

Annual Incentive Plan (AIP)

Payment after reduction in force

If you are in an AIP-eligible position and are terminated as a result of a reduction in force on or after March 31, you may receive a prorated payment at the discretion of your manager and Human Resources. The payment will be based on your salary and target at the time of termination.

Where a prorated incentive is to be paid to a terminated participant, the prorated incentive will be a single payment based fully on actual corporate performance paid by March 15 of the year following the termination. Terminated participants who remain eligible to receive an incentive payment are subject to all program guidelines.

Example: Assume corporate results are 98.25% and teammate worked until July 15.

	(Base Compensation) x	(Target %) x	(Percent of Days Worked) x	(Corporate Results) =	Payment
Corporate Results	\$100,000	15%	~53.7% (196/365)	98.25%	\$7,914.04
Total Payment					\$7,914.04

The taxable income and taxes remitted will be reported to you on your Form W-2 for the year in which the payment was made.

If you are in an AIP-eligible position and are terminated as a result of a reduction in force prior to March 31, you are not eligible to receive a prorated AIP payment.