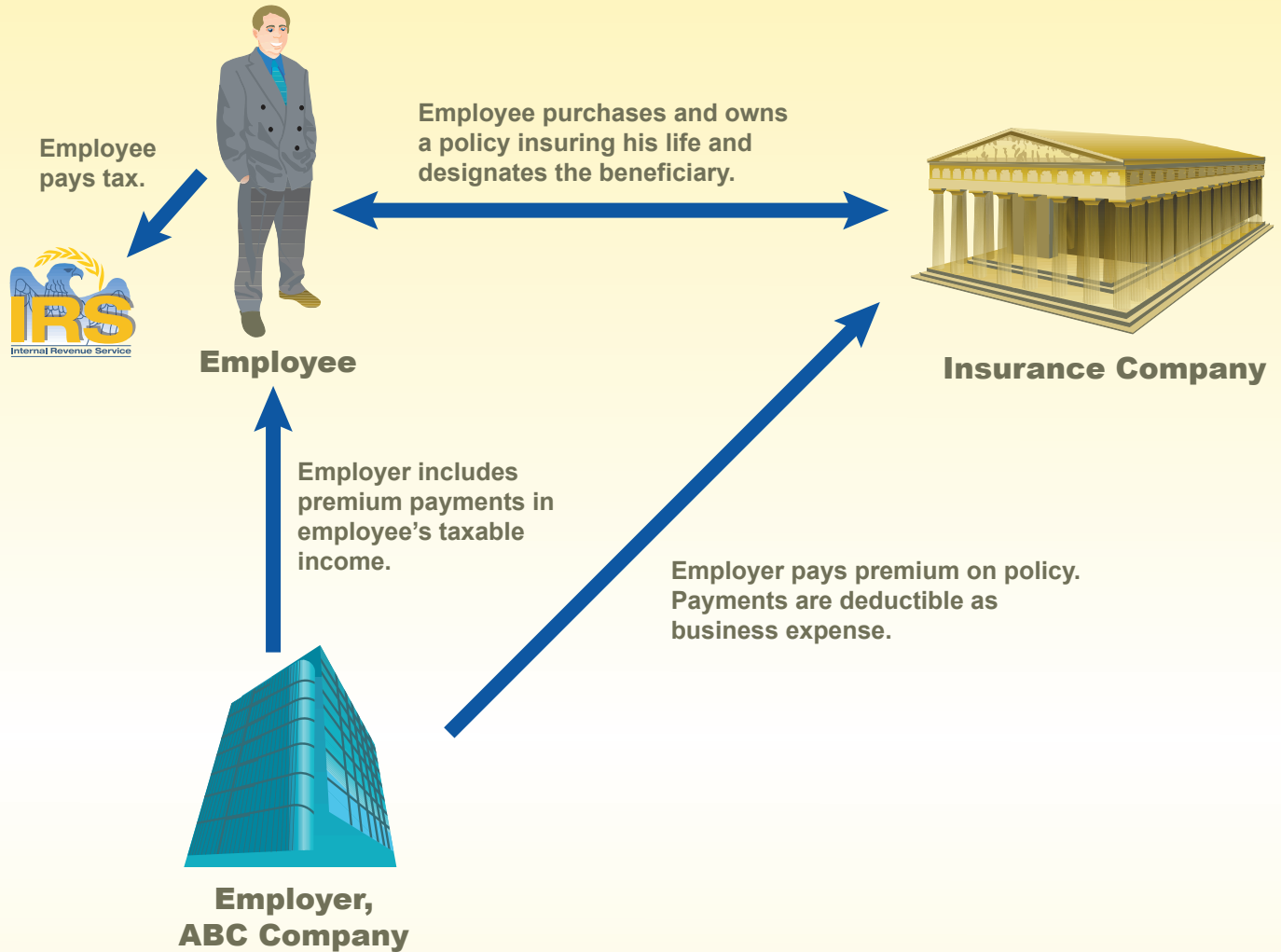


Executive Bonus Plan

During Employee's Lifetime:



After Employee's Death:

