



GE
Supply

Brad Greene
Global Human Resources Manager

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April 11, 2006

Robert Delsman
3809 Little Fairfield Street
Eureka, CA 95503

Dear Rob:

I received your email of April 6, 2006 and the attached documents. While I appreciate your attempt to educate me on the legal requirements of California law, your email failed to provide any meaningful response to our continued request that you provide us with your request for reasonable accommodations. Merely reciting medical conditions that you may or may not have, and generically stating that you are requesting accommodations is not helpful. As requested in my letter of March 7, 2006, I am again asking you to advise me of what reasonable accommodations, if any, that you may need to perform the essential functions of your job. To date neither you, nor your doctor, have responded to that request to advise me of what reasonable accommodations you may require. You have only informed us that you generally require reasonable accommodations, but you have not told us what accommodations you are in fact requesting.

As I stated in my earlier letter, your job as a product specialist involves working regularly in the Sacramento market including regularly visiting customers, attending joint sales calls, regularly attending required branch meetings, conducting customer training, managing local vendor interface, providing technical support and other related duties as required by business needs. You are required to perform all of the essential functions of your job. If you or your physician should have any suggestions as to how you can perform the essential functions of your job, including **regular attendance**, please let me know as soon as possible.

GE Supply has also been informed that you were released to return to work for 4-hour days effective April 10, 2006. You were further informed that the business had a transitional work program, which would allow you to gradually transition from 4 hours per day back to full time work. You have failed to return to work and have not contacted us with any reasons for your continued absences. If I do not hear from you by Tuesday, April 18, 2006 with acceptable reasons for your absences and any reasonable suggestions on how you can perform the essential functions of your job, we may unfortunately be forced to terminate your employment for your continuing unexcused absences and your failure to perform the essential functions of your job.

I remain open and willing to discuss with you any reasonable accommodations you may require to perform the essential functions of your job. Please advise me of reasonable accommodations, if any, that you may need to perform the essential functions of your job. You may submit any suggestions to me at the above address or you may fax them to me at 203-944-3053.

If you have any questions or wish to speak with me, please do not hesitate to contact me. My telephone number is 203-944-3193.

Sincerely,

Brad Greene
Global Human Resources Manager

Cc: Grace Han
Jim Hibberd
Scott Lafleur