

# Key Management Processes

<p><b>Governance</b></p>	<p>Submit Plan to Bank</p> <p>Senior Team Off-Site</p> <p>Advisor Meeting</p> <p>Leadership Off-Site</p> <p>Board Meeting to Review Performance, Initiatives, and Approve Plan for Bank Submission</p> <p>Board &amp; Comp Committee</p> <p>Board Meeting</p> <p>Board Meeting Set Planning Guidance and Key Initiatives</p> <p>Board Call Review Performance and Draft Plan</p>
<p><b>Gatherings</b></p>	<p>All Hands Meeting</p> <p>Company Picnic</p> <p>All Hands Meeting</p> <p>Holiday Party</p>
<p><b>Management</b></p>	<p>Complete Financial &amp; Operating Plan</p> <p>Annual Performance Goals</p> <p>Checkpoint Performance Relative to Financial Plans</p> <p>Half 2 Reforecast</p> <p>Submit Price Increases</p> <p>Review Next Year Strategy</p> <p>Set Approach To Plan</p> <p>Draft Next Year Financial &amp; Operating Plan</p>
<p><b>Personnel</b></p>	<p>Annotate Performance Plans</p> <p>Compute Performance Bonuses</p> <p>Pay Bonuses</p> <p>Performance Appraisals</p> <p>Salary Reviews</p> <p>Promotion Nominations</p> <p>Performance Appraisals</p> <p>Salary Reviews</p> <p>Estimate Bonuses</p>
<p>Jan      Feb      Mar      Apr      May      Jun      Jul      Aug      Sep      Oct      Nov      Dec</p>	