

Performance Share Grant Award

Date: [Insert Date]

Dear [Employee's Name],

We are pleased to inform you that you have been granted performance shares as part of our long-term incentive program. This award reflects our confidence in your contributions to [Company Name] and our commitment to aligning your interests with those of our shareholders.

Performance Share Details:

- **Grant Date:** [Insert Grant Date]
- **Number of Shares Granted:** [Insert Number of Shares]
- **Performance Period:** [Insert Performance Period]
- **Performance Criteria:** [Insert Performance Criteria]

These performance shares will vest based on the achievement of certain performance goals over the specified period. We believe that this incentive aligns your efforts with the overall success of the company.

Please review the attached plan document for more details regarding the terms and conditions of this grant.

Congratulations on this well-deserved recognition. We look forward to your continued success and contributions at [Company Name].

Sincerely,

[Your Name]

[Your Title]

[Company Name]