



STANFORD UNIVERSITY

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September 22, 1994

Mr. Gregory Pat Scandalis
286 Carmelita
Mountain View, CA 94040

Re: Synthbuilder Development ("Work"; Stanford Docket S85-043A)

Dear Pat:

I am pleased to inform you that, contingent upon your agreement to assign all patentable and copyrightable results of your Work to Stanford University, Stanford authorizes you to begin October 25 assisting our current developers with the refinement of the Synthbuilder program.

We confirm your hourly rate to be [REDACTED] and agree that you will work on a month to month basis at 40 hours per week. You may submit an invoice to my attention every thirty (30) days, and you will be paid within the following thirty (30) days. Invoices should be printed on paper and clearly itemize the tasks performed and the time spent on each.

Stanford will require progress reports to be given at developers' meetings approximately every two weeks and detailed documentation of the Work as requested.

Stanford will provide you with the necessary hardware and software to perform the Work, and said hardware and software shall remain the property of Stanford.

If this arrangement is acceptable to you, please sign and date both copies below and return one to me at your earliest convenience. I look forward to having you on the Sondius™ team.

Sincerely


Joe Koepnick
Senior Associate

AGREED AND ACCEPTED:

Gregory Pat Scandalis Sept 23, 1994
Gregory Pat Scandalis

cc: John Chowning, Kathy Ku
JMK:ecg

MIN 40 HRS THRU 3/95