



**INCENTIVE PLAN | Fiscal Year 2018-19**

**Name:** Marcie Frost

**Position:** Chief Executive Officer

WEIGHT	MEASURE	SCORING																
<b>Organizational Leadership Priorities</b>																		
25%	Through June 30, 2019, provide organizational leadership in support of the following priorities: <ul style="list-style-type: none"> <li>• Board Support</li> <li>• Open and Transparent Communication / Building Relationships</li> <li>• Efficient and Effective Organization</li> <li>• Supportive and Engaged Leadership</li> <li>• Customer Satisfaction Driven Organization</li> <li>• Team Member Engagement</li> </ul>	One rating will be given for the whole Organizational Leadership Priorities measure, based on the following table: <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Score</th> <th>Rating</th> </tr> </thead> <tbody> <tr> <td>Far Exceeds High Expectations</td> <td>1.50 (150%)</td> </tr> <tr> <td>Meets High Expectations</td> <td>1.0 (100%)</td> </tr> <tr> <td>Does Not Meet High Expectations</td> <td>0 (0%)</td> </tr> </tbody> </table> <p style="text-align: center;"><i>Intermediate points are interpolated</i></p>	Score	Rating	Far Exceeds High Expectations	1.50 (150%)	Meets High Expectations	1.0 (100%)	Does Not Meet High Expectations	0 (0%)								
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METHODOLOGY

1. As part of the annual year-end process, the Committee will rate the Organizational Leadership Priorities measure as a whole, giving one rating for all six priorities listed.
2. Scores for the Incentive Metrics are based on the performance outcomes of each individual metric.
3. A formula dictated by the Board's Compensation Policy for Executive and Investment Management Positions takes into account all outcomes and is applied by using the weights and ratings to determine the award amount.