

## Executive Compensation: Bonus Policy

The Executive may be eligible for an annual discretionary bonus with a maximum target amount of ten percent (10%) of the Executive's base salary, subject to standard deductions and withholdings. The Bonus shall be based on the Executive Committee's determination that the Executive's individual achievement and MICU performance during the fiscal year met or exceeded expectations.

In order to be eligible to receive a bonus, there must exist excess revenue over expenses in the current year budget to cover the cost. Any bonus will be paid no later than July 15th.