

From: Steven Sinofsky <[REDACTED]>

To: Jeffrey Epstein <jeevacation@gmail.com>

Subject: Re: Form 8-K

Date: Fri, 14 Jun 2013 19:14:04 +0000

Importance: Normal

I don't think so. Let me dig up the employment agreement. Jay has it too.

----- Reply message -----

From: "Jeffrey Epstein" <jeevacation@gmail.com>

To: "Steven Sinofsky" <[REDACTED]>

Subject: Form 8-K

Date: Fri, Jun 14, 2013 3:12 PM

You had it in jan it was part of a larger employment guide

On Friday, June 14, 2013, Steven Sinofsky wrote:

I don't know. They are referencing the program that you accelerate vest at age 55. I don't have the written version of that.

They have to file I thought. Maybe there is a loophole where they don't have to file the whole thing and this suffices. I would be precluded from filing the whole thing by signing.

But I could release the working drafts because there was no nda.

----- Reply message -----

From: "Jeffrey Epstein" <jeevacation@gmail.com>

To: "Steven Sinofsky" <[REDACTED]>

Subject: Form 8-K

Date: Fri, Jun 14, 2013 3:03 PM

they will only file the 8k after you sign. first what were the temrs of the "qulaified retirement,"that they reference, and didn;t it have an acceleration provision? 2. im trying to decide whether after they file, whether you could file the entire agreement under a required provision, anyway , nothhing to do today,

On Fri, Jun 14, 2013 at 8:54 PM, Steven Sinofsky <[REDACTED]> wrote:

I was a 144 officer. All the stock stuff was filed by ms on my behalf.

This just seems like a way to make the agreement look good for them or at least different than the one I signed.

I don't see the need for two steps. Once I sign they can file an 8k with the actual contract. Since I haven't signed or seen a final there is no 8k.

----- Reply message -----

From: "Jeffrey Epstein" <jeevacation@gmail.com>
To: "Steven Sinofsky" <[REDACTED]>
Cc: "Jay Lefkowitz" <[REDACTED]>
Subject: Form 8-K
Date: Fri, Jun 14, 2013 2:52 PM

nothing to agree to or not agree, is there a final draft of the agreement? ? Steve ,, in the past have you ever filed sec doc. 144. form 4 etc

On Fri, Jun 14, 2013 at 8:38 PM, Steven Sinofsky <[REDACTED]> wrote:

I do not really appreciate this. It feels like a game. They summarized the contract in much more favorable terms to them.

This causes two opportunities for pr problems.

This is a game.

Do not agree yet. We need to think.

J attachment to follow.

----- Reply message -----

From: "Lefkowitz, Jay P." <[REDACTED]>
To: "Steven Sinofsky" <[REDACTED]>
Subject: Form 8-K
Date: Fri, Jun 14, 2013 2:32 PM

FYI

Begin forwarded message:

From: "Brad Smith (LCA)" <[REDACTED]>
Date: June 14, 2013, 2:29:09 PM EDT
To: "Lefkowitz, Jay P." <[REDACTED]>
Subject: Form 8-K

Hi Jay,

I've attached the current draft of the Form 8-K that Microsoft will need to file after execution of the agreement with Steven. We'll take a final look at this before locking all of the words, but I don't expect it to change in any significant way. The full agreement will be filed later with the company's 10-K, but it will not be filed as an attachment to the 8-K.

I'll give you a call on Monday when I'm back in the office, so we can talk about timing of this. I think it will make sense to have the parties both sign the agreement next week, but it would be good to compare notes on the specifics.

Brad

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