2025 Annual Incentive Award Pay for Performance Guidelines

Based on the individual performance of each of your employees, you can award between 0% and 200% of the Award at Target. The Award at Target amount is a recommended incentive award based on each employee's individual incentive target and eligible earnings for the 2025 Plan Year.

Please use the following guidelines to develop your incentive recommendations:

Did Not Meet Performance Expectations (D)	Improvement Needed to be a Successful Contributor (I)	Successful Contributor (SC)	High Contributor (HC)	Top Achiever (TA)
0%	Up to 70%	70% - 125%	125% - 170%	170% - 200%

Note: You will be entering dollar amounts into Workday for your incentive recommendations, but the award as a percent of target will populate in the Annual Incentive Award as a % of Target column next to your award input. Please refer to the Annual Incentive Award as a % of Target column to confirm that your recommendation is within the pay for performance guidelines above.

2026 Merit Increase Guidelines

The 2026 merit budget is 3%. Please use the following guidelines to develop your merit increase recommendations:

	Position to Market				
Performance Rating	Below 80%	80 - 94%	95 - 105%	106-115%	Above 115%
TA	5-7%	4-6%	3-5%	2-4%	Lump Sum of 0-3%
HC	4.5-6.5%	3.5-5.5%	2.5-4.5%	1-3%	Lump Sum of 0-3%
SC	4-6%	3-5%	2-4%	0-2%	Lump Sum of 0-2%
I	0-2%	0-2%	0-2%	0.0%	0.00
D	0.0%	0.0%	0.0%	0.0%	0.00

Merit Lump Sum Guidelines: All award totals should follow the matrix above. For employees who may have awards split between base rate and lump sum, any remainder lump sum should comply with the overall award range specified.