

# NSPS Is Unfair.

## Comments on Proposed NSPS Regulations--RIN 3206-AK76/0790-AH82

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FROM

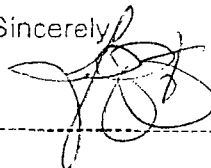
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9901 341-342 Employees will receive performance ratings as they do now. Under NSPS that rating will not translate into an automatic number of shares, such as a level 4 rating equals 3 shares. Instead NSPS would allow the supervisor to decide how many performance shares to give. So if Bob says that a level 5 rating might allow 6 to 8 shares, this means a supervisor could give one employee 6 shares and the other 8 shares. The second employee will get a bigger pay increase than the first based solely on that supervisor's decision.

Sincerely,



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