

Gus

From: Mary Todd <toddmomof4boys@yahoo.com>
Sent: Sunday, 19 May, 2013 5:11 PM
To: gus@gjclaw.com.sg
Subject: Fw: letter to John

----- Forwarded Message -----

From: Mary Todd <toddmomof4boys@yahoo.com>
To: Shane Todd <gus2mt@gmail.com>
Sent: Tuesday, February 28, 2012 3:55 PM
Subject: Re: letter to John

Hey Shane,

Good, I'm glad you sent the letter to John. Keep me posted. How are you holding up? Have you made any big decisions?

Love you,

Mom

Sent from my iPad

On Feb 28, 2012, at 3:45 PM, Shane Todd <gus2mt@gmail.com> wrote:

Hi Mom,

I sent John the email a couple of days ago. Still no response. We will see what happens.

Shane

On Sun, Feb 26, 2012 at 10:08 PM, Mary Todd <toddmomof4boys@yahoo.com> wrote:
This is good. I say, send it. Love you, Mom

Sent from my iPad

On Feb 26, 2012, at 6:12 AM, Shane Todd <gus2mt@gmail.com> wrote:

Hi Mom,

I totally agree about keeping it simple and I like your suggestion for the content. Here is how I revised it please let me know what you think

Hi John,

It is good to hear from you. I would like to work with you in the future as well. Do you have something in mind? At the moment, for various reasons, I'm hesitant about setting something up through IME. I hope we can keep in touch about it.

Shane

On Sun, Feb 26, 2012 at 5:31 PM, Mary Todd
<toddmomof4boys@yahoo.com> wrote:
Hi Shane,

I think starting simple is a good idea. You might consider the following:

Hi John,

It was good to hear from you. I would like to work with you in the future as well. Do you have something in mind? Sadly, for various reasons, I'm hesitant about setting something up through IME. I hope we can keep in touch, and continue to dialog about a possible collaboration.

Shane

Sent from my iPad

On Feb 25, 2012, at 10:13 PM, Shane Todd <gus2mt@gmail.com> wrote:

Hi Mom,

I think the content is ok but it might be a bit heavy for email. I was thinking maybe I could write something simpler at first like

Hi John,

I would like to work with you in the future, do you have something in mind? I have to admit I am hesitant about setting something up through IME. Please let me know if you want to discuss sometime.

Thanks,

Shane

On Sun, Feb 26, 2012 at 12:25 PM, Mary Todd
<toddmomof4boys@yahoo.com> wrote:

Sent from my iPhone

On Feb 25, 2012, at 9:16 PM, Richard Todd
<ricktodd@mac.com> wrote:

Shane, we just got back from our ice party at the lake. I read your note to John and I think it looks good. I'm too tired to do a good job of editing at this point, but I would be happy to work on it tomorrow morning. I will send my edited version tomorrow morning ASAP. I'm

glad you decided to write John and hopefully his input will help.

Love you,

Mom

Sent from my iPhone

Begin forwarded message:

From: Shane Todd <gus2mt@gmail.com>
Date: February 25, 2012 5:54:46 PM MST
To: Mary Todd
<toddmomof4boys@yahoo.com>, Richard
Todd <ricktodd@me.com>
Subject: letter to John

Hi Mom and Dad,

I have been thinking about writing John Bowers to ask for his advice. Can you check out the draft below and tell me what you think? I want to be careful about this. The messages below include earlier messages that John and I exchanged recently.

Love,

Shane

Hi John,

I appreciate your note about working together, it is something I would like to do. Unfortunately I can't fully recommend working with IME. I have seen many questionable management practices and decisions in the last year and IME has become a difficult place to work. There are a lot of details to the story that I won't go into here. But one example that you know a bit about is the collaboration I tried to get going with Aurion. When Alex and I tried to get a collaboration going between Aurion and IME, we put a lot of effort into generating plan for creating silicon interposers with integrated optics including the hybrid laser made by Aurion. After IME upper management reviewed the plan, they decided to forget the collaboration with Aurion and try and build the hybrid laser themselves. I almost feel as though they let me engage with Alex as much as

possible so that they could collect information on how to build the laser. This is something that has bothered me immensely and has made me resistant to trying to engage any of my former colleagues into a collaboration with IME. As I have observed this and some other questionable practices and decisions, I have struggled with what I should do myself. On one hand, I feel it may be best for me to try to stay here until I find success in the project I am working on. On the other hand, I do not want to be part of an organization that operates in a way that is ethically questionable and stifling to the creative output of its employees. For the most part I have tried to maintain a good attitude, persevere, and continue to work hard. But now I am coming to the point where I think I may be better off in the long run if I come back to the States and start fresh at a new job. I know it is difficult to assess the situation as an outsider looking in, but if you have any advice that you feel may be helpful to me I would really appreciate it.

Thanks,
Shane

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Thanks. How are things at IME? Perhaps we can work together....

John

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On 2/24/12 12:42 AM, Shane Todd (IME) wrote:
Hi John,

I recently received an invitation to attend the Tyndall Award reception in your honor. Unfortunately I won't be in the States in March so I can't attend but I want to wish you congratulations for winning the prestigious award. I hope everything is well.

Best,

Shane