



Potential Comp Cycle Outcomes

How performance may influence pay:

- Performance and market data used to calibrate compensation changes.
- Individuals above target for pay may be eligible for 'impact bonuses' to ensure we're able to recognize them, but that they do not continue to be 'overpaid' - or continue moving beyond their band - relative to their level and performance.

Performing well + Underpaid <i>Gets meaningful base increases, potential for impact bonus</i>	Performing well + Overpaid <i>Gets impact bonus / considered for promo</i>
Under-performing + Underpaid <i>Gets performance management</i>	Under-performing + Overpaid <i>Gets performance management</i>