
From: Kathy Ruemmler [REDACTED]
Sent: Saturday, March 12, 2016 10:14 PM
To: Jeffrey
Subject: Details on comp

300 units -- last year each unit was \$19,000; this year budgeted for \$18,000=

Units guaranteed through end of 2017, but they do not adjust units for later=ls at first cycle. (Units decisions are made every two years, so as a practical matter, I would have 300 units through at least 2019.)

Remainder of comp will be paid in form of bonus to equal \$6 mm. This is a floor only.

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