

**From:** [Eads, Shawn W. - VP & Chief Information Officer](#)  
**To:** [Zahn, Aaron F. - Managing Director/CEO](#)  
**Subject:** Random Thought  
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Aaron,

Thinking this morning over coffee and I wonder if the concept of long term incentive is just missing one piece and that is a cap. At GEA we had long term incentive that could pay out more than a target but it couldn't be unlimited. Is there a way to institute a ceiling? Was thinking if we could come up with a solution maybe in Dec the board could modify the system but not eliminate it. Maybe that shows the board believes in the concept and changed a "hole" in the first version.

We still may want to delay implementation until 2021 but it shows a progressive, pro employee stance.

I'm a rookie at the politics but I'm always thinking of ways to figure it out.

Shawn

Sent from my iPhone

**JEA0678**