

ETHICON, INC.

a *Johnson & Johnson* company

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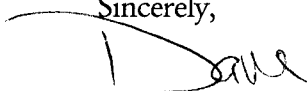
Partners in Leadership
Mr. Thomas Smith
27555 Ynez Road, Suite 201
Temecula, CA 92591

Dear Thomas,

Thank you for facilitating an excellent workshop on Monday, May 7th during Ethicon's Leadership Forum. From the early informal feedback received (our formal electronic surveys are in progress), the workshop really hit home. The key is, unlike previous workshops we've all participated, this one created actionable follow-ups, which should lead us to a substantial cultural change. Some divisions have inquired about training their managers, so there could be more business for you in the future.

Again, your efforts were greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Dave", with a long horizontal stroke underneath.

David E. Weller