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From: Michael Graydon
Sent: Thur 2011-12-01 9:24:35 PM
Subject: Current Year Forecast

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I know you have all been providing input to Finance regarding the current year budget and your forecast for year end. I want to stress to the group that it is absolutely critical that we come in on budget from a net income perspective this year and I expect every one of you to make an all-out effort to achieve that. If we do not, I also want to be very clear there will be no opportunity to pay out incentive this year. The tone in government is not good these days and to not achieve budget then payout incentive will not fly. So remember the consequences you will unleash if you do not participate with some energy through this process. We will be looking at the numbers Friday and if we are not to a point where we are comfortable you will be challenged and if that does not yield the results we need I will be forced to make the decisions on your budget. These are very different times and we have to be responsive to our shareholder and I am committed to do that. MG