

To: Troy Employees
From: Bob Kasper
Date: June 22, 2006

Re: Big Holiday Bonus Program

Summer is finally here and the last thing we want to think about is our Holiday Shopping. Wrong! Now's the perfect time to plan for it, and now it's easy.

Just for doing what you've always done, you'll be eligible for the following Big Holiday Bonuses. Here's how they work.

\$500 Big Holiday Bonus

Criteria:

- 900 logged-hours (approximately 35 hours per week)
- Obtained within 6 months
- For current employees: Beginning July 1st, 2006 expiring December 31st, 2006
- Missed Hours not exceeding 15% of scheduled hours
- Non-salaried employees only

\$200 Big Holiday Bonus

Criteria:

- 550 logged-hours (approximately 21 hours per week)
- Obtained within 6 months
- For current employees: Beginning July 1st, 2006 expiring December 31st, 2006
- Missed Hours not exceeding 15% of scheduled hours
- Non-salaried employees only

MVP Award - \$100 Bond

Win a \$100 US Savings Bond for logging the most hours during the Big Holiday Bonus Period (non-salaried employees only).

New Hires

New hires will also be eligible for Big Holiday Bonus, but for a limited time only. For new hires beginning after July 1st, the 6 months will begin from their date of hire.

As you would guess, this program is only available to employees still with the company at the end of their 6 month Big Holiday Bonus Period and this program does not run concurrently with any past or future Spring Ahead Bonuses.

Happy Holidays.

Bob