



May 3, 1993

Mr. Ed Horst
Program Manager
Environment Department
525 Camino De Los Marquez
P.O. Box 26110
Santa Fe, NM 87502

Dear Mr. Horst,

I wanted to notify you, in writing, that I am no longer employed by Philips Semiconductors (formally Signetics). As of 04/30/93 (my departure from Philips), the Hazardous waste program was in compliance as to State/Federal regulations.

I have left due to Philips' management decision to change the environmental programs within the plant. They have decided that the way to conform is through politics, not doing the job right. We once had one of the best programs in the western United States, however, plant management has dismantled the group responsible for compliance. They have openly stated to employees that they "don't want a Cadillac environmental program" and "Philips cannot afford to be environmentally conscious." The plant is no longer an "Environmental Excellence" award winner and an example to others. From a professional standpoint, this is why I am leaving. Right now, there is no managers or supervisors, within the plant, that are trained in hazardous waste management.

I have enjoyed working with you and your staff. I will be calling you to discuss my continued involvement in environmental activities in the State of New Mexico. If you have questions of me, please feel free to contact me at (505) 275-7003 (my home number).

Sincerely,

A handwritten signature in cursive script that reads 'Gary M. Mavrakis'.

Gary M. Mavrakis