

Date: 3-11-85

To: Andrew Michalik

From: Jim Napolitano

Subject: Your FY500 YTD Performance

As we prepare to embark with CAE Systems into a new marketplace for Tek, I would like to pause for a moment and reflect on your accomplishments these past nine months:

1. I have noticed how quickly you have assimilated the technical information needed to understand the CAE marketplace. This is especially impressive in the areas where you've had no prior experience, such as gate array and customer VLSI design.
2. You have demonstrated the ability to work in an unstructured environment with minimal supervision. Your open communications with marketing, engineering, and management have been appreciated, particularly since your observations and concerns were voiced in a positive, productive manner.
3. Frequently you took the initiative and stepped forward to undertake additional tasks, and your method of handling these helped build a strong sense of comradery within the LDS group. The information and ideas you disseminated throughout the field and to me have proven very helpful.

Andrew, I am pleased with the growth and talent you have demonstrated these past nine months, and look forward to even greater accomplishments this coming year.