

## PCM Promises More Openness on Employee Bonuses

At the May 10, 2011 United board meeting, PCM general manager Jerry Storage provided the following statement in response United's report on their investigation into the PCM incentive plan.

"The community has an opportunity to move forward in a positive direction after having experienced some very difficult times over the past year. And this applies to PCM as well. The Third Mutual lawsuit has been settled and United, as well as GR and Mutual 50, have completed their investigations into the former incentive plan. The findings of United, GRF and Mutual 50 have been published and PCM applauds the investigative efforts that were conducted.

"So what is the takeaway from these investigative findings? The need for more open communication and transparency between the boards, PCM and the community. PCM has already begun instituting measures in this regard.

"PCM eliminated the incentive plan in 2007 and there is no intent to reinstate it.

"There was concern over the use of GRF credit cards and that has been investigated by GRF with the number of credit cards diminished to two to be used for the purchase of certain materials and supplies, paying for board lunches and for expenses related to training.

"There has been concern raised over discretionary bonuses given to those employees who have gone above and beyond in their service to the community. Measures have been implemented to ensure that no bonuses are given without the boards first reviewing the aggregate bonus amount recommended by management and the criteria upon which bonuses are recommended.

"It is my promise as general manager to ensure open communication and transparency and to work with each board to maintain positive working relationships. As I have said many times, PCM loves this community and appreciates the opportunity to serve you. We have a long history and institutional knowledge in the operation of the Village and we are dedicated to making our service to you even better. Thanks to the community and its support of PCM throughout the years and we look forward to an open, transparent and healthy relationship for the future."