

Exxon Mobil Corporation
3225 Gallows Road, Room 3D1916
Fairfax, Virginia 22037-0001
703 846 7951 Telephone
703 846 3293 Facsimile

Gregg T. Schultz
Attorney
Downstream Companies

ExxonMobil

September 24, 2001

Michael Elberry
C57634
SECC Prison
12 Administration Road
Bridgewater, MA 02324

Dear Mr. Elberry:

Thank you for your September 7, 2001 letter regarding costs and fees you incurred in your criminal trial. I have spent some time trying to find a Massachusetts statute or case which requires an employer to indemnify an employee for such costs. Unfortunately, I was unable to find any legal authority in support of your position.

If you can cite a statute or case, and provide supporting documentation of your costs (such as invoices), then the company can consider your request. At this time, however, the Company is not willing to reimburse you for the expenses claimed.

Sincerely,


Gregg T. Schultz