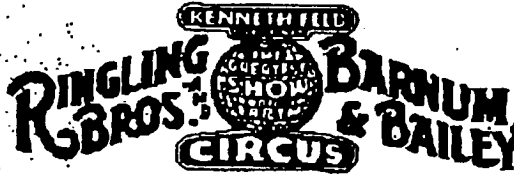


FROM SENT BY FELD ENTERTAINMENT

(TUE) 4. 11' 00 10:33 ST. 10:32/NO. 4862969021 P 6




July 18, 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. Insubordinate behavior towards supervisor.

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.

 7-18-99  
 \_\_\_\_\_ Date  
 Tom Rider, Employee

 7-18-99  
 \_\_\_\_\_ Date  
 Date Maxwell, Witness

cc: Geoff Penigrew

*Def's* EXHIBIT 15  
 10-12-02

**DEFENDANT'S  
 EXHIBIT**  
 41  
 ALL-STATE LEGAL SUPPLY CO.

FELD 0004831