

1 measured or calculated to determine what type of
2 incentive a person might be eligible for?

3 A The -- each job level has a
4 percentage that is tied to that job level and
5 everybody in that job level has the same
6 percentage. That percentage is set by human
7 resources based on market data for the jobs.

8 Then there are the goals that the
9 employees set with their manager create the
10 performance plan. Then at the -- in addition to
11 that, there are goals at the corporate level.
12 There is first a threshold goal, which if the
13 threshold goal is not met, there is no payment
14 under the plan.

15 Once the threshold goal is met, there
16 are additional financial corporate goals which are
17 set and the evaluation of how the company performs
18 against those financial goals determines the
19 corporate achievement level.

20 For an individual employee, their
21 eligible earnings multiplied by their percentage
22 for their job level, multiplied by their manager's
23 recommendation of the amount they should get based
24 on their performance, if you multiply all that
25 together you would arrive at their award level.