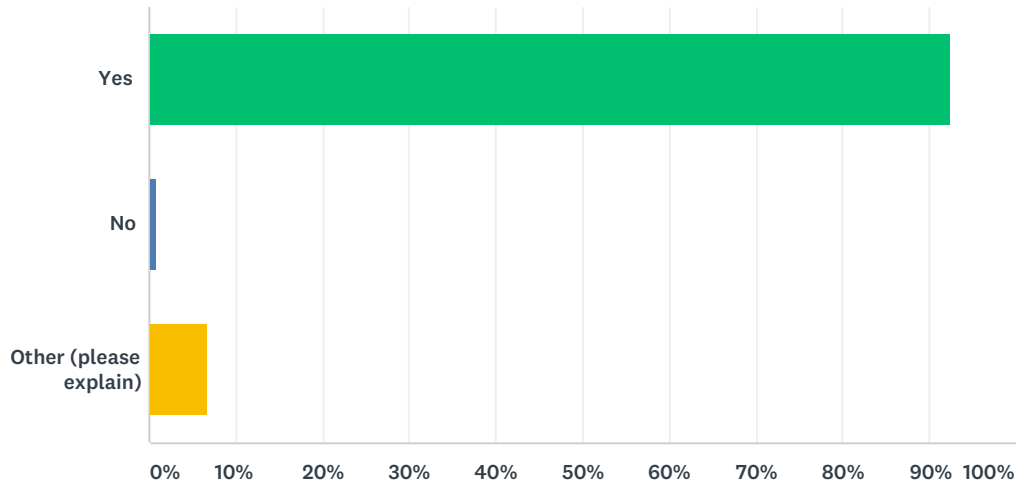


Q1 Does your company reimburse members of the Board of Directors for director education expenses?

Answered: 133 Skipped: 0

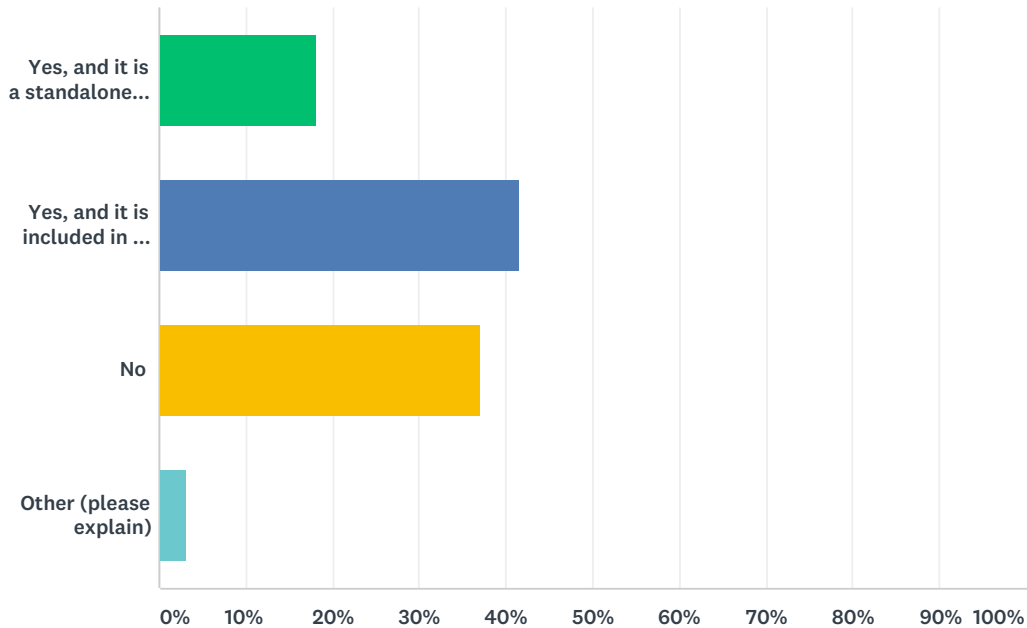


ANSWER CHOICES	RESPONSES	
Yes	92.48%	123
No	0.75%	1
Other (please explain)	6.77%	9
TOTAL		133

