

FROM SENT BY FELD ENTERTAINMENT

(TUE) 4. 11' 00 10' ST. 10:32/NO. 4862969021 P 5



Oct. 30, 1999

Mr. Tom Rider,

Per the Agreement in the Teamsters Contract, you are hereby being issued a formal written warning regarding your employment with Ringling Bros. and Barnum & Bailey Circus as a result of the following reason(s):

- 1. Drunken and disorderly behavior.

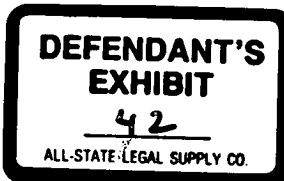
You are hereby notified that if there are any further violations of the Ringling Bros. and Barnum & Bailey General Rules of Conduct or the rules of the Teamsters Contract you may be terminated without further notice.

*[Signature]* 10/30/99  
 Tom Rider, Employee Date

*[Signature]* 10/30/99  
 Steven Warner, Witness Date

cc: Geoff Pettigrew

Def's EXHIBIT 16  
10-2-06 Ce



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