55

Deductions	Statutory		
	Federal Income Tax	-179.75	2,087.86
	Social Security Tax	-90.42	1,061.35
	Medicare Tax	-21.15	248.22
	NY State Income Tax	-57.74	667.99
	New York Cit Income Tax	-36.80	427.29
	Other		
	M	-17.50	
	W	-1,054.97	
	Net Pay	\$0.00	

Your federal taxable wages this period are
\$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000490055
Pay date: 12/14/1999

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,054.97

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Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 12/31/1999
 Pay Date: 12/28/1999

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	18,576.88

Deductions	Statutory		
	Federal Income Tax	-179.75	2,267.61
	Social Security Tax	-90.42	1,151.77
	Medicare Tax	-21.14	269.36
	NY State Income Tax	-57.74	725.73
	New York Cit Income Tax	-36.80	464.09
	Other		
	M	-17.50	
	W	-1,054.98	
Net Pay		\$0.00	

Your federal taxable wages this period are
 \$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000510051
 Pay date: 12/28/1999

Deposited to the account of
MICHAL M. SIEMASZKO

account number 047077682665 **transit ABA** 0210 0002 **amount** \$1,054.98

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Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 01/15/2000
Pay Date: 01/14/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	1,458.33

Deductions	Statutory		
	Federal Income Tax	-175.58	175.58
	Social Security Tax	-90.42	90.42
	Medicare Tax	-21.15	21.15
	NY State Income Tax	-57.74	57.74
	New York Cit Income Tax	-36.80	36.80
	Other		
	M	-17.50	
	W	-1,059.14	
Net Pay		\$0.00	

Your federal taxable wages this period are
\$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000020051
Pay date: 01/14/2000

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.14

THIS IS NOT A CHECK

NON-NEGOTIABLE

Earnings Statement



ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Period Ending: 01/31/2000
 Pay Date: 01/28/2000

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
 373 68TH STREET
 APT #3
 BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	2,916.66

Deductions	Statutory		
	Federal Income Tax	-175.58	351.16
	Social Security Tax	-90.41	180.83
	Medicare Tax	-21.14	42.29
	NY State Income Tax	-57.74	115.48
	New York Cit Income Tax	-36.80	73.60
	Other		
	M	-17.50	
	W	-1,059.16	
	Net Pay	\$0.00	

Your federal taxable wages this period are
 \$1,458.33

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ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Advice number: 00000040050
 Pay date: 01/28/2000

Deposited to the account of
 MICHAL M. SIEMASZKO

account number transit ABA amount
 047077682665 0210 0002 \$1,059.16

THIS IS NOT A CHECK

NON-NEGOTIABLE

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 02/15/2000
 Pay Date: 02/14/2000

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAŁ M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	4,374.99

Deductions	Statutory		
	Federal Income Tax	-175.58	526.74
	Social Security Tax	-90.42	271.25
	Medicare Tax	-21.15	63.44
	NY State Income Tax	-57.74	173.22
	New York Cit Income Tax	-36.80	110.40
	Other		
	M	-17.50	
	W	-1,059.14	
	Net Pay	\$0.00	

Your federal taxable wages this period are
 \$1,458.33

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ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Advice number: 00000060050
 Pay date: 02/14/2000

Deposited to the account of
 MICHAŁ M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.14

THIS IS NOT A CHECK

NON-NEGOTIABLE

Earnings Statement



ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Period Ending: 02/29/2000
 Pay Date: 02/28/2000

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
 373 68TH STREET
 APT #3
 BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	5,833.32

Deductions	Statutory		
	Federal Income Tax	-175.58	702.32
	Social Security Tax	-90.42	361.67
	Medicare Tax	-21.14	84.58
	NY State Income Tax	-57.74	230.96
	New York Cit Income Tax	-36.80	147.20
	Other		
	M	-17.50	
	W	-1,059.15	
Net Pay		\$0.00	

Your federal taxable wages this period are
 \$1,458.33

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ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Advice number: 00000080050
 Pay date: 02/28/2000

Deposited to the account of
 MICHAL M. SIEMASZKO

account number 047077682665 transit ABA 0210 0002 amount \$1,059.15

THIS IS NOT A CHECK

NON-NEGOTIABLE

Earnings Statement



ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Period Ending: 03/15/2000
 Pay Date: 03/14/2000

Social Security Number: 022-70-1811
 Taxable Marital Status: Single
 Exemptions/Allowances:
 Federal: 2
 State: 2
 Local: 2

MICHAL M. SIEMASZKO
 373 68TH STREET
 APT #3
 BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	7,291.65

Deductions	Statutory		
	Federal Income Tax	-175.58	877.90
	Social Security Tax	-90.41	452.08
	Medicare Tax	-21.15	105.73
	NY State Income Tax	-57.74	288.70
	New York Cit Income Tax	-36.80	184.00
	Other		
	M	-17.50	
	W	-1,059.15	
Net Pay		\$0.00	

