

Key Performance Plan History										
Year	Eligible Earnings	# of Participants ⁽¹⁾	Target	Target %	Maximum	Max %	Budget	Actual	Actual %	
2013	\$ 24,919,396	371	--	--	\$1,495,164	6%	\$0	\$ 498,388	2.00%	
2014	\$ 25,222,575	374	--	--	\$1,513,354	6%	\$0	\$ 756,677	3.00%	
2015	\$ 25,134,936	367	--	--	\$1,508,096	6%	\$0	\$ 754,048	3.00%	
2016	\$ 26,423,107	386	--	--	\$1,585,386	6%	\$0	\$ 1,189,040	4.50%	
2017	\$ 26,989,059	377	--	--	\$1,619,344	6%	\$0	\$ 1,349,453	5.00%	
5YR Average ⁽²⁾	\$ 25,737,815	375			\$1,544,269	6%	\$0	\$ 909,521	3.50%	

Note:

⁽¹⁾ Eligible participants include nonunion group only. Union are excluded from the plan.

⁽²⁾ Actual does not include FICA.