

# EXECUTIVE PAYROLL & COMPENSATION AUTHORIZATION

EXECUTIVE NAME		EFFECTIVE DATE	
CORPORATE TITLE		AGREEMENT DATE	
DEPARTMENT/DIVISION		PAY FREQUENCY	

**1. BASE COMPENSATION & CASH INCENTIVES**

EARNINGS ELEMENT	FREQUENCY	AUTHORIZED AMOUNT (\$)
Base Salary		
Executive Cash Allowance		
Guaranteed Bonus (MBO Target)		
Deferred Compensation Draw		
<b>Total Cash Compensation Target</b>		

**2. EXECUTIVE PERQUISITES & BENEFIT ALLOCATIONS**

BENEFIT ELEMENT	FREQUENCY	AUTHORIZED VALUE (\$)
Vehicle/Transportation Allowance		
Executive Health & Wellness Premium		
Supplemental Life & Disability Premium		
Professional Association & Club Dues		
<b>Total Benefit Allocation Value</b>		

**3. AUTHORIZED VOLUNTARY & AGREEMENT-BASED DEDUCTIONS**

DEDUCTION ELEMENT	FREQUENCY	AUTHORIZED AMOUNT (\$)
Non-Qualified Deferred Compensation (NQDC) Contribution		
Supplemental Retirement Account Allocation		
Split-Dollar Life Insurance Contribution		
<b>Total Scheduled Deductions</b>		

SPECIAL INSTRUCTIONS, EQUITY AWARDS, AND VESTING PROVISIONS

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**EXECUTIVE SIGNATURE**

Date:

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**COMPENSATION COMMITTEE CHAIR**

Date:

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**CHIEF HUMAN RESOURCES OFFICER**

Date: