

There is a reason why RGIS is the worldwide leader in providing Inventory Services!

First and foremost, it's because of employees like you that work hard in every event. Our customers see the difference every day!

RGIS has been very successful over the years and we continuously work to stay on top. As we evolve to meet the challenges of today, we know we can never stand still. In order for RGIS to remain as the industry leader, we need to continue to become more efficient and thanks to you, we are doing just that!

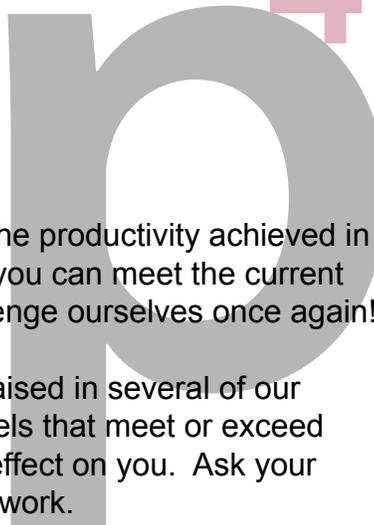
RGIS must always work to improve our services and increase our productivity, while maintaining accuracy. We will always work hard to ensure our customers receive the best service we can provide – better than any of our competitors!

Happy customers mean more business

So why is more business important to you? It's because more business gives you an opportunity to count in more events. Attending more events means you get more hours and earn more pay! Everyone is a winner!

More Customers = More Events = More Hours and More Pay





Why are we telling you this?

Simply put – As a part of the Pay for Performance Plan we review the productivity achieved in each account. You and the teams you work with have proven that you can meet the current productivity or standards, so now its time to raise the bar and challenge ourselves once again!

On June 27, 2009 the Average Per Hour (APH) Standards will be raised in several of our accounts. More than half of our teams are already operating at levels that meet or exceed the “New” APH Standards, so raising the Standard may have little effect on you. Ask your Inventory Supervisor what the APH Standard is for each event you work.

So how does this change affect your pay?

There are three parts to your pay:

- 1 Skill or ASET Level:** Your speed and accuracy determine whether you are an Auditor, Specialist, Expert or Top Gun. The hourly pay changes for each skill or ASET level. The greater your skill, the higher your hourly pay.
- 2 Adder Pay:** If your performance and skill level show you are able to take on an additional responsibility, or an “adder,” role such as a sweeper or prowler, you will be given that opportunity. You will receive additional hourly pay depending on which adder role you fill.
- 3 Team Bonus:** If the team achieves its APH or Bonus Goal for an inventory, all team members at the inventory will share in a Bonus credit that is accumulated throughout the pay period.



Raising the APH Standard also raises the Bonus Goal. Once the Bonus Goal is met your share of the Bonus begins to calculate. Since APH Standards also help determine what Skill or ASET level you attain, counting efficiently will continue to be an important focus.

As we strive to execute at higher levels, we must never jeopardize accuracy or customer service in the name of productivity!

It is only through your efforts and working as a team that helps us all to succeed. Your District Management can answer any additional questions that you may have.