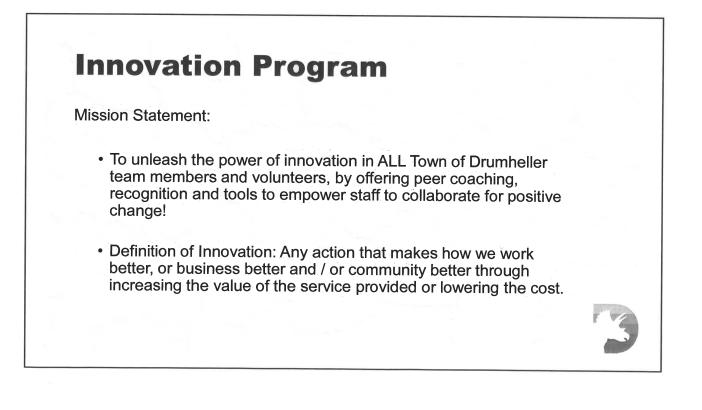


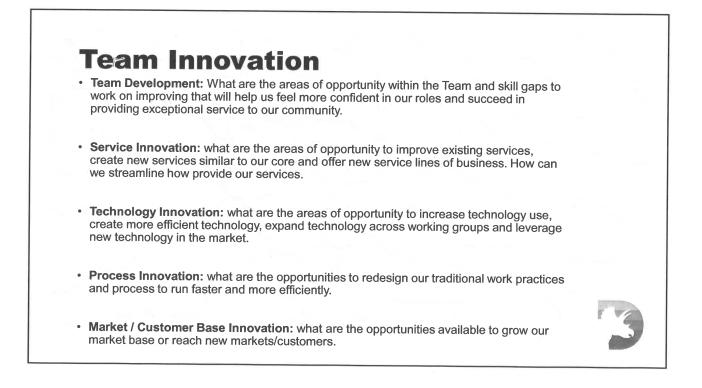
Goals of Innovation Plan

- Agility to identify and meet community needs in a more timely manner
- Reduced turnover / improved employee engagement
- Improved resource attraction
- Competitive advantage
- Cost Savings
- More efficient us of resources
- More efficient systems and processes
- · Proactive mindset allowing improved industry methods/standards



Internal Innovation Program

- Two Initial Programs to Inspire and Drive Innovation
 - 1. Team Innovation Planning
 - 2. Suggestion Box



Team Innovation Opportunities will be prioritized and individual team members will take responsibility for an opportunity. Team Members will be asked to: P Prepare: research/review the current situation A Assess: based on leading best practices, what are options to improve C Collaborate: using the diversity of knowledge, experience and passion work with others in the organization to develop the solution E Experiment: Use it, try it out, is it a success, does it need to be adjusted, or go in a whole new direction and head back to the

drawing board

