

COPY



TO: Kim Spence

Confidential

FROM: Rob Apatoff

A handwritten signature in black ink, appearing to be 'Rob Apatoff', written over a horizontal line.

DATE: July 27, 1994

RE: Promotion

CONFIDENTIAL

This is a note to reconfirm your promotion to Director of Marketing Services. The new payrate will be \$65,000 annually and will receive the other benefits attributable to your position. Your new salary will be retroactive to April 1st.

Congratulations and once again, thank you for all you hard work and efforts. They are noticed by everyone and especially appreciated by me.