EXHIBIT A
Ralph Snyderman  
10/27/98 05:03 PM

To: "Jeffrey L. Houp t" <jhoup t@med.unc.edu >  
cc: (bcc: Cathy Whittemore/MCA/med/unc/Duke)

Subject: Re: Raiding

Jeff, thanks for sharing this with me. It is essential that we communicate when troublesome issues such as this come up. I talked to [redacted] today and got a totally different story, as you might have guessed. According to whom I trust, [redacted] is a very good man, but has not been offered a job as of now. Moreover, I've been assured that [redacted] initiated contact first and on several occasions before any discussions occurred. Our folks are very sensitive to "raiding" UNC particularly as they want [redacted] to do well. There is much more to say but I suspect we should talk in person. You should know that [redacted] who left UNC asked to be considered for a job here first and wasn't pursued. Our Orthopedics program is very short manned so at this point, [redacted] is a reasonable candidate based on the [redacted] model you raised. Salary wasn't used as a bidding tool based on my conversation. Why don't we discuss this general topic in person soon. I know your frustration, but as of now, the gradient has been DUMC to UNC. I assure you, we will see eye to eye on the general principles, Best, Ralph  
"Jeffrey L. Houp t" <jhoup t@med.unc.edu > on 10/27/98 11:14:46 AM

To: snyde001  
cc:

Subject: Raiding

Ralph,

Pursuant to our breakfast meeting of last week to try to keep the tensions between us to a minimum, [redacted] has called our [redacted] and offered him 100K more to come to Duke. This seems different to me than [redacted] who applied for a job here. [redacted] has a friend who is a research assistant in the Department and it is likely that [redacted] might have been complaining one day which then got to [redacted] and then he got back to [redacted]. If this is to be our modus operandi I'm prepared to accept it because we regularly get calls from Duke people who say they'd like to bail out. I think, however, we'd only be setting up a bidding war. Let me know your thoughts.