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MEMO

to: **Enterprise Employees**
from: **Jon Singer – EVP Sales and Marketing**
date: **May 31, 2011**
subject: **Organizational Announcement**

I want to take this opportunity to announce that effective May 31st, Joan Smuda will be joining Freedom as Director – National Accounts reporting directly to me. She will be headquartered from her home office in Clearwater, Minnesota.

Joan comes to us from Nahan Printing and Lettershop where she was a National Accounts Sales Representative. She was with Nahan for 15 years and was consistently one of the company's highest performing sales professionals. Prior to joining Nahan, Joan was a Senior National Sales Representative with Fulfillment Services, Inc. In addition, before assuming her sales role with Fulfillment Services, Joan was Director of Client Service Managers with Fulfillment.

Joan holds a Bachelor's Degree in Business Administration and Computer Science from St. Cloud University.

Joan and her husband John reside in Clearwater, Minnesota. They have two sons – Sean and Tanner.

Please join me in welcoming Joan to the Freedom family.