

## Barry Burton Compensation

| Monetary                    | BB Current Lake County | Pinco Offer | KW/BB Proposed Agreement   | Lasala 2008 Pinco Contract |
|-----------------------------|------------------------|-------------|--|----------------------------|
| Base Compensation           | \$253,260              | \$267,500   | \$272,000  | \$225,000                  |
| Deferred Comp (fixed amt)   | 7,598                  | 15,000      | 22,000   | 22,000                     |
| Car Allowance               | 7,000                  | 7,200       | 7,200  | 9,000                      |
| Mobile Phone                | 900                    | 900         | 900  | -                          |
| Total Salary & Comp         | \$268,758              | \$290,600   | \$302,100  | \$256,000                  |
| Moving Expenses (fixed)     |                        | \$15,000    | \$60,000   | \$30,000                   |
| House Hunting               |                        | 3,000       | * Inc all of 5,6,7 and d below.  | 3,000                      |
| Housing Assistance          |                        | 24,000      | * Employee may have the employer process direct payments for any specific vendor for items 5,6,7 | 24,000                     |
| COBRA                       |                        | 3,600       | 1,800  | n/a                        |
| Total Relocation & COBRA    |                        | \$45,600    | 61,800   | \$57,000                   |
| Total Monetary Compensation | \$268,758              | \$336,200   | \$363,900  | \$313,000                  |

| Non Monetary/Other | BB Current Lake County | Pinco Offer   | KW/BB Proposed Agreement   | Lasala 2008 Pinco Contract                                      |
|--------------------|------------------------|---|--|---|
| Paid Time Off      |                        | 208 hours PTO Plus 2 days Nov-Dec, Set PTO at 10 year emp level | 208 PTO provided immediate plus 2 days Nov-Dec and accrues leave as a 20+ year | 208 hours PTO Plus 2 days Nov-Dec, Set PTO at 10 year emp level |
| Forgivable Loan    | n/a                    | addresseed by Housing Assitance Above                           |  | n/a   |
| Temporary Housing  | n/a                    | addresseed by Housing Assitance Above                           |  | addresseed by Housing Assitance Above                           |
| Real Estate Fees   | n/a                    | addresseed by Housing Assitance Above                           |  | addresseed by Housing Assitance Above                           |
| Severance          | 6 months               | 20 weeks incl. Salary, deferred comp, vehicle phone             | 20 weeks inc. salary, def comp, vehicle, phone                                 | 6 months salary, w/90 days notice                               |

|                                   |           |
|-----------------------------------|-----------|
| BB Current Salary                 | \$253,260 |
| expected 3% annual inc (Nov eval) | 7,598     |
| New Base Salary                   | \$260,858 |