# 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) | 12.50%<br>1 | 87.50%<br>7 | 0.00%<br>0 | 8 | 1.88 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| 1 | Took place in February, but decisions took longer | 3/24/2020 1:14 PM |

# Q2 Prior to the compensation review, the General Manager has the opportunity to request a change in compensation. Such a request, including all supporting data, is submitted no later than 2 weeks prior to the February Board meeting.

Answered: 8 Skipped: 0

| | DISAGREE | AGREE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 0.00%<br>0 | 87.50%<br>7 | 12.50%<br>1 | 8 | 2.00 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| 1 | The Board will consider GM compensation independently of whether the GM puts in a request for a change. | 3/29/2020 3:34 PM |

# Q3 The annual compensation of the GM does not exceed five times the lowest annualized compensation currently 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%<br>0 | 100.00%<br>8 | 0.00%<br>0 | 8 | 2.00 |

# Q4 Compensation determinations and requests are supported by written data and prefaced by a statement of all assumptions used.

Answered: 8 Skipped: 0

| | DISAGREE | AGREE | ABSTAIN | TOTAL | WEIGHTED AVERAGE |
|---|---|---|---|---|---|
| (no label) | 25.00%<br>2 | 62.50%<br>5 | 12.50%<br>1 | 8 | 1.71 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| 1 | Current compensation is not prefaced or supported by an established compensation determination system, a MBO and/or MBR rubric is needed | 4/2/2020 10:29 AM |
| 2 | We need to decide what is done with the data assembled by the Board after the determination is made. | 3/29/2020 3:34 PM |

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

Answered: 8 Skipped: 0

| ANSWER CHOICES | RESPONSES | |
|---|---|---|
| Yes | 75.00% | 6 |
| No | 25.00% | 2 |
| TOTAL | | 8 |

| # | COMMENTS AND EXAMPLES: | DATE |
|---|---|---|
| | There are no responses. | |