
From: Andy Mills [mailto: [REDACTED]]
Sent: Tuesday, October 27, 2009 12:28 PM
To: Keliher Zoe
Subject: RE: HR question

Hi, Zoe-

I can answer some of these questions, but some of this information will have to come from John Davis, the CFO of Carson. Payroll for Steve and the pilots was paid by Carson Helicopters.

I can verify from my own conversations with Frank that there was a total bonus package of [REDACTED] paid to top officers at Carson, on a one time basis. I am familiar with the comment about Steve receiving a [REDACTED] bonus, which was false. That was the sum of all the bonuses paid to all the top managers. Steve was paid [REDACTED] that year as a bonus, as a senior vice president. It should be noted that due to blade sales, contracts and refurbishments, it was a good year for Carson and Frank has expressed to me that this bonus level was quite unusual for Carson, and more than normal, due to a productive year.

I do not know who else was paid the bonus or how much each received at the officer level, you will have to ask John Davis or Frank for that information. The bonuses were paid from Perkasio. I don't know what criteria was assigned for that compensation level, other than Frank deciding to increase the level due to the company having a good year. To my knowledge, Carson does not have a structured bonus level by position; like many family-owned businesses, bonus level is tied to how much Frank decides can be dispersed based on profitability of the company and employee performance.

Documentation of employee compensation would come from John Davis, CFO -- he should have anything like that you require.

Let me know if you need additional info.

Andy