

CAUSE NO. 199 596 97

DSC COMMUNICATIONS
CORPORATION n/k/a
ALCATEL USA, INC.,

Plaintiff,

v.

EVAN BROWN,

Defendant.

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§
§

IN THE DISTRICT COURT OF

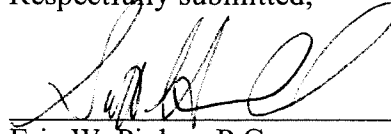
COLLIN COUNTY, TEXAS

219TH JUDICIAL DISTRICT

**SUPPLEMENTAL EVIDENCE TO
PLAINTIFF'S MOTION FOR SUMMARY JUDGMENT**

DSC Communications Corporation n/k/a Alcatel USA, Inc. ("Alcatel") files this Supplemental Evidence to Plaintiff's Motion for Summary Judgment on Its Breach of Contract and Declaratory Judgment Claims and Brief in Support filed in this matter on October 10, 2001.

Respectfully submitted,



Eric W. Pinker, P.C.
State Bar No. 16016550
Scott M. Garelick
State Bar No. 24029053

LYNN TILLOTSON & PINKER, LLP
750 North St. Paul Street, Suite 1400
Dallas, Texas 75201
Telephone: (214) 981-3800
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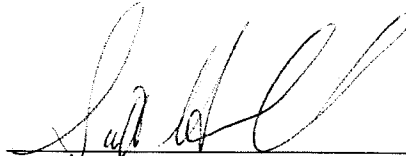
ATTORNEYS FOR PLAINTIFF

CERTIFICATE OF SERVICE

The undersigned hereby certifies that a true and correct copy of the above and foregoing document has been served upon Defendant Evan Brown, as identified below, on this the 19th day of November, 2001:

Via CMRRR #7000 0600 0025 8466 1724
and First Class Mail

Mr. Evan Brown
P.O. Box 31
Cranfills Gap, TX 76637



Scott M. Garelick

FIAT

Plaintiff's Motion for Summary Judgment on Its Breach of Contract and Declaratory Judgment Claims is set for hearing on the _____ day of _____, 2001, in the 219th Judicial District of Collin County, Texas.

JUDGE PRESIDING

CAUSE NO. 199 596 97

DSC COMMUNICATIONS	§	IN THE DISTRICT COURT OF
CORPORATION n/k/a	§	
ALCATEL USA, INC.,	§	
	§	
Plaintiff,	§	
	§	
v.	§	COLLIN COUNTY, TEXAS
	§	
EVAN BROWN,	§	
	§	
Defendant.	§	219TH JUDICIAL DISTRICT

AFFIDAVIT OF JAMES STARON

Before me, the undersigned authority, personally appeared James Staron, who, being by me duly sworn, deposed as follows:

1. My name is James Staron. I am of sound mind, capable of making this Affidavit, and I have personal knowledge of the facts herein stated:

2. I am the Vice President of Human Resources for DSC Communications Corporation n/k/a Alcatel USA, Inc. ("Alcatel"). For convenience, I will refer to the company by its current name, Alcatel, even when referring to events that occurred when the company was known as DSC. I have been employed by Alcatel since August 1983. I am familiar with the manner in which Alcatel creates and maintains the records in its Human Resources department.

3. Attached hereto are:

Exhibit A, three pages of records, bates-labeled DSC000137 through DSC000139;

Exhibit B, four pages of records, bates-labeled DSC000131 through DSC000134;

Exhibit C, two pages of records, bates-labeled DSC000135 and DSC000136;

Exhibit D, six pages of records, bates-labeled DSC00093, DSC000125 through DSC000128, and DSC000130;

Exhibit E, two pages of records, bates-labeled DSC000124 and DSC000123;

Exhibit F, five pages of records, bates-labeled DSC000114 through DSC000118; and

Exhibit G, four pages of records, bates-labeled DSC00078 through DSC00079, DSC00081, and DSC00096.

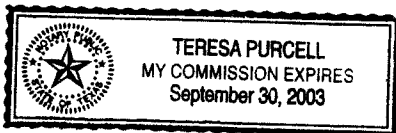
All of these documents are maintained in Alcatel's Human Resources Department. These pages of records are kept by Alcatel in the regular course of its business. It was in the regular course of that business of Alcatel for an employee or representative of Alcatel, with knowledge of the act, event, condition, or opinion, recorded to make the record or to transmit information thereof to be included in such record; and the record was made at or near the time of the event recorded, or reasonably soon thereafter. The records attached hereto are exact duplicates of the originals.

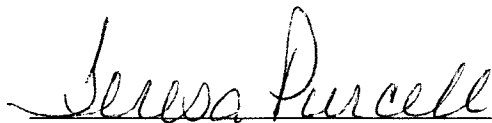
AFFIANT SAYS NOTHING FURTHER.



JAMES STARON

SWORN TO AND SUBSCRIBED BEFORE ME on the 19 day of November, 2001.





Notary Public in and for the State of Texas

SEAL:

ANNUAL REVIEW 1989
EVAN BROWN

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

STP Maintenance

Responsible for the software maintenance and enhancements to "ISOPRG," the Fault Isolation and Test subsystem for the Signal Transfer Point (STP) product. Also, responsible for maintenance and enhancements to the Constant Monitor subsystems.

I converted several source modules from assembly language to "C" language in both ISOPRG and MCCNM subsystems. Most of the new features that were added were written in "C."

While working with Tom Spragle on the Auto Restore task of ISOPRG, we were able to eliminate the need for the "IPLM" program by adding the functionality into the Auto Restore task. This reduced the time for a Simplex Initial Program Load (SIPL) from over 90 minutes to under 45 minutes.

