

SHORT TERM INCENTIVE PLAN

- Resolution

The following changes are recommended to the Short Term Incentive Plan:

Incentive Targets:

<u>Pav Grade</u>	<u>Percent (of salary)</u>	<u>Target</u>
1 - 2	60%	40
3 - 7	55	30
8	40	20
9 - 11	30	-
30 - 33	15	-