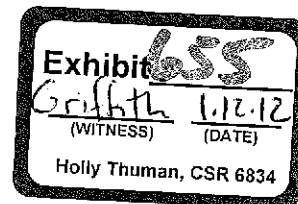

From: Griffith, Mike
To: Kotick, Bobby; Kelly, Brian
Sent: 6/30/2009 7:43:39 PM
Subject: FW: Updated: IW Compensation Assessment
Attachments: IW Top Performers(Final).xls



The attached is a summary of the top 20 IW talent. We can discuss tomorrow as part of the pres meeting but this is a complex, interactive spreadsheet that you may find useful to explore prior if you have time. (I'll bring copies of the summary). In the summary document you can click on an individual name to trigger a detailed sheet for that individual and then you can look at it annually or quarterly.

The summary is this: (1) there is plenty there for retention - even before the \$5MM RSU for Wii that are not figured into this - but my guess is that these folks are not well educated on what's there and when it will likely occur; and (2) we are paying way too many people way too much - we need to find a way to put caps on our bonus payouts.

Mike

From: Aguilar, Steven (HQ)
Sent: Tue 6/30/2009 6:36 PM
To: Griffith, Mike
Cc: Frings, Rich; Weiser, Ann; Meschuk, Jesse
Subject: Updated: IW Compensation Assessment

Mike,

Attached is the updated IW Compensation Assessment with the bonus shifted over one quarter to coincide with the actual payout date. Based on Jesse's suggestion, I also added the age of each individual.

Let me know if you need anything else.

Steven Aguilar

Activision|Blizzard - Compensation

([REDACTED] office

([REDACTED] cell