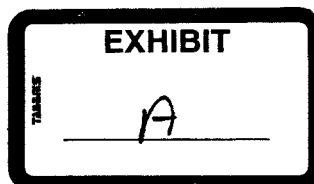
Added three new tasks, written in "C," to the Constant Monitor subsystems MCCNM and MCCNMF. These routines are as follows:

1. MCCBNI.C continuously verifies the MI_DSTATE status against the N01 table in order to detect faults in the MTN messaging subsystem.
2. MCMIN.C builds and maintains the alarm mux tables for the alarm subsystem.
3. MCSFC.C monitors for changes in the handshaking signals DCD and CTS for the CAMP TERMINAL status. This is part of the Terminal Loss Detection feature added to the STP in the 841-02 load.

Workstation Evaluation Team

While working on the STP project, I converted the UNIDOT assembler YASM to run on both the Sun and Apollo workstations. This involved finding and converting all the VAX system dependent routines and replacing them with UNIX routines where applicable. This effort was key to being able to test the suitability of workstations for our development environment. We are currently executing the YASM assembler over 35,000 times per month on the VAX cluster in order to produce new products and features.

I also produced a benchmark program to measure the performance of the various network configurations. This benchmark program simulated the remote file access necessary for programmers to assemble their programs on workstations. The results of the benchmark are included in the Workstation Evaluation Report produce by Jerry Krause.



DSC000137

Manager of Software Tools Group

I brought 19 years of software development experience to the Tools Group. This experience includes: IBM mainframe operating systems programming experience, microprocessor software and hardware development experience, real time operating systems, programming language development, systems utility design and implementation, advanced numerical modeling experience, and engineering experience in civil, electrical and mechanical.

As manager of the Software Tools group, I have restored confidence in our support efforts to the product development groups. We took a survey of the outstanding problem reports issued against the tools we support and began fixing the problems according to the priority established in the survey. We have made new releases of all our tools and will continue to release new versions as we fix problems. We are working closely with the product development groups to make sure we know what their problems are and that the product development groups know our current status.

The Problem Reporting Tool (PRT) project that was started by Mark Evans in June, 1987 has been completed. Use of PRT is growing and will continue as more projects convert their problem reports from the old CSS system to PRT.

Use of the Development Library Tool (DLT) is increasing since the manuals have been distributed and projects are trying to conform to customer requirements of code re-producability. The success of DLT is due primarily to the feedback we received from the product development groups. The groups are providing us with information on their configuration management needs such that we can enhance DLT to make the "Right Thing to Do is the Easy Thing to Do."

Added two new members to the Software Tools group. Matt Bilbo started in October, and Arthur Townsend started in January 1989. Steve Przybyla resigned in September due to his perception that DSC offered limited growth into management.

DEX-ECS1 Project

Responsible for backing up the HP9000 development systems in Santa Clara, California before the announcement to move the DEX-ECS1 project to Plano was made public. Once the announcement was made, I put together the list of HP computer equipment (HP9000 computer, disk storage, HP-IB extenders, emulators, software and all related materials) necessary to bring the ECS1 development to Plano. The equipment was acquired in Plano in order to avoid impacting the ongoing development in California.

I was also responsible for the installation of the equipment for the ECS1 project and performing all the system administration tasks. The system administration tasks included restoring the files backed up in California, installing the HP software for the cross development tools, setting up user accounts, and securing access to the file system.

PLANNED ACCOMPLISHMENTS FOR THE NEXT REVIEW PERIOD:

Continue to provide support to the product development groups in a timely manner.

Find and implement a source level debugger to allow software engineers a better way to test their programs.

Work with the Operating Systems group on a method that will allow software engineers to perform unit testing at their desk instead of having to perform all testing out on the testbeds.

Find and implement better cross development tools than our current UNIDOT language tools. The product development groups are requiring relocatable object files, PC relative addressing for the MC68030 (MP-20 project), and ANSI standard "C" language support.

Develop Configuration Management requirements for the product development groups and implement methods to check for compliance once the requirements have been accepted.

Learn how to manage better.



DSC COMMUNICATIONS CORPORATION

PERFORMANCE EVALUATION

Name Evan G. Brown	Employee No. 28009	Department 82102
Job Title 5330 MGR Software Support	Period Covered From: 02/27/89 To: 02/26/90	

THE FOLLOWING SECTIONS NEED TO BE FILLED OUT BY THE EMPLOYEE

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

PLANNED ACCOMPLISHMENTS FOR NEXT REVIEW PERIOD:

THE REMAINING SECTIONS NEED TO BE COMPLETED BY THE REVIEWING SUPERVISOR: MARK THE APPROPRIATE BOX; MAKE COMMENTS:

SUPERVISOR'S ASSESSMENT OF EMPLOYEE ACCOMPLISHMENTS:

- Exhibited outstanding ability and resourcefulness in making accomplishments significantly greater than the job requirements.
- Accomplishments during the review period exceeded requirements of the job.
- Accomplishments satisfied all job requirements.
- The accomplishments met some of the requirements of the job, but improvements are needed.
- Accomplishments were below minimum requirements.

EXHIBIT
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DSC000131

JOB KNOWLEDGE:

An evaluation of specialized knowledge, skills and general education required to perform responsibilities competently.

- Exceptional mastery of all required skills and knowledge.
- Advanced understanding of required knowledge and skills.
- Good working knowledge of job essentials.
- Lacks required knowledge of most job essentials; requires regular assistance.
- Has inadequate knowledge to properly perform job functions.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

ORGANIZATIONAL ABILITY:

Ability to set goals, plan work, establish priorities and utilize available time efficiently.

- Outstanding ability to organize work load and plan effectively for most efficient use of time.
- Very efficient at planning work and organizing proper use of time.
- Usually demonstrates the ability to properly organize work and use available time in an efficient manner.
- Organizational skills need improvement; utilizes available time poorly.
- Unable to effectively organize work/ wastes time.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Workload is of higher priority than organization.

QUALITY OF WORK:

Accuracy, consistency, and thoroughness of work efforts.

