

EXHIBIT 43



Andy Kawczak

From: "Andy Kawczak" <andyk@4taconic.com>
To: "Larry Carroll" <larryc@4taconic.com>; "Andy Russell" <andyr@4taconic.com>; <timk@4taconic.com>; <sharong@4taconic.com>
Sent: Wednesday, August 03, 2005 11:21 AM
Subject: communication strategy

Larry/others:

I am in full agreement on the strategy discussed below.

Regarding the written message to employees: --- Experience tells me that no one will listen to me (or any speaker) ---if we hand out an information memo --while --or before --I speak. The important message is just not heard and therefore not communicated clearly.

Thus, I am of the opinion that the EMPLOYEE letter should be printed (many copies) and after Cameron and I speak to the employees, I lay the typed message on the table and point to them and encourage employees to pick them up as they are leaving the meeting. I also suggest that we (the team) organize a cafe meeting at/near 11:00PM to get 3rd shift employees the information also. I want as little as possible distortion in the delivered message --- before it is text distributed to that particular audience. Follow-up distribution may also be warranted to ensure full employee coverage for individuals that were not in -- or could/would not be there due to work schedule/monitoring.

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----- Original Message -----

From: Larry Carroll
To: Andy K. ; 'Andy Russell' ; timk@4taconic.com ; sharong@4taconic.com
Cc: 'Larry Carroll'
Sent: Wednesday, August 03, 2005 10:18 AM

All,

Based on all the inputs over the last couple days, we have a plan that I summarize as follows:

- 1.) The draft notices to DEC and Rensselaer Co. have been deemed acceptable in their current state. Janis Fallon will email the official letter to us which will be signed by Andy K. Andy K. will organize a meeting with both organizations (to take place before Tuesday) to (hand deliver) discuss the situation. Attendees will include Laury Bibighaus of Clough Harbor, Andy K. and possibly Tim K (if available). Prior to this meeting, Andy K. will meet with Andy R. for a brief discussion.

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- 2.) Letters to our insurance carriers are drafted / approved and will be signed and sent by Jean Gerbini (attorney). I have a meeting with Steve Healy at Liberty (current carrier) on Friday morning to discuss the letter / situation in a little more detail.
- 3.) Letter to general population has been drafted and comments are back from Andy R. If Tim or Andy K. have comments or changes they should be sent to Scott with copy to Andy and I.
- 4.) The quarterly all employee meeting will be scheduled for Tuesday August 9th at 2:30pm. Cameron Steuer of Adirondack Environmental will be present for this meeting for a discussion and to answer any questions presented. I suggest that we hold two meetings prior the all employee meetings as follows:
 - a. Meeting with Andy R. (a must).
 - b. Meeting with Management group (for consideration) to give them a "heads-up" as to what is to come.
- 5.) Open item for discussion within the group - when will the internal letter be distributed? Your thoughts?

Please confirm that you are in agreement with the above structure and/or provide me with your input as soon as possible. I want the group in agreement and on the same page.

Regards,
Larry

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8/3/2005

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