-SUCCESSION PLANNING TEAM AGREEMENT DOCUMENT-

| The | _ Succession Planning Team will operate using the following |
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| parameters: | |
| OUR SHARED VALUE | S: |
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| OUR PLANNING VISIO | ON: |
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| OUR PLANNING MISS | SION: |
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| OUR PLANNING GOA | iLS: |

| OUR PLANNING OBSTACLI | ES: | |
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| OUR PLANNING RULES: | | |
| Document: | ers and terms expressed in the Te | |
| Team Member | Signature | Date |
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