

NEO	2015	2016	2014-2015 Change	2015-2016 Change
Doug D. Murphy	\$ 700,000 <sup>(1)</sup>	\$800,000	16.7%	14.3%
John M. Cassaday (former CEO)	\$1,000,000	—	0%	—
Thomas C. Peddie	\$ 510,000	\$523,000	3.2%	2.5%
Heather A. Shaw	\$ 950,000	\$950,000	0%	0%
D. Scott Dyer	\$ 450,000	\$461,000	2.8%	2.5%
Gary A. Maavara	\$ 385,100	\$395,100	3.9%	2.5%

(1) Mr. Murphy's increase in fiscal 2015 reflects both a merit-based increase as well as his promotion to CEO effective March 30<sup>th</sup>, 2015.