

Management Incentive Plan - Payout History (Including President)					
Year	# participants	Budget/Target	Actual ⁽¹⁾	% of Target	Incentive > 25% of base pay
[PROTECTED DATA BEGINS...					
2013					
2014					
2015					
2016					
2017					

5-Year Average

5-Year Average reduced by 25% cap

⁽¹⁾ Actuals do not include FICA. Ms. Petersen's testimony is based on accrued projections and is reporting \$724,620

	5-year Average	2017 COSS Adjustment Bonus cap at 25%	Total
OTP Management Incentive			

...PROTECTED DATA ENDS]