

Inter-Office Memo

To: Rob Bier
From: Gene Grabowski
Date: May 26, 1993
Re: Proposed Bonus for Work on ACLI Digest

Now that we're about to publish our fourth issue of ACLI Digest, I believe it's time to give some credit and recognition to those who have labored so hard to make it a success.

Specifically, I recommend that Henri Bersoux and Martin King be awarded bonuses for their fine work on this demanding project.

To begin with, Henri independently conceived the ACLI Digest's format and then worked closely with Martin to publish a prototype with very little guidance from supervisors.

Indeed, few at the ACLI had firm ideas of what the newsletter should look like and many were skeptical that it even could be successful.

With minimal supervision, Henri and Martin have worked as partners to meet every deadline and smoothly leap most every hurdle in their path. They built a system to extract news from staff throughout the Council, edit copy, and send the material swiftly to production. Working under sometimes demanding deadlines, Henri and Martin employed tact and professionalism in dealing with other staff in the publication process. They ruffled few feathers and, in fact, have made some friends as a result of their endeavors.

The result of their combined effort is a publication of which the Council can be proud. The Digest is a timely, useful and succinct compilation of important news for busy member-company executives who are increasingly insistent that we provide information to them in more accessible forms.

Member-company CEOs have been generous in their accolades for ACLI Digest, while many on the Council staff have expressed their own unsolicited praise.

By any measure, the ACLI Digest is a success. Henri and Martin deserve to be compensated appropriately for their part in making it so.