

the Incentive Plan payouts, but, even PCM has written that boards were not aware of them. Each year, PCM should have gone to the board and requested approval for a payout from savings. They never did, and the boards had no knowledge. (The prior comment was written by Mike Curtis, August 2, 2009.)

When discussing Incentive, Employee, Safety, Bonus, etc, **PLANS**, it is critical to ensure that you are talking about the same **PLAN**. There have been a number of **PLANS** over the course of the past 20 years. All but one had been authorized by the Mutual Boards. It is not uncommon for past Directors to state that, "They were aware of the **bonus plan**." In most all cases, they would be alluding to the **Incentive Plan**, but, in reality they were unwittingly speaking about one of the other **plans**. Few Directors, in the early 2000's, knew about the various plans and only recently (2006) had they become aware that the infamous **INCENTIVE PLAN** even existed.

Anyone browsing PCM's ledgers would not find an account number called, "**INCENTIVE BONUS, or INCENTIVE PLAN,**" however, there is an account titled F.I.C.A.—INCENTIVE ACCRUAL..

LANDSCAPING?

Landscaping, or, Make Work? What is the justification for some of the re-landscaping effort that is going on in United Mutual?

- Does it cost less to water , trim and maintain plants in a newly re-landscaped area, or, to water and mow an already established grass area?
- What is our cost justification for beautification?
- What is more beautiful; a green area of grass within our manors and common areas, or, winding paths with plant and bushes that mimic our manor common areas?



Shrubs or Grass \$\$\$\$

- What requires more water with a potential for exceeding our water allocation during our current drought?

When you also include a 10% plant loss ratio for new plants with limited water during our drought, you must ask yourself if this is really justified. An open area like this will take less than 5 minutes to mow each week and as an already established area it will look green and fresh 100% of the time, as opposed to many man hours trimming, replanting, and watering after it has been re-landscaped.

If you drive around United and Third Mutual and inspect the slopes, you will see many areas that need immediate attention to either, resolve slopes that have not been maintained, or, to repair slopes that have been maintained.

This does not bode well for the effort of the Landscape Division when viewed by a potential buyer. It is always better to have nice green grass and well maintained slopes as opposed to winding walkways with bushes and shrubs and slopes that look like they are on their last drop of water.

A moratorium on new plants during this period of water restriction would have saved costs for both water and the loss of plants trying to grow with limited water at the very time they need excess water.