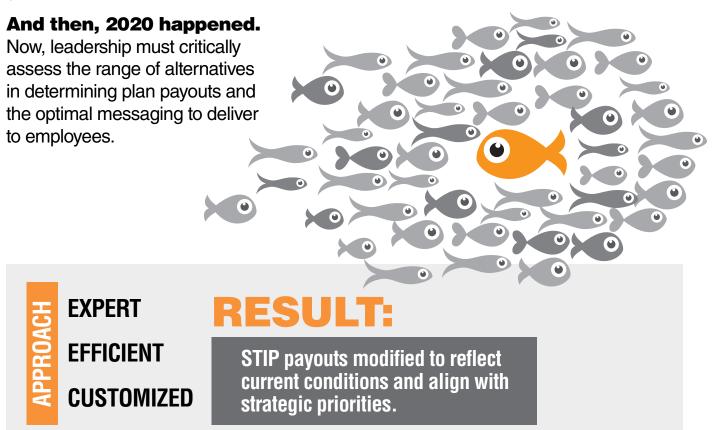
## **Extraordinary Times, Expert Solutions**

## Plan your STIP Payout with Madell Consulting

In January, employees launched efforts to achieve their annual goals and earn their short-term incentive plan awards.



## Ways to Partner with Madell Consulting

- Assess STIP and provide high-level direction on options
- Model costing and deliver detailed recommendations
- Develop communication focused on engagement amid the current economic environment
- Determine STIP adjustments for 2021

Madell Consulting has been committed to excellence in compensation consulting for over 20 years and will partner with you to create the best STIP design and communication solutions in response to today's unprecedented conditions.