

From: Nagioff, Roger <rnagioff@lehman.com>
Sent: Tuesday, December 4, 2007 8:14 AM (GMT)
To: Archer, Mary Pat <marcher@lehman.com>
Subject: Re: Confidential

I had planned Thursday but we can try..had heard there may be small ammounts

----- Original Message -----

From: Archer, Mary Pat
To: Nagioff, Roger
Sent: Tue Dec 04 00:30:47 2007
Subject: Confidential

Tracy called bc Joe wanted to know if we would be ready to talk about how the bonus pool feels tomorrowhe is eager to talk to FID and EQ. I told her that numbers aren't due until noon (earlier would only cause more stress on them) and so you would not have anything to look at before late afternoon. If you have not already done so, you may want to get the group together tomorrow afternoon while the numbers are being pulled to get an overall sense of the stress points by biz u would need it to give out your "puddle" of holdback as well as talk to Joe on Wed am. Or you could ask Walsh, Alex , Hying and Andy to give you feedback individually. Pls do not say anything to anyonebut there MAY be a little money to give out which is why Joe is eager to know sooner rather than later.

PSregarding the new hires above \$5 milno one else has mentioned but there are only 4 outside us. Tracy was going to look at list - she thought that others may not have focused yet. Depending on where final numbers fall outFirm may have enough with exiting employees and can pull out new hires. She will monitor and keep in mind.