Q1 The Board of Directors conducts an annual review of the General Manager's Compensation. This evaluation takes place in February.

Answered: 8 Skipped: 0

	DISAGREE	AGREE	ABSTAIN	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	25.00% 2	75.00% 6	8	2.00

#	COMMENTS AND EXAMPLES:	DATE
1	This policy has been updated since we monitored it last year; at the time, it said that we review the GM's compensation every OTHER February. Looking back at our packets for the time, it appears 2019 was an off-year and we didn't review it then. So I'll abstain, having not witnessed compliance with this sub-policy.--Cheyne	1/23/2020 10:38 PM
2	We updated this policy in March 2019, so we haven't done this yet. - Melinda	1/22/2020 3:03 PM
3	We'er orking with on this process.	1/21/2020 8:30 PM
4	I have not yet participated in a February board meeting so I can't comment.	1/21/2020 4:59 PM

Q2 Prior to the compensation review, the General Manager has the opportunity to request a change in compensation.

Answered: 8 Skipped: 0

	DISAGREE	AGREE	ABSTAIN	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	62.50% 5	37.50% 3	8	2.00

Q3 Compensation determinations and requests shall be supported by written data and prefaced by a statement of all assumptions used. Data includes evidence of industry standards for similar positions; Operational results and Executive Limitations monitoring reports for the year just ended; a qualitative, written performance evaluation covering the prior calendar year; and the budget for the upcoming calendar year.

Answered: 8 Skipped: 0

	DISAGREE	AGREE	ABSTAIN	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	75.00% 6	25.00% 2	8	2.00

#	COMMENTS AND EXAMPLES:	DATE
1	Again, having not witnessed this happen in my Board tenure, I abstain.--Cheyne	1/23/2020 10:38 PM
2	We could do better with this	1/22/2020 9:34 PM

Q4 The annual compensation of the GM does not exceed five times the lowest annualized compensation then being paid to a full-time Co-op employee; provided that it shall be sufficient to attract or retain a qualified GM.

Answered: 8 Skipped: 0

	DISAGREE	AGREE	ABSTAIN	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	87.50% 7	12.50% 1	8	2.00

Q5 Overall, do you find the Board in compliance with Policy D5: GM Compensation Review?

Answered: 8 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	100.00%	8
No	0.00%	0
TOTAL		8

#	COMMENTS AND EXAMPLES:	DATE
1	We could do better here	1/22/2020 9:34 PM