

Attachment A: Compensation



	2023		
	Base Pay	Potential Variable Pay	Total Potential Pay
CEO	\$374,945	\$93,736	\$468,681
VPs	\$1,242,636	\$248,527	\$1,491,163
Directors	\$1,173,890	\$117,389	\$1,291,279
Total	\$2,791,471	\$459,652	\$3,251,123

50th Percentile	65th Percentile
\$378,695	\$467,375
\$1,250,438	\$1,491,668
\$1,190,987	\$1,260,397
\$2,820,120	\$3,219,440