

Addison

Branding and Communications

Michal Siemaszko

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June 16, 1998

Dear Michal:

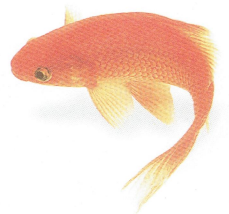
I am very pleased to confirm our offer of employment with Addison. I am confident that it will be a successful and rewarding relationship. This letter is by necessity a little formal in parts and sets out the terms on which we would like you to join us.

Your job title is Site Developer. You will report to me. Roger Byrom will work with you on operational matters.

We would like you to start June 21, 1999.

Your work hours will be 9 am to 6 pm daily. Addison, as a client focused company, works to do what it takes and this will inevitably require you to work longer hours. Your starting remuneration will be \$35,000 per annum with your first performance evaluation and salary review next January. Thereafter, you will receive evaluations and salary reviews annually. Your employment with Addison is at will. Should you decide to leave us we would expect that you provide us with the standard two weeks notice.

You will be eligible for 2 weeks of vacation a year plus Addison holidays, details of which are on the attached schedule. This should be taken at mutually convenient times, which I will agree with you in advance. You will be eligible for an additional day of vacation for each year of employment up to a maximum of 15 days. In 1999 you will be eligible for 5 vacation days. Addison's vacation year is calendar and we do not allow vacation to be carried forward.



Addison

Addison's benefits package includes medical and life insurance cover. If you need more information Mike Lee, our Controller is the best person to ask. You will be eligible to join our medical plan 3 months after your start date. We ask for a modest contribution based on the following: \$35 per month for individual employee; \$75 per month for employee and spouse; and \$100 per month for employee and family.

We also operate a 401k plan, which you will be eligible to join in July 2000. We will match 25% of your contribution up to 6% of your salary. The maximum employer match is 1.5% of your salary.

Addison operates a profit sharing policy based on merit. This recognizes the profit performance of the Company and your contribution to this. The pool is usually determined each July. You will be eligible to participate in the pool starting in 2000.

As an Addison employee you will be required to enter into a standard non-compete and non-solicit contract which we all have. I attach a copy of the agreement for your review.

Best regards.

Sincerely,



Nancy Slome
Managing Director, Interactive