United Brotherhood of Carpenters
Executive Compensation Core Principles & Practices Evaluation Form
[CORPORATION NAME]   Date CP&P Form Prepared:

Core Principle: #1 - Compensation Plan Goal and Structure: A Company's executive compensation plan should be designed to motivate named executive officers (NEOs) to fulfill their key obligation; that is, to develop and implement a well-conceived strategic business plan that sustains long-term corporate value growth. The executive compensation plan should contain annual and long-term incentive plan components with rigorous financial, stock-price and non-financial performance metrics with rigorous performance targets designed to reward superior performance.

	Compensation Core Practice	Plan Description	Comments	Negative / Positive
1	**Total Named Executive Officer (NEO) Compensation Opportunity:** Total NEO pay opportunity should be set by the compensation committee using its judgment informed in part by consideration of peer market data.			
2	**Internal Pay Equity:** Internal pay equity among NEOs should be another important consideration in setting NEOs' total compensation opportunity levels.			
3	**Plan Goal Disclosure:** Plan disclosure should clearly describe how the plan is designed to incentivize and reward effective implementation of the Company's long-term strategic business plan.			
4	**"Clawback" provision:** A plan's "clawback" provisions should apply to current and former executive officers and require a clawback of incentive compensation in the event of an accounting restatement, intentional misconduct or gross negligence, violations of law and company policies that cause significant financial or reputational harm to the company, or violation of the terms of a separation agreement.			
5	**"Realized" and/or "Realizable" Pay Calculation:** Does the CD&A provide either or both of these pay calculations?			

Core Principle # 2 - Annual Incentive Plan Compensation: A company's annual incentive plan (AIP) should include a strategic mix of financial and qualitative performance metrics with peer-related and/or demonstrably rigorous internal performance targets that support the achievement of both short and long-term corporate strategic goals. Annual incentive plan payouts should reward superior corporate performance and those award payouts should be in cash and equity to support long-term corporate performance.

Annual Incentive Plan Features	**Quantitative metrics:**
	Qualitative metrics:
	Performance Goals:
	Performance & Payout Period:
	Form of Payout:

	Compensation Core Practice	Plan Description	Comments	Negative/ Positive
6	**Opportunity Award:** The basis for the threshold, target, and maximum amount of the AIP award should be clearly explained.			
7	**Performance Metrics:** The AIP should use a combination of quantitative and qualitative performance metrics.			
8	**Rationale for Performance Metrics:** Plan disclosure should provide the rationale for the specific performance metrics used.			

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9	**Performance Goal(s) Disclosure:** Plan disclosure should clearly present the basis for the range of performance goals (threshold, target, max) for each plan performance metric.			
10	**Performance Goal(s) Rigor:** The AIP's performance goal(s) should be demonstrably rigorous internal targets and/or peer-related targets.			
11	**Award Determination:** If the AIP award determination is not totally formulaic, the rationale for the award decisions should be clearly explained.			
12	**Form of Award Payout:** AIP awards should be in form of both cash and equity,			

Core Principle # 3 - Long-Term Compensation Plans: A company's long-term compensation plan should be designed to deliver a majority of a NEO's total compensation. Performance-vested compensation instruments that condition award grants on the attainment of performance targets related to financial and stock-price performance metrics should deliver a majority of a NEO's long-term compensation. The various long-term compensation instruments used to provide long-term compensation should incentivize and reward long-term corporate value enhancement.

Long-Term Plan Features	**Long-term Compensation Plan Components & Percentage of Total Award:** 1. Performance-vested Instruments: 2. Performance-related Instruments: 3. Time-vested Instruments:
Long-Term Plan Features	**Performance Metrics and Vesting/Performance Period:** 1. Instrument #1: 2. Instrument #2: 3. Instrument #3:

	Compensation Core Practice	Plan Description	Comments	Negative / Positive
13	**Opportunity Award:** The basis for the size of the grant value of total long-term compensation awards should be clearly disclosed and explained.			
14	**Plan Strategic Rationale:** The strategic rationale for the mix of long-term instruments used should be clearly described.			
15	**Majority Performance-Vested Award:** The majority of the NEOs' long-term compensation target award should be delivered through long-term performance-vested instruments.			
16	**Vesting & Performance Periods:** Vesting and performance periods used in conjunction with the long-term compensation instruments should be at least 3 years (i.e.3 year cliff-vesting and 3 year cumulative performance period).			
17	**Financial Performance Metrics:** One or more of the long-period compensation plan instruments should include financial metrics as well as stock price performance metrics.			
18	**Performance Metrics Rationale:** The rationale for the performance metrics used with each long-term compensation instrument should be clearly described.			

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19	**Performance Target Disclosure:** The performance targets for each long-term compensation instrument should be clearly described.			
20	**Performance Target Rigor:** The performance target(s) for each long-term compensation instrument should be demonstrably rigorous internal targets and/or peer-related targets.			
21	**NEO Equity Ownership and Retention:** NEOs should be required to hold a significant amount of company stock and retain a portion of equity acquired per vesting or exercise event.	**CEO:** **Other** **NEOs:** **Retention:**		

Core Principle # 4 - Post-Employment Compensation & Benefits: Since NEOs are generally highly compensated and thus able to acquire a considerable level of wealth during their work tenures, extraordinary retirement benefits that exceed those provided by "qualified" retirement plans and severance pay should be justified. Severance pay should be limited in amount and provided in only limited circumstances. Change-in-control benefits should be limited to prorata accelerated vesting of outstanding performance-vested equity instruments.

Post-Employment Plan Features	**Post-Employment Plans: (Y/N)** 1. Qualified Defined Benefit Plan: 2. Supplemental Defined Benefit Plan: 3. 401(k) Plan: 4. Supplemental 401(k) Plan: 5. Deferred Compensation Plan:		**Change-in-Control Features: (Y/N)** 1. Payout Amount: 2. Double-Trigger: 3. Tax Gross-ups: 4. Accelerated Equity: **General** **Severance Plan:** (payout amount)	
	Compensation Core Practice	**Plan Description**	**Comments**	**Negative / Positive**
22	**NEO Supplemental Retirement Plans (SERPs):** The income determination in any supplemental defined-benefit or defined contribution retirement plan for a NEO should be limited to the NEO's salary.			
23	**Severance Payments:** To the extent severance is provided, it should be no more than one year's salary and target annual bonus.			
24	**Change-in-Control (C-I-C) Benefits:** Change-in-control benefits, other than pro-rata vesting of performance-vested equity instruments, should not be provided to NEOs or any other senior executives.			
25	**Accelerated Vesting:** Acceleration of NEOs' outstanding equity awards should only be provided in death and disability circumstances or on a pro-rata basis as relates to performane-vested equity following a termination other than for cause.			
	Compensation Committee Consultant			
	Management Compensation Consultant			
	Say-on-Pay (2014) Vote:	Say-on-Pay (2013) Vote:	Say-on-Pay (2012) Vote:	
		Company Performance	**Industry Group Performance**	
	1 year annualized TSR (%) (as of date)			
	3 year annualized TSR (%) (as of date)			
	5 year annualized TSR (%) (as of date)			
	Revenue Growth (3 yr avg) (as of date)			
	Net Income Growth (3 yr avg) (as of date)			

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	SUMMARY COMPENSATION PLAN DESCRIPTION	