#	OTHER (PLEASE EXPLAIN)	DATE
1	its never really come up. we provide orientation and cover all expenses	4/16/2018 4:21 PM
2	We pay expenses directly on behalf of the director	4/16/2018 12:05 PM
3	yes for 1 course every 2 years	4/13/2018 4:41 PM
4	not sure. we have not had this issue.	4/13/2018 4:33 PM
5	Yes, up to a fixed dollar amount.	4/13/2018 4:31 PM
6	depends on reason for "education".	4/13/2018 4:28 PM
7	Not sure. Hasn't come up. I suspect we would if asked.	4/13/2018 4:22 PM
8	Yes. With prior approval.	4/13/2018 4:20 PM
9	Most director education is provided at board or board committee meetings, so there generally is no added expense.	4/13/2018 4:19 PM

Q2 Do you have a written director education policy?

Answered: 127 Skipped: 6

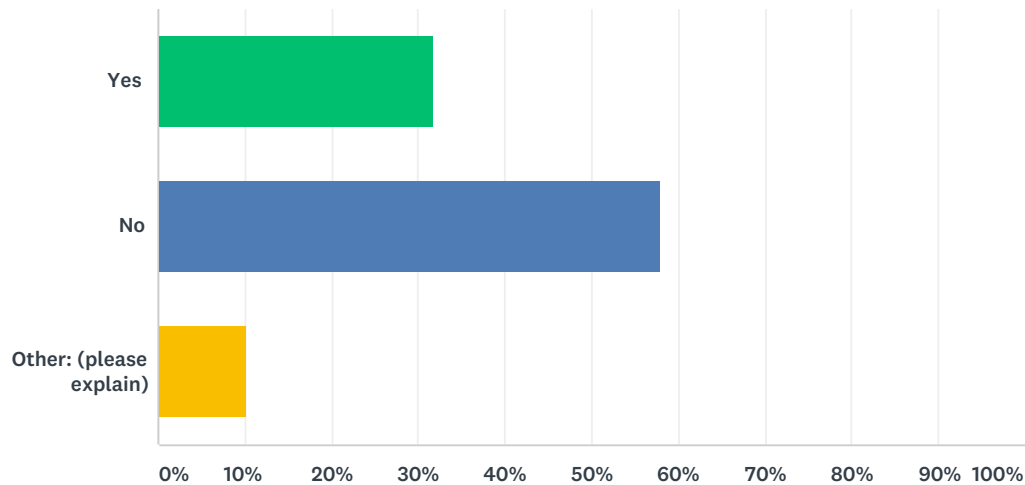


ANSWER CHOICES		RESPONSES	
Yes, and it is a standalone policy.		18.11%	23
Yes, and it is included in our corporate governance guidelines or similar governing document.		41.73%	53
No		37.01%	47
Other (please explain)		3.15%	4
TOTAL			127

#	OTHER (PLEASE EXPLAIN)	DATE
1	Education is encouraged in guidelines but not mandatory.	4/15/2018 7:54 PM
2	We have guidelines but not an actual policy	4/15/2018 5:32 PM
3	Informal unwritten policy	4/13/2018 4:29 PM
4	Nom & Gov Charter states they will encourage directors to get education	4/13/2018 4:21 PM

Q3 Do you require a director to obtain pre-approval before incurring director education expenses?

