

LIGHTCONNECT

Santosh Joseph
Employee

\$100

LIGHTCONNECT

IN DMEMS WE TRUST

\$100

Yves LeMaitre
Manager

IN DMEMS WE TRUST

0002

Name of Employee: Santosh JOSEPH

Date: March 28th, 2003

LIGHTCONNECT Dollars Serial Number: 0002

Summary of Special Accomplishment for LIGHTCONNECT Dollars Rewards:

Outstanding management and coordination of all marketing activities related to the 2003 Optical Fiber Conference in Atlanta, Georgia. The project was run on schedule and the execution was flawless including live demonstrations of VOA, DGE/OCM and DCE product lines, press and analysts meetings organization, press release preparation, website updates, booth preparation and logistics coordination, customer visits organization.

Yves LE MAITRE

VP, Marketing

Manager Signature