

Total Compensation Solutions' – 2017 / 2018 Board of Directors Compensation Report

| Board Position | Average Total Cash Compensation | |
|----------------------|---------------------------------|-------------|
| | 2016-2017 * | 2017-2018 * |
| Chairman | \$112,988 | \$124,936 |
| Regular Board Member | \$60,141 | \$62,276 |

* Based on samples of 505 companies in 2016 and 1,278 companies in 2017.

www.total-comp.com

Tom Bailey
Survey Manager
Total Compensation Solutions
914-730-7300