
From: Tipl, Thomas
To: Kotick, Bobby; Johnson, Cuddy; Griffith, Mike
Sent: 1/5/2010 6:04:44 PM
Subject: RE: did you win over Ryder?

This means sharing in studio bonus pool?

From: Kotick, Bobby
Sent: Tuesday, January 05, 2010 6:03 PM
To: Tipl, Thomas; Johnson, Cuddy; Griffith, Mike
Subject: Re: did you win over Ryder?

He was very clear, materially more comp and would likely accept. We will likely have Vince and Jason's comp.

From: Tipl, Thomas
To: Johnson, Cuddy; Kotick, Bobby; Griffith, Mike
Sent: Tue Jan 05 18:00:18 2010
Subject: RE: did you win over Ryder?

I think we have to get there with equity and the Rosensweig deal would get him materially above where he is in 2009 and still above the projection of 2010 (... and who knows whether Starcraft ever ships). We could hopefully get there with less.

We should discuss.

Thomas

From: Johnson, Cuddy
Sent: Tuesday, January 05, 2010 5:32 PM
To: Kotick, Bobby
Cc: Tipl, Thomas; Griffith, Mike
Subject: RE: did you win over Ryder?

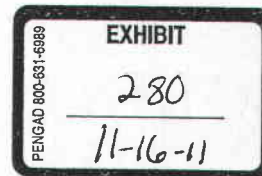
That will be a lot. Mike's estimated total annual cash comp for 2009 is \$1.28m; his 2010 expected comp is \$1.74m (compare that to Rosensweig's target cash comp of \$1.2m – our highest paid BU head and already way over 75th percentile).

To make Mike's compensation "materially" more would probably mean something like \$2m (ie 20% more than what he would make at Blizzard in 2010). Attached is a previous deck that Ann W put together with some various offer scenarios: these are too low – we would have to get them up to \$2m.

The key question for this leadership team is whether it's worth it to pay that much.

C

From: Kotick, Bobby
Sent: Tuesday, January 05, 2010 4:46 PM
To: Johnson, Cuddy
Cc: Tipl, Thomas; Griffith, Mike
Subject: Re: did you win over Ryder?



Yup. Need to prepare an offer of what comp would be. If its materially more we get him.

Do not let anyone know this.

From: Johnson, Cobby
To: Kotick, Bobby
Sent: Tue Jan 05 16:43:56 2010
Subject: did you win over Ryder?

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