# ANNUAL INCENTIVE EMPLOYEE COMPENSATION POLICY

* The USSEC Board has vested the Annual Incentive employee compensation and evaluation process to the CEO with the following specific provisions:

* + Specific incentive targets (% of salary) will be established at the beginning of the fiscal year and this pool will be budgeted as a part of USSEC’s annual budgeting process and approved by the Executive Committee.
  + Prior to payout at the close of each Fiscal year, the aggregate amount recommended by the CEO will be reviewed by and approved by the USSEC Chairman
  + CEO’s Incentive Compensation will be determined and approved annually by the USSEC Executive Committee.

(approved by USSEC Board, 2/28/2017)