

2018 CEO Market Data	
Base	\$ 363,754
Incentive/Variable Pay	\$ 39,052
Total Market Comp	\$ 402,806

CEO Current Compensation	
Base	\$ 328,545
Incentive/Variable Pay	\$ 32,855
Total Possible Comp	\$ 361,400

Aligned to ST Performance Management System

First Year Compensation	
Assumes performance rating of successful	
Base Salary	\$ 360,000
2019 Performance Award	\$ 4,000
Total	\$ 364,000

Second Year Compensation	
Assumes performance rating of successful	
Base Salary	\$ 372,600
2020 Performance Award	\$ 4,000
Total	\$ 376,600

Third Year Compensation	
Assumes performance rating of successful	
Base Salary	\$ 385,641
2021 Performance Award	\$ 4,000
Total	\$ 389,641

Current Contract Compensation Terms

First Year Compensation	
Assumes 5% step increase & 5% bonus	
Base Pay	\$ 344,972
2019 Performance Award	\$ 17,249
Total	\$ 362,221

Second Year Compensation	
Assumes 5% step increase & 5% bonus	
Base Pay	\$ 362,221
2020 Performance Award	\$ 18,111
Total	\$ 380,332

Third Year Compensation	
Assumes 5% step increase & 5% bonus	
Base Pay	\$ 380,332
2021 Performance Award	\$ 19,017
Total	\$ 399,349

Annualized Difference Option 1 vs 2 \$ 1,779

\$ (3,732)

\$ (9,708)