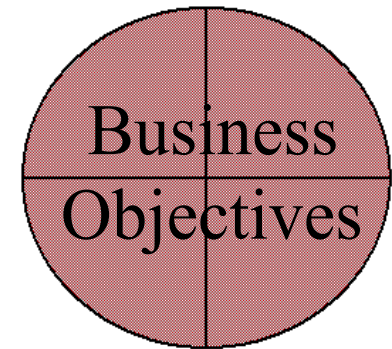
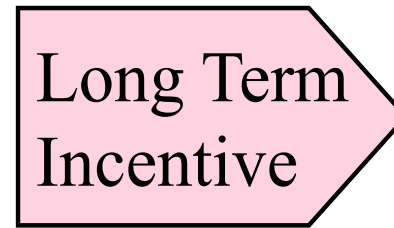


Total Cash Compensation

ScoreCard



Terms of Employment

Attract

May Retain

Immediate Results

Motivate

Attract

May Retain

Long Term Results

Retain

Attract

Motivate

Profit & Growth

Short Term

Long Term