- Exceptional ability to generate the highest quality output; a standard of excellence.
- Consistently produces quality work with a minimum of error.
- Quality work that can usually be depended upon.
- At times, the accuracy and consistency of work show need for improvement.
- Work is often unreliable with excessive errors and incompletions.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Consistently performs tough assignments without error.

INITIATIVE:

How well employee applies himself to work and the initiative demonstrated to keep productively occupied.

- Consistently displays exceptional initiative; very highly motivated self-starter.
- Usually demonstrates initiative and requires only occasional supervision.
- Initiative sufficient to get the job done; requires periodic supervision.
- Needs to show more initiative; requires continuing supervision.
- Displays no initiative; not a contributor of new ideas or methods.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Knows what to do to get the job done.

ATTITUDE:

Willingness to cooperate with others in job related tasks, attitude towards work, the company and associates, as affects actual performance.

- Overall attitude exceptionally positive. Enthusiastic and cooperative.
- Has a good positive attitude; works in the best interest of the company.
- Cooperates with others in achieving job objectives.
- Overall job related attitude and cooperativeness show need for improvement.
- Exhibits negative attitude and is reluctant to cooperate.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Extreme workload and its frustrations has caused Evan to be sensitive to others faults (no real problem).

JUDGEMENT:

Effectiveness in handling situations which require discretion and/or decision making.

- Displays exceptional ability to think quickly and logically. Consistently makes correct decisions.
- Highly effective at exercising good judgement in decision-making situations.
- Judgement usually reliable; applies good common sense to work problems and responsibilities.
- Ability to analyze situations and make logical decisions requires improvement.
- Does not use good judgement in making job related decisions.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Still needs to be a better judge of balancing business and technical needs. Is improving here.

COMMUNICATION:

Ability to present ideas and information fluently, thoroughly and persuasively, whether in verbal or written format. (Comment on both written and verbal skills).

- Excellent oral and written skills, combined with a positive, persuasive style.
- Very good communicator; presents ideas well and is easily understood by most.
- Communicates well - gets ideas across in an acceptable fashion.
- Communication skills have several rough edges; requires improvement.
- Does not effectively communicate ideas or information.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

ADAPTABILITY:

Flexibility in reacting to new ideas, procedures and assignments; ability to meet changing conditions with ease.

- Shows exceptional flexibility in adjusting to changes in job procedures and requirements.
- Quick to grasp new methods and procedures, reacting with ease to change.
- Requires normal amount of explanation and instruction to understand and adjust to changed conditions.
- Requires frequent explanation and instruction to grasp changes in job procedures and requirements.
- Very slow to absorb - unable to readily adjust to new work.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Has shown a great amount of adaptability during the workstation migration project.

SUPERVISOR'S OVERALL PERFORMANCE EVALUATION:

- 1 OUTSTANDING Employee performs ALL job responsibilities above the requirements of the job and displays a high competence level in ALL the skill areas required in the job.
- 2 EXCEEDS REQUIREMENTS Employee performs all job responsibilities satisfactorily and exceeds most key requirements of the job; displays a high competence level in the skill areas required in the job.
- 3 MEETS REQUIREMENTS Employee performs all job responsibilities satisfactorily and displays a satisfactory level of competence in most skill areas required for the job.
- 4 NEEDS IMPROVEMENT Employee meets most of the job requirements in the performance of job responsibilities and displays adequate competence in some key skill areas required. Employee needs to make meaningful improvements in one or more key areas.
- 5 NOT ACCEPTABLE Employee meets few or none of the minimum job requirements.

SUPERVISOR'S SUMMARY OF KEY ISSUES:

What are the employee's strong points?
Technical knowledge, initiative, quality of work, and support of management direction. Great to work with.

List at least two specific actions that the employee should take to improve performance:
Gain knowledge/skills to improve planning activities in concert with upper management. Begin to develop leadership skills.

What is the employee doing to improve job knowledge or general education?
Graduate classes in C/Unix. Keeping abreast of technology via various Unix/C workgroups.

What should the employee be doing to achieve cost reductions in his/her functions?
Establish plans/processes to improve tools performance.

What action are you the supervisor taking to help the employee further his/her development:
Counseling one-on-one. Identifying opportunities to develop planning/leadership skills.

EMPLOYEE COMMENTS CONCERNING THIS EVALUATION:

This appraisal has been reviewed with me:

DSC000134

Employee Signature <u>[Signature]</u>	Date <u>Mar 8 90</u>	Reviewing Mgr. Signature	Date
Supervisor Signature <u>[Signature]</u>	Date <u>3-8-90</u>		

DSC COMMUNICATIONS CORPORATION
ANNUAL PERFORMANCE EVALUATION

Evan Brown -- January 1990

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

Special Recognition:

Received a ~~special~~ recognition award from Larry Hulbert and Bill Haynes for my outstanding efforts on the Apollo project.

Apollo Conversion:

I was responsible for the CMS library migration portion of the Apollo conversion project which involved two phases. Phase one involved developing software tools to perform the library migration, and phase two involved moving several thousand CMS libraries.

PHASE-1:

I developed VAX VMS and Apollo UNIX tools to facilitate the migration of CMS libraries to Apollo DSEE libraries. Additionally I was responsible for developing the TCP/IP network application interface on both the VAX (EXOS and MULTINET packages) and UNIX systems (bsd4.3 sockets). I also defined the messaging interface protocol used between DLT on the VAX and the network daemon XDLTD on the Apollo network. Much of the application development work on DLT and XDLTD was done with team members Keith Cantrel, Matt Bilbo, Monica Lin, and Jason Yeh.

PHASE-2:

Due to the VAX and Apollo resources needed to move CMS libraries, it required that the library moves be done after hours and on weekends in order to avoid impacting the software development community. As a result of this effort I worked 732 hours (over 4 man months) of unpaid overtime which includes 24 weekends last year because the tools group did not have the personnel needed to do the job. The libraries were moved and in place, on schedule, and ready for the developers to use. Jason Yeh and Todd Jolly worked with me to identify several hundred problems with VAX reference copies of CMS library elements that did not match (compare) with the contents of the CMS library. These mis-compares are due to the fact that software developers are changing source code in CMS reference directories without placing the changes back into the CMS library.

