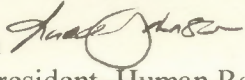


B E A R C R E E K
R P O R A T I O N

TO: Tracy Bender, Stores Central District

CC: Kevin Blodgett
Executive Committee Members

FROM: Rudd Johnson 
Senior Vice President, Human Resources

DATE: August 2, 2000

SUBJECT: **Outstanding Performance Award – Second Quarter 2000**

Dear Tracy:

Congratulations on your *Outstanding Performance Award* for the Second quarter of 2000! Your contribution to Bear Creek Corporation exemplifies the meaning of “outstanding performance.”

As an award recipient, you will receive the distinguished *Outstanding Performance Award* crystal-cut sculpture and a certificate of recognition. In addition, we will announce your award in the upcoming edition of the Bear Creek Employee Newsletter.

Tracy, the nomination reads, in part:

“Tracy exhibits the behaviors and positive attitude that are valued by Harry and David Stores. She is an excellent trainer and recruiter and a terrific representative for Harry and David. Tracy is a professional, with great energy and enthusiasm.”

On behalf of the Bear Creek Corporation Executive Committee it is my privilege to congratulate you and say “thank you” for your outstanding performance.