

FROM: Darren K. Indyke
DATE: September 2, 2009
RE: Requests for Financial Assistance

Due to this unrelenting economic downturn, I think we all need to be more realistic about our expectations regarding requests to Jeffrey for financial assistance. I am referring specifically to requests for family members' school tuition and related assistance. In prior economic times, Jeffrey was quite happy to help and I am sure that everyone is grateful for his incredible generosity. I can't think of any other employer so concerned about the financial well-being of employees and their families. Under different circumstances, I do not doubt that Jeffrey would want to help ease all of our financial burdens. But the unfortunate fact is that times have changed, and it is simply unfair to continue to request him to provide such assistance.

I am therefore asking everyone to discontinue requests to Jeffrey to provide family member tuition and related assistance. Please understand that no currently outstanding requests for assistance can be granted, and no future requests for assistance should be forwarded to Jeffrey.

I am hopeful that the economy will take a turn for the better in the future, but for now, there is simply no way around this. I know that this is difficult, but we all need to figure out our own ways to meet our own financial demands. I would like to keep Jeffrey out of this and would appreciate it if you would not contact him about it.