

INCENTIVE PLAN DECISION CHART



Executive Incentive Element	ROLES & RESPONSIBILITIES		
	Senior Management	Board of Directors/Compensation Committee	Consultant
Incentive Opportunity Levels Set threshold, target & stretch payout levels	CEO & HR revise consultant recommendations based upon internal equity (exclude CEO)	Review and approve CEO payout levels as well as all other senior management payout levels	Initiate recommendations based upon compensation philosophy and market practice
Incentive Metric Selection <i>(EBITDA, Revenue, Ops, Safety, ESG, etc.)</i>	Initiate recommendations based upon company short & long-term goals, objectives and budget	Review, analyze and approve CEO and all other senior management incentive metrics	Review and provide guidance on management recommendation, including market best practices
Incentive Metric Weightings	Initiate recommendations based upon company short & long-term goals, objectives and budget	Review, analyze and approve CEO and all other senior management incentive metrics	Review and provide guidance on management recommendation, including market best practices
Incentive Metric Goal Setting <i>Discretion & Quantitative Threshold, Target, Stretch Performance Hurdles</i>	Initiate recommendations based upon company short & long-term goals, objectives and budget	Review senior management's recommendations versus budget, history, and peers to ensure appropriate pay versus performance	Analyze versus budget Analyze versus history Analyze versus peer payout & performance Analyze versus compensation philosophy
Communicate Performance Throughout Period	Calculate updates for compensation committee and employees	Review	Review
Senior Management Quantitative Payout	Calculate financial results and CEO recommends final payouts	Review and approve company results and recommendations	Review payout recommendations and compare against market and provide guidance to the compensation committee
Senior Management Discretionary Payout	CEO provides recommendation	Review and approve CEO recommendation	Review payout recommendations and compare against market and provide guidance to the compensation committee
CEO Quantitative Payout	Calculate financial results and recommends final payouts	Compensation committee utilizes company calculations for CEO payout and considers any necessary discretion; full board approves or ratifies compensation committee recommendation	Review payout recommendations and compare against market and provide guidance to the compensation committee
CEO Discretionary Payout		Compensation committee provides recommendation; full board approves or ratifies compensation committee recommendation	Review payout recommendations and compare against market and provide guidance to the compensation committee