
From: Steven Sinofsky [REDACTED]
Sent: Saturday, February 23, 2013 3:42 AM
To: Jeffrey Epstein
Subject: RE: agreement

ok. I agree. Will talk to Jay.

if the agreement is not petty then we have to think about PR -- there's no money worth going through another round of steve's orchestrated stuff. The damage was real - not just emotional and in my own head.

Sent from Windows Mail

From: Jeffrey Epstein
Sent: February 22, 2013 7:34 PM
To: Steven Sinofsky
Subject: Re: agreement

cooperation should suggest 18months but give if need be, i want items left to negotiate. no not petty, but i want to see the agreemnt with respect to vesting your stock, immediatley, we will give a lock up for period of time if need be . any other non money terms are irrelvant.

On Fri, Feb 22, 2013 at 4:42 PM, Steven Sinofsky [REDACTED] > wrote:

Jay wants to do a blackline of the terms as they promised so as not to look random or not genuine in terms of the flow of discussions. I think that is ok and brad does work that way.

They want to send this and follow up with financials Monday as we talked about. They like the idea but think that they will still focus on \$15M. I am trying to get them to see that this is about disclosure and precedence.

To me, this agreement reads like Microsoft is petty -- do you think so?

I mean telling me not to work at VMware, EMC or Oracle is funny because I have no expertise there!

I told them:

- * Non solicitation seemed a bit too wordy and too much
- * Not to add confidentiality ourselves
- * Cooperation should also be 12 months

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