

Dear Business and Finance Employee:

One of our goals in Business & Finance is to be the employer of choice for high-performing staff members and teams. And one of the ways we work towards that goal is to conduct Employee Satisfaction Surveys on a regular basis. We want to hear your thoughts about the work environment in your department or unit, and the surveys provide an easy and convenient way for you to tell us what's on your mind.

On that note, I'm very pleased to announce that our 2008 B&F-wide Employee Satisfaction Survey will be available for you to complete, either online or via a paper copy, March 10 to 24, 2008. I want to assure you that your responses will, as always, be completely anonymous, so please be candid and forthright when completing the survey.

The B&F Employee Satisfaction Survey Committee is again working with the CFI Group, an internationally recognized survey firm, to produce and administer this year's survey. Among other things, CFI will be tabulating and interpreting results, preparing trend information and presentations, and, of course, ensuring that all data is handled confidentially.

The survey will not only let us gather your feedback on what it's like to work in B&F, but also, and just as importantly, will enable us to see how our results from the 2008 survey compare to the previous surveys, which were conducted in 2005 and again in 2006. One of the things we always hope to see in the survey results is a positive trend in your satisfaction.

Your input is extremely important and will give us opportunities to celebrate accomplishments, as well as to identify or validate areas where we need continued focus. B&F Survey Liaisons from each department and unit will be introducing themselves to you in the next week or so to tell you more about the survey and to answer your questions.

I hope that you'll take 20 to 30 minutes to complete the 2008 B&F Employee Satisfaction Survey when it becomes available on March 10. Your participation will help us achieve our vision of being a high-performance organization. Please watch for details about completing the survey in upcoming e-mails from the B&F Employee Satisfaction Survey Committee. Thank you for taking the time to complete the survey and for what you do to "Make Blue Go".

Timothy P. Slottow
Executive Vice President & Chief Financial Officer