

Human Resources Annual Planning Calendar

January	February	March	April
<p>Review DWSD's Human Resource policies and procedures recommending changes as appropriate to the Board</p> <p>Review DWSD's compensation practices and the relationship among risk, risk management and compensation in light of the corporation's objectives including its safety and soundness and the avoidance of practices that would encourage excessive risk.</p>	<p>Review with the Director the goals and objectives relevant to Director compensation</p> <p>In determining the long-term incentive component of Director Compensation, the Committee will consider DWSD's performance, the value of the incentive awards to Directors in comparable organizations, and the awards given to the Director in past years.</p>	<p>Conduct an external market assessment comparing DWSD's executive compensation levels and programs to its peer group and other applicable survey information. This review should include a review of general trends and emerging issues that should be considered in making decisions about executive compensation.</p> <p>Evaluate the Director performance against the goals and objectives, and determine the Director compensation level based on this evaluation.</p>	<p>Review and approve policies on compensation, benefits, including long term incentive plans. this includes the compensation strategy and philosophy.</p> <p>Receive any reports or complaints concerning actual or threatened retaliatory actions against employees for filing complaints or making reports concerning violations of the Way We Work, including, without limitation, complaints regarding questionable accounting or auditing matters.</p>
May	June	July	August
<p>Make recommendations to the Board of Directors for Director compensation, benefits, and perquisite</p> <p>Review officer's compensation, benefits and perquisites to ensure the effectiveness of the compensation practices and adherence to approved plans and policies</p> <p>Nomination and election of Chair and Vice-Chair for following upcoming fiscal year</p>	<p>Review and approve the hiring and termination of officers of the Company, including the terms of any employment contract.</p> <p>Make recommendations to the Board of Directors for officer compensation, benefits, and perquisite</p>	<p>Review and approve the hiring of any employees outside of the scope of the authority granted the Director or who are designated as key employees to Receive enhanced separation benefits.</p>	<p>Review with the Director the goals and objectives relevant to Director compensation</p>
September	October	November	December
<p>Evaluate the Director performance against those goals and objectives, and determine the Director compensation level based on this evaluation.</p>	<p>Receive any reports or complaints concerning actual or threatened retaliatory actions against employees for filing complaints or making reports concerning violations of The Way We Work, including, without limitation, complaints regarding questionable accounting or auditing matters.</p>	<p>Review and assess management's plan and programs for attraction, retention, business and development of human resources to achieve Company Objectives.</p>	<p>Review DWSD's Human Resource programs recommending changes as appropriate to the Board</p>