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(circle all that apply)

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Date: & Pages, incl. cover: .

To:

date PT FAX

(check X title below)

President | YP of | CPO | CIO | YP of TP of Other Operations.

Prom: Pax d

Re:

Our Poorly Managed Incentive Compensation Plan

mac

I can't take it any more!

T'm tired Errors on my paycheck Inaccurate data

Late payments Impossible quotas

(check X all that apply)

Poor communication of plan results Lack of meaningful information

Not making more money

Please visit www.synygy.com or call Synygy at 610.664.7433 x7960

Learn how to turn our poorly managed incentive compensation plan into a strategic advantage ... and make me happier! Please! Now!

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