Motorola GSM project:

Directly involved with the Motorola GSM project and their requirements for programming support for the "huge data model". Developed the initial documentation and attended the initial joint meetings between DSC and Motorola to define the interfaces and scope of work. Identified what changes to the UNIDOT language tools were necessary to provide "huge data support" and the manpower estimates needed to complete the project. I interviewed the individuals who were hired to fill the positions needed, provided them with training and documentation, technical direction, and technical support for the project. I have assigned Arthur Townsend as the project leader and the project is on schedule and the tools will be ready for beta release at the end of next month as promised.

ECS1 Project (HP-9000):

This was a "critical" project that was moved from California to Plano. I provided technical support for the both the hardware and the UNIX operating system. My support included producing the

EXHIBIT

C

DSC000135

original equipment list and establishing contact with local vendors. Worked with DSC purchasing and the vendors to schedule equipment delivery, installation, and checkout. My support also included training and identifying good technical documentation for the software engineers. I also functioned as the UNIX system administrator on an as required basis to setup new users and additional support as needed.

MP-20 project:

Worked closely with the OS group to select language tools for the MP-20 project which is based upon Motorola 68030 hardware. The OS group reviewed over 15 vendors of 68030 development tools and narrowed the list to four possible candidates. I work with DSC purchasing and the vendors to make arrangements to evaluate the selected 68030 development tools on both our VAX cluster and the Apollo UNIX systems. After researching and testing the different products we were able to determine the quality of the products evaluated and their compliance with the ANSI standards. We can now specify precisely what must be provided by the vendor to support the needs of the DSC.

C programming classes:

I taught several C language programming classes for DSC employees during the past year. I also helped arrange another class (on UNIX) that is being taught at DSC by an instructor from the graduate school at the University of Texas at Dallas.

PLANNED ACCOMPLISHMENTS FOR NEXT REVIEW PERIOD:

DSC COMMUNICATIONS CORPORATION
ANNUAL PERFORMANCE EVALUATION

Evan Brown -- February 1991

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

Language Tools Group:

DSC's Language Tools Group supports the cross development tools (compilers, assemblers, linkers, etc) used by product development engineers for producing software.

For the first six months of 1990 I managed the Language Tools Group and provided technical support to Motorola for the GSM project.

The Language Tools Group was extending the UNIDOT C compiler to provide support for "HUGE" data pointers. This feature was funded by Motorola and we met all our schedules and deadlines.

Motorola:

Began supporting Motorola full time in July 1990. The area of support covers both the GSM project and the EMX-2500 project. The EMX-2500 project is the older EKOS based analog cellular switch and the GSM project is the new digital cellular (MegaHub) switch.

GSM project:

I began supporting the Motorola GSM project full time in July 1990. A major part of the support effort consists of providing Motorola with source files for specific loads. The number of source files has been reduced from about 3,000 to about 1,000. The number of problems reported due to include file problems has dropped significantly due to increased testing/verification before shipment.

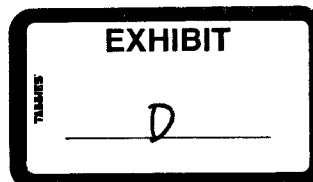
Another part of the technical support is helping Motorola with problems encountered due to development platform differences. DSC develops software on the VAX cluster and Apollo workstations, while Motorola is developing software on SUN workstations.

In addition to providing source deliveries, I provide support to DSC's project management.

EMX-2500 project:

The EMX-2500 project is starting to develop applications in C and has requested assistance in providing both the tools and source files necessary to support this effort.

Motorola requested the sources to EKOSM. All the sources required to build EKOSM have been identified and delivered to Motorola along with the Makefile's produced especially for Motorola.



DSC00093



DSC COMMUNICATIONS CORPORATION

PERFORMANCE EVALUATION

Name	EVAN G BROWN CC# 52137 FRUM: 07/16/90 TO: 02/25/91	Employee No.	28009	Department	
Job Title	* 1991 ANNUAL REVIEW *	Period Covered	From:	To:	

THE FOLLOWING SECTIONS NEED TO BE FILLED OUT BY THE EMPLOYEE

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

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EMX-2500 project:

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Motorola requested the sources to EKOSM. All the sources required to build EKOSM have been identified and delivered to Motorola along with the Makefile's produced especially for Motorola.

THE REMAINING SECTIONS NEED TO BE COMPLETED BY THE REVIEWING SUPERVISOR: MARK THE APPROPRIATE BOX; MAKE COMMENTS:

SUPERVISOR'S ASSESSMENT OF EMPLOYEE ACCOMPLISHMENTS:

- | | |
|---|--|
| <input type="checkbox"/> Exhibited outstanding ability and resourcefulness in making accomplishments significantly greater than the job requirements. | <input type="checkbox"/> The accomplishments met some of the requirements of the job, but improvements are needed. |
| <input type="checkbox"/> Accomplishments during the review period exceeded requirements of the job. | <input type="checkbox"/> Accomplishments were below minimum requirements. |
| <input checked="" type="checkbox"/> Accomplishments satisfied all job requirements. | |

DSC000125

JOB KNOWLEDGE:

An evaluation of specialized knowledge, skills and general education required to perform responsibilities competently.

- Exceptional mastery of all required skills and knowledge.
- Advanced understanding of required knowledge and skills.
- Good working knowledge of job essentials.
- Lacks required knowledge of most job essentials; requires regular assistance.
- Has inadequate knowledge to properly perform job functions.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

ORGANIZATIONAL ABILITY:

Ability to set goals, plan work, establish priorities and utilize available time efficiently.

