

## Compensation Practices Fact Sheet

<b>Executive Compensation</b>	
The Company does not have employment agreements	Yes
Executive compensation is tied to performance; numeric criteria are disclosed	Yes
The Company has the ability to claw back incentive compensation	Yes
CEO salary is no more than 2 ½ times salary of next highest paid named executive officer	Yes

<b>Pay for Performance</b>	
<b>Compensation Element</b>	<b>Link to Performance</b>
Base Salary	Base salary increases are linked to individual performance
Annual Cash Incentives	Annual cash incentives are linked to achieving pre-determined Company objectives
Long-Term Incentives	<ul style="list-style-type: none"> <li>• Stock options are granted based on individual performance and linked to stock price performance for ten years</li> <li>• Performance shares are granted based on predetermined Company objectives over the three-year performance period</li> </ul>
Benefits	The profit sharing plan encourages financial performance that drives increased shareholder value
Ownership Guidelines	The Directors and Officers are subject to ownership guidelines

<b>Independent Director Compensation Elements</b>	
Value of April 26, 2017 deferred stock unit grant	\$145,000 <sup>1</sup>
Annual cash retainer	\$85,000
-- Audit Committee chair retainer	\$20,000
-- Compensation Committee chair retainer	\$15,000
-- Board Affairs and Nominating Committee chair retainer	\$10,000
-- Lead Director retainer	\$25,000
Consistent with the Company's Matching Gift Program offered to regular employees, each director has the opportunity for a 3 to 1 matching gift contributions not to exceed \$7,500 per annum	Varies
Consistent the Company's Employee Discount Program, each director is eligible for discounts on product purchases	Varies

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<sup>1</sup> The number of deferred stock units granted to the directors on April 26, 2017 was 640, which is \$145,000 divided by \$226.56 (the 200-day average closing price of the Company's shares of common stock through January 31, 2017, rounded up to the next ten-share increment).