



Digital Switch Corporation  
Switching Group of DSC Communications Corporation

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April 13, 1987

Mr. Evan G. Brown  
4416 Foxfire Way  
Ft. Worth, TX 76133

Dear Mr. Brown:

This letter will confirm the verbal offer of employment which was extended to you.

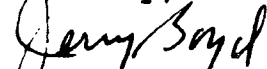
As you know Evan, the members of our staff with whom you spoke were impressed with your qualifications and future potential. We believe that with your academic qualifications, experience and career interests you would be a valuable asset to our Company. Once again, I extend a firm written offer of employment to you as a Software Engineer in the INS Section of the Technology Organization, reporting to Mr. Jinx Smith at a starting salary of \$2,000.00 bi-weekly, \$52,000.00 per annum.

This offer is contingent upon satisfactory completion of a medical examination including drug screening. Since this examination must be completed prior to your first day of employment, we are enclosing the forms required for this process. These are to be completed should you accept our offer of employment and prior to giving notice to your current employer. Additionally, in order that we may comply with provisions of the recently enacted Immigration Reform and Control act which states "Employers are required to verify the identity and work authorization of all individuals hired", this offer is contingent upon such verification.

As we have discussed, employee benefits including life, health, and dental insurance will be provided by DSC Communications Corporation and are effective the first day of employment.

Please give our offer your serious consideration Evan, and contact us with your decision by April 20. We look forward to your favorable reply and if you should have any questions, do not hesitate to contact me.

Sincerely,

  
Jerry Boyd

Personnel Representative  
1000 Colt Road, Plano, Texas 75075, (214) 519-3000