



ASSOCIATE COUNSELING NOTICE

(All information must be printed)

Printed Associate Name: Luis Macias

Store / Loc #: 015

Associate #: 82160

Dept. / Position: Computer Sales Associate

Record of Verbal Counseling: # _____
 Notice of Probation: # of Days _____
 Notice of Suspension: # of Days 5

Written Counseling Notice: # _____
Effective From: / / TO / /
Effective From: ~~06/03/08~~ 6/4/08 TO ~~06/07/08~~ 6/8/08

Associate Is To Return To Work On: 06/10/08 AT 12:00PM

REASON:

You have made numerous posts to the forum www.frysforum.com in which you defamed several of your co-workers by posting unsubstantiated rumors. The backlash of these posts has caused great unrest throughout the store, and the posts were not made in the best interest of Fry's.

We demand that you remove any posts from www.frysforum.com that reference sexual harassment, sexual relationships, information pertaining to how to steal from Fry's, and pictures of Fry's associates.

BENEFITS OF ISSUING THIS NOTICE:

CONSEQUENCES OF NON-CONFORMANCE:

Disciplinary action up to and including termination of employment.

Sam Mikeuc
Printed Name of Issuer

ASST. STORE MANAGER
Dept. / Position

6/4/08
Date Issued

ASSOCIATE'S COMMENTS/REBUTTAL:

Sam
I don't agree with what is written above
please see my statement.

I understand I am required to sign this notice but it does not constitute agreement with the contents.

Associate's Signature: [Signature]

Date: 6/4/08

Signature of Dept. Manager _____
Date / /

[Signature] _____
Signature of Store/Asst. Store Manager
Date 6/4/08

SEND THIS NOTICE BY COURIER TO BENEFITS SERVICES AT THE HOME OFFICE