Answered: 126 Skipped: 7

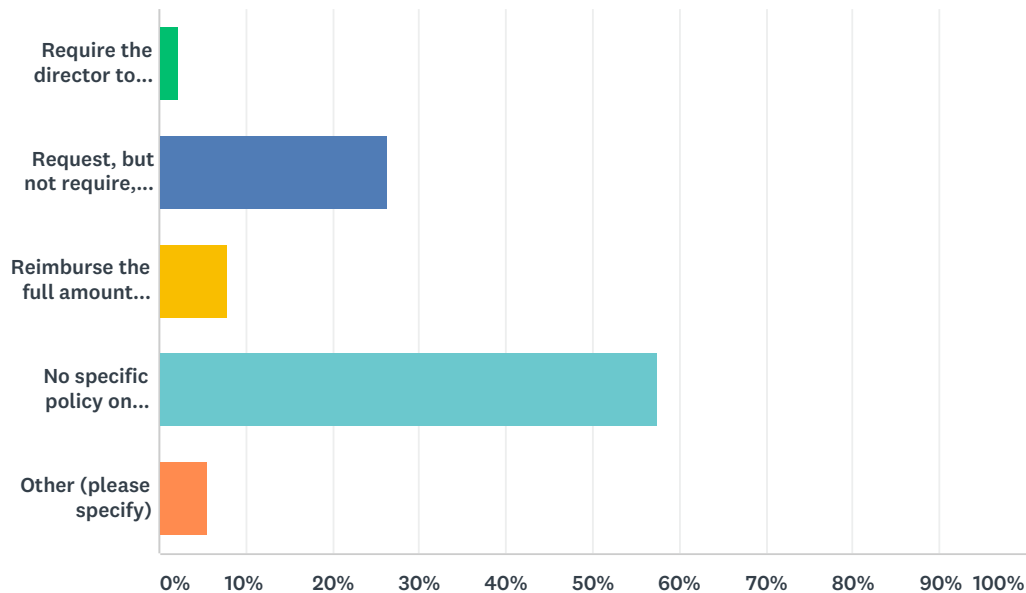


ANSWER CHOICES	RESPONSES	
Yes	31.75%	40
No	57.94%	73
Other: (please explain)	10.32%	13
TOTAL		126

#	OTHER: (PLEASE EXPLAIN)	DATE
1	Pre-approval is unnecessary because we make education arrangements for the director	4/16/2018 12:06 PM
2	If NACD program, pre-approval not required otherwise pre-approval is required	4/16/2018 10:07 AM
3	Directors may incur education expenses up to an established limit. Any expenses in excess of the limit must be pre-approved.	4/13/2018 5:40 PM
4	We do not, but we do guide them to certain programs.	4/13/2018 5:12 PM
5	Policy does not require it, but they typically do.	4/13/2018 4:58 PM
6	They usually ask first	4/13/2018 4:54 PM
7	It is expected, not required.	4/13/2018 4:46 PM
8	Directors are encouraged to inform the Copr. Gov Committee before attending	4/13/2018 4:37 PM
9	Unless it is extravagant, we're pretty lax on this	4/13/2018 4:36 PM
10	Not pre-approval, but pre-notification to Chairman	4/13/2018 4:34 PM
11	we do not have a policy for this.	4/13/2018 4:34 PM
12	No, but they ask us to arrange it, so we know in advance	4/13/2018 4:22 PM
13	We would always be aware of director education expenses and cover them. As noted earlier, most director education is provided at meetings they already attend.	4/13/2018 4:20 PM

Q4 How do you address reimbursement of director education expenses for a director who serves on multiple boards?

