



PERSONAL & CONFIDENTIAL

October 28, 1999

WARNER BROS.

4000 Warner Boulevard
Burbank, California 91522
(818) 954-6000

Greg Hetrick
~~XXXXXXXXXXXX~~
Torrance, CA 90504

Dear Greg:

On behalf of the Company, I am pleased to confirm your acceptance of our offer of employment. Specifics of this offer are as follows:

JOB TITLE:	Digital Artist
DIVISION:	Online-Entertainment
EFFECTIVE DATE:	November 22, 1999
SUPERVISOR:	Brian Coleman
SALARY:	XXXXXX Semi-Monthly
LOCATION:	Burbank
EMPLOYMENT STATUS:	Non-Union/Exempt

Arrangements have been made with your supervisor to attend a New Employee Orientation meeting at 9:15 a.m. on the first day of your employment. This meeting will be held in the Human Resources Learning Center located at the Bridge Building, Gate 8, off Forest Lawn Drive. The meeting will last approximately two and one-half hours and will introduce you to the Company's benefits and privileges. **Please complete the attached New-hire documents to ensure that there is no delay in the processing of your paycheck.** If you are unable to attend this meeting, please contact the Recruitment Coordinator at (818)954-5837. The Human Resources/Recruitment office is open between 9:00 a.m. and 6:00 p.m.

Unless expressly agreed otherwise in writing signed by the Senior Vice President of Human Resources and you, your employment is at-will. This means that you have the right to resign at any time with or without cause, with or without notice. Likewise, the Company retains the right to terminate your employment at any time with or without notice, with or without cause. This letter sets forth the entire understanding regarding resignation or termination from employment. All other representations are superseded. No employee or other representative of the Company is authorized to make any other representation regarding resignation or termination from employment. This at-will employment relationship will remain in full force and effect notwithstanding any changes in your position, compensation or other terms or conditions of your employment with the Company, unless a written agreement is entered into, as provided above, or you become covered by a collective bargaining agreement which provides otherwise.

Additionally, in accordance with federal law, you will be required to provide documentation verifying your employment eligibility within 72 hours of your commencement of employment. Please bring this information with you on your first day. Enclosed for your information is a list of acceptable documents which may be used for this purpose.

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We are very pleased that you have accepted our offer of employment. **Please sign and bring the original of this letter to Orientation with you and retain a copy for your records.**

Sincerely,



Sylvia Vladich
Recruiter
Human Resources

Attachment

c: Suzanne Abramson
Judy Daniel
Lorianna Shedlock
Jim Banister

I have read and understand the terms of employment described in this letter and consent to all of the terms and provisions contained herein.

Addressee's Signature

Date