



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

**Name:** Marcie Frost

**Position:** Chief Executive Officer

ORGANIZATIONAL LEADERSHIP PRIORITIES	SCORING								
<i>Through June 30, 2019, provide organizational leadership in support of the following priorities:</i>	Each Organizational Leadership Priority is equally weighted and will be given an individual rating based on the following table <sup>1</sup> : <table border="1" data-bbox="946 653 1437 829"> <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%)
Score		Rating							
Far Exceeds High Expectations		1.50 (150%)							
Meets High Expectations		1.0 (100%)							
Does Not Meet High Expectations		0 (0%)							
<ul style="list-style-type: none"> <li>Board Support</li> </ul>									
<ul style="list-style-type: none"> <li>Open and Transparent Communication / Building Relationships</li> </ul>									
<ul style="list-style-type: none"> <li>Efficient and Effective Organization</li> </ul>									
<ul style="list-style-type: none"> <li>Supportive and Engaged Leadership</li> </ul>									
<ul style="list-style-type: none"> <li>Customer Satisfaction Driven Organization</li> </ul>									
<ul style="list-style-type: none"> <li>Team Member Engagement</li> </ul>	<sup>1</sup> Alternatively, the Committee may choose to assign distinct, individual weightings to each Organizational Leadership Priority.								

**METHODOLOGY**

1. As part of the annual year-end process, the Committee will rate each of the six individual Organizational Leadership Priorities based on the standardized Performance Rating Scale.
2. A formula dictated by the Board's Compensation Policy for Executive and Investment Management Positions will be applied to determine the award amount.