

Team member bonus program changes

Team members,

Coming together as a new organization has allowed us to enhance the way we collaborate across our teams, provides us with new opportunities for growth and career development, and align to enterprise-wide best practices and standards. To further meet these objectives, we're adjusting our bonus program to align with the enterprise's standard compensation practices.

Beginning October 1, 2022, team members currently on a quarterly plan will transition to an annual plan. Please note, your total target compensation will not change. For team members already on an annual bonus plan, there will be no change for you.

Moving to these new bonus programs will more closely tie bonus payouts to our results—rewarding team members for their personal contributions to our performance metrics and exemplifying our culture of growth.

In the coming weeks, your manager will share more details about your specific bonus plan. Please review the [FAQs](#) for additional details.

Above all, we are here to support you and understand the importance of open, honest conversation. We encourage you to ask questions along the way so we can continue moving toward our future vision together.

For any additional questions not addressed in the [FAQ](#) document, please reach out to your manager or HR.

Your leader