Your federal taxable wages this period are
 \$1,458.33

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ADDISON DESIGN COMPANY
 79 FIFTH AVENUE
 NEW YORK, N.Y. 10003

Advice number: 00000100053
 Pay date: 03/14/2000

Deposited to the account of
 MICHAL M. SIEMASZKO

account number transit ABA amount
 047077682665 0210 0002 \$1,059.15

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CO. FILE DEPT. CLOCK VCHR. NO.
UGM 080450 900 0000120053 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 03/31/2000
Pay Date: 03/28/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	8,749.98

Deductions	Statutory		
	Federal Income Tax	-175.58	1,053.48
	Social Security Tax	-90.42	542.50
	Medicare Tax	-21.14	126.87
	NY State Income Tax	-57.74	346.44
	New York Cit Income Tax	-36.80	220.80
	Other		
	M	-17.50	
	W	-1,059.15	
Net Pay		\$0.00	

Your federal taxable wages this period are
\$1,458.33

ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000120053
Pay date: 03/28/2000

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.15

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CO. FILE DEPT. CLOCK VCHR. NO.
UGM 080450 900 0000170051 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 04/30/2000
Pay Date: 04/28/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	11,666.64

Deductions	Statutory		
Federal Income Tax	-175.58	1,404.64	
Social Security Tax	-90.41	723.33	
Medicare Tax	-21.15	169.17	
NY State Income Tax	-57.74	461.92	
New York Cit Income Tax	-36.80	294.40	
Other			
M	-17.50		
W	-1,059.15		
Net Pay	\$0.00		

Your federal taxable wages this period are
\$1,458.33

ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000170051
Pay date: 04/28/2000

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.15

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NON-NEGOTIABLE

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 04/15/2000
Pay Date: 04/14/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	10,208.31

Deductions	Statutory		
	Federal Income Tax	-175.58	1,229.06
	Social Security Tax	-90.42	632.92
	Medicare Tax	-21.15	148.02
	NY State Income Tax	-57.74	404.18
	New York Cit Income Tax	-36.80	257.60
	Other		
	M	-17.50	
	W	-1,059.14	
Net Pay		\$0.00	

Your federal taxable wages this period are
\$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000150052
Pay date: 04/14/2000

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.14

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CO. FILE DEPT. CLOCK VCHR. NO.
UGM 080450 900 0000190051 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 05/15/2000
Pay Date: 05/12/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	13,124.97

Deductions	Statutory		
	Federal Income Tax	-175.58	1,580.22
	Social Security Tax	-90.42	913.75
	Medicare Tax	-21.14	190.31
	NY State Income Tax	-57.74	519.66
	New York Cit Income Tax	-36.80	331.20
	Other		
	M	-17.50	
	W	-1,059.15	
Net Pay		\$0.00	

Your federal taxable wages this period are
\$1,458.33

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ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000190051
Pay date: 05/12/2000

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.15

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CO. FILE DEPT. CLOCK VCHR. NO.
UGM 080450 900 0000210050 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 05/31/2000
Pay Date: 05/26/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		1,458.33	
Gross Pay			\$1,458.33	14,583.30

1458.33 =

Deductions	Statutory		
Federal Income Tax	-175.58	1,755.80	
Social Security Tax	-90.41	904.16	
Medicare Tax	-21.15	211.46	
NY State Income Tax	-57.74	577.40	
New York Cit Income Tax	-36.80	368.00	
Other			
M	-17.50		
W	-1,059.15		
Net Pay	\$0.00		

Your federal taxable wages this period are
\$1,458.33

ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Advice number: 00000210050
Pay date: 05/26/2000

Deposited to the account of
MICHAL M. SIEMASZKO

account number	transit ABA	amount
047077682665	0210 0002	\$1,059.15

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CO. FILE DEPT. CLOCK NUMBER
UGM 080450 900 0000300510 1

Earnings Statement



ADDISON DESIGN COMPANY
79 FIFTH AVENUE
NEW YORK, N.Y. 10003

Period Ending: 06/15/2000
Pay Date: 06/14/2000

Social Security Number: 022-70-1811
Taxable Marital Status: Single
Exemptions/Allowances:
Federal: 2
State: 2
Local: 2

MICHAL M. SIEMASZKO
373 68TH STREET
APT #3
BROOKLYN, NY 11220

Earnings	rate	hours	this period	year to date
Regular	1458.33		673.08	(1 week)
Gross Pay			\$673.08	15,256.38

Deductions	Statutory		
Federal Income Tax	-49.40		1,805.20
Social Security Tax	-41.74		945.90
Medicare Tax	-9.76		221.22
NY State Income Tax	-11.97		589.37
New York Cit Income Tax	-7.91		375.91
Net Pay		\$552.30	

Your federal taxable wages this period are \$673.08