

August 26, 2015

**APPROVE APPOINTMENT OF SENIOR VICE PRESIDENT OF FINANCE  
EFFECTIVE AUGUST 21, 2015**

(RONALD DENARD)

**THE CHIEF EXECUTIVE OFFICER RECOMMENDS THAT:**

(1) The Board classify the position of Senior Vice President of Finance as a special needs position

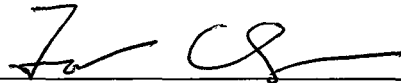
15-0826-EX12

Approved for Consideration:



**ROBERT BOIK**  
Interim Chief Talent Officer

Approved:



**Forrest Claypool**  
Chief Executive Officer

Approved as to Legal Form:



**JAMES BEBLEY**  
General Counsel