

1000 Broadway
New York, NY
10003-2000
Tel: 212-850-6000

August 12, 1999

Mr. Robert M. Weisbach
1000 Broadway
New York, NY 10003

Re: Edward M. Weisbach

Enclosed are three copies of the (redacted) Individual Equity Award
of Edward M. Weisbach.

Should you have any questions regarding the conditions of the award, please
contact me at (redacted).

Very truly yours,
[Redacted Signature]

[Redacted Name]

Very truly yours,