### 2018 CEO Market Data

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base</td>
<td>$363,754</td>
</tr>
<tr>
<td>Incentive/Variable Pay</td>
<td>$39,052</td>
</tr>
<tr>
<td>Total Market Comp</td>
<td>$402,806</td>
</tr>
</tbody>
</table>

### CEO Current Compensation

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base</td>
<td>$328,545</td>
</tr>
<tr>
<td>Incentive/Variable Pay</td>
<td>$32,855</td>
</tr>
<tr>
<td>Total Possible Comp</td>
<td>$361,400</td>
</tr>
</tbody>
</table>

### 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: $372,000
  - 2020 Performance Award: $4,000
  - Total: $376,000

#### 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
Annualized Difference Option 2 vs 3: $(3,732)
Annualized Difference Option 1 vs 3: $(9,708)