



The Mercer Group, Inc.

Consultants to Management

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January 19, 2006

Mayor Louise Schilling
Members of City Council
City of Troy
500 W. Big Beaver
Troy, MI 48084

Dear Mayor Schilling & Members of Council:

We appreciate your consideration of our proposal to assist in your recruitment of a new City Manager. We would be very pleased to assist and to begin the search as soon as possible. We are already scheduled to be in Michigan during the weekend of February 4 and 5 and can extend our trip in order to advance our proposed timeline by about two weeks.

That would allow us to introduce ourselves to you Monday evening, February 6, and to spend time in Troy gathering information and conducting our initial research. We would conduct many short interviews with Councilmembers, staff members or whoever else you might wish us to consult, on Monday and Tuesday, February 6-7. We would advertise and recruit through March 31. This would advance your consideration of potential finalists by 10-14 days, depending upon when we can meet with Council to present our report. After thorough background investigations, interviews of finalists could be scheduled on May 12 or May 19, for example. This would allow you to make an appointment in mid May, about 100 days from the start of our research.

A revised schedule is attached. Please understand that all the other terms and guarantees we proposed to you on January 11, 2006, are still valid.

Thank you for your consideration. We look forward to hearing from you after your meeting of January 23. Please let us know if we can answer other questions or provide other information.

Sincerely,
THE MERCER GROUP, INC.

Tom Dority

Thomas C. Dority
Senior Vice President

Sue Dority

Susan Gapter-Dority
Vice President

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EXHIBIT II

Revised SCHEDULE OF CITY MANAGER SEARCH PROCESS

