

**From:** Wahlman, Jason <jason.wahlman@mercer.com>  
**Sent:** Wednesday, December 15, 2021 6:22 PM  
**To:** Smith, Rick  
**Cc:** Brown, Holly M  
**Subject:** [External] RE: Times  
**Attachments:** FY 21-22 VF-EA Wage Ranges\_12152021.pdf

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Thanks, Rick. I sent you and Kristin an invite. The PDF we shared on the call today is attached. **This is Preliminary and for Discussion Purposes Only.**

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**From:** Smith, Rick [REDACTED] >  
**Sent:** Wednesday, December 15, 2021 1:53 PM  
**To:** Brown, Holly M <holly.brown@mercer.com>; Wahlman, Jason <jason.wahlman@mercer.com>  
**Subject:** Times

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Looks like Monday at 4pm is ok with Kristin and I. Wednesday is also pretty open.

**Rick Smith** | Director  
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