- Outstanding ability to organize work load and plan effectively for most efficient use of time.
- Very efficient at planning work and organizing proper use of time.
- Usually demonstrates the ability to properly organize work and use available time in an efficient manner.
- Organizational skills need improvement; utilizes available time poorly.
- Unable to effectively organize work/ wastes time.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

QUALITY OF WORK:

Accuracy, consistency, and thoroughness of work efforts.

- Exceptional ability to generate the highest quality output; a standard of excellence.
- Consistently produces quality work with a minimum of error.
- Quality work that can usually be depended upon.
- At times, the accuracy and consistency of work show need for improvement.
- Work is often unreliable with excessive errors and incompletions.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

INITIATIVE:

How well employee applies himself to work and the initiative demonstrated to keep productively occupied.

- Consistently displays exceptional initiative; very highly motivated self-starter.
- Usually demonstrates initiative and requires only occasional supervision.
- Initiative sufficient to get the job done; requires periodic supervision.
- Needs to show more initiative; requires continuing supervision.
- Displays no initiative; not a contributor of new ideas or methods.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

ATTITUDE:

Willingness to cooperate with others in job related tasks, attitude towards work, the company and associates, as affects actual performance.

- Overall attitude exceptionally positive. Enthusiastic and cooperative.
- Has a good positive attitude; works in the best interest of the company.
- Cooperates with others in achieving job objectives.
- Overall job related attitude and cooperativeness show need for improvement.
- Exhibits negative attitude and is reluctant to cooperate.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Works well with DSC developers and with Motorola.

JUDGEMENT:

Effectiveness in handling situations which require discretion and/or decision making.

- Displays exceptional ability to think quickly and logically. Consistently makes correct decisions.
- Highly effective at exercising good judgement in decision-making situations.
- Judgement usually reliable; applies good common sense to work problems and responsibilities.
- Ability to analyze situations and make logical decisions requires improvement.
- Does not use good judgement in making job related decisions.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

COMMUNICATION:

Ability to present ideas and information fluently, thoroughly and persuasively, whether in verbal or written format. (Comment on both written and verbal skills).

- Excellent oral and written skills, combined with a positive, persuasive style.
- Very good communicator; presents ideas well and is easily understood by most.
- Communicates well - gets ideas across in an acceptable fashion.
- Communication skills have several rough edges; requires improvement.
- Does not effectively communicate ideas or information.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

ADAPTABILITY:

Flexibility in reacting to new ideas, procedures and assignments; ability to meet changing conditions with ease.

- Shows exceptional flexibility in adjusting to changes in job procedures and requirements.
- Quick to grasp new methods and procedures, reacting with ease to change.
- Requires normal amount of explanation and instruction to understand and adjust to changed conditions.
- Requires frequent explanation and instruction to grasp changes in job procedures and requirements.
- Very slow to absorb - unable to readily adjust to new work.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Demonstrated this with Motorola interface.

SUPERVISOR'S OVERALL PERFORMANCE EVALUATION:

- 1 OUTSTANDING Employee performs **ALL** job responsibilities above the requirements of the job and displays a high competence level in **ALL** the skill areas required in the job.
- 2 EXCEEDS REQUIREMENTS Employee performs all job responsibilities satisfactorily and exceeds most key requirements of the job; displays a high competence level in the skill areas required in the job.
- 3 MEETS REQUIREMENTS Employee performs all job responsibilities satisfactorily and displays a satisfactory level of competence in most skill areas required for the job.
- 4 NEEDS IMPROVEMENT Employee meets most of the job requirements in the performance of job responsibilities and displays adequate competence in some key skill areas required. Employee needs to make meaningful improvements in one or more key areas.
- 5 NOT ACCEPTABLE Employee meets few or none of the minimum job requirements.

SUPERVISOR'S SUMMARY OF KEY ISSUES:

What are the employee's strong points?
Compiler/Environment knowledge
Customer relations

List at least two specific actions that the employee should take to improve performance:
Increase knowledge of new products.
Increase knowledge of Apollo/Sun work stations.

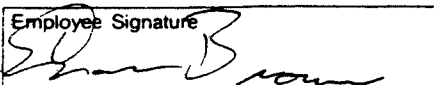
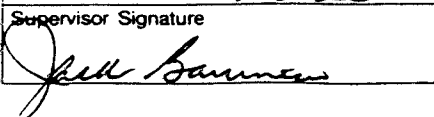
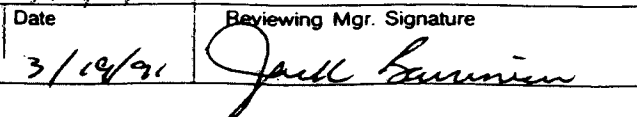
What is the employee doing to improve job knowledge or general education?
Attending schools and seminars

What should the employee be doing to achieve cost reductions in his/her functions?
Create batch jobs to do majority of work.

What action are you the supervisor taking to help the employee further his/her development:
Scheduling schools/seminars

EMPLOYEE COMMENTS CONCERNING THIS EVALUATION:

This appraisal has been reviewed with me:

Employee Signature 	Date 3/19/91	Supervisor Signature 	Date 3/19/91	Reviewing Mgr. Signature 	Date 3/19/91
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DSC000128

GOALS AND OBJECTIVES INSERT TO 1991 PERFORMANCE APPRAISAL

Replaces second section on front titled "Planned Accomplishments"

EMPLOYEE GOALS AND OBJECTIVES FOR NEXT REVIEW PERIOD (3/91-2/92)
AS THEY RELATE TO ORGANIZATIONAL GOALS AND OBJECTIVES:

1. EMPLOYEE TRANSFER TO PRODUCTIVITY TOOLS
GROUP
2. _____
3. _____
4. _____
5. _____

THESE OBJECTIVES HAVE BEEN REVIEWED BY:

Eric Brown
EMPLOYEE SIGNATURE

3/19/91
DATE

Jack Burman
SUPERVISOR SIGNATURE

3/19/91
DATE

Jack Burman
REVIEWING MANAGER SIGNATURE

3/19/91
DATE

THIS INSERT TO THE PERFORMANCE APPRAISAL FORM FOR 1991 SHOULD BE KEPT WITH THE FORM AND RETURNED TO HUMAN RESOURCES FOR FILING IN THE EMPLOYEE'S PERSONNEL FILE.