Answered: 125 Skipped: 8

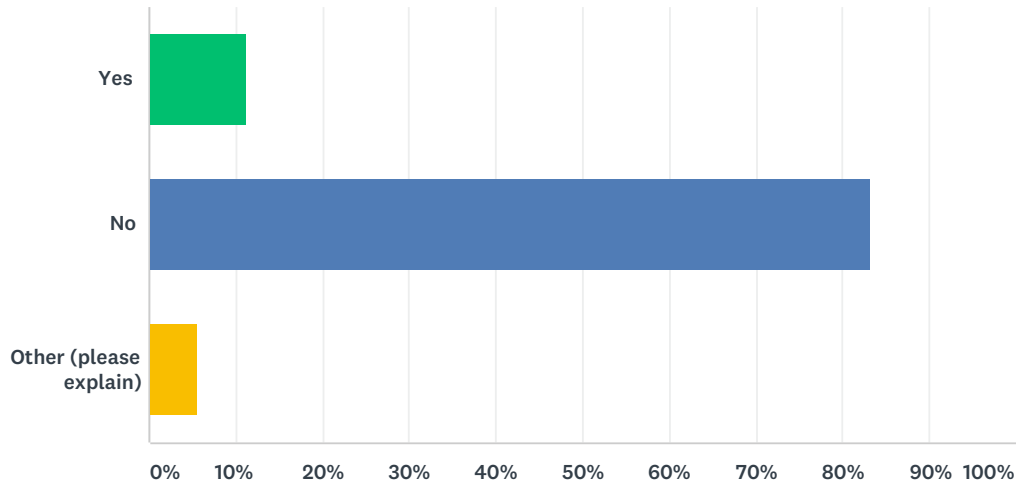


ANSWER CHOICES	RESPONSES	
Require the director to prorate expenses among the director's multiple boards	2.40%	3
Request, but not require, the director to prorate expenses among the director's multiple boards.	26.40%	33
Reimburse the full amount regardless of whether the director serves on multiple boards	8.00%	10
No specific policy on reimbursement of director education expenses for a director who serves on multiple boards	57.60%	72
Other (please specify)	5.60%	7
TOTAL		125

#	OTHER (PLEASE SPECIFY)	DATE
1	We find our directors generally split these expenses relatively fairly -- e.g., we pay one year and their other year pays the next	4/15/2018 10:21 AM
2	n/a	4/13/2018 6:46 PM
3	We only have one board	4/13/2018 5:38 PM
4	We have a set amount that the Director may use each year.	4/13/2018 4:41 PM
5	It is an expense reimbursement so if the director otherwise had these cost covered by another company, we would not pay.	4/13/2018 4:39 PM
6	We haven't had that come up	4/13/2018 4:31 PM
7	Not currently applicable	4/13/2018 4:26 PM

Q5 Does the policy or other protocol specify annual dollar limits on director education expenses?

Answered: 125 Skipped: 8



ANSWER CHOICES	RESPONSES	
Yes	11.20%	14
No	83.20%	104
Other (please explain)	5.60%	7
TOTAL		125

#	OTHER (PLEASE EXPLAIN)	DATE
1	NA	4/16/2018 4:22 PM
2	Generally--but it's a total amount and we have never declined a director expense	4/16/2018 1:45 AM
3	No, but says they must be reasonable.	4/13/2018 5:13 PM
4	Director education expenses are budgeted annually. Every effort is made to stay within budget, but there is no hard and fast rule prohibiting over budget expenses for directors.	4/13/2018 4:34 PM
5	We would check for general reasonableness -- courses tend to be priced similarly	4/13/2018 4:32 PM
6	Try to send 1/3 of our directors to training each year	4/13/2018 4:30 PM
7	N/A	4/13/2018 4:17 PM

Q6 What is the annual dollar limit on director education expense?

Answered: 13 Skipped: 120

#	RESPONSES	DATE
1	12,000	4/17/2018 9:16 AM
2	5000	4/14/2018 9:43 AM
3	5,000	4/13/2018 5:41 PM
4	\$10,000	4/13/2018 5:04 PM
5	2500	4/13/2018 4:47 PM
6	\$10000	4/13/2018 4:44 PM
7	\$6,000 plus travel expenses in any 2-year period	4/13/2018 4:41 PM
8	2,500	4/13/2018 4:37 PM
9	\$8,500	4/13/2018 4:32 PM
10	10000 every two years plus travel-related expenses	4/13/2018 4:31 PM
11	5,000	4/13/2018 4:26 PM
12	\$10,000 annual aggregate per director	4/13/2018 4:22 PM
13	Reimbursement for one event per year.	4/13/2018 4:18 PM