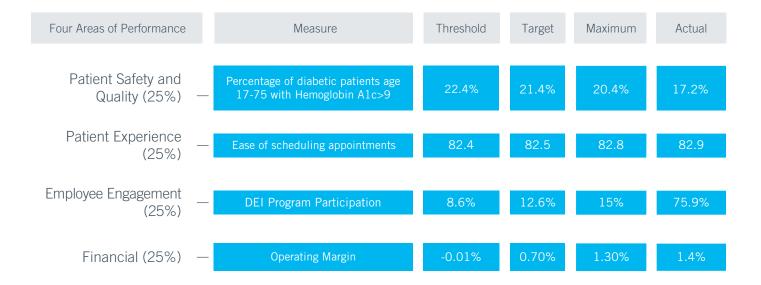


Performance Incentive Plan (PIP)

Fiscal Year 2021 Year-End Results

PIP results were measured in four areas of performance: Safety and Quality, Patient Experience, Employee Engagement and Financial Performance.

For fiscal year 2021, **employees** achieved a payout of **3 percent** out of a potential 3 percent of eligible earnings. Payouts will be Dec. 2.



Met Maximum - Exceeded performance goals

■ Met Target - Reached performance goals

Met Threshold - Achieved at an acceptable level, but short of target

Below Threshold