Compensation review POLICY

Your compensation will be reviewed on a regular basis by your manager. Such reviews generally are conducted on at least an annual basis and typically follow your annual performance appraisal.

The amount and frequency of any compensation increase you may receive will be based upon your job performance, the profitability of the Company, the amount of your present salary or wage in relation to the minimum and maximum of the compensation range assigned to your job, and the length of time since your last increase.

Your manager or supervisor will discuss your compensation review schedule with you upon request.

THIS POLICY IS OPTIONAL