

Ramage, Ian

From: Adams, Ray
Sent: Monday, May 06, 2002 5:11 PM
To: Hasak, Reuven; Withall, Len; 'sharon Southwell-Gray'; Peled, Abe
Subject: RE: retirement of Ray Adams

All.

To misquote Oscar Wilde, announcements of my retirement are premature.

The first I learned of the arrangements set out below was when Sharon Southwell Grey contacted me. I subsequently heard that Dr. Peled had told her that the possibility had not been finally discussed or put in place. My own subsequent conversation with Reuven amounted to a statement from him concerning 'my willingness to consider and discuss the possibility of my retirement'. Therefore to discover the text and the fact of my replacement is to say the least premature. Reuven stated that he would visit and discuss 'my willingness' to consider this Thursday, 9th. May. I look forward to that opportunity.

I should point out that circumstances predicated this dialogue have their origin in the fact that on three occasions I have been instructed by NDS to attend debriefing by lawyers acting for NDS. At those sessions I was pressed to be fully truthful.

In addition to any other consideration I ask all to observe the written agreement with BSKyB provided by Chris MacKenzie, and agreed by NDS, at the formation of the Security Unit. In addition to that agreement my only terms of reference are those provided by Dr. Peled 'To protect BSKyB'. I have fully observed the written agreement and my terms of reference - successfully.

In any event 'effective immediately' as announced by Reuven on 2nd. May is in breach of my agreement with NDS and the requirement for notice either way. A matter that Reuven and I can discuss.

Of particular personal concern is the fact that on joining NDS I suspended my own personal contract with BUPA and joined the NDS company scheme. Shortly before the announcement by Reuven my wife was taken seriously ill. She consulted doctors through the BUPA scheme - the day before Reuven's message. I trust that the 'effective immediately' announcement by Reuven does not jeopardise the medical cover that I believed my wife would enjoy as early hospitalisation and an operation has been recommended. My present short break away from the office was in part in response to my wife's poor state of health. That this coincided with other personal issues was fortuitous.

Despite crassness and failure to consult over any announcement I am as always prepared to discuss all possibilities. Sharon Southwell Grey as my joint manager should be involved in any discussion.

Ray Adams

-----Original Message-----

From: Hasak, Reuven
Sent: Thursday, May 02, 2002 8:55 PM
To: Withall, Len; Lemaire, Chris; Warren, Mike; Grant, Mal; Coulthurst, Andy; Norris, John; Gutman, Avigal; Shiloah, Yehonatan; Rose, Ted; Kesten, Raffi; Nabozny, David; Zaks, Yehuda; Ratner, Dani; Gordon, Tom
Cc: Davidson, Philippa; Peled, Abe; Medlock, Rick; Adams, Ray
Subject: retirement of Ray Adams

All

Ray Adams, the head of the UK Operational team, expressed his wish to retire on May 2002. NDS management approved the retirement.

Effective immediately Len Withall will replace Ray.

I would like to thank Ray for his long years with NDS and his contribution to security of

I wish Len good luck.

Regards
Reuven

CASE NO.
SA CV 03-950 DOC (JTLx)
ECHOSTAR SATELLITE CORP., et al.,

vs.

NDS GROUP PLC, et al

PLAINTIFF'S EXHIBIT 624

DATE _____ IDEN.

DATE _____ EVID.

BY _____

Deputy Clerk

CONFIDENTIAL

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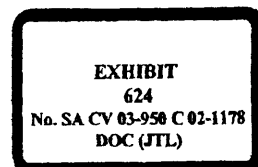
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I would like to thank Ray for his long years with NDS and his contribution to security of our company.

I wish Len good luck.

Regards

Reuven



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