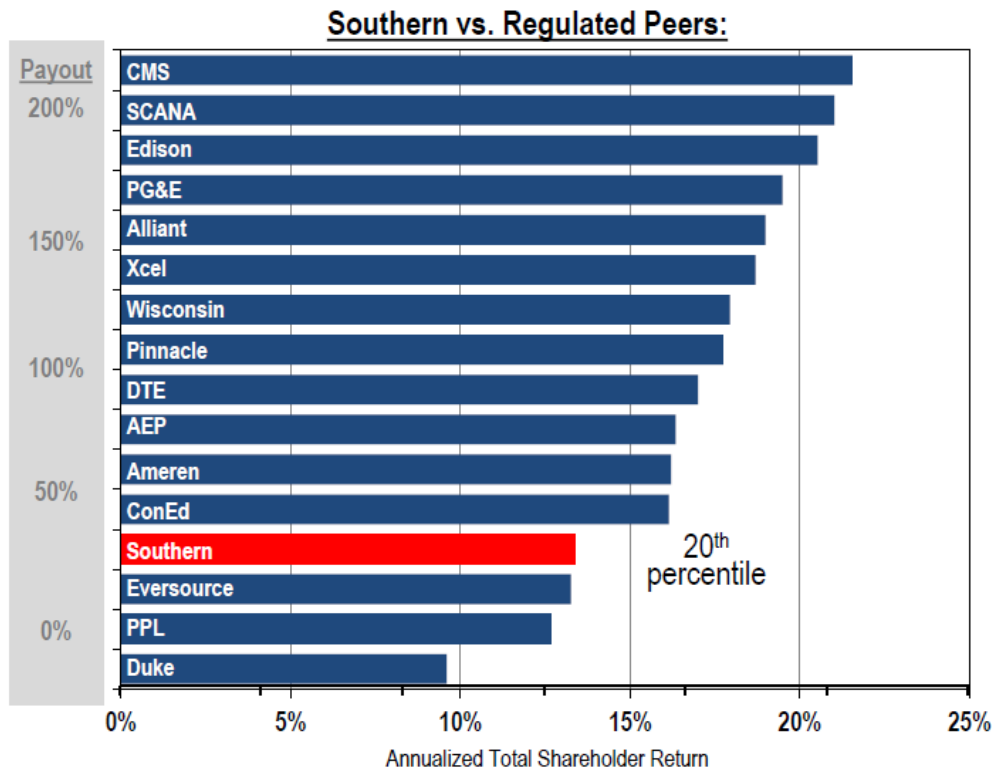




2014 - 2016 Performance Share Program

As of September 30, 2016



Achieving this level of performance through
Q4 2016 would result in a 25% payout

Total Payout: 25% of target

Example: 2014 target share grant multiplied by final payout % = shares awarded (pre-tax)