DSC COMMUNICATIONS CORPORATION
ANNUAL PERFORMANCE EVALUATION

Evan Brown -- February 1992

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

Period: Feb 1991 - Mar 1991

Produced and verified the source file deliveries to Motorola for the GSM project. This included the 915 loads, the UNIDOT language tools, and the MP-30 development tools.

Period: Mar 1991 - May 1991

Evaluated the object-oriented X-windows interface toolkit InterViews for use on Apollo and Sun workstations. This is a very versital tool kit available from public domain archives and can be used with no licensing restrictions.

Started developing a Z8000 instruction simulator for the Test Harness project. The instruction simulator was written to allow its use on both VAX and UNIX platforms. The simulator processed 40,000 instructions per second on an Apollo 425t workstation. The simulator was 15 percent complete when the project stopped.

Period May 1991 - Feb 1992

Project/technical leader for the Language Tools Group. Faught to keep Barry Stocks and Rick Richter in the Language Tools Group and succeeded.

Found a replacement for the UNIDOT cross development tool suite.

Acquired the Northrup Corporation of the GNU C compiler which produced BSO format Z8000 assembly.

Worked with Cygnus Support on a proposal to DSC for developing a complete set of (ANSI C) cross development tools for the Z8000 microprocessor.

Worked with Cyber Automation Science on a proposal to DSC for the development of an automated tool set that will convert Z8000 assembly language code into ANSI C code.

Wrote the "reduce_parts" and "expand_parts" programs that are used to reduce the size of .PARTS files produced by the linker YALL by up to 90 percent.

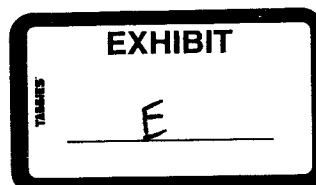
Wrote replacemete I/O routines for the UNIDOT assembler to reduce the VAX resource utilization problems on the DEVEL cluster by 5 percent.

Developed a programmers guide for converting UNIDOT C into ANSI C.

Faught to get former CO-OP student Todd Jolly hired and succeeded.

Attended the TQA and QMS quality courses.

Member of the Coding Standards Task Force.



DSC000124

GOALS AND OBJECTIVES INSERT FOR PERFORMANCE APPRAISAL

Replaces second section on front titled "Planned Accomplishments"

EMPLOYEE GOALS AND OBJECTIVES FOR NEXT REVIEW PERIOD

FROM 2/92 TO 2/93

AS THEY RELATE TO ORGANIZATIONAL GOALS AND OBJECTIVES:

1. Pursue the acquisition of the GNU Tool Suite as a replacement of the Unidot Tools.
2. Acquire the Ansi C Runtime Library and Adapt to DSC's Environment.
3. Assist Development Groups in migration from Unidot C to Ansi C.
4. Pursue tools and techniques to convert Z8000 Assembler Code to C Code.
5. Migrate DEX600C development to Apollo Workstations.

THESE OBJECTIVES HAVE BEEN REVIEWED BY:


EMPLOYEE SIGNATURE

3-19-92
DATE

SUPERVISOR SIGNATURE

DATE


REVIEWING MANAGER SIGNATURE

3/19/92
DATE

THIS INSERT TO THE PERFORMANCE APPRAISAL FORM SHOULD BE KEPT WITH THE FORM AND RETURNED TO HUMAN RESOURCES FOR FILING IN THE EMPLOYEE'S PERSONNEL FILE.



DSC COMMUNICATIONS CORPORATION

PERFORMANCE EVALUATION

Name	EVAN G BROWN LC# 51111 SFTWK DEV ENG SR	28009	Employee No.	Department
Job Title	* 1993 ANNUAL REVIEW *		Period Covered	From: To:

THE FOLLOWING SECTIONS NEED TO BE FILLED OUT BY THE EMPLOYEE

ACCOMPLISHMENTS DURING THIS REVIEW PERIOD:

Technical Lead and Supervisor for the Language Tools Group.

Responsible for acquisition of new compiler and language tools from Cygnus support.

Validation of the Unidot Compiler with the Perennial Test Suite.

Took over as Manager of Workstation Service in August. This group is way understaffed and works overtime just keeping the group together.

PLANNED ACCOMPLISHMENTS FOR NEXT REVIEW PERIOD:

THE REMAINING SECTIONS NEED TO BE COMPLETED BY THE REVIEWING SUPERVISOR: MARK THE APPROPRIATE BOX; MAKE COMMENTS:

SUPERVISOR'S ASSESSMENT OF EMPLOYEE ACCOMPLISHMENTS:

- Exhibited outstanding ability and resourcefulness in making accomplishments significantly greater than the job requirements.
- Accomplishments during the review period exceeded requirements of the job.
- Accomplishments satisfied all job requirements.
- The accomplishments met some of the requirements of the job, but improvements are needed.
- Accomplishments were below minimum requirements.

EXHIBIT

F

JOB KNOWLEDGE:

An evaluation of specialized knowledge, skills and general education required to perform responsibilities competently.

- Exceptional mastery of all required skills and knowledge.
- Advanced understanding of required knowledge and skills.
- Good working knowledge of job essentials.
- Lacks required knowledge of most job essentials; requires regular assistance.
- Has inadequate knowledge to properly perform job functions.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: Evan is one of the most knowledgeable people in the company concerning network management.

ORGANIZATIONAL ABILITY:

Ability to set goals, plan work, establish priorities and utilize available time efficiently.

- Outstanding ability to organize work load and plan effectively for most efficient use of time.
- Very efficient at planning work and organizing proper use of time.
- Usually demonstrates the ability to properly organize work and use available time in an efficient manner.
- Organizational skills need improvement; utilizes available time poorly.
- Unable to effectively organize work/ wastes time.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

QUALITY OF WORK:

Accuracy, consistency, and thoroughness of work efforts.

