Pacesetter Program

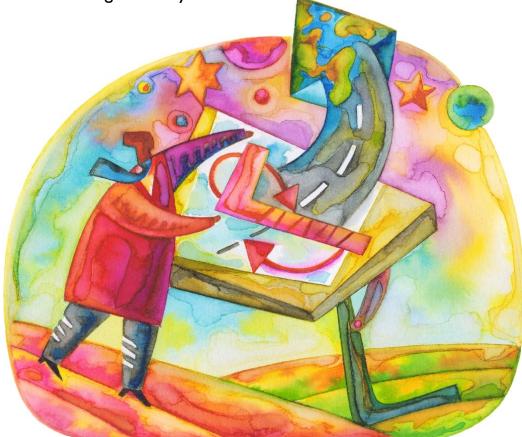


The Pacesetter Program is a quarterly employee suggestion program designed to solicit ideas for improving services, saving money, generating revenue, and/or increasing efficiency.

"There are two primary choices in life: to accept conditions as they exist, or accept the responsibility for changing them."

- Dennis Waitley





Submissions are due April 30, 2012

All Spectrum employees are eligible to participate with the exception of Senior Leadership.

AWARD CATEGORIES:

- Platinum (\$500) exceptional idea, with substantial benefits expected and/or widespread replication possible
- Gold (\$250) innovative idea expected to produce significant, long-term benefits
- Silver (\$100) creative idea for larger-scale improvement
- Bronze (\$50) practical idea for small-scale improvement