

Macris, Michael

From: Friedman, Bart
Sent: Wednesday, January 23, 2002 3:06 PM
To: 'Lake, Doug'
Subject: SERP calculation - PRIVILEGED AND CONFIDENTIAL ATTORNEY WORK PRODUCT

Doug -
When you agreed to the purely voluntary 20% reduction in comp., was that memorialized in any document, or reflected in minutes that we could review. The answer will depend on how the reduction was or is memorialized in minutes, an agreement, or material presented to the board.
We can of course draft an agreement between WR and you and DW which ensures that the 20% reduction will not affect SERP or anything else, but we need to see what currently is lurking in the records.

REDACTED