- Exceptional ability to generate the highest quality output; a standard of excellence.
- Consistently produces quality work with a minimum of error.
- Quality work that can usually be depended upon.
- At times, the accuracy and consistency of work show need for improvement.
- Work is often unreliable with excessive errors and incompletions.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

INITIATIVE:

How well employee applies himself to work and the initiative demonstrated to keep productively occupied.

- Consistently displays exceptional initiative; very highly motivated self-starter.
- Usually demonstrates initiative and requires only occasional supervision.
- Initiative sufficient to get the job done; requires periodic supervision.
- Needs to show more initiative; requires continuing supervision.
- Displays no initiative; not a contributor of new ideas or methods.

- Within Review Period
- Improved
 - No Change
 - Regressed

Comments: _____

Name: EVAN G. BROWN

Cost Center: _____

The following quality improvement criteria are a part of the employee's performance evaluation. Please complete each category and arrive at a summary rating for the employee's participation in the quality improvement process. This summary rating should be indicated in the last section of this form and be considered as one element in your assessment of the employee's overall evaluation.

EXEMPT INDIVIDUAL CONTRIBUTOR CRITERIA FOR PARTICIPATION IN QUALITY IMPROVEMENT

CONTRIBUTION TO QUALITY IMPROVEMENT:

Contribution to achieving improved results in process, product and service quality for customer satisfaction.

- Consistently makes significant contributions to the achievement of improved quality results for processes, products and services both within and outside of the organization; often exceeds goals and objectives; thoroughly satisfies customers.
- Makes significant contributions in achieving improved quality results for the organization's processes, products and services to meet goals and objectives and to satisfy customers.
- Has contributed to improving the quality of the organization's processes, products and services.
- Contributes to quality improvement only when required.
- No evidence of contributions to quality improvement.

CUSTOMER/SUPPLIER RELATIONSHIPS:

Ability to identify, and work with internal/external customers and suppliers for improvement.

- Seeks out and works closely with internal and/or external customers and suppliers to ensure that requirements and needs are well defined and consistently met.
- Works with internal and/or external customers and suppliers to ensure quality products or service.
- Coordinates with internal and/or external customers and suppliers as needed to solve quality problems.
- Works with internal and/or external customers and suppliers only when assigned.
- Resists working with internal and/or external customers and suppliers.

willingness to cooperate with others in job related tasks, attitude towards work, the company and associates, as affects actual performance.

- Overall attitude exceptionally positive. Enthusiastic and cooperative.
- Has a good positive attitude; works in the best interest of the company.
- Cooperates with others in achieving job objectives.
- Overall job related attitude and cooperativeness show need for improvement.
- Exhibits negative attitude and is reluctant to cooperate.

Within Review Period

- Improved
- No Change
- Regressed

Comments: Evan's attitude remains positive in a position that sees primarily dissatisfied users.

JUDGEMENT:

Effectiveness in handling situations which require discretion and/or decision making.

- Displays exceptional ability to think quickly and logically. Consistently makes correct decisions.
- Highly effective at exercising good judgement in decision-making situations.
- Judgement usually reliable; applies good common sense to work problems and responsibilities.
- Ability to analyze situations and make logical decisions requires improvement.
- Does not use good judgement in making job related decisions.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

COMMUNICATION:

Ability to present ideas and information fluently, thoroughly and persuasively, whether in verbal or written format. (Comment on both written and verbal skills).

- Excellent oral and written skills, combined with a positive, persuasive style.
- Very good communicator; presents ideas well and is easily understood by most.
- Communicates well - gets ideas across in an acceptable fashion.
- Communication skills have several rough edges; requires improvement.
- Does not effectively communicate ideas or information.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

ADAPTABILITY:

Flexibility in reacting to new ideas, procedures and assignments; ability to meet changing conditions with ease.

- Shows exceptional flexibility in adjusting to changes in job procedures and requirements.
- Quick to grasp new methods and procedures, reacting with ease to change.
- Requires normal amount of explanation and instruction to understand and adjust to changed conditions.
- Requires frequent explanation and instruction to grasp changes in job procedures and requirements.
- Very slow to absorb - unable to readily adjust to new work.

Within Review Period

- Improved
- No Change
- Regressed

Comments: _____

SUPERVISOR'S OVERALL PERFORMANCE EVALUATION:

- 1 OUTSTANDING Employee performs ALL job responsibilities above the requirements of the job and displays a high competence level in ALL the skill areas required in the job.
- 2 EXCEEDS REQUIREMENTS Employee performs all job responsibilities satisfactorily and exceeds most key requirements of the job; displays a high competence level in the skill areas required in the job.
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- 4 NEEDS IMPROVEMENT Employee meets most of the job requirements in the performance of job responsibilities and displays adequate competence in some key skill areas required. Employee needs to make meaningful improvements in one or more key areas.
- 5 NOT ACCEPTABLE Employee meets few or none of the minimum job requirements.

SUPERVISOR'S SUMMARY OF KEY ISSUES:

What are the employee's strong points?
 Strong administration and Unix knowledge.
 Highly motivated.

List at least two specific actions that the employee should take to improve performance:
 Improve planning and scheduling skills (project management).

What is the employee doing to improve job knowledge or general education?

What should the employee be doing to achieve cost reductions in his/her functions?

What action are you the supervisor taking to help the employee further his/her development:

EMPLOYEE COMMENTS CONCERNING THIS EVALUATION:

This appraisal has been reviewed with me:

Employee Signature <i>[Signature]</i>	Date 3/24/93	Reviewing Mgr. Signature	Date
Supervisor Signature <i>[Signature]</i>	Date 3/24/93		

DSC000118



EDUCATIONAL ASSISTANCE APPLICATION

Completed application must be received by Personnel prior to beginning of course. You will be advised by Personnel of approval/disapproval of application. Permanent, full-time employees will receive 100% reimbursement for tuition and all required fees; 50% for required textbooks upon successful completion of approved course(s), and after tuition payment record and official final grade records are received. Reimbursement is limited to a maximum of two(2) courses per semester. For further details, refer to the Policy and Procedure Manuals, No. 02-06-21.

