

E.C.

Shall I forward
Bob's response to
MLW? Y - NX

(you will recall
forwarding Ken's
original memo
to her.)

Printed by Win Hindle

I N T E R O F F I C E M E M O R A N D U M

Doc. No: 031023
Date: 23-Sep-1992 09:03am EDT
From: BOB PALMER
PALMER.BOB
Dept: ADMINISTRATION
Tel No: 223-6600

TO: See Below

Subject: RE: SAFETY IN BEING A COMPLAINER

(Background attached)

Ken, you clearly misunderstood my comments. The fact that the technology chosen was too expensive related to my remarks as to some of the reasons that the program was unsuccessful. The choice of technology has little to do with the career discussion of the individual involved. My comments in that regard related to the fact that the individual had lost credibility with his colleagues and was unlikely to regain their confidence because of his behavior not his choice of technology.

I agree that it is important to encourage people to take responsibility and risk and to recognize that sometimes mistakes will be made. I have always believed in rewarding people based on their performance and meeting their commitments, and I am not tolerant of constant complainers.

It also troubles me that you feel it necessary to copy such a wide distribution on our private conversations.

Bob Palmer

Distribution:

TO: Ken Olsen	(OLSEN.KEN)
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