

Kevin Flood  
10/18/2004 07:34 AM

To: Robert Duffy/[KMA@US](mailto:KMA@US), William Lacey/[KMA@US](mailto:KMA@US), Calvin Rodgers/[KMA@US](mailto:KMA@US), Francis Jackson/[KMA@US](mailto:KMA@US), Jack Burton/[KMA@US](mailto:KMA@US), Philip Borchardt/[KMA@US](mailto:KMA@US), Dennis Lees/[KMA@US](mailto:KMA@US),  
cc: Noreen Meehan/[KMA@US](mailto:KMA@US)  
Subject: Fw: LTOP / Impact on reaching 100%

I am pleased to announce that we have received approval from upper management to include the LTOP business from last period towards the 100% bonus, and Patrick Bakker (who provided all of the necessary backup information in a timely fashion) has now been recognized as achieving 100% of his master plan for the 1st half!

Congratulations!

Kevin Flood  
V.P. National and Government Accounts  
Kyocera Mita America  
phone - (973) 882-6022

----- Forwarded by Kevin Flood/KMA on 10/18/2004 08:26 AM -----

Kevin Flood  
10/06/2004 09:39 AM

To: Robert Duffy/[KMA@US](mailto:KMA@US), William Lacey/[KMA@US](mailto:KMA@US), Calvin Rodgers/[KMA@US](mailto:KMA@US), Francis Jackson/[KMA@US](mailto:KMA@US), Jack Burton/[KMA@US](mailto:KMA@US), Philip Borchardt/[KMA@US](mailto:KMA@US), Dennis Lees/[KMA@US](mailto:KMA@US), Robert Siebold/[KMA@US](mailto:KMA@US), Patrick Bakker/[KMA@US](mailto:KMA@US), Kris Katseanes/[KMA@US](mailto:KMA@US), Thomas Hamp/[KMA@US](mailto:KMA@US), Millicent McShepard/[KMA@US](mailto:KMA@US), David Katz/[KMA@US](mailto:KMA@US), Dan Woolly/[KMA@US](mailto:KMA@US), John Green/[KMA@US](mailto:KMA@US), Scott Souter/[KMA@US](mailto:KMA@US), Tom Turley/[KMA@US](mailto:KMA@US), Thomas Koenig/[KMA@US](mailto:KMA@US), Jeffrey Pitney/[KMA@US](mailto:KMA@US)  
cc: Noreen Meehan/[KMA@US](mailto:KMA@US)  
Subject: LTOP / Impact on reaching 100%

Please let me know if any of you did not reach your number for the 6 months due to our lack of LTOP Program with a third party leasing company. Although we are not planning on changing your numbers or the corresponding monthly commissions, I MAY be able to get approved your bonus if in fact enough business was processed as an internal rental as opposed to lease (purchase) had we an LTOP Program in place the last couple of months.

If you believe this effected you reaching 100 % of your budget, please send an email to me detailing the following :

- Final % of budget for the 6 month period
- A list of the orders that were processed as internal rentals instead of Federal LTOPs with a 3rd party Company, list p/o#'s, control numbers and revenue missed
- Revised Final % of budget with this business included

Please do not send in anything if the lack of an LTOP Program did not prevent you from reaching 100%.

I make no promises that I will get this approved since I have not raised this issue with upper management yet.

Sincerely,

Kevin Flood  
V.P. National and Government Accounts  
Kyocera Mita America  
phone - (973) 882-6022