Name FUAN BROWN Job Title MANAGER

Employee # 28009 Department # 5111 Employment Date 4/21/87

Name and address of Educational Institution UNIVERSITY OF TEXAS AT DALLAS
RICHARDSON, TX Course: Graduate 1
Under Graduate _____
Other _____

Course No.	Course Name	Start Date	End Date	Credit Hours	Cost
<u>CS 70010</u>	<u>UNIX & C</u>	<u>SEP 89</u>	<u>DEC 89</u>	<u>3</u>	<u>268⁵⁰</u>

Major Field of Study COMP SCI Degree MCS

Briefly explain how degree/course is related to your responsibility at DSC.
CONTINUING EDUCATION directly related to current job

Do you anticipate payment or reimbursement for course/program from other source, (i.e., scholarships, grants, etc.)? yes _____ no X

If yes, please specify _____

I hereby apply for approval of the course(s) as indicated under the provisions of DSC Communications Corporation Educational Assistance Program. I understand that if I voluntarily terminate my employment, or if I am terminated for misconduct, I will not be eligible for tuition reimbursement.

Employee Signature Fuan Brown Date Sept 7, 1989

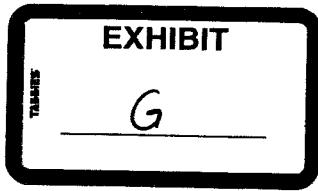
Department Director or AVP [Signature] Date 9-11-89

Personnel Director _____ Date _____

PERSONNEL USE ONLY

Tuition (100%) 268.50 1, 28009
Books (50%) 5111

Total Reimbursement
9/86



449-80-3986 NAME: BROWN, Evan

EL: 02 MAJOR: CMS

COURSE CRSE SEC HI LAB FIELD APPROVAL

70070 5381 501 3

FIX REF: # INUMB INO. IRI FEE ITRIP FEE

STUDENT SIGNATURE: *[Signature]*

ADVISOR SIGNATURE: *[Signature]*

PLEASE CHECK FOR ACCURACY AND MAKE CORRECTIONS BELOW EACH LINE

CURRENT ADDRESS BIRTH: / /

DATE ZIP HOME-PHONE / -

EMPLOYER: WORK-PHONE: / -

EMERGENCY CONTACT: PHONE: / -

DO NOT RELEASE DIRECTORY INFORMATION WHICH IS DEFINED AS PUBLIC INFORMATION BY APPLICABLE FEDERAL AND STATE LAWS. THIS INFORMATION MAY BE PRINTED IN VARIOUS UNIVERSITY PUBLICATIONS, SUCH AS AN HONORS OR GRADUATING STUDENTS LIST. YOU MAY REQUEST THAT DIRECTORY INFORMATION NOT BE RELEASED OR PRINTED BY CHECKING THE APPROPRIATE BOXES ON THE U.S. ARMD FORMS YES NO

SS#: NAME: LEVEL: MAJOR:

FEE ASSESSMENTS AND PAYMENTS

FEE DESCRIPTION	AMOUNT
GENERAL USE FEE	
STUDENT PROPERTY DEPOSIT	
TUITION-UNDERGRADUATE-RESIDENT	
TUITION-UNDERGRADUATE-NONRESIDENT	
TUITION-GRADUATE-RESIDENT	
TUITION-GRADUATE-NONRESIDENT	
STUDENT SERVICE FEE	
STUDENT UNION FEE	
LAB FEE(S)	
LATE REGISTRATION FEE	

STUDENT: PLACE AN X IN COLUMN FOR FEES THAT YOU SHOULD PAY THIS SEMESTER

EXAMPLE	X
AUDIT FEE	
COMPUTER USE FEE	
CONCURRENT ENROLLMENT FEE	
FIELD TRIP FEES	
GRADUATION FEE	
IN-ABSENTIA REGISTRATION FEE	
INSTALLMENT PAYMENT FEE	
MUSIC ROOM RENTAL FEE	
PARKING DECAL	
TAGER FEE	

TOTAL ASSESSED FEES:

CASH CHECK THIRD PARTY A/R CHANGE

ASSESSOR: VERIFIED: CASHIER:



THE UNIVERSITY OF TEXAS
AT DALLAS
OFFICE OF STUDENT RECORDS

STUDENT'S ACADEMIC STANDING	MONTH	DAY	YEAR
GOOD STANDING	12	21	89

BROWN, EVAN GARLAND
2705
PLANO
CHAUBOUKNE DR
75023

MAJOR	PKS
-------	-----

COURSE NAME	COURSE NUMBER	DESCRIPTION	GRADE	GRADE POINTS	GRADE	GPA
CS	3501	INDEPENDENT	3	3	1.2	

44-20-3980

CURRENT REMEMBERED ITEMS

THIS TERM & PREVIOUS	THIS TERM & PREVIOUS	THIS TERM & PREVIOUS	THIS TERM & PREVIOUS	THIS TERM & PREVIOUS
1	1	1	1	1

ACCUMULATED TOTALS AT

GRADING SYSTEM

A - EXCELLENT	4 GR PT / SEM HR
B - GOOD	3 GR PT / SEM HR
C - FAIR	2 GR PT / SEM HR
D - PASSING	1 GR PT / SEM HR
F - FAIL	0 GR PT / SEM HR
W - WITHDREW	SEM HRS CR UNR Y
N - WITHDREW PASSING	
M - INCOMPLETE	
NR - NO GRADE REPORTED	

Denise -

Please reimburse Evan \$268.50
for his class. He received an 'A'.

Thanks.

Shawn
x 3590